

NIC Bulletin

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

www.nictesting.org

Editorial

NIC has been saddened with the loss of one of our great leaders, Aurie Gosnell. It's at a time like this that we sit back, pause and try to relive the memories of a loved one who has left us.

According to the many tributes and messages to the family, colleagues, friends and family spoke about her optimism and enthusiasm, her love of life, her love of family and her devotion to her organization, NIC.

Without exception, she made everyone around her feel good about themselves. Yes, she was authentic. That we knew from the friendship we all had acquired from her.

Aurie's memorial services brought together family, friends and a delegation of NIC members who all came to pay tribute to their leader. During the services the tributes were poignant and it was evident that laughter through tears was an emotion that many shared.

Life goes on with all kinds of breaking news each day but each day NIC notices a big, empty voided spot that will be for sometime. I know because I am having that empty void. My memories go back to 1973 when I first got to meet Aurie at my first NIC Conference in Las Vegas, yet it seems like that was just yesterday. The sharing of stories and memories are gone, other than what is written on paper. I still want to pick up the phone to call her so we could continue our conversation from the week before, always finding out something new that wasn't in print, yet it was related to the event that I was researching.

The obituary was really the defining statement of her life and it was so factual. But it also was interesting and compelling. Having NIC members along with the South Carolina State Board of Cosmetology as honor-

ary guests to celebrate the life of a lady, who had always had a special love for NIC was exceptional. Aurie was a lady who made every item a momentous event in her life. A lady, whom we'll all miss, with some of us having many years of memories and some of us having few but we will all agree that this great lady will be greatly missed by everyone.

Lois Wiskur

NIC Annual Conference in Myrtle Beach, September 26-28

The Hilton Myrtle Beach Resort in Myrtle Beach is the site of the NIC Annual Conference scheduled September 26-28, 2009.

The Myrtle Beach area, locally referred to as the Grand Stand, is comprised of many different, unique communities. At the center is Myrtle Beach, the largest, most developed town, the heart of it all. As a nationally acclaimed vacation destination, it offers entertainment, excitement and leisure. The sparkling Atlantic Ocean, warmed by the Gulf Stream is the main draw for visitors with its numerous stretches of sandy bliss and a shoreline of blue sky, lapping waves and a salty breeze.

The beach in the downtown area boasts a classic boardwalk, with stores and faces lining the shore. The dining scene is as diverse as one would encounter from fine dining, to tapas, bistros, and seafood shacks.

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Message From the President



I hope everyone has had a wonderful summer and that you are looking forward to attending the upcoming conference in Myrtle Beach.

Since my last report, we have had two excellent region meetings. First was the April meeting of Regions III/IV in Sacramento, CA. Diane Pennington and Fran Brown did an excellent job with the agenda and I'm happy to report there were 10 states/34 members in attendance. Regions 1 and 2 followed in May with a wonderful region meeting in Branson, MO. Betty Leake and Kay Kendrick also did an outstanding job in developing an agenda that provided a wealth of information to the 11 states/27 members in attendance.

The NEC and Executive Board met in Columbia, South Carolina, June 3-5. It was a productive meeting and quite a bit was accomplished. Sadly, our Coordinator of

Testing Emeritus, Aurie Gosnell was unable to attend the meeting and passed away the following week. NIC will forever be in debt to this great Lady and we must maintain our commitment to carry on her legacy.

The NIC Education Committee and the South Carolina Board of Cosmetology have been working extremely hard to put together an exciting agenda and fun events for our conference. State budgets are tight but I hope that all of you are able to attend the conference so that you may take advantage of the educational and networking opportunities that the conference provides to the membership.

I look forward to seeing you in Myrtle Beach.

With warm regards,

A. LaFaye Austin
President

Newsletter Contest

Once again NIC will be having a state newsletter contest at the Annual Conference in Myrtle Beach, SC.

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 categories will be Single and Multiple Page newsletters.

