

Test Selection Could Cause Barriers for Endorsement/Mobility

The selection of their testing program by State Boards could cause barriers for endorsement/mobility opportunities for licensees.

When the State Boards or Department of Regulatory Licenses select the testing program to be administered in their state, the selection can limit the opportunities for the students tested when they apply for endorsement/mobility in another state.

These individuals (licensees) could be confronted when the state's selection could form barriers to prevent their ability to earn their livelihood. These decisions can create an adverse situation by placing economic barriers

in the path of those licensees desiring or being forced to move to other parts of the country. Without proper endorsement/mobility, these artificial barriers do cause hardships and delays in the ability to earn a livelihood and sometimes creates enforcement problems, which have become national in scope.

When it comes to endorsement/mobility from state to state, each State Board has its own set of state laws and rules. For the most part, states are required to recognize a licensee from another state if they meet their requirements. Some of those requirements are based on instructional hours or school credits, work

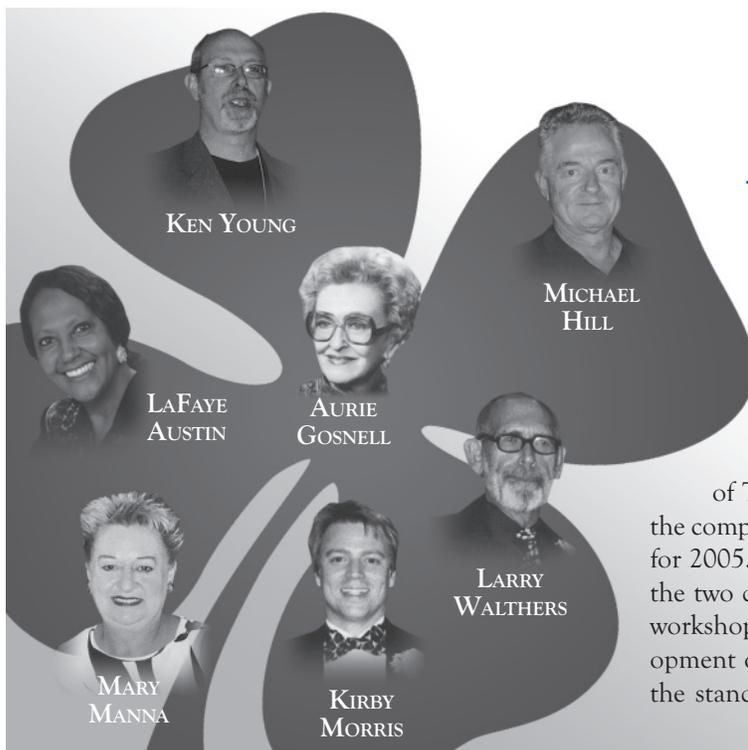
experience and type of examination taken. The most crucial impact from this is when the individual is notified that they must be re-examined in either the written or practical portion or both to receive proper endorsement/mobility. After being out of Cosmetology School for over 20 years and having been a part of the working environment, regardless of years, this does cause insurmountable obstacles for that individual.

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NIC Examination Committee Working on Projects for 2006

The NIC Examination Committee members have been hard at work having completed projects from 2005 and now are working on new programs for 2006. Members of the Committee, Larry Walthers, NV, Chairman; LaFaye Austin, OK; Ken Young, OK; Michael Hill, AR; Kirby Morris, WY; Aurie Gosnell, SC, Coordinator of Testing Emeritus; and Mary Manna, NEC Coordinator, have finished the completion of the Esthetics Written Exam and the Basic Cosmetology Exam for 2005. This past year the committee had conducted a job analysis survey on the two disciplines. After receiving the results they conducted an item writing workshop. An item review of the questions was conducted and from there, development of the exam. Once the development was done, a work committee did the standard setting on the content and the final statistical analysis, scoring,

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Statistical Analysis

Statistical (sta-`tis-ti-kel) - the science of collecting and interpreting numerical data.

Analysis (a-`na-le-ses) - separation of a complex material or conception into its elements - determination of causes from results.

