

# NIC Bulletin

July/August/  
2010

Volume 66, No. 3

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

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

## Board Administrators To Meet

State Board Administrators and Directors will be bringing their new ideas and knowledge together for a meeting of collaboration at their scheduled meeting during the NIC Annual Conference in Seattle, WA, on August 26-27, 2010. Betty Abernethy, Executive Director, WY, will be chairing the event.

On the evening of August 26, the group will be getting together at a welcome dinner and at 7:30-9:00 PM states will report on new legislation and rule changes in their states.

Friday, August 27th the one day program is packed with a heap of administrative issues that Boards are being confronted with today. One of the major issues that boards are dealing with is the fast new methods of technology being used for licensing and daily office functions.

Vince Jimmo, Executive Director, NV and Donna Avne, Executive Director, AZ, will be doing a presentation on "Care and Feeding of Boards and Commissions." Adam Higginbotham, Executive Director, WV, will follow with a program on "Electronic Certifications." Andrea Bledsoe, Vice president and C.O.O. of PCS will do an update on the CRI Program. Before lunch, King Research will do a presentation on their role in the industry.

"Managing During Tough Economic Times" will be the subject presented by Eddie Jones,

Executive Director, SC and Susan Colard, WA. Donna Avne, Executive Director, AZ, and Vince Jimmo's (Executive Director of NV) program will be on "Motivating the Staff." NCEA, Milady, Pivot Point and CLIC will give a talk on "Support From Our Partners."

Also, round table discussion will focus strong on the "National Data Base", "Standard Scope of Practice", "Fish Pedicures" and Kiosks to name just a few. These discussions allow boards to present issues that they are presently working on.

This meeting is an opportunity for Administrators and Directors to share and solve mutual problems that each state can benefit from. It is the spirit of harmony and understanding among the boards that will help to carry out their objectives to make new growth and progress. Consider the tremendous value of this one day meeting by participating.



Betty Abernethy,  
WY. Chairman of  
Board Administrators  
Committee



### Seattle, Washington, Awaits NIC Conference

The Washington Board of Cosmetology, along with the Convention Coordinator Debra Norton, and the NIC Board of Directors, are looking forward to welcoming all State Boards to Seattle for NIC's Annual Conference on August 27-29, 2010, to be held at the Renaissance Seattle Hotel.

Seattle is a city with the bluest skies and hills of the greenest green that you've ever seen. The site of the 1962 World's Fair with the Landmark Space Needle, which features an observation deck, will give a panoramic view of the city that is breathtaking.

Representatives of the State Boards will get the opportunity to discuss their state problems frankly and openly and learn how each state handles their issues. The agenda program allows for many different educational features and topic of interest that include collaborating with each other.

The start of the Conference will be a welcome reception on Friday evening, August 27<sup>th</sup>. One of the fun events will be the President's Party featuring a pajama party (Sleepless In Seattle) with dinner and classic rock music to dance by on Saturday evening.

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

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# Message From the President



*"I pulled up my bootstraps and never looked back!"*

Even before I attended last year's conference, I was determined to be an effective leader. Supported by my 7 years experience and serving in the offices of Region III Director, Secretary-Treasurer, Vice President and now President on the NIC Executive Board have allowed me to garner extensive knowledge of NIC. I had the building blocks to make a positive impact for NIC. I was also fortunate enough to know change had been implemented through a plan that was established before the conference. I believe in NIC and the standard we set.

Working side-by-side with the NEC Chairman Kelon Carter, we had a clear vision for the future of NIC. We were guided by our insight to build on our strengths to neutralize our weaknesses. Our strategic plan for the year included:

- Cutting expenses, Increasing income
- Continuance of the Examination Program

- Improving the Exam Development process
- Continued commitment and service to NIC states

We are pleased to announce that we have accomplished our goals! NIC is substantially under budget. Our efforts have made a positive difference. All of this accomplished with continuing our programs and services.

