



# FSMTB

FEDERATION OF STATE  
MASSAGE THERAPY BOARDS

# ANNUAL REPORT

October 2014

## MESSAGE FROM THE PRESIDENT

Having shared the responsibilities of the presidency over the course of the year, it is fitting that we share this message from the president. Serving as the chief volunteer officer is a privilege that neither of us has taken lightly. The Federation has risen to the challenge of undertaking some difficult projects in the past year, some of which will have immediate impact; others will come to fruition after our volunteer presidential service is complete. The common threads are that we are working hard with our community of volunteers and professional staff to move beyond the status quo, provide resources for the regulatory community, improve conditions for therapists, and to contribute to an evolving profession.

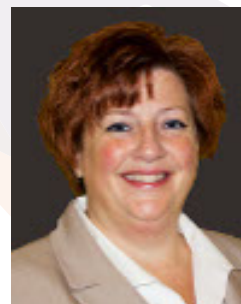
It is impossible to accomplish all of the goals of the Federation without the dedication of our volunteers and we are confident that the hours and expertise that they dedicated to the FSMTB this year are matched with personally rewarding experiences and professional growth.

We sincerely appreciate your interest in the work of the Federation. We invite you to review the summary of our work during the past year and consider partnering with our teams of volunteers as we continue our work efforts into the future.

Dennis Beye  
October 2013 – April 2014



Karen Armstrong  
May 2014 – October 2014





## FSMTB MISSION

The mission of the Federation is to support its Member Boards in their work to ensure that the practice of massage therapy is provided to the public in a safe and effective manner.

In carrying out this mission, the Federation shall:

- Facilitate communication among Member Boards and provide a forum for the exchange of information and experience.
- Provide education, services, and guidance to Member Boards that help them fulfill their statutory, professional, public, and ethical obligations.
- Support efforts among Member Boards to establish compatible requirements and cooperative procedures for the legal regulation of massage therapists, in order to facilitate professional mobility and to simplify and standardize the licensing process.
- Ensure the provision of a valid, reliable licensing examination to determine entry-level competence.
- Improve the standards of massage therapy education, licensure, and practice through cooperation with entities that share this objective, including other massage therapy organizations, accrediting agencies, governmental bodies, and groups whose areas of interest may coincide with those of Member Boards.
- Represent the interests of its Member Boards in matters consistent with the scope of the Bylaws.

## NON-PROFIT ORGANIZATION

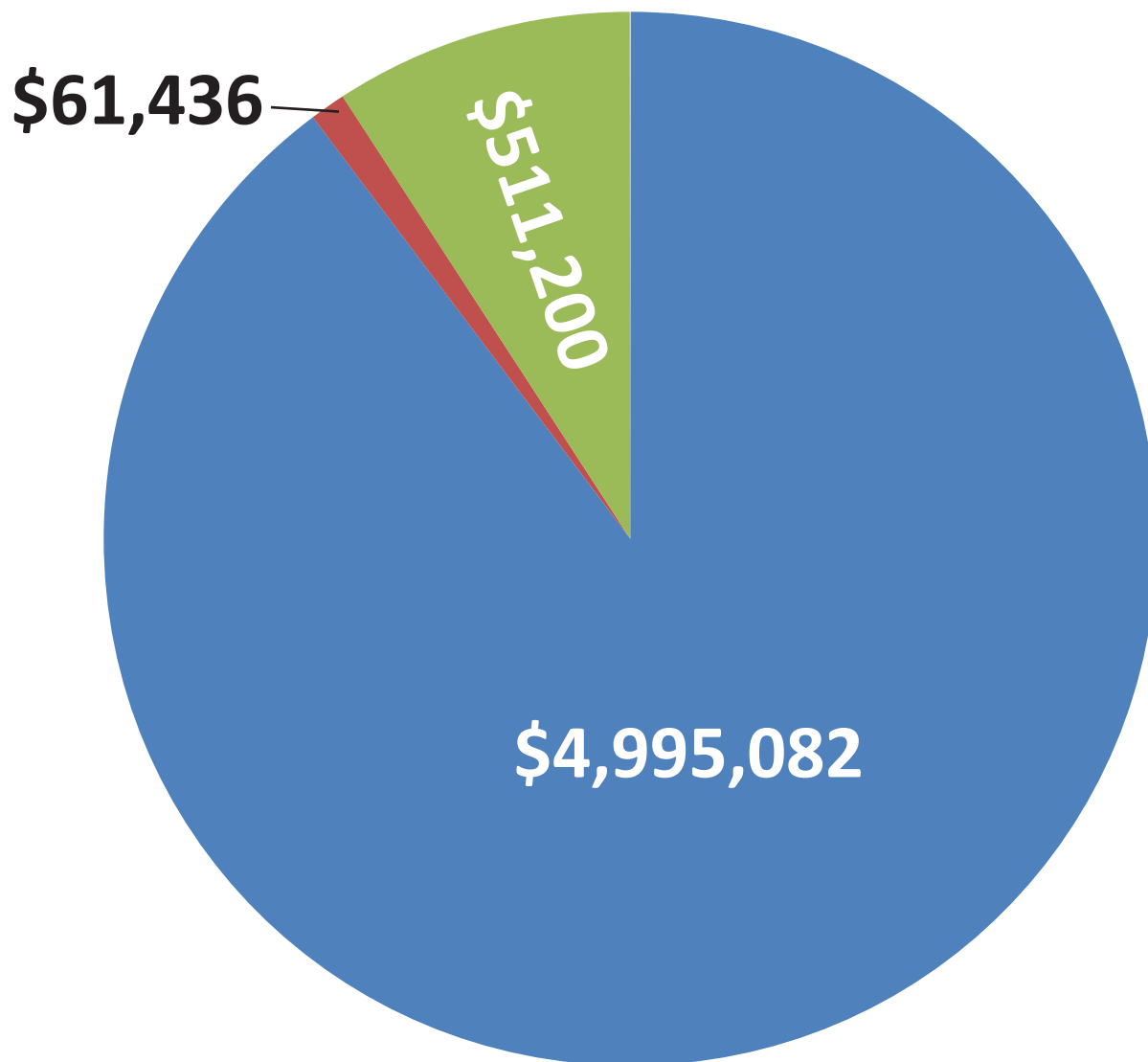
The FSMTB is a fully autonomous, non-profit organization. It operates under Section 501(c)(3) of the Internal Revenue Code. All revenue collected by the organization is used to enhance FSMTB programs; improve the quality of its examinations and services; and provide support to its Members in fulfilling their responsibility of protecting the public from unsafe practice.

