

NIC Bulletin

April/May/June
2007

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

www.nictesting.org

Korea Signs On With NIC Exams

On April 23, 2007 the Korean Education Association (KEA), affiliated with the Korea Qualifications Association under the Korean Ministry of education, has announced a contract has been executed to obtain psychometrically appropriate theory and practical cosmetology, nail technology, hair design, and esthetics examinations from the National Interstate Council of State Boards of Cosmetology for the sole purpose of examining and certifying practitioners in the Republic of Korea.

NIC Past President Kirby Morris and Matt Wenger, Vice President of SMT (Schroeder Measurement Technologies) along with the NIC Executive Board and Examination Committee were very instrumental in this great venture by working in the past year with the Korean delegation through the ICLO on making the International agreement a reality.

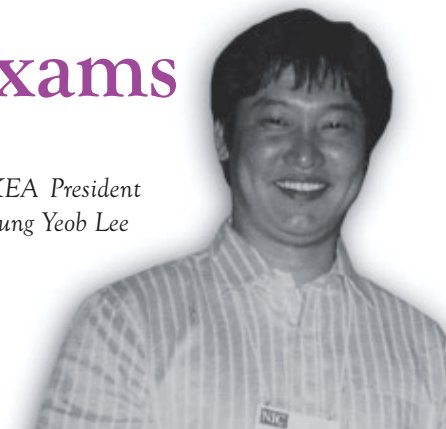
By NIC's involvement with the ICLO (International Cosmetology Licensing Organization) it had helped in establishing a work-

ing relationship with KEA and by the organizations working together, the final agreement was accomplished.

A leading cosmetology education provider in the Republic of Korea, and under a mandate from the Ministry of Education, the KEA will conduct training, covering knowledge required by individuals pursuing careers in cosmetology, nail technology, hair design and esthetics. Following the completion of the student's education curriculum, individuals will be tested on his or her knowledge using the NIC theory and practical examinations, to ensure he or she possesses the required knowledge and abilities for competent practice. Upon successful completion of the theory and practical examinations, students will be certified by the KEA in his or her field.

NIC, a non-profit corporation, established its examination program for licensing of cosmetologists and related fields in 1969. Throughout the years this program has continued to grow and is the preeminent and

KEA President
Sung Yeob Lee



only National medium for the licensing of cosmetologists and related fields throughout the United States.

Available in multiple languages, the NIC theory and practical examinations are unique in that they are the only nationally and internationally validated cosmetology, nail technology, hair design and esthetics examinations available in the testing industry. Currently, 37 states participate in the NIC testing program in whole or in part, and the NIC test scores are accepted in much of Europe and in some jurisdictions in China.

Synergy Helps In Making Conference Plans

Plans are in the final stage for the Annual Conference of the National Interstate Council of State Boards of Cosmetology August 25-27, 2007 at Rapid City, SD, home of the scenic Black Hills and Mt. Rushmore.

Synergism by the Conference Committee's Co-Chairmen Jackie Dahlquist and Sue Monge along with their committee have put together a very stimulating and impressive program for the delegates.

The Conference will start off with a welcome reception in the evening on August 24th to help everyone get acquainted.

The presented agenda for the delegates will

be three full days of intense and interesting presentations that will highlight and create constructive education for the States. The featured speaker is Mr. Charles Marcus, Canada, a best selling author, business educator and world class motivational speaker who will enlighten the delegates on how his winning against the odds in his life help make him become more successful. Other speakers that will be addressing the delegates with outstanding presentations are; Dustin Johnson, SD Public Utilities, giving a dynamic presentation on "A Board's and Administrator's Role"; Jerry Tyler, California Board of Cosmetology and Barbering, speaking on "Illegal/Unlicensed Activity";

Linda Lee Viken, Rapid City Attorney, on "Roberts Rules of Order", along with a panel of nonprofit industry leaders. Two breakout sessions featuring seven different topics of interest will be offered. The topics range from the South Dakota Health Department on health issues with the "Pandemic Flu" to "Cybersafe" by the South Dakota Attorney General's office. All of this plus more will be packed into the three days. The Conference Committee promises the Conference to be one of great interest and excitement by giving so much valuable education to the States. Everyone will be promised a "Better Than Ever" Conference.

