



FSMTB

FEDERATION OF STATE
MASSAGE THERAPY BOARDS

ANNUAL REPORT

September 2017



MESSAGE FROM THE PRESIDENT

FSMTB has enjoyed another strong year of service. As our offered services, staff, and members served continue to expand, our organization is grounded by our commitment to our core values: transparency, accountability, integrity and people.

The programs and services detailed in this year's annual report serve as a manifestation of these values. Through recently launched initiatives such as massage education verification and forthcoming programs like the Massage Therapy Licensing Database (MTLD) and the Regulatory Education and Competence Hub (REACH), we act on behalf of our member boards to produce standardized and efficient solutions that facilitate the safe and competent practice of massage therapy.

This year, we reflect upon the immeasurable importance of our volunteers. Without our committee members, delegates, item writers, board of directors, and many more, our organization would be much less effective. Thank you all for providing a voice to regulatory effectiveness, and the passion needed to continually propel it forward.

Yours in service,



Ed 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.

PROGRAMS AND SERVICES



JOB TASK ANALYSIS OVERVIEW

The Federation of State Massage Therapy Boards develops and administers the Massage and Bodywork Licensing Examination (MBLEx), a national licensure examination, on behalf of our member boards. A fundamental requirement for best practices in testing is to conduct a formal Job Task Analysis (JTA) every five to seven years to ensure that the examination reflects current practice.

In order to develop an examination that is appropriate for use in any U.S. jurisdiction and that ensures national standards for entry-level safe practice be scientifically established, the test development process is designed to employ best practices and psychometric analysis at every step. In order to meet the FSMTB goal of creating standards of practice that are applicable to the field, regardless of geographic location or business arena (personal services or health care), a JTA must be conducted that addresses all of the issues inherent in establishing a set of standards that can apply to all practitioners.

A JTA consists of identifying and defining the components of a profession that distinguish it from other professions. It provides data to support the development of performance standards and training. For purposes of licensure, it is also necessary to identify and analyze the knowledge and skills required for one to be competent to practice.

A combination of both qualitative and quantitative approaches is used to gather this information for the MBLEx. For the purpose of the JTA survey, a massage/bodywork therapy professional is defined as an expert who uses massage or bodywork practices to promote, maintain, or restore health and wellness. These massage/bodywork therapy professionals answered how frequently they personally perform various tasks. Each task was also given a rating of importance specific to the entry level therapist. This information is used to guide examination content and blueprint the test. Thus, the examination reflects the reality of practice and the knowledge required to perform in a safe and competent manner.

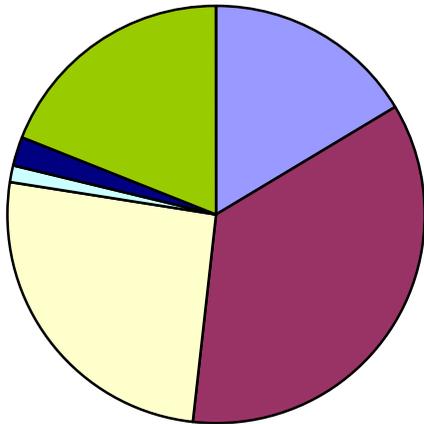
The 2017 survey was deployed online from July 7, 2017 until August 18, 2017. FSMTB sent email invitations to participate in the JTA survey to individuals who had taken the MBLEx, and