Regretfully I am not a member of my board after 19 years of service, but I am very grateful for all the wonderful experience that I acquired during that time. Therefore, you will be electing a new President this year. Continuing with the NIC tradition, I will be serving as the Immediate Past President. I am committed to serving and assisting the incoming President, which will enable the momentum I created to continue. I look forward to continuing to mold the future by helping to build the next generation. Today's Vision = Tomorrow's Future

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

SEATTLE, WASHINGTON, AWAITS NIC CONFERENCE...

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### Conference Registration Fee:

After the 1<sup>st</sup> of August the registration fee is \$475.

### Hotel Accommodations:

The room rate is \$139.00 for single/double accommodations plus applicable tax. To receive the rate you must state that you are with the National Interstate Council of State Boards of Cosmetology. For reservations call 1-800-546-9184.

### Ground Transportation:

The Gray Line Shuttle provides services from Seattle-Tacoma Airport to the hotel at \$15.00 a person one way. You may book online at [www.graylineseattle.com/airport-express1.cfm](http://www.graylineseattle.com/airport-express1.cfm)

Information on registration is available at [www.nictesting.org](http://www.nictesting.org) or contact Debra Norton at (501) 227-8262 or [debranorton@sbcglobal.net](mailto:debranorton@sbcglobal.net).



# Editorial

by Lois Wiskur

## Aging NIC Exam 40 Years Young

Aging won't stop NIC from administering the NIC National Exam from state to state.

Does your idea of what is old change every year for the worse or better?

Isn't it a strange phenomena that every 10 or more years we move into a new decade with bigger numbers that at one time seem ancient? We don't even feel very old or maybe just a little bit. Yes, it's harder to remember things, such as names, and we even find it more difficult to concentrate on more than one thing at a time. The days of multitasking are getting harder to do.

But, other than that, aging seems to definitely be an individual pursuit.

We try to use aging as an excuse not to do anything that takes much time or energy because after all, I'm old.

These are some of the things we choose on how we look at as a sign of aging.

When I think of the obstacles of aging, I think on how our National Testing Program

has been in existence for 40 years and has only gotten better with age and yet staying so young. The wisdom and perspective that has gone hand in hand with much planning over the last many years by NIC peers has allowed our National program to grow and age beautifully.

It was 40 years ago this past February that NIC put one woman's dream to work in 13 states. Starting with just the cosmetology theory exam the new concept was put into motion.

Starting there were so many obstacles that NIC had to endure - some good and some bad but as each day went things kept getting better. Not only older but wiser, the item writing professionals kept working on improvements for the exams and the administering of it to the states.

This was truly a challenge with much dedication by the testing experts and item writers along with the legal aspects these past 40 years that has helped make the NIC exam one of the only top defensible exams in the nation.

The exams today continue to be managed, written and overseen by professional testing experts and professional people from the industry. NIC can proudly say the exam is written by the industry for the industry.

Each year these professional consultants keep on working with the committee to meet the needs for each individual state by creating new exams for the profession. I have seen this unique piece of history age so gracefully along with a tremendous solid growth that still continues today. After 40 years the process is allowed to continue due to the workings of the NIC National Exam committee who works almost daily on the developing and administrating of over 17 exams that are available today.

Remember, you don't stop growing because you get older, you get older because you stop growing.

### Who Is Old

Youth is not a time of life...it is a state of mind. Nobody grows old by merely living a number of years; people grow old by deserting their ideals. Years may wrinkle the skin, but to give up enthusiasm, wrinkles the soul. Worry, doubt, self-distrust, fear and despair...these are the long, long years that bow the head and turn the growing spirit back to dust. You are as young as your faith, as old as your doubts; as young as your self-confidence, as old as you fear, as young as your hope, as old as despair. In the central place of your heart, there is a recording chamber; so long as it receives messages of beauty, hope, cheer and courage...so long are you young. When the wires are all down and your heart is covered with the snow of pessimism and the ice of cynicism, then.. and only then are you grown old.

