

NIC Bulletin

May/June/July
2013

Volume 69, No. 2

Official Newsletter of the National-Interstate Council of State Boards of Cosmetology, Inc.

www.nictesting.org

DENVER

Host City for NIC Annual Conference

The Mile High City of Denver has many entertainment options for every visitor. You can stroll down the 16th Street Mall and explore a full mile of dining, shopping and many attractions. Larimer Square is one of Denver's hippest blocks, with many shops, restaurants, night clubs and some of the most exclusive boutiques in the city.

With many hidden gems around every corner, visitors are given the real flavor of the city. Explore the laid back pubs, acclaimed eateries and attractions, shuttle buses are on every corner to take you to different parts of the 16th Street mile long mall.

You can also tour the massive Denver Museum of Nature and Science, see the impressive American Indian collection at the Denver Art Museum or take in a show at the Denver Performing Arts complex. Or, tour Coors Brewery, the largest single brewing site in the world.

All of these fun spots are within walking distance from the Embassy Suites. The Embassy Suites is a new hotel that offers huge suite rooms. It has plenty to surprise you with, like stunning organic finishes, a cascading water curtain and jaw-dropping décor. It is perfectly located right in the heart of Denver's shopping, dining and theatre district. Don't forget the miles of the snow-capped peaks that are to be seen from Denver for a beautiful view.

To make reservations call 1-800-Embassy, 303-592-1000 or denverdowntown.embassysuites.com. The room rates for single or double accommodations are \$149 a night plus applicable taxes. Please state that you are with the National Interstate Council of State Boards when making reservations. Mark your calendar and make plans to attend from August 24-26, 2013.

Milady Announces Sandra Bruce as New Executive Director

Milady, part of Cengage Learning and a leading provider of beauty and wellness learning solutions, today announced that Sandra Bruce has been appointed as the new Executive Director of Milady. Bruce is filling the position that was previously held by Dawn Gerrain, who is now operating as the Vice President and General Manager of Skills and Product Planning with Cengage Learning. In her new role, Bruce will be responsible for managing the day-to-day

operations of Milady and its team of over 30 employees. She will place specific emphasis on working with and overseeing marketing and training; content and business development; sales; and technology.

"I am thrilled to enter into this new leadership position with Milady and am looking forward to playing a key role in shaping the future of this business," said Sandra Bruce, Executive Director, Milady. "I would normally say that I'm 'up for a challenge',



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NIC 2012-2013

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Message From the President



Hello all:

I hope everyone is surviving and enjoying the summer. It is that time of year when the kids are out of school, already bored and the rest of us are trying to survive the heat, work and vacations.

It is not always easy to know what to speak to you about during my message. This time of year I think of summer, fun and then the news wakes me up with life and reality. The devastation with wars, plane crashes, fires out of control and run away trains that derail and catch your whole life on fire. Sometimes I find it hard to listen and watch the news. It always tears at my heart to hear and see what the rest of our world is going through. I pray for all the people who try to survive such tragedies and hope you do the same.

It is the time of year again when we need to start getting ready for the annual conference. The annual conference will be held at the Embassy Suites Denver Downtown in Denver Colorado. The dates are August 24, 2013 through August 26, 2013. The deadline for making a discounted hotel reservation is Monday, July 22, 2013 and general registration for the conference is until July 31, 2013. Networking is a large part of our conference, so plan on having business cards and state pins available to exchange.

I realize that most of you are still thinking about vacation, but it is at least time to start planning on a room reservation and maybe even a way to get to Denver. I know that the education committee has had the emails flying with ideas, suggestions and plans.

Please take an opportunity to look over the agenda for Saturday, Sunday and Monday because now is the time to think about travel and hotel arrangements. "Creating Connections and Building Bridges Together" is the topic of the annual conference. The agenda is full of information to take back to your states. I want you to think about the area of volunteering to assist NIC committees with support. Every year there is a list of committees to volunteer for and I know we have members with such qualities that NIC can use. To make the president's life easier when working on committee appointments, please volunteer, but plan on working. Our committees are always busy to assist with everyday operations and our large events, such as annual conference.

I look forward to seeing each and every one of you at conference in Denver this year. Have safe travels and see you soon.

Betty Leake
President

Newsletter Contest



Once again NIC will have a state newsletter contest at the Annual Conference in Denver, Colorado.

Newsletters will be judged on the criteria used, including: layout and design of pages, articles relevant to the industry, effectiveness of headlines, graphics, clarity and correctness.