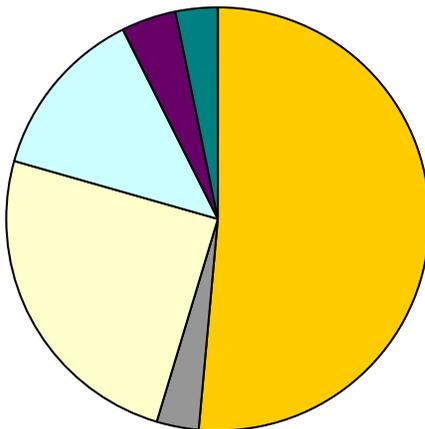
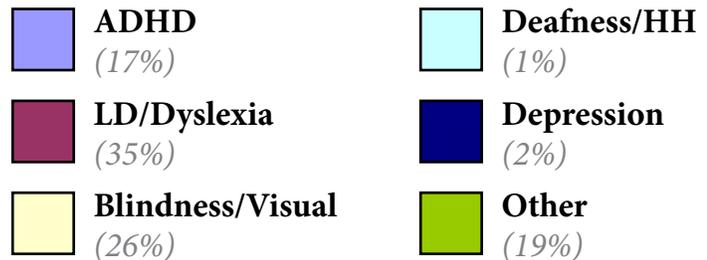
members of all regulatory boards and agencies for distribution among their licensees. Professional associations were invited to disseminate the survey to their members. Social media posts, support from industry publications, and prominent placement on the FSMTB website were also used to encourage survey participation.

After careful analysis, the results of the 2017 JTA will be made available to the public.

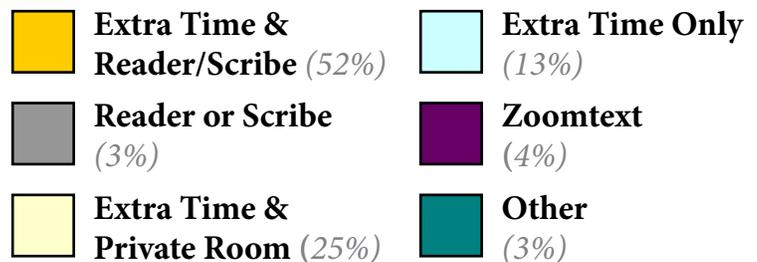
TESTING ACCOMMODATIONS (AS OF JUNE 2017)



NATURE OF DISABILITY

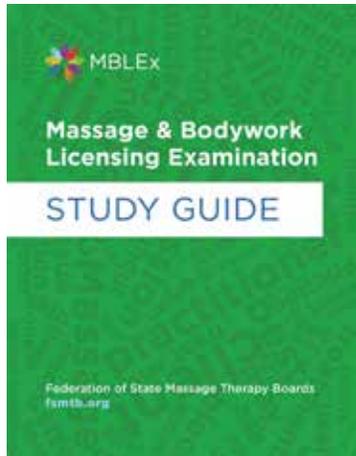


TYPES OF ACCOMMODATIONS



MBLEx PASS RATE (JULY 1, 2016 – JUNE 30, 2017)

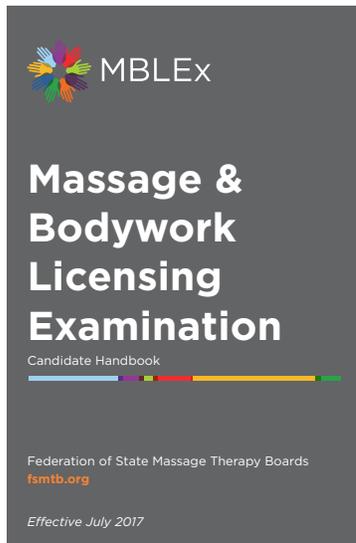




STUDY GUIDE

The Massage & Bodywork Licensing Examination (MBLEx) Study Guide is the only official preparatory resource for the MBLEx. In 2016-2017, over 5,400 students utilized the study guide to learn study tips, the eight exam content areas, and test their knowledge with the 100-item MBLEx practice exam included with the Guide.

FSMTB is developing a Spanish language study guide.



MBLEx CANDIDATE HANDBOOK

A revised edition of the Candidate Handbook was published in July 2017. Free copies are available to schools upon request. Alternately, an online version is available for immediate download at fsmtb.org.

EDUCATION RECORD CENTER

In accordance with the FSMTB Massage Education Policy effective July 1, 2017, the Education Record Center (ERC) has been created for state-approved massage and bodywork schools to upload education documentation for students who seek to take the MBLEx.