**FINANCE REPORT  
FOR FISCAL YEAR  
JULY 1, 2013 –  
JUNE 30, 2014**



## INCOME

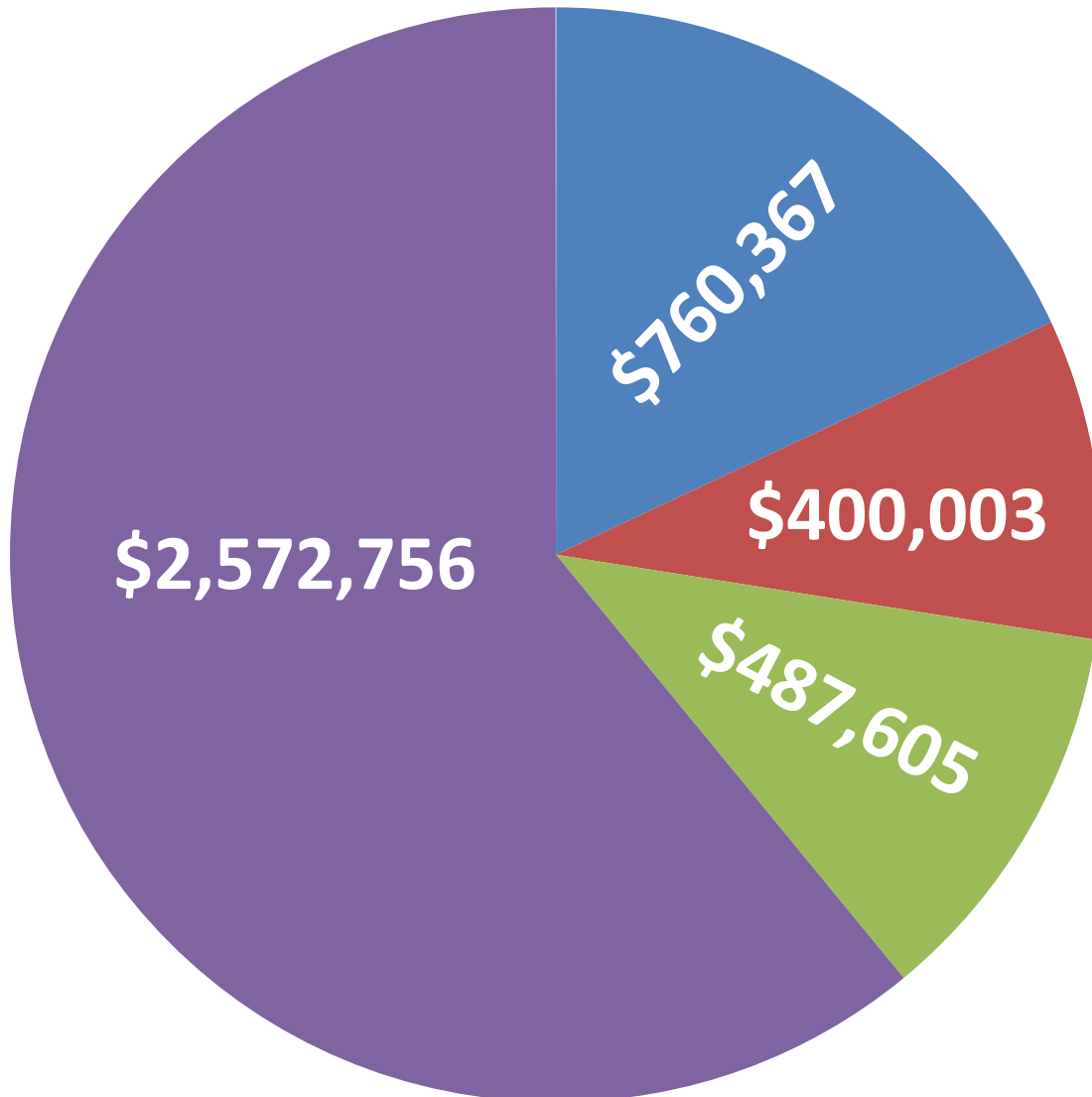
■ Exam Services   ■ Membership Services   ■ Investment Income





## EXPENSES

■ General Operating Expenses   ■ Travel   ■ Professional Fees   ■ Examination Fees



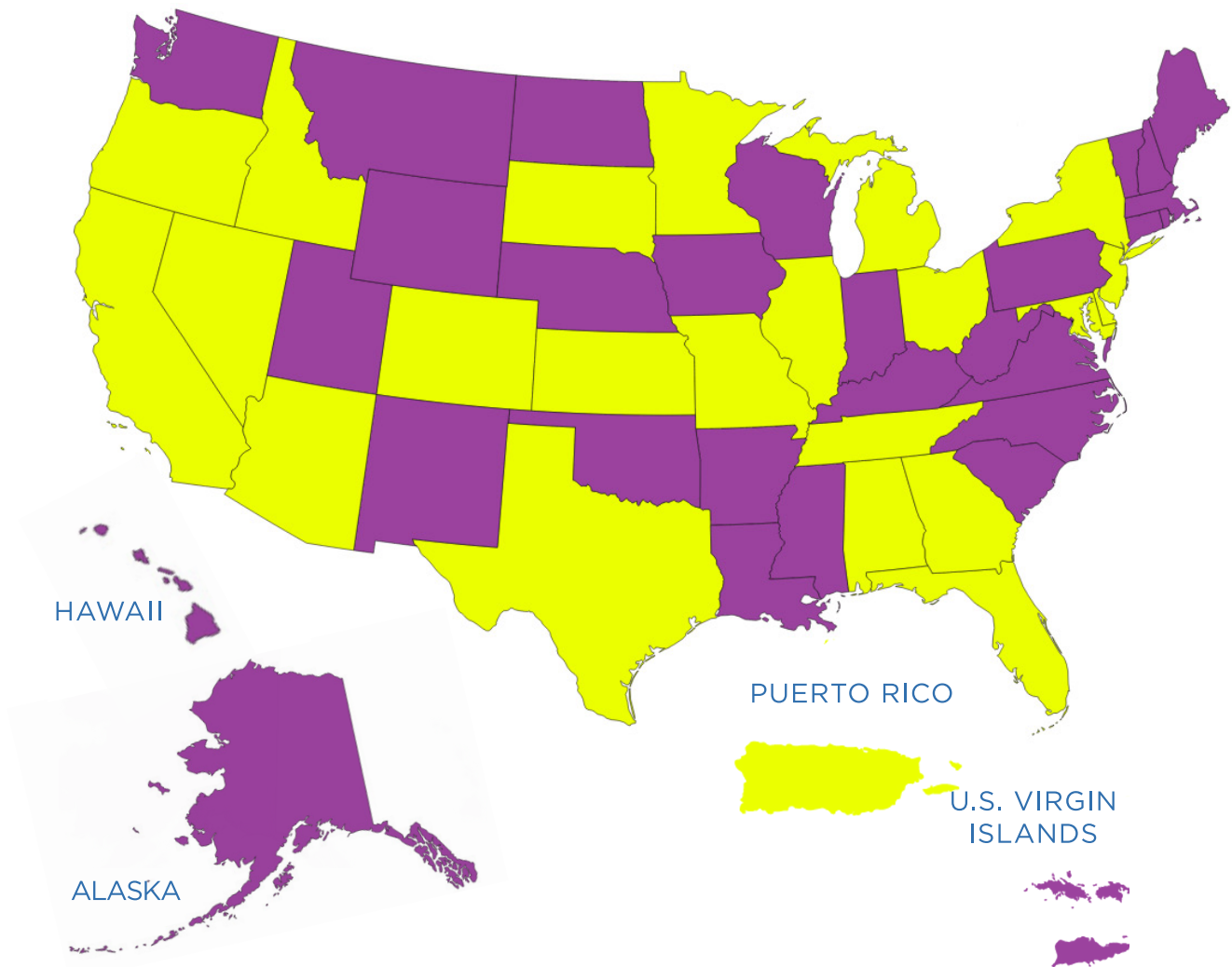
# PLACES WE'VE BEEN



## PLACES WE'VE BEEN

The Federation has travelled to attend many State regulatory board meetings, FSMTB committee meetings, professional conferences and industry events.

