

## Creating and Building Together Challenged NIC Members

Even though states are experiencing budget cuts, the participation of Board Members was great with each of them being a group of eager learners at the NIC Conference in Denver, Colorado. Everyone got a rewarding experience with the outstanding educational program that was presented. Many new connections were created together along with the continuance of building more bridges among the states. NIC would like to recognize and thank the individuals for a remarkable Conference: Debra Norton, Convention Coordinator; Becky Brockmann, Educational Chairman, and the staff of the Colorado Office of Barbers and Cosmetology Licensure.

From the time President Betty Leake opened the Conference until the newly elected Board was installed everything moved with precision and dispatch. The entire Conference was marked by the many different program subjects, which was indicative of the planning by the Committee.

### Administrators Meeting

The Board Administrators meeting started the Conference on a high note with a full two days of meetings with Executive Directors and Board Administrators. Donna Aune, AZ and Gina Fast, MN monitored the meeting with the participants discussing subjects and issues that were of vital interest to the Boards.

1. Legislative updates
2. NIC website
3. Roundtables
4. Leslie Roste - Rules presentation
5. Recommendations for guidelines and best practices

The meeting concluded with the states giving a brief update on what was happening in each state and how to make better communication with each other.

### New Member Orientation

With both older members and new members, President Betty Leake-MO, Kay Ken-

drick-GA, Rosanne Kinley-SC, and Jackie Dahlquist-SD, presented a video and spoke on what NIC stood for along with the daily functions of the NIC Committees and offices. A short skit was presented by Melanie Thompson with Bill Helton being an irate cosmetologist.

### Welcome Reception

A welcome reception sponsored by Barbicide was held for the members. Other sponsors also got the opportunity to display their materials or products to reacquaint the

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## Thompson Elected NIC President



Back (left to right): Robyn Barineau, Gary Begley, Dennis Schildhauer, Rick Stache, Laurel Rittenbaugh, Betty Leake. Front (left to right): Bill Helton, Melanie Thompson, Leisa McElreath.

Melanie Thompson of the South Carolina Cosmetology Board was elected President of the National Interstate Council of State Boards of Cosmetology by the delegates during the Annual NIC Conference in Denver, CO, for the 2013-2014 year.

Also elected to serve with Ms. Thompson were Bill Helton, OK, Vice President; Lesia McElreath, MS, Secretary-Treasurer; Laurel Rittenbaugh, FL, Region 1 Director; Rick Stache, Region 2 Director; Dennis Schildhauer, WY, Region 3 Director; Gary Begley, AZ, Region 4 Director and Robyn Barineau, FL, Board Administrator Rep.

## President

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# Message From the President



It is hard to believe two months have passed since we were in Denver for our annual conference. What better place could the delegates have chosen to begin "Creating connections & Building Bridges together" than in the Mile-High City? Thank you to the Colorado Board of Cosmetology for helping to make our 2013 conference a success.

I would like to express my sincere appreciation to the NIC delegates for electing me to the office of President. I am honored and yet humbled by the confidence bestowed on me by the delegation of this great organization. I will strive daily to represent NIC in a manner you all can be proud of.

I would also like to congratulate those who were elected to serve on the Executive Board. Immediate Past President Betty Leake, Vice President Bill Helton, Secretary/Treasurer Leisa McElreath, Region 1 Director Laurel Ritenbaugh, Region 2 Director Rick Stache, Region 3 Director Dennis Schildhauer, Region 4 Director Gary Begley, and Board Administrator Robyn Barineau. What an amazing group of people. To say our first Board meeting, held in October, was a success would be an understatement. Thanks to this group of dedicated hard working people we accomplished 3 days worth of work in just one day. It will be a privilege to work

side by side with each of them this year.

The Region Directors are hard at work planning our upcoming all regions meeting. Details will be forthcoming.

Committee assignments were completed the first week in September. Thank you to all who volunteered to serve and who have accepted their assignments. I have been encouraged by the amount of activity and communication between the committee members and their respective Chair thus far. The 2013-2014 is off to a great start for NIC.