FSMTB has developed a Help Center, which provides user resources such as the *ERC Instruction Manual*, a user instructional video, and access to a dedicated email account specifically for school administrators: schoolsupport@fsmtb.org.

Licensure integrity and examination security are the driving forces for this project. FSMTB's concern regarding increased fraudulent practices and patterns involving schools and transcripts prompted FSMTB's Examination Committee to make a recommendation to the FSMTB Board of Directors to develop this system. The program was announced in July 2016 and went into effect July 1, 2017.

GOVERNMENT RELATIONS SUPPORT & TRACKING

FSMTB continues to track proposed legislation and regulation on a daily basis. Government relations staff monitor for new and changing legislation that may affect the massage industry or our Member Boards, notify relevant boards about pending legislation, and work with the Member Boards to provide appropriate commentary when needed. FSMTB also maintains resources for use by Member Boards when requested, including the Model Practice Act (MPA), License Renewal Recommendation, and 50-state legislative/regulatory reviews of enacted law on various topics. These resources enable FSMTB to assist in policy development and creation of "best practices" consistent with the goals of the massage regulatory community.



MESSAGE THERAPY LICENSING DATABASE (MTLD)

Select state boards and agencies are beginning preparations to participate in the Massage Therapy Licensing Database (MTLD). In order to fully support this preparation, FSMTB staff is working with jurisdictions individually to ensure the service level that each board and agency needs is provided.

BENEFITS OF MTLD



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. These key concerns included:

- A lack of regulatory consistency across jurisdictions
- The absence of a reliable source to maintain proper delegation of authority
- Inadequate processes to verify attainment of continuing education
- Lack of a reliable source for licensed massage therapists to find quality continuing education
- Cumbersome administrative processes for acceptance of providers and courses

The CE Registry program acts as a bridge of 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.

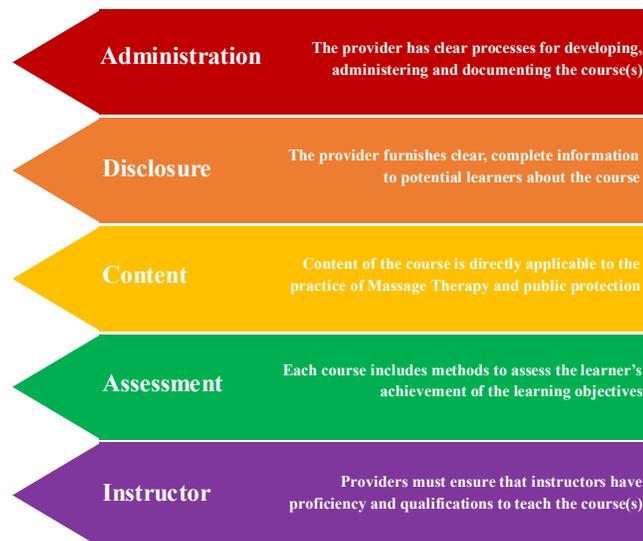


REGULATORY EDUCATION AND COMPETENCE HUB (REACH)

The Regulatory Education and Competence Hub (REACH) is an online education center that will be available on fsmtb.org. Course topics for REACH continuing education will focus on regulatory ethics, which include laws, boundaries, scope of practice and mandated reporting. Courses completed in REACH can be taken at any time, and will be automatically recorded in the Massage Therapy Licensing Database (MTLD) for state boards to directly access. All REACH courses meet FSMTB Continuing Education Standards, which were created by experts from regulatory boards.

The FSMTB instructional design team began working on the first member-requested course this year. This new course offering will be available for all member boards to use for disciplinary action or remediation in 2018.