Summary: After an exam has been administered, it is important to conduct a test and item analysis. The purpose of these analyses is to identify any item that exhibits problematic statistics.

In general, two indices are calculated. Items analysis includes two indices: item difficulty and item discrimination. Items that are extremely easy contribute little to measurement precision as do items that are ex-

tremely difficult. For this reason, these items are flagged for review.

The second index is item discrimination. This index indicates the relative degree to which the item discriminates able candidates from less able candidates. Items that exhibit low, no, or negative discrimination are flagged for review. In addition, most analyses provide additional conformation (e.g., mean score by, item option and proportion selecting a given option). In addition, technical reports are prepared for each test form. Descriptive test statistics are calculated including mean, standard deviation, standard error of measurement, reliability, and decision consistency reliability.

NIC Tests Administered

1/1/2005 - 12/31/2005

- 84,984 exams given - written/practical.
- 32 states participated, including District of Columbia and Guam.
- 3 different languages: English, Spanish, and Vietnamese.

Written/Practical Exams

- Basic Cosmetology
 - Nail Technology
 - Electrology
 - Natural Hair Dressing
 - Instructor
 - Esthetics
 - Barber/Stylist
 - Hair Dressing
 - Waxing
- All disciplines included in the above.

Written Exams

- Barber
- Tattooing
- Manager
- Body Piercing

Did You Know?

Terminology used in testing preparation.

Equating (i-`kwat') - state of the equality of; put in an equation.

It is the process of ensuring that a passing score is fair and consistent regardless of test form difficulty or candidate group ability. There are two general times when equating can occur. Pre-equating occurs prior to an administration, allowing for instant score reports as with computer based testing. Post-equating occurs after final scoring. Both equating techniques require a psychometrician to conduct the study and to evaluate the results.

Scaling (skal-`ing) - a balance for weighing, a series of marks for measurements or computation.

It is the process of reporting scores from various test forms on the same scale. Because raw cut-scores may vary depending on the test form difficulty, it is important to report test scores on a common scale between forms. For example, the scaled cut score for a given program may be 75, however form A may have a raw cut-score of 85 and Form B may have a raw cut-score of 82. To help maintain a sense of consistency, all raw scores are converted to a constant scale. (This method has been confusing to many boards on how the scoring is done. But it totally insures the passing point is fair regardless of test form difficulty and candidate proficiency.)

Message

From the President



Well...I don't know about you, but I smell spring in the air! And what a wonderful smell that is. I trust everyone had safe and blessed holidays. I know my family and I certainly did.

2006 is off to a wonderful start. We now have started testing in Pennsylvania and the state of Georgia who will be adding the Written and Practical Exam. Welcome to both of these states, we look forward to a very good working relationship with both of you. We are extremely sorry to say goodbye to the state of Texas, but we hope that our paths will cross again in the future.

Our fall meeting was held in January in Phoenix. Thanks to Sue and her wonderful staff for all the hospitality they showed us. We always enjoy visiting Sue's office and admiring her new electronic additions! Our meeting was very successful and it included a one day session on strategic planning. I have just received the final copy of that and it looks like NIC has a lot to accomplish over the next five years, but I am confident we can tackle it with much enthusiasm and success.

Ken Young, Region 3 Director and Geneal Thompson, Region 4 Director have spent countless hours putting together an exciting agenda for the region meeting in Sun Valley, Idaho. I am so excited about attending this meeting, but I hope they've left a little time for us all to hit the slopes. "Hit" being the

operative word, I'm afraid. The dates for this meeting are April 8-9th. I hope to see all of you from these regions there.

Not to be out done, Debbie Elliott, Region 1 Director and Dianna Orndorf, Region 2 Director have put their heads together to develop an equally impressive agenda for their conference in Wilmington, NC. For those of you who haven't visited this town, take my word for it, Wilmington simply can't be missed. Those dates are set for April 29-30th. Please put this on your calendar and I look forward to seeing you there.