Everyone is encouraged to bring their state newsletter with them to the Conference so it can be entered into the contest. Awards will be given for first, second and third place winners.

If information is needed please contact (605) 224-1661.

Lois Wiskur, Editor



Myrtle Beach...

When the sun goes down, the curtains go up to live entertainment. Everything from the Carolina Opry, to Dixie Stampede to the Palace Theatre home of the Grand Cirque.

For a familiar shopping experience, the Myrtle Beach area is home to several malls that allows one to browse through dis-

count outlet stores and designer boutiques galore.

Coordinator Debra Norton, the South Carolina State Board of Cosmetology and the Conference Committee have completed the final plans for an exciting Conference.

For more information call Debra at (501) 227-8262 or debranorton@sbcglobal.net.

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Aurie Gosnell

Professional Contributions and Recognition to the Industry

Throughout Aurie's life, she served on numerous national boards and was a NIC representative on many Liaison Committees with other national cosmetology organizations. She made many significant contributions to the profession.

Some of her professional contributions that were outstanding include: served as a member of both the National Council of Boards of Beauty Culture and the Interstate Council of State Boards of Cosmetology prior to their merger. Served as a member of the Committee that effected the merger into what is now the National Interstate Council of State Boards of Cosmetology (NIC); served as a charter member of Clairol National Education Alliance of Cosmetology Leadership; served as a member of the Cosmetology Advancement Foundation (CAF); was responsible for starting the National Testing Program for NIC, served as Coordinator of Testing from 1969-2002; conducted multiple job analyses for the testing program; served on the Allied Cosmetology Council for 15 years; served as President of NIC from 1967-1969; was a NIC representative to the Council for the Cosmetology Industry (CCI); pioneered

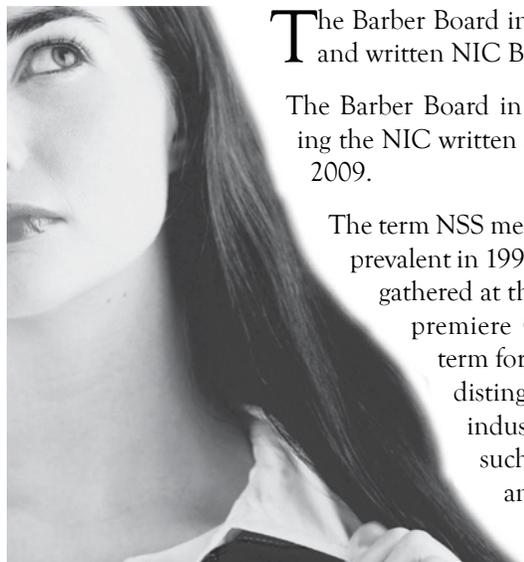
the organization of the South Carolina Cosmetology Leadership Institute, a seminar for the State of South Carolina so that teachers could meet continuing education requirements for relicensure.

Professional Recognition. Aurie had received numerous awards for her contribution to the cosmetology industry. These include awards from local, state and national organizations, as well as citations of merit from governmental agencies. The following professional recognitions are especially noteworthy. Received in 1993 the NF Cimaglia Award from the American Association of Cosmetology Schools; awarded the Cimaglia Achievement Award presented by the National Interstate Council of State Boards of Cosmetology for outstanding services to all state boards of cosmetology; received special recognition from the South Carolina State Board of Cosmetology in honor of her 37 consecutive years of service and her innumerable contributions made to that Board; in 1990 was elected to the National Cosmetology Hall of Fame. Aurie was the first recipient of the



Aurie Gosnell Award in 2002 award named in her honor to be given to an individual who has performed outstanding services to the cosmetology industry. She was well known and respected for her efforts to constantly upgrade the perception of the public toward the cosmetology industry and to protect the health and safety of the public via state board laws and regulations. Her efforts to improve national endorsement by national testing between states continues and the results of those efforts are now being seen in many states.

Did You Know?



The Barber Board in Iowa will start administering the practical and written NIC Barber Exam on January 1, 2010.

