MESSAGE FROM THE PRESIDENT

FSMTB had another strong year financially, operationally and strategically. We continue to experience growth, particularly within our infrastructure, and we are embarking on a strategic growth plan to take us into the next decade.

When we lead through vision, we have confidence that the future will be different and better than the present. It is that visionary philosophy that we acknowledge in 2015 as we celebrate our ten-year anniversary. The founders held to a vision and established a foundation for a pattern of success. Their long-term vision is now in the present and their strengths have helped solidify the core FSMTB values of integrity, transparency, accountability and people.

Every day we see things that can be better. The list of challenging work ahead is not diminishing but we are aligning resources and have talent to continue to drive us forward. We shall keep our focus on creating value for our member boards and agencies to continue their important work of public protection. On behalf of the current board of directors, I thank you for the valuable role that you play in the FSMTB vision becoming reality.

Karen Armstrong
President
May 2014 – October 2015
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.
INCOME JULY 1, 2014 - JUNE 30, 2015

Examination Services: 5,407,295

Membership Services: 5,059

Other: 87,575

*unaudited
EXPENSES JULY 1, 2014 - JUNE 30, 2015

- Travel: 818,910
- Professional Fees: 302,602
- General Operating Expenses: 2,781,419
- Examination Fees: 259,258

*unaudited
MBLEx ADOPTION

- States that use the MBLEx
- Regulated but do not yet use the MBLEx
- Not regulated
MBLEx PASS RATE

MBLEx National Pass Rate
July 1, 2014 - June 30, 2015

First-Time
- 19,875 Exams Taken
- 13,811 Exams Passed
- 69.5% Percent Passed

Re-Exam
- 3,771 Exams Taken
- 1,226 Exams Passed
- 32.5% Percent Passed

All
- 23,647 Exams Taken
- 15,038 Exams Passed
- 63.6% Percent Passed
FSMTB AND NCBTMB REACH AGREEMENT

The Federation of State Massage Therapy Boards (FSMTB) and the National Certification Board for Therapeutic Massage and Bodywork (NCBTMB) entered into an Agreement in October 2014 whereby, effective February 1, 2015, NCBTMB agreed to no longer offer any of its examinations for the intended use by State Boards for licensure eligibility. NCBTMB agreed that it would not develop or implement an examination for licensure. Currently, NCBTMB has one examination – its Board Certification Examination. The BCETM is intended to be used for NCBTMB certification only. FSMTB developed and administers the FSMTB Massage and Bodywork Licensure Examination (MBLEX).

MBLEX CANDIDATE HANDBOOK

TESTING ACCOMMODATIONS

The Federation of State Massage Therapy Boards complies with the Americans with Disabilities Act of 1990 (ADA) and will accommodate requests from qualified candidates with a diagnosed disability for accommodations to take the Massage & Bodywork Licensing Examination (MBLEEx). 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 exam security. Submission of the accommodations application does not guarantee that the accommodation will be granted.

NATURE OF DISABILITY

- ADHD: 43%
- LD/Dyslexia: 15%
- Blindness/Visual: 15%
- Deafness/HH: 1%
- Depression: 24%
- Other: 50%
- Extra Time and Reader/Scribe: 16%
- Extra Time & Private Room: 8%
- Extra Time Only: 19%
- Reader or Scribe: 3%
- Large Font/Zoom Text: 3%
FSMTB OUTREACH

The Federation has participated in state regulatory board meetings, FSMTB committee meetings and professional conferences, in these states highlighted in blue.
MASSAGE THERAPY LICENSING DATABASE (MTLD)

After a thorough discovery and bidding process, development of MTLD launched in May 2015. The FSMTB is partnering with Digital Evolution Group (DEG) to create this centralized licensing repository for the benefit of all massage therapy regulatory boards and agencies.