NIC 2006-2007

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Message From the President



Well, I don't know about you, but here in SC, I can already tell, it's going to be a HOT Summer...that's ok though, that's what I love about home.

Since my last report, we have had two wonderful region meetings. First was Region III/IV in Missoula, Montana. Ken Young and Steve Colarusso did an excellent job in preparing an agenda that truly prepared us for the next flu pandemic. Unfortunately, Steve was not able to attend, as he lost his beautiful wife Regan just days prior to the meeting. Please remember Steve in your prayers as he learns to go through the days without his soul mate.

Region I/II were held in beautiful Savannah, Georgia. There was an attendance of approximately 40 people with numerous states represented. Kay Kendrick and Betty Leake also did an outstanding job in developing their agenda and kept everyone attentive and involved. NIC has truly been blessed to have 4 outstanding region representatives. I look forward to working with them all for many years to come.

I would like to say Welcome Home to Ohio; they start administering the NIC examinations on July 2nd. We are proud to have Ohio back!!!

Also, Thanks to the extremely hard work of Kirby Morris, we will now start administering both theory and practical testing in South Korea, so yes, we are truly International. Hats off to you Kirby for all of the long hours you put in securing this contract.

You will also find your personal invitation to the 52nd annual NIC Conference held in Rapid City, South Dakota August 25-27, 2007 in this newsletter. Please make your plans to attend this conference in beautiful Rapid City now. Sue Monge and Jackie Dahlquist have brought together a fabulous agenda and I look forward to seeing each of you out west.

Until then, be safe and God Bless each of you

Rosanne Kinley
NIC President

State Happenings

Ohio - The state of Ohio has signed a contract to begin administering the NIC theory and practical exams in Cosmetology, Nail Technology, hair design, and esthetics starting July 1, 2007.

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 jones@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 Rapid City, SD please do so before the deadline date.

Memories

From Aurie Gosnell



As I was reading some past NIC reports, I began to think about how much times have changed and how amazing today's modern technology has become. Most amazing is that a lot of the advances have taken place in our time.

It's hard to remember years ago when giving a perm and hooking up the perm wave rods to a hot machine for a few hours with the hopes of not giving too many burns, and when today all we do is open a bottle, put the liquid on the rods, set a timer and then relax for 20 minutes until the timer goes off.

Maybe I'm getting up in years but I often wonder if all the new gadgets and appliances are really giving us a better life. They certainly make tasks more efficient and communication faster and easier, especially for the salons and clients.

All the new gadgets are a must today when running a salon. But do we really need to talk constantly on cell phones constantly and spend hours on the computers? We have more ways to communicate but seem to be actually communicating less.

What alarms me most in my lifetime, and certainly the lifetime of our young children, is that newspapers, periodicals and text-

books could practically disappear. Why do you think most magazines and newspapers are scrambling to change their appearance and offering 2-for-1 subscription prices. One reason I'm sure is that most young people are getting most of their information from the computers or visual aids, like T.V. My preference is something that is tangible, like touching the NIC Bulletin. I can pick it up whenever I want to check on something I've read. It's something to hold in my hand as I drink that cup of coffee in the morning. Maybe I'm one of the last generations who prefer to hold the newspaper instead of going to Google or one's favorite search engine to obtain the paper.

Do I like it? Of course. I use it all the time. Does it worry me that it eventually might take the place of our newspapers and books? Yes, but what can I do about it in this age when we are moving into areas beyond our comprehension. It has just been a few years ago when we were listening to "The Lone Ranger" on the radio.

