

How NIC National Test Originated

“I had a dream and that dream came true and is still happening.” quote from Aurie Gosnell, Past President of NIC. Aurie’s dream started in 1967 when she was a member of the South Carolina Cosmetology Board. She had a vision to develop a National Examination so that all the states in the United States could issue the same written theory test, based on universal questions in cosmetology and be sponsored by NIC.

In 1968 when Aurie was NIC president and was visiting with Governor McNair of South Carolina, she told him of her plan and what her vision was for a National Cosmetology test, and how NIC could make such an examination become reality but she needed some guidance. Governor McNair was so impressed with



Aurie Gosnell

Aurie’s ideas, he then volunteered an attorney in his office, O. Wayne Corley, to help Aurie put the wheels in motion to make her dream come true. After a few months of contacting each state’s Attorney General to see if NIC would be in compliance with their state statutes and if their state would be allowed to use the test, Aurie started to put together her plan.



Testing in progress. Aurie Gosnell and O. Wayne Corley.

Aurie and Wayne then started the development of the plan that would be used for presentation to the states. Once this was accomplished, Aurie was ready to present her idea and plan to the NIC delegates at the 1969 Conference in Hawaii. Governor McNair had so much confidence in Aurie and the National testing program, that he assigned Wayne to go to Hawaii with Aurie and help assist her in doing her presentation to the

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In Memory of a Great Lady



Lena Carroll Roberts
October 10, 1941 – January 10, 2005

It is with sincere regret that I must advise you of the recent loss of a great lady. NIC is saddened by the loss of Carroll Roberts, who passed away January 10, 2005 in Frankfort, Kentucky following complications from an apparent stroke.

Carroll was the Administrator of the Kentucky Board of Hairdressers and Cosmetologists for 32 years and had retired

in 2004. She was President of the Kentucky Cosmetologist Association and was elected President of the National Cosmetology Association in 1992. In 2004 she was elected as an Honorary Member of NIC by the delegates in Richmond, Virginia. She was also a licensed Cosmetologist, former salon owner and instructor.

Carroll worked diligently on behalf of the National Interstate Council and Cosmetologists everywhere for many years. She served the Council in many capacities: as chairperson and as a member of almost every committee in the organiza-

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Employee Profiles



Mary Manna

Mary Manna began her journey in Cosmetology in 1979 when she switched an office career to the Cosmetology profession at the encouragement of her husband. She attended Beauty School and obtained her manicuring license in 1980. She actively practiced but sorely missed her original calling to office work. In 1982 she applied and was successful in becoming the Executive Secretary for the Nevada Board of Cosmetology in July 1982. She enjoyed a wonderful career and retired in February 2003.

Mary has always been very involved in NIC and began working for NIC in July 2003 as the National Examination Committee (NEC) Coordinator. Her position entails working for the NEC Committee. She is responsible for servicing all states' needs as it relates to NIC testing and training. She is responsible for memorializing all meeting minutes, assisting all states in scheduling their Examiner Training and with any matters of concern for them. Her motto is if "she doesn't have the answer she will make every effort to get the answers." Her background as a State Administrator brought knowledge to her NIC position, however, in her words, I thought I knew all about examinations, but being with NIC and working with the knowledgeable individuals

that make up NIC, and learning about examination development, has made her realize that I had a lot more to learn. She is really enjoying being able to play a small role in making a positive impact on a profession that means so much to her.

Debra Norton is the Administrative Services Coordinator for the NIC Executive Board. Debra is responsible for invoicing, reviewing RFPs, bid proposals and contracts, resolving billing disputes and complaints, organizing the annual conference and region meetings and managing the day-to-day operations of the NIC's office. From August 1997 through August 1999, Debra served as a member of the NIC Executive Board representing Board Administrators. Debra graduated and received a BBA in finance and MBA in economics from the University of Arkansas at Little Rock. Prior to joining NIC in October 2002, Debra retired from state government after 28 years as Director of the Arkansas State Board of Cosmetology.

NACCAS Commission Elects New Director

The National Commission of Cosmetology Arts and Sciences recently announced the selection of Mr. Christopher C. Walck as the new Executive Director of NACCAS.

Christopher has over 22 years of experience in working the areas of management, staff development and service to applicant and accredited institutions. His exceptional organizational skills in working

directly with the Board of Commissioners and the Accredited and Applicant schools have been demonstrated over the years. His strong knowledge and skills, among them building a strong relationship with industry partners, makes him a very effective Director for NACCAS.