FSMTB CONTINUING EDUCATION STANDARDS

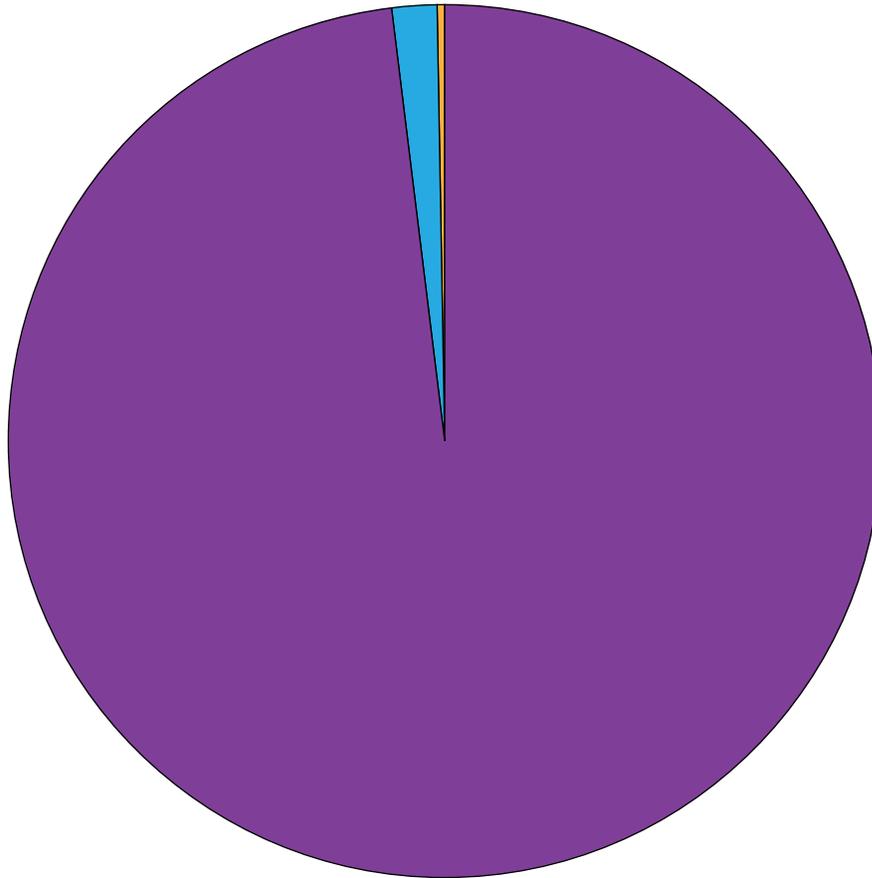


FINANCIAL REPORT



INCOME* (JULY 2016 – JUNE 2017)

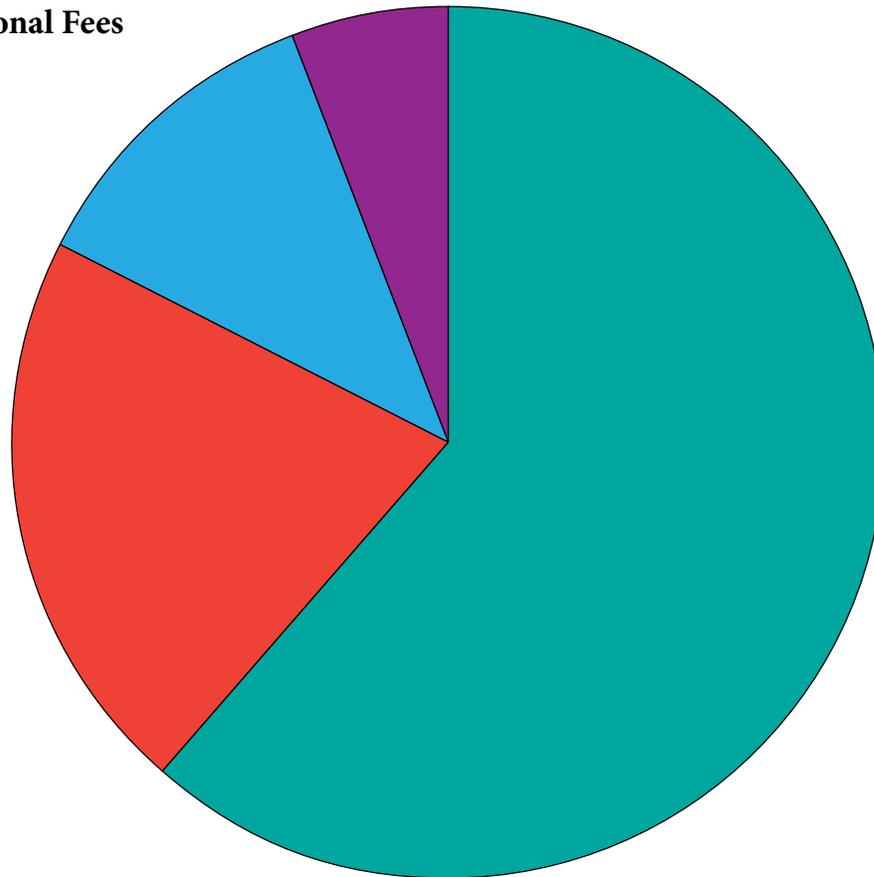
-  **Examination Services**
(\$6,986,160)
-  **Membership Services**
(\$135,240)
-  **Other**
(\$900)



