



FSMTB

FEDERATION OF STATE
MASSAGE THERAPY BOARDS

ANNUAL REPORT

October 2013

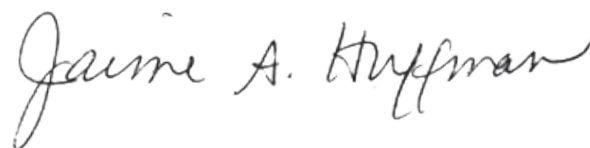
MESSAGE FROM THE PRESIDENT

This has been an exciting year for the Federation, and I am proud to report that we are nearing completion of some big goals. On behalf of the Board of Directors and the Member Boards and agencies, I am pleased to provide you with this report on the status of the Federation organizationally and on our major initiatives.

Many people have helped to make this an exceptional year, and special thanks go to the Staff, the Board of Directors, and the many volunteers who have so generously given their time and expertise. I can't emphasize enough how important their contributions and teamwork are to the success of FSMTB. If you haven't yet had an opportunity to volunteer, please consider it. We are happy to hear your ideas and explore ways you might share your talents and energy.

Thank you for your ongoing interest in the continued growth of the Federation and the important role we play in supporting public protection.

Healthy regards,



Jaime Huffman
President
Federation of State Massage Therapy Boards





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

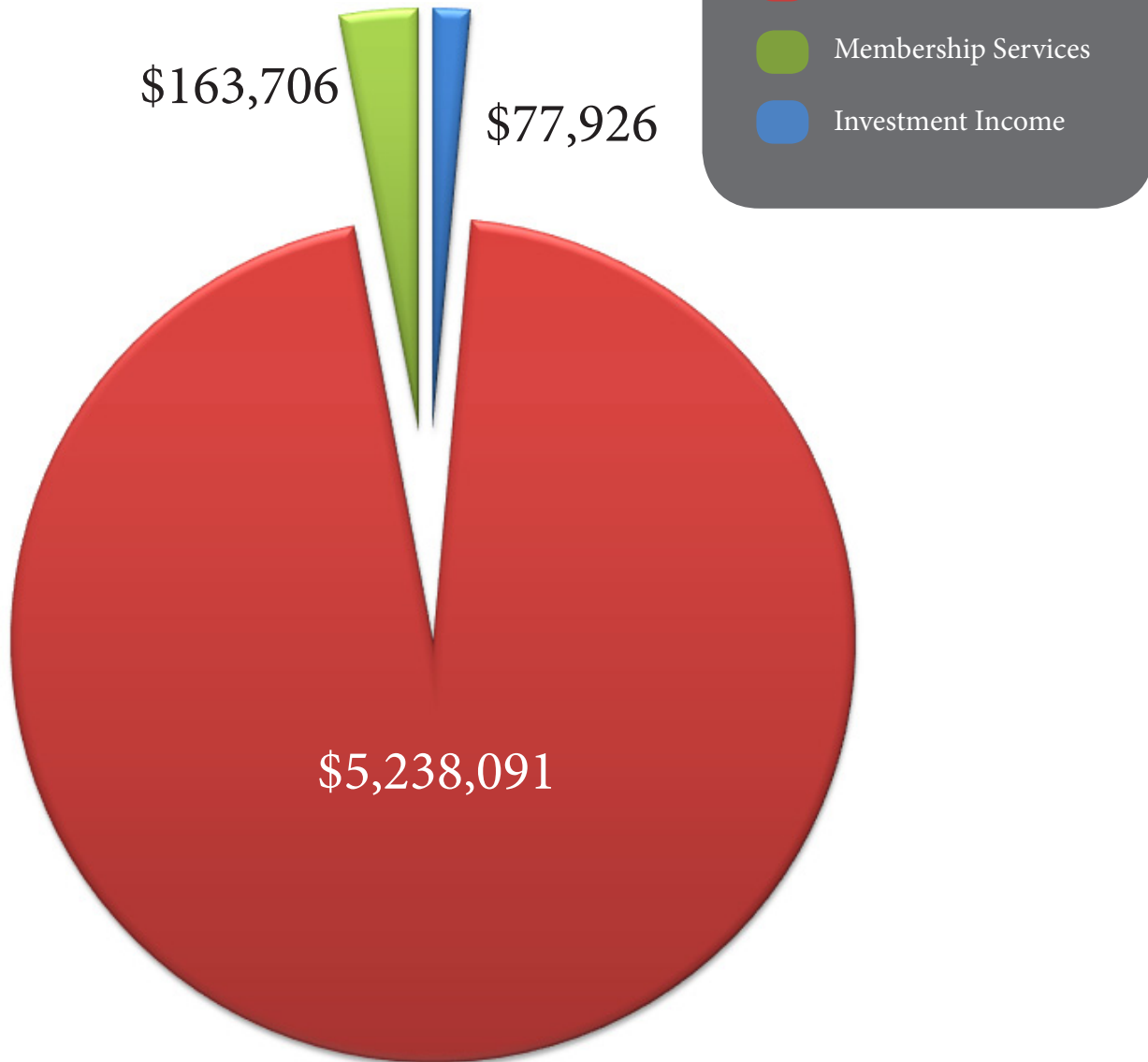
The FSMTB is a fully autonomous, non-profit organization. It operates under Section 501(c)(3) of the Internal Revenue Code. All revenue collected by the organization is used to enhance FSMTB programs; improve the quality of its examinations and services; and provide support to its Members in fulfilling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

FINANCE REPORT FOR FISCAL YEAR

JULY 1, 2012 – JUNE 30, 2013

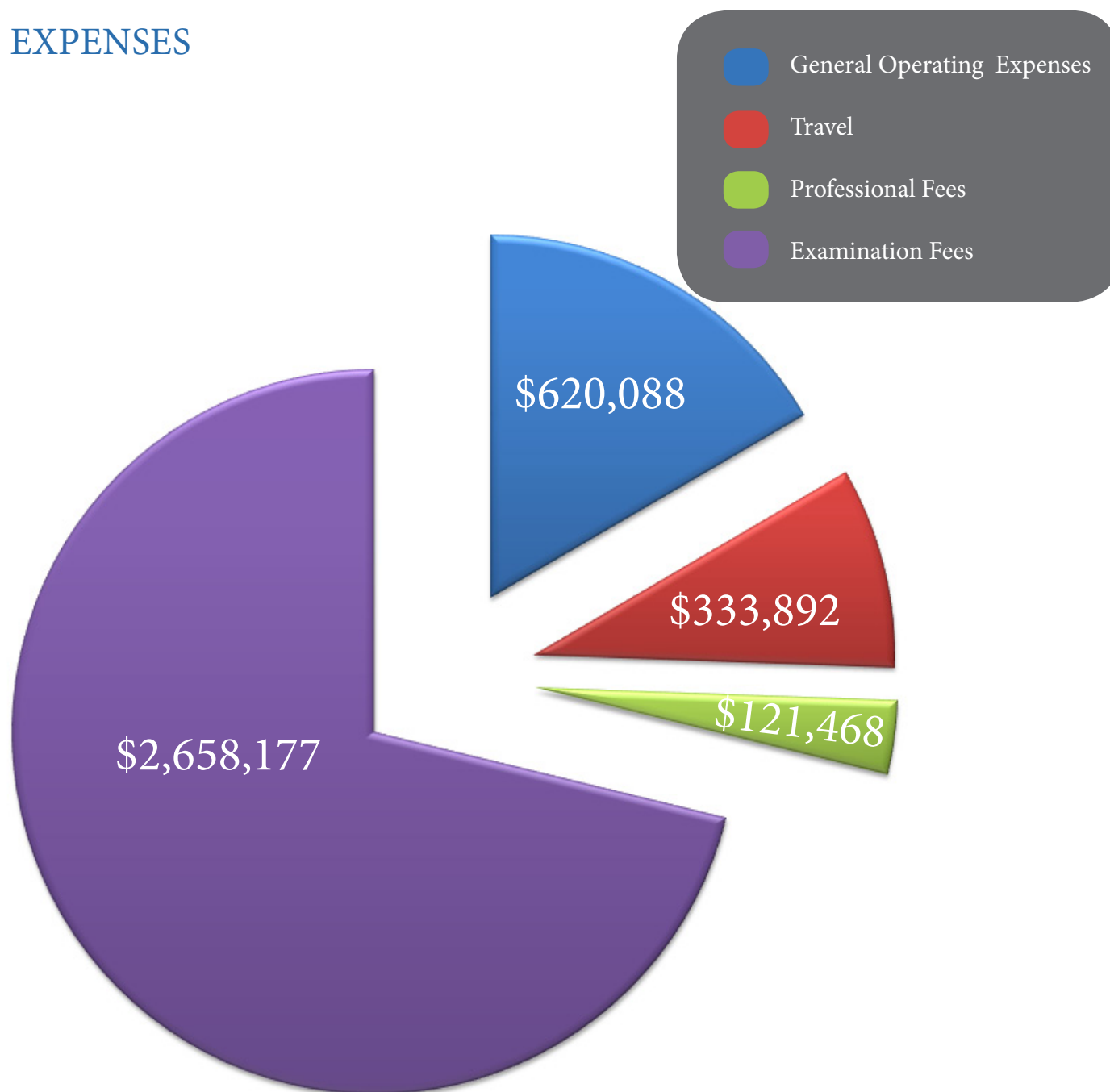


INCOME





EXPENSES



PROGRAMS AND SERVICES





JOB TASK ANALYSIS

The Federation of State Massage Therapy Boards develops and administers the Massage and Bodywork Licensing Examination (MBLE^x), 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 practice. A JTA is a formal process for determining or verifying what people do, under what working conditions, what they must know and the skills they must have. The analysis can be applied to a set of duties, a group of tasks, a job, a role or a profession, but most people refer to the process as a Job Task Analysis.

Part of the role of the FSMTB is to develop an examination that is appropriate for use in any US jurisdiction and ensure that national standards for entry-level safe practice be scientifically established with the test development process 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 single set of credentialing standards that can apply to all practitioners.

A JTA consists of identifying and defining the components of that occupation or profession that distinguishes it from other occupations or 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 the job or profession. This additional step results in a practice analysis which is required for the development and maintenance of licensure testing programs.

The first step in any comprehensive test development effort is the completion of a formal and thorough JTA. The results from the JTA define the domain of relevant knowledge, skills, and abilities needed for competent entry-level practice and form the backbone of the test blueprint. Thus, in a very real and direct sense, the test content itself is defined by the results of the JTA.

A combination of both qualitative and quantitative approaches were used to gather this information for the Federation of State Massage Therapy Boards national licensure examination. For the purpose of the JTA survey, a massage/bodywork/somatic therapist/practitioner is defined as an expert who uses massage, bodywork or somatic practices to promote, maintain or restore health and wellness.

This snapshot of the profession is used to develop a fair and appropriate national licensure examination to ensure the entry level Massage Therapist is competent to practice safely and effectively.

In addition to licensed and certified Massage Therapists, the Subject Matter Expert pool is comprised of Asian Bodywork Therapists, Structural Integrators, Energetic Practitioners, Reflexologists, Chiropractors, Naturopaths, Physical Therapists, Registered Nurses, State Regulators, Educators, Psychometricians and Test Development experts.

In all, twenty-two content experts and five testing specialists contributed to the review of the Federation of State Massage Therapy Boards 2012 Job Task Analysis Survey.

The survey was deployed online from June 22, 2012 until August 7, 2012. FSMTB sent invitations to participate in the JTA survey to approximately 50,000 individuals who had taken the MBLEx. In

addition, invitations were sent to all regulatory boards and agencies to distribute to their licensees. Two Membership organizations, Associated Bodywork and Massage Professionals (ABMP) and American Massage Therapy Association (AMTA), also sent e-mails to their Members with a link to the survey.

Massage/Bodywork/Somatic Therapists answered how frequently they personally perform various tasks. Each task was also given a rating of importance specific to the Entry-Level Massage 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 effective manner.



TABLE 1

Correlations: Type of Practitioner

Type of Practitioner	Importance	Frequency	Knowledge
Massage Therapist Bodywork Therapist	.99	.98	.98
Massage Therapist Somatic Therapist	.93	.90	.93
Bodywork Therapist Somatic Therapist	.94	.91	.95

TABLE 2

Correlations: Type of Practice

Type of Practice	Importance	Frequency	Knowledge
Spa/Relaxation Conventional Medical	.98	.97	.98
Spa/Relaxation Alternative Medical	.99	.98	.98
Conventional Medical Alternative Medical	.99	.98	.98

UNIFIED PROFESSION

The fundamental question for the FSMTB to ask is whether it is fair and appropriate to give a common entry-level licensure examination to those who use massage, bodywork or somatic practices to promote, maintain or restore health and wellness. The answer is an unequivocal “Yes.”

The profession is extremely consistent in its view of the importance and frequency of the various tasks associated with the practice of massage therapy. It did not matter whether respondents considered themselves to be a massage therapist, body worker, or somatic practitioner; were entry level or experienced; had less than five hundred or more than a thousand hours of training; or worked in a spa or medical office; the responses are highly correlated. There is an almost perfect alignment in how frequently they perform tasks, how important they think those tasks are, and the importance of knowledge areas required to perform the job.

The profession is unified in its approach to the basic competencies and is not fractured into subgroups with different perspectives and activities. Thus, it is defensible and practical to develop one examination to ensure that all those who perform these tasks are safe and competent to practice. *This means the data confirmed the previous study and there is no difference between types of practitioner in the practice of massage, bodywork and somatic therapy at entry level. One entry level licensure examination is appropriate and fair for all groups.*

TASK SYNOPSIS

21 of the 25 tasks identified as the most important come from Ethics and Guidelines for Professional Practice. Of the tasks surveyed, the following were identified as the 10 most important and 10 least important tasks.

MOST IMPORTANT

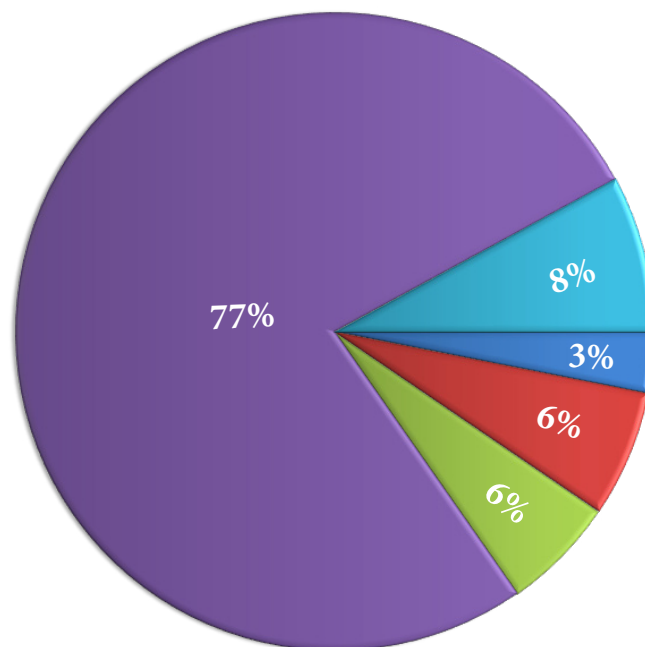
1. Maintain confidentiality
2. Ethical relationships
3. Draping
4. Operating in scope
5. Identify sexual misconduct
6. Sanitation
7. Identify ethical violations
8. Reporting requirements
9. Communicate professional limits
10. Use professional judgment

LEAST IMPORTANT

94. Apply hot/cold
95. Digestive
96. Endocrine
97. Identify industry trends
98. Communicate benefits of energetic techniques
99. Energetic techniques
100. Detox techniques
101. Urinary
102. Reproductive
103. Use tools

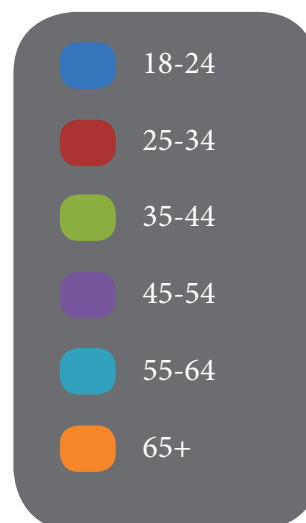
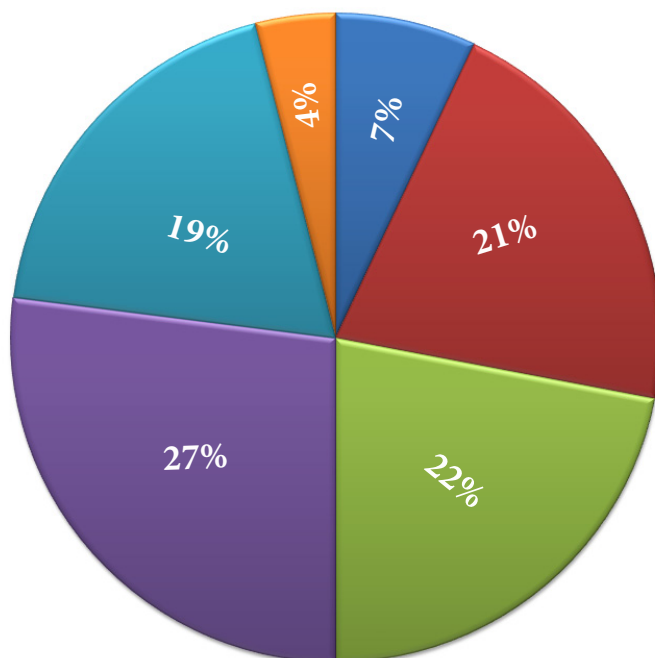
RESPONDENT PROFILE