We can't predict the future or what will happen to our reading material but we can only join in the present efforts that hopefully will ensure we can continue to enjoy holding some newspaper or printed mate-

rial to read when enjoying a cup of coffee. It's been hard to curtail progress and I realize it might be just one of those "when I was young" memories that are hard to give up.

This technology story brings me back to a few issues ago when I told about Mr. Godefroy, an industry leader, and how he foresaw the future by realizing the need to establish organizations to help regulate the cosmetology industry because of the growth of new modern ideas and inventions that were happening at that time. Those new ideas and inventions were to him as modern technology is to us today. I can just hear his response to "camera cell phones" on gathering evidence on a salon violation and actually catching the violation in action. I also think about my dear friend the late Nick F. Cimaglia and how 80 years ago he had a dream and started Milady Publishing Company so he could publish a cosmetology text book. Happy to say today Milady is still publishing text books along with the newest methods of technology for teaching aids. I'm so thankful after 80 years that Milady still believes in hand held, hard copy reading material for the students in the class room.

Printed below is the article that was published about Mr. Godefroy in 1957 and how he foresaw the need for cosmetology regulation and how this need was accomplished. Hope everyone enjoys reading it as much as I did, because of the many memories it brought back to me by the privilege of knowing such an honorable man. Yes, modern technology is here to stay and will continue to grow but so will memories.

ALLIED COUNCIL NEWS

By **C. W. GODEFROY** (reprinted from 1957)

Mr. C. W. Godefroy is one of the "fathers" of cosmetology organizations throughout the country. He was one of the founders of the N. H. C. A. and of the Allied Cosmetology Council. Mr. Godefroy is a past-president of .V. H. C. A. and was for many years chairman of the Allied Council. He is now honorary chairman of the Allied Council for life.

The Allied Cosmetology Council of State Boards, Schools, and Shops

All persons practicing cosmetology undoubtedly have heard of the Allied Cosmetology Council. However, there are some phases with which they are probably not familiar. The actual beginning of this body was because of the invention of the permanent wave by Charles Nessler. This device

gave women what they prayed for through the ages, namely beautifully wavy hair. Nessler's apparatus was quickly seized by hair-dressers and others who saw the beauty of the hair when it seemed naturally waved. The device opened the portals for many persons to earn a living.

But this invention brought something into the cosmetology field that was never foreseen. In early days the European hairdresser came into America and practiced the way they did in Europe. They were usually skilled artisans and in turn they were able to make a nice living. However, the very success of this permanent wave is the actual father (or mother if you wish) of the Allied Cosmetology Council. Cosmetology now has three well-known devices: one being the actual work on the patron, the second being the schools educating the apprentices into it, and the last is the most

important. Charles Nessler's invention disrupted the whole field of cosmetology for the reason that I will dwell upon a little later.

People of this day do not readily know that the hairdressers at the turn of the century were persons who not only dressed hair but they made all the preparations themselves which they used on their patrons and sold them retail for home use. The permanent wave, however, was so lucrative some fine operators in New York making \$300 a day threw out the "preparations" and somehow or other they gravitated to the drug store which theretofore was strictly a professional shop which carried articles for the sick. For example, I made my first trip to the Pacific coast in 1909 and I would go into a drug store to try to get a soda when I was thirsty and have the druggist glare at

see "Allied Council News" on page 5

Region 3 & 4 Meeting

Well it was another fun and informative meeting for Regions 3 and 4. Missoula, Montana, the site of the meeting is one of the prettiest locations ever to hold a regional meeting. 34 members attended the meeting with 9 states represented. Friday night started with a welcome party hosted by Suzanne Daily and Monique Guadalpi of Laser Grade.

The meeting opened Saturday with a session from the Montana Health Department on the possibility of a Bird Flu Pandemic. Three experts shared what we can do as individuals and as agencies in the event there is a pandemic. There were several lively round table discussions. Rosanne Perea of Regis/Supercuts then gave a terrific presentation on the one minute manager. The rest of the afternoon was filled with lively cracker barrel discussions.