NIC would like to congratulate Christopher on his new position and wish him continued success.

Message

From the President



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



Washington, D.C.
August 27-29, 2005

I know that some of you will be surprised to hear that the subject matter of this issue of the NIC bulletin was not my idea but that of the new editor, Lois Wiskur. This issue deals with testing and as you all know, or if you are new will soon learn, testing is my passion. Testing as an industry is not my forte as I am a stylist but I have grown very close to the testing industry over the past few years. The people who are actually responsible for the development and validation of testing instruments are called psychometricians (my friend David Bagwell explains as crazy mathematicians). These rather scholarly people actually have careers in the statistical work of developing and interpreting quantitative tests for licensure in many professions. The members of NIC (you the state boards) developed the NIC National Testing Program in order to provide standardized, valid and legally defensible examinations for this industry and to promote national endorsement among the states.

There are two kinds of licensure examination in our industry, state developed and the NIC National Examination Program. This is a simple fact and explained herein. If a state board dictates what is covered on its licensure examination, then it is a state-developed examination. This is true whether the Board itself writes the examination or another entity develops this type of examination for the Board. If the state board wants to use a nationally developed examination that is standardized for all states, then the state contracts with NIC for its examinations as the NIC does not develop state-specific examinations. National examinations that meet testing industry standards was the criteria that the membership (state boards) established as the foundation of the NIC testing program and the means for achieving national endorsement in our industry.

We at NIC recently asked industry repre-

sentatives at the national industry meeting this year "What makes a national examination in the eyes of the testing industry." The response was that if the examination is developed with subject matter experts from different regions of the country then that is a national examination." There are several testing companies that develop their examinations within this parameter and these companies consider themselves as providers of national examinations. The main reason that NIC does not acknowledge these examinations as national examinations is because these companies offer the state the ability to dictate the content (state developed) of its examinations and herein lies the problem. These companies can not say that their exams cover the same content and or content breakdown in any two states whereas NIC can say that its examinations meet the same standards in all states that participate in the NIC Testing Program. It is the latter that distinguishes the NIC testing program from other test providers and in our opinion the core requirement of national endorsement must be based on national testing. The goal of the NIC National Examination Program is to create National Endorsement. Our industry needs this and I call on you the regulators of America to make National Endorsement a reality.

On another matter, I want to take this opportunity to recognize Sue Sansom the immediate past Chairman of the NIC National Examination Committee (NEC). Recently, Sue stepped down from the NEC after eight years of service; she will be greatly missed on the committee. Sue, we thank you for your dedication to the Industry, NIC and the great state of Arizona and for the substantial contribution you have made to the quality of the NIC Testing Program.

With warm regards,
Kirby Morris, NIC President

State's Happenings

New Mexico: Authorizes distance learning for their cosmetology program. They are allowed to teach courses in the cosmetology field, via on-line learning and distance education. Instructors training may be achieved entirely through distance learning.

Connecticut: Passed a law allowing unlicensed individuals to perform pedicures. Candidates for licensure in Connecticut must also demonstrate English proficiency.

Florida: Passed a law allowing unlicensed people to provide skin, hair and nail services on the sets of "qualified productions."

Illinois: Adopted a law allowing schools to give credit for excused absences.

Idaho: Changed their law to allow graduates from the Instructors Training program to take licensure test immediately following graduation. One year experience is no longer needed.

Kentucky: Added a separate license for estheticians with a 1000 hour curriculum.

Iowa: Approved a program in credit hours. Schools now have the option of measuring the Cosmetology program in clock or credit hours.

Advantages of Computer Based Testing

By Jeff Blake, Laser Grade

Advancements in technology continue to make our lives easier each and every day, from online banking and web-based conferencing to booking that much-needed vacation. The testing industry takes advantage of advancements in technology to make testing easier and more accessible to candidates. Computer based testing offers flexibility and security over paper and pencil testing.

Paper and pencil test administration requires a long, continuous choreography of events. From selecting the testing dates, arranging the locations and proctors, copying the books and answer sheets to shipping the materials, tracking their arrival at the test facility and their return for scoring, on and on. This can be a costly, cumbersome process and an unnecessary risk to the test. If a shipment of materials is lost during transport, you have an entire item bank whose security has been breached. That will cause additional

costs for new item writing, pre-testing and test builds.