RACE



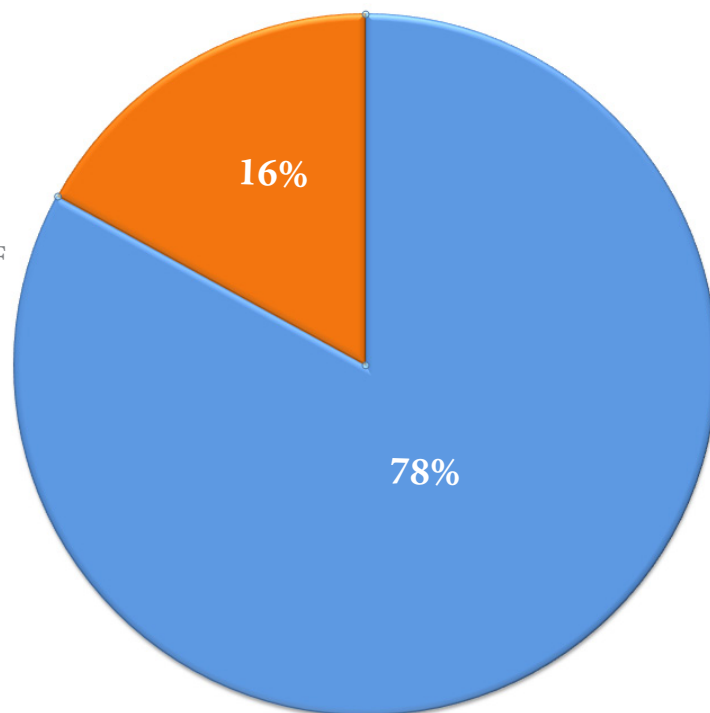
RESPONDENT PROFILE

AGE



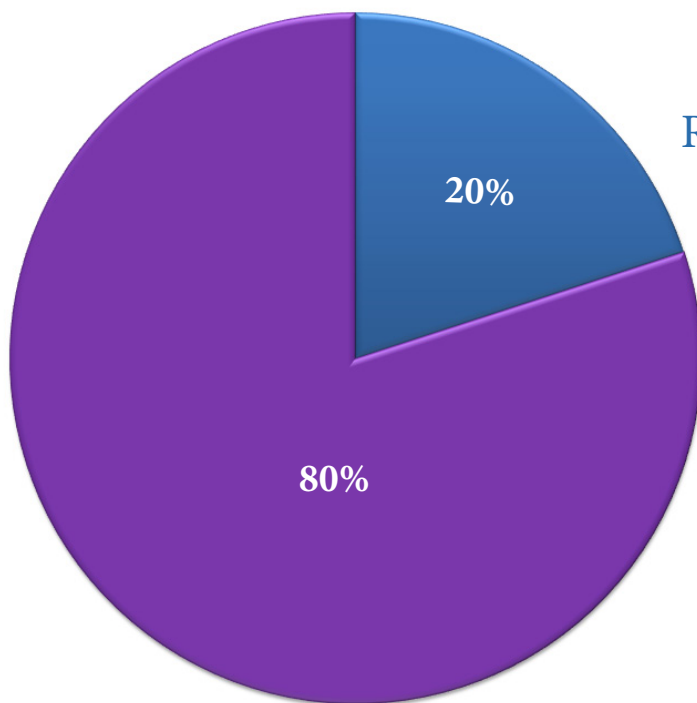
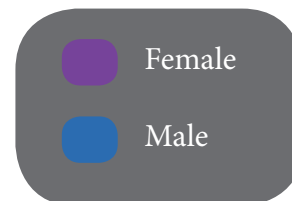
RESPONDENT PROFILE

PERSONAL CHARACTERISTICS -
TYPE OF PRACTITIONER I CONSIDER MYSELF



RESPONDENT PROFILE

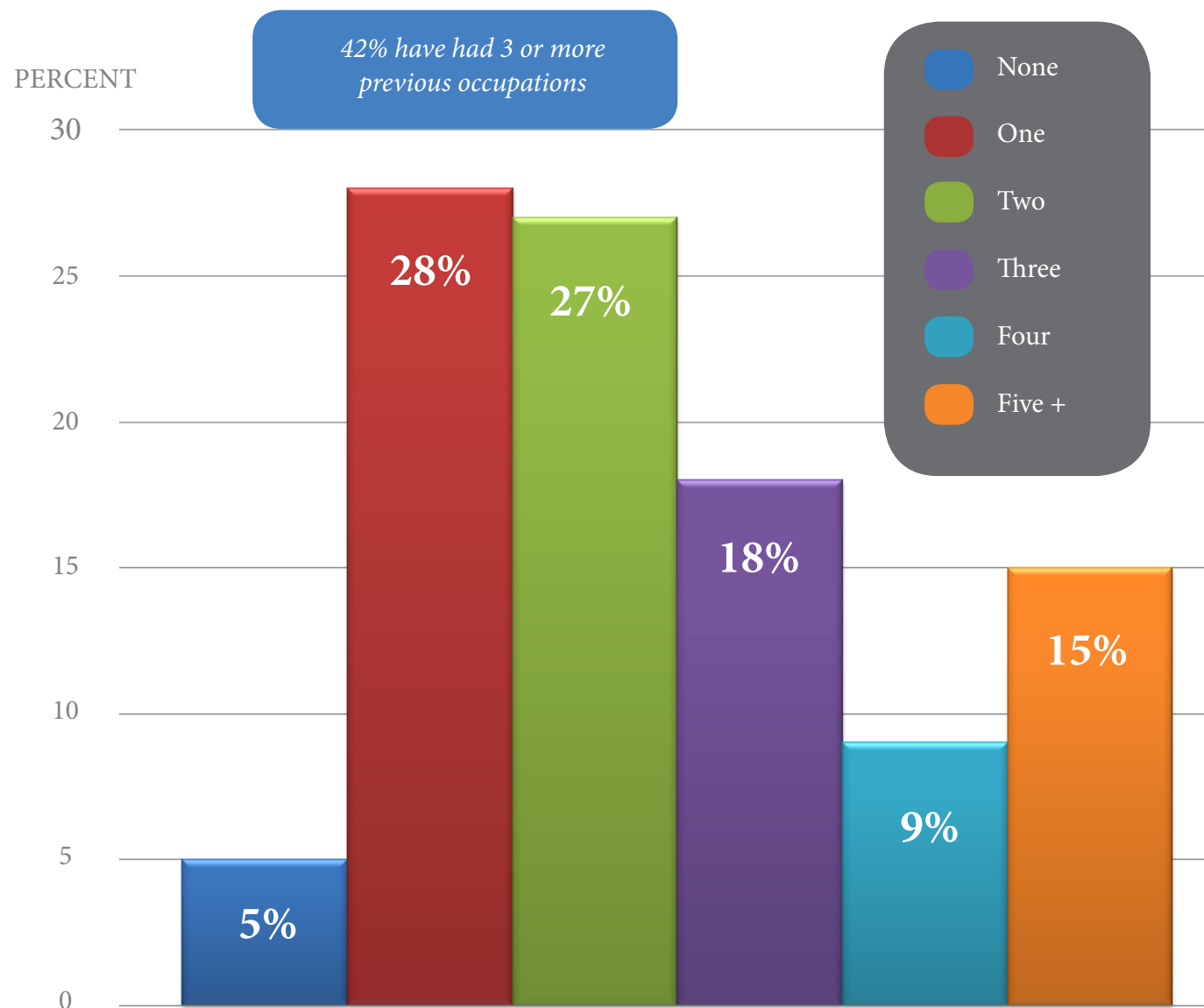
GENDER



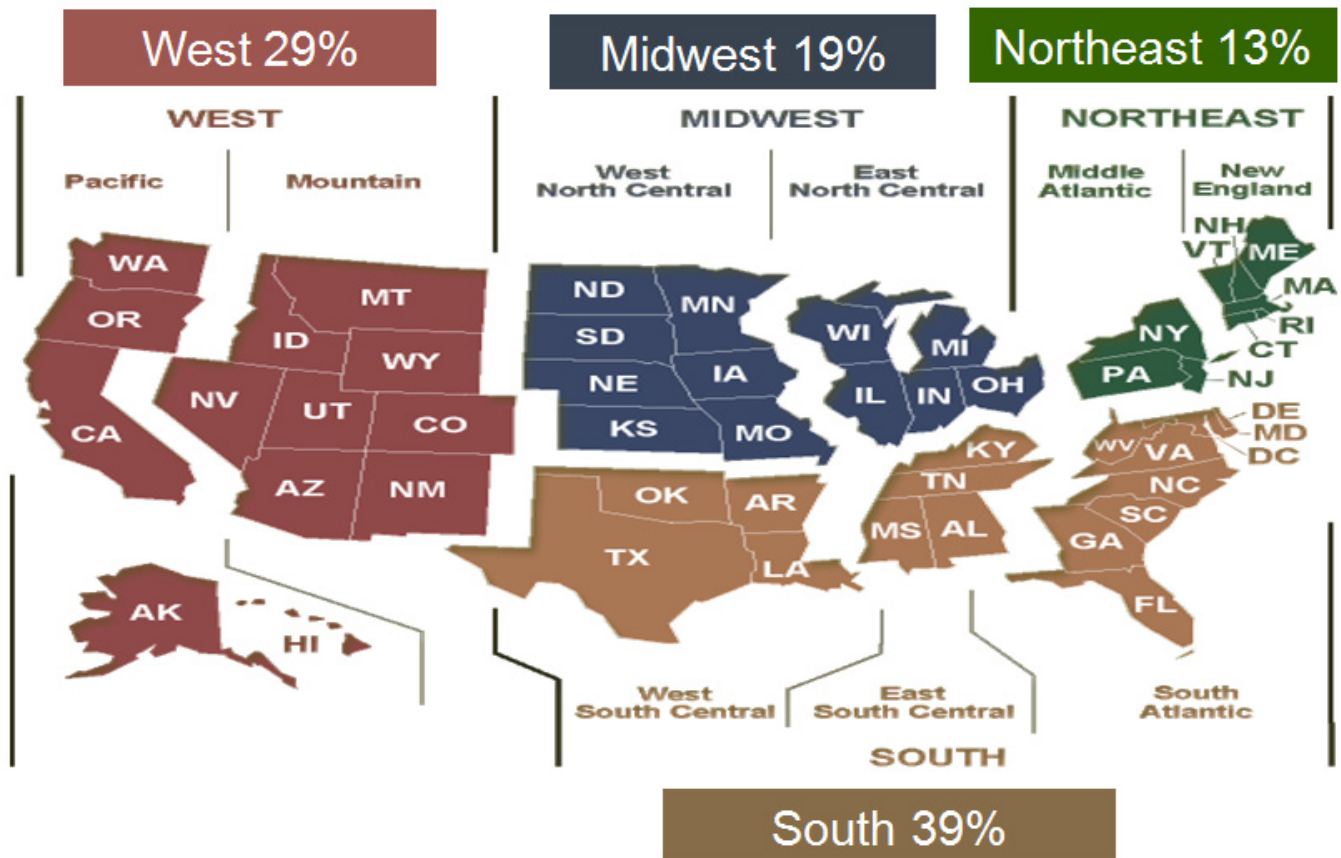


RESPONDENT PROFILE: EXPERIENCE

NUMBER OF PREVIOUS OCCUPATIONS

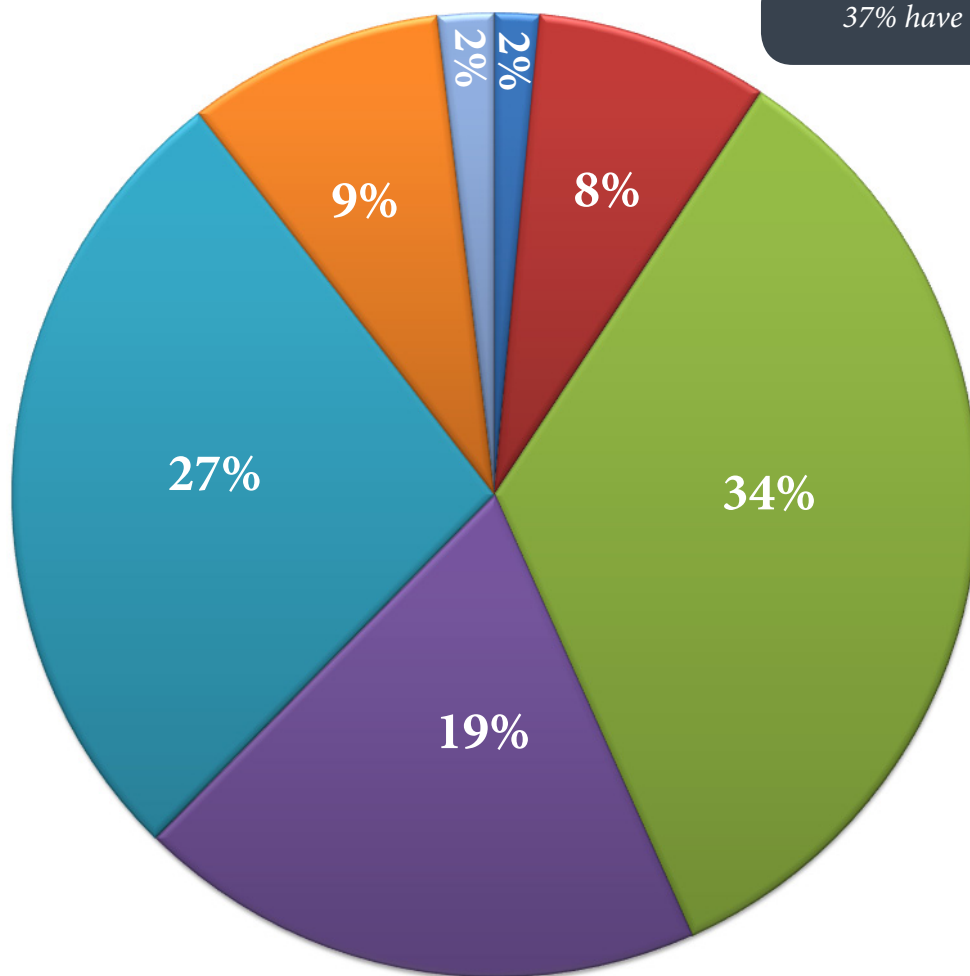


RESPONDENT PROFILE: PRIMARY PRACTICE BY REGION





RESPONDENT PROFILE: EDUCATION



90% have at least some college

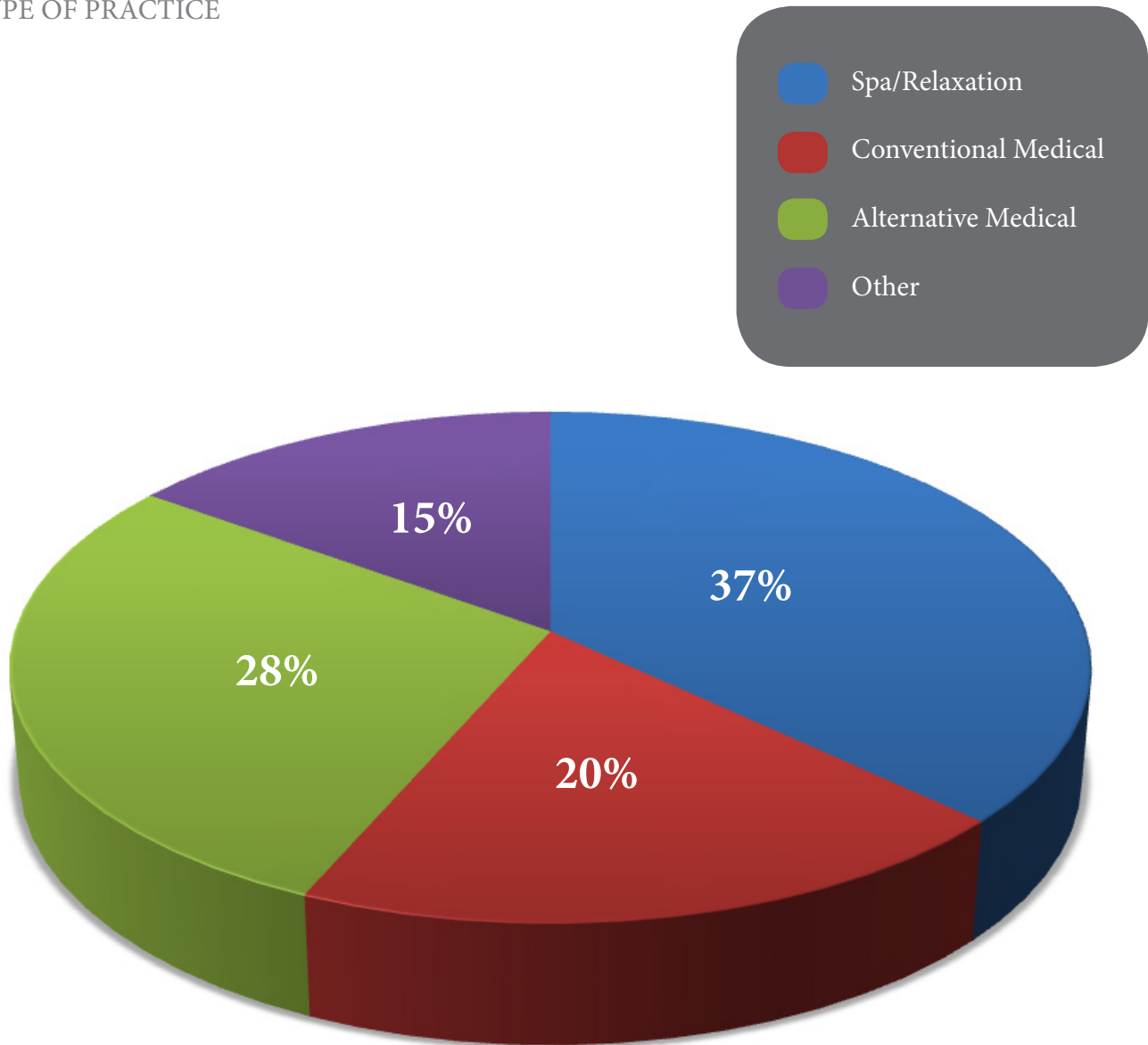
37% have at least a Bachelor's Degree

- GED
- High School
- Some College
- Associates Degree
- Bachelor's Degree
- Master's Degree
- Doctorate

