



FSMTB

FEDERATION OF STATE
MASSAGE THERAPY BOARDS

ANNUAL REPORT

October 2018



MESSAGE FROM THE PRESIDENT

FSMTB continues to be a strong and productive organization. As we reflect upon a year filled with growth, opportunities, and our fair share of challenges, we remain grounded by the organization's adherence to its core values—integrity, transparency, accountability, and people. This report, which contains information on FSMTB's programs, services, finances and communication efforts, demonstrates how those values are put into action every day.

This year is marked by transformation. As several FSMTB initiatives—including the Education Record Center (ERC) and Massage Therapy Licensing Database (MTLD)—come to fruition, we acknowledge the strides the organization makes daily toward facilitating the safe and effective practice of massage therapy. Importantly, we recognize our member boards, because without their astute direction, none of these initiatives would have been possible.

Thank you for lending your voice, insights, and passion to our organization. We look forward to another year of service, engagement, and making meaningful change.

Yours in service,



Dr. Ed D. Bolden
FSMTB President

FEDERATION OF STATE MASSAGE THERAPY BOARDS

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.

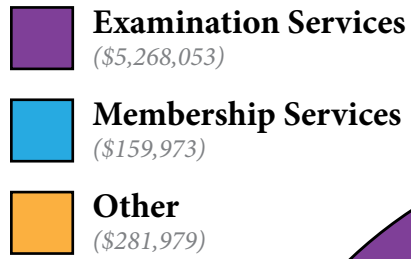
NON-PROFIT ORGANIZATION

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

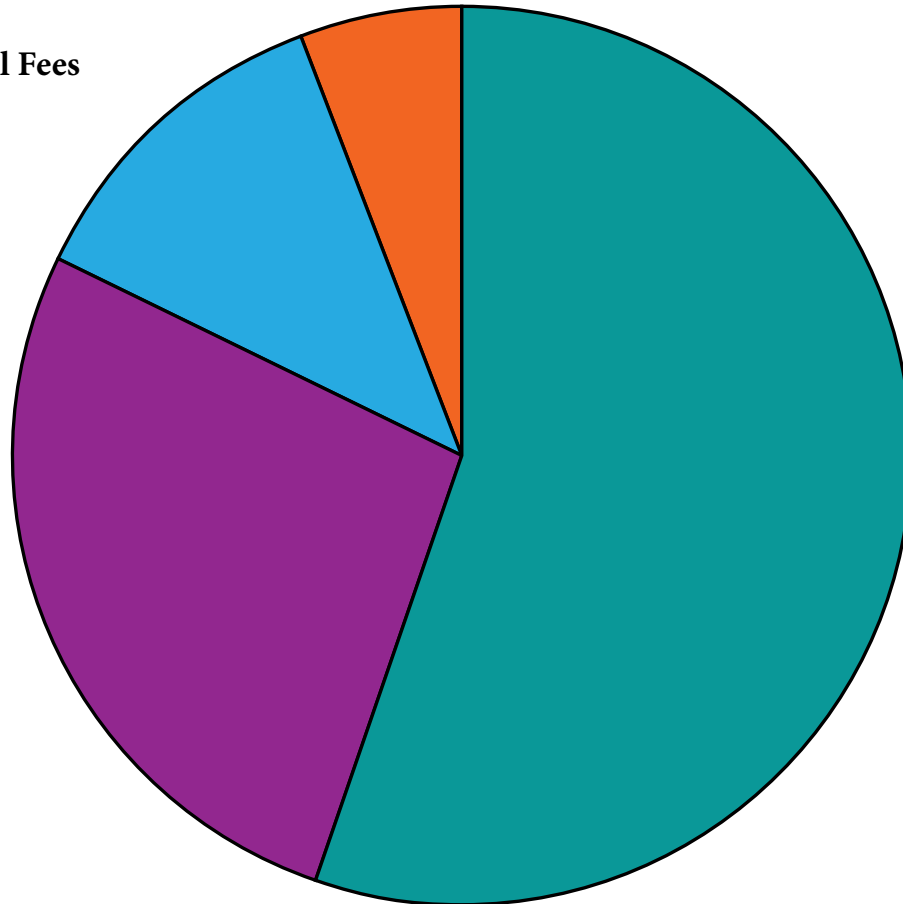
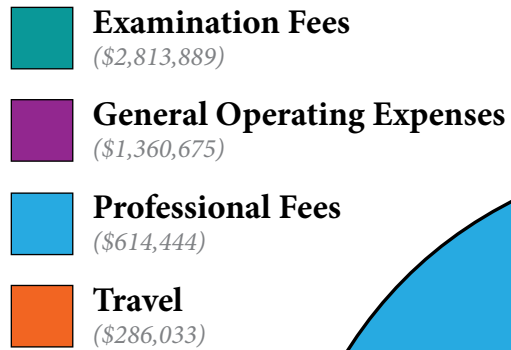