*Gen. Douglas MacArthur*

*Make plans to attend*  
**NIC'S ANNUAL CONFERENCE**

**AUGUST 28-30, 2010**  
**SEATTLE, WASHINGTON**



## Annual Newsletter Contest to Be Held

NIC will be having the Annual Newsletter Contest at the Annual Conference in Seattle, WA.

We are encouraging every state to bring your newsletter with you – no matter how many pages it is.

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

The categories will be single and multiple page newsletters.

Awards will be given for first, second and third place winners in each category.

For information contact Lois Wiskur, Editor, at (605) 224-1661.

Don't forget your newsletter!

Lois Wiskur, Editor

## Make a difference in your profession!

Visit: <http://www.smttest.com/jobanalysis/NICINST10/survey.aspx>

NIC wants you to participate in a job analysis survey. Your input is valuable in validating the content of future Instructor examinations.

- The survey is available online from 6/24/2010 through 9/24/2010.
- It will take only 10-15 minutes to complete the survey.
- All opinions expressed in the survey will be kept completely confidential.
- Five survey participants will be awarded a \$100 CASH PRIZE for completing the survey! The winners will be contacted via e-mail by October 15, 2010.

Thank you for making an important contribution to the profession!

## Honorary Membership

The following guidelines and rules must be followed when nominating a candidate for honorary membership at the NIC Conference.

- A candidate must be a past member of a cosmetology board who has “rendered distinguished service” and must have contributed to NIC above and beyond the regular duties expected of all members. The accomplishments of the nominee, not just membership or having held office, are of “paramount importance.”
- The candidate must be elected to such honorary membership by a two-thirds majority vote of those present at an annual conference.

The nominee's name, qualifications form and resume must be sent by July 9th to Chairperson Eddie Jones at [jonese@llr.sc.gov](mailto:jonese@llr.sc.gov), 803-896-4830. A special point system has been established for eligibility for service and accomplishments in order to qualify. Honorary members are “offered all courtesies except voting privileges.”

Anyone wishing to submit an eligible candidate's name for nomination at the Annual Conference in Seattle, WA, please do so before the deadline date.

## A Past Presidents' Message

From time to time, we hear statements and comments indicating a keen desire to elevate the professional standards in the cosmetology field. During recent years, with the introduction of accreditation and constant legislative pressures being exerted on boards, a sustained effort has been made, both in the schools and in state administration, to establish higher criteria of service and training. It is my belief that true professional standards can be achieved only through a united effort on the part of all segments of the cosmetology industry.

Schools, salons, and boards must learn to respect each other and to work together as a united team in order to arrive at the high levels to which they aspire. In our work of license law administration, we have been finding out that, for many problems, cooperation among the several branches of the cosmetology profession is far more effective than solitary action.

We have come to realize that cooperation need not, and should not, be limited to the prosecution of an undertaking by individual segments of the industry, but that many problems are best solved by partnership action among all branches. We must realize, as we have never realized before, our interdependence upon each other—that we cannot merely take, we must give as well; that if we are to go forward, we must be willing to sacrifice for the common good,

because without such sacrifice, without such discipline, no progress can be made and individual efforts become worthless.

It is well for us to remember that the cosmetology profession is the product of no single group or segment of the field. Each branch of the cosmetology world, in its own way, has laid its special gifts upon the common altar to build and enrich the entire profession. From the gift that each has given, all have gained.

There is a solidarity and interdependence about the modern world, both technically and morally, that make it impossible for any industry or branch of any industry to isolate itself from the economic upheaval in the rest of the field. It, therefore, behooves every branch or segment of the cosmetology profession to treat each industry problem, no matter which branch it affects directly, as its own and to act in cooperation with all segments to reach a satisfactory solution.

*Pat Nix, Indiana, 1982*

*I came across this message by a Past President, written in 1982. After receiving it, I began to realize once again that to keep our professional standards today we still need to reunite our efforts with all the segments of the cosmetology industry.*

*Lois Wiskur*

# Testing Concepts Still Continue

Fifty-seven years ago the late Jacob (Jack) Yahm of New York published the following article on testing in the NIC Bulletin (December 1953)

When the state of New York passed into law the need for a cosmetology license, Jack was hired by the state to supervise the Department and examination for licensing in 1947. He continued with the state of New York until the 1970's.