Computer based testing eliminates the need for printing, shipping, manual scoring, site administration and offers improved security. Paper and pencil administrations can have dozens, even hundreds of test takers. This number of candidates makes it extremely difficult to thoroughly check identification and monitor the candidate's check-in and checkout. As a result, it can present more opportunities for fraudulent identification. In a computer based testing center, there are most likely only a few candidates testing at one time. Extreme care is taken to verify candidate's identification, insuring the test taker is the authorized individual. With computer based testing, candidates are offered immediate scheduling, continuous testing, immediate scoring and shorter retake waiting periods. In addition, item changes and form updates can be done quickly. New forms can be introduced more rap-



idly and statistical analysis can be conducted at any time.

Additionally, paper and pencil administrations may limit the number of applicants joining an organization. With paper and pencil administrations held on a limited basis, candidates may have to wait up to several months to take their exams. Additionally, candidates may wait several weeks to receive their score and subsequently their license, thereby limiting the number of qualified candidates able to join an organization. Computer based testing offers immediate scoring and expedites the process for candidates who desire a certificate or license.

NIC Test Administered

1/1/2004 – 12/31/2004

- 79,389 exams given
- 33 states participating including Guam
- 28 different versions of the exams
- 13 categories (type) available
- 3 different languages—English, Spanish, and Vietnamese

Practice Tests Provided

The National-Interstate Council of Boards of Cosmetology (NIC) and Schroeder Measurement Technologies (SMT) provide the Cosmetology examinations for dozens of states. These two organizations collaborated to develop two practice tests (Cosmetology and Nail Technology) similar to that of your state examinations. This allows you to become familiar with the content and format of the actual exams. At the conclusion of each practice test, the candidate receives an immediate score report with an overall score and a display of their individual strengths and weaknesses. This provides the candidate an opportunity to study for their weakest areas prior to signing up for the state examination. This examination is available through the nictesting.org website for a minimal \$25.00 fee.

SMT, SARAH ROBERSON, PROGRAM MANAGER

Executive Board Profiles

Rosanne Kinley, South Carolina Vice President



Education/School: Anderson college in Business, Esthetics International School, Columbia, SC.

Current Employment Occupation: Owner of Images Salon & Day Spa

Three words that best describe you: Often asking the girls in my salon and getting “right wing republican” and “high heeled shoes”. I’ve actually decided on “compassionate, dedicated and fair.”

What made you decide to run for NIC office and what experience do you bring to NIC? Encouragement from my board to become an office holder. I have served as vice chair of my board for several years.

If there is anything you’ve learned about NIC by being an officer it is: I am working with a great, diverse group, all dedicated to NIC and the aspects of being an officer are many faceted and challenging.

What future goal do you see for NIC: I would love to be known as the first esthetician/nail tech to become president of NIC.

What would people be surprised to know about you? I love antiquing and I’m always in search of Roy Rogers, Hopalong Cassidy and Gene Autry collectibles. I’m Southern but my heart and home are all Western.

Rosanne has served as region director for two years. Her dedication has allowed her to hold the important office of Vice President of NIC.

Debbie Elliot, Maine Region 1 Director



Education/School: BS Org. Leadership (Magna Cum Laude) University of New England, MS Org. Management at Antioch University New England Graduate School, working on a PHD in Leadership.

Current Employment Occupation: Business owner of two Debbie Elliot Salon & Day Spas and business coach in strategies.

Three words that best describe you: Fair, honest, passionate.

What made you decide to run for NIC office and what experience do you bring to NIC? Opportunity to make a difference! Board experience and in my third term cosmetology instructor and massage therapist. I have business experience of 25 years in various jobs in the industry including national positions.

If there is anything you’ve learned about NIC by being an officer it is: This is a relatively new position – too soon to answer.

What future goal do you see for NIC: One license nationally and resolution to conflict of NIC and NEC.

What would people be surprised to know about you? That I am shy.

Debbie is also a newly elected member of the Executive Board, serving as Region One Director. She is currently a member of the Maine Board of Barbering and Cosmetology.

Eddie LeRoy Jones, South Carolina Administrative Member



Education/School: Booker T. Washington, Columbia. College graduate: Allen University, Columbia, Bachelor of Arts in Business Administration. Truth Bible College and Seminary, Bachelors Degree in Biblical Studies. Truth Bible College and Seminary, Masters Degree in Theology. Certificate of Achievement in Leadership, endorsed by the Governor’s Office and SC Budget and Control Board.

Current Employment Occupation: Program Coordinator/Administrator for the Boards of Barber, Cosmetology, and Massage Therapy.