INCOME* (JULY 1, 2017 – JUNE 30, 2018)



**unaudited*

EXPENSES* (JULY 1, 2017 – JUNE 30, 2018)



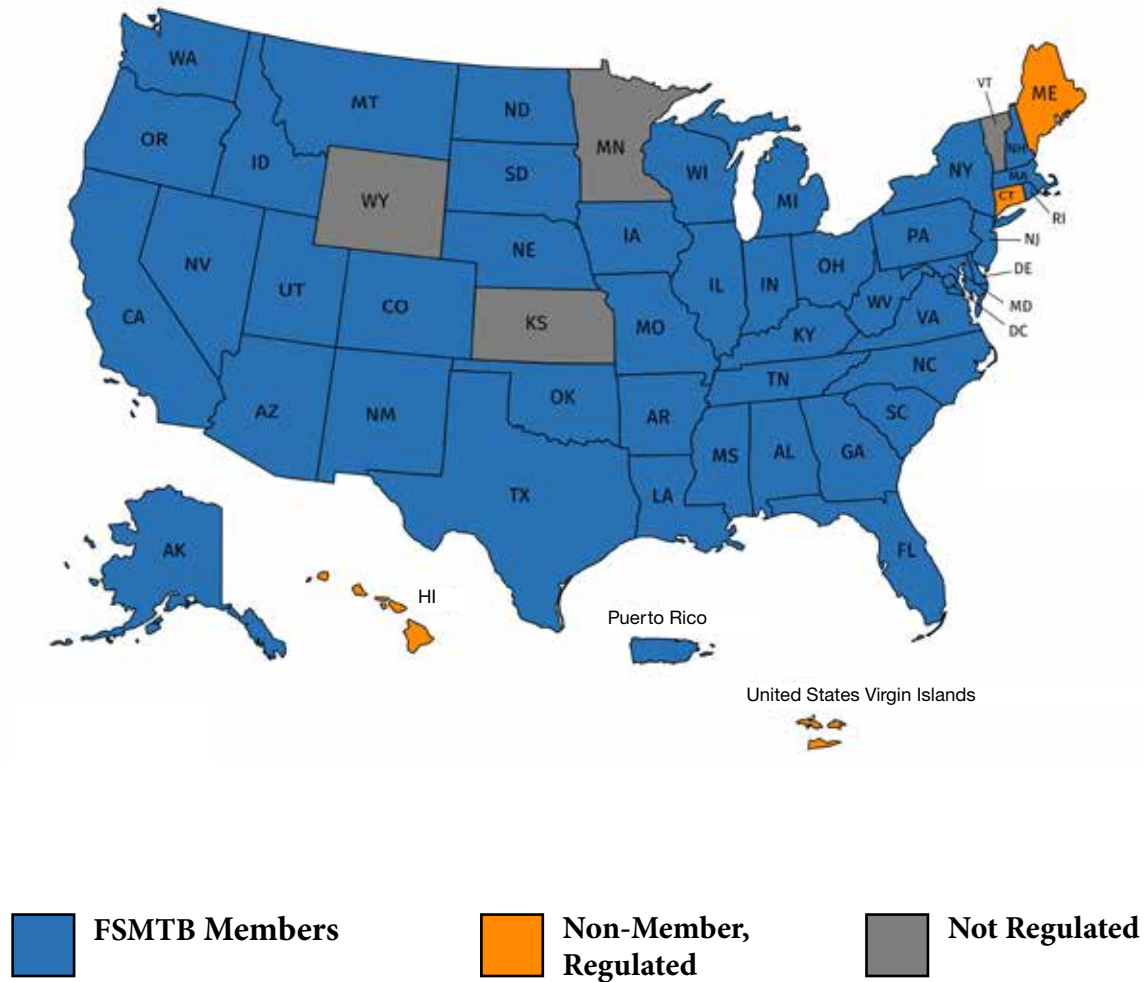
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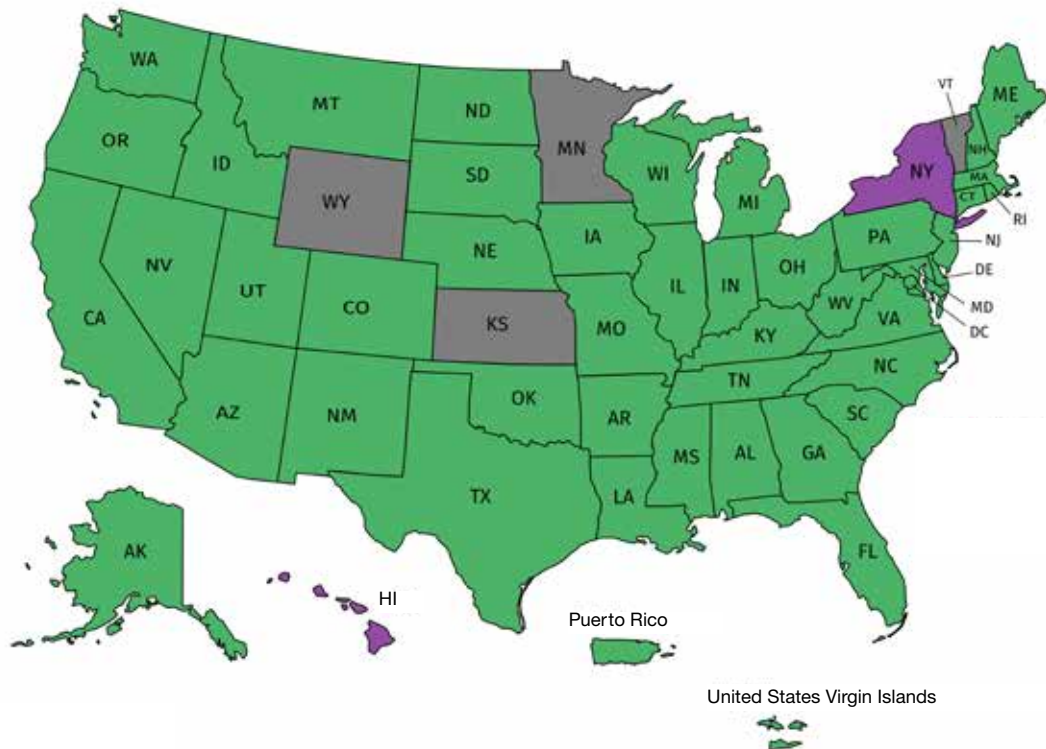
PROGRAMS AND SERVICES