The Barber Board in the state of Georgia will start administering the NIC written and practical Barber Exam on October 12, 2009.

The term NSS means "nonstandard salon." The term became prevalent in 1999 when a group of BeautyTech.com regulars gathered at the website's traditional barbeque before the premiere Orlando show where they coined a new term for the true offenders. Nonstandard is used to distinguish shops that are not in compliance with industry standards that offer discount services, such as nail professionals. The name refers to any salon in which its employees do not follow either industry or state standards.

State Happenings

Oregon: Randall Everitt, a veteran of state government with expertise in management, investigations and professional licensing, is the new director of Oregon Health Licensing Agency (OHCA.)

During Everitt's career he served as an investigator in the Department of Law Enforcement for the state of Idaho, he worked for the Idaho Bureau of Occupational Licenses where he provided investigations services for 15 professional licensing boards. Everitt had just finished 5 years of services as Chief of the Special Investigation Unit for the Oregon Department of Corrections.

Everitt replaces former director Susan Wilson, who departed in February from her position.

First Guidelines For Test – 1968

The following article was in the March-April NIC Bulletin from 1968. These proposed guidelines were put together by a special study committee for the National Testing Program. The committee was chaired by Aurie Gosnell. Once the proposed guidelines were developed, the committee moved ahead in the development of the test.

A Proposed Program For Providing Licensing Examinations For Use By State Boards of Cosmetology

Special Study Committee for a National Testing Program were: Aurie Gosnell, Dr. Loret, Bill Stafford, Billie Jehle, Lorraine Piens and Dr. Shimberg.

The National Interstate Council, in consultation with Educational Testing Service, has developed the following guidelines for a possible national testing program for the licensing of cosmetologists:

A. Development of Written Examinations

The National Interstate Council would appoint a committee drawn from member Boards to prepare the specifications for the national test. The specifications would cover all of the important aspects of cosmetology theory and practices commonly included in State Licensing Examinations.

The actual test questions would be written by Test Development Committees appointed by the Council. Test specialists from Educational Testing Service would work closely with the committee(s) to insure that all questions were of high quality. Questions would be subjected to careful review and to statistical analysis. The final forms of these tests would be “equated” to the other forms so that they could be used interchangeably. Initially, multiple forms would be developed. In subsequent years, new forms would be prepared at some predetermined rate. These would make use of some old items, but would always include new items. The equating process would preserve comparability of scores, regardless of the form used.

B. Distribution of Tests

State Boards would arrange for the use of these tests through the testing office of the

National Interstate Council. Distribution would be strictly controlled to preserve test security. A nominal charge would be made for each candidate tested. We are unable to give a specific cost estimate at this time since volume would be a determining factor. The greater the participation, the lower the cost would be.

C. Administering Tests

Each State Board would establish its own policy with respect to frequency of testing, fees, retesting, etc. It would also be responsible for administering the tests to applicants under standard conditions and for preserving security.

D. Scoring Tests and Reporting Scores

While it would be possible for a State Board to score its own test answer sheets, there are several advantages to using the centralized scoring service that is contemplated. Such a service could provide fast and accurate electronic scoring and reporting. In addition, it could maintain a complete file, so that a transcript of an individual’s scores could be sent to a Board in another state should the individual move to that state and seek to be licensed there. Central scoring would also provide the data base for a continuing program of research.

E. Interpretation of Scores

Each Board would have complete autonomy with respect to the interpretation of the test scores. The testing office would merely report the scores. The determination of passing grade would be up to each Board. Thus a score acceptable in one state might not be acceptable in another. If it appears desirable, a recommended national cutting score could be established.

F. Supplementary Tests

Each Board could also arrange to administer any supplementary written tests it considered necessary – such as, tests covering unique features of its own law. Arrangements could probably be made to have such tests scored centrally along with the basic tests.

