

Communication Key to Conference Success

Following three days of enthusiastic communication, with informative programs and more communication, the members of the National Interstate Council of State Boards of Cosmetology gives a standing ovation to the Utah Cosmetology /Barber Board, Debra Norton and her staff and the Education Committee for one of the truly most remarkable conferences.

The 2012 Conference in Salt Lake City, UT, will be remembered as outstanding, both for the educational programs that were presented and the social activities provided for the large attendance of delegates.

Administrators Meeting

The Conference started on a very high note with a full day's meeting of Board Administrators and Executive Directors. Under the capable direction of Co-Chairman Robyn Barineau, FL and Donna Aune, AZ, the participants discussed a number of subjects that were of special interest to the Boards by round table discussions.

Among the subjects discussed were:

1. "Reciprocity vs. Endorsement"
2. "Testing Updates" by NIC/SMT
3. "Industry Updates" by King Research, PSI, PCS, Milady, CLiC and NCEA
4. "Role of an Administrator vs. Board Members"
5. "New Laws and Rules", "Disciplinary Complaints Process", "Verification of School Hours" and "Agendas"

New Members Orientation

Among new and old members, Betty Leake, MO; Jackie Dahlquist, SD; Wayne Kindle, MO and Kay Kendrick, GA, presented a program on NIC, its daily functions and how the committees are responsible in maintaining the programs that are a part of NIC. The new members got to meet the officers as well as introducing themselves.

Welcome Reception

The Welcome Reception gave everyone a chance to get acquainted or reacquainted with each other. A great kickoff was having some of the sponsors displaying their products, which has become a great event for the members and guests.

Betty Leake Elected NIC President



Seated: Melanie Thompson, SC, Vice President; Betty Leake, MO, President; Kay Kendrick, GA, Immediate Past President. Standing: Myra Jowers, FL, Region 1 Director; Bill Helton, OK, Region 3 Director; Gary Begley, AZ, Region 4 Director; Leisa McElreath, MS, Secretary-Treasurer; Robyn Barineau, FL, Board Administrator Rep. Not pictured: Tracy Smith, AL, Region 2 Director.

Betty Leake, member of the Missouri Cosmetology Board, was elected president of the National Interstate Council of State Boards of Cosmetology during the Annual Conference of NIC in Salt Lake City, UT.

Also elected with Ms. Leake were Melanie Thompson, SC, Vice President; Lesia McElreath, MS, Secretary-Treasurer; Myra Jowers, FL, Region 1 Director; Tracy Smith, AL, Region 2 Director; Bill Helton, OK, Region 3 Director; Gary Begley, AZ, Region 4 Director and Robyn Barineau, FL, Board Administrator Rep.



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Message From the President



To the Membership:

‘Communication is Key’ was the theme for the annual conference which was held in Salt Lake City, Utah on August 25 - 27, 2012. A big ‘Thank You’ goes to the State of Utah for hosting our annual conference and the weather and scenery was absolutely beautiful, as if they planned it.

I would like to thank the membership for their vote of confidence on my election. It is such an honor to be elected President of this great organization.

I was also fortunate at the annual conference to be given a great Executive Board to work with. The delegates elected Melanie Thompson from South Carolina as the Vice President; Leisa McElreath from Mississippi as the Secretary/Treasurer; Myra Jowers from Florida as the Region I Director; Tracy Smith from Alabama as the Region II Director; Bill Helton from Oklahoma as the Region III Director; Gary Begley from Arizona as the Region IV Director; Robin Barineau from Florida as the Board Administrator Representative and Kay Kendrick remains on the Board as the Immediate Past President.

During the conference, a great deal of discussion was devoted to State deregulation. The consensus of the delegates and presenters was that the States must be prepared to fight the legislature on deregulation issues again this year. It is imperative that we educate our elected officials on the value of licensure. The NIC and other professional organizations continually screen the internet for new bills on deregulation and upon request are available to help the States fight against deregulation. I am available to assist any of the membership with this issue in any way possible. Being a new president, I want to know your areas of concern as well as I value your ideas and input.

The Region Directors are hard at work organizing the regional meeting. If you were not able to attend the Annual Conference, we hope to see you at the Region Meeting. Please contact the Region Directors or me if you have a subject that you would like on the agenda or a new idea for the region meeting.”