The two categories are one signature (one 8 1/2 x 11, page or 11 x 17 page on both sides) or multi-signature (four or more pages.) Awards will be given for first, second and third winners in each category.

Everyone is encouraged to bring their state newsletters with them to the Conference so it can be entered in the contest. The newsletter must be the original that was mailed to the licensees in their states.



Editorial

by Lois Wiskur

Learning and Decision Making a Privilege

More than 29 years ago, I knew a young woman who was running for the highest office of the National Interstate Council of State Boards. That office was the office of President. Since it was her second try for the elective office at the Annual Conference in Denver, Colorado, her chances were great at being elected. Serving prior for more than nine years in the ranks of the NIC offices, she was automatically elected. Learned she had all about NIC and its functions and that the decisions she knew that she would be making to keep NIC moving forward, she was prepared. That young woman I'm talking about was "me."

Decisions, decisions, decisions. Do you ever wonder how many decisions you make in one day? I think back and realized that I had to make many for NIC in my two years as President. Some were good and some were not so good.

Starting from the time we wake up and rise in the morning until we go to sleep at night, life is one decision after another. It's enough to give one a big headache wondering if anything had you learned that day had helped you in making all the right decisions, let alone the wrong ones.

Many of these decisions or choices we make daily are usually taken care of without much thought because of habits that we have established through the years. Showering, dressing, eating and checking the news (by

what ever means: radio, TV, computer) all fall into the automatic daily category. We keep doing these choices from learning by our own traditions day by day. Some people can make an ordinary day seem as if they are preparing for a *humongous* event. I read that Oprah Winfrey once said on her show "It's much easier for me to make a major life, multi-million dollar decision than it is to decide on a carpet for my front porch. That's the truth."

Looking back on when I became President I knew that I had accepted a great *challenge* and was to make some of the biggest decisions in my lifetime. The years I had served as an officer in NIC, had taught me a lot about NIC. During my forays into that arena of NIC's, my years of learning were beneficial in preparing me to make that decision of wanting to be NIC's President. That choice I made was one of the best I had make in my lifetime.

Being President never stopped or kept me from learning and by learning I knew that I was better prepared when I had to make (to me they were) some big decisions. Since that time in 1984 at every Conference, I have seen the Presidents making choices that they saw were for the betterment of NIC and by using their choices, it helped them in making their decisions.

Life is hard. Decisions and learning comes in all sizes. In addition to the simple every

day kind, choices and decisions appear on every level of our life. What should you do or what you shouldn't do. This question we keep asking ourselves.

Making a decision and learning is an individual thing and we must respect each other's rights when making their decisions. How often do we listen to another person's opinion with a willingness to change our minds? Often we all intend to get our point across without listening to another option that could be quite valid. Learning to make decisions doesn't have to be serious textbook stuff. Just learning is like a simple fact like thunder and lightning can happen in the middle of a winter snowstorm (I've experienced this many times.) If you don't learn anything from that, at least you can make the choice if it is snowing, lightning and thunder. If we can learn we can make a decision. Remember them when being called on to make a decision at our upcoming Conference, each of the delegates hopefully has learned enough of the functions of NIC to help them make good choices to support their decisions. The privilege will be theirs, the delegates.

While thinking about the many choices and decisions that we make every day, they pale in comparison to what is going on in the rest of the world, where many people don't have the opportunity to make decisions. They are just trying to keep existing.

Napoleon Bonaparte once said "Nothing is more difficult, and therefore more precious than to be able to decide."



Make plans to attend
NIC'S ANNUAL CONFERENCE

August 24-26, 2013
Denver, Colorado

Administrators Meeting Held in Conjunction with Regional Meeting

Our Administrators Meeting in conjunction with the Region Meeting in Charlotte, NC, was a huge success. Over the last few years, there has not been an Administrators Meeting at a mid-year meeting. I am delighted to report that the meeting was attended by many regular administrators and staff, several first-time administrators and staff, and our NIC President, Betty Leake. We have beautiful weather, a great hotel property, and lots of outstanding restaurants and shopping venues to make the event even better!

The meeting began with all the state representatives giving an update on current law and rule changes in their respective areas. We were informed of several states facing deregulation, the recent "Dear Colleague" letter sent to all states regarding post-secondary education, online learning initiatives, abolishment of continuing education requirements in one state, and many other state and industry-related issues. I am certain that we could have talked for days regarding the issues and problems each of our states face.