FSMTB MEMBERSHIP




MASSAGE & BODYWORK LICENSING EXAMINATION ADOPTION



 States and Territories
that use MBLEx

 Not Regulated

 States that do
not use MBLEx

JOB TASK ANALYSIS OVERVIEW

In 2017, as part of best practices in licensing exam development, FSMTB issued a Job Task Analysis Survey (JTA) to the massage and bodywork profession. This process is undertaken every five to seven years and analyzes input from the professional community to ensure that the Massage & Bodywork Licensing Examination (MBLEx) assesses knowledge and skills relevant to entry-level competence.

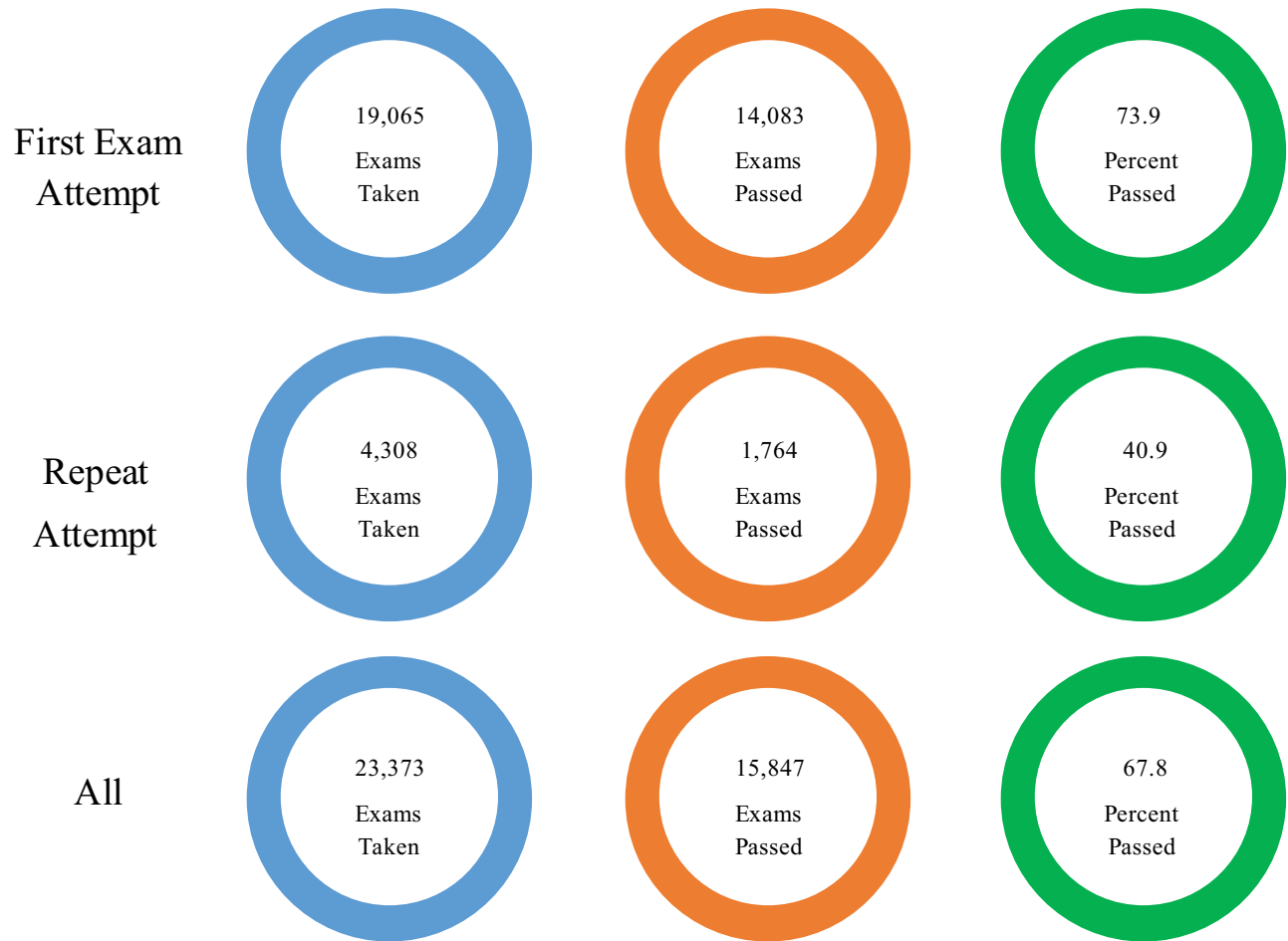
Findings from the 2017 JTA, derived from the survey responses of thousands of massage and bodywork practitioners, indicate that massage and bodywork practitioners are overwhelmingly satisfied with their occupation.

