

VIRGINIA BOARD OF NURSING
ADVISORY BOARD ON MASSAGE THERAPY
ANNUAL MEETING

Wednesday, October 16, 2025, at 10:00 A.M.
Department of Health Professions
9960 Mayland Drive, Suite 201
Henrico, VA 23233
Training Room 2

1. Call to Order: Dr. Shawnté Peterson, L.M.T., Chair
2. Establishment of a Quorum
3. Announcements
 - 3.1. Michael Tramonte, President, Northern Virginia School of Therapeutic Massage, replaced Dawn Hogue, M.A., L.M.T., Executive Director, Commission on Massage Therapy Accreditation, in the Administrator/Faculty Member seat, term end date 2028.
 - 3.2. On September 26, 2025, Tracey Walker, L.M.T., filled the L.M.T. seat that was vacated by Candice Merrick, L.M.T., term end date 2028
4. Old Business
 - 4.1. Review and approval of minutes from October 30, 2025, meeting.
 - 4.2. On March 21, 2025, the Virginia General Assembly passed the Virginia Acts of Assembly, 2025 Session, Chapter 274, Interstate Massage Compact.
 - 4.3. On September 8, 2025, a motion was presented to the Virginia Board of Nursing to issue a Notice of Intended Regulatory Action to implement the Interstate Massage Compact and the motion was passed.
5. Public Comment/Open Forum
6. New Business
 - 6.1. Election of Officers: Dr. Peterson
 - 6.2. January to June 2026 Informal Conference and 2026 Formal Hearing schedules:
Ms. Bargdill
 - 6.3. Environmental Scan
7. Reports

Our mission is to ensure safe and competent patient care by licensing health professionals, enforcing standard of practice, and providing information to health care practitioners and the public.

- 7.1. L.M.T. Licensure Report: Ms. Bargdill
- 7.2. L.M.T. Discipline Report: Ms. Bargdill
- 7.3. 2025 FSMTB Massage Board Executive Summit, April 2-4, 2025, Scottsdale, AZ:
Ms. Bargdill
- 7.4. 2025 FSMTB Annual Meeting, October 5-7, 2025, Kansas City, MO: Ms. Stoll
8. Information Only (No Action Required)
 - 8.1. Human Trafficking and Illicit Massage Business: Ms. Lively
 - 8.2. State Council of Higher Education for Virginia (“SCHEV”) update on program approvals: Ms. Bargdill
 - 8.3. FSMTB Annual Report
 - 8.3.1. FSMTB is celebrating their 20th anniversary.
9. Discussion for Future Meetings
10. Adjournment of Meeting

**VIRGINIA BOARD OF NURSING
ADVISORY BOARD ON MASSAGE THERAPY
MINUTES**

Wednesday, October 30, 2024

TIME AND PLACE: The meeting of the of the Massage Therapy Advisory Board convened at 10:00 a.m. in Training Room 1, Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, Virginia.

PRESIDING: Dawn Hogue, L.M.T., Chair

MEMBERS PRESENT: Shawnté Peterson, L.M.T., Vice Chair
Annie Lively, L.M.T.
Candice Merrick, L.M.T.

MEMBERS ABSENT: P. Lisa Speller, R.N., B.S.N., M.S., Citizen Member

STAFF PARTICIPATING: Claire Morris, L.N.H.A., R.N. Executive Director
Christina Bargdill, B.S.N., M.H.S., R.N.
Candis Stoll, Senior Discipline & Licensing Specialist

OTHERS PARTICIPATING: Kelly Smith, Director of Communications
Ofelia Solomon, Licensing Supervisor, L.R.C.
Jessica Long, Licensing Specialist-Massage Therapy

PUBLIC PARTICIPATING: Roxana Paduretu, L.M.T.
Becky Bowers-Lanier, American Massage Therapy Association (AMTA)-VA Chapter
Darren Cyrus, L.M.T.
Jonathon Melloul, Sylvain Melloul International Hair Academy (SMIHA)

ESTABLISHMENT OF A QUORUM: Ms. Hogue welcomed attendees and asked Ms. Stoll to take a roll call of Massage Therapy Advisory Board Members present. With four (4) members present, a quorum was established.

Staff and public attendees were identified.

ANNOUNCEMENTS: Ms. Bargdill announced that Candice Merrick, L.M.T., was appointed to the Advisory Board on Massage Therapy. Then, Ms. Bargdill announced that Claire Morris started on September 1, 2024, as the Executive Director of the Board of Nursing and Jessica Long started on August 12, 2024, as part-time Licensing Specialist for Massage Therapy.

OLD BUSINESS:

The minutes from the Advisory Board of Massage Therapy meeting, held on December 15, 2023, were reviewed. There were no edits or corrections made to the minutes. Ms. Peterson made a motion to accept the minutes. The motion was seconded by Ms. Lively and carried unanimously. **This minutes are incorrect. The meeting was held in TR1 last year.**

Ms. Bargdill provided an update on Interstate Massage Compact (IMPact). It requires adoption by seven states to become a compact and it has been adopted by Nevada and Ohio.

Ms. Hogue made a motion that Virginia join IMPact. Ms. Lively and Ms. Peterson seconded the motion. During the discussion, Ms. Hogue opined that the Board of Nursing needs to explore IMPact and the benefit it would give to military spouses by creating license portability and to consider the higher standard level of education with requirement for 625 hours. Currently, Virginia only requires 500 hours education for a Massage Therapy license. Ms. Peterson included that license portability would benefit the Hampton Roads area of the Virginia because of its proximity to North Carolina.

There was a vote on Ms. Hogue's motion and the vote was unanimous.

PUBLIC COMMENT:

Ms. Hogue opened the meeting for public comment at 10:15 a.m.

Ms. Paduretu addressed the Advisory Board and shared with them her ongoing concern with how her county government is handling the issue of human trafficking. She wishes for better lines of communication between her county government, the Commonwealth's Attorney Office, and the Advisory Board.

Mr. Melloul was next to address the Advisory Board, on behalf of his school, SMIHA, in Lynchburg, VA, where their Massage Therapy program is 900 hours long. Mr. Melloul spoke in support of raising the number of hours for Massage Therapy programs in Virginia, Virginia joining IMPact, and that these two items move forward in the 2025 session of the General Assembly.

Mr. Cyrus addressed the Advisory Board to inform them on the modality of sexological bodywork.

NEW BUSINESS:

Ms. Hogue announced that according to the By-laws, elections for both Chair and Vice-Chair must be held. Ms. Hogue is currently serving as Chair, and Ms. Peterson is serving as Vice-Chair. Ms. Peterson is eligible to serve another term.

Ms. Hogue moved to nominate Ms. Peterson to serve as Chair. The motion was seconded by Ms. Lively. With no other nominees for Chair, Ms. Peterson was elected to Chair by acclamation.

Ms. Hogue moved to nominate Ms. Lively to serve as Vice-Chair. The motion was seconded by Ms. Merrick. With no other nominees for Vice Chair, Ms. Lively was elected to Vice Chair by acclamation.

Ms. Bargdill offered dates for the Formal Hearing schedule for January – December 2054, as well as Informal Conferences scheduled for January – June 2025, and requested the Advisory Board members provide their availability for each set of dates.

Ms. Bargdill addressed the FSMTB's CE Registry as it pertained to Regulation 18VAC90-50-75.A.2.a(2) and confirmed that CE Registry is an approved provider for continuing education per the regulation.

Ms. Bargdill presented Guidance Document 90-47 to be reviewed by the Advisory Board because of a request for an exemption in the guidelines for sexological bodywork. The Advisory Board completed the review and Ms. Hogue made a motion to deny the exemption, accept the Guidance Document Appropriate Draping and Technique language as it is currently stated, and move to adopt removing "*massage therapist*" and the definition of Massage Therapy and replace it with the link to that language. Ms. Peterson seconded the motion. There was a vote, and it passed unanimously.

The Environmental Scan provided the Advisory Board members with the opportunity to share and discuss current trends and issues in massage therapy education and the practice environment. The focus of this year's discuss was how to elevate the profession and how to help the public realize the significant health benefits that can be gained through massage therapy.

All Advisory Board members agree that in order to elevate the profession of massage therapy it is time to consider increasing education hours from 500 to 625. The members feel that elevating the profession is important considering the conversations about human trafficking and the massage practice being viewed as something other than a significant healthcare practice. Ms. Lively had the opportunity to provide massage therapy during the 2024 Olympic Trails and found this to be an empowering opportunity in her profession because the athletes sought out the massage therapy for its benefits to their overall health and athletic performance. Ms. Merrick mentioned that by increasing the education requirement to 625 hours, it would make financial aid, such as Pell Grants, accessible to more students, allow for a broader pool of students, and provide business owners with more well-trained and better prepared staffing.

REPORTS:

Ms. Bargdill presented the L.M.T. Licensure Report. The number of L.M.T. licenses issued this year is on track with the number of licenses issued in 2023 and does not seem to be dealing with any impact in the U.S. Department of Education's change in Title IV funding eligibility.

Ms. Bargdill presented the L.M.T. Discipline Report. There was a decrease in Discipline cases in comparison with last year. Statistical reports provided are available in the agenda materials.

Ms. Bargdill attended and submitted a written report for the 2024 FSMTB Massage Board Executive Summit. She noted that the overall theme of the summit was on

engagement and interaction with member Boards and to encourage steps towards uniformity and standardization of licensure activities across member Boards.

Ms. Stoll attended the 2024 FSMTB Annual Meeting and provided an oral report. The report covered activities that included voting for the board of directors, resolutions, and by-laws; and a variety of guest speakers that covered topics such as tools to combat human trafficking, regulatory trends, and assessment innovations.

INFORMATION ONLY: “IMpact Intentions and Clarifying Examples,” by Debra Persinger, Executive Director of FSMTB, published September 6, 2024
On August 1, 2024, MBLex initiated instant on-screen exam results.
FSMTB Annual Report, October 2024

DISCUSSION OF
FUTURE MEETINGS: Board staff will start polling members of the Advisory Board on Massage Therapy in June 2025 for availability for meeting in the fall of 2025.

ADJOURNMENT: The meeting was adjourned at 11:50 a.m.

Christina Bargdill, B.S.N., M.H.S., R.N.
Deputy Executive Director

VIRGINIA ACTS OF ASSEMBLY - 2025 SESSION

CHAPTER 274

An Act to amend the Code of Virginia by adding in Article 5 of Chapter 30 of Title 54.1 a section numbered 54.1-3029.2, relating to Interstate Massage Compact.

[H 2448]

Approved March 21, 2025

Be it enacted by the General Assembly of Virginia:

1. That the Code of Virginia is amended by adding in Article 5 of Chapter 30 of Title 54.1 a section numbered 54.1-3029.2 as follows:

§ 54.1-3029.2. Interstate Massage Compact.

The General Assembly hereby enacts, and the Commonwealth of Virginia hereby enters into, the Interstate Massage Compact with any and all states legally joining therein according to its terms, in the form substantially as follows:

INTERSTATE MASSAGE COMPACT.

Article 1. Purpose.

The purpose of this Compact is to reduce the burdens on state governments and to facilitate the interstate practice and regulation of massage therapy with the goal of improving public access to, and the safety of, massage therapy services. Through this Compact, the Member States seek to establish a regulatory framework which provides for a new multistate licensing program. Through this additional licensing pathway, the Member States seek to provide increased value and mobility to licensed massage therapists in the Member States, while ensuring the provision of safe, competent, and reliable services to the public.

This Compact is designed to achieve the following objectives, and the Member States hereby ratify the same intentions by subscribing hereto:

- 1. Increase public access to massage therapy services by providing for a multistate licensing pathway;*
- 2. Enhance the Member States' ability to protect the public's health and safety;*
- 3. Enhance the Member States' ability to prevent human trafficking and licensure fraud;*
- 4. Encourage the cooperation of Member States in regulating the multistate practice of massage therapy;*
- 5. Support relocating military members and their spouses;*
- 6. Facilitate and enhance the exchange of licensure, investigative, and disciplinary information between the Member States;*
- 7. Create an Interstate Commission that will exist to implement and administer the Compact;*
- 8. Allow a Member State to hold a licensee accountable, even where that licensee holds a multistate license;*
- 9. Create a streamlined pathway for licensees to practice in Member States, thus increasing the mobility of duly licensed massage therapists; and*
- 10. Serve the needs of licensed massage therapists and the public receiving their services; however,*
Nothing in this Compact is intended to prevent a state from enforcing its own laws regarding the practice of massage therapy.

Article 2. Definitions.

As used in this Compact, except as otherwise provided and subject to clarification by the rules of the Commission, the following definitions shall govern the terms herein:

"Active military member" means any person with full-time duty status in the Armed Forces of the United States, including members of the National Guard and Reserve.