In September 2015 the design and definition phase was completed. This included defining data to be collected from examination applications, examination delivery, continuing education coursework and state boards and agencies. From there the development phase began which includes building user interfaces, data management and searching/reporting capabilities. As development hits milestones, extensive testing is being performed to ensure the database meets all needs of the Federation membership. The final stage will include training for system management and use, and further testing of all functionality. MTLD will be accessible via the FSMTB website. We are on schedule to launch the database in 2016.
LICENSE RENEWAL PROGRAM OVERVIEW

The License Renewal Program was created by the Federation of State Massage Therapy Boards (FSMTB) at the direction of its member boards. While maintaining the status of a program offering services with regard to licensure renewal, the FSMTB will utilize the Regulatory Education and Competence Hub (REACH). On behalf of our member boards, FSMTB will approve and supervise continuing education sponsors and their courses. Additionally, and pertinent to the board’s consideration in the present time frame, FSMTB will offer regulatory education through REACH as requested by FSMTB’s member boards.

The core elements of this program—sponsor application, course search, and public safety courses—will be housed on the FSMTB website. REACH is currently directed by a standing committee of state massage board representatives that have experience in the regulation of massage therapy and massage therapy education. When appropriate, subcommittees have been formed over the past few years to offer guidance with regard to professional standards, ethics, and professional practice.

SYNOPSIS OF ORIGIN & CURRENT OPERATIONAL STATUS

On October 3, 2014, the delegate assembly at the FSMTB annual meeting officially voted to create a continuing education approval program to meet the needs of the massage therapy regulatory community. This vote was made based on the recommendation of the Continuing Education Task Force made up of member board representatives.

In the time period since the membership directive in 2014, the FSMTB has identified resources, tools, staffing needs, and has assembled a qualified team of experts to take on the appropriate responsibilities. Notably, such responsibilities include the projection of timelines, setting policies, and determining compliance measures for the program to ensure that sponsors are competent to offer courses for continuing education that will meet the needs of the regulatory community.
REACH REGULATORY EDUCATION

Regulatory education through REACH will encompass a wide selection of topics and course offerings, such as:

- Exam support courses for massage students planning to take the Massage & Bodywork Licensing Examination (MBLEx);
- Public safety courses developed dependent on massage disciplinary data, insurance claims data, criminal records, federal public safety updates, and requests from our member boards customized to their own public safety concerns;
- Corrective action courses to accommodate sponsors and instructors needing to fulfill corrective action plans;
- New state massage board member training on roles and responsibilities of being a massage regulator; and
- Remediation courses for those licensed massage therapists that must fulfill educational requirements for disciplinary actions.

These online courses will consist of interactive multimedia presentations with integrated assessments, which incorporate best practices in instructional design for the adult learner.

FSMTB is dedicated to delivering quality programs and services by thoughtful consideration, research of industry best practices, seeking qualified input, and rigorously testing programs before launch. When complete, REACH will join the other FSMTB programs in meeting the standards of excellence expected by its member boards.

REACH SERVICES

- **CE Approvals**: Approval and supervision of REACH Continuing Education Sponsors and their courses.
- **MBLEx Resources**: Massage Therapy students can access resources to help them prepare for the MBLEx.
- **Corrective Action Courses**: The content of these courses is developed at the direction of FSMTB member boards for use in remediation of disciplinary actions.
- **REACH Continuing Education**: Continuing Education courses on public safety topics, developed at the direction of FSMTB member boards.
- **Regulatory Training**: Training for new state board members that introduces them to the roles and responsibilities of being a regulator.
CONTINUING EDUCATION STANDARDS

FSMTB approved sponsors are required to meet the standards developed by the membership and adopted by the FSMTB board of directors. Any qualified party that meets the standards will have the opportunity to apply under these provisions. The standards and all relevant details will be published prior to program launch.

Included on the REACH portion of the FSMTB website will be a sponsor portal that will house the application, administration, and course data information for approved sponsors. REACH sponsors will have access to edit all relevant instructor and course data in the system. In addition, there will be a course search engine for students to find courses from approved sponsors and course completion data will be automatically uploaded into the Massage Therapy Licensing Database (MTLD) for our member boards to access.