Last, but certainly not least I would like to thank Debra Norton and Mary Manna for their unwavering support and guidance. No matter how many times I say it, it will never be enough to sufficiently express my gratitude.

The holidays will be here before we know it and as many of you know, this is my favorite time of year. I hope each and every one of you has a wonderful holiday season and Merry Christmas. Take the time to count your blessings and give thanks to the one responsible for them.

All my best,

Melanie Thompson  
NIC President

## New Amendment Passes

The delegates at the Annual Conference in Denver with no difficulties passed the proposed amendment to the NIC By-Laws.

The Executive Board may remove, for cause, a member of the Executive Board, the National Examinations Committee, and all committees appointed by the President, by a majority vote of no less than six affirmative votes of the

members of the Executive Board. Final conviction for a felony or other offense of moral turpitude that adversely affects the individual's ability to perform the duties of his or her office, or may have an adverse effect on NIC if permitted to continue in their office, or other causes as may be specified in procedures adopted by the Executive Board that are causes for removal.



# Editorial

by Lois Wiskur

## Original Election Procedures Still Being Used

With the conclusion of the 2013 NIC Conference in Denver, the attendees returned to their states with an abundance of new information and ideas to help their state in their daily activities. The three day programs of education kept the classrooms filled with the attendees hoping to learn more.

As a veteran of 40 Conferences it always amazes me to see the only part of the Council's business that totally fills the main delegate room, is when the election of officers is being held. Every year it seems to get to be a bigger event during the Conference. Yet, today the only and present method that NIC currently uses for the election procedures has been since the 1956 merger of the National Council of Boards of Beauty Culture and the Interstate Council of State Boards of Cosmetology, creating NIC.

The Nominating Committee has one of the hardest jobs at the Conference. Not only do they miss some of the programs, but a lot of thought has to be put into the election process. The selection of the candidates for the slate of officers takes a lot of serious time by the Committee. Their accountability on the selection process by determining the right candidate for the position is never an easy task. The Committee is appointed by the President, varying from five or more members. One of the rules is that no one is allowed to sit on the Committee if they wanted to run for an office, nor at one time

no one was allowed to sit on the Committee if a Board Member from their state wanted to run for an office.

We all know that serving in an office on the NIC Executive Board is a very hard and responsible task that takes a lot of sincere dedication from each individual serving. It has always been the belief that each officer's workmanship when in office would make them eligible to move up to a higher office. Many years ago when there were five Regional Directors, three Vice Presidents, a Recording Secretary, a Corresponding Secretary, a Treasurer and a President, it gave every officer a chance to work their way up the ladder. But that opportunity no longer exists. NIC had downsized the Executive Board when a lot of the Boards went to term limits. NIC members who desired to be an officer had to move quickly if they wanted to serve as NIC President and not have so many chairs to climb before becoming President.

The candidates are asked to fill out and submit the NIC form given to them before the Conference or at the Conference. This form gives the Nominating Committee an opportunity to get to know their credentials before they are interviewed, yet when a candidate is nominated from the floor, that individual is allowed the same chance of being elected as the individual on the slate without providing any credentials. Being nominated from the floor goes back to 1956. Some by-law

changes in the past have been presented to change the procedure only to get voted down. This included a change that would only allow sitting board members, whose names didn't appear on the slate to be the only ones nominated from the floor. If the committee has more than one candidate who wishes to run for a certain office, it is acceptable to put more than one name on the slate for that particular office if both candidates are equally qualified.

The selection of the Nominating Committee should be comprised of members who have attended at least two or more Conferences so they would be more familiar with the candidates and not be biased nor have a conflicting agenda against any candidate. Regardless, if a Committee member wants to run for an office they should exclude themselves from being put on the slate or from being nominated from the floor or remove themselves from the Committee.

No election would be completed without the politicking by the delegates. The hallways, the bathrooms and the meeting rooms found people whispering to each other discussing the candidates. Soliciting material or information on the candidates has become a popular campaign tool being used by the delegates.