**unaudited*

EXPENSES* (JULY 2016 – JUNE 2017)

- Examination Fees**
(\$3,547,422)
- General Operating Expenses**
(\$1,208,388)
- Professional Fees**
(\$665,152)
- Travel**
(\$332,610)



**unaudited*

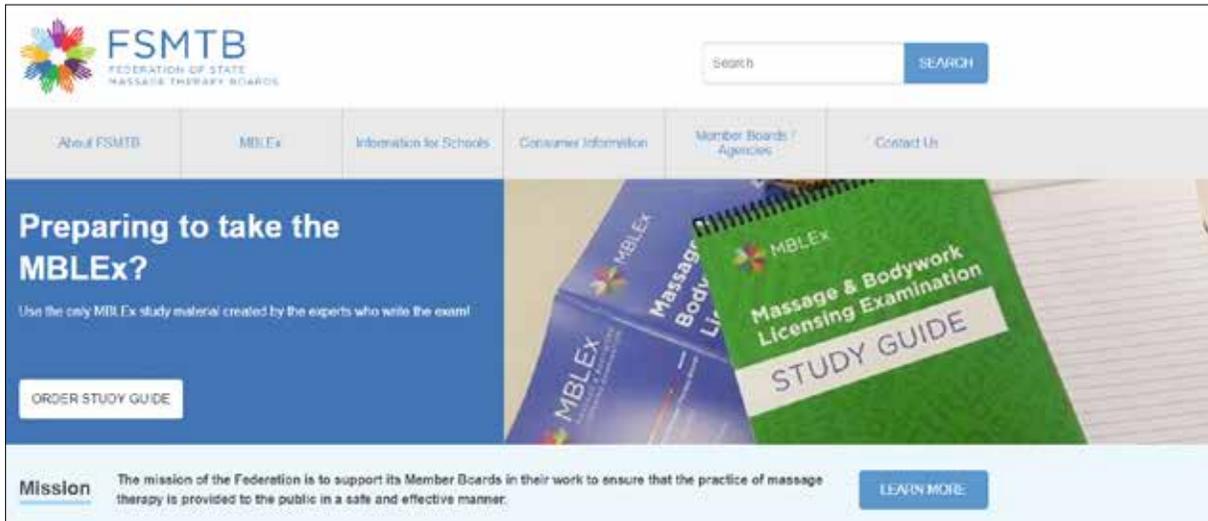


COMMUNICATIONS



WEBSITE

The FSMTB website, fsmtb.org, remains the foremost resource for individuals seeking information about FSMTB and the MBLEx. In a 12-month period, the website hosted approximately 750,000 page views.