G. Practical Tests

The National Interstate Council would appoint a committee to work with specialists at ETS to develop a standardized performance test and reliable procedures for evaluating the results. Once a satisfactory performance test battery had been established, the Council would probably arrange with ETS to conduct seminars to train examiners how to administer and score these tests. The use of a nationally recognized performance test, administered by nationally certified examiners, would increase the likelihood that State Boards would be more ready, than they are at present, to accept the results of tests administered in another state. Reciprocity would be facilitated; at the same time, each Board would reserve the right to establish its own standards for both the written and the performance tests.

H. Research and Service Projects

After the initial start-up costs have been amortized, income derived from the testing program could be used for the development of new forms and to carry out research projects aimed at improving the program. This would include re- search on improved techniques of measuring a student’s knowledge and understanding, possibly through the use of audio-visual methods; development of improved methods of performance testing; and the exploration of measures to evaluate the competence of instructors. Such funds might also be used to sponsor conferences on topics of mutual concern.

Summary of surveys sent:

46 states replied

29 definitely interested in this program

5 undecided

5 definite no

7 replied with non-committal remarks by letter

7 states did not reply

Work will continue by this committee and a presentation will be made at our conference in Miami.

What Do You Think?



Subject: “Sugaring” also known as a method of hair removal for those who have sensitive skin or who react to waxes. From an original recipe of sugar, lemon juices and water it is heated, molded into a ball and pressed onto the skin, then quickly stripped away.

Kathy Webb, Cosmetologist, South Carolina: It needs to be researched more. The trend is not here to stay and in six months there may be a new change. Example: like a salt scrub, it has benefits as long as it has a removal effect.

Lynda Elliott, Board Administrator, New Hampshire: It is a regulated service under the statute for hair removal. Don’t know enough on the products. According to inquiries it doesn’t work well and I’ve had feedback that it is very painful.

Jerry Talbott, School Inspector, Board Member, Iowa: Don’t know much about it. I’ve barely heard of it. Hope the sugar

part is made out of corn. I’m also a farmer and everything is grown naturally. Haven’t come across it in inspections and have no trouble about its regulation.

Ken Young, Salon Owner, Oklahoma: It is a service regulated by the board as a reliable alternative to waxing. I see it as a growing alternative to the traditional waxing method of today. I think it’s going to be hot, the next big thing in waxing services.

Linda Zesiger, Salon Owner, Manicurist, Nevada: I’m not familiar with it. As far as I know it’s not a popular trend here in Las Vegas. I have a salon in a casino and the traditional waxing method is what everyone requests.

Kraig Bohot, Communication Coordinator for Oregon Health Licensing Agency, Oregon: It seems it fits in the statutory definition of esthetics including temporary hair removal. As for its popularity, I haven’t personally been getting many inquiries about it.

Rosanne Kinley, Skin Care Salon, Esthetician, South Carolina: As an ancient method of hair removal it doesn’t adhere to the skin and is extremely rare to be allergic to it. Since it doesn’t adhere to the skin it is less painful. By being heated in a heater on low temperature it will not burn the skin and with everyone going green, women are going for the natural approach to hair removal.

Susan Collins-Burrough, Salon Owner and Cosmetologist, Arkansas: In my area it is mostly used by the ethnic clients. My salon uses the traditional method. I feel it’s not as effective as the traditional method and I see it as a fad. Threading is done as well as sugaring and they seem to go together.

Kathleen Sather, Spa Owner, Esthetician, Manicurist, Washington: I don’t do sugaring in my spa nor am I educated in its method. I use a special wax that is gentle on the skin. I have not had any requests for sugaring, just the tradition wax method. I’m not familiar with anyone in our area who does sugaring.

Sandra Bruce, Milady: Sugaring is in our latest Esthetic book. It’s a sweet hair removal that dates back to the Egyptians and the technique is still used today. It has many benefits, it can remove hair even if it’s only 1/8 inch long, less painful and irritating and the solution is water soluble so it’s easy to clean up. There are many kits available or the paste can be made at home. It’s very popular among the Asian cultures and salons going green.