Debra Norton has also been working diligently on the Conference set for Maine this year. She, along with Jerri Betts and Debbie Elliott along with the entire Education committee are truly outdoing themselves on this year's conference. I saw where one item available for us this year is a Dinner cruise featuring a Lobster Bake!! How awesome is that!

I want to again thank all of you who have been available to help me with all of my many questions. You've all been great and I thank all of the states for their overwhelming support. Thank you, Lois, for all of the work you do on this great bulletin!

I look forward to seeing all of you at your local Region meetings.

Rosanne

State Happenings

Kentucky – Jan Rowland, Louisville, KY, a member of the Kentucky State Board of Hairdressers and Cosmetologists was the recipient of the N.F. Cimaglia Award at the American Association of Cosmetology Schools Annual Convention in Miami, FL, last November. Jan is a past president of AACS and is a school owner in Louisville, and was a former commissioner of NACCAS. Congratulations Jan!

Minnesota – A group of hair braiders sought to sue the Board of Barbers and Cosmetology Examiners last year. The Board, recognizing the cost of a lawsuit and the fact that a number of other states have fought this and lost, chose to settle the issues by enacting new rules by April, 2006. The Legislative Session starts March 1st and the Board won't have a report until the session ends in May. The Board also has a new phone number, 651-201-2742.

Oregon – Airbrush tanning regulation of professionals that was legislated last year goes into effect now in 2006, and reads that one needs to be certified in esthetics if one provides hand held airbrush tanning services (compare to self-service spray tanning booths, which are not regulated). www.oregon.gov/OHLA

2006 Executive Committee Elected

The National Accrediting Commission of Cosmetology Arts & Sciences, Inc. Board of Commissioners Elects its 2006 Executive Committee.

Alexandria, VA – February 16, 2006 – At its February 2006 Commission meeting the National Accrediting Commission of Cosmetology Arts & Sciences, Inc. (NACCAS) Board of Commissioners elected its new Executive Committee. The

Executive Committee members will serve a one year term.

The new Executive Committee members are:

Mr. Jim Goins, Jr. – School Owner Commissioner, from Bossier City, Louisiana, was elected Chairman of the Commission.

Mr. Reid Chave – Commissioner Representing the Public Interest, from Mt. Pleasant, South Carolina, is First Vice Chairman.

Mrs. Dottie Bell – School Owner Commissioner, from San Francisco, California, is Second Vice Chairman.

Mr. Phillip Stewart – School Owner Commissioner, from Carmel, Indiana, is Treasurer.

Mr. Joseph Bertoglio – Commissioner Representing the Public Interest, from Martinsburg, West Virginia, is Secretary.

Executive Board Profiles

LaFaye Austin Oklahoma Vice President



Last book read: *The Purpose Driven Life* by Rick Warren.

Person I would like to meet: Condoleeza Rice, Secretary of State

I'm known for: Honesty, integrity, and "a can-do person."

What I enjoy about being an NIC officer is: I enjoy representing the industry that I chose for my career at the national level. This affords me the opportunity to be part of policy procedures, bylaws and the examination process that affects this great industry.

I became interested in NIC when: I attended my first NIC conference.

What I would like people to know about NIC is: That we are a not-for-profit organization and that each state that is a current member of NIC has a voice vote and if the state administers the NIC Exam you have ownership in NIC as well.

I believe NIC and Licensing State Boards are important to the industry and profession because: Both NIC and Licensing State Board's main function is the protection of the public, through providing valid examinations while assuring qualified practitioners.

As an officer what changes would you like to see for NIC in the near future? I would like to see clearly defined in our By-Laws that no officer shall be a paid or contract employee of NIC. I have no problem with a per-diem, for the NIC Executive Board, nor a stipend for the NEC Committee, and SME's. Let's not give the appearance of conflict of interest.

As an officer what changes do you feel you could contribute to NIC? As an officer I can't make any changes without the full board's approval, but as a member of the board, I can research and give positive feedback while using my expertise in the industry to make sound judgement when change is in the best interest of NIC and the industry.