Through the years a lot of names have appeared on the slate and of those who were elected the candidates have become very responsible and accountable officers. These individuals throughout the years have given much personal time to the office they held. Their dedication and commitment has helped in the daily functions of the council.

This year we have a newly elected Executive Board that will be working hard for NIC, proving to the membership that they are responsible individuals who will be working for the betterment of the industry. The new President may be given some attention for a feasible study on the current method on how the election is conducted to see if any changes really need to be made. Yet we must remember that the current method being used has been in place since 1956. The changes from the past made by the delegates have been nothing but very minor. This is one of the most nostalgic things of NIC and does it need to be changed? Why let a few misguided flaws interrupt a legacy?

# Newsletter Awards Given

The Ninth Annual NIC Lois Wiskur Newsletter Award competition was held during the NIC Conference in Denver, CO. Recipient of the first place award Multi-Signature Page went to the State Board of Kansas with the State Board of Wyoming winning second place and the West Virginia Board winning third place.

The Single Page Signature Award went to the state of South Dakota.

Newsletters were submitted for judging. The newsletters were judged on the criteria used in doing the layout, design of pages, content of the articles, relevance to the industry, effectiveness of the headlines along with graphics, clarity and correctness. Judges were Jackie Dahlquist, Peggy Dietrick, Mary Manna and Peggy Moon. The Committee would like to thank all the states that participated.



1st Place, Multi-Signature Page. Kansas—Chiquita Cogg, Board Administrator (left) with Betty Leake, NIC President.



2nd Place, Multi-Signature Page. Wyoming—Betty Abernethy, Board Administrator (left) with Betty Leake, NIC President.



3rd Place, Multi-Signature Page. West Virginia—Adam Higginbotham, Board Administrator (left) with Betty Leake, NIC President.



1st Place, Single-Signature Page – South Dakota. (Left to right): Kate Boyd, Board Administrator; Betty Leake, NIC President; Lois Porch, Board Administrator; and Nora Slykhuis, Board Administrator.

## Thank You...

We would like to express our sincere appreciation to the NIC Executive Board and the NIC members for the wonderful momentous honor at the NIC Conference in Denver, CO, that we were given. We are very honored, yet at the same time humbled, to be the recipients of such a prestigious award, “The Aurie J. Gosnell Award.” As the top-most honor from NIC, which is named in recognition of a great outstanding leader, the late Aurie J. Gosnell. She was a great mentor and friend whom we had been blessed by knowing and had the privilege working with. It is an honor to be a part of NIC and we will continue to work and dedicate our time and service when needed.

Thank you so very much.

Peggy Dietrick, TX and Peggy Moon, GA

## Brown and Northway Elected Honorary Members



Fran Brown, Utah (left), and Darla Northway, Missouri.

Fran Brown, Utah and Darla Northway of Missouri were voted by the delegates for NIC Honorary Membership. Honorary Members are a past board or associate member who has made major contributions to NIC. Before becoming eligible for the membership, the candidates must meet certain criteria previously set by the Council. Both ladies met the criteria.

Fran is a former Utah Board Member and past officer of NIC and has served on many NIC Committees. Darla was a past Administrator/Director for the Missouri Board and was also a NIC officer. She also served on many past Committees and is currently a member of the NIC National Examination Committee.

## Northway Appointed to NEC

Darla Northway of Missouri was appointed by Past President Betty Leake to serve as a member of the NIC National Examination Committee. Darla replaced Steve Colarusso, AZ, whose term was up.

Darla is a past Director/Administrator for the Missouri Board of Cosmetology and is currently an Honorary Member of NIC.

Rosanne Kinley, SC, was elected the new Chairperson of NEC by the committee members with Larry Walthers, NV, being elected Vice Chairperson and Darla Northway as Secretary. Other members of the Committee are Immediate Past President Betty Leake, MO, and Vice President Bill Helton, OK.