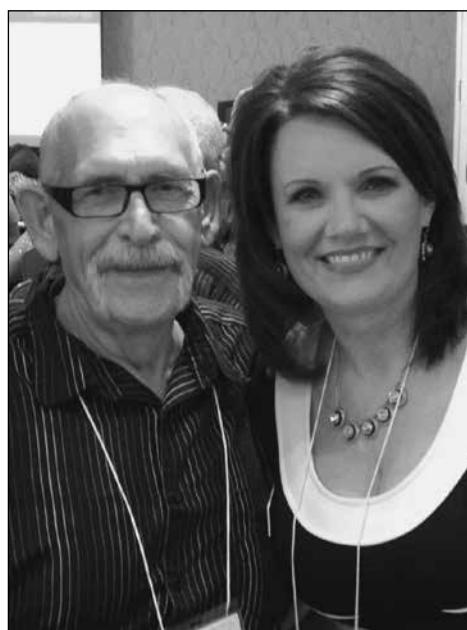
Out of the meeting was borne some new ideas and assignments. Susan Colard, Administrator from Washington, voluntarily agreed to chair a committee to discuss and develop regulatory guidelines for use by all states. She plans to have a report available for discussion at the annual conference.

Also, Adam Higginbotham, Executive Director from West Virginia, volunteered to test the Survey Monkey tool by developing a survey for completion by all administrators, much like Gina Fast, Executive Director from Minnesota, did last year to develop ideas for the 2012 Administrators Meeting. Be on the lookout for something from Adam in the near future.

The Administrators Meeting in conjunction with the Annual Conference will be held on Thursday, August 22, and Friday, August 23, in Denver, CO. Please try to join us for this very informative meeting. We will continue our discussions on industry standards discuss legislation that may have passed since our last meeting, Leslie Roste



NIC President Betty Leake, MO, and Becky Brackmann, IA, Honorary Member of NIC.



Past President Larry Walthers, Nevada, and Melanie Thompson, SC, NIC Vice President.



Caption...

will provide information on state rules relating to infection control, determine what the administrators would like to see on the NIC website, and much, much more. We will have the flexibility to deviate from the agenda as necessary. Gina and Donna Aune, Director from Arizona, are the co-chairs of

this meeting - you will not be disappointed with the educational opportunities they have planned.

Look forward to seeing you soon!

*Robyn Barineau
Board Administrators Representative*

All Regions Report

The NIC All Regions meeting was held in Charlotte, NC at the Marriott South Park Hotel on April 20 -21. This meeting was preceded by the Board Administrators meeting on April 19 which probably helped with the outstanding attendance numbers for both meetings. There were 60 registered members in attendance, representing 25 states. Once the spouses, presenters and sponsors were included there were 79 in total present.

The four region directors worked collaboratively to design the program, hoping to tweak participation and interest. Most of the presentations were provided by either Region Directors or NIC Administrators helping to showcase our in-house talent and keep costs down at the same time.

In addition, we also were honored to have complimentary presentations provided by our NIC Secretary/Treasurer, Lisa McElreath's husband, David, speaking on

"Leadership as it relates to organizational success"; Debbie Muno of Muno, Summers and Associates with her topic, "Got People Problems" and Alison O'Neil speaking about "Geriatric Aesthetics". All of our presenters enthusiastically shared their wealth of information and were well received by the attendees. The room layout, altered from our preferred U-shape to encourage discussion, to a classroom style did not hamper audience participation.

As customary we were treated to breakfasts, a lunch and the welcome reception and were provided tote bags by our faithful professional partners, Milady/Cengage, Pivot Point, Super Cuts, Barbicide, Your New School and Great Clips.

A hearty thank you to everyone who participated in this meeting in any way, especially our own, Debra Norton who directs our efforts and makes sure EVERYTHING gets done.



Past President Peggy Moon, and xxxx.



Texas – A legislative bill to deregulate the cosmetology program died in committee. The shampoo license was eliminated and the shampoo specialist license will still be renewed to the licensed individual who has one but no new licenses will be given out for a shampoo specialist. The apprentice license was also eliminated by legislation for 2013.

Maryland – No legislation was introduced in 2013 for cosmetology, which included no legislation for deregulating the board.

Indiana – In 2012 a bill was introduced to deregulate the board but died in committee when a large crowd of cosmetologists showed up for the committee meeting. No legislation for deregulation was introduced for 2013.