If I've learned anything in life, it is: Do unto others as you would have them do unto you.

LaFaye is currently a member of the Oklahoma Cosmetology Board.

Kevin Heupel Colorado Administrative Member



Name: Kevin Heupel

Current employment: Program Director with the Colorado Division of Registration.

Three words that best describe you: Ambitious, creative, hard working.

Last book read: *Rabbit Run*.

Person I'd like to meet: Tiger Woods.

I'm known for: Being the Cosmetology Director in Colorado.

What I enjoy about being an NIC officer is: Having an opportunity to contribute.

I became interested in NIC when: I attended my first meeting in Hilton Head, SC.

What I would like people to know about NIC is: It's a forum to share ideas about test procedures and solve common problems.

I believe NIC and Licensing State Boards are important to the industry and profession because: They provide an impartial, non-bias forum to discuss public protection.

As an officer what changes would you like to see for NIC in the near future? I'd like to see the NIC address the differences in education requirements amongst states.

As an officer what changes do you feel you could contribute to NIC? The personal experience of having made several changes regulating the cosmetology industry in Colorado.

What would people be surprised to know about you? I played golf in college on a full ride scholarship.

If I've learned anything in life, it is: Be patient.

Kevin was a former assistant Attorney General and a past corporate accountant. He is the Board Administrative member on the NIC Executive Board.



Regional Meeting To Be Held

Region I and II will meet Sunday, April 30 and until noon on Monday, May 1. The meeting will be held in Wilmington, North Carolina.

Reservations can be made at the Hampton Inn & Suites Wilmington/Wrightsville Beach at 1989 Eastwood Road in Wilmington. The deadline date for hotel reservations is March 30, 2006, Room rate is \$104 (single/double) a day plus applicable taxes. For reservations call (910) 256-9600.

Registration fee is \$65 and may be sent to the NIC office at 7622 Briarwood Circle, Little Rock, AR 72205.

Tentative agenda topics are: Board Ethics Discussion and Video, Illegal Immigrants, Environmental Health, Inspection Process Overview, Fraud Issues Today by the FBI and Energy Emitting Devices (Lasers/IPL's, etc.). Also an NIC testing update will be given along with a Legislative Update/Rules Changes. The program will conclude with all the attending states in a cracker barrel session (topics are Endorsement, Con-Ed, who regulates Medical/Paramedical Estheticians and Staffing in Today's Economy.)

Any questions contact Debbie Elliott, Region I Director (207) 774-1245, and Dianne Orndorff, Region II Director (717) 632-7247.

From the Past

That in 1957 there were two school organizations, the All America Beauty Culture Schools Association and the National Association of Cosmetology Schools. The two organizations met in New York City in October 1957 to agree on merging and N.F. Cimaglia of Milady was named the Executive Secretary of the new group, The National Association of Cosmetology Schools.

Greetings from Maine!

Are you ready to visit Maine? Conference dates are August 26 - 28, 2006. Make your plans now.

Debbie Elliott and the Maine Board are working hard and dedicated to making your conference experience in Maine one that first and foremost fulfills your educational expectations and an opportunity to confer with fellow state delegates.

As noted on our license plates - Maine is Vacationland - so of course, we will be working hard to provide you with time for relaxation and 'free' time to enjoy the fabulous Portland "Old Port" and other area attractions. You will be in the midst of shopping boutiques and restaurants that will satisfy every palate. Enjoy a walk along the harbor or take a boat and tour Casco Bay. August 26th the annual WCSH Channel 6 Sidewalk Art Festival is sure to please and peak your interest. August 17 - 26, 2006 you can enjoy the Portland Chamber Music Festival. You will be staying at the Holiday Inn by the Bay which is just a few steps away from Portland's "Old Port" and Portland attractions.



A twenty minute ride north will take you to Freeport, Maine, home to the famous LL Bean of Maine and factory outlets abound. Or take a fifteen minute ride to Cape Elizabeth and tour the spectacular Portland Head Lighthouse and ocean views.