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

## Dietrick and Moon Recipients of Gosnell Award



Peggy Moon (left) and Peggy Dietrick.

Peggy Dietrick, Laredo, TX and Peggy Moon, Lavonia, GA were the recipients of the Aurie J. Gosnell Award at the NIC Annual Conference held in Denver, Colorado.

As the most prestigious award given by NIC, this honor of recognition was given to these two ladies for their ongoing contributions and continuous dedication and support that they have given to NIC.

Peggy Dietrick served as an officer only in the year of 1976 before she got removed from her board. She then became an Honorary Member and still continues to attend the NIC Conferences. Being a former professional entertainer in the music industry, Peggy was very gracious to entertain at the NIC Conferences with her beautiful voice. Peggy currently has a cosmetology school in Laredo, TX.

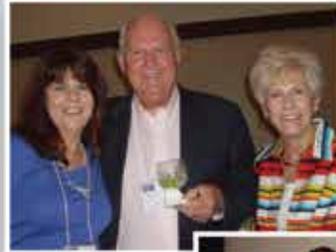
Peggy Moon is a Past President of NIC, having served in 1996-1997. She currently works for Pivot Point International as a regulatory liaison person. Her first Conference was in 1986 and she still continues to attend and participate in the NIC Conference. Peggy is a former member of the Georgia State Board of Cosmetology.

The Gosnell Award is given in recognition of a great lady and leader, the late Aurie J. Gosnell, who was Coordinator of Testing and became Emeritus of Testing for being the founder of the NIC testing program in 1969.

[www.nictesting.org](http://www.nictesting.org)

# 2013 ANNUAL CONFERENCE

## *Highlights*







## 2012-2013 Committee Appointments

### AACS Liaison

Fran Brown, UT—Chair  
 Steve Colarusso, AZ  
 Glenda Ledford, AK

### Bylaws

Wendell Petersen, MT—Chair  
 Kay Kendrick, GA  
 Leisa McElreath, MS  
 Peggy Moon, GA  
 Angie Printz, MT

### Conference Site

Richard DeCarlo, DC—Chair  
 LaFaye Austin, OK  
 Robyn Barineau, FL  
 Rosanne Kinley, SC  
 Dennis Schildhauer, WY

### Education

Rosanne Kinley, SC—Chair  
 Robyn Barineau, FL  
 Becky Brockmann, IA  
 Fran Brown, UT  
 Mary Finnegan, MN  
 Kay Kendrick, GA  
 Pam Martin, OK  
 Dennis Schildhauer, WY  
 Sharon Young, DC

### Health and Safety

Barb Houglum, ND—Chair  
 Betty Abernethy WY  
 Steve Colarusso AZ  
 Ginny Fincel, FL  
 Myra Jowers, FL  
 Pam Martin, OK  
 Brenda Mathre, WY

### Honorary Membership

LaFaye Austin, OK—Chair  
 Lyra Faltys, NE  
 Glenda Ledford, AK  
 Marie Nordboe, NE  
 Laurel Ritenbaugh, FL

### Legislative

Leisa McElreath, MS—Chair  
 Kimberly Ford, AR  
 Adrienne Harvey, FL  
 Myra Jowers, FL  
 Rosanne Kinley, SC  
 Gordon Logan, TX  
 Ken Young, OK

### NACCAS Liaison

Ken Young, OK—Chair  
 Maggi Clevinger, CO  
 Steve Colarusso, AZ  
 Angie Printz, MT  
 Sharon Young, DC

### Nat'l Endorsement

Chiquita Coggs, KS—Chair  
 LaFaye Austin, OK  
 Dianna Fisher, OK  
 Barb Houglum, ND  
 Gordon Logan, TX

### Policies

Becky Brockmann, IA—Chair  
 LaFaye Austin, OK  
 Richard DeCarlo, DC  
 Myra Jowers, FL  
 Glenda Ledford, AK

### Procedures

Robyn Barineau, FL—Chair  
 Becky Brockmann, IA  
 Richard DeCarlo, DC  
 Pam Martin, OK  
 Leisa McElreath, MS