"Adverse action" means any administrative, civil, equitable, or criminal action permitted by a Member State's laws that is imposed by a licensing authority or other regulatory body against a licensee, including actions against an individual's authorization to practice, such as revocation, suspension, probation, surrender in lieu of discipline, monitoring of the licensee, limitation of the licensee's practice, or any other encumbrance on licensure affecting an individual's ability to practice massage therapy, including the issuance of a cease and desist order.

"Alternative program" means a non-disciplinary monitoring or prosecutorial diversion program approved by a Member State's licensing authority.

"Authorization to practice" means a legal authorization by a remote state pursuant to a multistate license permitting the practice of massage therapy in that remote state, which shall be subject to the enforcement jurisdiction of the licensing authority in that remote state.

"Background check" means the submission of an applicant's criminal history record information, as further defined in 28 C.F.R. § 20.3(d), as amended, from the Federal Bureau of Investigation and the agency responsible for retaining state criminal records in the applicant's home state.

"Charter Member States" means Member States who have enacted legislation to adopt this Compact

where such legislation predates the effective date of this Compact as defined in Article 12.

"Commission" means the government agency whose membership consists of all states that have enacted this Compact, which is known as the Interstate Massage Compact Commission, as defined in Article 8, and which shall operate as an instrumentality of the Member States.

"Compact" means the Interstate Massage Compact.

"Continuing competence" means a requirement, as a condition of license renewal, to provide evidence of participation in, and completion of, educational or professional activities that maintain, improve, or enhance massage therapy fitness to practice.

"Current significant investigative information" means investigative information that a licensing authority, after an inquiry or investigation that complies with a Member State's due process requirements, has reason to believe is not groundless and, if proved true, would indicate a violation of that state's laws regarding the practice of massage therapy.

"Data system" means a repository of information about licensees who hold multistate licenses, which may include but is not limited to license status, investigative information, and adverse actions.

"Disqualifying event" means any event that shall disqualify an individual from holding a multistate license under this Compact, which the Commission may by rule specify.

"Encumbrance" means a revocation or suspension of, or any limitation or condition on, the full and unrestricted practice of massage therapy by a licensing authority.

"Executive Committee" means a group of delegates elected or appointed to act on behalf of, and within the powers granted to them by, the Commission.

"Home state" means the Member State that is a licensee's primary state of residence where the licensee holds an active single-state license.

"Investigative information" means information, records, or documents received or generated by a licensing authority pursuant to an investigation or other inquiry.

"Licensee" means an individual who currently holds a license from a Member State to fully practice massage therapy, whose license is not a student, provisional, temporary, inactive, or other similar status.

"Licensing authority" means a state's regulatory body responsible for issuing massage therapy licenses or otherwise overseeing the practice of massage therapy in that state.

"Massage therapy," "massage therapy services," and the "practice of massage therapy" means the care and services provided by a licensee as set forth in the Member State's statutes and regulations in the state where the services are being provided.

"Member State" means any state that has adopted this Compact.

"Multistate license" means a license that consists of authorizations to practice massage therapy in all remote states pursuant to this Compact, which shall be subject to the enforcement jurisdiction of the licensing authority in a licensee's home state.

"National licensing examination" means a national examination developed by a national association of massage therapy regulatory boards, as defined by Commission rule, that is derived from a practice analysis and is consistent with generally accepted psychometric principles of fairness, validity, and reliability and is administered under secure and confidential examination protocols.

"Remote state" means any Member State, other than the licensee's home state.

"Rule" means any opinion or regulation promulgated by the Commission under this Compact, which shall have the force of law.

"Single-state license" means a current, valid authorization issued by a Member State's licensing authority allowing an individual to fully practice massage therapy, that is not a restricted, student, provisional, temporary, or inactive practice authorization and authorizes practice only within the issuing state.

"State" means a state, territory, possession of the United States, or the District of Columbia.

Article 3. Member State Requirements.

A. To be eligible to join this Compact, and to maintain eligibility as a Member State, a state must:

1. License and regulate the practice of massage therapy;
2. Have a mechanism or entity in place to receive and investigate complaints from the public, regulatory or law-enforcement agencies, or the Commission about licensees practicing in that state;
3. Accept passage of a national licensing examination as a criterion for massage therapy licensure in that state;
4. Require that licensees satisfy educational requirements prior to being licensed to provide massage therapy services to the public in that state;
5. Implement procedures for requiring the background check of applicants for a multistate license, and for the reporting of any disqualifying events, including but not limited to obtaining and submitting, for each licensee holding a multistate license and each applicant for a multistate license, fingerprint or other biometric-based information to the Federal Bureau of Investigation for background checks; receiving the results of the Federal Bureau of Investigation record search on background checks and considering the results of such a background check in making licensure decisions;
6. Have continuing competence requirements as a condition for license renewal;

7. Participate in the data system, including through the use of unique identifying numbers as described herein;

8. Notify the Commission and other Member States, in compliance with the terms of the Compact and rules of the Commission, of any disciplinary action taken by the state against a licensee practicing under a multistate license in that state, or of the existence of investigative information or current significant investigative information regarding a licensee practicing in that state pursuant to a multistate license;

9. Comply with the rules of the Commission;

10. Accept licensees with valid multistate licenses from other member states as established herein;

B. Individuals not residing in a Member State shall continue to be able to apply for a Member State's single-state license as provided under the laws of each Member State. However, the single-state license granted to those individuals shall not be recognized as granting a multistate license for massage therapy in any other Member State;

C. Nothing in this Compact shall affect the requirements established by a Member State for the issuance of a single-state license; and

D. A multistate license issued to a licensee shall be recognized by each remote state as an authorization to practice massage therapy in each remote state.

Article 4. Multistate License Requirements.

A. To qualify for a multistate license under this Compact, and to maintain eligibility for such a license, an applicant must:

1. Hold an active single-state license to practice massage therapy in the applicant's home state;

2. Have completed at least six hundred and twenty-five (625) clock hours of massage therapy education or the substantial equivalent that the Commission may approve by rule.

3. Have passed a national licensing examination or the substantial equivalent which the Commission may approve by rule.

4. Submit to a background check;

5. Have not been convicted or found guilty, or have entered into an agreed disposition, of a felony offense under applicable state or federal criminal law within five (5) years prior to the date of his application, where such a time period shall not include any time served for the offense, and provided that the applicant has completed any and all requirements arising as a result of any such offense;

6. Have not been convicted or found guilty, or have entered into an agreed disposition, of a misdemeanor offense related to the practice of massage therapy under applicable state or federal criminal law within two (2) years prior to the date of his application, where such a time period shall not include any time served for the offense, and provided that the applicant has completed any and all requirements arising as a result of any such offense;

7. Have not been convicted or found guilty, or have entered into an agreed disposition, of any offense, whether a misdemeanor or a felony, under state or federal law, at any time, relating to any of the following:

a. Kidnapping;

b. Human trafficking;

c. Human smuggling;

d. Sexual battery, sexual assault, or any related offenses; or

e. Any other category of offense which the Commission may by rule designate.

8. Have not previously held a massage therapy license that was revoked by, or surrendered in lieu of discipline, to an applicable licensing authority;

9. Have no history of any adverse action on any occupational or professional license within two (2) years prior to the date of his application; and

10. Pay all required fees.

B. A multistate license granted pursuant to this Compact may be effective for a definite period of time concurrent with the renewal of the home state license.

C. A licensee practicing in a Member State is subject to all scope of practice laws governing massage therapy services in that state.

D. The practice of massage therapy under a multistate license granted pursuant to this Compact will subject the licensee to the jurisdiction of the licensing authority, the courts, and the laws of the Member State in which the massage therapy services are provided.

Article 5. Authority of Interstate Massage Compact Commission Member State Licensing Authorities.

A. Nothing in this Compact, nor any rule of the Commission, shall be construed to limit, restrict, or in any way reduce the ability of a Member State to enact and enforce laws, regulations, or other rules related to the practice of massage therapy in that state, where those laws, regulations, or other rules are not inconsistent with the provisions of this Compact.

B. Nothing in this Compact, nor any rule of the Commission, shall be construed to limit, restrict, or in any way reduce the ability of a Member State to take adverse action against a licensee's single-state license to practice massage therapy in that state.

C. Nothing in this Compact, nor any rule of the Commission, shall be construed to limit, restrict, or in any

way reduce the ability of a remote state to take adverse action against a licensee's authorization to practice in that state.

D. Nothing in this Compact, nor any rule of the Commission, shall be construed to limit, restrict, or in any way reduce the ability of a licensee's home state to take adverse action against a licensee's multistate license based upon information provided by a remote state.

E. Insofar as practical, a Member State's licensing authority shall cooperate with the Commission and with each entity exercising independent regulatory authority over the practice of massage therapy according to the provisions of this Compact.

Article 6. Adverse Actions.

A. A licensee's home state shall have exclusive power to impose an adverse action against a licensee's multistate license issued by the home state.

B. A home state may take adverse action on a multistate license based on the investigative information, current significant investigative information, or adverse action of a remote state.

C. A home state shall retain authority to complete any pending investigations of a licensee practicing under a multistate license who changes his home state during the course of such an investigation. The licensing authority shall also be empowered to report the results of such an investigation to the Commission through the data system as described herein.

D. Any Member State may investigate actual or alleged violations of the scope of practice laws in any other Member State for a massage therapist who holds a multistate license.

E. A remote state shall have the authority to:

1. Take adverse actions against a licensee's authorization to practice;
2. Issue cease and desist orders or impose an encumbrance on a licensee's authorization to practice in that state.

3. Issue subpoenas for both hearings and investigations that require the attendance and testimony of witnesses, as well as the production of evidence. Subpoenas issued by a licensing authority in a Member State for the attendance and testimony of witnesses or the production of evidence from another Member State shall be enforced in the latter state by any court of competent jurisdiction, according to the practice and procedure of that court applicable to subpoenas issued in proceedings before it. The issuing licensing authority shall pay any witness fees, travel expenses, mileage, and other fees required by the service statutes of the state in which the witnesses or evidence are located.

4. If otherwise permitted by state law, recover from the affected licensee the costs of investigations and disposition of cases resulting from any adverse action taken against that licensee.

5. Take adverse action against the licensee's authorization to practice in that state based on the factual findings of another Member State.

F. If an adverse action is taken by the home state against a licensee's multistate license or single-state license to practice in the home state, the licensee's authorization to practice in all other Member States shall be deactivated until all encumbrances have been removed from such license. All home state disciplinary orders that impose an adverse action against a licensee shall include a statement that the massage therapist's authorization to practice is deactivated in all Member States during the pendency of the order.

G. If adverse action is taken by a remote state against a licensee's authorization to practice, that adverse action applies to all authorizations to practice in all remote states. A licensee whose authorization to practice in a remote state is removed for a specified period of time is not eligible to apply for a new multistate license in any other state until the specific time for removal of the authorization to practice has passed and all encumbrance requirements are satisfied.

H. Nothing in this Compact shall override a Member State's authority to accept a licensee's participation in an alternative program in lieu of adverse action. A licensee's multistate license shall be suspended for the duration of the licensee's participation in any alternative program.

I. Joint Investigations.

1. In addition to the authority granted to a Member State by its respective scope of practice laws or other applicable state law, a Member State may participate with other Member States in joint investigations of licensees.

2. Member States shall share any investigative, litigation, or compliance materials in furtherance of any joint or individual investigation initiated under the Compact.

Article 7. Active Military Members and Their Spouses.

Active military members, or their spouses, shall designate a home state where the individual has a current license to practice massage therapy in good standing. The individual may retain his home state designation during any period of service when that individual or his spouse is on active duty assignment.

Article 8. Establishment and Operation of Interstate Massage Compact Commission.

A. The Compact Member States hereby create and establish a joint government agency whose membership consists of all Member States that have enacted the Compact known as the Interstate Massage Compact Commission. The Commission is an instrumentality of the Compact States acting jointly and not an instrumentality of any one state. The Commission shall come into existence on or after the effective date of

the Compact as set forth in Article 12.

B. Membership, voting, and meetings.

1. Each Member State shall have and be limited to one (1) delegate selected by that Member State's state licensing authority.

2. The delegate shall be the primary administrative officer of the state licensing authority or his designee.

3. The Commission shall by rule or bylaw establish a term of office for delegates and may by rule or bylaw establish term limits.

4. The Commission may recommend removal or suspension of any delegate from office.

5. A Member State's state licensing authority shall fill any vacancy of its delegate occurring on the Commission within 60 days of the vacancy.

6. Each delegate shall be entitled to one vote on all matters that are voted on by the Commission.

7. The Commission shall meet at least once during each calendar year. Additional meetings may be held as set forth in the bylaws. The Commission may meet by telecommunication, video conference, or other similar electronic means.