Maine is proud to host the 2006 NIC Conference and we look forward seeing you in Portland ME!

In Memory

It is always a difficult task to report the loss of one of our members. The time becomes doubly sad when it's reported of the deaths of two NIC Past Presidents whom we worked with and highly respected. However, it is with sincere regret that I must advise you of the recent loss of Norman Gauvin, New Hampshire (1978-1980) and Joel C. Mumphrey, Louisiana (1982-1984) who was tragically a victim of Hurricane Katrina. However, she was in bad health and hospitalized, and as a result of the hurricane she was evacuated to another facility where she passed away. No other information was available.



Norman Gauvin, December 14, 1931-January 13, 2006

The National Interstate Council has suffered the loss of a distinguished Past President, Norman Gauvin. Norman served NIC only for a short time before he became President in 1978. During his terms he made many contributions that helped advance the council through his outstanding knowledge and was willing to share by actively serving on committees and helped in conducting programs vital to NIC and all State Boards. Norman's leadership and devoted service will remain a lasting impact that will always be recognized by NIC even though he hadn't been active for several years.

Norman strongly expressed his views when helping foster and encouraging reciprocity because he then had strong visions on how mobile our population, going from state to state, would become a future issue, which we truly are witnessing today.

Norman was a school owner and at one time a salon owner for many years. Norman served on the New Hampshire Board for over 20 years. Due to poor health he retired some time ago. He is survived by his wife Sam, four sons and one daughter. Our sympathy is expressed to his family.



Joel C. Mumphrey

Joel worked diligently on behalf of NIC and for cosmetologists everywhere for many years. She served the Council of NIC in many capacities; as chairperson and member of almost every committee in the organization.

Joel was elected to the Executive Board and served for several years before being elected President in 1982.

She was truly a lady of strong convictions and always was one to openly express her talent of her keen knowledge on parliamentary procedures at the Annual Conference. Although Joel was inactive during the past several years, her services to NIC will never be forgotten.

She was a member of the Louisiana State Board of Cosmetology for over 30 years and retired in the 1990's. The Louisiana Board has dedicated their meeting room in Joel's honor for all the years of her dedication to the State and the Cosmetologists of Louisiana. NIC expresses their sympathy to her family and may she rest in peace.



Great Leaders

Jacob (Jack) J. Yahm, 1912-2002

“If I am not for myself, who am I? If I am not for others, what am I? If not now, when?”

The above quotation by Hillel was a philosophy that Jacob J. Yahm lived by. Jack, as we called him, was very much his own man, who dedicated his professional life to furthering the growth of the cosmetology profession on every level. Jack was a humble, soft-spoken man who never took credit for any of his accomplishments – but the depth of his influence on shaping this industry was immeasurable.

In 1947 when New York passed into law the need for a cosmetology license and the need to create a board to administer the license process. Jack Yahm was the individual hired by the State to supervise the Department and the examination for licensing. Through his new position Jack became very active in what at the time was the Interstate Council and was appointed in 1953 Chairman of the Examination Committee by the President Jerome Thauwald and continued to serve in the position until 1957. At the national meeting in Miami Beach, FL in 1953 Jack presented the members with a volume of 5000 revised state board examination questions that he obtained when writing the New York testing exam. It was at this time his good friend N.F. Cimaglia, from Milady Publishing Co., had kindly offered to be the new publisher of the “Bulletin” and named his wife Alice as Co-Editor. Mr. Yahm, Examination Technician for the Cosmetology test

in New York then started to write a series of articles for publication in the Bulletin on the practicality and evaluation process of the reliability of the various types of examinations. By 1955 Jack was appointed to the role of Editor in Chief of the Bulletin with Alice as his Associate Editor and with Milady continuing the printing and distribution.

In 1956 Jack was a prominent figure in the merger of the National Council of Boards of Beauty Culture and the Interstate Council at the Dallas, Texas meeting and the new organization became the National Interstate Council of State Boards of Cosmetology. A new board was elected and Jack was elected to continue his Editorship of the Bulletin. Also at this time he was elected as a delegate from NIC to the Allied Council (group of all the organization in the industry) in 1956-57.

