



**FSMTB**  
FEDERATION OF STATE  
MASSAGE THERAPY BOARDS

## 2017 ANNUAL MEETING MINUTES

TAMPA, FL  
SEPTEMBER 29-30, 2017

### **Friday, September 29, 2017**

The 2016 FSMTB Annual Meeting was called to order at 8:33 AM ET by Ed Bolden, President of the Board of Directors.

Bolden conducted a roll call of the delegate assembly at 8:33 AM ET.

Present:

<b>State</b>	<b>Name</b>
Alabama	Keith E. Warren
Alaska	Jill Motz
Arizona	Earl E. Duskey
California	Mark Dixon
Colorado	Jacki Arcelin
Delaware	Kathy Sherwin
District of Columbia	Cary Bland
Florida	Lydia Nixon
Georgia	Pam Nichols
Idaho	Linda Chatburn
Illinois	Emmanuel Bistas
Indiana	Barbara Lis
Iowa	Emily Farrell
Kentucky	Rick Whitehouse
Louisiana	Robin Alexander
Maryland	Paula Jilanis
Massachusetts	Paul Andrews
Michigan	JT Stout
Missouri	Brandy Mouser
Nebraska	Michele Helaney
Nevada	Sandy Anderson
New Hampshire	Joe Frazer
New Jersey	Cynthia Sinicropi-Philibosian
New Mexico	Elizabeth Harris
North Carolina	Elizabeth Kirk
North Dakota	Rebecca Forde
Ohio	A.J. Groeber
Oklahoma	Laura Grisso
Oregon	Jon Grossart
Pennsylvania	Becca Lesik
Rhode Island	John Balletto
South Carolina	Jan Shaw
South Dakota	Christine Ellwein

Tennessee	Marvis Burke
Utah	Micheal Black
Virginia	Latasha Austin
Washington	Meghann Lawrence
West Virginia	Laurie Lively
Wisconsin	Darlene Campo
<b>Total Present:</b>	<b>39</b>

Not Present:

<b>State</b>	<b>Name</b>
Mississippi	Scott Parker
Arkansas	
New York	
Puerto Rico	
<b>Total Not Present:</b>	<b>4</b>

Bolden declared a quorum established.

### **Welcome**

Lydia Nixon, Chair of the Florida Board of Massage Therapy, welcomed all attendees to Florida.

Bolden thanked and welcomed all attendees.

### **Approval of the 2017 Agenda**

Motion to approve the agenda.

Made by Emmanuel Bistas (IL) and seconded by Keith Warren (AL).

Motion adopted unanimously.

### **Presentation of Slate of Candidates for Board of Directors**

Bolden introduced Denise Logsdon (KY), Chair of the Nominating Committee, to present the slate of candidates.

Logsdon introduced and thanked the other two members of the nominating committee, Gwenda Harris (MD) and Jamie Smith Corey (PA).

Logsdon stated that two board positions are open and that there are four well qualified candidates. The candidates announced are:

- Robin Alexander, Louisiana Board of Massage Therapy
- Lance Gilliland, Alabama Board of Massage Therapy
- Becca Lesik, Pennsylvania State Board of Massage Therapy
- Tom Ryan, Wisconsin Massage Therapy and Bodywork Therapy Affiliated Credentialing Board

Logsdon encouraged all delegates to meet the candidates, view resumes and answers to questions submitted by each candidate. She advised that there will be two rounds of voting, with all candidates running in the first vote and the remaining three candidates in the second round of voting.

## **Member Board Reports**

Bolden introduced Craig Knowles, member of the FSMTB Board of Directors and the chair of the Georgia Board of Massage Therapy, to facilitate the process.

Each delegate was invited to share their board's accomplishments, advancements, and challenges in the past year, with the delegate assembly.

## **Treasurer's Report**

Bolden introduced David Cox, Treasurer and Member of FSMTB Board of Directors and Chair of the Maryland Board of Massage Therapy Examiners, to provide the Treasurer's Report.