Initial Massage Education - 86% Certificate/Diploma Program

PRACTICE/MODALITIES PROFILE

TYPE OF PRACTICE

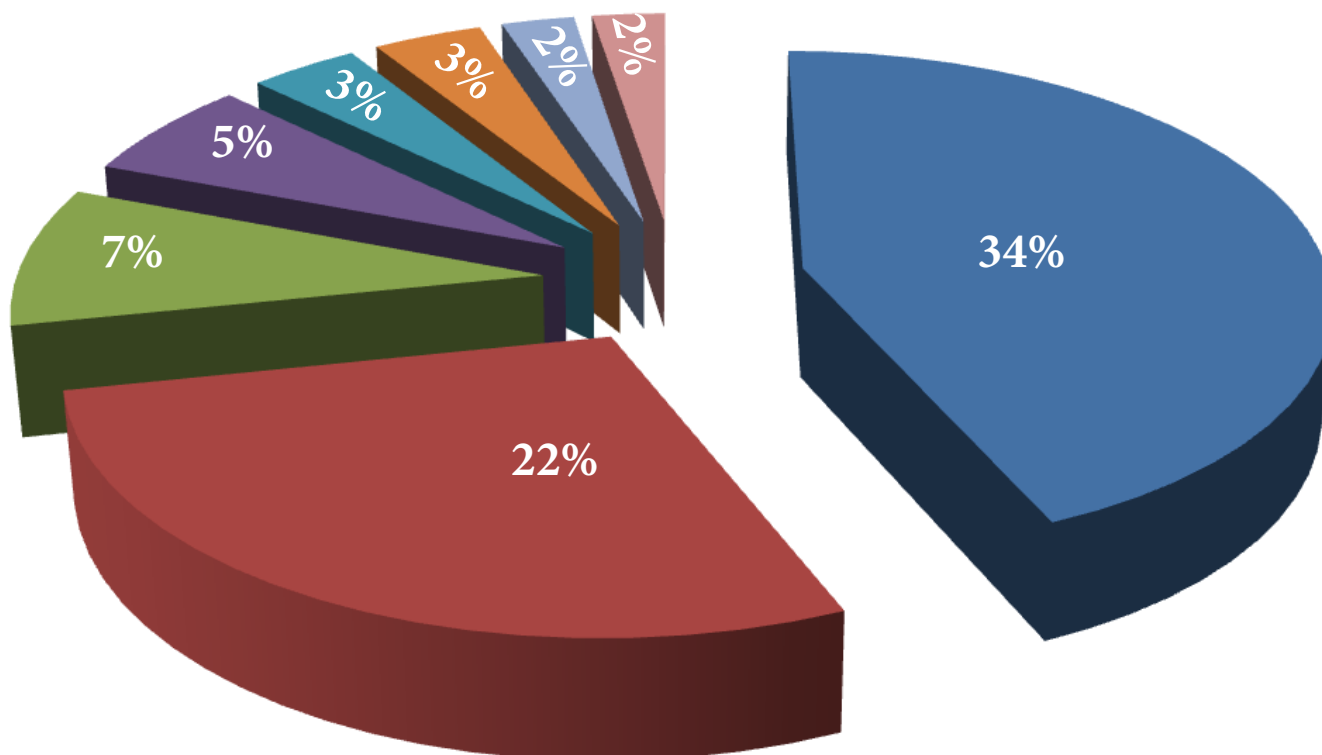




PRACTICE/MODALITIES PROFILE

PRIMARY MODALITY USED

- Swedish Massage
- Deep Tissue
- Clinical/Medical
- Neuromuscular Therapy
- Trigger Point Therapy
- Therapeutic Touch
- Myofascial Release
- Myofascial



PRACTICE/MODALITIES PROFILE

SPECIAL POPULATIONS: RESPONDENTS PICKED ALL THAT APPLIED

TOP 5

Pain	71%
Pregnancy	54%
Geriatric	47%
Athletic	45%
Chronic Illness	30%

Obesity	25%
Trauma	22%
Physically Challenged	22%
Spine	20%
Oncology	17%
Surgical	11%
Mental Health	10%

Pediatric	9%
Abuse	9%
Hospice	9%
Infant	8%
Hospital	6%
Other	8%



PRACTICE/MODALITIES PROFILE

WORK SETTING

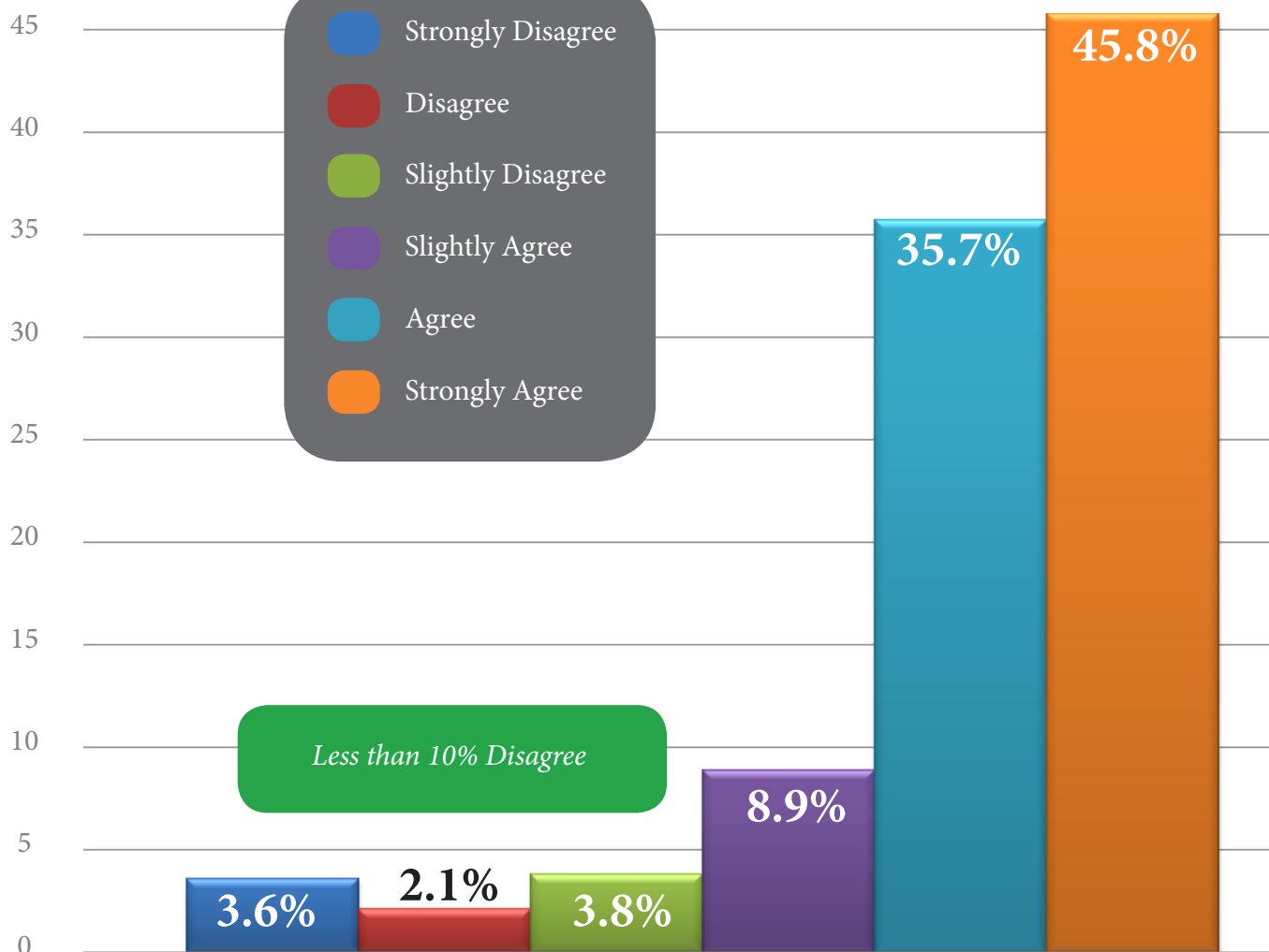
50% WORK IN TOP 3 CATEGORIES

Private Office	23%
Spa	14%
Home	13%
Chiropractic	9%
On-Site/Out-Call	8%
Other	8%
Franchise	8%
Clinic	6%
School	4%
Salon	4%
Fitness Facility	2%
Hospital	<1%
Athletic/Team	<1%

MASSAGE EDUCATION PROFILE

MY SCHOOL/EDUCATION PREPARED ME TO PRACTICE

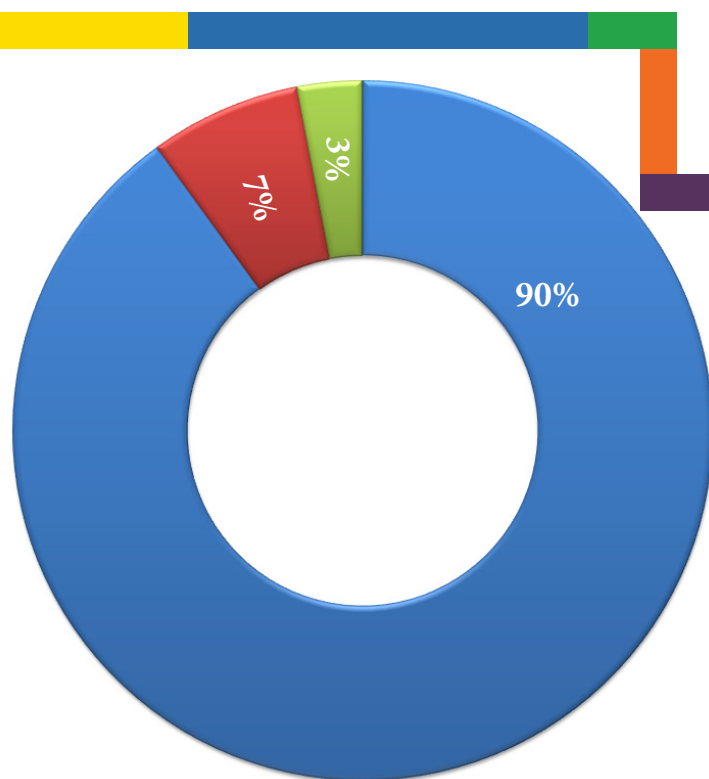
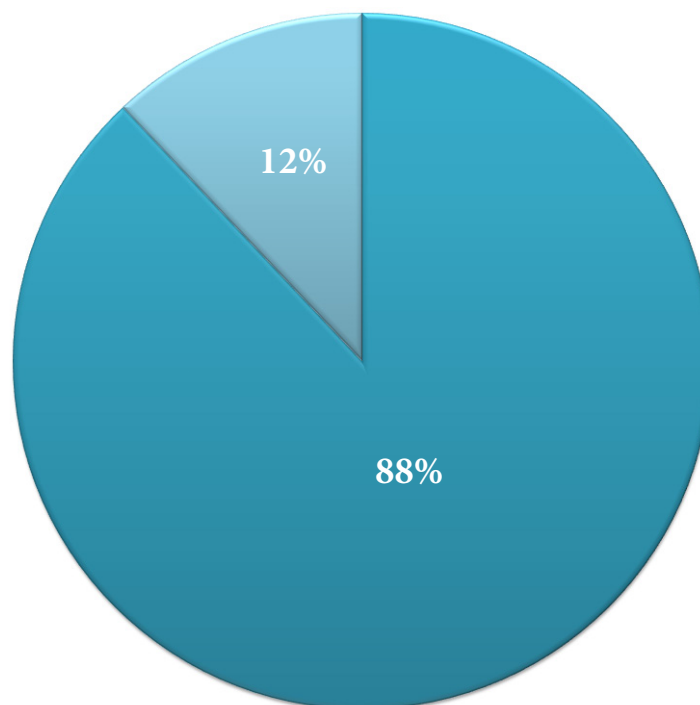
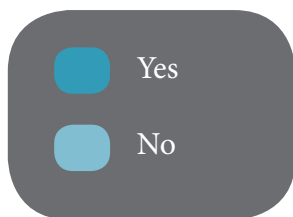
PERCENT





MASSAGE EDUCATION: OPINION SURVEY

LICENSING SHOULD BE REQUIRED ACROSS THE NATION



MASSAGE EDUCATION: OPINION SURVEY

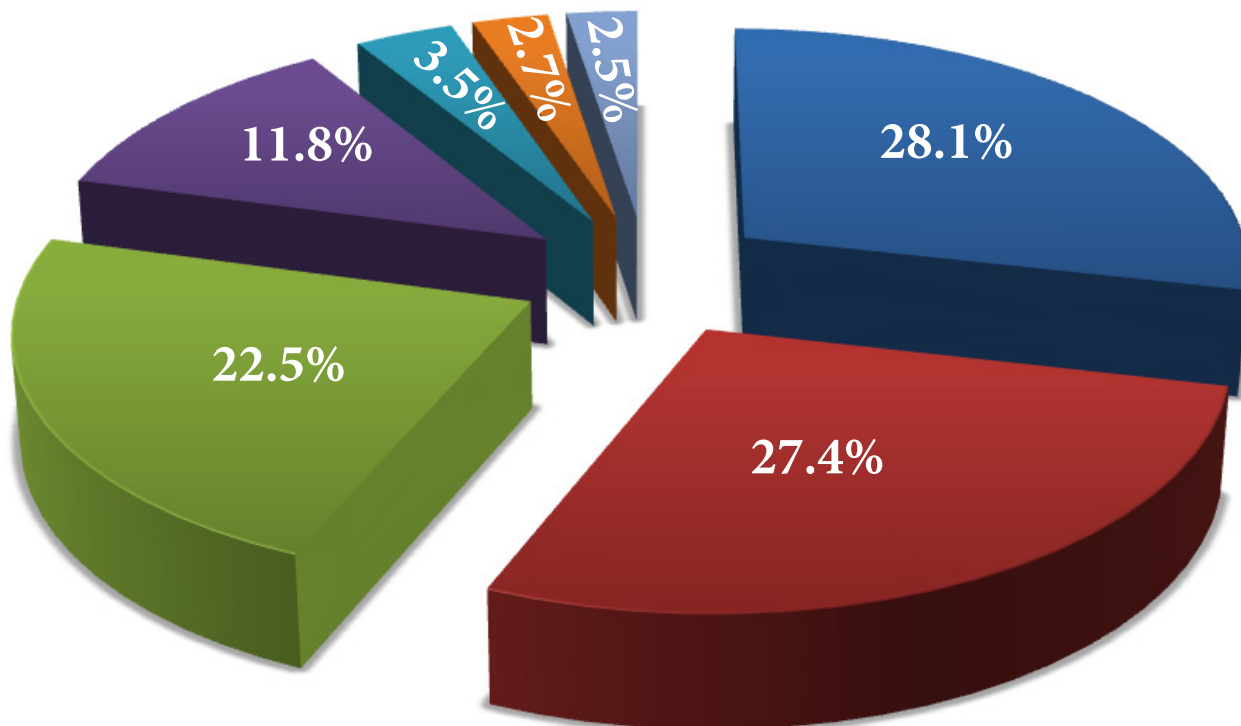
EDUCATION SHOULD BE MEASURED IN



EMPLOYMENT PROFILE

EMPLOYMENT CLASSIFICATION
(OVER HALF WORK FOR THEMSELVES)