SOCIAL MEDIA

FSMTB shares organizational news and regulatory information with the profession via its social media presence. In 2016-2017, FSMTB saw growth in social media viewership.

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)



IN TOUCH

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 Touch with FSMTB

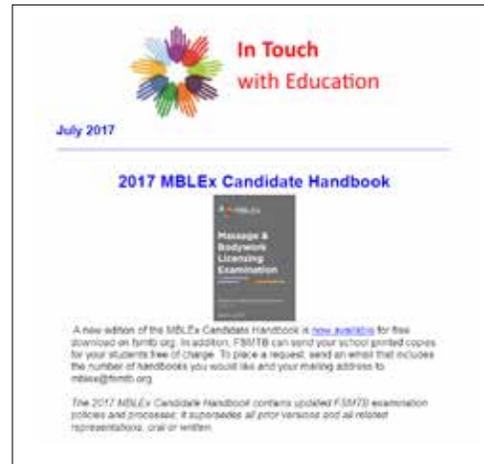
August 2017

Register for the 2017 Annual Meeting



Make sure that your board/agency has a voice and a vote! Register today for the FSMTB Annual Meeting. FSMTB covers expenses for one delegate from each member board/agency, and encourages additional board and staff members to attend.

The FSMTB Nominating Committee is seeking qualified candidates to serve on the Board of Directors. These elections will occur at the annual meeting. For more information, please [click here](#).



In Touch with Education

July 2017

2017 MBLEx Candidate Handbook



A new edition of the MBLEx Candidate Handbook is [now available](#) for free download on [fsmtb.org](#). In addition, FSMTB can send your school printed copies for your students free of charge. To place a request, send an email that includes the number of handbooks you would like and your mailing address to mblex@fsmtb.org.

The 2017 MBLEx Candidate Handbook contains updated F.S.M.T.B. examination policies and processes; it supersedes all prior versions and all related representations, oral or written.

VOLUNTEERS



VOLUNTEERS

OVERVIEW

As a member-driven organization, FSMTB is only as strong as its base of volunteers. Our volunteers work on task forces and committees, and serve in various leadership roles. These individuals provide us with insight, directives and invaluable feedback.