Among significant data observed in the findings are 98 percent of practitioners who cited that they like being a massage therapist. Further, 97 percent of respondents indicated that they are happy that they entered the massage therapy profession. Ninety-seven percent of respondents cited that they are proud to be in the field. When asked about their enthusiasm for their occupation, 96 percent of respondents indicated that they were enthusiastic. Lastly, 94 percent of respondents indicated that they strongly identify with the massage therapy occupation.

As a result of the JTA, minor changes to the MBLEx Content Outline became effective July 1, 2018. The profession's feedback indicated that it was no longer necessary for public protection to test entry-level practitioners on the culture and history of the profession.

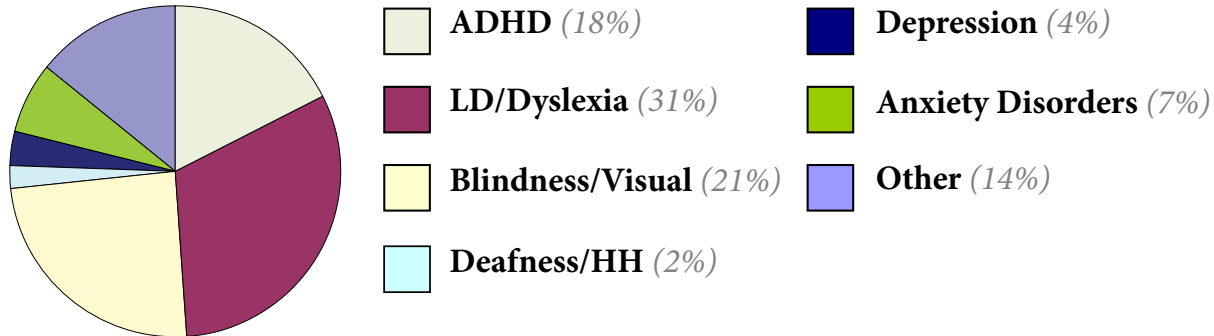


MBLEx PASS RATE (JULY 1, 2017 – JUNE 30, 2018)