*The family of Aurie Gosnell
acknowledges with grateful appreciation
your kind expression of sympathy.*



54th ANNUAL CONFERENCE

Hilton Myrtle Beach Resort – Myrtle Beach, South Carolina

"The Legacy of Standardization Continues"

DEDICATED TO AURIE J. GOSNELL, COORDINATOR OF TESTING EMERITUS

THURSDAY – SEPTEMBER 24, 2009

9:00 a.m. – 5:00 p.m.

NATIONAL EXAMINATION COMMITTEE MEETING – Palisades I

6:00 p.m. – 9:00 p.m.

BOARD ADMINISTRATORS' MEETING – Water's Edge/Hilton Towers

FRIDAY – SEPTEMBER 25, 2009

8:00 a.m. – 5:00 p.m.

BOARD ADMINISTRATORS' MEETING – Palisades E

9:00 a.m. – 4:00 p.m.

EXECUTIVE BOARD MEETING – Palisades I

1:00 p.m. – 4:00 p.m.

CONFERENCE REGISTRATION – Group Registration South

5:00 p.m. – 6:00 p.m.

NEW MEMBER ORIENTATION – Palisades D

6:30 p.m. – 8:30 p.m.

WELCOME RECEPTION – Palisades GH

SATURDAY – SEPTEMBER 26, 2009

9:00 a.m. – 10:15 a.m.

BREAKFAST – Sponsored by Supercuts – Palisades GH

Opening Ceremonies

10:30 a.m. – 11:00 a.m.

GENERAL SESSION – Palisades DE

Call to order, Roll Call of states

Presentation & Approval of conference rules

Approval of Conference Agenda

Approval of 2008 Conference Minutes

Committee Appointment: Audit, Budget, Nominating

Books to Audit Committee

Presentation of Election Procedures

First Reading of Proposed Bylaw Amendments (Tentative)

President's Report

11:00 a.m. – 11:15 a.m.

Introduction of Education Chair

Overview of Education Program – Melanie Thompson, Education

Committee Chairman

11:15 a.m. – 12:45 p.m.

"Lighting The Way to Change" – Dr. Marla Sanchez, CEO, Spectrum Development – (Sponsored by PCS)

1:00 p.m. – 2:15 p.m.

Lunch – Sponsored by Ultronics – Palisades GH

GENERAL SESSION - Palisades DE

2:30 p.m. – 3:15 p.m.

"Fraudulent Documents" Gregg Colton, President, Exam Security Solutions

3:15 p.m. – 4:30 p.m.

"Certified Regulatory Inspector/Investigator Training Certification" Ken Bishop, President, Professional Credential Services (PCS)

4:30 p.m. – 5:00 p.m.

"Memories of Aurie J. Gosnell, Coordinator of Testing Emeritus"

SUNDAY – SEPTEMBER 27, 2009

8:00 a.m. – 9:15 a.m.

BREAKFAST – Sponsored by Milady – Palisades GH

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. "Fraud in Testing" Catch me.. Then What? – Suzanne Dailey, PSI – Palisades B
2. "Crossover in our Industry – Do's & Dont's – Darci Kite, WY – Palisades C
3. "Why We Regulate" – Kirby Morris – Palisades DE
4. "What Jurisdiction does the Board Admin & Government Agency Have?" – Palisades F

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 – Palisades GH

2:15 p.m. – 3:30 p.m.

Education Program – BREAKOUT SESSIONS

1. "Who are our Test Delivery Partners" (DL Roope, PCS, PSI & SMT) – Palisades B
 2. "ICLO Setting Standards" Mapping of curriculum & assessments Palisades C – Jane Goldsbro, HABIA
 3. "NIC Testing: New products, Testing Updates & Q & A" – Kirby Morris – Palisades DE
 4. "NIC Financial Report" – Palisades F – Patrick Ulsh, Comptroller & Steve Colarusso Secretary/Treasurer
- GENERAL SESSION – Palisades DE

3:45 p.m. – 4:30 p.m.