- Visited
- Not Visited





# LICENSE RENEWAL








## LICENSE RENEWAL RECOMMENDATION

Massage therapists are required to either

1. pass a competence verification assessment each renewal cycle; or
2. complete six (6) hours of public safety courses annually; or
3. complete at least three (3) of the six hours of public safety courses with the remaining hours being exchanged for certain Professional Development Activities.

License Renewal		
Option 1	Option 2	Option 3
Competence Verification Assessment 1/renewal cycle 	Public Safety Courses 6hrs/year 	Public Safety Courses 3hrs/year  <div>             plus any one or combination of              Professional Development Activities              below not to exceed 3hrs/year           </div> <div>             Sponsored Continuing Education           </div> <div>             University Education           </div> <div>             Teaching Continuing Education           </div> <div>             Publishing Scholarly Articles           </div> <div>             Regulatory Services           </div>

## REGULATORY EDUCATION AND COMPETENCE HUB (REACH)

REACH provides online educational courses for member boards, licensees and MBLEx applicants. Member board training courses have been created to help board members understand their roles and responsibilities in their position as regulators. Additional topics for member boards requiring licensee remediation for disciplinary actions can be requested. Member boards were surveyed to determine the public safety topics for license renewal courses. Those courses, in addition to MBLEx practice tests and competency verification assessments for license renewals, will be available in 2015.





## STANDARDS FOR CONTINUING EDUCATION

The Standards for Continuing Education were created by the Professional Development Activity Standards Committee and approved by the Board of Directors at the April 2014 meeting. The Committee created standards to facilitate the approval process for continuing education sponsors, instructors, courses and certain professional development activities for license renewal. These standards were developed as a resource for FSMTB members by representatives of the member boards with expert knowledge of the continuing education industry. The focus of the standards is on adherence to government regulations and accountability, both to the states and to the learners. Standards include requirements for meeting the Americans with Disabilities Act, non-discrimination and copyright laws, assessments and course evaluations. To see the entire document go to [www.fsmtb.org](http://www.fsmtb.org).

## CONTINUING EDUCATION TASK FORCE

The continuing education task force was convened at the direction of the member boards to evaluate the feasibility for the Federation to approve Continuing Education. The Task Force met to review data, discuss the issue and make a determination. They created a resolution to be voted upon by the membership at the 2014 Annual Meeting.

# MBLEx





## MBLEx STANDARD SETTING

In March 2014, FSMTB held an MBLEx Standard Setting Meeting in Phoenix, AZ. In attendance were thirty-one subject matter experts from across the country in addition to representatives from the examination committee and member boards. The goal was to determine the standard that licensure examination candidates must meet to ensure that the practice of massage and bodywork therapy is provided to the public safely and competently.

FSMTB psychometricians and test development staff guided the group through a process utilizing a protocol that meets best practice standards from the testing industry. Standard setting is an important step in the development and maintenance of the MBLEx.

The mission of FSMTB is to provide programs and services that assist its member boards in public protection through regulation of the profession. The MBLEx is one such program and FSMTB has an obligation to ensure the integrity of the MBLEx and of the licensure process undertaken by the massage therapy licensure applicants.

## MBLEx MOVES TO COMPUTER ADAPTIVE TESTING (CAT)

As of July 1, 2014, the MBLEx is administered using a Computer Adaptive Testing platform (CAT). CAT provides an individualized testing experience for each exam candidate. The exam has 100 multiple choice questions, and each candidate must achieve a scaled score of 630 or higher to pass.

## ADDITIONAL RESOURCES FOR MBLEx PROGRAM

FSMTB has hired additional staff dedicated to the MBLEx program to better support State Board and Agency licensing offices, schools, and candidates. As the licensing exam has become the standard in the industry, examination security is a larger focus, requiring additional staff resources.

## MBLEx RETEST POLICY

The FSMTB Board of Directors adopted a retesting policy that requires a candidate to wait a period of 30-days before they may retest.



## FSMTB INITIATES LITIGATION TO PROTECT INTEGRITY OF MBLEx

In November 2013 the Federation of State Massage Therapy Boards (FSMTB) initiated litigation in the United States District Court for the District of New Jersey against the Academy of Oriental Therapy, LLC., a massage therapy school, and certain identified individuals alleging copyright and trade secret infringement related to the intellectual property interests of the FSMTB Massage & Bodywork Licensing Examination (MBLEx).

FSMTB monitors websites, review courses and educational programs to protect the integrity of the MBLEx and the licensure process, as well as the public served through the regulation of the profession. Through its due diligence, FSMTB discovered an apparent exam item harvesting scheme operated by the school and its principals and initiated the referenced litigation. On October 28, 2013, the United States District Court, District of New Jersey granted FSMTB a seizure and impoundment order, permitting FSMTB to seize technology and documentation potentially related to the scheme.

In August 2014 the Federation of State Massage Therapy Boards (FSMTB) reached a settlement agreement with the Academy of Oriental Therapy, LLC, resolving the litigation filed by FSMTB. The specific terms of the agreement remain confidential.

The FSMTB remains committed to vigorously protecting its intellectual property interests and the security and integrity of the MBLEx.



**Contact:** Debra Persinger, Ph.D.  
Executive Director, Federation of State Massage Therapy Boards  
[dpersinger@fsmtb.org](mailto:dpersinger@fsmtb.org) / 913.681.0380

**FOR IMMEDIATE RELEASE:** November 1, 2013

### FSMTB Initiates Litigation to Protect Integrity of MBLEx

(Overland Park, Kan. – November 1) – The Federation of State Massage Therapy Boards (FSMTB) has initiated litigation in the United States District Court for the District of New Jersey against the Academy of Oriental Therapy, LLC., a massage therapy school, and certain identified individuals alleging copyright and trade secret infringement related to the intellectual property interests of the FSMTB Massage & Bodywork Licensing Examination (MBLEx).