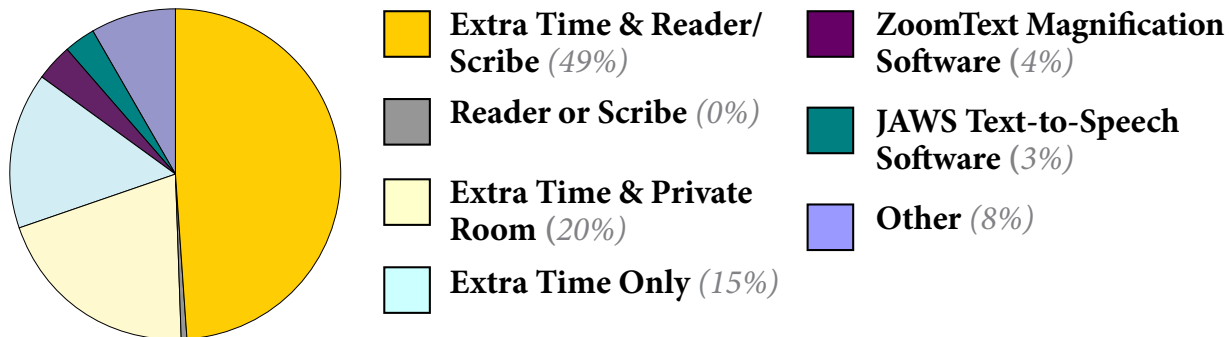


TESTING ACCOMMODATIONS

NATURE OF DISABILITY

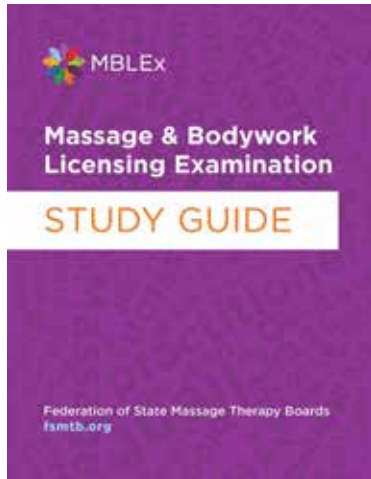


TYPES OF ACCOMMODATIONS



The Federation of State Massage Therapy Boards complies with the Americans with Disabilities Act of 1990 (ADA) and accommodates requests from qualified candidates with a diagnosed disability for accommodations to take the Massage & Bodywork Licensing Examination (MBLEx). Costs for the accommodations are not passed on to the candidate. Requests are reviewed to ensure that they are reasonable, properly documented and do not fundamentally alter the examination or jeopardize examination security.

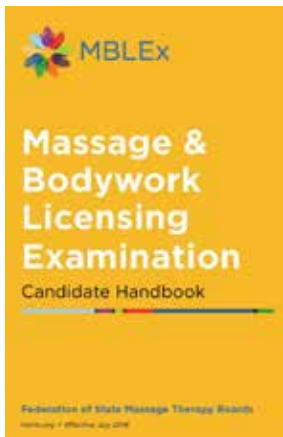




NEW EDITION OF MBLEx STUDY GUIDE

In July 2018, FSMTB released a new edition of the *Massage & Bodywork Licensing Examination Study Guide*. The Study Guide reflects changes in MBLEx content that took effect on July 1, 2018. These changes resulted from the findings of the 2017 Job Task Analysis (JTA) Survey.

The MBLEx Study Guide is the only official study guide for MBLEx preparation. The new edition includes study tips, explanations of all exam content areas, and an all-new 100-item MBLEx practice exam.



MBLEx CANDIDATE HANDBOOK

A revised edition of the MBLEx Candidate Handbook was published in July 2018. Paper copies are available free of charge to applicants and schools upon request. Alternately, an online version is accessible on fsmtb.org.

In the past year, FSMTB provided schools with 10,750 FREE handbooks to distribute to their students.

FSMTB SCHOOL SUPPORT

The FSMTB School Support team assists administrative staff and faculty members from massage therapy training programs as they help their students with the process of becoming licensed massage therapists.

Education Record Center

It has been one year since the FSMTB Education Policy went into effect, requiring MBLEx applicants to have their massage training verified by a state-approved massage therapy training program.

To assist schools, FSMTB implemented the FSMTB Education Record Center (ERC), providing a direct avenue to upload education records in support of their students' MBLEx applications.

To date, FSMTB has registered 1,056 individuals representing 919 state-approved massage therapy training programs to use the ERC. The users have the option to upload one education record at a time, or in larger batches, making the process quick and easy.

As a result of the initiation of the Massage Education Policy and ERC, a decrease in fraudulent documentation practices to gain access to the MBLEx, and ultimately licensure, is being noticed.

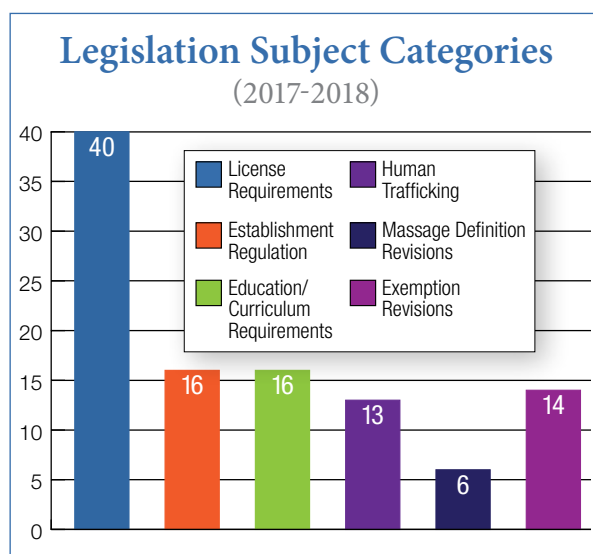
Outreach

This year, the FSMTB School Support team participated in school outreach activities at events like the Associated Bodywork & Massage Professionals (ABMP) School Forum, World Massage Festival, and the Texas Administrators of Continuing Education (TACE) Annual Conference. Multiple campus visits also occurred across the country.