### PBA Liaison

Kay Kendrick, GA—Chair  
 Becky Brockmann, IA  
 Leisa McElreath, MS

### Textbook Committee

Rosanne Kinley, SC—Chair  
 Ginny Fincel, FL  
 Mary Finnegan, MN  
 Adrienne Harvey, FL  
 Laurel Ritenbaugh, FL  
 Dennis Schildhauer, WY  
 Sharon Young, DC

### Board Administrators

Donna Aune, AZ—Co-Chair  
 Gina Fast, MN—Co-Chair  
 Chiquita Coggs, KS  
 Ofelia Duran, CO  
 Gary Landry, NV  
 Charles Lykins, KY

### Aurie J. Gosnell Scholarship

Bill Helton, OK  
 —Committee Chair  
 Laurel Ritenbaugh, R1, FL  
 —Reg 1 Chair  
 Myra Jowers, R1, FL  
 Peggy Moon, R1, GA  
 Rick Stache, R2, WV  
 —Reg 2 Chair  
 Becky Brockmann, R2, IA  
 Kimberly Ford, R2, AR  
 Dennis Schildhauer, R3, MT  
 —Reg 3 Chair  
 Lyra Faltys, R3, NE  
 Marie Nordboe, R3, NE  
 Gary Begley, R4, AZ,  
 —Reg 4 Chair  
 Fran Brown, R4, UT  
 Glenda Ledford, R4, AK

### Parliamentarian

Robyn Barineau, FL

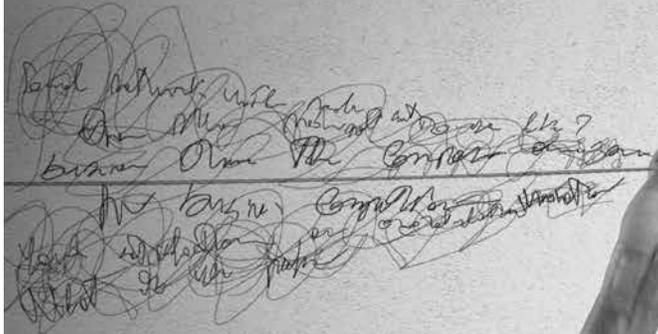
### Chaplain

Eddie Jones, SC

### Historian

Lois Wiskur, SD

# Communicating Would Be Easy, If It Weren't For People



Gerard McAvey  
Director of Marketing and Training, Milady

Anyone who has ever addressed a 5-year old and asked them to do something, and then asked them again, AND then asked them again....and then started counting, “I’m going to count to 3, and if you don’t [Insert random request here] you’re going to go in timeout”, knows exactly how frustrating it can be when trying to communicate something to someone that falls on deaf ears. The thing is we can come up with a dozen reasons to rationalize why a 5-year doesn’t listen, but what’s an adult’s excuse?

It goes without saying that with over 7 billion people in the world today, we can all find ourselves communicating with any number of different people on a daily, weekly, or monthly basis. When actively communicating, one deals with multiple demographics that play a role such as age, language, region, etc. as well as in a variety of ways such as in-person, e-mail, telephone, text, etc. Now throw in the fact that people possess multiple personality types and styles (this should come as no surprise), then is it any wonder that we find ourselves at times communicating very effectively with some folks but then wanting to start WWIII with others because you don’t see eye to eye?

Consider the two topics below when you find yourself having a really good conversation with a friend or family member, or

when you’re having a meeting with a work colleague, and then ask yourself why was one situation different over the other depending on a good experience or bad experience. The other thing to stress here is making sure you’re not only observing behaviors and patterns from those you communicate with on a regular basis but also being self-aware when it comes to your own behaviors and patterns. None of us are perfect, I’m certainly not, so if you’re one of those people that expect everyone to change around you and that’s the only way improvements will be had, and you shouldn’t have to because “that’s just how you are”, then all I have to say is.....good luck with that.