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Executive Director, Federation of State Massage Therapy Boards  
[dpersinger@fsmtb.org](mailto:dpersinger@fsmtb.org) / 913.681.0380

**FOR IMMEDIATE RELEASE:** August 19, 2014

### FSMTB Reaches Settlement in AOT Litigation

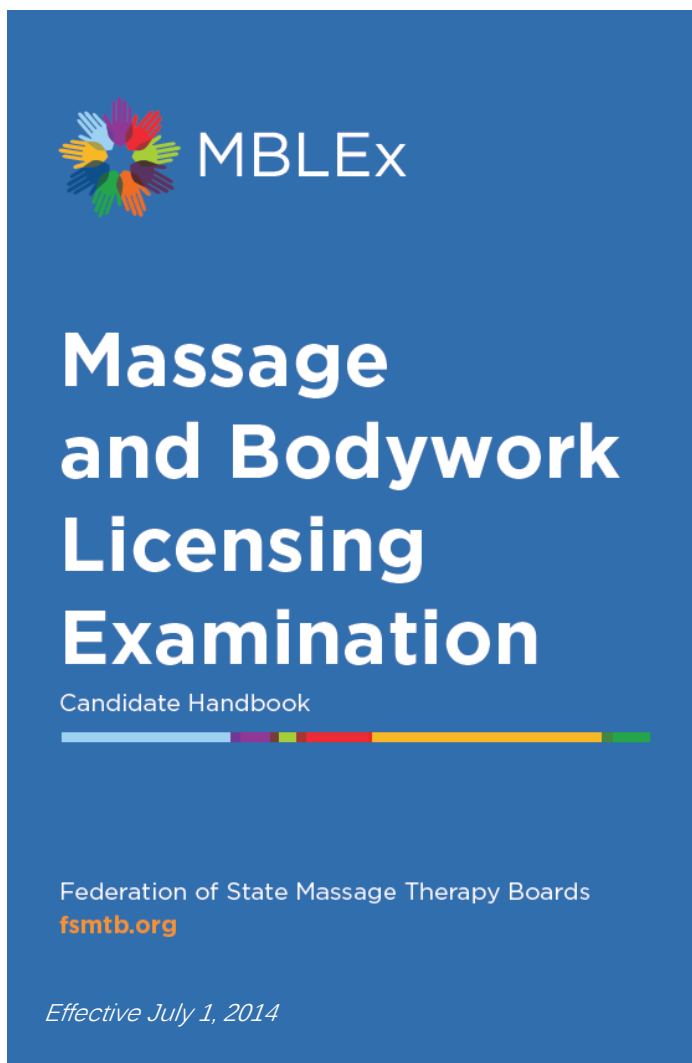
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## MBLEx CANDIDATE HANDBOOK

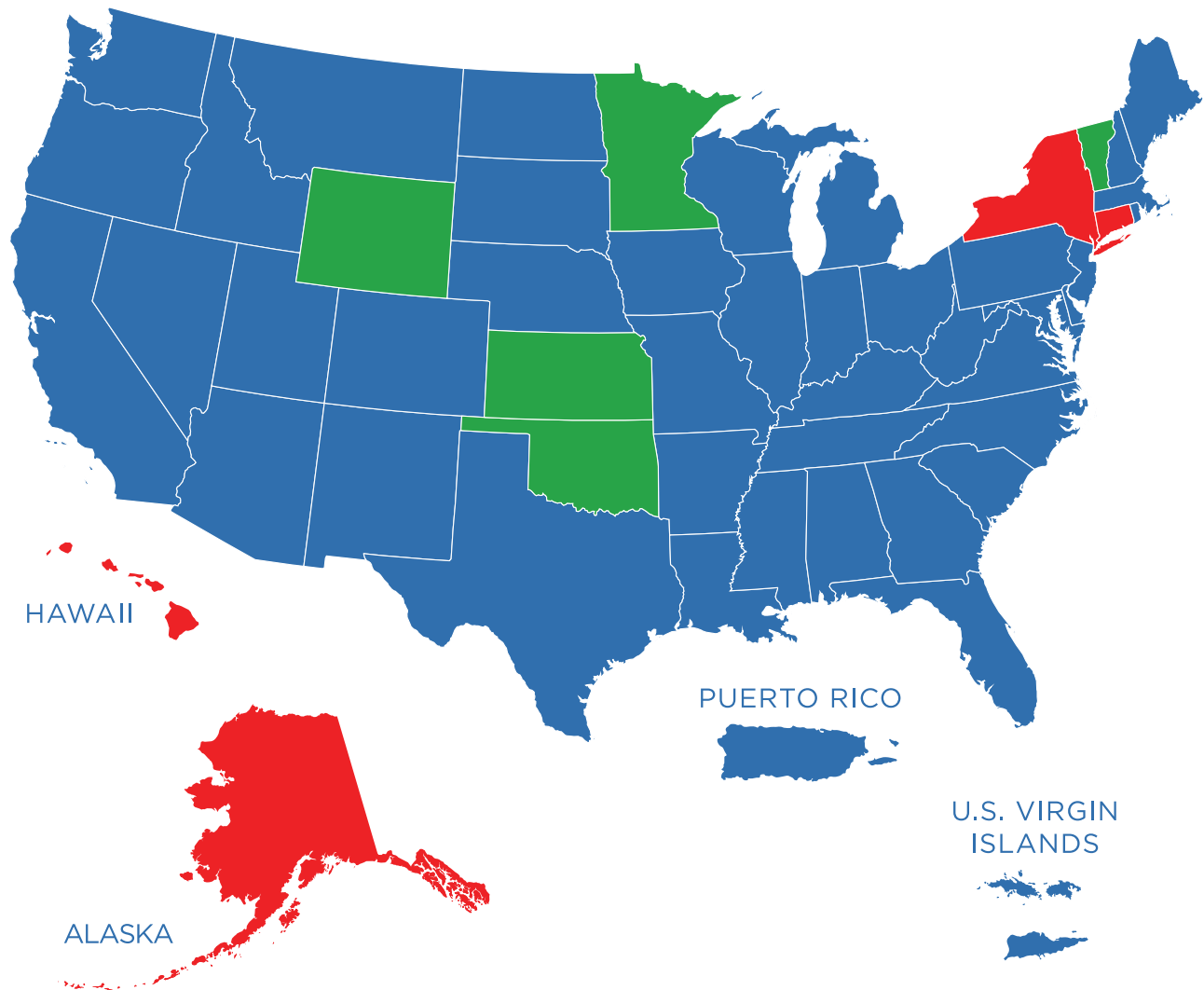
A revised edition of the Candidate Handbook was published in July 2014. Annually, more than 10,000 handbooks are mailed to schools and candidates. A web version of the handbook is available for immediate download.