GOVERNMENT RELATIONS

The FSMTB Government Relations team tracks proposed legislation and regulation on a daily basis. Staff monitor for new or changing legislation that may affect the massage profession or FSMTB member boards. In the past year, the team tracked 119 pieces of legislation related to massage regulation across the US.



A majority of the legislation tracked dealt with changes to individual license requirements for massage. Additional topics addressed at a high rate were establishment regulation, changes to education or curriculum requirements, and revisions to exemptions from licensure.

When requested, the Government Relations team also provides member boards with resources on state massage regulatory topics. In the last year, at least 33 resources were shared with member boards on topics like establishment licensing and school approval requirements.

Human Trafficking Task Force Report



In November 2017, the FSMTB Human Trafficking Task Force released the Human Trafficking Task Force Report. This report is the culmination of nearly two years of study, listening, discussion and consensus building. It includes an evaluation of the prevalence and impact of human trafficking on the massage profession, areas within the jurisdiction of the FSMTB to combat human trafficking, and measures that could be pursued by individual member boards to curtail or eliminate human trafficking in the massage profession. The report can be accessed on fsmtb.org.

MASSAGE THERAPY LICENSING DATABASE (MTLD)

FSMTB Member Boards have begun the process of signing on to participate in MTLD.

Benefits for Licensing Boards/Agencies

- ▶ Integrity of the massage therapy licensure process
- ▶ Central repository of therapist records
- ▶ Searching and reporting capabilities
- ▶ Easily accessible via fsmtb.org
- ▶ No cost to access MTLD
- ▶ Support license portability with quick and thorough verification of licensure in other states
- ▶ Secure data uploads and data encryption
- ▶ Access current and accurate information regarding licensed massage therapists in other states
- ▶ Improve efficiencies and increase capacity for board administrative staff to verify licensure details
- ▶ Provides a single source to enter and review board/disciplinary actions or licensee investigations to aid other state boards/agencies
- ▶ See completed continuing education credit provided by FSMTB CE Registry providers
- ▶ Facilitate enforcement decisions
- ▶ Assist staff in detecting fraud in licensure application documents
- ▶ Shows MBLEx Result Adjustments in a licensee record

Therapist Reports

Board administrative staff can access:

- State licensing data;
- Education history;
- Board/disciplinary actions; and
- Professional continuing education from the FSMTB CE Registry of Providers, all in one secure place designed specifically for state licensing boards.



CONTINUING EDUCATION REGISTRY

The FSMTB Continuing Education Registry was developed as a result of a resolution created by a task force of regulators, which was then approved by the Delegate Assembly. The program was developed to address key concerns about the state of continuing education that were identified in the resolution. The CE Registry program was developed to meet these key concerns by:

- Accepting only those providers that meet or exceed the member-created FSMTB CE Standards, which will provide a level of consistency across jurisdictions.
- Facilitating proper delegation of authority by providing a reliable source of substantiated information to member boards to make license renewal determinations.
- Creating a process for member boards to verify attainment of continuing education through permanent recording of accepted course completion information in the therapist record of the Massage Therapy Licensing Database (MTLD).
- Creating a reliable source for licensed massage therapists to find quality continuing education by using the Course Search tool, which was developed to provide accurate information on courses and sessions accepted by CE Registry.
- Providing efficient administrative processes for acceptance of providers and courses that meet the needs of the regulatory community without overburdening the provider.

The CE Registry program acts as a bridge for information between the continuing education community and the Federation's Member Boards. The FSMTB holds continuing education providers accountable to meet the FSMTB Continuing Education Standards by continuous oversight and student feedback about their courses. The goal of this program is to facilitate the review of continuing education hours for license renewal by state boards through efficiently providing them with substantiated information.



REGULATORY EDUCATION AND COMPETENCE HUB (REACH)



The FSMTB completed development of the first courses this year requested by member boards. The courses include Intake Communication, Documentation, Assessment and North Carolina Documentation Laws.



MEMBER BOARD EXECUTIVE SUMMIT

The Member Board Executive (MBE) Summit is offered as a member benefit to provide massage board staff executives opportunities for professional development and networking with other state board colleagues.