On Sunday, Sue Sansom's legislative update was both informative and challenging. We learned about a possible new way to return the skin to a youthful appearance. We were also challenged to try to get the manufacturers of Pedi Spas to start using materials

that are imbedded with antibacterial agents. This would greatly reduce the cost both in the disinfection process and human suffering.

On a sad note Steve Colarusso, Region 4 Director was unable to attend the meeting due to passing of his wife Regan. All our thoughts and prayers are with Steve.

We would like to thank our sponsors Sandra Bruce from Milady, RoseAnn Perea from Regis/Supercuts, Suzanne Daily and Monique Guadalpi from Laser Grade, and Andrea Bledsoe and Francine Tilley from PCS Inc. In addition, we thank Pivot Point International for its sponsorship and Great Clips for providing tote bags. Without their help the meetings would not have been the same.

In addition we would like to thank Andy Verbanac and the State Board of Cosmetology, Montana, for their hard work and for sponsoring the event in Montana. Special thanks to Debra Norton for her hard work behind the scenes.

Ken Young



Correct answers to the unsolved puzzle in the mystery photo of the Past Presidents that was published in the January, February, March 2007 NIC Bulletin

ATTENTION!

NIC Conference, Rapid City, SD. August 25-27, 2007. Call for reservations at the Ramkota, Rapid City, SD at (605) 343-8550. Room rates are \$99.00 a day plus applicable tax. Deadline date July 27th.

Conference information:
Debra Norton - (501) 227-8262
debranorton@sbcglobal.net

Make your plans now!

Did You Know?

That on March 13 & 14, 1965 in Columbus, OH was the first meeting for the Commissioner's of the Accrediting Commission for Cosmetology Education (ACCE). Accreditation of Schools in Cosmetology became desirable due to the results of raising standards of perfection to meet the demands of the discerning American woman.

Christopher Walck, Executive Director of "NACCAS" has been with the association for 25 years effective this past January. Congratulations goes to Cris for his longevity of service.



NIC EXTENDS
ITS DEEPEST SYMPATHY
TO STEVE COLARUSSO AND HIS FAMILY IN
THE RECENT LOSS OF HIS WIFE REGAN OF
LAKE HAVASU CITY, ARIZONA.

NIC State Board Administrators Will Meet

Immediately prior to the NIC Annual Conference the State Board Administrators will gather for their annual meeting. The group will assemble on August 23rd in the evening with a dinner meeting which will include an update by the National Examination Committee.

On August 24th, the group will meet for a full day on a wide array of topics on current problems that boards are looking at today. Kraig Bohot, Communications Officer from the Oregon Health Licensing Agency and Susan Wilson, Oregon Board Administrator, will be doing a presentation on "It's For Their Own Good: Educating and Informing the Public and Licensees." Also, guest facilitators are Suzanne Warfield on Esthetics Certification and Suzanne Dailey, Laser Grade, on "Cheaters Inside and Out." Round table facilitators are Board Administrators, Sue Sansom, AZ, on Health and Safety Updates, Kathy Wittum, AR on Nail Techs, Darla Fox, MO, Doug Van Essen, NC and Betty Abernathy, WY.

Committee Co-Chairman, Sue Monge, SD and Kitty Wittum, AK, have carefully planned an outstanding program that is educational and of tremendous value for the administrators in helping to solve many of the state's problems which present themselves during the year.

Infection Control Standards Must Be Met

The subject of "Infection Control" for regulation within the industry of Cosmetology keeps popping up as a concern for the profession. This created the idea to zoom in on the infection control issue and what started as a simple gathering of information has escalated to be a huge project. Confused? Yes, but after much research on what are the proper methods and information regarding infection control, it became very apparent that there are so many different safety and infection control-related definitions/terminology being used by the states today. Today, infection control has become a very critical issue that the industry needs to be in total compliance with when serving the public. This has boards focusing in on more safety and infection control rules and regulations on the proper requirements. When doing so, more attention is being given to what the proper and correct definitions are for the terms (words) being used when referring to the procedures, methods, and what products are used. This is to meet the state's requirements and be in compliance when performing services and tasks with total protection when serving the public. A complete understanding and thorough knowledge of the basic requirements when following the state's rules and regulations should be practiced by all licensed practitioners.