His concept of proper testing 55 years ago, in comparison to the concept of writing a validated exam today still remain the same procedures when conducting a proper, valid exam. He was also instrumental in working for many years with NIC, from its beginning on the National Testing Program.

When Jack was chairman of the Examination committee in the 1950's and 1960's, he did a volume of over 5,000 revised State Board Examination questions for Milady that the Boards used when writing their exams.

He was also Editor of the NIC Bulletin. There was only a span of four years in the late 1960's and early 1970's that he was not Editor. He retired in the fall of 1991 after serving 32 years as editor.

## THE COMPLETION TEST

by J. J. YAHM

Good tests cannot be constructed overnight as a haphazard or routine procedure. The development of a test involves not only the planning of test content and test form, but also careful consideration of any special procedures required for administering and scoring it. The construction of a good test is not a task to be tossed off in a few hours by "thinking up" items or by excerpting passages from pertinent printed materials. Test items, if they are to contribute to the effectiveness of a test, must each possess the characteristics of a good test, namely, validity, reliability, practicability of administration, objectivity of scoring, etc.

### Test Construction

Measured by the criteria of a good examination, the completion test rates high in excellence amongst all other examination forms.

Completion tests are those in which a statement is presented with a critical by-word or phrase missing. The examinee is expected to complete the statements by supplying words for the omissions which will give the statements correct and accurate meanings. They are similar to the essay examination

large amount of subject-matter in a relatively short testing period, thus the sampling' of cosmetology knowledge is greater. The rate at which examinees can respond is slower than with the true-false or multiple choice tests, but the test is more difficult. It is rapid as compared to the traditional essay examination. The necessity for the applicant to supply his own answers makes a demand upon his initiative and self-reliance. The chances for guessing the correct answers are practically eliminated in the well-prepared completion test. In order to recall from a vast amount of subject-matter the precise answers required, the examinee's knowledge must be thorough and accurate.

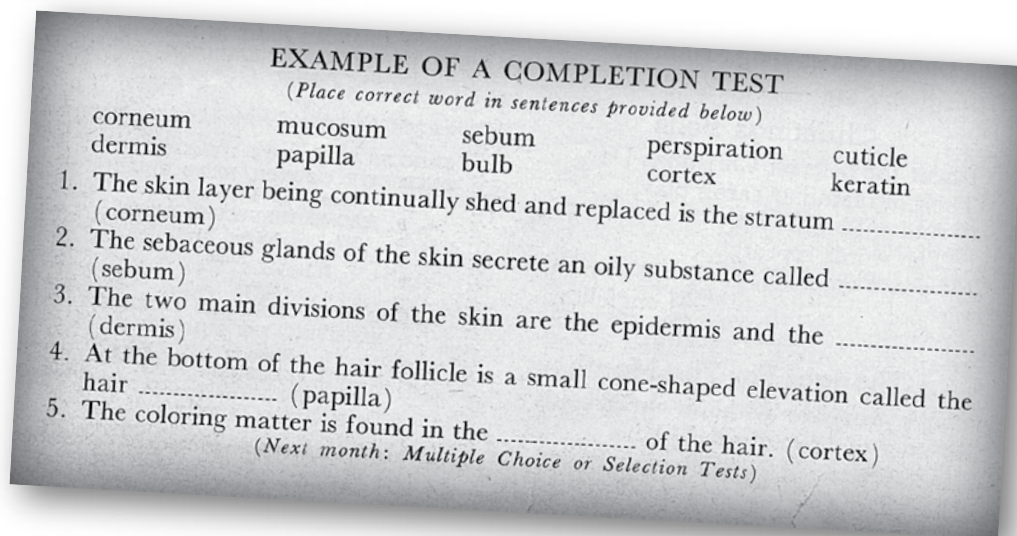
### Completion Test Most Reliable

Completion tests are considered to be less confusing, fairer on account of less guessing, less likely to give the wrong impression, more thorough, and require more thought and ability than any other type of objective test. It takes much thought and time to prepare good completion tests. It is the most difficult type of test to make objective, since great care must be taken in the construction of the item to make sure that only one word or phrase will be correct. It is one of the slowest objective tests to score. However, item for item, it is probably the most reliable of all the new type examinations. It is the ideal type of test to be used on cosmetology license examinations, which are intended to test the subject-matter knowledge of applicants for a license.