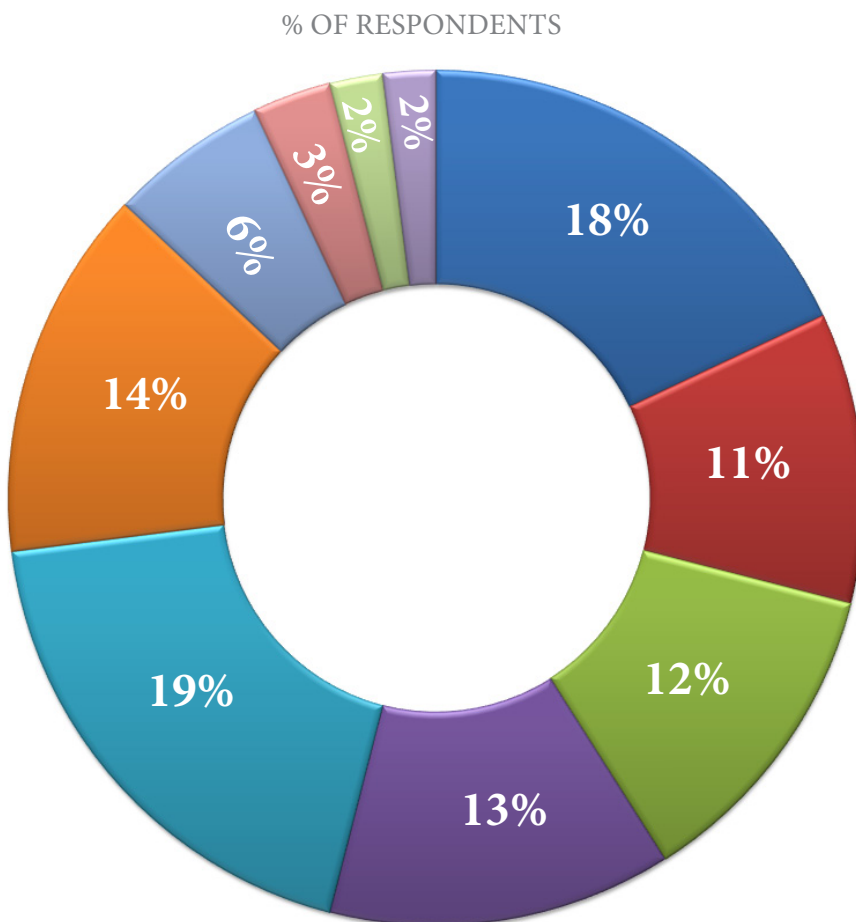
-  Sole Practitioner
-  Independent Contractor
-  Employee
-  Manager/Owner: Practitioner
-  Educator: Practitioner
-  Other
-  Student





EMPLOYMENT PROFILE

ANNUAL INCOME FROM MASSAGE



- < \$5,000
- \$5,000 – 9,999
- \$10,000 – 14,999
- \$15,000 – 19,999
- \$20,000 – 29,999
- \$30,000 – 39,000
- \$40,000 – 49,000
- \$50,000 – 59,999
- \$60,000 – 69,999
- \$70,000+

Is massage the
primary source of income
in your household?
61% = No

Does your massage
practice income provide
a livable wage for you and
your family?
61% = No

MBLEx TEST PLAN



MBLE_x TEST PLAN

To comprise the test, Subject Matter Experts use the information from the Job Task Analysis (JTA) survey to determine appropriate percentages for each of the topic areas, thus ensuring the examination is an accurate reflection of practice. This snapshot of the profession is used in the development of a fair and appropriate national examination to ensure the entry level Massage Therapist is competent to practice safely and effectively.

EFFECTIVE JULY 1, 2014, THE MBLE_x WILL REFLECT CHANGES IN WEIGHTING OF THE FOLLOWING CONTENT CATEGORIES:

- Anatomy & Physiology – 12% (reduced from 14%)
 - Benefits and Physiological Effects of Techniques that Manipulate Soft tissue – 14% (reduced from 17%)
 - Ethics, Boundaries, Laws, Regulations – 15% (increased from 13%)
 - Guidelines for Professional Practice – 13% (increased from 10%)
- All other content categories will remain unchanged.

THE FOLLOWING CHANGES WILL BE MADE TO THE MBLE_x CONTENT LANGUAGE AND CATEGORIES:

ANATOMY & PHYSIOLOGY

- C. Healthcare related and medical terminology will be relocated to - GUIDELINES FOR PROFESSIONAL PRACTICE and revised to reflect, H. Healthcare and business terminology

PATHOLOGY, CONTRAINDICATIONS, AREAS OF CAUTION, SPECIAL POPULATIONS

- A. Common pathologies will be revised to reflect Overview of pathologies

MBLE_x

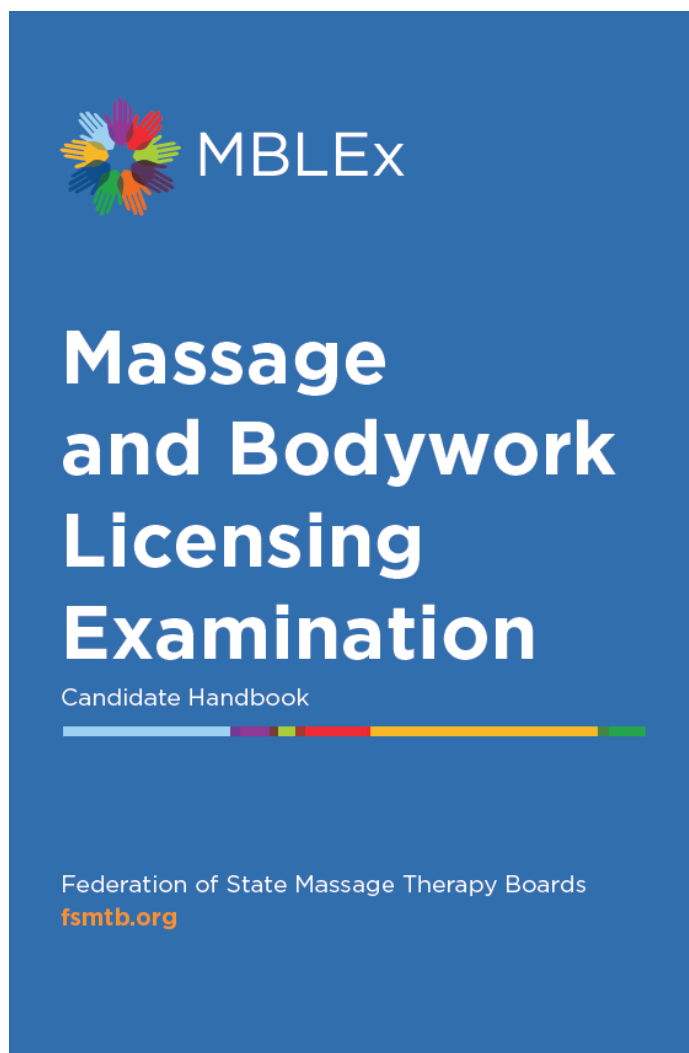
CANDIDATE HANDBOOK





MBLEx CANDIDATE HANDBOOK

A revised edition of the Candidate Handbook was published in September 2013. Over 10,000 handbooks are mailed annually to candidates and schools. An online version is also available for downloading at no cost.

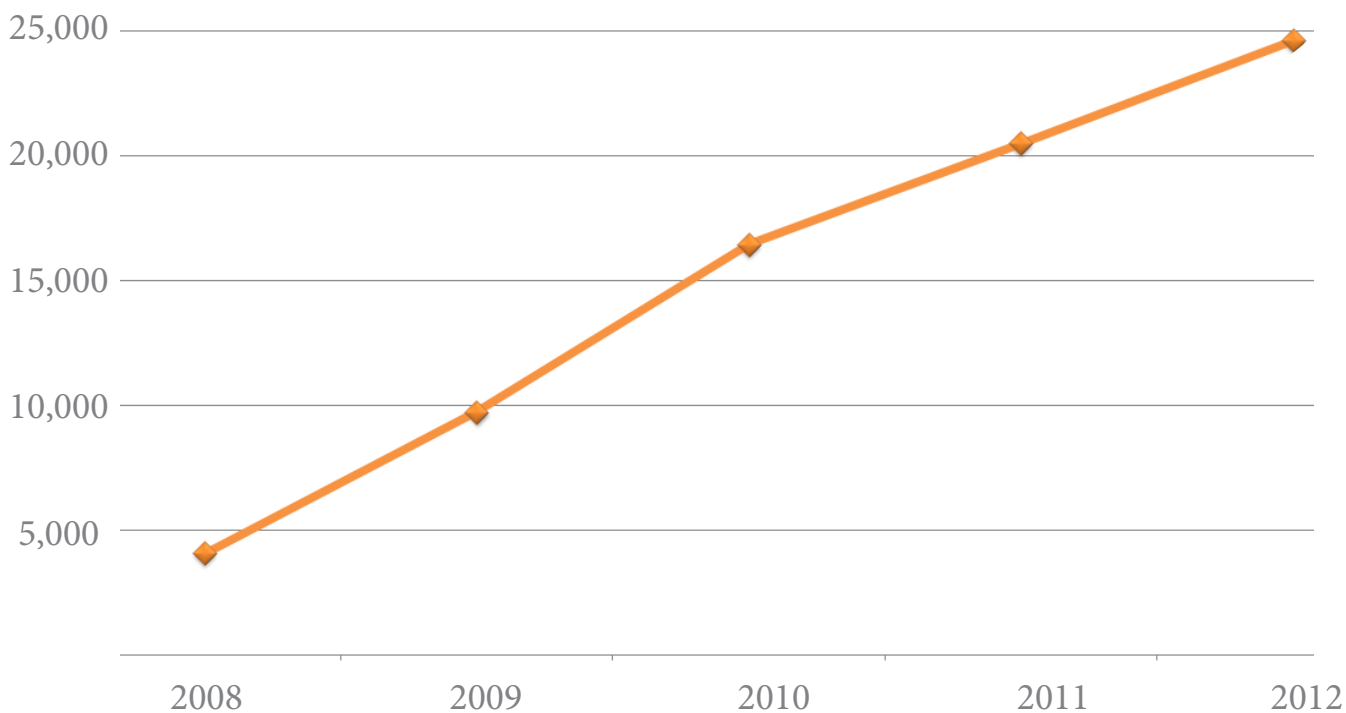


2008 - 2012 MBLEx DATA

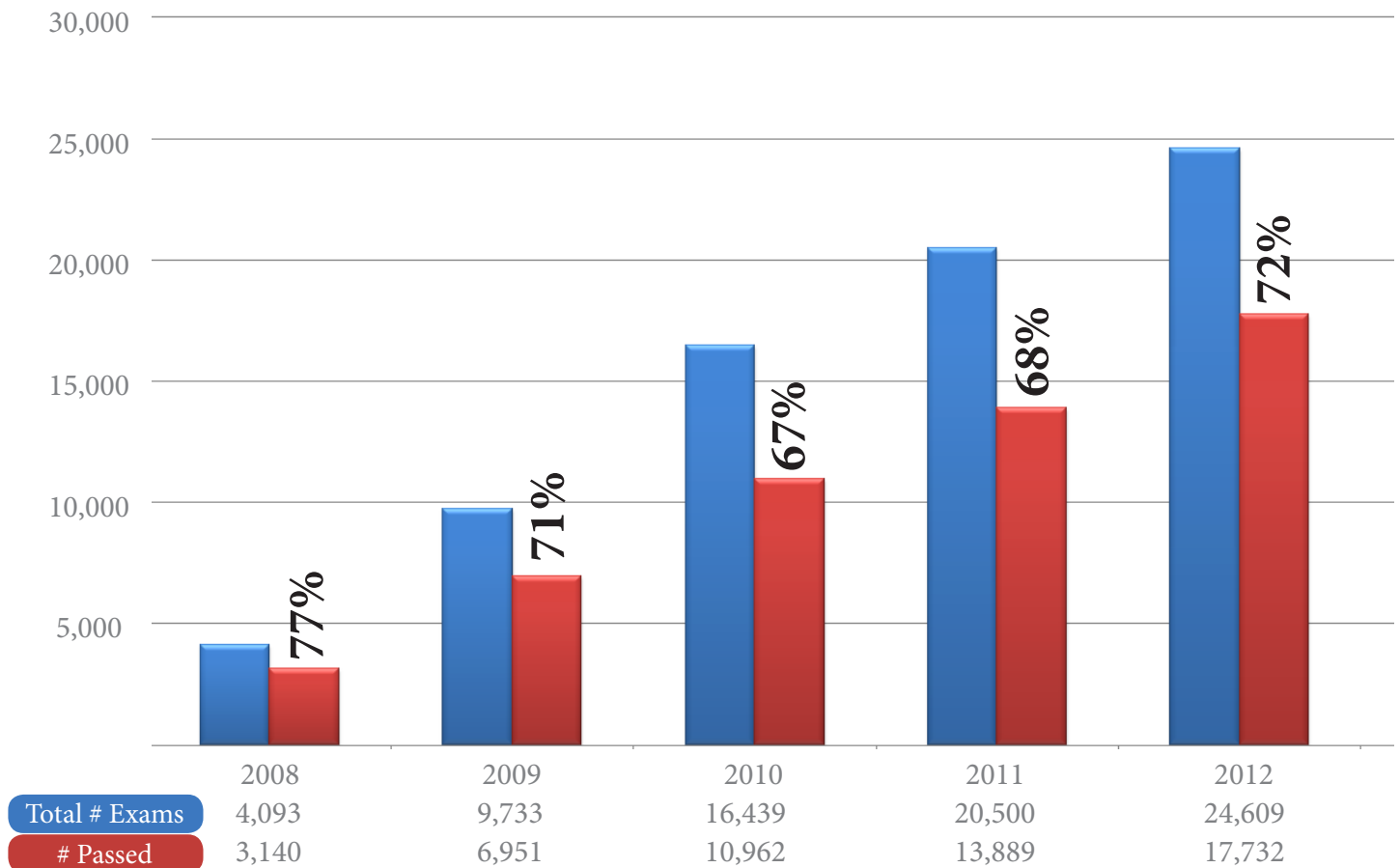


2008 - 2012 NUMBER OF EXAMS GIVEN

The graph below represents the number of MBLEx administrations given during a calendar year. This clearly shows the tremendous year over year growth in the number of exams given from 2008 to 2012.



2008 - 2012 MBLEx PASS RATES



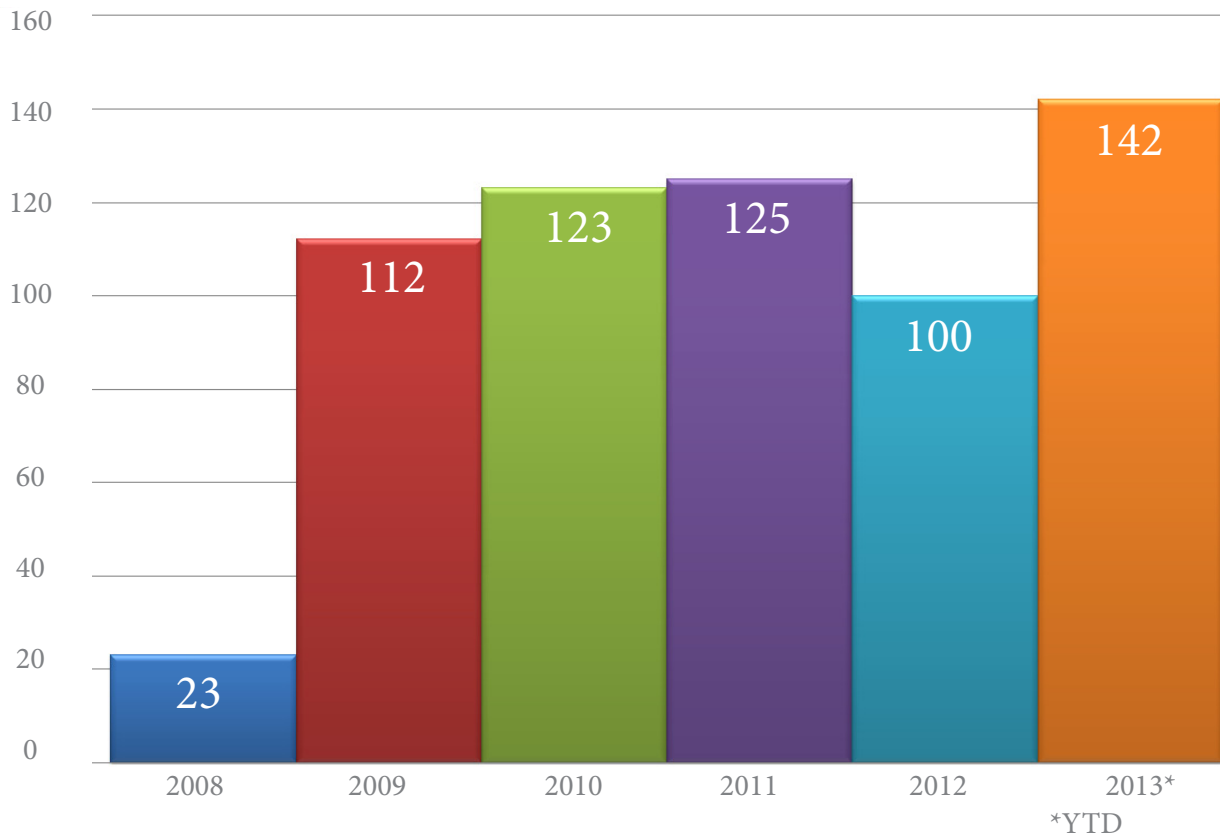
SPECIAL ACCOMMODATIONS



AMERICANS WITH DISABILITIES ACT (ADA)

The FSMTB 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 (MBLE_x) if the request is reasonable and properly documented and does not fundamentally alter the examination or jeopardize exam security. Submission of an accommodations request does not guarantee that testing accommodations will be made. The FSMTB reviews requests and professional recommendations to determine whether the accommodation is reasonable and appropriate to the testing environment or whether it would fundamentally alter the nature of the examination. The following graphs show the number of ADA requests per year, and the types of ADA requests that we have received.