C. The Commission shall have the following powers:

1. Establish the fiscal year of the Commission;

2. Establish code of conduct and conflict of interest policies;

3. Adopt rules and bylaws;

4. Maintain its financial records in accordance with the bylaws;

5. Meet and take such actions as are consistent with the provisions of this Compact, the Commission's rules, and the bylaws;

6. Initiate and conclude legal proceedings or actions in the name of the Commission, provided that the standing of any state licensing authority to sue or be sued under applicable law shall not be affected;

7. Maintain and certify records and information provided to a Member State as the authenticated business records of the Commission, and designate an agent to do so on the Commission's behalf;

8. Purchase and maintain insurance and bonds;

9. Borrow, accept, or contract for services of personnel, including, but not limited to, employees of a Member State;

10. Conduct an annual financial review;

11. Hire employees, elect or appoint officers, fix compensation, define duties, grant such individuals appropriate authority to carry out the purposes of the Compact, and establish the Commission's personnel policies and programs relating to conflicts of interest, qualifications of personnel, and other related personnel matters;

12. Assess and collect fees;

13. Accept any and all appropriate gifts, donations, grants of money, other sources of revenue, equipment, supplies, materials, and services, and receive, utilize, and dispose of the same; provided that at all times the Commission shall avoid any appearance of impropriety or conflict of interest;

14. Lease, purchase, retain, own, hold, improve, or use any property, real, personal, or mixed, or any undivided interest therein;

15. Sell, convey, mortgage, pledge, lease, exchange, abandon, or otherwise dispose of any property real, personal, or mixed;

16. Establish a budget and make expenditures;

17. Borrow money;

18. Appoint committees, including standing committees, composed of members, state regulators, state legislators or their representatives, and consumer representatives, and such other interested persons as may be designated in this Compact and the bylaws;

19. Accept and transmit complaints from the public, regulatory or law-enforcement agencies, or the Commission, to the relevant Member State(s) regarding potential misconduct of licensees;

20. Elect a chair, vice chair, secretary, and treasurer and such other officers of the Commission as provided in the Commission's bylaws;

21. Establish and elect an Executive Committee, including a chair and a vice chair;

22. Adopt and provide to the Member States an annual report.

23. Determine whether a state's adopted language is materially different from the model Compact language such that the state would not qualify for participation in the Compact; and

24. Perform such other functions as may be necessary or appropriate to achieve the purposes of this Compact.

D. The Executive Committee.

1. The Executive Committee shall have the power to act on behalf of the Commission according to the terms of this Compact. The powers, duties, and responsibilities of the Executive Committee shall include:

a. Overseeing the day-to-day activities of the administration of the Compact including compliance with the provisions of the Compact, the Commission's rules and bylaws, and other such duties as deemed necessary;

- b. Recommending to the Commission changes to the rules or bylaws, changes to this Compact legislation, fees charged to Compact Member States, fees charged to licensees, and other fees;
 - c. Ensuring Compact administration services are appropriately provided, including by contract;
 - d. Preparing and recommending the budget;
 - e. Maintaining financial records on behalf of the Commission;
 - f. Monitoring Compact compliance of Member States and providing compliance reports to the Commission;
 - g. Establishing additional committees as necessary;
 - h. Exercise the powers and duties of the Commission during the interim between Commission meetings, except for adopting or amending rules, adopting or amending bylaws, and exercising any other powers and duties expressly reserved to the Commission by rule or bylaw; and
 - i. Other duties as provided in the rules or bylaws of the Commission.
2. The Executive Committee shall be composed of seven voting members and up to two ex-officio members as follows:
- a. The chair and vice chair of the Commission and any other members of the Commission who serve on the Executive Committee shall be voting members of the Executive Committee; and
 - b. Other than the chair, vice-chair, secretary, and treasurer, the Commission shall elect three voting members from the current membership of the Commission; and
 - c. The Commission may elect ex-officio, nonvoting members as necessary as follows:
 - (1) One ex-officio member who is a representative of the national association of state massage therapy regulatory boards; and
 - (2) One ex-officio member as specified in the Commission's bylaws.
3. The Commission may remove any member of the Executive Committee as provided in the Commission's bylaws.
4. The Executive Committee shall meet at least annually.
- a. Executive Committee meetings shall be open to the public, except that the Executive Committee may meet in a closed, non-public session of a public meeting when dealing with any of the matters covered under subdivision F 4.
 - b. The Executive Committee shall give five business days advance notice of its public meetings, posted on its website and as determined to provide notice to persons with an interest in the public matters the Executive Committee intends to address at those meetings.
5. The Executive Committee may hold an emergency meeting when acting for the Commission to:
- a. Meet an imminent threat to public health, safety, or welfare;
 - b. Prevent a loss of Commission or participating state funds; or
 - c. Protect public health and safety.
- E. The Commission shall adopt and provide to the Member States an annual report.
- F. Meetings of the Commission.
1. All meetings of the Commission that are not closed pursuant to this subsection shall be open to the public. Notice of public meetings shall be posted on the Commission's website at least thirty (30) days prior to the public meeting.
2. Notwithstanding subdivision 1, the Commission may convene an emergency public meeting by providing at least twenty-four (24) hours' prior notice on the Commission's website, and any other means as provided in the Commission's rules, for any of the reasons it may dispense with notice of proposed rulemaking under subsection L of Article 10. The Commission's legal counsel shall certify that one of the reasons justifying an emergency public meeting has been met.
3. Notice of all Commission meetings shall provide the time, date, and location of the meeting, and if the meeting is to be held or accessible via telecommunication, video conference, or other electronic means, the notice shall include the mechanism for access to the meeting.
4. The Commission may convene in a closed, non-public meeting for the Commission to discuss:
- a. Non-compliance of a Member State with its obligations under the Compact;
 - b. The employment, compensation, or discipline or other matters, practices, or procedures related to specific employees or other matters related to the Commission's internal personnel practices and procedures;
 - c. Current or threatened discipline of a licensee by the Commission or by a Member State's licensing authority;
 - d. Current, threatened, or reasonably anticipated litigation;
 - e. Negotiation of contracts for the purchase, lease, or sale of goods, services, or real estate;
 - f. Accusing any person of a crime or formally censuring any person;
 - g. Trade secrets or commercial or financial information that is privileged or confidential;
 - h. Information of a personal nature where disclosure would constitute a clearly unwarranted invasion of personal privacy;
 - i. Investigative records compiled for law-enforcement purposes;
 - j. Information related to any investigative reports prepared by or on behalf of or for use of the

Commission or other committee charged with responsibility of investigation or determination of compliance issues pursuant to the Compact;

k. Legal advice;

l. Matters specifically exempted from disclosure to the public by federal or Member State law; or

m. Other matters as promulgated by the Commission by rule.

5. If a meeting, or portion of a meeting, is closed, the presiding officer shall state that the meeting will be closed and reference each relevant exempting provision, and such reference shall be recorded in the minutes.

6. The Commission shall keep minutes that fully and clearly describe all matters discussed in a meeting and shall provide a full and accurate summary of actions taken, and the reasons therefor, including a description of the views expressed. All documents considered in connection with an action shall be identified in such minutes. All minutes and documents of a closed meeting shall remain under seal, subject to release only by a majority vote of the Commission or order of a court of competent jurisdiction.

G. Financing of the Commission.

1. The Commission shall pay, or provide for the payment of, the reasonable expenses of its establishment, organization, and ongoing activities.

2. The Commission may accept any and all appropriate sources of revenue, donations, and grants of money, equipment, supplies, materials, and services.

3. The Commission may levy on and collect an annual assessment from each Member State and impose fees on licensees of Member States to whom it grants a multistate license to cover the cost of the operations and activities of the Commission and its staff, which must be in a total amount sufficient to cover its annual budget as approved each year for which revenue is not provided by other sources. The aggregate annual assessment amount for Member States shall be allocated based upon a formula that the Commission shall promulgate by rule.

4. The Commission shall not incur obligations of any kind prior to securing the funds adequate to meet the same, nor shall the Commission pledge the credit of any Member States, except by and with the authority of the Member State.

5. The Commission shall keep accurate accounts of all receipts and disbursements. The receipts and disbursements of the Commission shall be subject to the financial review and accounting procedures established under its bylaws. All receipts and disbursements of funds handled by the Commission shall be subject to an annual financial review by a certified or licensed public accountant, and the report of the financial review shall be included in and become part of the annual report of the Commission.

H. Qualified immunity, defense, and indemnification.

1. The members, officers, executive director, employees, and representatives of the Commission shall be immune from suit and liability, both personally and in their official capacity, for any claim for damage to or loss of property or personal injury or other civil liability caused by or arising out of any actual or alleged act, error, or omission that occurred, or that the person against whom the claim is made had a reasonable basis for believing occurred, within the scope of Commission employment, duties, or responsibilities, provided that nothing in this subdivision shall be construed to protect any such person from suit or liability for any damage, loss, injury, or liability caused by the intentional or willful or wanton misconduct of that person. The procurement of insurance of any type by the Commission shall not in any way compromise or limit the immunity granted hereunder.

2. The Commission shall defend any member, officer, executive director, employee, and representative of the Commission in any civil action seeking to impose liability arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities, or as determined by the Commission that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities, provided that nothing herein shall be construed to prohibit that person from retaining his own counsel at his own expense, and provided further, that the actual or alleged act, error, or omission did not result from that person's intentional or willful or wanton misconduct.

3. The Commission shall indemnify and hold harmless any member, officer, executive director, employee, and representative of the Commission for the amount of any settlement or judgment obtained against that person arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities, or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities, provided that the actual or alleged act, error, or omission did not result from the intentional or willful or wanton misconduct of that person.

4. Nothing herein shall be construed as a limitation on the liability of any licensee for professional malpractice or misconduct, which shall be governed solely by any other applicable state laws.

5. Nothing in this Compact shall be interpreted to waive or otherwise abrogate a Member State's state action immunity or state action affirmative defense with respect to antitrust claims under the Sherman Act, Clayton Act, or any other state or federal antitrust or anticompetitive law or regulation.

6. Nothing in this Compact shall be construed to be a waiver of sovereign immunity by the Member States

or by the Commission.

Article 9. Data System.

A. The Commission shall provide for the development, maintenance, operation, and utilization of a coordinated database and reporting system.

B. The Commission shall assign each applicant for a multistate license a unique identifier, as determined by the rules of the Commission.

C. Notwithstanding any other provision of state law to the contrary, a Member State shall submit a uniform data set to the data system on all individuals to whom this Compact is applicable as required by the rules of the Commission, including:

1. Identifying information;
2. Licensure data;
3. Adverse actions against a license and information related thereto;
4. Non-confidential information related to alternative program participation, the beginning and ending dates of such participation, and other information related to such participation;
5. Any denial of application for licensure, and the reason(s) for such denial (excluding the reporting of any criminal history record information where prohibited by law);
6. The existence of investigative information;
7. The existence or presence of current significant investigative information; and
8. Other information that may facilitate the administration of this Compact or the protection of the public, as determined by the rules of the Commission.

D. The records and information provided to a Member State pursuant to this Compact or through the data system, when certified by the Commission or an agent thereof, shall constitute the authenticated business records of the Commission and shall be entitled to any associated hearsay exception in any relevant judicial, quasi-judicial or administrative proceedings in a Member State.

E. The existence of current significant investigative information and the existence of investigative information pertaining to a licensee in any Member State will only be available to other Member States.

F. It is the responsibility of the Member States to report any adverse action against a licensee who holds a multistate license and to monitor the database to determine whether adverse action has been taken against such a licensee or license applicant. Adverse action information pertaining to a licensee or license applicant in any Member State will be available to any other Member State.

G. Member States contributing information to the data system may designate information that may not be shared with the public without the express permission of the contributing state.

H. Any information submitted to the data system that is subsequently expunged pursuant to federal law or the laws of the Member State contributing the information shall be removed from the data system.

Article 10. Rulemaking.

A. The Commission shall promulgate reasonable rules in order to effectively and efficiently implement and administer the purposes and provisions of the Compact. A rule shall be invalid and have no force or effect only if a court of competent jurisdiction holds that the rule is invalid because the Commission exercised its rulemaking authority in a manner that is beyond the scope and purposes of the Compact, or the powers granted hereunder, or based upon another applicable standard of review.

B. The rules of the Commission shall have the force of law in each Member State, provided however that where the rules of the Commission conflict with the laws of the Member State that establish the Member State's scope of practice as held by a court of competent jurisdiction, the rules of the Commission shall be ineffective in that state to the extent of the conflict.

C. The Commission shall exercise its rulemaking powers pursuant to the criteria set forth in this article and the rules adopted thereunder. Rules shall become binding as of the date specified by the Commission for each rule.