## STATES THAT USE MBLEx

■ States that use the MBLEx   ■ Regulated but do not yet use the MBLEx   ■ Not regulated



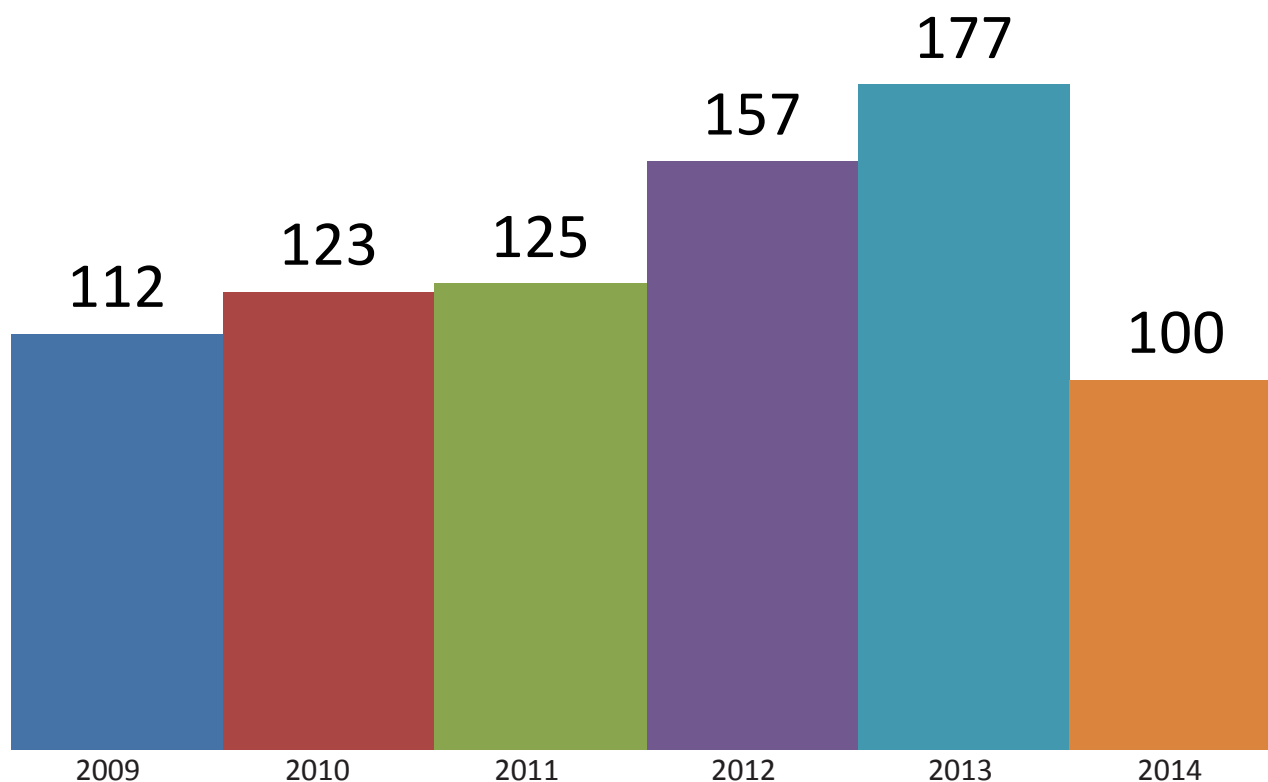


## SPECIAL ACCOMMODATIONS

The FSMTB complies with the Americans with Disabilities Act and provides testing accommodations to qualified, documented candidates when they take the MBLEx. Costs for the accommodations are not passed on to the candidate. Accommodations do not fundamentally alter the integrity of the examination or jeopardize exam security. Requests are reviewed to ensure that they are reasonable and appropriate to the testing environment and the nature of the examination. Submission of the accommodations request does not guarantee that the accommodation will be granted.

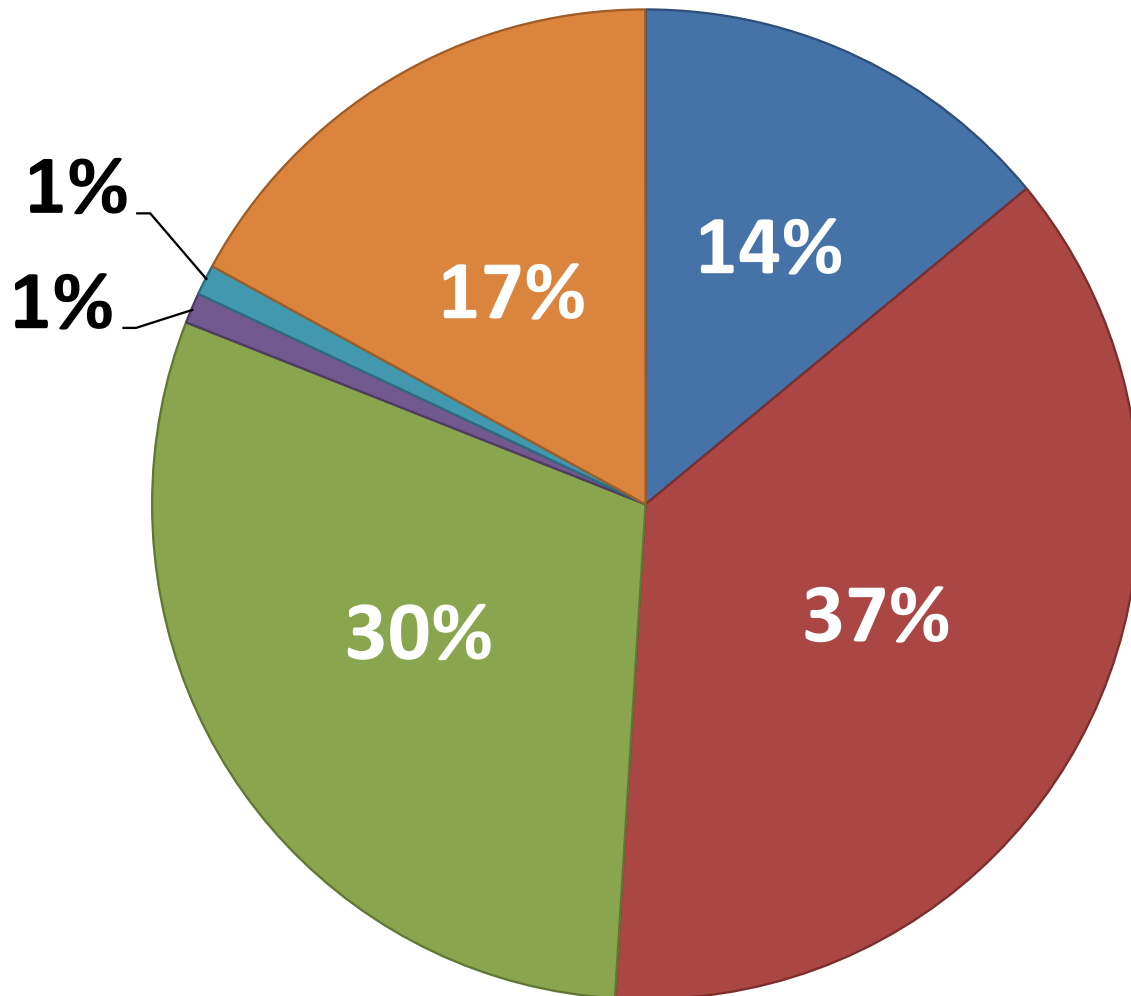
## SPECIAL ACCOMMODATIONS PROVIDED

Please note that 2014 reflects accommodations provided through 7/31/14.