---

**CE Standards Information**

- **Administration**: The sponsor has clear processes for developing, administering and documenting the courses.
- **Disclosure**: The sponsor furnishes clear, complete information to potential learners about the activity.
- **Content**: Content of the course is directly applicable to the practice of massage therapy and public protection.
- **Assessment**: Each course includes methods to assess the learner’s achievement of the learning objectives.
- **Instructor**: Sponsors must ensure and document that instructors demonstrate the appropriate knowledge and expertise as indicated in the course learning objectives.
LOOK UP A LICENSE

FSMTB is pleased to launch an online licensee search in partnership with the Federation of Associations of Regulatory Boards (FARB). *Look Up A License*® is an online service intended to provide the public with easy access to verify the licensure status of practitioners and providers. *Look Up A License*® can be found on the homepage of our website.

OFFICE RELOCATION

We are pleased to announce the relocation and expansion of our office in June 2015. We have moved to a larger office space to better accommodate our operations. This move allows us to continue our growth and pursuit of FSMTB’s strategic initiatives.
SOCIAL MEDIA PRESENCE

This year the FSMTB has undertaken an initiative to grow its online presence. This social media program operates through the following tenets:

- Provide a professional online voice in the massage regulatory industry;
- Provide unique, engaging, and quality content;
- Build an online community;
- Provide the best online customer service; and
- Share and spread the ideas, programs, and news of the FSMTB and its member boards.

On average, FSMTB social media programs share a 10-to-1 positive-to-negative sentiment. Such results suggest that the FSMTB has high brand credibility in the massage regulatory community, among MBLEx candidates, and with practitioners.

FSMTB continues to grow its presence as a hub for regulatory information and news. Join us on any of our social media platforms.

FACEBOOK.COM/FSMTB  TWITTER.COM/FSMTB  LINKEDIN.COM/IN/FSMTB
WEBSITE

Three features we love about the new FSMTB website:

- Refreshed Homepage – visually engaging platform that provides users with immediate access to our most important services.
- Easy Navigation – pages and content have been organized to ensure our audiences quickly obtain the information they need through a user-friendly platform.
- Timely Information – front and center to keep you informed on the latest from FSMTB.

Online content will continually be updated to provide relevant information, so we encourage you to bookmark it, check back often and connect with us on Facebook and Twitter to receive notice when updates and new content are added.

Visitors can:

- Connect with FSMTB – Volunteer for a committee, read our Latest News or follow our social media activity.
- REACH for Professional Education will help regulators with needs specific to their roles and duties, and fulfill continuing education requirements for your state.
- Find all of the information applicants need to take the MBLEx.
- And finally, you can always find out About FSMTB or Contact Us with questions.
2014-2015 FSMTB BOARD OF DIRECTORS

PRESIDENT
KAREN ARMSTRONG
Michigan Board of Massage Therapy (former)
karmstrong@fsmtb.org

VICE PRESIDENT
MARCELA COLLINS
Tennessee Massage Licensure Board (former)
mcollins@fsmtb.org

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

DIRECTOR
KIM ADAMS JOHNSON
Vice-Chair, Nebraska Board of Massage Therapy
kadamsjohnson@fsmtb.org

DIRECTOR
HOLLY FOSTER
Chair, North Carolina Board of Massage & Bodywork Therapy
hfoster@fsmtb.org

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

DIRECTOR
ED BOLDEN (MAY – OCTOBER 2015)
Chair, Tennessee Massage Licensure Board
ebolden@fsmtb.org

DIRECTOR
ANTHONY JUSEVITCH (2013- MAY 2015)
Investigation Manager, Consumer Services & Compliance Management Unit, Florida

IMMEDIATE PAST PRESIDENT
DENNIS BEYE
Chair, Arizona State Board of Massage Therapy
dbeye@fsmtb.org