D. If a majority of the legislatures of the Member States rejects a rule or portion of a rule, by enactment of a statute or resolution in the same manner used to adopt the Compact within four (4) years of the date of adoption of the rule, then such rule shall have no further force and effect in any Member State or to any state applying to participate in the Compact.

E. Rules shall be adopted at a regular or special meeting of the Commission.

F. Prior to adoption of a proposed rule, the Commission shall hold a public hearing and allow persons to provide oral and written comments, data, facts, opinions, and arguments.

G. Prior to adoption of a proposed rule by the Commission, and at least thirty (30) days in advance of the meeting at which the Commission will hold a public hearing on the proposed rule, the Commission shall provide a notice of proposed rulemaking:

1. On the website of the Commission or other publicly accessible platform;
2. To persons who have requested notice of the Commission's notices of proposed rulemaking; and
3. In such other way(s) as the Commission may by rule specify.

H. The notice of proposed rulemaking shall include:

1. The time, date, and location of the public hearing at which the Commission will hear public comments

on the proposed rule and, if different, the time, date, and location of the meeting where the Commission will consider and vote on the proposed rule;

2. If the hearing is held via telecommunication, video conference, or other electronic means, the Commission shall include the mechanism for access to the hearing in the notice of proposed rulemaking;

3. The text of the proposed rule and the reason therefor;

4. A request for comments on the proposed rule from any interested person; and

5. The manner in which interested persons may submit written comments.

I. All hearings will be recorded. A copy of the recording and all written comments and documents received by the Commission in response to the proposed rule shall be available to the public.

J. Nothing in this article shall be construed as requiring a separate hearing on each rule. Rules may be grouped for the convenience of the Commission at hearings required by this article.

K. The Commission shall, by majority vote of all commissioners, take final action on the proposed rule based on the rulemaking record.

1. The Commission may adopt changes to the proposed rule provided the changes do not enlarge the original purpose of the proposed rule.

2. The Commission shall provide an explanation of the reasons for substantive changes made to the proposed rule as well as reasons for substantive changes not made that were recommended by commenters.

3. The Commission shall determine a reasonable effective date for the rule. Except for an emergency as provided in subsection L, the effective date of the rule shall be no sooner than thirty (30) days after the Commission issuing the notice that it adopted or amended the rule.

L. Upon determination that an emergency exists, the Commission may consider and adopt an emergency rule with 24 hours' notice, provided that the usual rulemaking procedures provided in the Compact and in this article shall be retroactively applied to the rule as soon as reasonably possible, in no event later than ninety (90) days after the effective date of the rule. For the purposes of this provision, an emergency rule is one that must be adopted immediately to:

1. Meet an imminent threat to public health, safety, or welfare;

2. Prevent a loss of Commission or Member State funds;

3. Meet a deadline for the promulgation of a rule that is established by federal law or rule; or

4. Protect public health and safety.

M. The Commission or an authorized committee of the Commission may direct revisions to a previously adopted rule for purposes of correcting typographical errors, errors in format, errors in consistency, or grammatical errors. Public notice of any revisions shall be posted on the website of the Commission. The revision shall be subject to challenge by any person for a period of thirty (30) days after posting. The revision may be challenged only on grounds that the revision results in a material change to a rule. A challenge shall be made in writing and delivered to the Commission prior to the end of the notice period. If no challenge is made, the revision will take effect without further action. If the revision is challenged, the revision may not take effect without the approval of the Commission.

N. No Member State's rulemaking requirements shall apply under this Compact.

Article 11. Oversight, Dispute Resolution, and Enforcement.

A. Oversight.

1. The executive and judicial branches of state government in each Member State shall enforce this Compact and take all actions necessary and appropriate to implement the Compact.

2. Venue is proper and judicial proceedings by or against the Commission shall be brought solely and exclusively in a court of competent jurisdiction where the principal office of the Commission is located. The Commission may waive venue and jurisdictional defenses to the extent it adopts or consents to participate in alternative dispute resolution proceedings. Nothing herein shall affect or limit the selection or propriety of venue in any action against a licensee for professional malpractice, misconduct, or any such similar matter.

3. The Commission shall be entitled to receive service of process in any proceeding regarding the enforcement or interpretation of the Compact and shall have standing to intervene in such a proceeding for all purposes. Failure to provide the Commission service of process shall render a judgment or order void as to the Commission, this Compact, or promulgated rules.

B. Default, technical assistance, and termination.

1. If the Commission determines that a Member State has defaulted in the performance of its obligations or responsibilities under this Compact or the promulgated rules, the Commission shall provide written notice to the defaulting state. The notice of default shall describe the default, the proposed means of curing the default, and any other action that the Commission may take and shall offer training and specific technical assistance regarding the default.

2. The Commission shall provide a copy of the notice of default to the other Member States.

C. If a state in default fails to cure the default, the defaulting state may be terminated from the Compact upon an affirmative vote of a majority of the delegates of the Member States, and all rights, privileges, and benefits conferred on that state by this Compact may be terminated on the effective date of termination. A cure of the default does not relieve the offending state of obligations or liabilities incurred during the period

of default.

D. Termination of membership in the Compact shall be imposed only after all other means of securing compliance have been exhausted. Notice of intent to suspend or terminate shall be given by the Commission to the governor, the majority and minority leaders of the defaulting state's legislature, the defaulting state's state licensing authority and each of the Member States' state licensing authority.

E. a state that has been terminated is responsible for all assessments, obligations, and liabilities incurred through the effective date of termination, including obligations that extend beyond the effective date of termination.

F. Upon the termination of a state's membership from this Compact, that state shall immediately provide notice to all licensees who hold a multistate license within that state of such termination. The terminated state shall continue to recognize all licenses granted pursuant to this Compact for a minimum of one hundred eighty (180) days after the date of said notice of termination.

G. The Commission shall not bear any costs related to a state that is found to be in default or that has been terminated from the Compact, unless agreed upon in writing between the Commission and the defaulting state.

H. The defaulting state may appeal the action of the Commission by petitioning the U.S. District Court for the District of Columbia or the federal district where the Commission has its principal offices. The prevailing party shall be awarded all costs of such litigation, including reasonable attorney fees.

I. Dispute resolution.

1. Upon request by a Member State, the Commission shall attempt to resolve disputes related to the Compact that arise among Member States and between Member and non-Member States.

2. The Commission shall promulgate a rule providing for both mediation and binding dispute resolution for disputes as appropriate.

J. Enforcement.

1. The Commission, in the reasonable exercise of its discretion, shall enforce the provisions of this Compact and the Commission's rules.

2. By majority vote as provided by Commission rule, the Commission may initiate legal action against a Member State in default in the United States District Court for the District of Columbia or the federal district where the Commission has its principal offices to enforce compliance with the provisions of the Compact and its promulgated rules. The relief sought may include both injunctive relief and damages. In the event judicial enforcement is necessary, the prevailing party shall be awarded all costs of such litigation, including reasonable attorney fees. The remedies herein shall not be the exclusive remedies of the Commission. The Commission may pursue any other remedies available under federal or the defaulting Member State's law.

3. A Member State may initiate legal action against the Commission in the U.S. District Court for the District of Columbia or the federal district where the Commission has its principal offices to enforce compliance with the provisions of the Compact and its promulgated rules. The relief sought may include both injunctive relief and damages. In the event judicial enforcement is necessary, the prevailing party shall be awarded all costs of such litigation, including reasonable attorney fees.

4. No individual or entity other than a Member State may enforce this Compact against the Commission.

Article 12. Effective Date, Withdrawal, and Amendment.

A. The Compact shall come into effect on the date on which the Compact statute is enacted into law in the seventh Member State.

1. On or after the effective date of the Compact, the Commission shall convene and review the enactment of each of the Charter Member States to determine if the statute enacted by each such Charter Member State is materially different than the model Compact statute.

a. A Charter Member State whose enactment is found to be materially different from the model Compact statute shall be entitled to the default process set forth in Article 11.

b. If any Member State is later found to be in default, or is terminated or withdraws from the Compact, the Commission shall remain in existence and the Compact shall remain in effect even if the number of Member States should be less than seven (7).

2. Member States enacting the Compact subsequent to the Charter Member States shall be subject to the process set forth in subdivision C 23 of Article 8 to determine if their enactments are materially different from the model Compact statute and whether they qualify for participation in the Compact.

3. All actions taken for the benefit of the Commission or in furtherance of the purposes of the administration of the Compact prior to the effective date of the Compact or the Commission coming into existence shall be considered to be actions of the Commission unless specifically repudiated by the Commission.

4. Any state that joins the Compact shall be subject to the Commission's rules and bylaws as they exist on the date on which the Compact becomes law in that state. Any rule that has been previously adopted by the Commission shall have the full force and effect of law on the day the Compact becomes law in that state.

B. Any Member State may withdraw from this Compact by enacting a statute repealing that state's enactment of the Compact.

1. A Member State's withdrawal shall not take effect until one hundred eighty (180) days after enactment of the repealing statute.

2. Withdrawal shall not affect the continuing requirement of the withdrawing state's licensing authority to comply with the investigative and adverse action reporting requirements of this Compact prior to the effective date of withdrawal.

3. Upon the enactment of a statute withdrawing from this Compact, a state shall immediately provide notice of such withdrawal to all licensees within that state. Notwithstanding any subsequent statutory enactment to the contrary, such withdrawing state shall continue to recognize all licenses granted pursuant to this Compact for a minimum of one hundred eighty (180) days after the date of such notice of withdrawal.

C. Nothing contained in this Compact shall be construed to invalidate or prevent any licensure agreement or other cooperative arrangement between a Member State and a non-Member State that does not conflict with the provisions of this Compact.

D. This Compact may be amended by the Member States. No amendment to this Compact shall become effective and binding upon any Member State until it is enacted into the laws of all Member States.

Article 13. Construction and Severability.

A. This Compact and the Commission's rulemaking authority shall be liberally construed so as to effectuate the purposes and the implementation and administration of the Compact. Provisions of the Compact expressly authorizing or requiring the promulgation of rules shall not be construed to limit the Commission's rulemaking authority solely for those purposes.

B. The provisions of this Compact shall be severable and if any phrase, clause, sentence, or provision of this Compact is held by a court of competent jurisdiction to be contrary to the constitution of any Member State, a state seeking participation in the Compact, or of the United States, or the applicability thereof to any government, agency, person, or circumstance is held to be unconstitutional by a court of competent jurisdiction, the validity of the remainder of this Compact and the applicability thereof to any other government, agency, person, or circumstance shall not be affected thereby.

C. Notwithstanding subsection B, the Commission may deny a state's participation in the Compact or, in accordance with the requirements of subsection B of Article 11, terminate a Member State's participation in the Compact, if it determines that a constitutional requirement of a Member State is a material departure from the Compact. Otherwise, if this Compact shall be held to be contrary to the constitution of any Member State, the Compact shall remain in full force and effect as to the remaining Member States and in full force and effect as to the Member State affected as to all severable matters.

Article 14. Consistent Effect and Conflict With Other State Laws.

Nothing herein shall prevent or inhibit the enforcement of any other law of a Member State that is not inconsistent with the Compact.

Any laws, statutes, regulations, or other legal requirements in a Member State in conflict with the Compact are superseded to the extent of the conflict.

All permissible agreements between the Commission and the Member States are binding in accordance with their terms.

2. That any applicant for a multistate license shall pay the costs of performing any background check required by the Interstate Massage Compact, as entered into by this act.

3. Pursuant to Article 12 of § 54.1-3029.2 of the Code of Virginia, as created by this act, the Interstate Massage Compact (the Compact) shall become effective on the date the Compact is enacted by a seventh participating state or upon the effective date of this act, whichever is later.

Public Guide to the Standard Regulatory Process

Notice of Intended Regulatory Action (NOIRA)

Agency submits NOIRA on Town Hall for executive branch review by the Department of Planning and Budget (DPB), Cabinet Secretary, the Office of Regulatory Management (ORM), and Governor.

NOIRA is published in the *Virginia Register of Regulations* which begins a 30-day public comment period including a public comment forum on the Town Hall.

A regulatory stage becomes viewable on Town Hall and available for public comment as follows:

A regulatory stage first becomes viewable on Town Hall at the point it is submitted to DPB for review.

An email notification is sent to Town Hall registered public users five days before a regulatory stage is published in the *Virginia Register of Regulations*, the official publication of legal record for regulations in Virginia.

On the day a stage is published in the *Register*, a public comment period begins and a public comment forum opens on the Town Hall.

Sources: Sections 2.2-4006 through 2.2-4017 of the Code of Virginia (Article 2 of the Administrative Process Act) and Office of Regulatory Management Procedures (2022) to implement Executive Order 19 (2022)

Proposed stage

Agency considers public comment and approves proposed regulation.