except that the answers are brief expressions rather than complete sentences or paragraphs. This requirement of clean-cut brevity in the answers is an important merit of the completion test. The conciseness and definiteness of the answers demand exact and accurate knowledge. This places a premium on preciseness and discredits vague generalities.

### The Definition of Knowledge

Thoroughness of knowledge is tested by the completion question. It motivates the development of the ability to recall and apply accurately the subject matter learned. The brief answers make it possible to cover a



# Technology as a Delivery System for Distance Education



Material submitted by Anthony Fragomeni, Past President AACS, School Owner

Distance education is known as the anytime, anywhere education.

Distance learning is any learning which the instructor and student are separated by time, location, or both. Historically it has been thought of as correspondence courses and goes back over 100 years. Expanded learning opportunities are at a remote location of the student's choice along with the student's choice of time.

What is anytime, anywhere learning? It is traditional learning using electronic or other means to facilitate delivery. It is traditional learning with flexibility that supports/mirrors the classroom experience from a content standpoint. Traditional learning is integrated with new technologies.

"I thought you said Distance Education."

**Some of the negative reaction that is felt towards distance education:**

1. Distance education moves the education outside the school's control.
2. Distance education is generally thought of as a bad word

**Questioned Reasons not to consider electronic delivery:**

1. "How do I know if Jimmy is doing his work?"
2. "How do I know Jimmy isn't just signing on and playing video games or listening to his ipod?"
3. "We can't teach cosmetology electronically. I mean, how do you do a haircut online?"

**Some common reasons for not considering electronic delivery:**

1. We aren't really hip to technology.
2. It must be really expensive to implement.

3. My students won't do it.
4. I don't know where to start.

Actually, the most real reason to not consider electronic delivery is "I'm scared and I don't know enough about it."

**Some facts about anytime, anywhere education:**

- It was in 1883 the correspondence University of Ithica was founded.
  - 1892 the term "Distance Education" first appears in the catalog of the University of Wisconsin.
  - 1906 the University of Wisconsin-Extension was founded.
  - 1953 the University of Houston offers 1<sup>st</sup> televised college credit course via KUHT.
  - 1960 PLATO (Programmed Logic for Automated Teaching Operations) is developed at the University of Illinois, which delivers managed content.
  - 1965 IBM introduces Course Writer.
  - 1969 The Department of Defense commissions ARPANET, which is the internet as we know it today.
  - 1978 Legent releases its Phoenix software program which delivers the first "Virtual Classroom."
  - 1981 Allen Communications introduces the 1<sup>st</sup> commercial interactive video disc.
  - 1983 MIT launches project Athena to determine the potential of advanced computer technology in the delivery of higher education curriculum.
  - 1992 Phillips Interactive CEO Bernard Luskin pioneers full motion video movies on CD's. MPEG compression methods are developed and full motion video becomes available for all digital programs.
- The final facts**
- 1996 Glenn Jones and Bernard Luskin (Founding Chancellor) started Jones International University which becomes the first accredited fully web based university.
  - 2002 The first PHD in media psychology is launched at the Fielding Graduate



School founded by Bernard Luskin.

**What does this all mean?**

- Virtual learning environment isn't coming.
- Web Blackboard, Moodle, Sharepoint, Smart Board, Virtual on demand.

**Common terms:**

Lotus, class server, OLAT, Logi.