EXECUTIVE DIRECTOR
DEBRA PERSINGER
dpersinger@fsmtb.org
VOLUNTEER COMMITTEES AND TASK FORCES

EXAMINATION
Lance Gilliland, FSMTB BOD Liaison  Alabama Board of Massage Therapy
Emmanuel Bistas  Illinois Board of Massage Therapy
Ed Bolden  Tennessee Massage Licensure Board
Gwenda Harrison  Maryland Board of Chiropractic & Massage Therapy Examiners
Lori Keith  New Jersey Board of Massage and Bodywork Therapy
Craig Knowles  Georgia Board of Massage Therapy
Susan Prasch  New Hampshire Advisory Board of Massage Therapists

EXAMINATION DEVELOPMENT
Holly Foster, FSMTB Board Liaison  North Carolina Board of Massage & Bodywork Therapy
Su Bibik  Michigan
Lori Bradshaw  California
Laurie Craig  Georgia
Jimmy Gialelis  Arizona
Jacqueline Hungerford  Texas
Maria Leonard  Minnesota
Jeff Mahadeen  New Hampshire
John Morgan  North Carolina
Charlotte Phillips  Vermont
Drew Riffe  Texas
Jill Sanders  Oregon
Elan Schacter  North Carolina
Cherie Sohnen-Moe  Arizona

FEDERATION AUTHENTIC INFORMATION REVIEW (FAIR)
Holly Foster, FSMTB Board Liaison  North Carolina Board of Massage & Bodywork Therapy
Anthony (Toby) Jusevitch, Chair  Florida Department of Health
Latasha Austin  Virginia Board of Nursing
Shawnna Ervin  Indiana State Board of Massage Therapy
Kimberly Hodge  Tennessee Massage Licensure Board
Adrienne Price  Georgia Board of Massage Therapy
Connie Shanks Knight  Mississippi State Board of Massage Therapy
Tom Ryan  Wisconsin Massage Therapy & Bodywork Therapy Affiliated Credentialing Board

Kris Waidely  Washington State Board of Massage
VOLUNTEER COMMITTEES AND TASK FORCES

FINANCE
Linda Lyter, FSMTB BOD Liaison  West Virginia Massage Therapy Board
Earle Duskey  Arizona Board of Massage Therapy
Tom Ryan  Wisconsin Massage Therapy & Bodywork Therapy Affiliated Credentialing Board
Keith Warren  Alabama Board of Massage Therapy

LICENSE RENEWAL
Kim Adams Johnson, FSMTB BOD Liaison  Nebraska Board of Massage Therapy
Ed Bolden, Chair  Tennessee Massage Licensure Board
David Cox  Maryland Board of Chiropractic & Massage Therapy Examiners
Joe Frazier  New Hampshire Advisory Board of Massage Therapists
Becca Lesik  Pennsylvania State Board of Massage Therapy
Denise Logsdon  Kentucky Board of Licensure for Massage Therapy
Wendy McGinley  North Dakota Board of Massage
Charlene Russell  Mississippi State Board of Massage Therapy
Jan Shaw  South Carolina Massage/Bodywork Panel

MASSAGE THERAPY LICENSING DATABASE (MTLD)
Anthony Jusevitch  Florida Department of Health
Loree Kessler  Missouri Board of Therapeutic Massage
Beverly May  California Massage Therapy Council

NOMINATING
Wendy McGinley, Chair  North Dakota Board of Massage
Mary Donker–Syvertsen  Louisiana Board of Massage Therapy
Denise Logsdon  Kentucky Board of Licensure for Massage Therapy

POLICY
Marcela Collins, FSMTB BOD Liaison  Tennessee Massage Licensure Board (former)
Dianne Layden  North Carolina Board of Massage & Bodywork Therapy
Tom Ryan  Wisconsin Massage Therapy & Bodywork Therapy Affiliated Credentialing Board
Keith Warren  Alabama Board of Massage Therapy