Agency submits proposed stage on Town Hall for executive branch review by the Office of the Attorney General (OAG), DPB, Cabinet Secretary, ORM and Governor.

Proposed regulation is published in the *Register* which begins a 60-day public comment period including a public comment forum on the Town Hall.

Final stage

Agency considers public comment and adopts final regulation.

Executive branch review by OAG (sometimes), DPB, Cabinet Secretary, ORM, and Governor.

Final regulation is published in the *Register*.

30-day final adoption period begins

Regulation becomes effective

(unless it is suspended or 25+ people request an additional public comment period).

For more information,
visit the
Virginia Regulatory Town Hall
at
townhall.virginia.gov



BYLAWS**THE ADVISORY BOARD ON MASSAGE THERAPY
VIRGINIA BOARD OF NURSING****Article I - Members of the Advisory Board**

The appointments and limitations of service of the members shall be in accordance with Section 54.1-3029.1 of the Code of Virginia.

Article II - Officers

Section 1. Titles of Officers - The officers of the advisory board shall consist of a chairman and a vice-chairman elected by the advisory board. The Deputy Executive Director of the Board of Nursing shall serve in an advisory capacity.

Section 2. Terms of Office - The chairman and the vice-chairman shall serve for a one-year term and may not serve for more than two consecutive terms in each office. The election of officers shall take place at the first meeting after July 1, and officers shall assume their duties immediately thereafter.

Section 3. Duties of Officers.

a. Chairman

- (1) The chairman shall preside at all meetings when present, make such suggestions as he may deem calculated to promote and facilitate its work, and discharge all other duties pertaining by law or by resolution of the advisory board. The chairman shall preserve order and conduct all proceedings according to and by parliamentary rules and demand conformity thereto on the part of the members.
- (2) The chairman shall appoint members of all committees as needed.
- (3) The chairman shall act as liaison between the advisory board and the Board of Nursing on matters pertaining to certification, discipline, legislation and regulation of massage therapy.

b. Vice-Chairman

The vice-chairman shall preside at meetings in the absence of the chairman and shall take over the other duties of the chairman as may be made necessary by the absence of the chairman.

Article III - Meetings

Section 1. There shall be at least one meeting each year in order to elect the chairman and vice-chairman and to conduct such business as may be deemed necessary by the advisory board.

Section 2. Quorum - Three members shall constitute a quorum for transacting business.

Section 3. Order of the Agenda - The order of the agenda may be changed at any meeting by a majority vote.

Article IV - Amendments

Amendments to these bylaws may be proposed by presenting the amendments in writing to all advisory board members prior to any scheduled advisory board meeting. If the proposed amendment receives a majority vote of the members present at that regular meeting, it shall be presented for consideration and vote to the Board of Nursing at its next regular meeting.

AGENDA 6.2.

**Formal Hearing
LMT Advisory Board Availability
January – June 2026**

[illegible]

**Formal Hearing
LMT Advisory Board Availability
July - December 2026**

[illegible]

ADVISORY BOARD ON MASSAGE THERAPY MEMBERS

(Revised September 2025)

SEAT NAME	NAME	END DATE
Licensed Massage Therapist	Dr. Shawnté Peterson, LMT, MPH, CHES, NADA, Dac— <i>CHAIR</i>	2027
Licensed Massage Therapist	Annie Lively, LMT— <i>VICE CHAIR</i>	2027
Licensed Massage Therapist	Tracey Walker, LMT	2028
Administrator/Faculty Member	Michael Tramonte	2028
Member of the General Public	OPEN	2029

LICENSING REVENUE INFORMATION

LMT Total Count Payments Received	10/01/2023 to 09/30/2024	10/01/2024 to 09/30/2025
New Applications (initial & endorsement)	616	564
Duplicate License Request	225	198
Duplicate Wall Certificate Request	48	45
Reinstatement Applications after Discipline	5	2
Reinstatement Applications	78	74
Renewals	3,630	3,565
Late Renewals	464	432

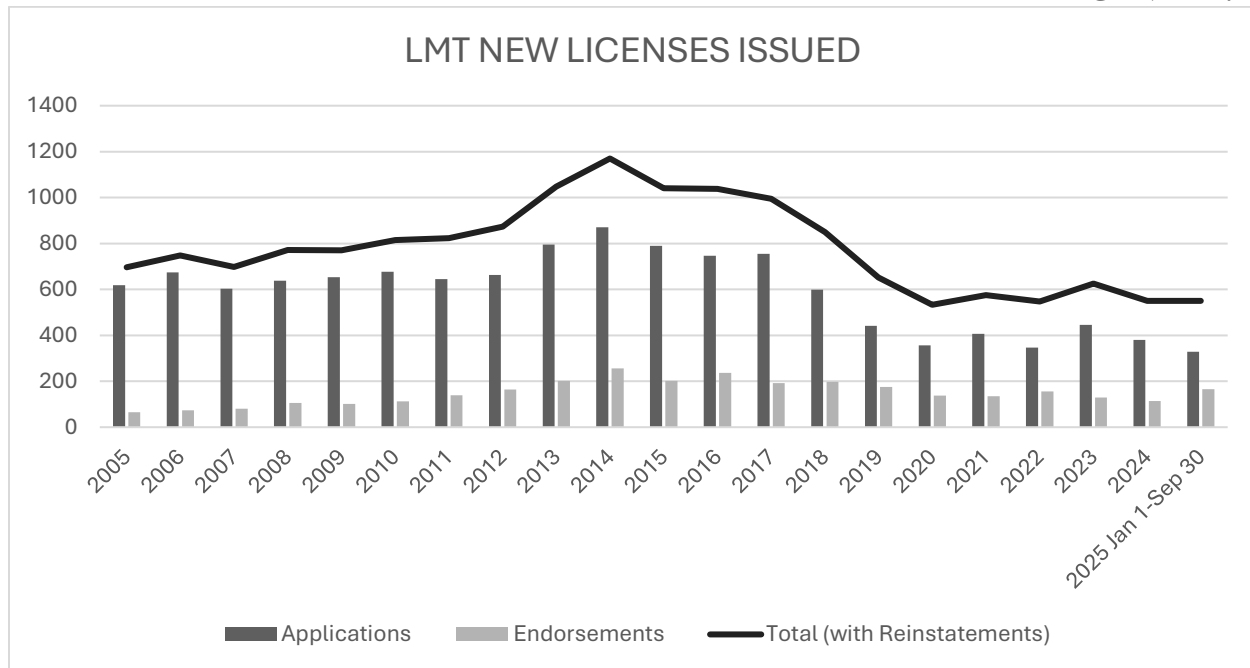
STATISTICAL INFORMATION

Total number of massage therapists **currently active** in Virginia as of **October 1, 2025:**

8,367

Virginia Department of Health Professions 2022-2024 (July 1 to June 30) Biennial Report

2024	8,287
2022	8,597
2020	8,727
2018	7,978
2016	7,104
2014	6,215



Number of Massage Licenses Issued (Initial Applicants, Endorsements, and Reinstatements + Reinstatements after Discipline¹ [see **NOTES**])

Calendar Year	Application	Endorsement	Reinstatements	Total
2025 (Jan 1- Sep 30)	328	166	56	550
2024 (Jan 1- Dec 31)	380	114²	56	550
2023 (Jan 1- Dec 31)	445	129	51	625
2022 (Jan 1- Dec 31)	347	156	44	547
2021 (Jan 1- Dec 31)	406	135	34	575
2020 (Jan 1- Dec 31)	356	138	39	533
2019 (Jan 1- Dec 31)	441	175	36	652
2018 (Jan 1- Dec 31)	599	197	54	850
2017 (Jan 1- Dec 31)	755	192	47	994
2016 (Jan 1- Dec 31)	747	237	54	1,038
2015 (Jan 1- Dec 31)	790	202	49	1,041
2014 (Jan 1 -Dec 31)	870	256	44	1,170
2013 (Jan 1- Dec 31)	796	202	47	1,048
2012 (Jan 1- Dec 31)	663	164	46	873
2011 (Jan 1- Dec 31)	645	139	39	823
2010 (Jan 1- Dec 31)	677	113	25	815
2009 (Jan 1- Dec 31)	653	101	16	770
2008 (Jan 1- Dec 31)	638	106	27	771
2007 (Jan 1- Dec 31)	603	80	15	698
2006 (Jan 1- Dec 31)	674	74	13	748
2005 (Jan 1- Dec 31)	618	65	13	696

NOTES:

1. The number of Reinstatements After Discipline was minimal and usually only one or two of the total reinstatements for the year, so these numbers were added into Reinstatements.
2. This number includes one licensee by endorsement who obtained licensure because of military orders.

LICENSING CONSIDERATIONS:

- ☞ MBLEx was accepted as the exam for certification in Virginia as of July 1, 2013.
- ☞ April 2014 is when the Virginia Board of Nursing started accepting online applications for licensure in massage therapy.
- ☞ Implementation of Licensure for Massage Therapist effective January 1, 2017 (*from Certified Massage Therapist-CMT to Licensed Massage Therapist-LMT*)
- ☞ Pursuant to Virginia Code 54.1-3005.1, the Virginia Board of Nursing incorporated both state and federal criminal background checks as part of the application process for massage therapist effective January 1, 2017. This requirement applied to applicants by initial application, endorsement, and reinstatement.
- ☞ Effective April 16, 2020, the Board of Nursing no longer provides official verification for licensees wishing to obtain out-of-state licensure. Licenses are directed to License Lookup.
- ☞ Effective September 30, 2020, pursuant to Virginia Code 54.1-3029, the Virginia Board of Nursing clarified the requirement for applicants to have completed a massage therapy program that is at least 500 hours and requires a Board-approved English-proficiency exam for applicants educated outside of the United States.
- ☞ On March 21, 2025, the Virginia General Assembly passed the Virginia Acts of Assembly, 2025 Session, Chapter 274, Interstate Massage Compact. It will be designated in the Code of Virginia as § 54.1-3029.2. Interstate Massage Compact.



COMMONWEALTH of VIRGINIA

Arne W. Owens
Director

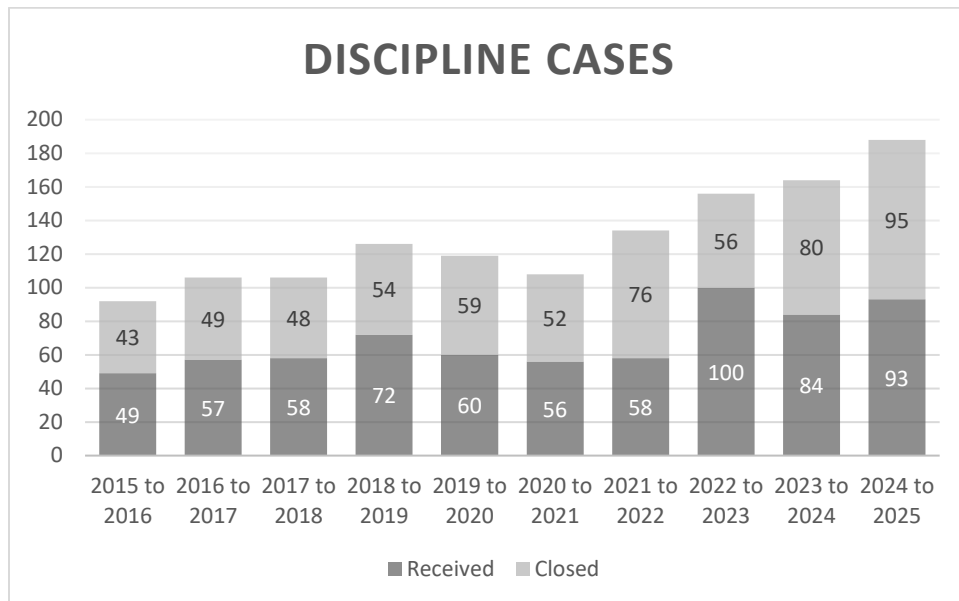
Department of Health Professions
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, Virginia 23233-1463

www.dhp.virginia.gov
PHONE (804) 367- 4400

Virginia Board of Nursing
Claire Morris, RN, LNHA
Executive Director

Board of Nursing (804) 367-4515
www.dhp.virginia.gov/Boards/Nursing

DISCIPLINE CASES		
Year (Oct to Sep)	Received	Closed
2024 to 2025	93	95
2023 to 2024	84	80
2022 to 2023	100	56
2021 to 2022	58	76
2020 to 2021	56	52
2019 to 2020	60	59
2018 to 2019	72	54
2017 to 2018	58	48
2016 to 2017	57	49
2015 to 2016	49	43



AGENDA 7.2.