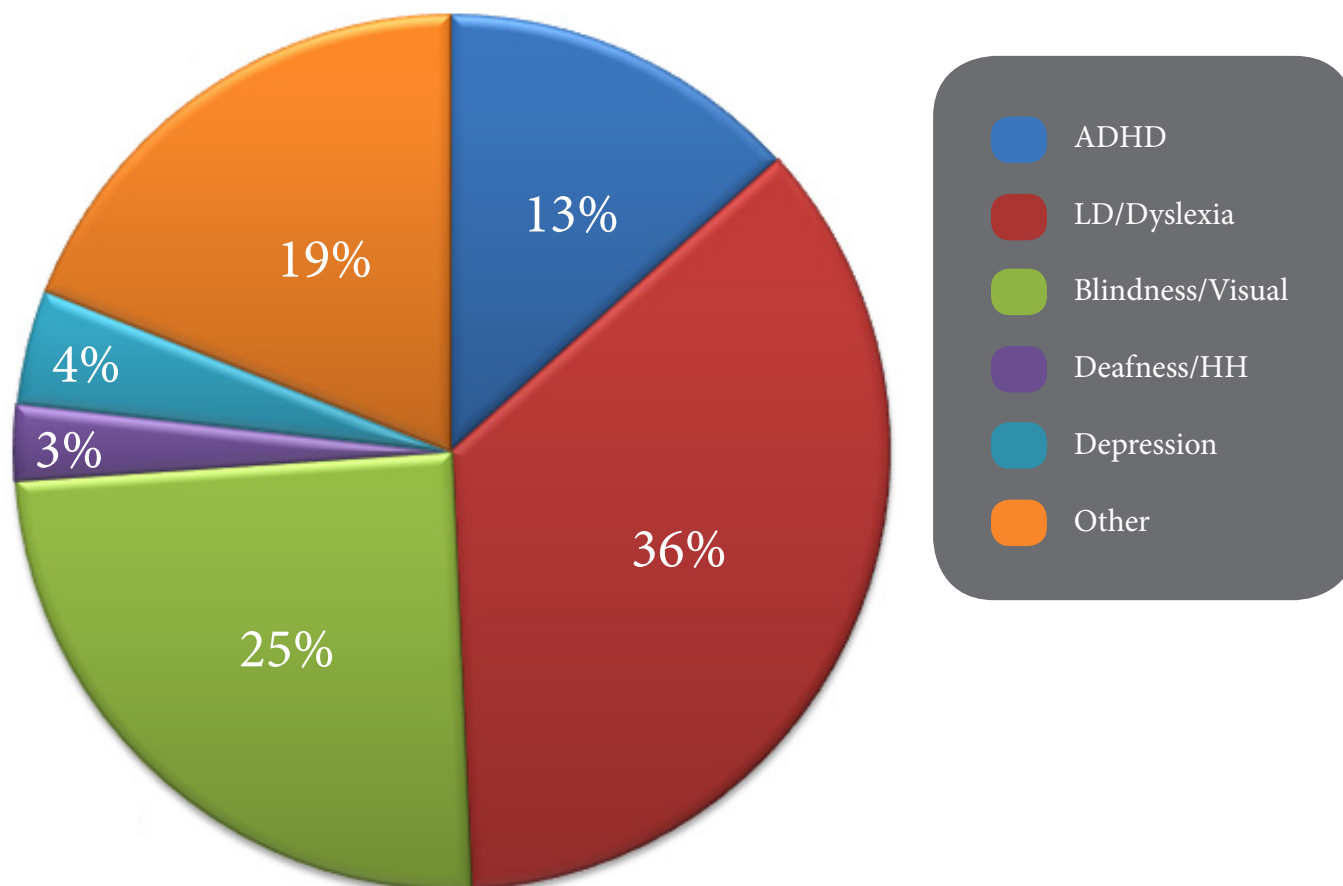
NUMBER OF MBLE_x ADA ACCOMMODATIONS APPROVED





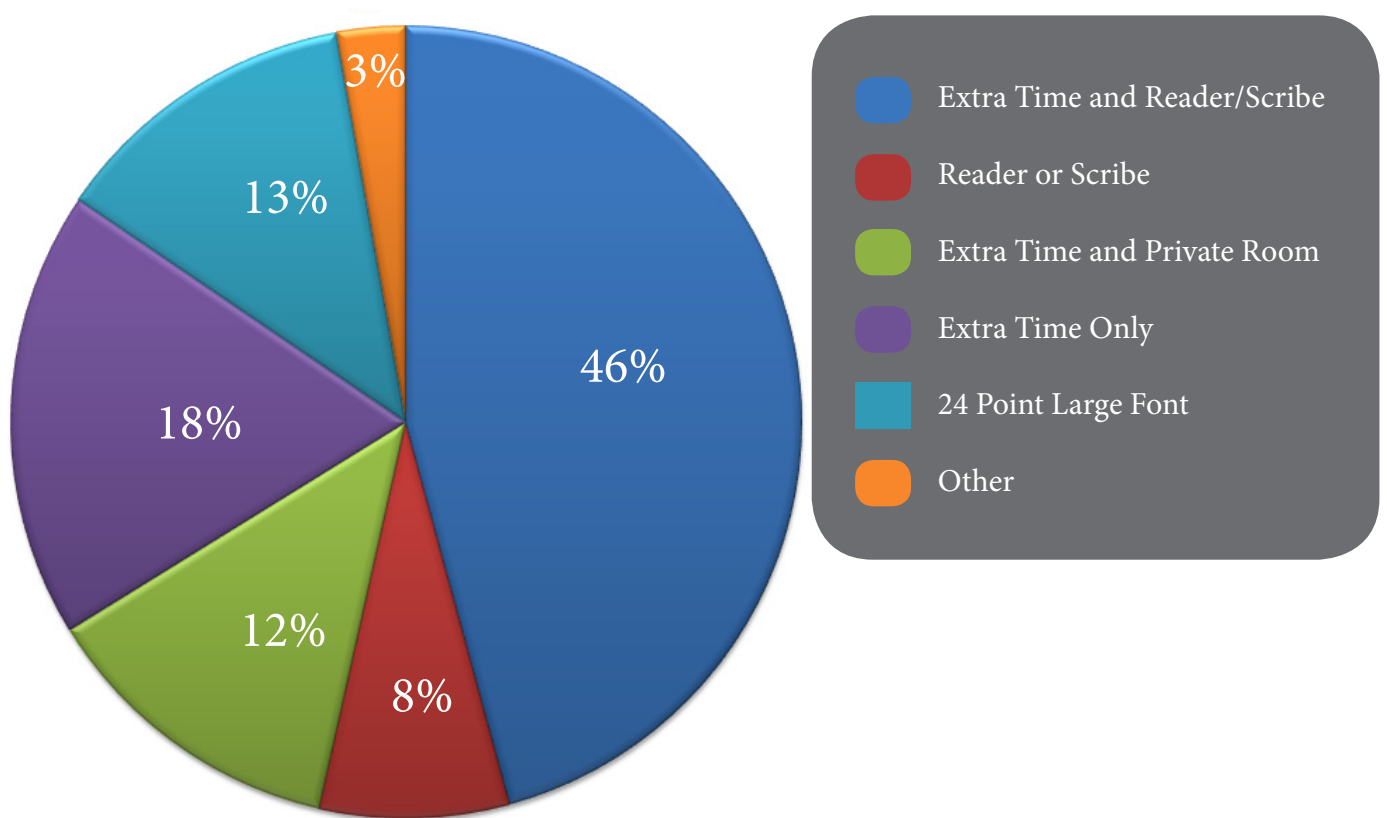
NATURE OF DISABILITY (YEAR-TO-DATE)

This graph shows the nature of the disabilities listed by candidates requesting accommodations.



ACCOMMODATIONS BREAK DOWN (YEAR-TO-DATE)

The graph shows that a combination of extra time and a reader/scribe is the most frequently provided accommodation. Other notable accommodations provided were either extra time or reader/scribe alone, or an examination with a larger font.

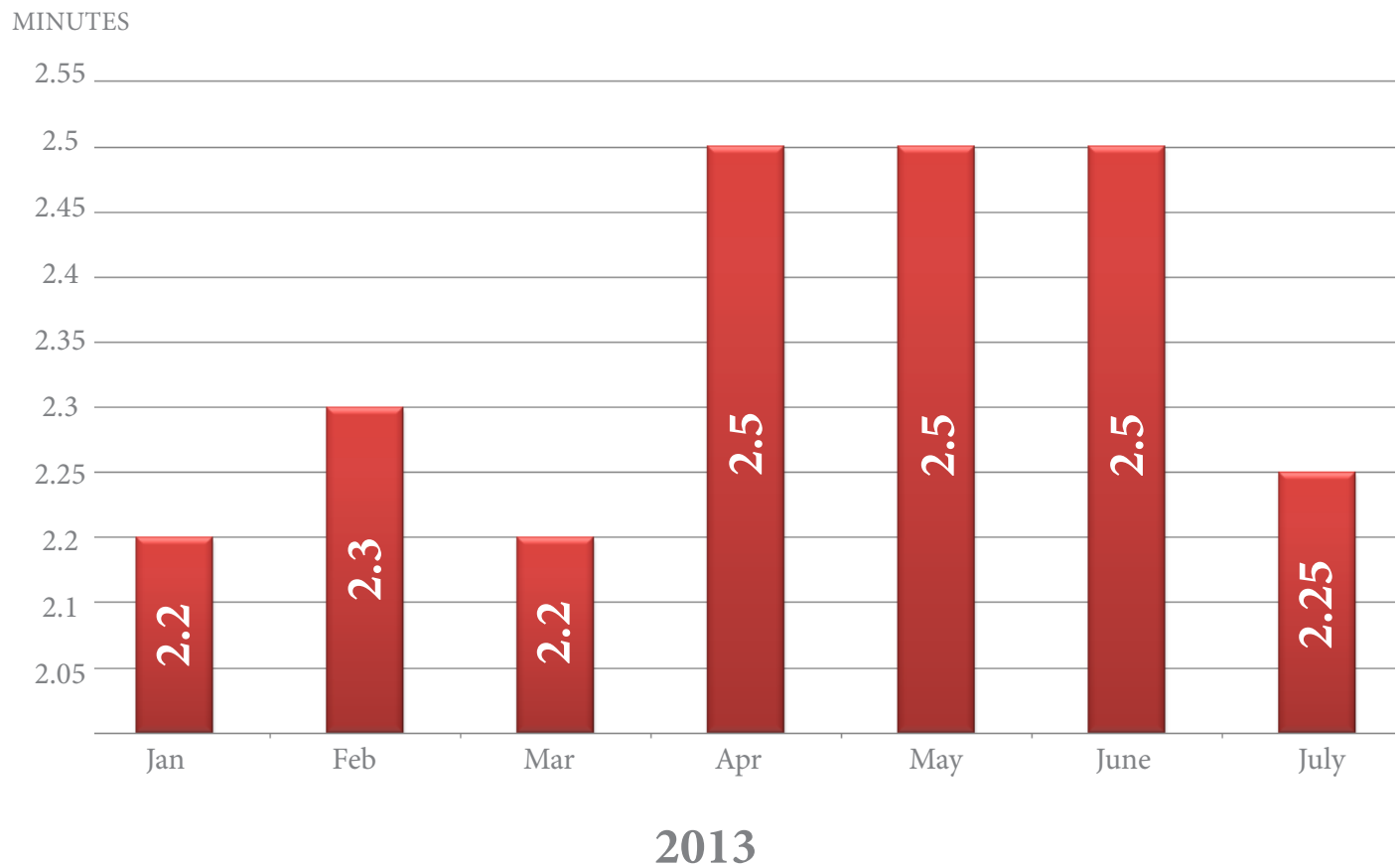


2013 YEAR-TO-DATE TELEPHONE CALL STATISTICS



AVERAGE TALK TIME (MINUTES)

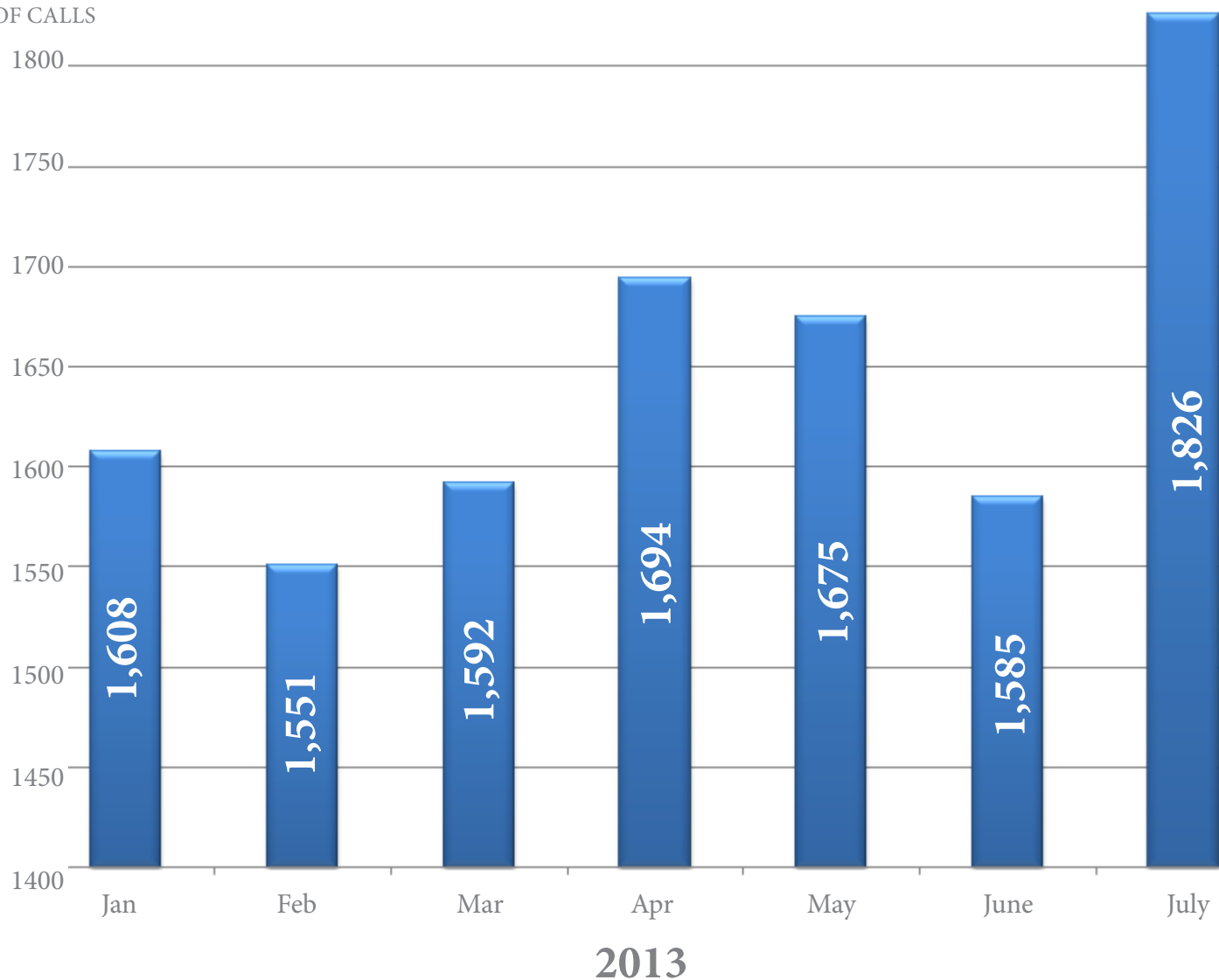
The average amount of time an applicant spends on the phone with a representative is represented in the following graph. Most calls are completed within two to three minutes. Talk times in April, May, and June are the highest due to applicants calling about the MBLEx and inquiring about the process to register for the examination.