## NATURE OF DISABILITY (2014)

■ ADHD ■ LD/ Dyslexia ■ Blindness / Visual ■ Deafness / HH ■ Depression ■ Other

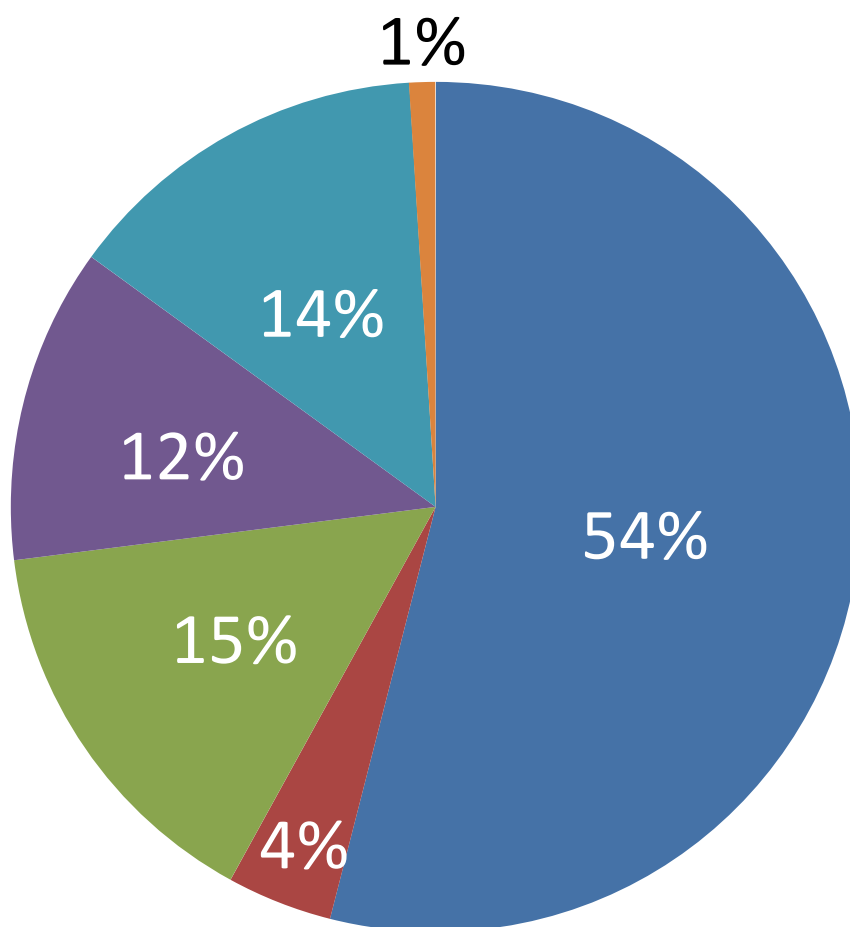




## TYPES OF ACCOMMODATIONS (2014)

In December 2013, Magic screen magnification software was replaced with ZoomText, which is the industry standard for screen magnification software. With ZoomText, font size can be increased up to 65 times the regular size.

■ Extra time and Reader/Scribe ■ Reader or Scribe ■ Extra time and Private Room  
 ■ Extra time only ■ 24 Point Large Font/Zoomtext ■ Other



## MBLEx PASS RATE

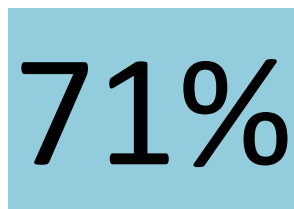
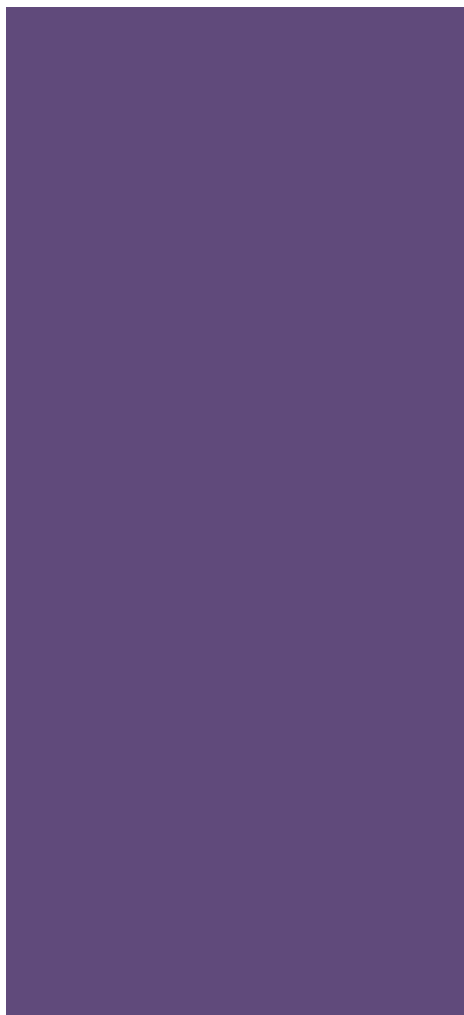
■ Total # Exams ■ # Passed ■ % Passed

MBLEx Pass Rate for the period July 1, 2013 - June 30, 2014.