**Fun facts about users:**

- More than 6 million + users estimated
- 40,000 industries
- 150,000 courses
- 1,350 institutions
- 55 countries
- Most users are 25+
- Many have prior higher ed experience
- About 50% of users are women
- 90% of 2 year community colleges offer courses electronically
- Online education equals about 20% of all higher education

**What now?**

- Does your business plan include adding electronic learning?
- Does your state allow electronic delivery?
- Does your curriculum translate electronically?
- Is your facility and staff ready for the electronic age?
- Are you ready to build this essential link to success?



# 2010 ANNUAL CONFERENCE

Renaissance Seattle Hotel – Seattle, Washington

*"Today's Vision = Tomorrow's Future"*

## THURSDAY – AUGUST 26, 2010

9:00 a.m. – 5:00 p.m.

NATIONAL EXAMINATION COMMITTEE MEETING – Seneca

6:00 p.m. – 9:00 p.m.B

BOARD ADMINISTRATORS' DINNER MEETING - Visions

## FRIDAY – AUGUST 27, 2010

7:30 a.m. – 5:00 p.m.

BOARD ADMINISTRATORS' MEETING – East Room

9:00 a.m. – 4:00 p.m.

EXECUTIVE BOARD MEETING - Seneca

1:00 p.m. – 4:00 p.m.

CONFERENCE REGISTRATION – Compass Foyer

5:00 p.m. – 6:00 p.m.

NEW MEMBER ORIENTATION – North Room

6:30 p.m. – 8:30 p.m.

WELCOME RECEPTION – Sponsored in part by CLIC, OPI Visions

## SATURDAY – AUGUST 28, 2010

9:00 a.m. – 10:15 a.m.

BREAKFAST - Opening Ceremonies –Sponsored by Super Cuts - North/West Rooms

10:30 a.m. – 11:00 a.m.

GENERAL SESSION – Madison Ballroom

Call to order

Roll Call of states

Presentation & Approval of conference rules

Approval of Conference Agenda

Approval of 2009 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 – Betty Leake, Education Committee Chair

11:15 a.m. – 12:45 p.m.

"Developing a Pathway to Change" Gary Call, Vice President of Marketing & Education for Beautopia

1:00 p.m. – 2:15 p.m.

Lunch – Sponsored by JC Penney Salons – North/West Rooms

General Session – Madison Ballroom

2:30 p.m. – 3:15 p.m.

"Nail Salon Infection Control" – Lois Lux, MSN, RN, Nurse Epidemiologist Communicable Disease Control Tacoma-Pierce County Health Department & Susan Colard Administrator, WA Professional Licensing Support Services, Department of Licensing

3:15 p.m. – 4:00 p.m.

"Hazardous Waste Management" – Laurie Foster, Environmental Investigator

4:00 p.m. – 4:15 p.m. – Break

4:15 p.m. – 5:00 p.m.

"Proper Board Protocol" – Angie Printz, Facilitator

## SUNDAY – AUGUST 29, 2010

8:00 a.m. – 9:15 a.m.

Breakfast – Sponsored by Milady – North/West Rooms

9:15 a.m. – 9:30 a.m. – Call to Order

Roll call of states

9:45 a.m. – 11:00 a.m.

Education Program - BREAKOUT SESSIONS

1. "Test Your Knowledge: Exam Administration Security" – Sean Colton – South Room
2. "Technology Tips" – Gerard McAvey, Milady – Madison Ballroom.
3. "Where is the Esthetics Industry headed in your State" – East Room  
Panel Members:– Rosanne Kinley, Shawn Condor & Saphonia Gee
4. "Talk to the Board - Q & A's with the NIC Executive Board" - Federal Room

11:15 a.m. – 12:30 p.m.

Education Program – Repeat of Breakout Sessions

12:45 p.m. – 2:00 p.m.

Lunch – Sponsored by Pivot Point International – North/West Rooms

General Session – Madison Ballroom

2:15 p.m. – 2:30 p.m.

Nominating Committee Report

2:30 p.m. – 4:00 p.m.

"Certified Regulatory Inspector/Investigator Training" – Ken Bishop, Senior Vice President & COO of National Association of State Board of Accountancy (NASBA)

4:00 p.m. – 4:15 p.m. – Break

4:15 p.m. – 5:30 p.m.