In 1957 Jack became Chairman of the Allied Council and was still activity Chair of the Examination Committee for NIC. A close friendship was developed at this time with Aurie Gosnell, who was a member of the South Carolina Board, and had continued to remain as one of his closest friends. Aurie was then First Vice President of NIC and was also a delegate to the Council and this was the time when Jack and she developed the idea of a much needed National Exam for testing. By 1959 Jack was very busy being Chairman of the Allied Council, still supervising and directing as an Examination Technician for New York State and

doing most of the writing for the Bulletin, along with his dedicated involvement with NIC.

Jack later on teamed with his friends N.F. Cimaglia, who had become Executive Secretary of the National Association of Cosmetology Schools, and School owner Bill (F.W.) Lorick of New York and it was through these three gentlemen that the entire cosmetology accreditation program was conceived. At this time the inspection teams were formed and trained for every area in the country. Today this commission is the National Accrediting Commission of Cosmetology Arts and Sciences.

During the 60's Jack continued to work with all segments of the cosmetology industry along with his job for the State of New York. By 1970 he became instrumental in assisting Aurie Gosnell with the then “new NIC National Testing program” that was started in January 1970 and continued to work with Aurie until his retirement from NIC. After his retirement from New York State, he became Director of Education when he joined the Milady Publishing Co. in January 1976. During those years as a prolific writer, he dedicated much of his time to writing numerous articles, pamphlets and authored and revised numerous cosmetology textbooks. He retired from Milady in 1980. There was a span of 4 years in the late 60's-early 70's that Jack took a leave from Editorship of the Bulletin. By 1974 he was again elected to be Editor of the Bulletin and continued with his writing until he retired after 32 years in the fall of 1991.

Jack, who was never absent from an NIC Conference and always was there and worked so diligently to help Nick (Milady) host a meal function for the delegates. When Nick's health no longer allowed him to attend, it was Jack who took over the responsibilities and was so graciously the host in behalf of Milady. He continued those efforts even though he retired from Milady in 1980 because he was still considered a member of the Milady family.

His dedication, time and talent for many years helped the growth of NIC's Examination (Administration) Committee along with Aurie Gosnell to make it the success it is today.

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Jack was a prominent figure in organizing, not only for NIC, but also the AACS and was responsible for starting the Teacher's Education Council. In 1985 he was instrumental for starting the Nick F. Cimaglia Award for NIC, and sadly to say the award was discontinued in 2001. In 1986 Jack became the first recipient of this award. Also in recognition of his contributions to the industry, Jack received one of the most prestigious awards in the field of cosmetology, the NCA Hall of Fame at the 1993 NCA Convention. NIC also paid tribute to Jack

by honoring him at their conference in 1992 in San Antonio, Texas. He also was honored as a recipient of the N.F. Cimaglia (Nicky) Award from AACS in 1980.

His integrity, energy and keen insight earned Jack the respect of all segments of the industry. A leader, diplomat, a gentle unassuming man after over 40 plus years of service to NIC - we bid farewell to our friend, Editor-In-Chief Emeritus, 1912-2002.

Jack's wife Sophie still resides in Lauderdale Lakes, Florida.

IN
SYMPATHY

NIC extends its deepest sympathy to Veda Traylor and her family in the recent loss of her husband Charles Traylor of Mayflower, AR.

TEST SELECTION ...

One way for State Boards to overcome such barriers, is to take into consideration the state's selection of the type of exams to be used. By this they could prevent them by looking at the NIC Testing Program and it's opportunities that the licensee could benefit from greater endorsement/mobility.

When the NIC Testing program went into effect in 1970, its purpose was to provide easier endorsement/mobility from state to state, with the purpose of a National Endorsement/Mobility in the future. The Testing Program is an opportunity that states can use for licensees to go from state to state. The 33 states currently on the NIC Testing Program have come to recognize each other when an individual moves from state to state by the fact that the individual has taken and passed the NIC Exam as required. There are some states that will accept a licensee, who has passed the NIC Exam even though the

state is not on the program. As hard as the states try, they each have their own set of statutes and rules and will never raise or lower the hour/credit requirement. To help solve the problem, the states (over half) are now using the NIC program, which is national and soon to be international.