23,248

71%

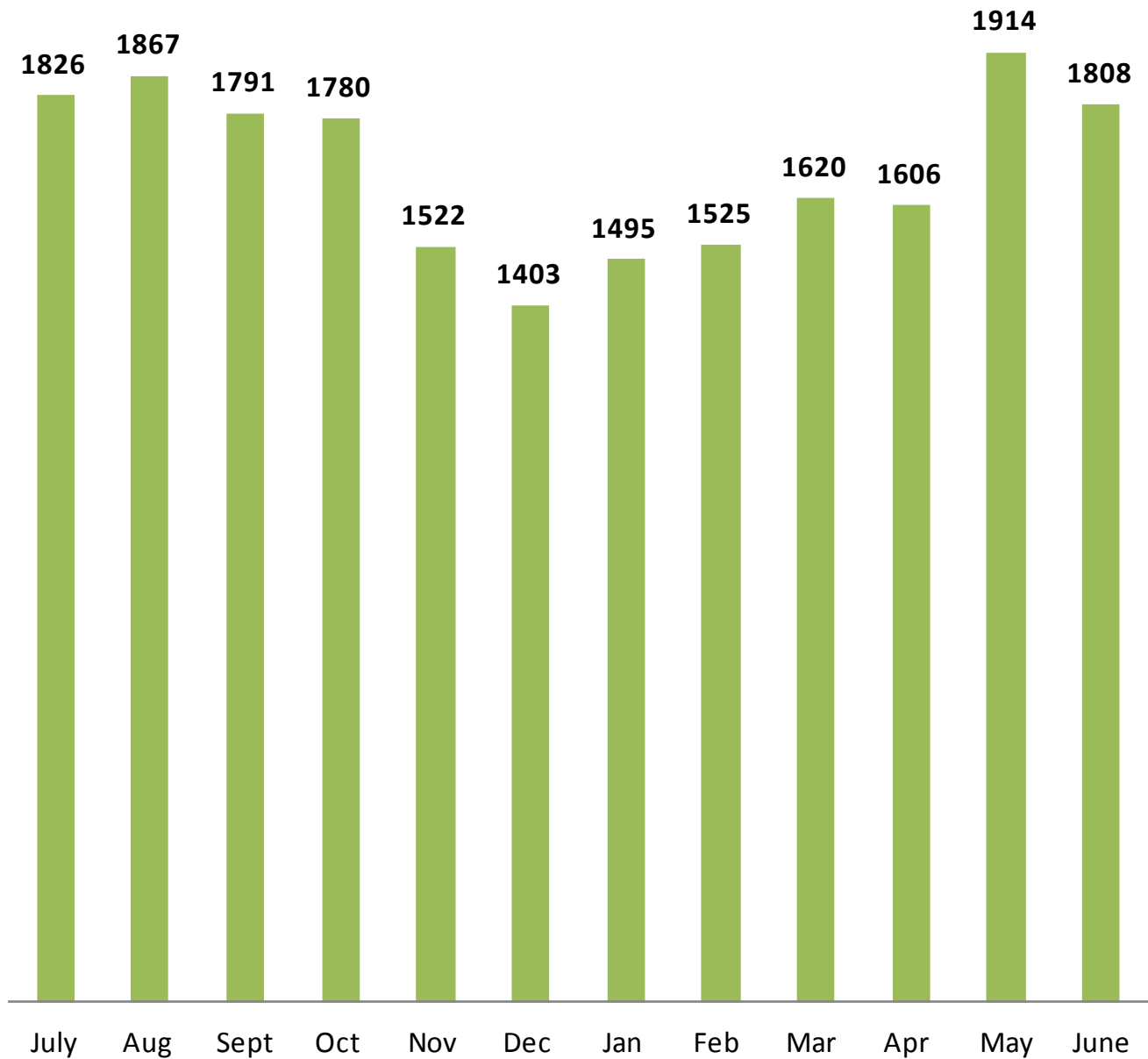
16,420



# COMMUNICATIONS



## PHONE CALL TOTALS FROM JULY 2013 - JUNE 2014



## SOCIAL MEDIA PRESENCE

The FSMTB maintains an active social media presence, enabling us to regularly update regulatory agencies and the public with important FSMTB developments, and news effecting the massage profession. Also, our presence on social media provides an additional platform for licensing candidates to ask questions and engage with the FSMTB.



**[FACEBOOK.COM/FSMTB](https://www.facebook.com/FSMTB)**



**[LINKEDIN.COM/IN/FSMTB](https://www.linkedin.com/in/FSMTB)**



**[TWITTER.COM/FSMTB](https://www.twitter.com/FSMTB)**

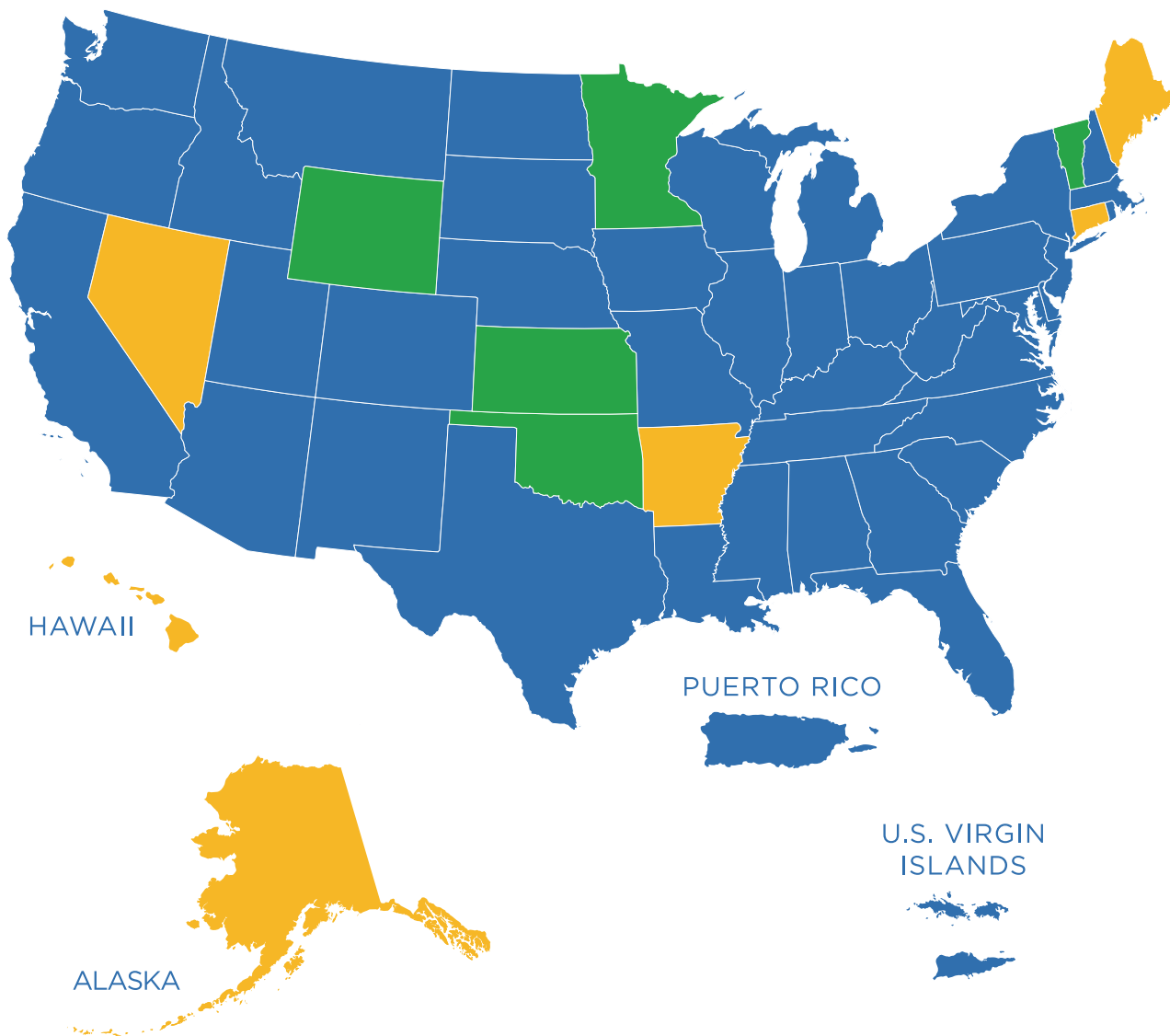


# MEMBER BOARDS



# MEMBER BOARDS

Member Boards
  Nonmember Boards
  Unregulated



# **2013-2014 FSMTB BOARD OF DIRECTORS**





## 2013-2014 FSMTB BOARD OF DIRECTORS

### **PRESIDENT**

#### **DENNIS BEYE**

Chair, Arizona State Board of Massage Therapy  
dbeye@fsmtb.org

### **VICE PRESIDENT**

#### **KAREN ARMSTRONG**

Chair, Michigan Board of Massage Therapy  
(former)  
karmstrong@fsmtb.org

### **TREASURER**

#### **LANCE GILLILAND**

Vice Chair, Alabama Board of Massage Therapy  
lgilliland@fsmtb.org

### **IMMEDIATE PAST PRESIDENT**

#### **JAIME HUFFMAN**

Chair, North Carolina Board of Massage  
Therapy (former)  
jhuffman@fsmtb.org

### **EXECUTIVE DIRECTOR**

#### **DEBRA PERSINGER**

dpersinger@fsmtb.org

### **DIRECTOR**

#### **RAMONA CHANCE**

MTAC, Ohio State Medical Board  
rchance@fsmtb.org

### **DIRECTOR**

#### **MARCELA COLLINS**

Chair, Tennessee Massage Licensure Board  
(former)  
mcollins@fsmtb.org

### **DIRECTOR**

#### **ANTHONY JUSEVITCH**

Investigation Manager, Consumer Services &  
Compliance Management Unit, Florida  
ajusevitch@fsmtb.org