Election of Officers

Bylaw Committee Report

7:00 p.m. – 10:30 p.m.

"Sleepless In Seattle" – Dinner/Dance – Sponsored in part by Barbi-cide – Courtyard Ballroom

## MONDAY – AUGUST 30, 2010

8:00 a.m. – 9:00 a.m.

Breakfast – Sponsored by DL Roope Administrations, Inc. – North/West Rooms

9:15 a.m. – 9:45 a.m. – GENERAL SESSION – Madison Ballroom

Call to order

Roll Call

Committee Reports: Honorary Membership, Conference Site

9:45 a.m. – 10:30 a.m.

"Regulation of the commercial practice of Tattooing, Body Piercing & other forms of Body Art" Ben Rogers, WA DOL Program Manager Licensing/Investigations/Inspection Section

10:30 a.m. – 10:45 a.m. – Break

10:45 a.m. – 11:30 a.m.

"Automated Inspection Tracking System" – Kathy Backman, WA DOL Program Manager Cosmetology Licensing/Investigations/Inspections Sections

11:30 a.m. – 11:45 a.m. – Unfinished Business; New Business; Resolution

12:00 p.m. – 1:00 p.m. – Lunch – Sponsored by PCS – North/West

Rooms; Recess

1:15 p.m. – 3:00 p.m.

NEC Meeting - Seneca

Executive Board Meeting - Seneca

6:30 p.m. – Cash Bar - Visions

7:00 p.m. – Banquet – Sponsored in part by SMT - Visions

7:45 p.m. – Installation of Officers

9:00 p.m. – Adjourn



# 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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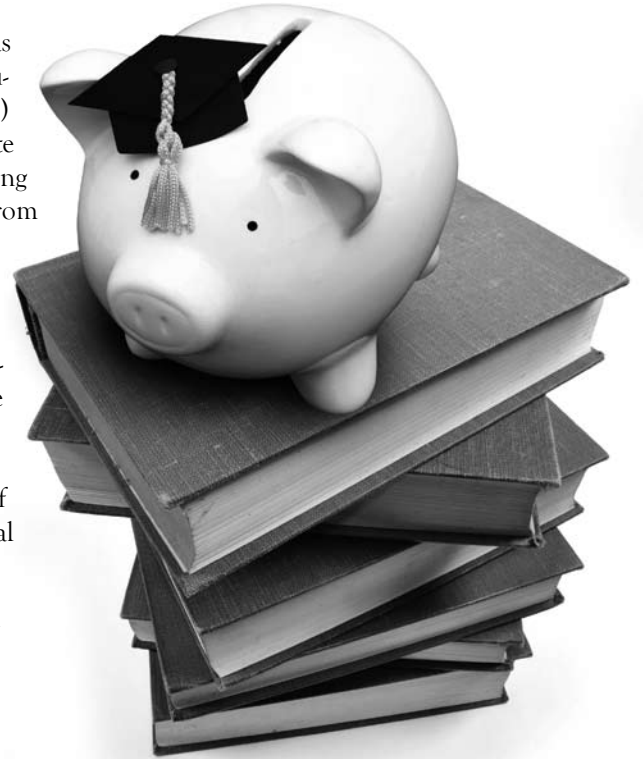


# Scholarships To Be Awarded

In the past year the Executive Board has approved the award for four (4) one thousand two hundred fifty dollar (\$1,250.00) scholarships each year in honor of the late Aurie J. Gosnell, founder of the NIC Testing Program. One recipient shall be chosen from each of the four NIC regions to receive a scholarship.

Applications have been received from applicants for the scholarships. The applications were reviewed by a selected committee of three people from each region. After completing the review process the winners from the regions were selected. The names of the winners will be announced at the Annual Conference in Seattle, WA.

This is the first year for the scholarships and will become a continuing event each year.



The articles provided are for informational purposes only and are not a position or endorsement of NIC. All articles written by the Editor unless otherwise noted.

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