To all FSMTB volunteers: *Thank you!*



2016-2017 FSMTB BOARD OF DIRECTORS

PRESIDENT

ED BOLDEN

Chair, Tennessee Massage Licensure Board
ebolden@fsmtb.org

VICE PRESIDENT

CHARLENE RUSSELL

Mississippi State Board of Massage Therapy
(former)
crussell@fsmtb.org

TREASURER

DAVID COX

Chair, Maryland State Board of Massage
Therapy Examiners
dcox@fsmtb.org

DIRECTOR

KIM ADAMS JOHNSON

Vice-Chair, Nebraska Board of Massage Therapy
kadamsjohnson@fsmtb.org

DIRECTOR

CRAIG KNOWLES

Chair, Georgia Board of Massage Therapy
cknowles@fsmtb.org

DIRECTOR

LINDA LYTER

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

DIRECTOR

TOM RYAN

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

IMMEDIATE PAST PRESIDENT

KAREN ARMSTRONG

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

EXECUTIVE DIRECTOR

DEBRA PERSINGER

dpersinger@fsmtb.org

VOLUNTEER COMMITTEES AND TASK FORCES

ELIGIBILITY

Craig Knowles, Chair, Board Liaison | Georgia
 Board of Massage Therapy

Emmanuel Bistas | Illinois Board of Massage Therapy

Lance Gilliland | Alabama Board of Massage Therapy

Keli Hupka | Nebraska Board of Massage Therapy

Tamara Leach | Montana Board of Massage Therapy

Chantel Scott | State of Ohio Medical Board

JOB TASK ANALYSIS SURVEY

Jose Alberto | Colorado

Rick Boden | Arizona

Ed Bolden | Tennessee

Linda Derrick | Connecticut

Joan Hannant | Illinois

Timothy Reischman | North Carolina

Drew Riffe | Texas

Charlene Russell | Mississippi

Dawn Saunders | New Mexico

Elan Schacter | North Carolina

EXAMINATION DEVELOPMENT

Su Bibik | Michigan

Vickie Branch | New Hampshire

Laurie Craig | Georgia

Jimmy Gialelis | Arizona

Jacque Hungerford | Texas

Maria Leonard | Minnesota

Jeff Mahadeen | New Hampshire

Charlotte Phillips | Vermont

Jill Sanders | Oregon

Elan Schacter | North Carolina

Cherie Sohnen-Moe | Arizona

Tracy Sullivan | Connecticut

Laura Williams | Washington

EXAMINATION

Charlene Russell, Board Liaison | Mississippi State
 Board of Massage Therapy (*former*)

Emmanuel Bistas, Chair | Illinois Board of
 Massage Therapy

Holly Foster | North Carolina Board of Massage and
 Bodywork Therapy

Gwenda Harrison | Maryland State Board of Massage
 Therapy Examiners

Nicole Lennox | Michigan Board of Massage Therapy

Dawn Saunders | New Mexico Massage Therapy Board

FEDERATION AUTHENTIC INFORMATION REVIEW (FAIR)

Tom Ryan, Board Liaison | Wisconsin Massage Therapy
 and Bodywork Therapy Affiliated Credentialing Board

Anthony Jusevitch, Chair | Florida Department of Health

Latasha Austin | Virginia Board of Nursing

Shawna 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

Kris Waidely | Washington State Board of Massage

VOLUNTEER COMMITTEES AND TASK FORCES

FINANCE

David Cox, Board Treasurer | 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

Keith Warren | Alabama Board of Massage Therapy

HUMAN TRAFFICKING

Kim Adams Johnson, Board Liaison | Nebraska Board of Massage Therapy

Tom Ryan, Chair | Wisconsin Massage Therapy and Bodywork Therapy Affiliated Credentialing Board

Marvis Burke | Tennessee Massage Licensure Board

Kimberly Hodge | Tennessee Massage Licensure Board

Dawn Hogue | Virginia Board of Nursing

Dianne Layden | North Carolina Board of Massage and Bodywork Therapy

Barbara Lis | Indiana State Board of Massage Therapy

Lydia Nixon | Florida Board of Massage Therapy

Stephany Powell | California Massage Therapy Council

LICENSE RENEWAL

Karen Armstrong, Board Liaison | Michigan Board of Massage Therapy (*former*)

Kim Adams Johnson, Board Liaison | Nebraska Board of Massage Therapy

Micheal Black | Utah Board of Massage Therapy

Victoria Drago | Florida Board of Massage Therapy

Earle Duskey | Arizona State Board of Massage Therapy

Karen Fink | State of Ohio Medical Board

Jeff Forman | California Massage Therapy Council

Joe Frazer | New Hampshire Advisory Board of Massage Therapists

Becca Lesik, Chair | Pennsylvania State Board of Massage Therapy

Denise Logsdon | Kentucky Board of Licensure for Massage Therapy

Wendy McGinley | North Dakota State Board of Massage

Jan Shaw | South Carolina Board of Massage Bodywork Therapy

NOMINATING

Denise Logsdon, Chair | Kentucky Board of Licensure for Massage Therapy

Gwenda Harrison | Maryland State Board of Massage Therapy Examiners

Jamie Smith-Corey | Pennsylvania State Board of Massage Therapy

POLICY

Linda Lyter, Board Liaison | West Virginia Massage Therapy Licensure Board

Jamie Smith-Corey, Chair | Pennsylvania State Board of Massage Therapy

Paul Andrews | Massachusetts Board of Registration of Massage Therapy

Mark Dixon | California Massage Therapy Council

Beth Miazga | Michigan Board of Massage Therapy





FSMTB

FEDERATION OF STATE
MASSAGE THERAPY BOARDS

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