Three words that best describe you: Compassionate, approachable, and humorous.

What made you decide to run for NIC office and what experience do you bring to NIC? (1) Nominated as a candidate, (2) Associate member since 1990, (3) Eight years of Administrative experience.

If there is anything you’ve learned about NIC by being an officer it is: (1) With NIC confidentiality is valued, (2) NIC cares about the welfare of their candidates, (3) NIC is concerned about unifying the board’s efforts in aiding our licensees in transition from one state to another.

What future goals do you see for NIC: (1) Reciprocity be established, (2) The national exam maintains its credibility, (3) The organization willfully accepts challenge and change.

What would people be surprised to know about you? (1) My aspirations of becoming a funeral director, (2) I’m an excellent dancer.

Eddie comes to the executive board with a strong administrative background. His attendance at past conferences doesn’t allow him to be considered a newcomer.

tion, also including the Board of Administrators Committee.

The National Interstate Council of State Boards of Cosmetology and indeed the entire cosmetology industry, owes an eternal debt of gratitude to this fine and gracious lady. She dedicated her mind, her time and her sincere efforts to improving the cosmetology profession. NIC will miss her wise counsel.

Carroll will be missed by her peers. She was a great leader, who will be missed but not forgotten.

Regional Meetings Scheduled

Region III & IV
April 23-24, 2005

**Marriott Portland Downtown
Hotel, Portland, OR**

Reservations (503) 226-7600
or (800) 546-9513
Rooms \$89.00 (single/double)
plus taxes.

For more information contact:

Region III Director: Jackie
Dahlquist (605) 737-0095

Region IV Director: Geneal
Thompson (208) 726-7718

Region I & II
May 1-2, 2005

**Sheraton Westport Hotel, Plaza
Tower, St. Louis, MO.**

Reservations: (314) 878-1500
Rooms \$89.00 (single/double)
plus taxes

For more information contact:

Region I Director: Debbie Elliot
(207) 774-1245

Region II Director: John Tirre
(636) 928-7887

Safety Alert Sent to California Salon Licensees

A news release by the California Department of Consumer Affairs reporting cases of infection linked to Nail Salon Whirlpool footbaths was sent to 37,000 salon licensees. The Department issued a safety alert for salon owners and consumers receiving pedicures and outlining the proper cleaning procedures to use for Whirlpool footbaths.

The Department was alerted of the outbreak of infections that cause lesions on the legs of customers who received pedicure services at various salons in the San Jose area. The cases were reported by consumers who had lesions that appeared following pedicure services.

The lesions are linked to contaminated Whirlpool footbaths, used as part of pedicure procedure. When the footbaths are not properly cleaned and disinfected, hair and skin debris build up in the tub basin, allowing bacteria to grow to unusually high levels.

The California State Board of Barber and Cosmetology and the Department of Health Services, along with the local officials in the Santa Clara County Public Health Department, are still investigating the reported cases and are still reviewing further action at this time.

www.barbercosmo.ca.gov

*NIC extends it's deepest sympathy
to Mary Manna and her family in the
recent loss of her husband, Joe Manna,
of Henderson, NV.*

Conference Plans for NIC 50th Anniversary Being Made

This year marks the 50th anniversary of when the National Council of Board of Beauty Culture and the Interstate Council of State Boards of Cosmetology initiated the merger of the two organizations to form the National Interstate Council of State Boards of Cosmetology. A year long commemoration is being planned starting with this year's annual conference August 27-29, 2005.

The conference will be held at the Marriot Washington Hilton, Washington D.C. with room rates at \$150.00 a day, plus taxes. Reservations can be made at 202-832-1500.

A complete agenda will be in the July newsletter. For more information, contact Debra Norton, Conference Coordinator at 501-227-8262 or debranorton@sbcglobal.net.

Road to National Endorsement

Since the beginning of the formation of N.I.C. National Testing Program in 1970 it has been our dream to see National Testing in use nationwide, with the ultimate goal of National Endorsement (national reciprocity) throughout the United States. When Cosmetologist, manicurist, estheticians, instructors and barbers train and pass the State board examination given by competent examiners in their own states—and then work in their home area, perhaps for years—why should they be required to take another examination when they seek a license in another state? Yet, when they must move to another state, some of them are forced to take an examination, as if they are students just out of school.