Oregon – No bills were presented in 2013 for deregulation. A bill purposed to exempt "natural hair care" from the educational requirements of hair design and barbering and a bill that will add makeup artists who provide hair, makeup and other effects for compensation as part of theatrical productions, film production and photo shoots to the list of exemptions from regulation by the Board of Cosmetology and the Oregon Health Licensing Agency.

Missouri – Missouri was able to stop two bills from coming out of committee on deregulation for 2013 by having a large number of cosmetologists attending the meetings. They filled the committee room and the hallways, which was enough for the Legislature to shelve the bills. Great job by Missouri cosmetologists.

Utah – The Board was able to prevent deregulation by compromising with the 2013 Legislature to cut the required hours for a cosmetology course from 2000 hours to 1600 hours.

however, I don't see this as a challenge. I will be working with an able team that I trust and respect, continuing to expand on our innovative products and strategies, and serving an industry and community that I greatly admire. So, rather, let me say that I'm 'up for all the amazing things to come'."

Bruce has been a part of Cengage Learning, a leading educational content, software and services company and Milady's parent company, for 18 years – 10 of which were focused solely on Milady. She has been instrumental in evolving the Milady brand, growing the business and building a strategy for new market development. She has led the charge in preparing school administrators and regulatory bodies for the

inclusion of digital solutions and distance learning in this market. Bruce has been recognized by various organizations for her service and contributions to the industry. Currently, she sits on the Board of Directors for American Association of Cosmetology Schools (AACS) as an elected representative of the associate members. She holds a B.S. in Business Management and Economics from SUNY Empire State College.

"I'm very fortunate that I can continue to play a role not only in Milady's future, but also in many other programs and initiatives within Cengage Learning," said Dawn Gerain, Vice President, General Manager, Skills and Product Planning, Cengage Learning. "Sandra has been a colleague for many years and also a close friend. It fosters extreme pride and excitement when I think about what she

will continue to bring to the table and the leadership she will undoubtedly provide to the Milady Team for years to come."

This announcement comes as Milady launches the Milady Education Network (www.MiladyEdNet.com) as a vehicle for providing lifelong solutions to the tens of thousands of customers it serves annually. Milady will continue to focus on digital solutions, global growth, and dedication to the elevation of standards in the beauty industry. For more information on Milady and its products, please visit www.milady.cengage.com.

by Matthew McGuire
Marketing Manager, Milady | Cengage Learning

www.nictesting.org

Transition to the National-Interstate Council of State Boards of Cosmetology

By Ben Rogers

I am sure that many of you already know that The State of Washington exam provider, Ergometrics, will soon be administering the National-Interstate-Council of State Boards of Cosmetology (NIC) written and practical examinations. I will briefly explain the why and how this process will proceed.

Having a state specific exam can place limits on licensees who move to another state and apply for licensure through reciprocity. Many states will only accept NIC exams and this places our licensed professionals in a difficult situation; retake the states exams or go back to school, both of which are less than desirable. They have completed their education and passed Washington's required written and practical exams and are now being told that those exams are not

acceptable for licensure. By administering the NIC exams, Ergometrics will open the door of opportunity to those who chose to move out of state or circumstances make moving unavoidable, while continuing to provide the highest standard of testing to our beauty professions.

The department has been working closely with Ergometrics, NIC, and Schroder Measurement Technologies (SMT) to make the training and transition as smooth as possible. The Department, Ergometrics, and NIC will be providing transition training opportunities for school owners, instructors, and apprenticeship trainers across the state. On June 22 at the Spokane Testing Center and on June 23 at the Fife Testing Center the training opportunities will be offered, these dates are also listed on our website www.dol.wa.gov/business/cosmetology.

This will help instructors and schools to best prepare their students for any changes in the exam information or processes,

This transition will benefit our schools, instructors, apprenticeship trainers, and most importantly our future professionals. The NIC combined with Ergometrics will offer a standardized and valid national examination and promote national endorsement. This union will cultivate professional relationships with industry partners to promote the protection of the health, safety, and welfare of the professional workforce in the beauty professions. If you have any questions 'please don't hesitate to contact the Department of Licensing at 360-664-6626 and we will be happy to help.'

Article reprinted with permission from Issue 339, Number 7 issue of the Northwest Stylist.