Attendees of the second annual Member Board Executive (MBE) Summit, held April 12-13, 2017 in Kansas City, Missouri.



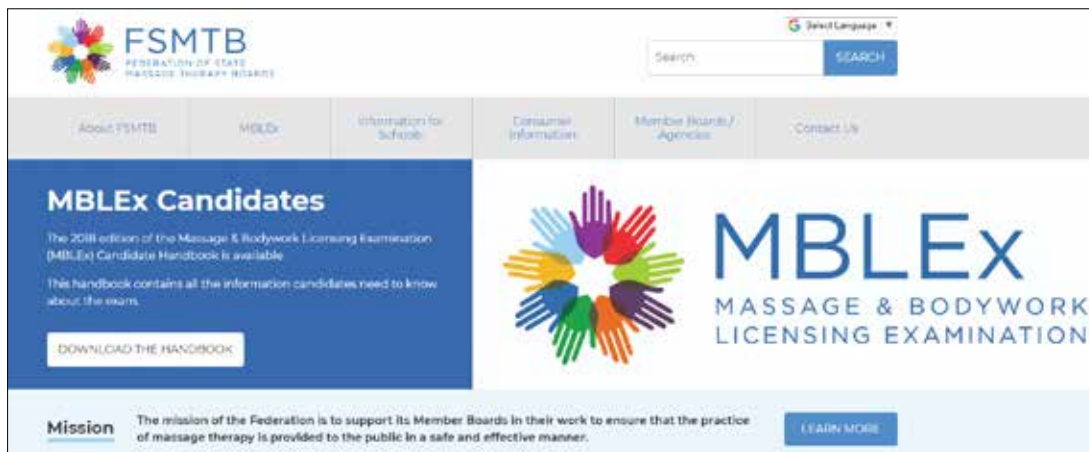
COMMUNICATIONS



WEBSITE

The FSMTB website, fsmtb.org, remains the foremost resource for individuals seeking information about FSMTB and the MBLEx.

During the past year, the website hosted over 785,000 page views, which is a nearly five percent increase when compared to the prior year.



SOCIAL MEDIA

FSMTB shares organizational news and regulatory information with the profession via its social media presence. In the past year, FSMTB saw a nearly five percent growth in Facebook followers, and a 25 percent growth in Twitter followers.

Follow FSMTB on all of your preferred social media channels:



facebook.com/fsmtb



twitter.com/fsmtb



linkedin.com/fsmtb



[Youtube.com The FSMTB](https://Youtube.com/TheFSMTB)

NEWSLETTERS

FSMTB's two monthly newsletters, *In Touch with FSMTB* and *In Touch with Education*, provide the regulatory community and educators, respectively, with timely updates. In 2018, the format of both newsletters was revised to enhance readability.



VOLUNTEERS



VOLUNTEERS

Volunteers remain integral to carrying out the mission of FSMTB. Our volunteers come together from all across the United States to serve on task forces, committees, and in leadership roles. To each person that gives their time, insight, and passion to our organization with the hopes of furthering regulatory governance, we thank you.



TO ALL FSMTB VOLUNTEERS: *THANK YOU!*

2017-2018 FSMTB BOARD OF DIRECTORS

PRESIDENT

ED BOLDEN

Tennessee Board of Massage Licensure
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VICE PRESIDENT

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TREASURER

DAVID COX

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Therapy Examiners
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DIRECTOR

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DIRECTOR

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Executive Director, West Virginia Massage
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DIRECTOR

CHARLENE RUSSELL

Mississippi State Board of Massage Therapy
(former)
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DIRECTOR

TOM RYAN

Executive Director, Wisconsin Massage
Therapy and Bodywork Therapy
Affiliated Credentialing Board
tryan@fsmtb.org



VOLUNTEER COMMITTEES AND TASK FORCES

CE CONTENT DEVELOPMENT

Emmanuel Bistas | Illinois Board of Massage Therapy
 Jennifer Burgess | North Carolina
 Marcela Collins | Florida/Tennessee Massage Licensure Board (*former*)
 Alexander Dale | California
 Ceena Owens | Kansas
 Robert Phillips IV | Texas
 Gregory Reeves | Tennessee
 Deborah Reuss | California
 Lori Vargas | Illinois

CE REGISTRY

Laura Allen | North Carolina
 Eric Brown | Colorado
 Scott Dartnall | Canada
 Jason Erickson | Minnesota
 Kathy Jensen | Iowa
 Kerry Jordan | Virginia
 Deborah Kimmet | Montana
 Margie Schaeffer | Pennsylvania
 Cherie Sohnen-Moe | Arizona
 Lynda Solien-Wolfe | Florida
 Jeni Spring | Texas
 Stacy Stevens | Arizona
 Anne Williams | Colorado