## Part I-Levels of Communication and Behaviors

There are three (3) basic components of effective communication that need to be considered. They include the vocabulary or the words you actually use; non-verbal behaviors such as body language, facial expressions, etc.; and, ultimately, the tone that you use which includes inflection, pitch, and so on. What do you think happens when you are speaking to someone

face-to-face and you have a soft tone and are smiling? They’re probably very responsive to what you are saying. How about if you have a stern look on your face or if your arms are folded? They may then think you’re angry or in disagreement. What do you think this message sends to someone as they’re listening or talking to you? Based on your body language they may have already written you off or believe you’ve written them off so it contributes to poor communication.

Think about how much can be “lost in translation” if you’re not able to see someone’s facial expressions, or better yet, think about how much communication is done in this day and age via e-mail or text messages. What is missing there? You cannot see a person’s face or hear the tone in their voice so both the communications you read and the ones you write are reliant solely on the vocabulary or the words you use. Think

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about that the next time you send an e-mail, or read one for that matter, and consider the potential for any ambiguity or misinterpretation. If there's a chance that someone can take it the wrong way then consider a different choice of words. While slapping a smiley face on the end of a text may suffice and is relatively cute, it may not be the most professional tactic when it comes to work-related communication and e-mails.

**Part II-Communication Styles**

Depending on the research that you're seeking out, studies show there are varying communication styles that we not only possess individually but that we encounter on a daily basis with those around us. For the sake of this article I'm going to focus on using the following terms: Amiable, Expressive, Dominant and Analytical.

Amiable personalities are all about the relationship and value relationships with others. They tend to not want to "rock the boat" and they avoid conflict in conversations. When they are around others they'll typically keep to themselves and will most likely be the quiet one in the room. When communicating with an "Amiable" and striving to work more effectively, be sure not to rush them and give them time to make decisions. Do not be overly abrupt, otherwise they may shut down. Try your best to avoid being insincere because that's something they may pick up on. If you are an amiable personality then share your ideas. Do not wait for others to invite you to talk.

Dominant personalities do not like unnecessary chatter so you need to get straight to the point with them. They come off as extremely abrupt but it's because they strive for efficiency and want to make the most out of their time. When communicating with them, always try to use facts as well as give them some options so they do not feel like you're painting them into a corner. Try your best to avoid wasting their time and being overly personal. If you are a dominant personality, try your best to be more

patient with people because your behavior is counterproductive to your desire to get results from them.

Expressive personalities are all about the attention and being recognized for what they're doing. If you manage one of these types of individuals then be sure to praise them as much as possible, particularly in front of their co-workers. Don't be a downer with them; jump right in and mirror their excitement, because if they remain excited then they remain productive in their environment. The worst thing you can do with an expressive personality is be impersonal so be sure to "mix it up" a bit and ask how their

“regardless of what personality you have or your audience has, there is no right or wrong, good or bad personality type. You simply need to be cognizant of who you are and who the person is you are communicating with and make simple adjustments to your communication style.”

weekend was or make general small talk before launching right in to work-related discussions or tasks that need to be done. If you are an expressive personality, a possible

behavior that might turn folks off is your level of impulsiveness or excitement so be sure to tone it down sometimes.

Analytical personalities appreciate facts and logic. Be sure to come prepared when you're having discussions with them and use specific examples. It's a struggle for them if people are vague or have unrealistic expectations of how a situation should be handled because they're very linear thinkers. If you are an analytical personality, just do your best to "pick your battles" on the number of questions you ask.

To conclude, regardless of what personality you have or your audience has, there is no right or wrong, good or bad personality type. You simply need to be cognizant of who you are and who the person is you are communicating with and make simple adjustments to your communication style. This will enhance your effectiveness and limit unnecessary conflicts or outbursts. Don't forget, it's sometimes cute when a 5-year old has a tantrum but not so much when it's you the grownup.



members on their latest products or teaching materials by letting everyone know what they could offer. This event has become an educational event for the members plus letting everyone renew old and new friendships among themselves.