Cox introduced and thanked the finance committee: Paul Andrews (MA), Micheal Black (UT), Kate Coffey (OR), Keith Warren (AL).

Cox stated that there were not any significant findings in the audit this year. Recommendations were well received by the Board and they are working to implement the recommendations into policy.

Cox welcomed anyone with a question or concern regarding the Treasurer's Report to contact him.

## **President's Report**

Bolden welcomed attendees to the 12<sup>th</sup> FSMTB Annual Meeting and the 10-year anniversary of the MBLEx. Bolden thanked staff, board, member boards, volunteers and attendees. Bolden reported to the attendees on topics including strategic plan implementation, massage therapy industry and regulatory outreach, board training, the Executive Directors' Summit, the education policy, legal activities, partners, the When Work Works Award, and member services. Bolden noted that the main takeaway is that the Federation belongs to the members – the state licensing boards are the FSMTB.

## **Executive Directors' Summit**

Sandy Anderson, Executive Director for the Nevada Board of Massage Therapy, shared a summary of the inaugural Executive Directors' Summit held in March of 2017 in Kansas City. There were 25 attendees. She encouraged all members to send their top administrative staff to this meeting. Next year's Executive Directors' Summit will be held April 12-13, 2018 in Kansas City.

## **Federation Authentic Information Review (FAIR) Task Force Report**

Latasha Austin (VA) and Kimberly Hodge (TN), members of the FAIR Task Force, introduced and thanked the following members of the FAIR Task Force: Tom Ryan (Board Liaison), Anthony Jusevitch (FL), Chair, Latasha Austin (VA), Shawwna Ervin (IN), Kimberly Hodge (TN), Adrienne Price (GA), Connie Shanks Knight (MS), Kris Waidely (WA).

Austin and Hodge shared the activities of the task force from the past year, including a presentation at the Executive Directors' Summit regarding fraud detection. The task force is developing a fraud prevention training program and a manual for state board/agency staff members. The task force hopes to make the training program available on the Regulatory Education and Competency Hub (REACH) in the beginning of 2018. The task force also recommends that state boards/agencies report to the Massage Therapy Licensing Database (MTLD) to not only share disciplinary information and prevent fraud, but also to promote portability.

[Bolden recognized Scott Parker (MS) joined the delegate assembly at 1:49 PM ET]

### **Massage & Bodywork Licensing Exam (MBLEx) Report**

The MBLEx receives oversight from two committees, in addition to the Board of Directors. The Exam Committee is responsible for examination policies. Exam Committee members were introduced and thanked: Emmanuel Bistas (IL), Charlene Russell (Board Liaison), Holly Foster (NC), Gwenda Harrison (MD), Nicole Lennox (MI), Dawn Saunders (NM).

The Exam Development Committee is comprised of subject matter experts who review exam items to add to the MBLEx item bank. Exam Development Committee members were introduced and thanked: Su Bibik (MI), Vickie Branch (NH), Laurie Craig (GA), Jimmy Gialelis (AZ), Jacqueline Hungerford (TX), Maria Leonard (MN), Charlotte Phillips (VT), Drew Riffe (TX), Jill Sanders (OR), Elan Schacter (NC), Cherie Sohnen-Moe (AZ), Tracy Sullivan (CT), Laura Williams (WA).

Emmanuel Bistas (IL), Chair of the Exam Committee, shared new updates to the MBLEx program and provided the report of the Exam Committee. From July 1, 2016 to June 30, 2017, there were 24,478 first time exam attempts and 6,293 re-exam attempts for a total of 30,771 total exam attempts. The pass rate for first-time exam attempts was 72.8%, while the pass rate for re-exam attempts was 42.8%, leading to a comprehensive 66.7% national pass rate.

Every year, FSMTB receives more requests for ADA accommodations. FSMTB granted 311 ADA requests between July 1, 2017 and June 30, 2017. Of those 311 requests granted, 35% were for LD/dyslexia, 26% for visual disability, 19% for "other", 17% for ADHD, 2% for depression, and 1% for deafness/HH. To support ADA candidates, FSMTB provided many different types of accommodations to meet the candidates' specific needs at no cost to the candidates. The increasing number of accommodations being requested and granted is leading to an increase in the cost to administer the exam.