All states require different procedures when bidding the selection process for their testing program, whether it is by the State Boards, Departmental Head or the Executive Branch who makes that final selection. More focus needs to be placed on the individual (licensee) and what barriers can be prevented for endorsement/mobility. Instead of states looking for the lowest dollar bid, less administrative procedures needed, faster exam returns and if the state can have control of the content material.

States should also look for more positive options, such as their earned revenues could

increase just by offering more endorsement/mobility, and by this, it would keep the licensees from having a fee renewal increase and the boards could maintain their current fee requirements. Also, another positive is that it allows licensees to be more mobile and would lessen the chance or possibility of unlicensed activities.

To date, NIC has remained very successful when being legally challenged due to their excellent administrative procedure and having the validity of resourceful documentation from the industry. None of the challenges were successful. However, through this great administrative strength and the development process it has enabled NIC the success they have in cosmetology testing today. Yes, other exams **remove the ease** of National Endorsement/Mobility.

PROJECTS FOR 2006...

equating and scaling were done before the tests could be approved and available to the states by Jan. 1, 2006. This past year a new tattooing and waxing exam became available.

So far this year the committee has completed the translation of the exams. An instructors focus group was held in Tempe, Arizona in January. It was agreed to update the written and practical instructors exam and the development will begin some time in March.

An update of the Barber Stylist Exam and the Barber's Practical will begin development in April.

The Examiner's Training program for Examiners will also go through a revision this year. The Examiner's Program for the practical exam has been in effect since 1990 when it was developed and subsequently field tested at that time.

The survey of the job/task analysis for Nail Technicians has been completed. This all-inclusive analysis is to define National Standards. The job analysis study creates a foundation for a strong licensing examination program. It helps establish a link between test scores, and competency for a particular profession. Also defined are elements or tasks that are important in a given profession and how often these tasks are performed.

Make plans to attend
NIC'S
ANNUAL CONFERENCE



August 26-28, 2006
Portland, Maine

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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Graphic Designer: Tami Collins, Pierre, SD
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Printed by Curt Merriman Printing, Inc.
Pierre, SD • cmpi@midconetwork.com

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

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from the editor...

Please Contribute

The National Interstate Council Bulletin is an excellent tool for sharing knowledge and information among state boards, but we need your help and cooperation for news articles.

Let us know what is happening in your state. States are interested in legislation. If any laws are passed that would be of interest to your colleagues around the country, please send us a summary paragraph and we'll try to include it in an issue.

Any testing activities, court cases and license issues also are areas of importance.

If there is a change in your board membership, send the new person's name, and address. This will allow them to receive a copy of the Bulletin. Also if anyone has a change of address - we need to know the new address.

The more information we share, the better the Bulletin will be.

Thank you.

Send material or contact:

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Regional Meetings

Region III and IV will meet Saturday, April 8 and until noon on Sunday, April 9. The meeting is to be held in Sun Valley, Idaho.

The deadline for room reservations was February 21, 2006. The guest room rate is \$99 (single/double) a day plus applicable taxes. For reservation call 800-786-8259.

Registration fee is \$65 and should be sent to the NIC Office at 7622 Briarwood Circle, Little Rock, AR 72205.

Tentative agenda includes: Health and Safety Update by Sue Sansom, AZ. Speaker Wendy Jacquet from the Idaho Legislature will speak along with a FEMA Representative, Bill Bishop. An update will be done of Footbaths and Infection Control. Computer Based Testing and Item Writing workshops will be topics also presented, followed by a round table discussion among the states.

If any questions contact Ken Young, Region III Director (405) 720-1203 or Geneal Thomson, Region IV Director (208) 726-7718.

*The articles provided are for informational purposes only and are not a position or endorsement of NIC.
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