I look forward to seeing everyone at the region meeting.

With best wishes:

Betty J Leake, President

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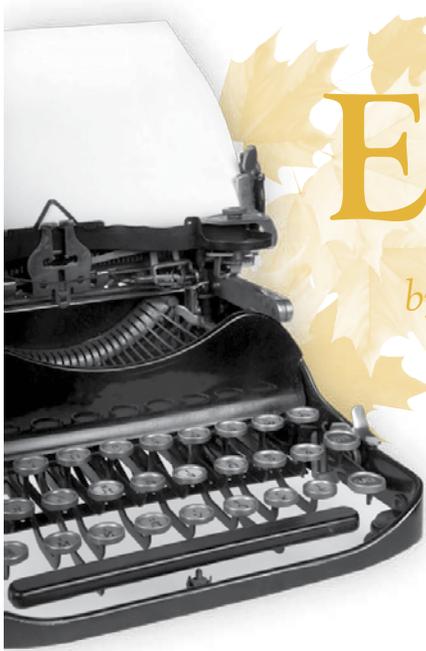
Kinley Appointed to NEC

Rosanne Kinley, SC, was reappointed by President Kendrick to serve another three year term as a member of the NIC National Examination Committee. Rosanne is a Past President of NIC.

Larry Walthers, NV, was elected the new Chairman by the committee members with

Steve Colarusso, AZ, being elected Vice Chairman.

The NEC Committee is responsible for the daily administration, development and updating of all the NIC National Exams.



Editorial

by Lois Wiskur

Conference Was Key Element to Friendships

(Once again I felt compelled to write on the subject of “friendships”).

When I arrived at the hotel in Salt Lake City for the NIC Conference, I met so many hotel employees, who all immediately showed me a bucket of friendliness. I could not believe that so many strangers in just that one small area could make one feel so welcomed and comfortable and put one at ease with their kindness and smiles. I got thinking this is really a great group of individuals who were trying to make my stay an enjoyable one. I was really looking forward to seeing once again the same familiar faces of NIC members that each year is a delight to look forward to along with the renaming of acquaintances after being together for so many years. I have always considered these people my friends.

This got me thinking about friendships and I started to flood my mind with a lot of questions. How do people really become friends? Are there different levels of friendship? How do you use the word “friend” to describe someone you’ve either known a long time or someone you’re known a short time or both?

Where is the line to divide between friends and acquaintances? Is it not possible to define “friend” simply, yet we know that our friends are among the most important things in life, especially today in our fast moving technology driven society.

Thinking about all these questions, I decided to set out on a mission to inquire about the members and spend time asking questions about “friends.” Being at the NIC Conference was a perfect place to work my new mission.

I spoke to a few members with whom I had established close friendships in the past few years. I had to agree that a true friend has to be someone who knows all about you and loves/respects you anyway and is always there for you even “when good times aren’t.” When in conversation it was said “a true friend could sense one’s pain like a missile to a heat source.”

As I continued on my mission knowing that the importance of being a good listener constitutes a good friend, I spend a lot of time listening and agreeing when called on. I was always taught that to have good friends, you have to be a good friend.

For me, history and longevity of the NIC and its members have been and are one of the important components I see as friendship. Many things have changed over the years. Everyone from state board members to even the sponsors and guest speakers has helped create a life pattern of acquaintances that made new friends every year. Being a member of their state board for a long time and getting to attend the NIC Conference year after year has allowed these friendships to develop. To me this has made NIC

an unique organization because of all the friendships that developed.

I noted a couple of years ago that I didn’t realize until many years of NIC Conferences that the list of members each had their own individual stand in separate groups realized that the list had covered so many boards. The members each selected a group to hang out with that would fit their current needs or situations that involved then states by supporting different programs and ideas. Some of the subjects weren’t favorable to NIC, this was a revelation to all of us. This is something that older members, through the past years have all witnessed and accepted whether they approved or disapproved of the changes that were made. Yet this sharing and caring have been important to their friendships. It has been valuable to be with people (friends) with whom you can be honest, even when you don’t always agree.