FSMTB is working with state, local and federal authorities to combat fraud and maintain the integrity of the exam. Any questions related to exam security can be sent to Colby Dixon, Debra Persinger or any of the FSMTB Board of Directors.

Dr. Surges Tatum, senior psychometrician from Meaningful Measurement shared initial results of the recent Job Task Analysis Survey. Surges Tatum defined the purpose of a job task analysis as a mechanism used to collect information from practitioners so that we have a bridge between education and practice. This is updated every five years to ensure we stay up-to-date with practice.

### **Human Trafficking Task Force Report**

Kim Adams Johnson (NE), Board Liaison, introduced and thanked members of the Human Trafficking Task Force: Tom Ryan (WI), Kim Adams Johnson (NE), Marvis Burke (TN), Kimberly Hodge (TN), Dawn Hogue (VA), Dianne Layden (NC), Barbara Lis (IN), Lydia Nixon (FL), Stephany Powell (CA).

Tom Ryan (WI), chair of the task force, presented the report to the delegate assembly. The Human Trafficking Task Force was charged with (1) determining the prevalence and impact of human trafficking on the massage profession, (2) identifying areas within the jurisdiction of the FSMTB to combat it, and (3) identifying measures that could be pursued by individual member boards to curtail or eliminate human trafficking in the massage profession.

In preparing the final report, the task force had an initial meeting, surveyed the Massage Therapy Coalition, surveyed the jurisdictions regarding establishment oversight, and met with the FAIR task force to discuss the overlap of their findings. Ryan shared the key findings of the task force, including:

- Human trafficking is prevalent in the massage profession. The task force understands that there is sensitivity in the massage community on this topic, and they were careful in their report terminology due to this sensitivity.
- The costs of trafficking are significant, as it endangers the massage therapist and the public.
- Human trafficking has been linked to massage education programs.
- There are emerging local police success stories.

The final report of the task force was distributed to all attendees.

### **Presentation of Resolutions**

Linda Lyter (WV), introduced Jamie Smith Corey (PA) chair of the Policy Committee. Corey presented the policy committee's recommendations to the three resolutions.

The policy committee recommended that all three Resolutions do not pass and provided rationale for each recommendation.

Lyter shared the Board of Directors recommendations in line with the policy committee and noted that 12 state representatives were involved in the review and recommendations between the Board of Directors and the policy committee.

### **License Renewal Committee**

Karen Armstrong (MI) introduced and thanked the License Renewal Committee: Becca Lesik (PA), Joe Frazer (NH), Denise Logsdon (KY), Wendy McGinley (ND), Jan Shaw (SC), Kim Adams-Johnson (Board), Karen Fink (OH), Earle Duskey (AZ), Victoria Drago (FL), Micheal Black (UT), Karen Armstrong (Immediate Past President).

Becca Lesik (PA), chair of the committee, provided the report of the license renewal committee. The committee oversees CE Registry and REACH programs and creates services for license renewal which member boards can use.

REACH is a learning management system on which you can create tutorials on various topics. An MBLEx practice exam is currently in development and is expected to be available in Q1 of 2018. REACH course development requests are now being accepted.

Lesik provided the background of CE Registry, including the research into license renewal and the creation and adoption of the CE Standards. In the development of CE Registry this year, the committee decided to add a provisional provider status to indicate new providers who have not yet proven meeting the standards. The pilot program is slated to begin in 2018 to test software functionality.

Lorena Haynes, director of continuing education, discussed the current industry issues leading to the Delegate Assembly's request to develop CE Registry, including lack of consistency, variable authority, lack of verification, scope, and administration. Haynes shared how CE Registry would address each of these issues.