With State Boards making infection control mandatory for the licensees, each state should be using the same or similar terminology when referring to definitions, along with the same meaning for the infection control requirements. With the mobility of today's licensees going from state to state and with every state using the same terminology and procedures, it would make it much easier for everyone to be in compliance with what the Board's requirements are.

A few years ago NIC approached this issue by forming a committee chaired by Sue Sansom, Board Administrator, AZ, who so willingly took on the task of updating the infection control terminology and setting standards to meet the FDA requirements. This committee still works to encourage the states to continue on updating their requirements so each state would have the same or similar requirements. How many states took

the information from the committee and applied it to their rules and regulations, it is not known.

NIC has worked closely with the cosmetology textbook publishers Milady and Pivot Point, when they were updating their current revisions of all their textbooks. By working together, the NIC standards are now a part of the revisions along with new terminology of the definitions. The NIC Examination Committee has also updated the terminology of the definitions when doing the current revisions of the NIC exams. This allows everything to be the same and in compliance with what the student has learned when being tested.

Some states that have updated their definitions and terminology includes Oregon, Arizona and Colorado. When states are considering to do any changes, these states could offer some valuable information by sharing their latest materials on infection control.

The NIC Committee continues to do research on the latest FDA requirements, what the availability of the right products are and what new infectious diseases have surfaced that can affect the industry, so immediate attention can be given for the public's protection.

This article will continue in the next newsletter and will include a list of terms and what their definitions are.

ALLIED COUNCIL NEWS....

me and say haughtily, "This is a drug store. We don't carry that kind of stuff." Soon the persons who had never touched a head of hair decided that they could make quite a living with a permanent wave machine. The trouble is that they were not trained and a number of tragedies occurred such as igniting the head of hair because the person trying to give the wave didn't understand how to control the heat. There are a number of tragedies of this kind.

When a thing like this occurs, those persons who realize something must be done usually take hold to remedy it. There were no laws governing cosmetology as such in those days.

The state of Wisconsin took the lead and brought the problem to its Legislature. The first cosmetology bill became law and that is the first time there was a regulation to protect the public. However, this was only one state but other states wrote laws and they were enacted. The laws provided that one must be trained before his services could be

used and therefore a license to practice was inaugurated. One after another of the states started to fall in line but they did not succeed very well until the concept of unity was proposed.

Charles Meeker Kosley, publisher of "The American Hairdresser," took the lead and invited representatives of the various associations that were now coming up in the United States to meet in Chicago with an idea of establishing a national association. This was the first time hairdressers from the east coast and the west coast met together and the National Hairdressers and Cosmetologists Association (as now called) came into being.

The National Hairdressers Association, however, covered only the operator and owners who practiced cosmetology. Besides that group there were the schools which taught cosmetology and finally there were state boards appointed to enforce the laws of cosmetology in those states that have such a law. Each one operated independently and we soon saw that it would be very much better if an

organization was founded as a general clearing house between the divisions of cosmetology. The organization started by enumerating in columns all the requirements of those states which would have cosmetology boards. These were "digested" and studied by those persons interested so that they were able to see that it would be easy to have this clearing house as every state having a cosmetology law used it for the dissemination of what should be required. Finally the day came when the National Association and the Schools Association and the State Boards Associations came together on the problem. The work done by this body was probably more basic than any other work in the field of cosmetology.

So as to solve the problem the Allied Cosmetology Council worked for many long hours on a basic bill which could be used for amendments of the various bills then on the books so that the Allied Cosmetology Council's basic bill would enable uniformity to be met with and as many cases as possible.