The term “friends” has numerous definitions and includes many variations of relationships. Sometimes our older generation has trouble accepting the changes as I mentioned because of our traditional ideas. Everyone at the Conference in Salt Lake City was in complete harmony with all the presentations and programs that were presented. The air was full of pleasant laughter and smiles by the delegates as well as the hotel’s personnel. You could see some new friendships happening as well as the renewing of old ones.

I felt my mission was worth it by the rewarding smiles, compassion and attitudes shown. It made me leaving the Conference knowing I still had many old friends and I felt that I had acquired some new ones. It wasn’t just attending the Conference that was rewarding nor was it the knowledge of new ideas acquired but it was the friendships that made it so valuable. We got to learn from each other and by doing that it makes one’s attendance very important because it is these friendships that help us grow. Most of these friendships have been valuable to NIC because the members through the years have made many decisions for NIC and friendships accounted for a lot of them as well as our everyday decisions.

Friendships (friends) are based more on the present and the future than the past. Together our members might not have a

continued on page 9

Newsletter Contest Winners Named

The “NIC Lois Wiskur Newsletter Award” competition was held during the NIC Conference in Salt Lake City, UT.

Recipient of the first place award for Multi-Pages went to the state of Kansas with the state of North Dakota winning second place and the state of Colorado winning third place.

Recipients of the Single Page award for first place went to West Virginia with Wyoming winning second place and South Dakota winning third place.

The newsletters were submitted to the committee for judging. The newsletters were then judged on the criteria used in doing the layout, design of pages, the content of the articles’ relevance to the industry, effectiveness of headlines used, along with the graphics, clarity and correctness.

The committee would like to thank all the states that participated.



Third place, Single Page: Nora Slykhuis, SD and Kay Kendrick, NIC President.



Single Page Winner: West Virginia. Adam Higgenbotham, Executive Director (left) and Kay Kendrick, NIC President.



Second place, Single Page: Betty Abernethy, Executive Director, Wyoming, and Kay Kendrick, NIC President.



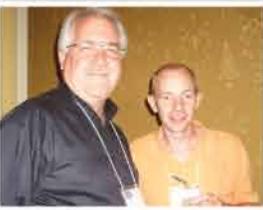
Multi-Page Winner: Kansas. Chiquita Coggs, Executive Director (left) and Kay Kendrick, NIC President.

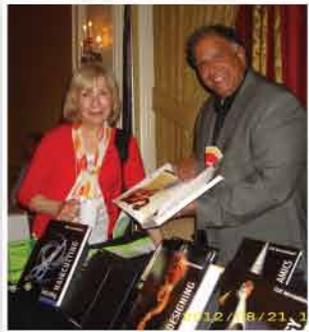


Second place, Mult Page: Barbara Houglum, North Dakota, and Kay Kendrick, NIC President.

2012 ANNUAL CONFERENCE

Highlights











2014 Conference Site Selected

At the NIC Conference in Salt Lake City the state delegates got a chance to vote for their favorite Conference site for 2014. Presentations were shown to the delegates and after the presentations the delegates accepted Charleston, South Carolina. At this time no dates have been selected for the Conference.



Frasier Receives Honorary Membership Honor

One of the very pleasant actions taken at the NIC Conference in Salt Lake City was the recognition of appreciation of an individual who had worked diligently for NIC and has contributed to its wellbeing. Unfortunately, this individual is no longer part of her state board. However, NIC expressed its sincere thanks and appreciation by the delegates electing her as an Honorary Member of NIC. As an Honorary Member, individuals have the all the

rights and privileges as regular members but they cannot vote.

This year the delegates voted unanimously to bestow the honor to Marti Frasier, Utah, in recognition for her past services to NIC. Marti is a past officer of NIC and had met the criteria that is set by the council to be eligible for this honor.

EDITORIAL...

CONTINUED FROM PAGE 3

lot of NIC's past history but presently they are making future history for NIC by their services to the organization.

When I checked out of the hotel, I thanked everyone for their extra act of kindness and the friendships that was shown to me during my stay. I came home feeling richer in mind by the new friends I had made and the ones that I still cherish.

What did I learn from all of this so called mission on friends? Just what I already knew - friends come in all sizes and shapes and can include old as well as new friends. A gentleman, Douglas Pagels quoted "A friends is one of the nicest things you can have and one of the best things you can be."