### **Massage Therapy Licensing Database**

Brenna Hawley-Craig from DEG shared a sample view of the State Licensing Board portal in the Massage Therapy Licensing Database (MTLD). MTLD is ready to receive data now.

Motion was to move into executive session.

Made by Mark Dixon (CA) and seconded by Micheal Black (UT)

No discussion.

Motion passed unanimously at 4:19 PM ET.

Members moved into executive session to discuss examination security matters then recessed for the day.

### **Saturday, September 30, 2017**

Bolden reconvened the 2017 FSMTB Annual Meeting at 8:38 AM ET.

### **Welcome**

Bill West and Deanna Hudella from Pearson VUE presented a certificate of recognition and achievement to FSMTB in celebration of 10 years of MBLEx delivery. West and Hudella also announced that Pearson VUE is making a donation of \$5,000 to International Justice Mission, the largest international human trafficking organization, on behalf of FSMTB.

Bolden conducted a roll call of the delegate assembly at 8:45 AM ET.

Present:

<b>State</b>	<b>Name</b>
Alaska	Jill Motz
Arizona	Earl E. Duskey
California	Mark Dixon
Colorado	Jacki Arcelin
Delaware	Kathy Sherwin
District of Columbia	Cary Bland
Florida	Lydia Nixon
Georgia	Pam Nichols
Idaho	Linda Chatburn
Illinois	Emmanuel Bistas
Indiana	Barbara Lis
Iowa	Emily Farrell
Kentucky	Rick Whitehouse
Louisiana	Robin Alexander
Maryland	Paula Jilanis
Massachusetts	Paul Andrews
Michigan	JT Stout
Mississippi	Scott Parker
Missouri	Brandy Mouser
Nebraska	Michele Helaney
Nevada	Sandy Anderson
New Hampshire	Joe Frazer
New Jersey	Cynthia Sinicropi-Philibosian
New Mexico	Elizabeth Harris

North Carolina	Elizabeth Kirk
North Dakota	Rebecca Forde
Ohio	A.J. Groeber
Oklahoma	Laura Grisso
Oregon	Jon Grossart
Pennsylvania	Becca Lesik
Rhode Island	John Balletto
South Carolina	Jan Shaw
South Dakota	Christine Ellwein
Tennessee	Marvis Burke
Utah	Micheal Black
Virginia	Latasha Austin
Washington	Meghann Lawrence
West Virginia	Laurie Lively
Wisconsin	Darlene Campo

**Total Present: 39**

Not Present:

<b>State</b>	<b>Name</b>
Alabama	Keith E. Warren
Arkansas	
New York	
Puerto Rico	

**Total Not Present: 4**

Debra Persinger announced that further to the information provided during executive session the previous day, FSMTB had filed litigation against a school with locations also in California.

[Linda Chatburn (ID) left the room at approximately 9:00 AM ET]

### **Voting on Resolutions Put Forth by Member Boards**

Resolution No. 1 was presented by the proposing state, Oregon. OR and NJ spoke in support of the resolution, and CA spoke against the resolution. The vote was 14 yes, 23 no, 1 abstention. The resolution failed.

Resolution No. 2 was presented by the proposing state, Oregon. OR and NM spoke in support of the resolution, IA and IL spoke against the resolution. The vote was 9 in favor, 29 opposed, 0 abstentions. The resolution failed.

Resolution No. 3 was presented by the proposing state, Oregon. OR and MI spoke in support of the resolution, FL spoke against the resolution. The vote was 21 in favor, 14 opposed, 3 abstentions. The resolution passed.

[Warren (AL) joined the meeting at approximately 9:15 AM ET]

### **Comments from Slate of Candidates**

Denise Logsdon, chair of nominating committee, shared the process of the nominating committee. Vetting of candidates includes submission and checking of references.

Lance Gilliland (AL), Robin Alexander (LA), Becca Lesik (PA) and Tom Ryan (WI) responded to questions.