### **DIRECTOR**

#### **LINDA LYTER**

Executive Director, West Virginia Massage  
Therapy Licensure Board  
llyter@fsmtb.org

# **VOLUNTEER COMMITTEES**



## CONTINUING EDUCATION

Linda Lyter, FSMTB Board Liaison

Ed Bolden, Chair

Holly Foster

Wendy McGinley

David Cox

Melissa Mueller

Darinda Davis

Joe Frazer

Becca Lesik

Meghann Lawrence

West Virginia Massage Therapy Board

Tennessee Massage Licensure Board

North Carolina Board of Massage and Bodywork Therapy

North Dakota Board of Massage

Maryland Board of Chiropractic & Massage Therapy Examiners

Michigan Board of Massage Therapy

North Carolina Board of Massage and Bodywork Therapy

New Hampshire Advisory Board of Massage Therapists

Pennsylvania State Board of Massage Therapy

Washington State Board of Massage

## ETHICS AND PROFESSIONAL PRACTICE

Laura Woitte

Alex Mathews

Karen Hobson

Sandy Mason

Nancy Hallingse-Smith

South Dakota Board of Massage Therapy

Texas

Virginia

North Carolina

Virginia

## EXAMINATION

Lance Gilliland, FSMTB Board Liaison

Ed Bolden

Holly Foster

Gwenda Harrison

Wendy McGinley

Alabama Board of Massage Therapy

Tennessee Massage Licensure Board

North Carolina Board of Massage and Bodywork Therapy

Maryland Board of Chiropractic & Massage Therapy Examiners

North Dakota Board of Massage



## EXAMINATION DEVELOPMENT

Lance Gilliland, FSMTB Board Liaison

Su Bibik

Lori Bradshaw

Laurie Craig

Jimmy Gialelis

Jacqueline Hungerford

Maria Leonard

Jeff Mahadeen

John Morgan

Charlotte Phillips

Drew Riffe

Jill Sanders

Elan Schacter

Cherie Sohnen-Moe

Alabama Board of Massage Therapy

Michigan

California

Georgia

Arizona

Texas

Minnesota

New Hampshire

North Carolina

Vermont

Texas

Oregon

North Carolina

Arizona



## EXAMINATION STANDARD SETTING

Dennis Beye, FSMTB President  
Lance Gilliland, FSMTB Board Liaison  
Ed Bolden  
Holly Foster  
Gwenda Harrison  
Wendy McGinley  
Bridget Burke-Wammack  
Charlene Russell  
Camille Baughman  
Becca Lesik  
Su Bibik  
Charlotte Phillips  
Elan Schacter  
Cherie Sohnen-Moe  
Lori Bradshaw  
Lisa Bozarth  
Kathy Jensen  
Juliet Mee  
Nathan Nordstrom  
Susan Salvo  
Kevin Snedden  
Ruth Werner  
Anne Williams

Arizona Board of Massage Therapy  
Alabama Board of Massage Therapy  
Tennessee Massage Licensure Board  
North Carolina Board of Massage and Bodywork Therapy  
Maryland Board of Chiropractic & Massage Therapy Examiners  
North Dakota Board of Massage  
Florida Board of Massage Therapy  
Mississippi Board of Massage Therapy  
Pennsylvania State Board of Massage Therapy  
Pennsylvania State Board of Massage Therapy  
Michigan  
Vermont  
South Carolina  
Arizona  
California  
Kentucky Board of Licensure for Massage Therapy (former)  
Iowa Board of Examiners for Massage Therapy (former)  
Missouri  
Georgia  
Louisiana  
Missouri Board of Therapeutic Massage (former)  
Oregon  
Colorado

## FINANCE

Lance Gilliland, FSMTB Treasurer  
Linda Lyter  
Kathy Jensen

Alabama Board of Massage Therapy  
West Virginia Massage Therapy Board  
Iowa Board of Examiners for Massage Therapy (former)





## LICENSE RENEWAL COMMITTEE

Karen Armstrong, FSMTB Board Liaison  
Kim Adams-Johnson  
Laura Woitte  
Denise Logsdon

Michigan Board of Massage Therapy (former)  
Nebraska Board of Massage Therapy  
South Dakota Board of Massage Therapy  
Kentucky Board of Licensure for Massage Therapy

## MASSAGE THERAPY LICENSING DATABASE

Anthony Jusevitch, FSMTB Board Liaison  
  
Loree Kessler  
Beverly May

Investigation Manager, Consumer Services &  
Compliance Management Unit, Florida  
Executive Director, Missouri Board of Therapeutic Massage  
Director of Governmental Affairs, California Massage  
Therapy Council

## MODEL PRACTICE ACT

Ramona Chance, FSMTB Board Liaison  
Jane Johnson, Chair  
Kathleen Doyle  
Yvonne Feinleib  
Karen Ford  
Rick Greeley  
Deborah Overholt (until May 2014)  
Heather Speight  
Carolyn Talley-Porter

MTAC, Ohio State Medical Board  
Georgia Board of Massage Therapy  
New York State Board for Massage Therapy  
Texas Department of State Health Services  
Florida Board of Massage Therapy  
MTAC, Ohio State Medical Board  
New Jersey Board of Massage and Bodywork Therapy (former)  
Oregon Board of Massage Therapy  
South Carolina Board of Massage/Bodywork Therapy



## NOMINATIONS

Ed Bolden, Chair  
David Cox  
Darinda Davis

Tennessee Massage Licensure Board  
Maryland Board of Chiropractic & Massage Therapy Examiners  
North Carolina Board of Massage and Bodywork Therapy

## POLICY

Linda Lyter, FSMTB Board Liaison  
Kim Adams-Johnson  
David Fredrickson  
Kevin Snedden

West Virginia Massage Therapy Board  
Nebraska Board of Massage Therapy  
Oregon Board of Massage Therapists  
Missouri Board of Therapeutic Massage (former)

## PROFESSIONAL DEVELOPMENT STANDARDS

Marcela Collins, FSMTB Board Liaison  
Denise Logsdon  
Emmanuel Bistas  
Earle Duskey  
Karen Fink  
Keith Eric Grant  
Jeff Mahadeen

Tennessee Massage Licensure Board (former)  
Kentucky Board of Licensure for Massage Therapy  
Illinois Board of Massage Therapy  
Arizona Board of Massage Therapy  
MTAC, Ohio State Medical Board  
California Massage Therapy Council  
New Hampshire Advisory Board of Massage Therapists



FSMTB

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