TOTAL CALLS JANUARY - JULY 2013

The following graph shows the total number of calls that were received by FSMTB on a monthly basis. July is always the busiest month for calls as many students graduate in June and applicants wish to test as soon as possible thereafter.

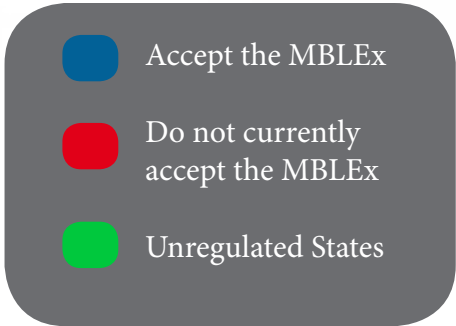
OF CALLS



STATES THAT ACCEPT MBLE_x FOR LICENSURE



39



* More states are in the process of considering adopting the MBLEx, some of which are awaiting legislative action to change statutory language, others are currently in the rules process.

LICENSE RENEWAL





LICENSE RENEWAL

The FSMTB's Member Boards requested assistance in supporting efforts between jurisdictions to establish compatible requirements and cooperative procedures for the regulation of massage and bodywork therapists. By creating the Massage and Bodywork Licensing Exam (MBLEx) specifically for entry-level licensure, the FSMTB has assisted Member Boards in the facilitation of licensure portability by simplifying and standardizing one component of the initial licensing process. The next phase in addressing licensure portability is to establish standardized requirements for licensure renewal.

The FSMTB made recommendations for a licensure renewal model with an emphasis on professional competence for the ultimate benefit of the consuming public. The recommendation represents a culmination of research and guidance from a variety of experts, including therapists, consumers, educators and professional associations.

The FSMTB recommendations for best practices are based on a thorough analysis of the current professional, educational, and regulatory environment. Individual states will always have the ability to regulate their licensees as they deem appropriate. These recommendations exemplify and reinforce the core values and commitments of the FSMTB with regard to public protection, service to our Members and the competent individuals who comprise the profession. Among many benefits, it will support the therapist in professional practice, enhance consumer confidence, and simplify and standardize the process for licensure renewal in the future.

RECOMMENDATION

Licensed massage and bodywork therapists will be required to complete six (6) hours of license renewal requirements annually.

- At least three (3) of the six (6) hours must meet the State-sponsored Ethics and Professional Practice course requirements that specifically address content pertaining to public safety.
- The remaining three (3) hours could be exchanged for certain Professional Development Activities, including but not limited to meeting accredited certification standards and research.

RATIONALE

- Specifically designed for regulatory needs
- Standardizes the license renewal requirements
- Assist with uniformity and portability
- Simplified
- Increased consumer confidence
- Reduces the economic burden of renewal on the therapist
- Therapists are encouraged to continue career-long learning

COMPONENTS

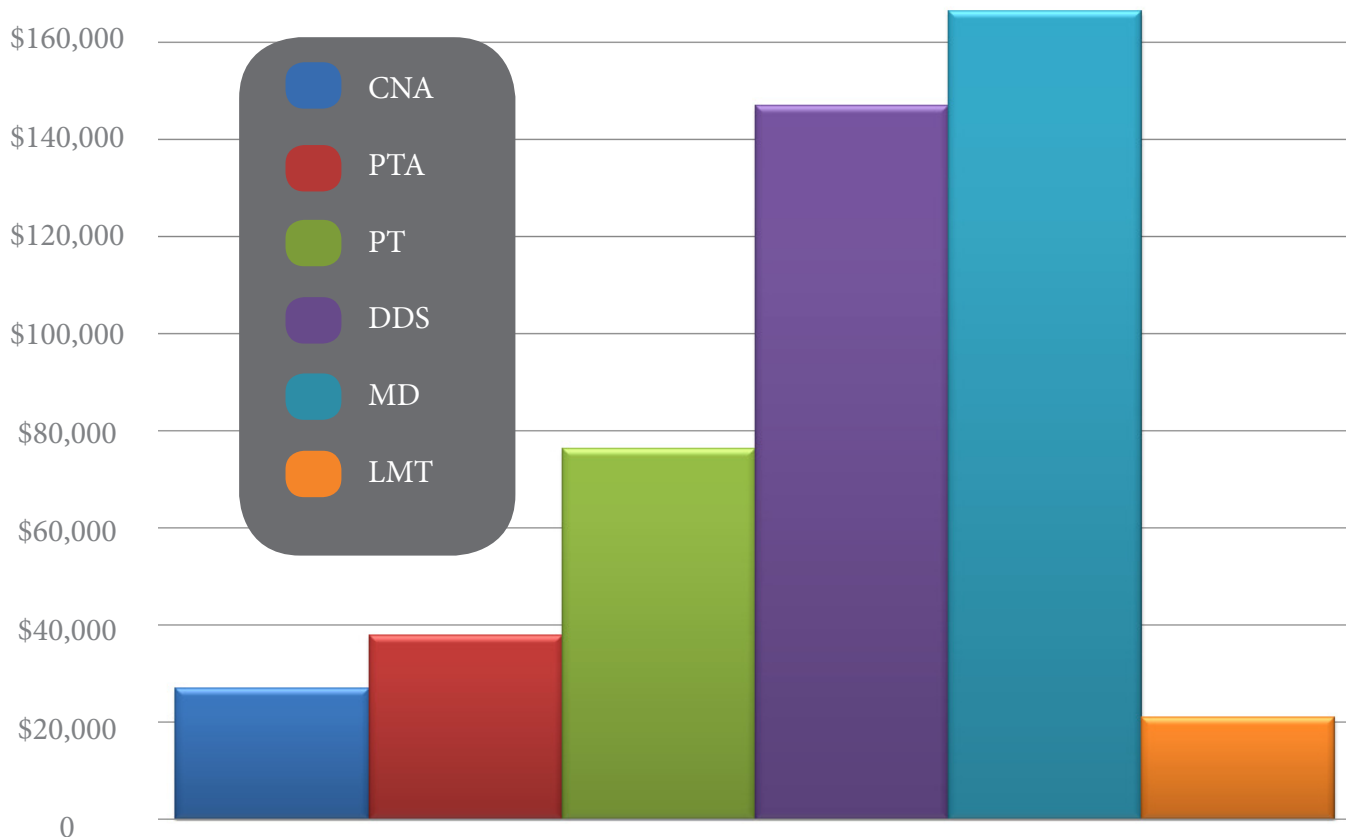
1. Ethics and Professional Practice Licensure Renewal Courses
 - The creation of content pertaining to Ethics and Professional Practice would be a function of the FSMTB - to ensure relevance and quality
2. Professional Development Activity Standards
 - FSMTB will establish standards for approval of professional development activities
 - Create a viable tool for Member Boards to use for license renewal
 - Assure that all standards are fair and manageable for the massage community
 - Assure that the standards meet the legal needs of the regulatory community



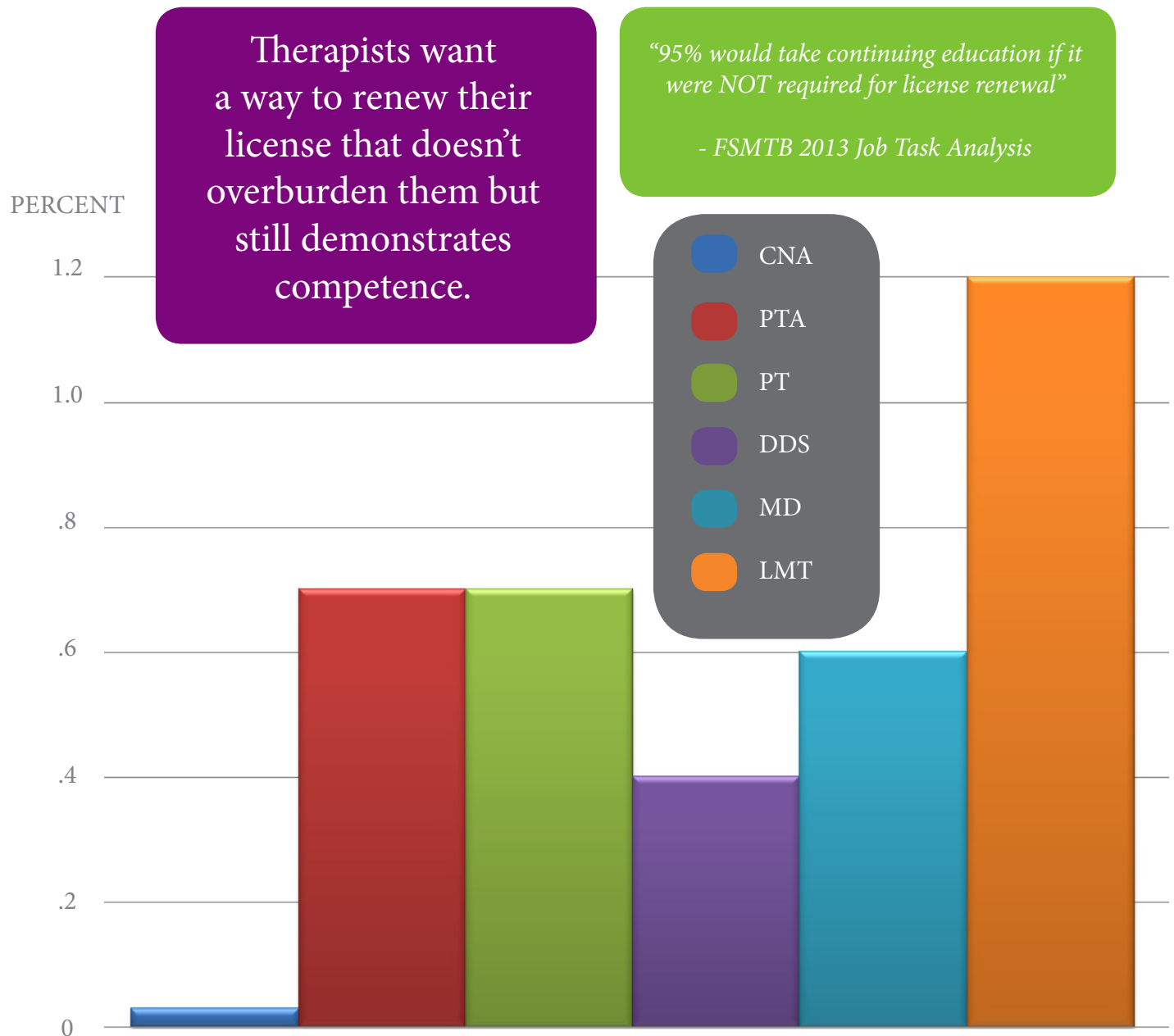
PROFESSIONAL DEVELOPMENT ACTIVITY STANDARDS

FSMTB acknowledges the desire to enhance and elevate the profession and supports furthering one's education. FSMTB will establish standards for approval of professional development activities. The role of professional development is primarily that of the Membership and voluntary certification organizations. For any States that wish to include activities beyond the State-sponsored courses in Ethics and Professional Practice, the FSMTB will establish standards for approval of professional development activities, including those offered by Membership and voluntary certification organizations.

AVERAGE INCOME COMPARISON ACROSS PROFESSIONS



PERCENT OF INCOME SPENT ON CONTINUING EDUCATION





ETHICS AND PROFESSIONAL PRACTICE COURSES FOR LICENSURE RENEWAL

The Ethics and Professional Practice course content will be based on information the Member Boards want Licensed Massage Therapists (LMTs) to know.

THE CONTENT WILL CHANGE EACH YEAR

Boundary
Violations

Health
Alerts

HIPAA
Compliance

Communicable
Diseases

Unsafe Massage
Practices

Disciplinary
Actions

WELCOME
TO
REACH

REACH



REGULATORY
EDUCATION
AND
COMPETENCE
HUB





REACH WILL BE USED TO DELIVER
COURSES SUCH AS:



REACH

- EPP Licensure Renewal Courses
- EPP Instructor Training Courses
- Disciplinary Remediation Courses
- MBLEx Practice Test
- MBLEx Applicant Courses
- MBLEx Education for Schools
- Member Board Training Courses
- Volunteer and Employee Training



MESSAGE THERAPY LICENSING DATABASE (MTLD)



MTLD SURVEY

At the request of the Member Boards, the FSMTB has developed a Massage Therapy Licensee Database (MTLD) to assist our Member Boards and agencies in their role of public protection. The purpose of the database is to provide licensee information in a uniform system to assist boards with their regulatory mission.

A special FSMTB task force was convened to oversee MTLD development. The taskforce designed a survey consisting of approximately forty (40) survey questions that assisted FSMTB in determining the most critical components Member Boards need in a massage therapy licensing database.

The survey questions were put into an online survey tool and deployed to each jurisdiction in June, 2013. Forty-three (43) jurisdictions were asked to respond to the survey. The survey remained open

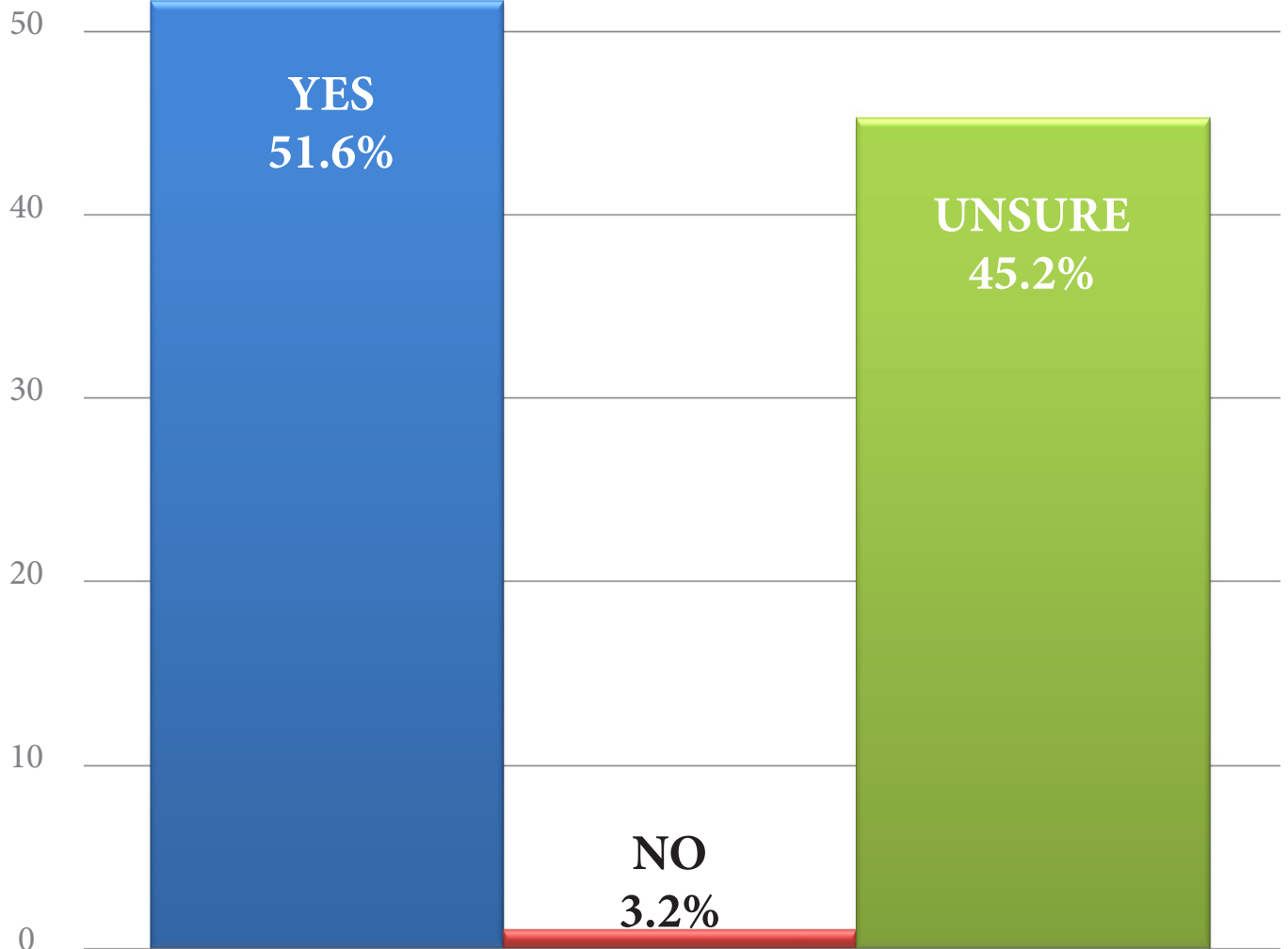
until July 31, 2013. At closing, thirty-three (33) jurisdictions responded to the survey. Twenty-seven (27) jurisdictions completed the survey. Six (6) jurisdictions started the survey, but did not complete the survey and ten (10) jurisdictions did not respond to the survey.

Perhaps one of the most important findings from the survey results is the support for the database. Over half of the surveyed jurisdictions indicated that they will provide information to the database (51.6%). Over half of survey respondents expect to query the database for their needs (53.6%).