CE REGISTRY REVIEW

Denise Barker | North Carolina
 Jimmy Gialelis | Arizona
 David Gonzalez | Florida
 Monique Gray | California
 Kim Moore | North Carolina

ELIGIBILITY

Craig Knowles, *Chair* | Georgia Board of Massage Therapy
 Linda Chatburn | Idaho Board of Massage Therapy
 Lance Gilliland | Alabama Board of Massage Therapy
 Tamara Leach | Montana Board of Massage Therapy
 Nicole Lennox | Michigan Board of Massage Therapy (*former*)
 Chantel Scott | Ohio State Medical Board

EXAMINATION DEVELOPMENT

Karen Armstrong | Michigan Board of Massage Therapy (*former*)
 Su Bibik | Michigan
 Vickie Branch | New Hampshire Advisory Board of Massage Therapists (*former*)
 Fran Candelaria | Indiana
 Laurie Craig | Georgia
 Rosendo Galvez | Illinois
 Jimmy Gialelis | Arizona
 Jacquie Hungerford | Texas
 Maria Leonard | Minnesota
 Bethany Lowrie | Pennsylvania
 Wendy McGinley | North Dakota Board of Massage (*former*)
 Jeff Mahadeen | New Hampshire Advisory Board of Massage Therapists
 Charlotte Phillips | Vermont
 Drew Riffe | Texas
 Jill Sanders | Oregon
 Elan Schacter | North Carolina
 Cherie Sohnen-Moe | Arizona
 Tracy Sullivan | Connecticut

EXAMINATION POLICY

Charlene Russell, *Chair* | Mississippi State Board of Massage Therapy (*former*)
 Kim Adams-Johnson | Nebraska Board of Massage Therapy
 Holly Foster | North Carolina Board of Massage and Bodywork Therapy
 Gloria Goff | Utah Board of Massage Therapy
 Gwenda Harrison | Maryland State Board of Massage Therapy Examiners
 Nicole Lennox | Michigan Board of Massage Therapy (*former*)

FEDERATION AUTHENTIC INFORMATION REVIEW (FAIR)

Anthony Jusevitch, *Chair* | Florida Board of Massage Therapy
 Kimberly Hodge | Tennessee Massage Licensure Board
 Linda Lyter | West Virginia Massage Therapy Licensure Board
 Adrienne Price | Georgia Board of Massage Therapy
 Tom Ryan | Wisconsin Massage Therapy and Bodywork Therapy Affiliated Credentialing Board
 Connie Shanks Knight | Mississippi State Board of Massage Therapy (*former*)
 Kris Waidely | Washington State Board of Massage

FINANCE

David Cox, *Chair* | Maryland State Board of Massage Therapy Examiners
 Paul Andrews | Massachusetts Board of Registration of Massage Therapy
 Micheal Black | Utah Board of Massage Therapy
 Kate Coffey | Oregon Board of Massage Therapists
 AJ Groeber | Ohio State Medical Board
 Keith Warren | Alabama Board of Massage Therapy

LICENSE RENEWAL

Becca Cauffman, *Chair* | Pennsylvania State Board of Massage Therapy
 Karen Armstrong | Michigan Board of Massage Therapy (*former*)
 Micheal Black | Utah Board of Massage Therapy
 Victoria Drago | Florida Board of Massage Therapy
 Earl Duskey | Arizona State Board of Massage Therapy
 Karen Fink | Ohio State Massage Therapy Advisory Committee
 Joe Frazer | New Hampshire Advisory Board of Massage Therapists
 Denise Logsdon | Kentucky Board of Licensure for Massage Therapy
 Wendy McGinley | North Dakota Board of Massage (*former*)
 Chantel Scott | Ohio State Medical Board
 Jan Shaw | South Carolina Board of Massage/Bodywork Therapy

NOMINATING

Lydia Nixon, *Chair* | Florida Board of Massage Therapy
 Bridget Myers | South Dakota Board of Massage Therapy
 Pam Nichols | Georgia Board of Massage Therapy

POLICY

Jamie Corey, *Chair* | Pennsylvania State Board of Massage Therapy
 Paul Andrews | Massachusetts Board of Registration of Massage Therapy
 Linda Chatburn | Idaho Board of Massage Therapy
 Victoria Drago | Florida Board of Massage Therapy
 Gloria Goff | Utah Board of Massage Therapy
 Dianne Layden | North Carolina Board of Massage and Bodywork Therapy
 Nicole Lennox | Michigan Board of Massage Therapy (*former*)
 Linda Lyter | West Virginia Massage Therapy Licensure Board



NOTES

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FSMTB

FEDERATION OF STATE
MASSAGE THERAPY BOARDS

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