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2007 ANNUAL CONFERENCE

RAMKOTA BEST WESTERN HOTEL – RAPID CITY, SOUTH DAKOTA

NIC Synergy Creates Building Blocks for Tomorrow

THURSDAY – AUGUST 23, 2007

9:00 a.m. – 5:00 p.m.

NATIONAL EXAMINATION COMMITTEE MEETING – Sylvan I

6:00 p.m. – 9:00 p.m.

BOARD ADMINISTRATORS' MEETING – Sylvan II

FRIDAY – AUGUST 24, 2007

7:00 a.m. – 5:00 p.m.

BOARD ADMINISTRATORS' MEETING – Sylvan II

9:00 a.m. – 4:00 p.m.

EXECUTIVE BOARD MEETING – Sylvan I

1:00 p.m. – 4:00 p.m.

CONFERENCE REGISTRATION – Convention Center II Foyer

5:00 p.m. – 6:00 p.m.

NEW MEMBER ORIENTATION – Legion II

6:30 p.m. – 8:30 p.m.

WELCOME RECEPTION - Sheridan

(Sponsored in part by: Peels Salon Services and Bank West Inc., SD)

SATURDAY – AUGUST 25, 2007

9:00 a.m. – 10:15 a.m.

BREAKFAST (Sponsored by Super Cuts) - Sheridan

Opening Ceremonies

10:30 a.m. – 11:00 a.m.

GENERAL SESSION - Pactola

Call to order

Roll Call of states - Dahlquist

Credentials Report - Norton

Presentation of Conference Rules - Dahlquist

Approval of Conference Agenda

Approval of 2006 Conference Minutes

Committee Appointments: Audit, Budget and Nominating

Books to Audit Committee

Presentation of Election Procedures - Dahlquist

First Reading of Proposed ByLaw Amendments (Tentative)

President's Report

Introduction of Education Chair

11:00 a.m. – 12:30 p.m.

"SUCCESS IS NOT A SPECTATOR SPORT" - Charles Marcus

12:45 p.m. – 2:00 p.m.

Lunch (Sponsored by Ultrionics) - Sheridan

GENERAL SESSION - Pactola

2:15 p.m. – 3:15 p.m.

"ROBERTS RULES OF ORDER" – Linda Lee Viken

3:15 p.m. – 3:30 p.m.

2008 Conference Report - Abernethy

4:30 p.m. loading buses

Evening Event – Deadwood Kool Nites – (Transportation Sponsored by SMT) Supper on your own at Deadwood, a historic gambling town (check out www.deadwood.org)

SUNDAY – AUGUST 26, 2007

7:45 a.m. – 9:00 a.m.

BREAKFAST (Sponsored by Milady) - Sheridan

9:00 a.m. – 9:15 a.m. – Call to Order – Roll call of states - Dahlquist

9:30 a.m. – 10:30 a.m. – CONCURRENT SESSIONS

"Exam Cheaters and Consequences" – Michael Hill Moderator - Legion I ;

"Designing Newsletters for Communications" – Lois Wiskur – Legion - II

"SD Cybersafe" – Kendall Light, SD Attorney General's office – Sylvan II

"Educational Alternatives to Disciplinary Actions" – Steve Colarusso - Pactola

10:45 a.m. – 11:45 p.m. – REPEAT of Concurrent Sessions

12:00 p.m. – 1:15 p.m.

Lunch (Sponsored by Pivot Point International) - Sheridan

Nominating Committee Report

1:30 p.m. – 2:30 p.m. – CONCURRENT SESSIONS

1. "Pandemic Preparations" – SD Department of Health – Legion I

2. "Two-Tier Esthetics - Pros and Cons" – Rosanne Kinley Moderator – Legion II

3. "Conducting Board Business - Do's & Don't" – Kay Kendrick – Pactola

2:30 p.m. – 2:45 p.m. – BREAK – (Sponsored by Great Clips)

2:45 p.m. – 4:00 p.m. – GENERAL SESSION - Pactola

Election of Officers - Corley

Committee Reports: Bylaws (Young), Policies (Colarusso), Audit

(Dahlquist), Budget, Financial Report - Ulsh

5:00 – loading buses

Evening Event – Dances w/Wolves Ft Hays/Cowboy Supper/Mt.