Following are the results of the most compelling data resulting from the survey.

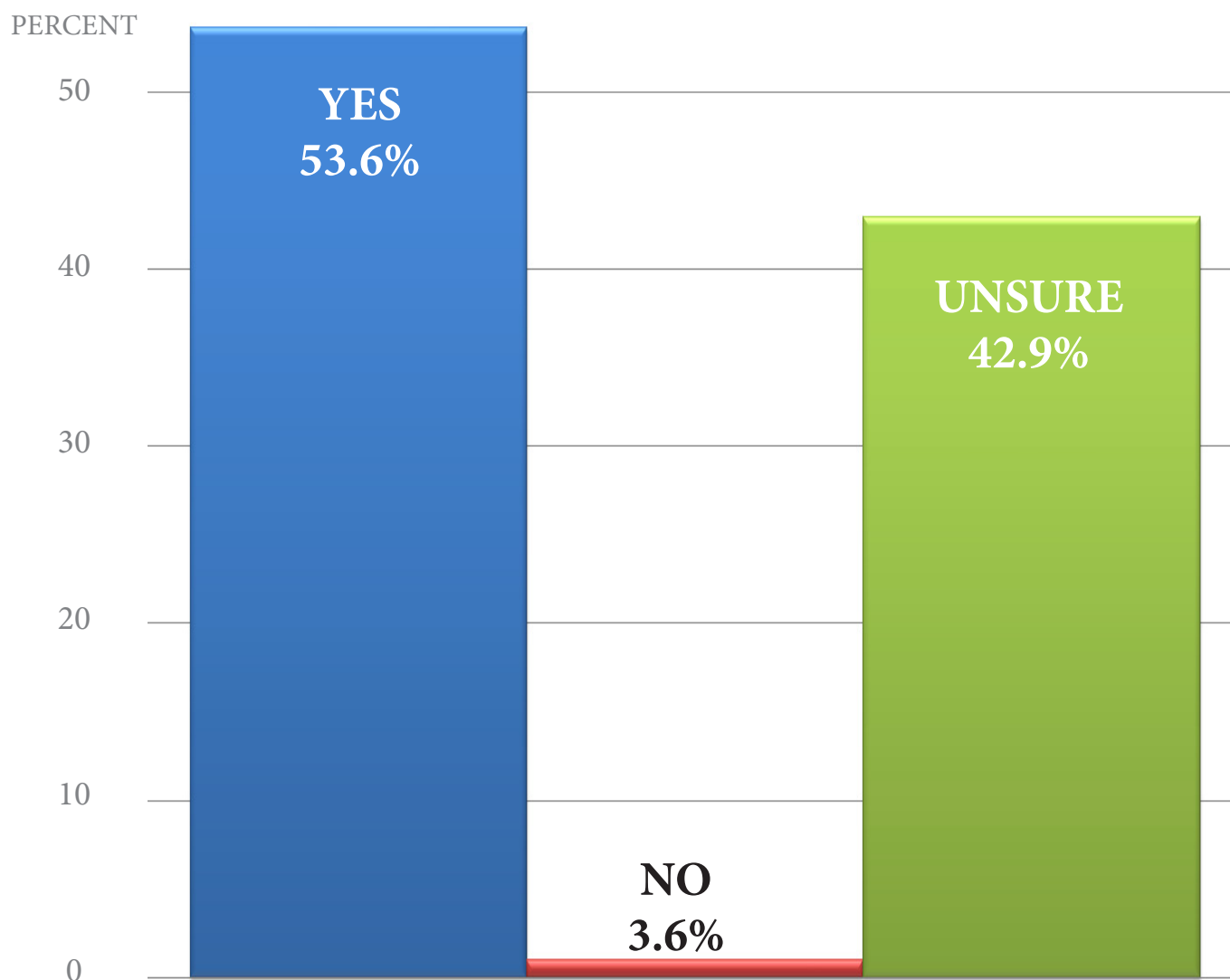
WILL YOUR STATE/JURISDICTION PROVIDE LICENSEE INFORMATION TO THE DATABASE?

PERCENT

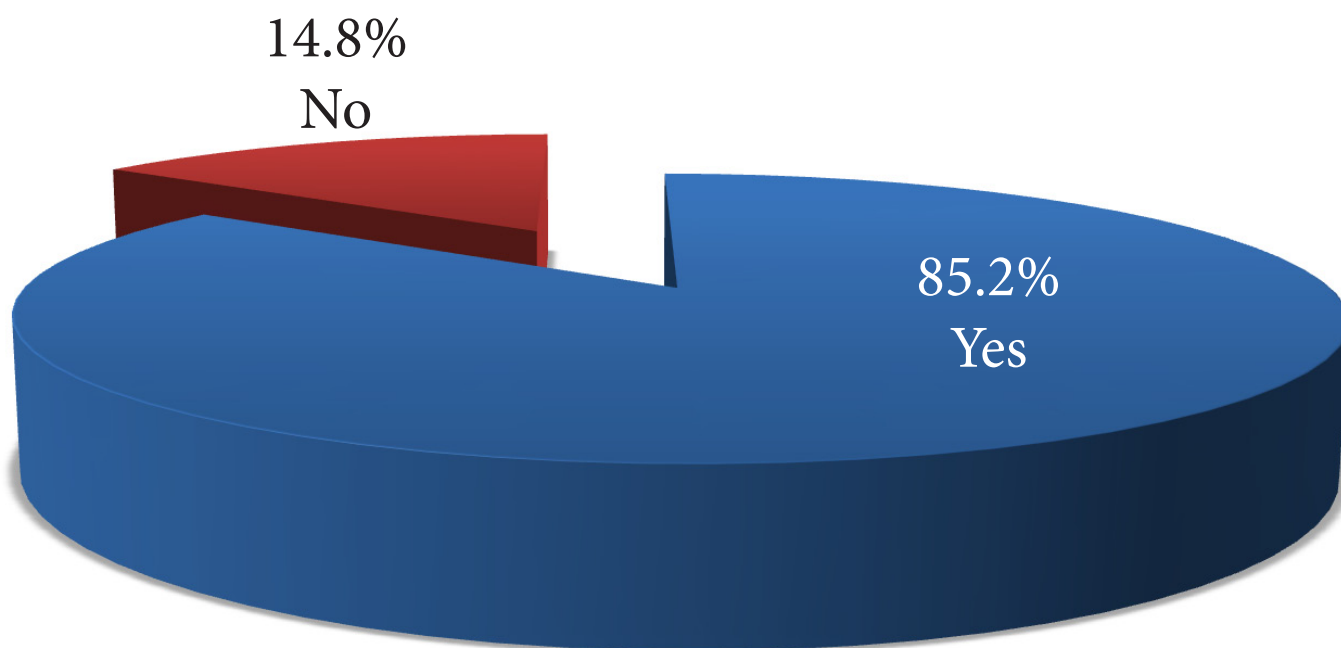




WILL YOUR STATE/JURISDICTION QUERY INFORMATION FROM THE DATABASE?

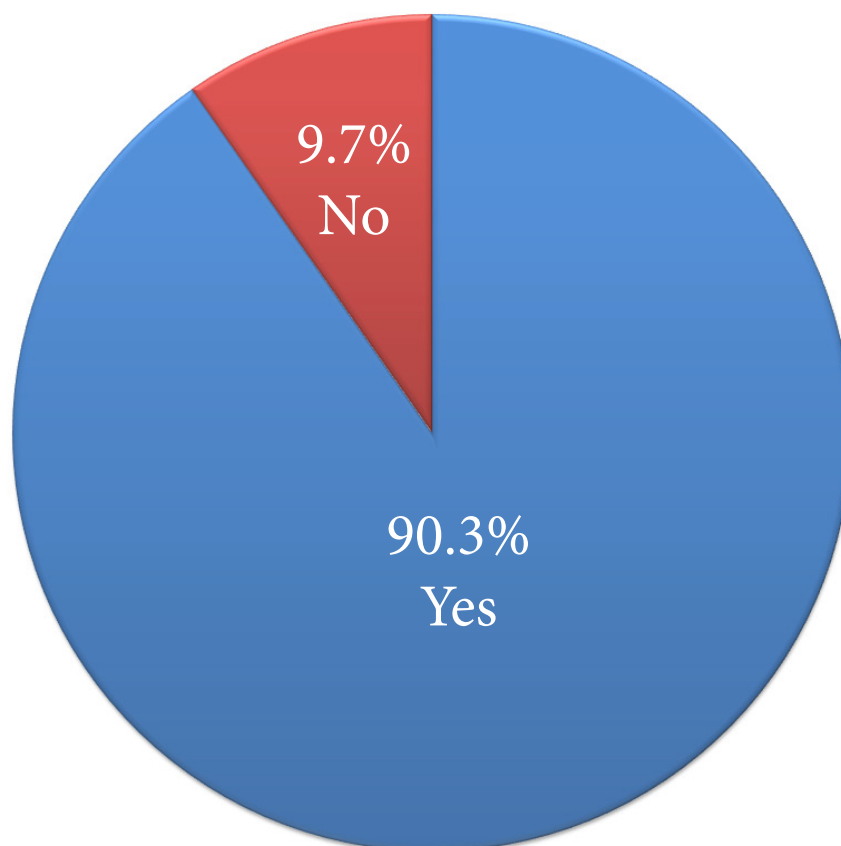


ARE CONTINUING EDUCATION HOURS REQUIRED FOR RENEWAL OF LICENSURE?

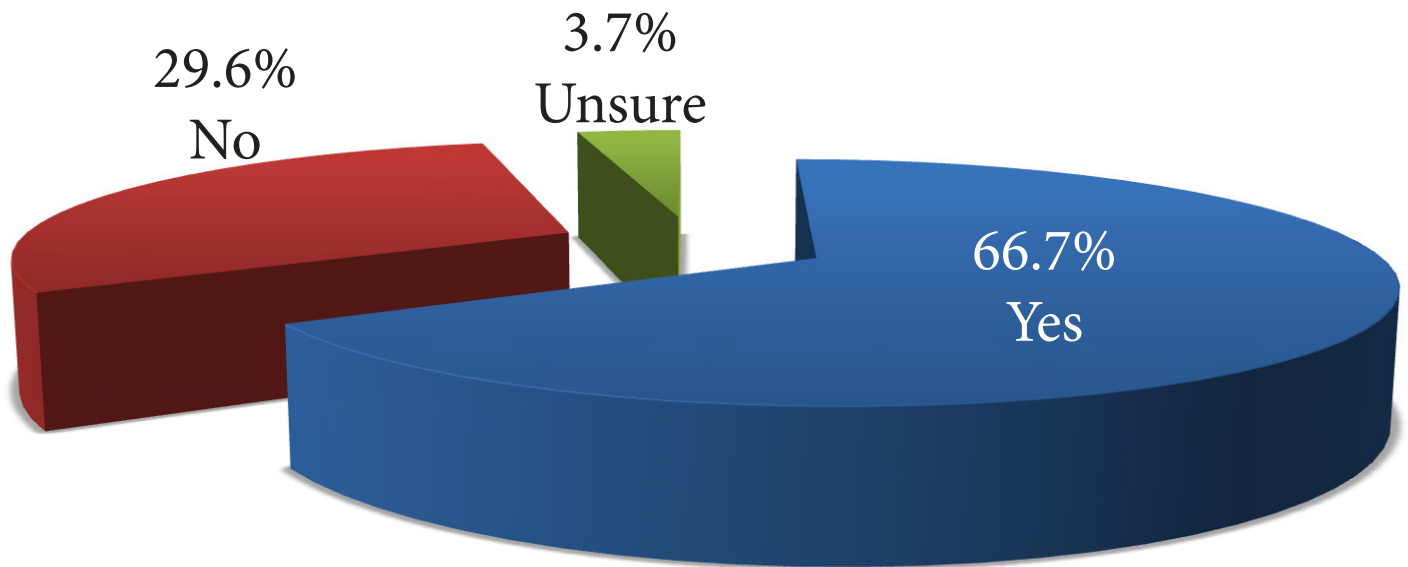




DOES YOUR STATE/JURISDICTION REQUIRE MANDATORY LICENSING FOR MASSAGE THERAPISTS?



DO YOU HAVE A DIRECTORY OF STATE-APPROVED SCHOOLS IN YOUR STATE/JURISDICTION?





INDICATE HOW IMPORTANT EACH TYPE OF LICENSEE INFORMATION WOULD BE TO YOUR STATE/JURISDICTION

LICENSEE DATE OF BIRTH

PERCENT

60

50

40

30

20

10

0

- Not Important At All
- Low Importance
- Slightly Important
- Neutral
- Moderately Important
- Very Important
- Extremely Important