It's never too late to make a new friend!

"Old Friendships"

Though many of life's pleasures

May change from year to year

Old friendships never change at all

Except to grow more dear,

And just like Cherished memories,

They have a place apart -

A place reserved forever

In a corner of the heart.





New Inspection Grading Concept Being Considered in Oregon

The Oregon Health Licensing Agency is considering implementing a new grading system for cosmetology licensed facilities by the use of an ABC classification card system.

Randy Everitt, Director of Oregon Health Licensing Agency (OHLA) introduced the concept to the board this past summer. The system has been used by the state of Idaho for the past 20-25 years.

At this time the concept is still being worked on by the board who will be meeting with the rules committee in December. Also, public comment will be accepted on the pro's and con's of the concept at a later date.

The whole plan of the system is to have the regulatory inspectors have an inspection sheet with a "tally" of points for each safety or sanitation violation. This tally will determine which classification the facility or independent contractor would receive. Then the received letter inspection card would be required to be posted in plain public view in the facility's window or at the independent contractor's work station.

The classification cards will be an A, B, or C method (A = 100% to 90% compliance with regulatory requirement, B = 89% - 80% noted deficiencies but still complies with

regulatory requirement, and C = does not comply with the regulatory requirements.)

If the facility or independent contractor receives a "B" or "C" card they may have to wait up to 30 days before a re-inspection takes place.

The agency's perspective is that the self-regulation of the industry with today's economics would create a positive outcome. When a client walks into a salon and sees a B or C posting they may decide not to solicit that facility and look for one with an A rating. It would then be in the best interest of the facility/independent contractor to earn an "A" by improving their safety and sanitation standards.

One should be able to relate this to the commercial where the two guys are eating a huge meatball sandwich, when one of the guys notices that the restaurant's employee changes the health rating card from an "A" to a "C" card and he then slaps the sandwich out of his friend's hand and they jump in their car to go find another eating place with a safer rating. This concept of safety rating is not new to NIC.

Over 20 years ago this card classification concept was introduced to the NIC delegate at an Annual Convention by the state of

Idaho. Following a class, which the delegates attended, a lot of states left the Conference enthusiastic to go home and put the plan together. One state was already to introduce the new concept to all their licensees when their Attorney General put a stop to the concept by not allowing the board to implement the system. How many states did put the concept together and are using it today, I don't know. It would be great to hear from the states that are using the concept today as well from the states who were ready to implement the system but weren't allowed to because of a legal issue.

One effect of the system's pro's and con's that by a low classification rating and having to wait up to a month to get re-inspected, it could have an impact on the economy of whether that facility could keep its doors open or remain in business.

It's been many years since this concept was presented to NIC members. Maybe the bugs have been worked out and NIC should reconsider presenting it on its Conference agenda again.

Anyone wishing to comment on the ABC card classification system, your opinion would be welcome. – Editor

Opening Ceremonies

A wonderful breakfast hosted by RoseAnn Perea of Supercuts started an impressive opening ceremonies. The Lieutenant Governor of Utah, Honorable Greg Bell, officially welcomed NIC to Utah and extended best wishes for a successful Conference and followed an interesting presentation on the history of the State of Utah and the City of Salt Lake.

General Session

President Kay Kendrick called the session to order. The session was spent taking care of the “housekeeping” affairs of the Council. Conference Rules were adopted, the agenda approved and the Conference working committees were appointed.

Geno Stampora – Keynote Speaker

Geno spoke to the members on the “Key” Secrets and Arts of becoming a “Key Communicator” and how your behavior had everything to do with your performance. He quoted “Greater definition of me is we.”

DL Roope Administrations, Inc.

During a delicious lunch sponsored by Deborah Roope, ME, of DL Roope Administration, Inc., brought everyone up to date on the current states that they are working with on the administration of testing. She concluded her program by presenting a video on last years Conference pictures that gave everyone a nostalgic feeling.

Session

“Empowering the Profession...Setting Standards, Unifying the Professionals.” Leslie Roste, RN, by Barbicide/King Research, who addressed the benefits of developing standards in education, licensure and board development and presented some templates for standards in rules and licensure along with Continuing Ed.