Rushmore Lighting Ceremony. Sponsored by LaserGrade, L.P. and Professional Credential Services (PCS)

MONDAY – AUGUST 27, 2007

7:45 a.m. – 8:45 a.m.

Breakfast – (Sponsored by J.C. Penney Salon) - Sheridan

GENERAL SESSION - Pactola

9:00 a.m. – 9:45 a.m.

Call to order; Roll Call - Dahlquist; Committee Reports: Honorary Membership (Eddie Jones), Conference Site (Melanie Thompson)

9:45 a.m. – 10:30 a.m. – "Board and Administrator Roles" – Dustin Johnson

10:30 a.m. – 10:45 a.m. – Break

10:45 a.m. – 11:30 a.m.

Non-Profit Industry Panel Update (AACCS, NACCAS, NCEA & NMC)

– Dahlquist Moderator

11:30 a.m. – 12:00 p.m. – Illegal/Unlicensed Activity – Jerry Tyler

12:15 p.m. – 1:15 p.m. – Lunch

GENERAL SESSION - Pactola

1:30 p.m. – 2:30 p.m.

NIC Testing Update – Kirby Morris

Wrap-up Education Committee - Dahlquist

2:30 p.m. – 3:00 p.m.

Unfinished Business, New Business, Resolution – Dahlquist

RECESS

3:30 p.m. – 4:00 p.m. – NEC Meeting – Sylvan I

4:00 p.m. – 4:30 p.m. – Executive Board Meeting – Sylvan I

6:30 p.m. – No-Host Cash Bar - Sheridan

7:00 p.m. – Banquet followed by Installation of Officers - Sheridan

8:30 p.m. – Adjourn

Getting to Know Your Officers

STEVE COLARUSSO



State: Arizona

Title: Region 4 NIC Director. Chair, Arizona State Board of Cosmetology.

1. Years served on your State Board: 4+
2. Who inspires you the most? Family.
3. Three words that express you the most: Persistent, consistent, compassionate.
4. What makes you a good role model to represent NIC as an officer? I am able to put issues before my opinions, serving the greater good of the industry.
5. How do you see that serving as an NIC officer has helped in creating a more positive role for NIC in the industry? Yes.
6. What issues in the future, if any, do you see that NIC will need to address? The globalization of the cosmetology profession.
7. Why do you think it's important that there should be an effective system of checks and balances in place to ensure NIC members that the officers are acting on behalf of the States best interest? It assures the membership that their needs are served, that personal agendas are not a consideration.
8. People would be surprised to know your weakest moment is: Is dependent on situation and circumstance.

KEN YOUNG



State: Oklahoma

Title: Region 3 Director

1. Years served on your State Board: 4 years.
2. Who inspires you the most? Almost everyone I meet who is associated with the NIC. I have never seen so many dedicated people who work so hard to better our industry.
3. Three words that express you the most: Fun, reliable, empathic.

4. What makes you a good role model to represent NIC as an officer? I am willing to complete any assignment I am given. I always try to do my best.

5. How do you see that serving as an NIC officer has helped in creating a more positive role for NIC in the industry? Because I have many friends who work in leadership roles for various organizations and corporations. I am able to network with the other leaders of our industry to enhance cooperation and respect.

6. What issues in the future, if any, do you see that NIC will need to address? Mobility of the licensees will be a hot topic. As we become more transient as a society our licenses will need to move from state to state without going through a lot of unnecessary challenges.

7. Why do you think it's important that there should be an effective system of checks and balances in place to ensure NIC members that the officers are acting on behalf of the States best interest? All systems of government work best with checks and balances. It is unfortunate that when a single individual gains too much power, very often that power corrupts them. If that power is shared then it is much harder for any one individual to corrupt the NIC or any other association. The current system that the NIC uses insures that all states and their interests are represented.