3.7%

0%

0%

3.7%

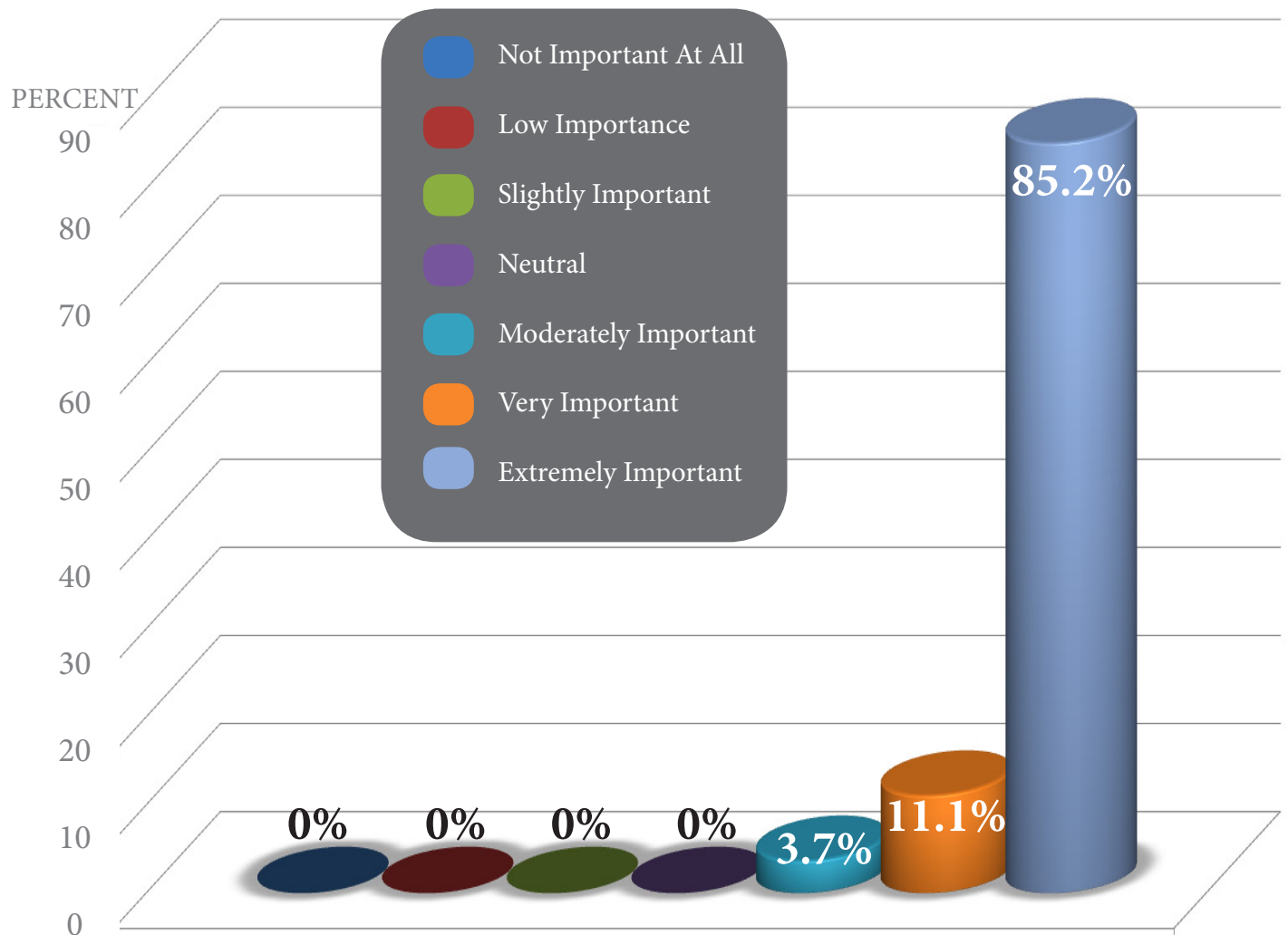
3.7%

33.3%

55.6%

INDICATE HOW IMPORTANT EACH TYPE OF LICENSEE INFORMATION WOULD BE TO YOUR STATE/JURISDICTION

DISCIPLINARY ACTION





INDICATE HOW IMPORTANT EACH TYPE OF LICENSEE INFORMATION WOULD BE TO YOUR STATE/JURISDICTION

SCHOOL FROM WHICH LICENSEE GRADUATED

PERCENT

60

50

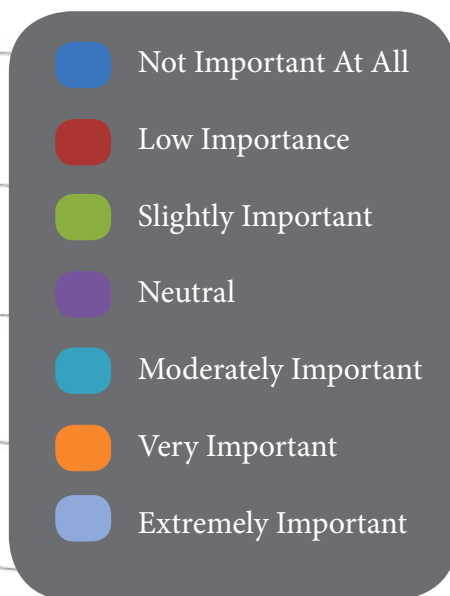
40

30

20

10

0



3.7%

0%

0%

3.7%

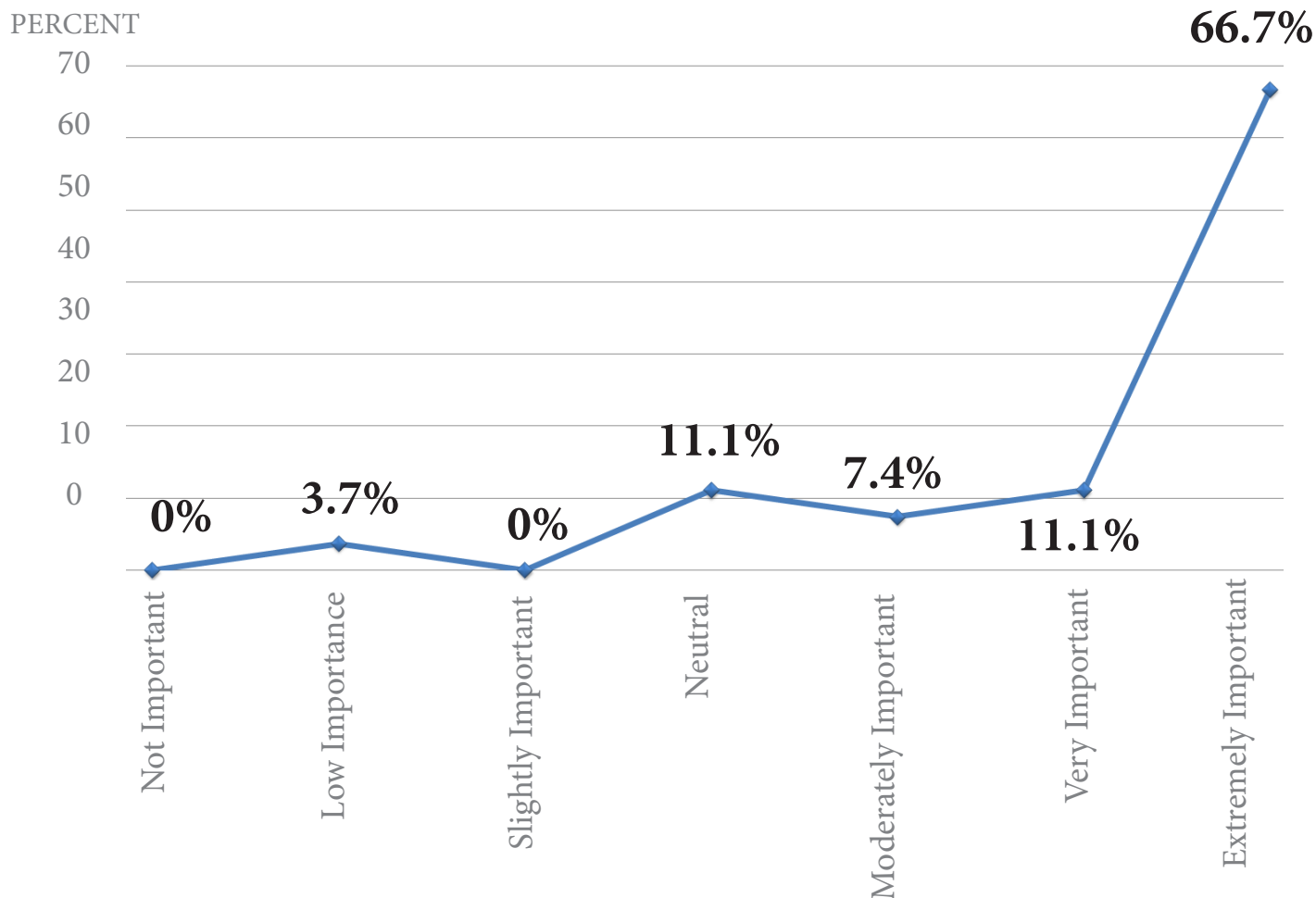
7.4%

25.9%

59.3%

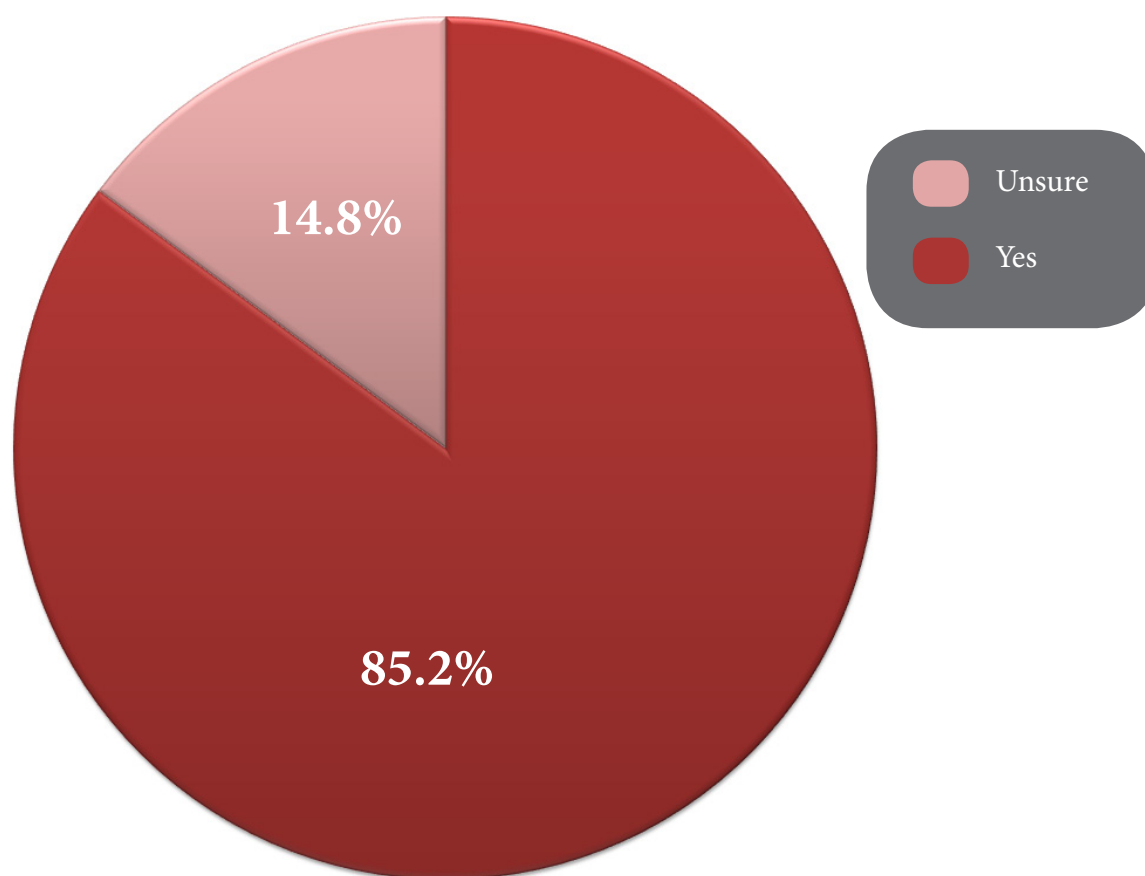
INDICATE HOW IMPORTANT EACH TYPE OF LICENSEE INFORMATION WOULD BE TO YOUR STATE/JURISDICTION

LICENSE VERIFICATION





IF DISCIPLINARY ACTION HAS BEEN TAKEN AND REPORTED AGAINST A LICENSEE, IS THIS INFORMATION PUBLIC?

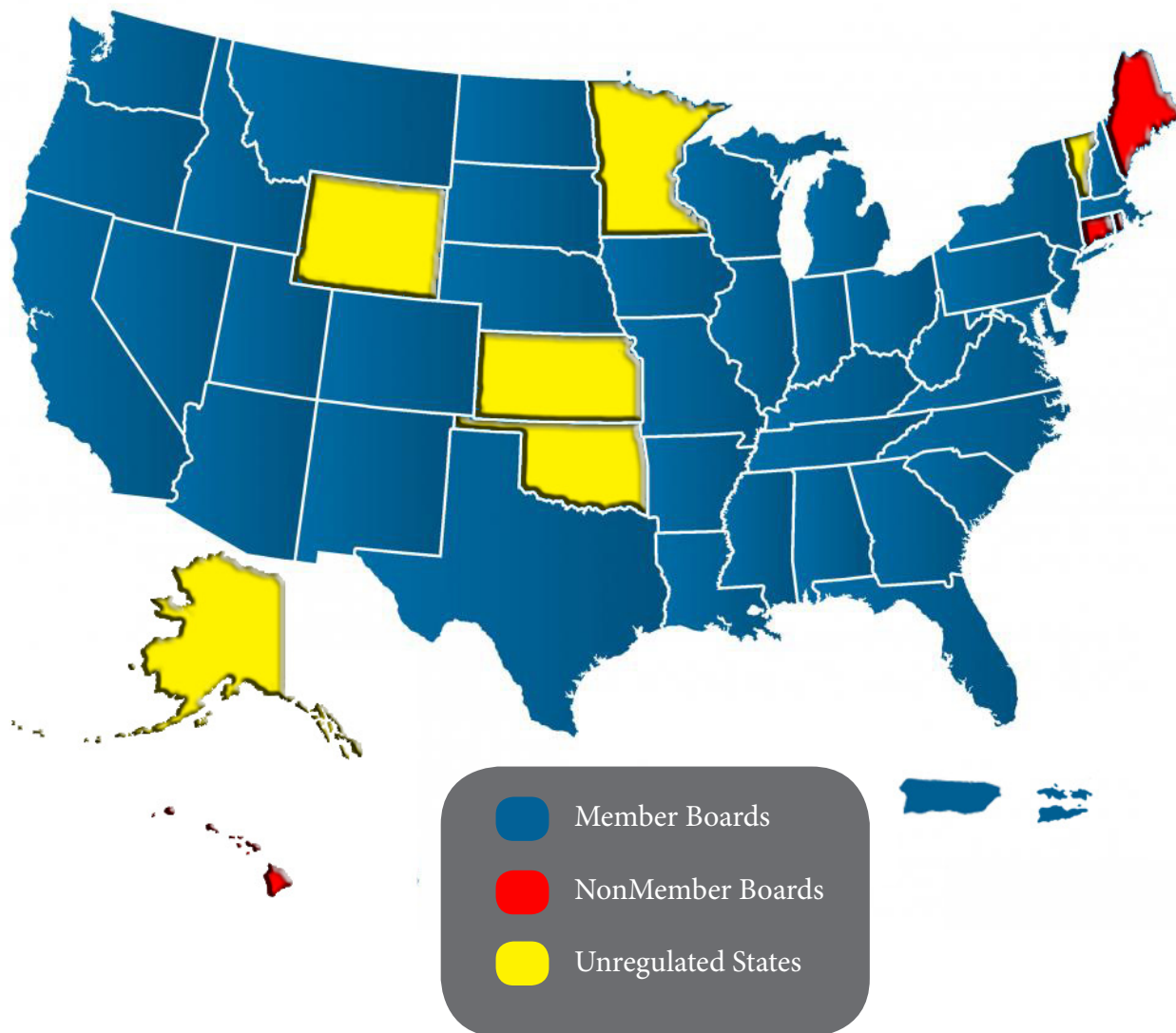


MEMBER BOARDS





MEMBER BOARDS



FSMTB 2013

BOARD OF DIRECTORS





FSMTB BOARD OF DIRECTORS

President - Jaime Huffman

Former Chair, North Carolina Board of Massage and Bodywork Therapy
jhuffman@fsmtb.org

Vice President - Karen Armstrong

Former Chair, Michigan Board of Massage Therapy
karmstrong@fsmtb.org

Treasurer - Dennis Beye

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

Immediate Past President - Kathy Jensen

Former Chair, Iowa Board of Massage Therapy
kjensen@fsmtb.org

Executive Director - Debra Persinger

dpersinger@fsmtb.org

FSMTB BOARD OF DIRECTORS (CONTINUED)

Director - Ramona Chance

Ohio Massage Therapy Advisory Committee
rchance@fsmtb.org

Director - Marcela Collins

Former Chair, Tennessee Massage Licensure Board
mcollins@fsmtb.org

Director - Lance Gilliland

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

Director - Dixie Wall

California Massage Therapy Council
dwall@fsmtb.org

VOLUNTEER COMMITTEES



MASSAGE THERAPY LICENSING DATABASE

Dennis Beye – FSMTB BOD – Arizona Board of Massage Therapy
Anthony Jusevitch – Executive Director, Florida Board of Massage Therapy
Loree Kessler – Executive Director, Missouri Board of Therapeutic Massage
Beverly May – Director of Governmental Affairs, California Massage Therapy Council

EXAM DEVELOPMENT

Lance Gilliland – FSMTB BOD – Alabama Board of Massage Therapy
Su Bibik – Michigan
Lori Bradshaw – California
Laurie Craig – Georgia
Jimmy Gialelis – Arizona
Jacqueline Hungerford – Texas
Maria Leonard – Minnesota
Jeff Mahadeen – New Hampshire
Drew Riffe – Texas
Rita Wynegar – Pennsylvania
John Morgan – North Carolina
Charlotte Phillips – Illinois
Jill Sanders – Oregon
Elan Schacter – North Carolina
Cherie Sohnen-Moe – Arizona

LICENSURE RENEWAL

Karen Armstrong – FSMTB BOD – Michigan Board of Massage Therapy (r)
Marcela Collins – FSMTB BOD – Tennessee Massage Licensure Board (r)
Brooke Barnes – Idaho Board of Massage Therapy
Laura Woitte – South Dakota Board of Massage Therapy
Paula Mask – Florida Board of Massage Therapy
Linda Treitler – Arkansas State Board of Massage Therapy
Denise Logsdon – Kentucky Board of Licensure for Massage Therapy

ETHICS AND PROFESSIONAL PRACTICE

Laura Woitte – South Dakota Board of Massage Therapy
Alex Mathews – Texas
Karen Hobson – Virginia
Sandy Mason – North Carolina
Nancy Hallingse-Smith – Virginia

PROFESSIONAL DEVELOPMENT ACTIVITY STANDARDS

Denise Logsdon – Kentucky Board of Licensure for Massage Therapy
Emmanuel Bistas – Illinois Board of Massage Therapy
Earle Duskey – Arizona Board of Massage Therapy
Karen Fink – MTAC, Ohio State Medical Board
Keith Eric Grant – California Massage Therapy Council
Jeff Mahadeen – New Hampshire
Alexa Zaledonis - Maryland

MODEL PRACTICE ACT

Ramona Chance – FSMTB BOD – MTAC, Ohio State Medical Board
Heather Bennouri – Oregon Board of Massage Therapy
Kathleen Doyle – New York State Board for Massage Therapy
Yvonne Feinleib – Texas Department of State Health Services
Karen Ford – Florida Board of Massage Therapy
Rick Greeley – MTAC, Ohio State Medical Board
Jane Johnson – Georgia Board of Massage Therapy
Deborah Overholt – New Jersey Board of Massage and Bodywork Therapy
Carolyn Talley-Porter – South Carolina Board of Massage/Bodywork Therapy



FINANCE

Dennis Beye – FSMTB BOD – Arizona Board of Massage Therapy
Susan Beam – North Carolina Board of Massage Therapy (r)
Kevin Clark – New Hampshire Advisory Board of Massage Therapists
Linda Lyter – West Virginia Massage Therapy Board
Kathy Jensen – FSMTB BOD – Iowa Board of Examiners for Massage Therapy (r)

POLICY

Dixie Wall – FSMTB BOD – California Massage Therapy Council
Kim Adams-Johnson – Nebraska Board of Massage Therapy
David Fredrickson – Oregon Board of Massage Therapists
Kevin Snedden – FSMTB BOD(r) – Missouri Board of Therapeutic Massage (r)

NOMINATING

Victoria Bowmann – Arizona State Board of Massage Therapy
Phyllis Salyers – FSMTB BOD (r) - Tennessee Massage Licensure Board (r)
Robert Jantsch – Pennsylvania State Board of Massage Therapy (r)



FSMTB

Federation of State Massage Therapy Boards
10801 Mastin Boulevard, Suite 420
Overland Park, KS 66210
www.fsmtb.org