## **Education Panel**

Charlene Russell, FSMTB Vice President, introduced the topic of fraud in the education and licensure process. Gaps and inconsistencies in massage education, inconsistencies in standards from state to state, and lengths some students go to bypass education standards were noted. There are several resources available currently, including the Model Practice Act, REACH, FAIR training, CE Registry and MTLD. The objective of the panel was to provide delegates with more information and insight on the massage education landscape.

Joe Bob Smith, director of educational standards division of the California Massage Therapy Council, oversees the approval process for over 160 massage schools in California. Smith is also a former massage school owner, administrator, and massage therapist. Smith shared the CAMTC experience with approval of education. In the beginning of regulation in 2009, CAMTC accepted education from schools approved by the California Bureau of Private Postsecondary Education (BPPE). When CAMTC realized that schools approved by BPPE may be fraudulent, they deemed over 60 schools unapproved. California mandated CAMTC to begin an approval process, which was effective July 1, 2016. Smith shared that the fraudulent schools CAMTC finds are still able to operate due to their approval by BPPE.

Darlene Campo, a massage therapist and school administrator, is currently serving on the Wisconsin Massage Therapy and Bodywork Therapy Affiliated Credentialing Board. Campo shared that reviewing out of state applications for Wisconsin licensure is challenging. 60% of those applications come from accredited schools, but it is the 40% that do not come from accredited schools that is the problem. Campo noted that the red flag checklist from the Executive Directors' Summit has been a helpful tool. A uniform transcript would also be helpful, especially for evaluating schools that have an integrated curriculum.

Craig Knowles, chair of the Georgia Board of Massage Therapy, is a practicing massage therapist, instructor and a continuing education provider. Knowles has been involved in the school investigation process. He shared that the Georgia Board has no authority to approve schools, only the authority to set minimum standards for schools. Knowles explained the process of checking the school paperwork, and comparing notes with the Georgia department of education. When evaluating out-of-state schools, the Georgia board compares what was submitted to Georgia with what was submitted to the home state.

Rick Boden, in addition to being a massage therapist and instructor, is a Massage Envy franchise owner, Massage Envy Director of Employee Brand Engagement, and served on the FSMTB Job Task Analysis committee. Boden provided his view of the educational issues from both the employer and licensee perspective. Boden shared employer practices in education verification and the importance of educational quality.

The panel responded to questions from the audience related to international applications and massage applications from other medical professionals.

Attendees entered assigned breakout sessions at 11:00 AM ET.

## **Breakout Session Report Back**

Bolden welcomed back attendees and facilitated the report of the top takeaways from the breakout sessions covering Communicating with the Legislature and Lobbyists, Unlicensed Practice, Title Protections and Exemptions, and Communicating with Stakeholders.



## Consistency in Education Standards

Bolden introduced Dawn Hogue, the Executive Director of the Commission on Massage Therapy Accreditation (COMTA), a Licensed Massage Therapist, a member of the Virginia Advisory Board of Massage Therapy, and a school owner, to present on the topic of consistency in education standards. When looking at the current educational standards, people often look at clock hour requirements, or school approval criteria. Of the 49 states and D.C. that regulate massage therapists, the required hours range from 330 to 1,000. When talking about school approval, it is important to understand the difference between registration, approval, and accreditation. Of the 1,100 approved massage schools, nearly 300 are accredited by a national accrediting body. Consistency is important for license portability.

There are many resources to consider on this topic. The Model Practice Act recommends a minimum of 625 hours from a school authorized in the jurisdiction in which it operates, and that reflects curriculum acceptable to an accrediting body recognized by the US Department of Education. The Entry Level Analysis Project (ELAP) is another resource that provides a guideline for curriculum and competencies.

Institutional accreditation is of great value for operations, admission standards, advertising standards and administrative standards. Specialized accreditation, also known as programmatic accreditation, ensures competent practitioners and is common in other professions, especially healthcare professions. It focuses on curriculum that is fundamental to the discipline or the profession and provides consistent guidelines, outcomes, standards between states and expectations for the public.