8. People would be surprised to know your weakest moment is: When other people are in pain I feel their pain. Anyone who attended the Region 3 meeting will know exactly what I mean.

KAY KENDRICK



State: Georgia

Title: Region 1 Director

1. Years served on your State Board: Three
2. Who inspires you the most? In my career as a Cosmetologist it has been Lois Lackey and Frank Arnold. In my family it has always been my husband.

3. Three words that express you the most: Aggressive, outspoken, and compassionate.

4. What makes you a good role model to represent NIC as an officer? I think that I am aggressive enough to work hard. And outspoken enough to speak up when needed. I have great compassion for the things I believe in and strong enough to stand up for those who do not stand up for themselves. I also have a lot of experience having served on the state NCA board for 16 years and on the State Board for 3. I also worked on legislation for Georgia for over 10 years with NCA of Georgia.

5. How do you see that serving as an NIC officer has helped in creating a more positive role for NIC in the industry? I cannot answer that yet, I have not been on the job long enough to tell, I sure hope that I will be a positive influence. I will work hard to do so.

6. What issues in the future, if any, do you see that NIC will need to address? I think we are going to be seeing a lot in the near future about laser practice in the salons. Two states have already introduced bills to establish a license. So we will see.

7. Why do you think it's important that there should be an effective system of checks and balances in place to ensure NIC members that the officers are acting on behalf of the States best interest? Any time you are dealing with large amounts of money that belong to a group of people you need balance and cross check. Preferably by an outside committee. This will usually avoid questions and complaints. Now having said that I also believe that if a delegation of members have elected you as a representative of them, there should be trust and confidence in that each officer is always acting in the best interest of everyone.

8. People would be surprised to know your weakest moment is: That would be each and every day when I wake up my first thought is for my son who passed away in 2004. And I know that I have to face another day without him here. Then I remind myself that he is in a better place and I will see him again one day.

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

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**August 25-27, 2007
Rapid City, South Dakota**

Bulletin

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Conference Social Events Create Networking

No conference is complete without the delegates enjoying the social evening activities. The social events allow networking among those in attendance. The Conference Committee has planned two evenings of entertainment that will include a chance to see some of the scenic Black Hills of South Dakota.

On Saturday evening, August 25th, the delegates will be bused to the historical town of Deadwood for an evening of touring museums, trying one's luck at one of the gambling casinos or attending the "Kool Deadwood Nites" performances. Featured entertainers are The Associations singing their hits "Wendy" and "Cherish"; Badfinger with Joey Molland ("Come and Get It" and "Day After Day"); and D.D. and the Fayrohs. Dinner is on your own, so that will give everyone a chance to pick from Kevin Costner's five star restaurant "Midnight Star" or dining at one of the casino's buffets to the little eatery in a sports bar.

On Sunday evening a western cowboy cookout at Ft. Hays will be enjoyed by everyone. Following the cookout and entertainment, everyone will be bused to Mt. Rushmore for the spectacular lighting ceremony.

When it comes to attire, South Dakota has such unpredictable weather that everyone should be prepared. On the trip to Dead-



Crazy Horse Monument, Black Hills, SD

wood; jeans, slacks, and shorts (if warm) are very permissible with a light cover up or jacket if the weather is cool or rainy. Comfortable walking shoes should be worn because the streets are made of brick and the entertainment will be performing on the street. At the cookout, casual attire is fine with comfortable walking shoes. A light jacket or coat is needed for the lighting ceremony at Mt. Rushmore because the evenings begin to get chilly at that time of the year and you will be at a higher elevation.

For shoppers the shopping mall is less than a block from the hotel plus a movie theater is a couple of blocks from the hotel and in the same premises there is a water park. Airport shuttles to and from the hotel to the airport are free.

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