2013 ANNUAL CONFERENCE

Embassy Suites Downtown, Denver, Colorado

"Creating Connections & Building Bridges Together"

FRIDAY – AUGUST 23, 2013

- 1:00 p.m. – 4:00 p.m.** CONFERENCE REGISTRATION – Crystal Pre-Function
5:00 p.m. – 6:00 p.m. NEW MEMBER ORIENTATION – Crystal A
6:30 p.m. – 8:30 p.m. WELCOME RECEPTION – Sponsored in part by Barbicide Crystal/Crestone Pre-Function

SATURDAY – AUGUST 24, 2013

- 9:00 a.m. – 10:15 a.m.** BREAKFAST – Sponsored by Super Cuts – Crystal B
Opening Ceremonies
10:30 a.m. – 11:00 a.m. GENERAL SESSION/Call to order – Crystal C
Roll Call of states
Presentation & Approval of conference rules
Approval of Conference Agenda
Approval of 2012 Conference Minutes
Committee Appointment: Nominating
Presentation of Election Procedures
First Reading of Proposed ByLaw Amendments
President's Report
11:00 a.m. – 11:15 a.m. Introduction of Education Chair
Overview of Education Program
11:15 a.m. – 12:45 p.m. – "Life is like a Kaleidoscope"
Dr. Marla Sanchez, CEO, Spectrum Development
Sponsored by Professional Credential Services, Inc. (PCS)
1:00 p.m. – 2:15 p.m. – Lunch – Crystal B
2:30 p.m. – 3:15 p.m. "The Cornerstones of Licensure"
Leslie Roste RN, Barbicide – Crystal C
3:15 p.m. – 4:00 p.m. "Communication would be easy...if it wasn't for people"
Gerard McAvey, Milady

SUNDAY – AUGUST 25, 2013

- 8:00 a.m. – 9:15 a.m.** BREAKFAST – Sponsored by Milady – Crystal B
9:15 a.m. – 9:30 a.m. Call to Order
Roll call of states
9:45 a.m. – 11:00 a.m. BREAKOUT SESSIONS
1. Fraudulent Licenses – David Sexton, Investigator/CO Office of Investigations – Crystal A

- 2."Is it only happening in my state" – Industry Panel – Crystal C

- 3."Regulation/Education and how they go hand-and-hand" Betty Abernethy, WY – Crestone A
4."Inspections – Health & Safety/OSHA requirements & Electronic-based inspection process" Adam Higginbotham, WV & Brenda Mathre, WY – Crestone B

11:15 a.m. – 12:30 p.m.

BREAKOUT SESSIONS (repeated)

12:45 p.m. – 2:00 p.m.

Lunch – Sponsored by Pivot Point International – Crystal B

2:15 p.m. – 3:15 p.m.

Nominating Committee Report – Crystal C
State Board Issues – Facilitators Melanie Thompson, SC & Diane Pennington, WY
Open forum to address your questions, discuss state board issues, etc.

3:15 p.m. – 3:30 p.m. – Break

3:30 p.m. – 5:00 p.m.

Election of Officers
Committee Report: Bylaws

MONDAY – AUGUST 26, 2013

8:00 a.m. – 9:00 a.m.

Breakfast – Sponsored by Your New School – Crystal B
(Representing OPI, Aloxxi & Guest Vision)

9:15 a.m. – 10:45 a.m.

GENERAL SESSION/Call to order – Crystal C
Roll Call
"Perspectives on Generational Differences"
Michelle Pedersen, President CLEAR

10:45 a.m. – 11:00 a.m. – Break

11:00 a.m. – 12:00 p.m.

Committee Reports: Honorary Membership, Conference Site Unfinished Business
New Business
Resolution
RECESS

1:30 p.m. – 3:30 p.m.

NEC Meeting followed by the Executive Board Meeting – Aspen Room

6:30 p.m.

Banquet & Installation of Officers
(dinner served at 7:00 p.m.) – Creston B

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



Inspection Process by West Virginia Part of NIC Program

Part of the breakout sessions at the NIC Conference in Denver will be Adam Higginbotham of West Virginia doing a program on "Electronic-Based Inspection Process."

Adam will present the program that the West Virginia Board has put together for inspections of Salon/Shop by the use of a smart phone application that records the inspection report with data and photographs that sends the inspection report to a website for public viewing. He will detail the process that they provide, type of software and hardware needed and how it works. When the inspection is completed the report and pictures are viewable to all public. He will show how the program is set up, the public access and what the cost is to provide the program is.

The "electronic inspection program" is a class you won't want to miss.



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