Case Category Report for Massage Therapy—Cases Received & Closed Between:		
Licensed Massage Therapist	10/01/2023 to 09/30/2024	10/01/2024 to 09/30/2025
01 Inability to Safely Practice	2	
03 Abuse/Abandonment/Neglect	17	12
05 Std of Care, Diagnosis/Treatment	1	
07 Std of Care, Malpractice Reports	2	
08 Std of Care, Exceeding Scope		1
10 Inappropriate Relationship	18	20
11 Unlicensed Activity	29	38
12 Misappropriation of Patient Property		1
13 Fraud, Patient Care		1
14 Action by Another Bd, Patient Care	1	2
50 Criminal Activity	10	19
51 HPMP		
53 Fraud, Non-Patient Care	2	5
54 Business Practice Issues	12	6
56 Compliance	1	1
58 Confidentiality Breach		1
59 Continuing Competency Req Not Met	7	1
62 Action by Another BD, NPC	2	
63 Reinstatement	5	2
64 Eligibility	5	6
Total	114	134

**Federation of State Massage Therapy Boards (FSMTB) Executive Summit
Scottsdale, Arizona
April 2 – April 4, 2025**

Christina Bargdill, Deputy Executive Director attended the FSMTB Executive Summit in Scottsdale, Arizona. A summary of topics discussed and highlights is provided below.

Topics Covered:

Hack-A-Thon Workshop: Apprenticeship

Christina Bargdill, Deputy Executive Director, participated in a small group workshop which was convened prior to the start of the summit. Each small group discussed the US Department of Labor (DOL) focus on apprenticeship programs and identified potential barriers to the implementation of apprenticeships in Massage Therapy Education Programs in jurisdictions across the nation. The groups provided recommendations for ways to resolve those issues. Each small group presented their findings and recommendations to the entire executive membership when the summit convened on April 3.

Highlighted information:

- Massage therapy apprenticeship programs are currently only recognized by massage therapy regulatory agencies in 5 states: Arkansas, Hawaii, Missouri, Utah and Washington. Montana has legislation currently pending.
- As of January 2025, the www.aprenticeship.gov website reflects 34 recognized massage therapy apprenticeship programs throughout 18 states.
- The following states do not require licensure or certification to practice massage therapy: Wyoming, Minnesota, Vermont and Kansas. Certification is voluntary in California.
- Several apprenticeship models discussed
- Effective apprenticeship programs would require collaboration between DOL, State Education Approval Agency (i.e. SCHEV) and the Licensing body
- Federal regulations require apprenticeships to be a minimum of 2000 hours
- Apprenticeships would increase workforce; Earn to Learn program model
- Focus must be on public safety
- Concerns: An educational program known to Virginia has been approved to operate an apprenticeship program through DOL after losing education/program approval by both SCHEV and FSMTB

Collaborating for Change - Insights from the Arizona Anti-Trafficking Network

Stacey Sutherland, Director of TRUST, Arizona Anti Trafficking Network (AATN), spoke about combating human trafficking through interagency collaboration, resource sharing and community outreach.

Massage Education Standards: Panel Discussion How to Better Collaborate

Christina Bargdill, Deputy Executive Director and Sandra Freeman, Director, Private Postsecondary Education, SCHEV, presented Virginia's collaborative approach to establishing and applying massage education regulations and standards through inter-agency collaboration. Additional presenters included Kimberly Hodge, Tennessee Higher Education Commission Compliance Officer and Tom Ryan, Wisconsin Massage Therapy Affiliated Credentialing Board, Executive Director. The presenters engaged in a panel discussion to identify effective collaboration between massage regulators and state education authorizers.

IMpact: Advancing Regulation, Mobility, and Public Protection

Patty Glenn, Director of Education and Professional Mobility, FSMTB provided an update on the IMpact, focusing on what the compact means for regulatory boards, massage therapists and public protection.

Federation of State Massage Therapy Boards (FSMTB) Executive Summit

Scottsdale, Arizona

April 2 – April 4, 2025

- Virginia is the 4th state to join the Interstate Massage Compact. 7 states are required to form the compact. There are an additional 7 states pending legislation currently.
- The educational requirements for multistate license (MSL) have been established at 625 hours. States that require less than 625 hours of education can participate in the compact, however, massage therapists who have less than 625 hours are not eligible for a multi-state license.
- Virginia requires a minimum of 500 hours of education, however many massage therapy schools in Virginia offer SCHEV approved programs in excess of 500 hours due to higher requirements in neighboring states.
- Several states have increased their minimum education requirements, effective July 1, 2024.
- The Massage Therapy Licensing database (MTLD) is a comprehensive, national database of licensed massage therapists that facilitates information sharing between state massage regulatory boards and agencies. Better information improves efficiency and effectiveness in licensure. MTLD is an important tool to facilitate licensee mobility and license portability, combat massage education fraud, and mitigate human trafficking.

FSMTB Programs and Services Focus: CE Registry and REACH

The FSMTB CE registry has been in operation since 2014. It is a registry of continuing education courses for massage therapists, provided by educators that meet and adhere to the FSMTB continuing education standards. The Regulatory Education And Competence Hub (REACH), established in 2020, is an online education center that offers continuing education courses to support learning for state requirements, remediation, and desired personal growth. REACH is a registered provider for the FSMTB CE registry.

- Member states can request the development of specific courses for staff training and/or massage therapy continuing education credits

Identifying Licensure Fraud

Colby Dixon, Assistant Director, Data and Compliance, FSMTB discussed the information FSMTB collects. Information is shared with member states when discrepancies are identified. FSMTB keeps data on school information provided in application to test; member states can contact FSMTB directly to review school information in the event there are discrepancies with education information identified in the application process.

Susie Osborne, Montana Board of Massage Therapy Executive Director, Adrienne Price, Georgia Board of Massage Therapy Executive Director, and John Price, Idaho Board of Massage Therapy Executive Director each presented scenarios highlighting their collaboration with FSMTB to improve the effectiveness of massage regulations in their jurisdictions.

Tricky Scenarios and Board Best Practices

Dough Jennings, Texas Department of Licensing and Regulation General Counsel lead a discussion exploring challenging board scenarios and provided best practice tips for handling challenging situations with confidence and professionalism.

Applying Communication Theory to Uncover Barriers to Trust

Mara McGhee, Member Services Manager, FSMTB presented information on how communication theories explain the role of misinformation in fostering distrust toward legislators and government agencies and the implications for governance.

Federation of State Massage Therapy Boards (FSMTB) Executive Summit

Scottsdale, Arizona

April 2 – April 4, 2025

Reimagining Relationships with Legislators

Todd Baughman, Policy Development Group Lobbyist, Dr. Selina Bliss, Arizona House of Representatives and Sharon Oliver, Maryland State Board of Massage Therapy Examiners Executive Director discussed common barriers to trust between policy makers and their constituents. The discussion focused on practical strategies for building stronger relationships to promote professions and protect the public.

Top Cases and Legal Trends Shaping Massage Therapy Regulation

Mai Lin Petrine, Director, Legal and Regulatory Affairs, FSMTB reviewed several legal cases and implications for massage therapy regulation.

- *Loper Bright vs. Raimondo* cut back on the power of federal agencies to interpret the laws they administer and ruled that courts should rely on their own interpretation of ambiguous laws. In other words, courts no longer need to defer to an agency or subject matter experts to clarify ambiguity. Courts will still defer to agencies for findings of fact and conclusions of law.
- *SEC vs Jarkesy*- The SEC initiated an enforcement action for civil penalties against Jarkesy and Patriot28 for alleged violations of the "antifraud provisions" contained in the federal securities laws. The SEC opted to adjudicate the matter in-house. The final order determined that Jarkesy and Patriot28 had committed securities violations and levied a heavy civil penalty. Jarkesy and Patriot28 petitioned for judicial review. The Fifth Circuit vacated the order on the grounds that adjudicating the matter in-house violated the defendants' Seventh Amendment right to a jury trial.
- *Corner post vs Board of Governors*- is a United States Supreme Court case about the statute of limitations for judicial review of federal agency rulemaking under the Administrative Procedure Act. The legal question under review was whether a challenge to the validity of a rule must be brought within six years of the rule's issuance—or instead within six years of when the rule first injures the plaintiff challenging the rule. The Supreme Court held, by a 6–3 vote, that the statute of limitations does not start running until the party is injured by the regulation, not at the end of the public comment period.
- *Yetman vs Illinois Department of Financial and Professional Regulation (IDFPR)*- involves a settlement wherein a licensee with multistate privilege was summarily suspended in one state, licensed expired in another state. The licensee signed a stipulation in the jurisdiction summarily suspending, denying the allegation but agreed to a settlement via voluntary surrender in lieu of discipline. Subsequently, the individual applied for licensure in another jurisdiction. The licensee moved to dismiss the consent order following summary suspension as the action was taken by the licensee, not by the Board, and the action was not considered disciplinary action.

Attachments:

IMpact Compact Map 2025

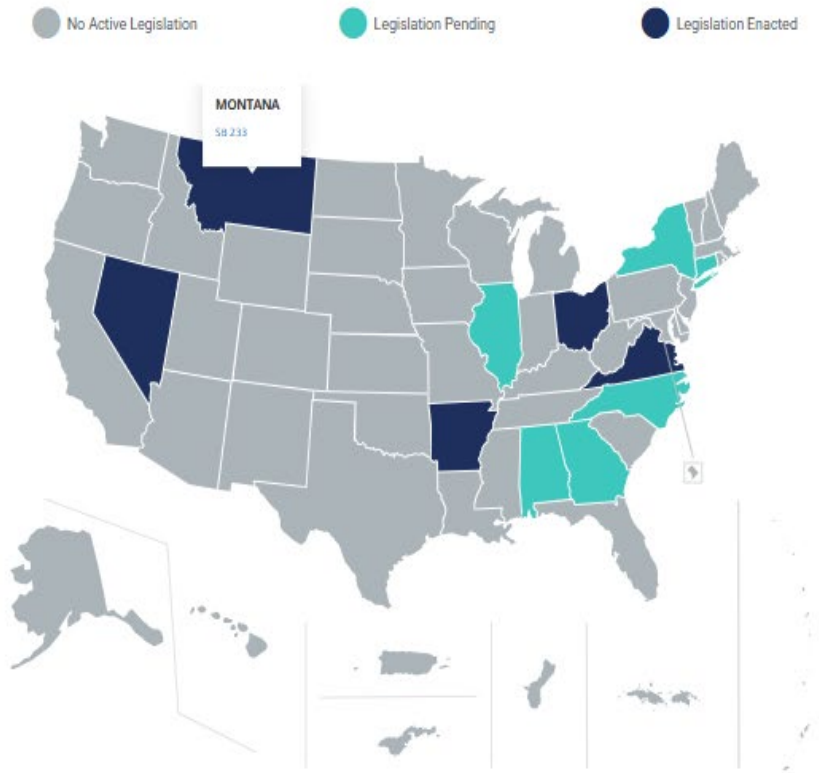
IMpact Fact Sheet

IMpact MSL Education Requirement - Why 625

FSMTB Requirements by State



COMPACT MAP



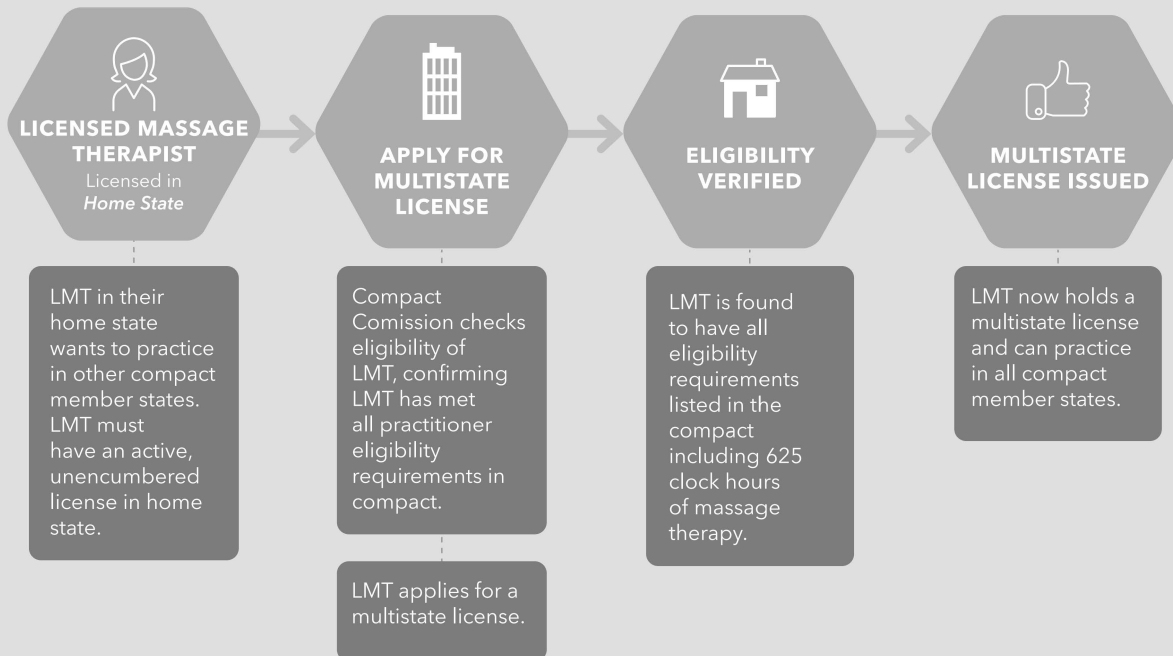
IMpact

Interstate Massage Compact

This project is funded by the Department of Defense

What is IMpact?