## Value of Regulation

Bolden introduced Linda Lyter, Executive Director for the West Virginia Board of Massage Therapy. Lyter discussed how licensure, scope of practice, standards, renewal, enforcement and public information are used to protect the public.

## Risk Management in the Regulatory World

Bolden introduced Dale Atkinson, Executive Director for FARB and legal counsel for the Federation, to speak on risk management. All regulators are public members. It is important to distinguish between trade association and professional promotion versus regulatory board and public protection.

## Elections

Ed Bolden conducted a roll call of the delegate assembly at 3:34 PM ET.

Present:

State	Name
Alabama	Keith Warren
Alaska	Jill Motz
Arizona	Earl E. Duskey
California	Mark Dixon
Delaware	Kathy Sherwin
District of Columbia	Cary Bland
Florida	Lydia Nixon
Georgia	Pam Nichols
Idaho	Linda Chatburn
Indiana	Barbara Lis
Iowa	Emily Farrell
Kentucky	Rick Whitehouse

Louisiana	Robin Alexander
Maryland	Paula Jilanis
Massachusetts	Paul Andrews
Michigan	JT Stout
Mississippi	Scott Parker
Missouri	Brandy Mouser
Nebraska	Michele Helaney
Nevada	Sandy Anderson
New Hampshire	Joe Frazer
New Jersey	Cynthia Sinicropi-Philibosian
New Mexico	Elizabeth Harris
North Carolina	Elizabeth Kirk
North Dakota	Rebecca Forde
Ohio	A.J. Groeber
Oregon	Jon Grossart
Pennsylvania	Becca Lesik
Rhode Island	John Balletto
South Carolina	Jan Shaw
South Dakota	Christine Ellwein
Tennessee	Marvis Burke
Utah	Micheal Black
Virginia	Latasha Austin
Washington	Meghann Lawrence
West Virginia	Laurie Lively
Wisconsin	Darlene Campo

**Total Present: 37**

Not present:

Colorado	Jacki Arcelin
Illinois	Emmanuel Bistas
Oklahoma	Laura Grisso

**Total Not Present: 3**

Bolden declared 37 delegates present and a quorum established.

#### Board of Directors Election

Bolden introduced Denise Logsdon (KY) to present the candidates for election. Tom Ryan (WI), Becca Lesik (PA), Robin Alexander (LA) and Lance Gilliland (AL) presented a brief speech to the delegate assembly.

Bolden presented the tellers, who had declared no conflict of interest and did not come from states with a candidate running:

1. Charles Wilkins (NC)
2. Kama Monroe (FL)
3. Megan Maxey (WA)

Votes were taken by ballot with one vote per ballot.

While votes were being tallied, Micheal Black (UT) shared information on the 2018 Annual Meeting to be held October 4-6, 2018 in Salt Lake City, Utah.

The location of the 2019 Annual Meeting was announced and will be held in Atlanta, Georgia.

There was no majority winner from the first round of voting. Logsdon declared a runoff between Tom Ryan and Robin Alexander. Ballots were distributed for the runoff vote.

Robin Alexander was elected.

In the second round of voting, ballots were distributed with the names of Ryan, Gilliland and Lesik.

Tom Ryan was elected.

Bolden announced that FSMTB is donating \$5,000 to Selah Freedom, a nonprofit national anti-sex trafficking organization, located in Florida

#### Nominating Committee Election

Bolden thanked the candidates and the nominating committee for their service and dedication. Bolden then asked the delegate assembly for nominations for the nominating committee.

- Pam Nichols (GA) nominated Lydia Nixon (FL). Nixon accepted.
- Becca Lesik (PA) nominated Pam Nichols (GA). Nichols accepted.
- Rick Whitehouse (KY) nominated Bridget Myers (SD). Myers accepted.

After hearing no other nominations and no objections, Bolden declared the three nominees elected by proclamation to the nominating committee.

Motion to adjourn.

Made by Mark Dixon (CA) and seconded by Paula Jilanis (MD).

The motion to adjourn was adopted unanimously.

The meeting was adjourned at 4:17 PM ET.