"School Inspections" – Tracy McCarley, SC Department of Labor Licensing Regulation

4:30 p.m. – 5:00 p.m.

Committee Reports: Audit, Budget, Nominating

6:30 p.m. – 9:30 p.m.

Pool-Side Party (Dinner, Dancing) – Sponsored by King Research – Beachcomber's/Hilton Tower

MONDAY – SEPTEMBER 28, 2009

8:00 a.m. – 9:00 a.m.

Breakfast – Sponsored by JC Penney Salons – Palisades GH

9:15 a.m. – 10:30 a.m. – GENERAL SESSION – Palisades DE

Call to order, Roll Call, Election of Officers

Committee Reports: Bylaws, Policies, Honorary Membership, Conference Site

10:30 a.m. – 10:45 a.m. – Break

10:45 a.m. – 11:30 a.m.

"Salon Disinfection Guidelines, Best Practices and Current Events" – Leslie Roste

Wrap-up Education Committee

11:30 a.m. – 11:45 a.m.

Unfinished Business. New Business, Resolution

12:00 p.m. – 1:00 p.m.

Lunch – Sponsored by DL Roope Administrations – Palisades GH Recess

1:15 p.m. – 2:00 p.m. – NEC Meeting – Palisades I

2:00 p.m. – 2:45 p.m. – Executive Board Meeting – Palisades I

6:30 p.m. – Cash Bar – Palisades GH

7:00 p.m. – Banquet – Sponsored in part by OPI – Palisades GH

7:45 p.m. – Installation of officers

9:00 p.m. – Adjourn

Answers to Frequently Asked Questions

The Oregon Health Licensing Agency (OHLA) and the Board of Cosmetology have shared the following information on what was some of their most frequently asked questions and their answers that focus on general licensing, regulatory and health, safety and infection control requirements from their agency.

In General

The following answers to frequently asked questions focus on general licensing, regulatory and health, safety and infection control requirements of the Oregon Health Licensing Agency (OHLA) and Board of Cosmetology.

Clipper Blades Disinfection

Q Can you let me know what Oregon requires for disinfecting clipper blades and scissors, and how often? Do they need to be completely immersed for 10 minutes, or can they be sprayed?

A As required by OAR 817-010-0068(3), Disinfecting Non-Electrical Tools and Implements, use high-level disinfectant for all tools and implements with sharp edges

or points, including clipper blades. Totally immerse them for at least 10 minutes or for however long the manufacturer recommends.

As you might know, keeping tools immersed for too long in high-level disinfectant may corrode the tool and doesn't necessarily make the tool more sanitary.

A high-level spray can be used on the clipper body and metal guides that the clipper blades clip onto, but not for the clipper blades themselves, which must be submerged in high-level for 10 minutes/length of time recommended by the manufacturer.

Disinfectant Use

Q How often should I replace my disinfectant solution with new solution?

A While there isn't a specific regulatory requirement, OAR 817-010-0065, Requirements and Standards, states that you must follow the manufacturer's instructions:

(5) When used according to the manufacturer's instructions, each of the following is

an approved method of disinfecting tools and implements:

(a) Complete immersion in the disinfecting solution of the object(s) or portion(s) thereof to be disinfected;

(6) All disinfecting agents shall be kept at adequate strengths to maintain effectiveness, be free of foreign material and be available for immediate use at all times the facility is open for business.

"National" Licensing

Q Is there a national license and/or a national examination?

A No, there isn't a national license. Each state sets standards and requirements for regulated professions. Practitioners must be authorized to practice in each state in which they provide services to the public.

While there isn't a national examination that is required of all practitioners nationwide, OHLA and the Board of Cosmetology use the written examination provided by the National-Interstate Council of State Boards of Cosmetology (NIC).

Nearly 40 of 50 states administer one or more NIC written examinations, making it the most widely used examination for the cosmetology field in the United States.

A Memory Of Aurie... And A Legacy For Aurie!