IMpact is an interstate occupational licensure compact. Interstate compacts are constitutionally authorized, legislatively enacted, legally binding agreements among states. IMpact will enable licensed massage therapists to practice in all states that join the compact, rather than get an individual license in every state in which they want to practice. Like the compact for a driver's license, each compact member state agrees to mutually recognize the practitioner licenses issued by every other member state.



What other professions have an interstate compact?

Interstate Medical Licensure Compact (IMLC)

Nurse Licensure Compact (NLC) and Advanced Practice Nurse Compact (APRN Compact)

Emergency Medical Service Officials Licensure Compact (EMS Compact)

Physical Therapists Licensure Compact (PT Compact)

Psychology Interjurisdictional Compact (PSYPACT)

Audiology and Speech-Language Pathology Interstate Compact (ASLP-IC)

Occupational Therapy Interstate Licensure Compact (OT Compact)

Counseling Interstate Licensure Compact



National Center for Interstate Compacts
THE COUNCIL OF STATE GOVERNMENTS



FSMTB®
FEDERATION OF STATE
MASSAGE THERAPY BOARDS

Who can use **IMpact**?

A massage therapist is eligible for a multistate license if they have:

- An active, unencumbered license in the compact member state in which they reside;
- Completed at least 625 clock hours of massage therapy education;
- Passed the national licensing examination; and
- No disqualifying criminal history.

A massage therapist who meets these requirements may be granted a multistate license which authorizes them to practice in all compact member states with no additional action needed. Massage therapists must observe the laws and rules of the state in which they practice.

BENEFITS OF **IMpact** FOR LICENSEES



Facilitates mobility for licensees



Expands employment opportunities into new markets



Improves continuity of care when massage therapists or clients relocate



Supports relocating military spouses and families



Reduces financial burden of applying for and maintaining multiple licenses

BENEFITS OF **IMpact** FOR REGULATORS



Reduces administrative burden



Facilitates mobility of practitioners during public health emergencies



Allows regulators to retain jurisdiction over licensees practicing in their state



Expands cooperation among state licensure boards on investigations and disputes



Enhances public safety through a shared interstate data system of licensure and disciplinary information

BENEFITS OF **IMpact** FOR STATES



Promotes workforce development and strengthens labor markets



Expands consumer access to highly qualified practitioners



Preserves state sovereignty



Improves access to massage therapy services

What's Next?

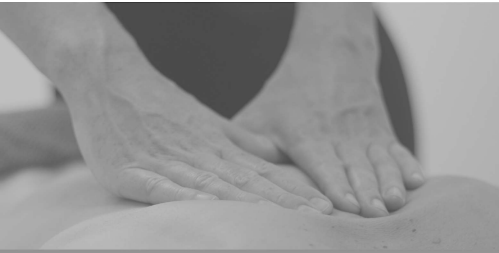
The Council of State Governments (CSG) has facilitated the development of the IMpact model legislation. This legislation has been finalized for introduction during 2023 legislative sessions.

Each state must enact the IMpact model legislation to join the compact. Supporters of the compact can contact the state chapter or national office of their professional membership association and state legislature to advocate for the interstate compact.

To get involved or learn about advocating for the interstate compact, please visit massagecompact.org.

WHY 625?

Multistate License Education Requirement



States are not required to modify their hours of education requirements for state licensure; the 625-hour requirement applies only to the massage therapist seeking the multistate license.



What is IMpact?

The FSMTB, in collaboration with the Council of State Governments, developed the Interstate Massage Compact (IMpact).

IMpact allows massage therapists who live in a compact member state and meet eligibility requirements to be granted a multistate license and practice in ALL compact member states.

One of these requirements is that a massage therapist must have at least 625 clock hours of massage education or the substantial equivalent. The Compact Commission will draft rules to define acceptable education, which could include core and continuing education.

Why 625 Hours?

- The massage education Entry-Level Analysis Project (ELAP) identified 625 hours as the minimum number of hours required to receive a thorough entry-level education. (<https://elapmassage.org/>)
- The optimal performance range of massage therapy education hours, to achieve a passing score on the Massage & Bodywork Licensing Examination (MBLEx), has been identified as 600-650.
- When receiving 600-650 hours of education, 81% of MBLEx applicants pass the MBLEx on the first try.

To learn more about IMpact and for a list of eligibility requirements, please visit massagecompact.org.

AHEAD OF THE CURVE

According to a 2022 FSMTB survey of massage therapy schools nationwide, 70% offer programs that provide at least 625 clock hours of entry-level education and 85% provide at least 600 hours.

The average number of clock hours of education was 723.

AGENDA 7.3.

The table below lists states and territories that regulate the massage therapy profession and the primary requirements for a massage therapy practitioner. Local (county or municipal) ordinances may apply for states that do not regulate massage therapy. It is advised that consumers ensure the licensure status of their massage therapist before making an appointment.

State Requirements

Disclaimer: Some states are in the process of increasing education hours. Please verify with each state licensing board for up to date information.***

State	Regulatory Status	Minimum Education Hours	CE Hours Required	Renewal Period	Initial Licensing Fees	MBLEx Accepted
Alabama	License	650	16	2 Years	\$125	Yes
Alaska	License	625	16	2 Years	\$565	Yes
Arizona	License	700	24	2 Years	\$250	Yes
Arkansas	License	500	18	2 Years	\$180	Yes
California	Voluntary Certification	500	N/A	2 Years	\$300	No Exam Required
Colorado	License	500/650*	N/A	2 Years	\$200	Yes
Connecticut	License	750	24	4 Years	\$375	Yes
Delaware	License	500/625*	24	2 Years	\$169	Yes
District of Columbia	License	500	14	2 Years	\$262	Yes
Florida	License	500	24	2 Years	\$100	Yes
Georgia	License	500	24	2 Years	\$125	Yes
Hawaii	License	570	12	2 Years	\$32	State Exam
Idaho	License	500	6	1 Year	\$115	Yes
Illinois	License	600	24	2 Years	\$175	Yes
Indiana	License	625	24	4 Years	\$100	Yes
Iowa	License	600	16	2 Years	\$120	Yes
Kentucky	License	600	12	2 Years	\$200	Yes

AGENDA 7.3.

The table below lists states and territories that regulate the massage therapy profession and the primary requirements for a massage therapy practitioner. Local (county or municipal) ordinances may apply for states that do not regulate massage therapy. It is advised that consumers ensure the licensure status of their massage therapist before making an appointment.

State Requirements

Disclaimer: Some states are in the process of increasing education hours. Please verify with each state licensing board for up to date information.***

Louisiana	License	500/625*	12	1 Year	\$250	Yes
Maine	License	500	N/A	1 Year	\$40	Yes
Maryland	License	750	24	2 Years	\$350	Yes
Massachusetts	License	650	N/A	1 Year	\$225	Yes
Michigan	License	625	18	3 Years	\$98.80	Yes
Mississippi	License	600	12	1 Year	\$250	Yes
Missouri	License	500/625*	12	2 Years	\$125	Yes
Montana	License	500	12	2 Years	\$140	Yes
Nebraska	License	1000	16	2 Years	\$110	Yes
Nevada	License	550/625*	24	2 Years	\$480	Yes
New Hampshire	License	750	24	2 Years	\$110	Yes
New Jersey	License	500/600*	24	2 Years	\$195	Yes
New Mexico	License	650	16	2 Years	\$5/Month	Yes
New York	License	1000	36	3 Years	\$108	State Exam
North Carolina	License	500/650*	24	2 Years	\$170	Yes
North Dakota	License	750	24	2 Years	\$150	Yes
Ohio	License	600	N/A	2 Years	\$153.50	Yes
Oklahoma	License	500	10	2 Years	\$50	Yes

AGENDA 7.3.

The table below lists states and territories that regulate the massage therapy profession and the primary requirements for a massage therapy practitioner. Local (county or municipal) ordinances may apply for states that do not regulate massage therapy. It is advised that consumers ensure the licensure status of their massage therapist before making an appointment.

State Requirements

Disclaimer: Some states are in the process of increasing education hours. Please verify with each state licensing board for up to date information.***

Oregon	License	625	25	2 Years	\$100	Yes
Pennsylvania	License	600	24	2 Years	\$100	Yes
Puerto Rico	License	1000	6	3 Years		Yes
Rhode Island	License	650/800*	6	1 Year	\$65	Yes
South Carolina	License	650	12	2 Years	\$150	Yes
South Dakota	License	500	8	2 Years	\$65	Yes
Tennessee	License	500/650*	24	2 Years	\$280	Yes
Texas	License	500	12	2 Years	\$100	Yes
US Virgin Islands	License	Unavailable	Unavailable	Unavailable	Unavailable	Unavailable
Utah	License	600	N/A	2 Years	\$95	Yes
Vermont	Registration	N/A	N/A	2 Years	\$75	No Exam Required
Virginia	License	500	24	2 Years	\$140	Yes
Washington	License	625	24	2 Years	\$226	Yes
West Virginia	License	625	24	2 Years	\$350	Yes
Wisconsin	License	600	24	2 Years	\$60	Yes

*The new minimum hours as of July 1, 2024. Please check with each board to confirm applicability and any grandparenting provisions or grace periods.



FSMTB®
FEDERATION OF STATE
MASSAGE THERAPY BOARDS

Annual Report

October 2025

Message from the President



As FSMTB celebrates its 20th anniversary, I am honored to reflect on the progress we have made together and the strong foundation we have built for the future. This past year has been marked by collaboration, innovation, and continued dedication to our mission of supporting public protection.

With the commitment of our staff, volunteers, and regulatory partners, we have advanced important initiatives that support our member boards and strengthen massage therapy regulation. From providing trusted resources to fostering cross-jurisdictional collaboration, FSMTB remains steadfast in its role as a unifying voice in regulation.

As we honor two decades of leadership, we also look ahead with optimism. The challenges before us are matched by opportunities to expand our impact and deepen our connections. I am confident that through our shared vision and collective efforts, we will continue to protect the public and uphold the integrity of massage therapy regulation well into the future.

Thank you for your trust, your partnership, and your dedication to this vital work.

Caroline Guerin, LMT
FSMTB President
Presiding Officer, Texas Massage Therapy Advisory Board

FSMTB BOARD OF DIRECTORS



CAROLINE GUERIN, LMT
President
Presiding Officer, Texas Massage Therapy Advisory Board



ROBERT RUARK
Vice President
Executive Director, Oregon Board of Massage Therapists



ELISABETH BARNARD, LMT
Treasurer
Executive Director, Nevada State Board of Massage Therapy



PAUL ANDREWS, LMT
Director
Chair, Massachusetts Board of Registration of Massage Therapy



NICOLE DAVIS, LMT
Director
Board Member, New Jersey Board of Massage and Bodywork Therapy



KAREN FRAZIER, LMT
Director
Vice Chair, Kentucky Board of Licensure for Massage Therapy



CRAIG KNOWLES, LMT
Immediate Past President
Chair, Georgia Board of Massage Therapy



DEBRA PERSINGER, PHD, CAE
Executive Director

OVERVIEW

Mission



The mission of FSMTB is to support its Member Boards in their work to ensure that the practice of massage therapy is provided to the public safely and competently.