**Opening Ceremonies**

Once again RoseAnn Perea from Super Cuts sponsored a wonderful breakfast to kick off the start of the Conference. From Colorado, Lauren Lawson, Director of the Colorado Division of Professional and Occupations, welcomed the delegates to the Mile High City.

**General Session**

President Betty Leake called the session to order. It was at this time the housekeeping affairs of the Council were taken care of. Conference Rules were adopted, the agenda approved and Conference Committees appointed.

**Keynote Speaker—Dr. Marla Sanchez, OK**

“Life is Like a Kaleidoscope” was the subject Dr. Sanchez spoke on. This is the third time that she has been a guest speaker for NIC. Her presentation was on how to equip one with the knowledge and four essential tools that will lead to one having hope and encouragement when facing challenging times in life. The four essential tools were “Choosing Your Focus,” “Setting Realistic Expectations,” “Managing Your Fears,” and “Pursuing Health and Wellness.” Dr. Sanchez was sponsored by Professional Credential Services, Inc. (PCS.)

**DL Roope, Administrations, Inc.**

Debra Roope of DL Roope Administrations, Inc., sponsored a wonderful lunch for the delegates. She spoke on her role that she has with the administration of State Board exams and the services that her company provides for the scheduling and administration of the NIC Practical and Theory Exams.

**Leslie Roste, RN, Barbicide**

“The Cornerstones of Licensure” was the subject that Leslie spoke on. She discussed the rationale that should be in place to maintain required cosmetology licensure.

It would cover the Health and Safety issues that are imperative to safe practice and those issues that would be a “minimum necessary” to protect the public. She also addressed the OSHA changes coming in 2014, the epidemiology outlook and what a state should require from a CE Provider for licensure of renewal candidates. Creating structure around these topics is a way that states could ensure that they would be less likely to be considered for deregulation.

**Gerald McAvey, Milady**

“Communication would be easy... if it wasn’t for people” is the subject Gerald spoke on and how different communication styles impact our ability to not only lead but also to follow. These hints and insights can help one to be a more effective communicator and where they can be more applicable, create efficiencies when sharing information with fellow Board members as well as individuals and communicate on behalf of their State Board.

**Milady**

Sandra Bruce and Gerald McAvey from Milady sponsored a tasty breakfast for everyone. They spoke on the changes being made with new technology being used in the schools today and how their online programs are working for the students. They addressed the alternative method of delivery they offered to meet the needs of today’s student with the latest equipment and updates for schools and instructors in teaching the student.

**Breakout Session**

“Breakout Sessions” is one of the most interesting and important programs planned for the members. The Education Committee had arranged for two sessions with the selected topics on subjects of utmost importance to the Boards.

- “Fraudulent Licensees.”
- “Is it really happening in my state?” Industry panel.
- Regulation/education and how they go hand in hand.
- Inspections—health and safety/OSHA

requirements and electronic-based inspection practice.

The interested Board Members listened and had a chance to discuss topics of concern to their boards and what they could learn to help with their regulatory standards.

**Pivot Point**

Robert Passage from Pivot Point, International and Peggy Moon, NIC greeted everyone to a delicious luncheon. They brought the members up to date on the company’s latest projects in educational material, teaching devices and tools that they are offering to the schools.

**Your New School**

Representing OPI, Alotti and Guest Vision, Teresa Lewis and Ted Therriault entertained the members with a delightful breakfast and spoke to the members on their new business and what role it plays as a new company with cosmetology schools.

**State Board Issues**

Facilitator Melanie Thompson and Becky Brockman addressed an open forum for the states to address questions and discuss the state board issues, etc.

**Installation Banquet**

The climax of the Conference was reached with a very special and well planned event. It included the Aurie J. Gosnell Award and the installing of the new officers with the theme of “Famous Quotes.” Becky Brockmann thanked the members and closed the Conference.