NIC wanted to write about the legacy of Aurie Gosnell, the one individual that devoted her life to Cosmetology, NIC and fulfilled her dream of developing a National Examination Program.

In everything that Aurie did, she did it with honesty, integrity, courage, and understanding. She treated everyone she met with those qualities. We could write on and on about her attributes, but knowing Aurie as we did, the one thing that Aurie Gosnell would want is to have everyone continue her dream and to remember, to treat everyone as she did throughout her life.

Therefore, in an effort to create a legacy for Aurie, we ask that you all take the time to follow in her footsteps and we can all begin

by remembering what Aurie would do!!!

She saw her dream, and never gave up on her dream!

She treated everyone she met, with kindness and respect!

There was nothing she wouldn't do if asked, and sometimes, without being asked!

She was always honest and respected everyone and their opinions, even when she didn't agree.

She always listened to what everyone had to say and showed respect to everyone's opinion or position, even if she didn't agree!

She was loyal to her friends, and showed them nothing but respect even if she disagreed.

She always had time to explain her thoughts and ideas so that everyone would know why she didn't agree.

At the end of the day, Aurie would be successful as she had a way of making everyone feel that she cared about them and their thoughts and took the time to listen. She knew that everyone liked to be heard, and understood!

These are but a few of Aurie's qualities that made her the "Great Lady" that she was and I can't think of a better way to honor Aurie than to take a lesson from her life.

If we all just take a few of her qualities and apply it to our lives, this would be the greatest act to create a "Legacy for Aurie".....Knowing Aurie as we all do, she would be so pleased that we carry a part of her with us each day!!!!

With Great Love and Respect for Aurie,

Mary Manna

Make plans to attend
NIC'S
ANNUAL CONFERENCE

★ ★ ★ ★ ★ ★ ★ ★

September 26-28, 2009

Myrtle Beach
South Carolina

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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Sue Sansom Retires

The following press release was received from the Arizona State Board of Cosmetology:

"After more than 25 years of service, Sue Sansom, Executive Director of the Arizona State Board and contributor to countless industry related legislative, regulatory and philanthropic efforts announced that she will retire effective August 1, 2009.

"Sue made the announcement during the April 17th meeting of the Arizona State Board. She was clearly happy to be making this new beginning although it was certainly a "bittersweet" time for those attending the meeting.

"Under Sue's direction the Arizona Board has become an example of forward thinking and innovation. She and her staff work diligently to show that they truly care about the industry and the lives they impact.

"In Arizona Government She has worked to establish partnerships with the "Arizona Health Initiative" providing affordable health insurance opportunities for small business salon's and individual businesses; established industry specific publications with the IPS and assisted with the tax applicable information dissemination for small industry businesses; and very importantly partners with Terry Goddard, Arizona Attorney General, and the Arizona Coalition for Domestic Violence with the National "Cut it Out" program.

"Her efforts have spanned the entire United States as well as other countries. A sample of her

accomplishments have been as an ambassador of Infection Control for the cosmetology industry; chair of the National Interstate Council of Cosmetology Boards Health and Safety Committee since its inception; and Industry textbook author and reviewer. She has traveled to China as a good will ambassador sharing and teaching; is a relentless advocate of national and international reciprocity; and national examination development for licensure.

"Donna Aune, current Deputy Director heads the transition team and will take over as Director after having served 22 years with the Board. Donna will carry the tradition of excellence forward.

"In honor of the Lengthy and devoted service Sue has provided to the Board, the newly renovated Board room will be called the Sue Sansom Executive Board Room and a position of Director Emeritus has been awarded to Sue."

Sue was very instrumental in setting the standards and guidelines for the infectious control program for NIC. She had chaired the Health and Safety Committee numerous times. Guidelines and standards are being used by many State Boards and industry related fractions that Sue helped put together. Sue's keen knowledge and her great contributions to the Health and Safety Committee will be greatly missed by NIC. NIC wishes her the best in her retirement.

Anyone wishing to write Sue a note may do so at www.azboc.gov

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