“Deregulation-Where is it Coming From and What Do We Do?” by Candace Daly, CJO & Associates. Daly spoke on how some states have been hit with either total or partial deregulation and where it was coming from and then what one could do about it.

“The Documentary on the Life and Times of Leo Passage.” Pivot Point with Robert

Passage showed a beautiful, touching story on the life of Leo Passage (Robert’s father) and how he accomplished so many wonderful programs that he dedicated to the profession and his many contributions to cosmetology in so many countries, including the United States.

Milady

Sandra Bruce and Gerard McAvey gave an updated on their new revised esthetics books that are available now. They spoke on the happenings and changes that Milady has gone through and the new resources that they provide with today’s technology. The program was presented while the members enjoyed a delicious breakfast that Milady sponsored.

Session

“Inspections, Investigations and Good Litigation Tactics” was presented by Tina M. Crow, L.L.C, who focused on the purpose, procedures and litigation uses of inspections and investigations and addressed litigation tactics on how to prove cases, win cases and protect the public.

“Government Relations” by Myra Irizarry, PBA Government Affairs Director, discussed her role at the Professional Beauty Association and how the Association participates in a grassroots advocacy effort to support or fight against legislation at both the state and federal level.

“Legislative Challenges Facing Our Industry” with Rosanne Kinley, NEC Chair and Facilitator. Panelists from AACCS: Tony Fragameni; Myra Irizarry, PBA; and Rosanne Kinley, NIC, addressed deregulation, FICA Tip Tax, mobility of licensure/standardization and streamlining state boards.

Pivot Point International

Following a great luncheon, a short presentation was presented by Robert Passage on the latest ideas and methods for the teaching of students by using the software programs offered by Pivot Point.

Session

“Developing Standards for Body Arts Facilities and Practitioners.” Charles House-

holder, Jr., KS, spoke on how regulating agencies could define and explain the safe practices in body arts facilities and their practitioners along with standards for the facilities to adopt.

“Regulating Schools.” Susan Colard, Administrator, WA, Division of Professional Licensing Support Services of WA spoke on how the state of Washington has implemented requirements and an electronic system for registering students, monthly reporting and other procedures. Susan shared the state’s experience on how its integrated system has been instrumental in the state’s ability to identify fraudulent applications, schools selling hours, detecting exam fraud and etc.

“Your New School.” Representing OPI, Alotti & Guest Vision, Teresa Lewis and Ted Therriault entertained the members with a delightful breakfast and addressed the members on their new business and what roles it plays in cosmetology as a new company to the schools.

Session

“Is Social Media Key to Communication” by Kevin L. Kirk, Ed. D., sponsored by PCS. Dr. Kirk talked on what social media is, how to get involved and where to get started. He talked on the “Good, Bad and Ugly” of social media and the key to excellent communication.

“Installation Banquet.” The climax of the Conference was reached with a very impressive and well planned event. It included the newly elected officers being installed into their elected offices. After a short speech thanking the delegates, newly elected President Betty Leake reluctantly brought down the gavel closing the Conference.

Conclusions of Conference

The Conference would be sorely amiss if it wasn’t stated that without reservations that this was indeed an outstanding Conference. Each year we feel that the Conference Education Committee, the host State Board and NIC Staff does an outstanding job with its performance for hospitality, educational programs and communication with the members. Once again, thank you to NIC and the entire group of committees for a truly inspiring Conference.

Bulletin

Published five times a year, the NIC Bulletin is the official newsletter of the National Interstate Council of State Boards of Cosmetology, Inc., 7622 Briarwood Circle, Little Rock, AR 72205.

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Major costs incurred in the preparation, printing, and mailing of the NIC Bulletin are underwritten as a service to the cosmetology industry by



2013 Conference

Embassy Suites • Downtown Denver, Colorado • August 24-26, 2013

The Embassy Suites hotel is located in downtown Denver and is within walking distance of the best attractions in the downtown area including the 16th Street Pedestrian Mall, Larimer Square and much more.

The room rate for single or double accommodations is \$149 a night plus applicable taxes. For reservations call 303-592-1000.

Mark your calendar and make plans to attend the NIC Annual Conference in Denver, Colorado, August 24-26, 2013.



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