The National Testing program, organized, sponsored and conducted under the control of the National Interstate Council of State Boards of Cosmetology, could eliminate this absurd situation. A school graduate who takes the examina-

tion and receives a satisfactory passing grade could, and in most cases is, excused from taking a similar examination when he/she moves to another state by having participated in the NIC National Examination Program. This timeless project of the National Interstate Council truly opens the new “road to national endorsement.”

We all are familiar with the fact that for many years a great number of individuals (with NIC) have worked hard and long to bring about nationwide National Endorsement. Great strides have already been made in that direction throughout the National Testing Program, sponsored by NIC. Yes, many people from many states have joined in this effort by being on the program by making the NIC exam available in their states.

The National Testing program started to bloom by January 1, 1970. At that time, 11 states joined the program. At the



present time the program has 33 states participating in the testing program. Most of the states have recognized the absurdity of requiring re-examination of applicants who have already taken and received satisfactory grades on the NIC national test. They recognize and have decided to accept this “road to national endorsement.”

Would it not be great if we could enlist the remaining licensing boards in this most progressive movement? Could we set a goal of having all the remaining states enter in NIC's National Testing program in the coming year 2005-2006? Let's all join forces and try to reach this goal before someone else makes it mandatory.

BY LOIS WISKUR

HOW NIC NATIONAL TEST ORIGINATED

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delegates. At that conference her presentation was approved and she was given the go ahead. There were 13 states who immediately had bought her idea and they then jumped on the band wagon with Aurie to help make the National Testing program a reality. Aurie was then on her way to making her dream come true.

But there was an important role to accomplish first, NIC had to seek out a vendor to take on the challenge of putting a test together that was defensible. Aurie then traveled to Princeton, New Jersey in search of a vendor. She found one who was real interested, said Aurie, but the wanted \$158,000.00 on the table before signing with NIC. Aurie said “We

(NIC) had no money, not enough to buy anyone lunch. We couldn't do it.” So she then met with Psychological Testing Corporation of New York, and after convincing them that NIC had developed a valid plan, they became the first vendor NIC contracted with for the National Testing Program.

After the vendor was acquired, Aurie then met with Nick Cimaglia from Milady Publishing Company. Nick offered some of his staff and publishers to help Aurie and her committee in putting written questions together for the test question item bank. One of Nick's staff members, Jacob Yahm, worked so diligently with Aurie and her committee and through his strong efforts and devotion

for NIC that was exhibited by his inexhaustible talent and energy, Jack became one of the most truly outstanding people with NIC.

Then, sometime in January of 1970, the first test was finally ready to go and administer to the 13 states who had signed up for the program. That first exam was the Basic Cosmetology Theory Exam, which is still a part of the testing program today.

Aurie was bestowed the honor of Coordination of Testing Emeritus in 2002 and still continues to work with and provide information to the examination committee, of which she is a lifetime member.

BY LOIS WISKUR

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Washington, D.C.
August 27-29, 2005

Bulletin

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THOMSON
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Delivering NIC Examinations

Professional Credential Services provides application processing and examination delivery services of NIC examinations throughout the United States. Since becoming a partner with NIC in May of 2003, PCS has established contractual relationships with Delaware, South Carolina, Missouri and Virginia in the delivery of both theory (written) and practical examinations. PCS is currently in discussion with several other states that have expressed an interest in transitioning to the NIC program in the future.

"PCS is proud to partner with NIC in the delivery of their national examinations in the United States. We firmly believe in the integrity and validity of NICs national examination program," notes Claus Lang, PCS Vice President of Marketing. "The quality and respect of the NIC cosmetology and related professionals examination program continues to gain favor in the marketplace for those state boards seeking a change in their current programs."

The delivery of examination services to state candidates is the direct responsibility

of Francine Tilley, PCS Manager of Cosmetology. Francine, a trained cosmetologist, brings several years of cosmetology experience to our NIC program in addition to her operational background.

"PCS recognizes the differences among state requirements for licensure and we focus on being flexible in our approach yet consistent in our delivery of services. The quality of our examiners, our proctors, our state coordinators and our support staff is second to none in our industry. We strive to provide each candidate a fair and pleasurable experience as they pursue their goal of obtaining professional licensure," states Andrea Bledsoe, PCS Vice President of Operations. "We understand the needs of our clients and work closely with state and board personnel in providing superior candidate services."

In addition to working with NIC in the delivery of examinations in cosmetology and related disciplines, PCS has provided examination services to multiple states in over twenty difference professional and occupational disciplines since 1998.

BY PCS, CLAUS LANG, VICE PRESIDENT

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