**Conclusion**

The 2013 Conference will again take its place among the great Annual Conferences of the past. It offered some great educational and informative programs and pointed out many areas for future study and review, as well as many solutions to current problems. Delegates left Denver, CO, much richer in knowledge and richer in new friendships. The ultimate beneficiaries of those attending will be the constituents in their home state.

# Bulletin

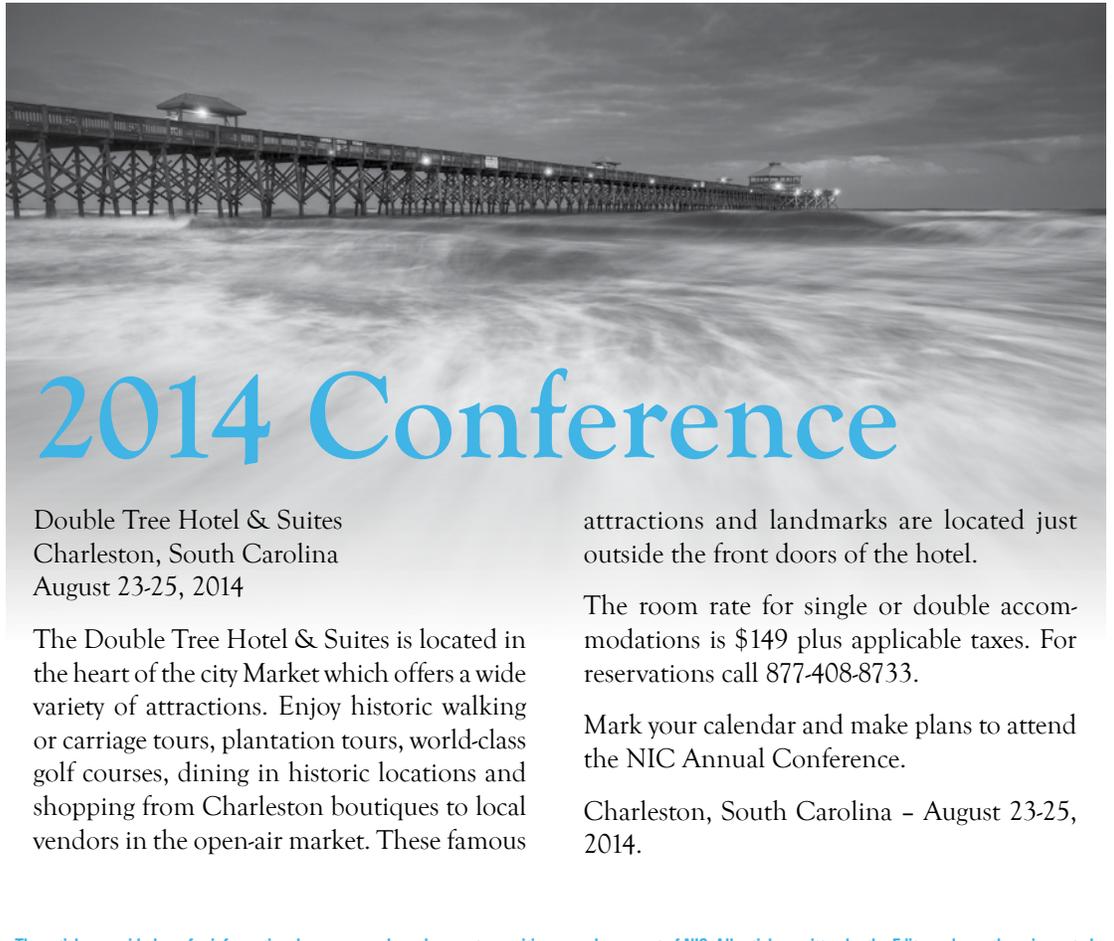
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Charleston, South Carolina  
August 23-25, 2014

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attractions and landmarks are located just outside the front doors of the hotel.

The room rate for single or double accommodations is \$149 plus applicable taxes. For reservations call 877-408-8733.

Mark your calendar and make plans to attend the NIC Annual Conference.

Charleston, South Carolina – August 23-25, 2014.

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