Non-Profit



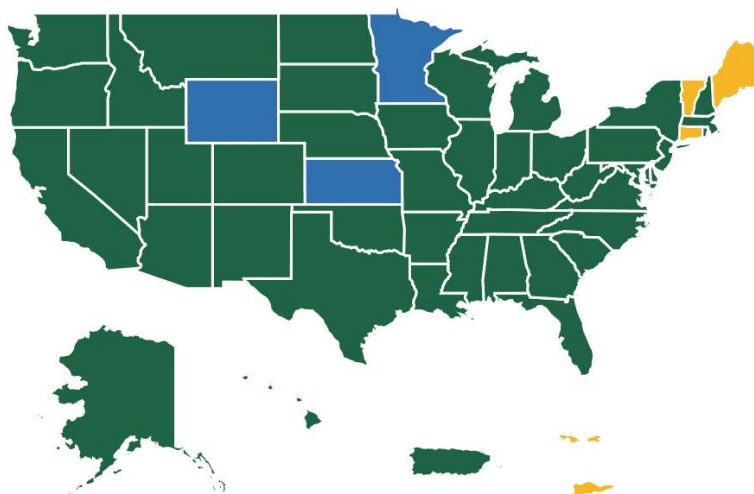
The FSMTB is a 501c3, non-profit organization. All revenue is used to enhance FSMTB programs and services and provide support to its members in fulfilling their responsibility of protecting the public.

Membership

The FSMTB members are state boards and agencies that regulate the profession of massage therapy and are charged with the mission of public protection.

FSMTB Membership by State

- FSMTB Members
- Non-Members
- Not Regulated



2025 Financials*

July 2024 - June 2025

TOTAL ASSETS
\$22,432,450

* unaudited

INCOME



INCOME	
Membership	\$119,000
Exam Services	\$5,509,600
Professional Services	\$15,400
Investments	\$1,645,000
TOTAL	\$7,289,000

EXPENSES



EXPENSES	
General Operating	\$2,643,300
Travel & Events	\$688,400
Professional Fees	\$888,200
Exam Services	\$1,430,400
TOTAL Net	\$5,650,300

Communications

FSMTB responds to an average of 5,000+ phone calls and emails each month.

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 162,000 visitors.

33,625

License Lookup
Web Page Visits

32,750

Calls

28,868

Emails

148,120

Home Web Page Visits

66,486

MBLEx Application
Web Page Visits

SOCIAL MEDIA

The FSMTB shares organizational news and regulatory information via its social media presence. Across all platforms, we have 12,783 followers



FSMTB



Federation of State
Massage Therapy Boards



@connectwithFSMTB



@thefsmtb

Events We Attended

Throughout the year, FSMTB travels to support our Member Boards and agencies that regulate the massage therapy profession, while also gathering best practices to better support their work. These efforts help us maintain the standards of the Massage & Bodywork Licensing Examination (MBLEX®) and further enhance FSMTB programs.

Whether attending national conferences, regulatory meetings, or collaborating with other organizations, our goal is to ensure the voice of massage therapy regulators is heard and that shared insights strengthen the regulation of the profession.

While this is not a comprehensive list of our engagements, it showcases key events where FSMTB proudly represented the regulatory community.

EVC



The Education Verification Center (EVC) supported

801 EVC users and
974 schools

AR

AMTA Arkansas Chapter Spring Education Convention
March '25

AZ

FSMTB Massage Board Executive Summit
April '25

CA

AMTA School Summit
February '25

CO

The Federation of Associations of Regulatory Boards (FARB) Regulatory Law Seminar
September '24

International Spa Association (ISPA) Conference
March '25

ABMP School Forum
April '25

Massage Therapy Coalition
May '25

FL

American Massage Therapy Association (AMTA) National Convention
September '24

The Association of Test Publishers (ATP) Innovations in Testing Conference
March '25

American Massage Conference (AMC)
May '25

Florida State Massage Therapy Association (FSMTA) Annual Conference
June '25

IL

Council on Licensure Enforcement and Regulation (CLEAR) Annual Education Conference
September '24

AGENDA 8.3.

KY

National Conference of State Legislatures (NCSL) Legislative Summit
August '24

MO

Alliance for Massage Therapy Education (AFMTE) Educational Congress
July '24

NV

World Massage Festival
July '25

TX

Massage Envy Annual Performance Summit
March '25

VA

National Convening: Human Trafficking in Illicit Massage
January '25

School Outreach

This year, FSMTB:

- Presented at the **2025 Texas Administrators of Continuing Education (TACE) Annual Conference**. Prior to the conference, FSMTB staff did site visits to Austin-area massage therapy schools and spoke with students and faculty.
- Attended the **Associated Bodywork and Massage Professionals (ABMP) School Forum** and engaged with school owners, directors, and faculty. We also participated in the Government Relations panel, providing schools with an update on the Interstate Massage Compact (IMpact).
- Conducted site visits and spoke with Las Vegas, NV massage therapy schools' faculty and students.
- Attended the **American Massage Therapy Association (AMTA) Schools Summit**, engaging with school owners, directors, and faculty.
- Conducted school site visits and hosted a **School Support Information Session** for Ohio massage therapy schools.
- Attended the **Arkansas AMTA Spring Education Convention**. Staff conducted preconference school site visits and hosted a School Support Information session for Arkansas massage schools.
- Successfully supported state-approved massage therapy training programs with the transition to a **new FSMTB examination database** with 801 Education Verification Center (EVC) users representing 974 schools.



MBLEx®
MASSAGE & BODYWORK
LICENSING EXAMINATION

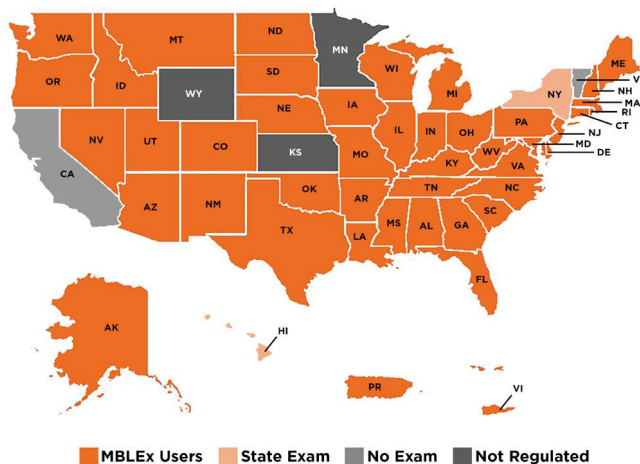
The FSMTB's flagship program, the Massage & Bodywork Licensing Examination (MBLEx®), was created by the profession, for the profession to serve the regulatory community as a requisite component of the licensure process. The MBLEx is psychometrically sound and legally defensible and is designed to measure the entry-level competence of emerging professionals while prioritizing public protection. The strength of the exam program reflects the dedication of volunteer subject matter experts who contribute their expertise in content development, the commitment of staff and testing professionals who ensure quality and fairness, and the steadfast support of Member Boards who uphold a licensing exam built on integrity and excellence. In partnership with Member Boards, regulatory agencies, and law enforcement, FSMTB safeguards the MBLEx and preserves the integrity of the licensure process.

MBLEx Pass Rates*



17,160 MBLEx candidates tested
First-time pass rate **70.4%**

**July 2024 - June 2025*



MBLEx TESTING ACCOMMODATIONS

The FSMTB provides testing accommodations for qualified candidates with diagnosed disabilities in compliance with the Americans with Disabilities Act (ADA). The FSMTB covers all costs for these accommodations. This year, accommodations supported candidates with ADHD, learning disabilities, dyslexia, visual or hearing impairments, and mental health conditions.

Testing Accommodations



FSMTB supported MBLEx
candidates with

646 testing accommodations



MBLEx CANDIDATE HANDBOOK

The Massage & Bodywork Licensing Examination (MBLEx) Candidate Handbook is available electronically at fsmtb.org. It serves as the primary reference for applicants and educational institutions by providing comprehensive information on eligibility requirements, application procedures, fees, scheduling, candidate support, study resources, and examination content. It also outlines all policies related to exam administration, security, and integrity.

MBLEx PREP



100 multiple-choice questions that cover each exam content area

MBLEx PREP MATERIALS

The FSMTB is committed to supporting candidates in their MBLEx preparation by providing a comprehensive selection of FSMTB-authored study tools in both English and Spanish. These resources are designed to help aspiring massage and bodywork professionals approach the exam with confidence.

THE MBLEx CHECK™ ONLINE READINESS ASSESSMENT

The MBLEx Check™ is the only FSMTB-authorized practice exam, designed to simulate the live MBLEx experience. This comprehensive online assessment features 100 multiple-choice questions covering all exam content areas.

THE OFFICIAL MBLEx STUDY GUIDE

Available in print and digital formats, the Official MBLEx Study Guide offers a detailed review of the exam's core content areas, practical tips for success, and a 100-question practice exam with sample items to enhance preparation.



REACH



93% of REACH users would recommend a REACH course to a colleague.

86% of REACH users were happy with the course content.



REACH™ REGULATORY EDUCATION AND COMPETENCE HUB

FSMTB offers online CE courses sponsored by state boards through the Regulatory Education and Competence Hub (REACH™) at reach4ce.org. Course completion information is recorded in the Massage Therapy Licensing Database (MTLD) for participating state boards to access.

"I appreciated that the target audiences were both individual therapists AND employers. The case studies were useful."

-REACH USER

FSMTB CE REGISTRY™

The FSMTB CE Registry is a registry of educators, providing massage and bodywork therapy continuing education, who meet and adhere to the national CE standards developed by the FSMTB regulatory community. The FSMTB CE Registry accepts information from continuing education providers, including course completion information, and transfers that information into the national Massage Therapy Licensing Database (MTLD).

The FSMTB CE Registry includes a course search capability that allows potential CE consumers (LMTs) to search for courses that meet their needs.

The FSMTB CE Registry is a solution that meets the needs of the regulatory community by:

- 1.** Verifying primary source documentation of completed CE in MTLD
- 2.** Supporting the authority of state regulatory boards to accept CE for license renewal
- 3.** Reducing the instances of CE fraud among licensees
- 4.** Protecting the licensees from predatory practices by CE providers
- 5.** Identifying and exposing providers who are not compliant with the standards established by the FSMTB membership

CE Registry™

States that accept CE registry courses

Alabama	Missouri	Oklahoma
Alaska	Montana	Oregon
Indiana	Nebraska	South Dakota
Iowa	Nevada	Tennessee
Kentucky	New Hampshire	Virginia
Maryland	New Jersey	West Virginia
Michigan	North Carolina	Wisconsin
Mississippi	North Dakota	

"I've been a therapist for 33 years, attended countless seminars, and this was among the best."

-CE REGISTRY USER

CE Registry



92% satisfied providers

98% positive course feedback

GOVERNMENT RELATIONS

The FSMTB government relations team monitored legislation, attended Member Board meetings, submitted legislative testimony, and provided research and support to the membership on a variety of concerns. The 2025 legislative session was unusually active with 170 bills across 43 states. As of June 30, 2025, 61 bills passed and 60 bills failed with the remaining either still pending or that have a chance to continue into the next session.

Pursuant to the resolution at the 2024 Annual Meeting, FSMTB also undertook advocacy efforts in a number of states this year, including Arkansas, Arizona, Georgia, and North Carolina. These lobbying initiatives helped defeat a bill to establish a state exam, fought the sunseting of a board resulting in its continuation for six years, defeated a proposed reflexology exemption, and promoted an increase in minimum education hours, among other issues.

FSMTB attended board meetings for 39 jurisdictions

Alabama	Illinois	North Dakota
Alaska	Kentucky	Ohio
Arizona	Maryland	Oklahoma
Arkansas	Massachusetts	Oregon
California	Michigan	Pennsylvania
Colorado	Mississippi	South Carolina
Delaware	Montana	South Dakota
District of Columbia	New Hampshire	Tennessee
Florida	New Jersey	Texas
Georgia	Nevada	Utah
Hawaii	Nebraska	Vermont
Idaho	New York	Washington
Iowa	North Carolina	Wisconsin

SERVICE

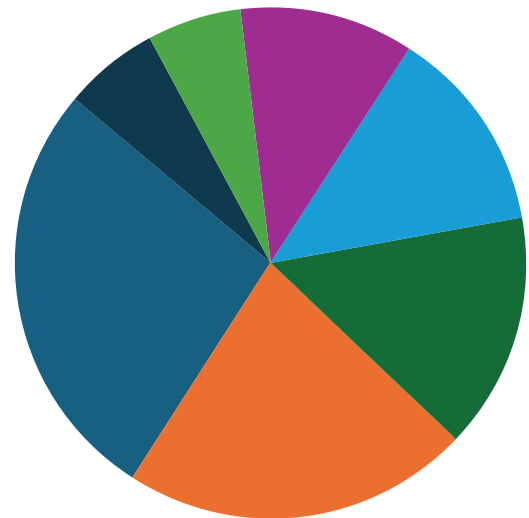


FSMTB attended over

250 board and legislative committee meetings and provided approximately

30 written submissions or testimony for

12 jurisdictions.



LEGISLATIVE ACTIVITIES

- Board Structure 27%
- License Requirements 22%
- Scope of Practice 15%
- Human Trafficking 13%
- Establishment Regulation 11%
- Education 6%
- Mobility 6%

BILLS

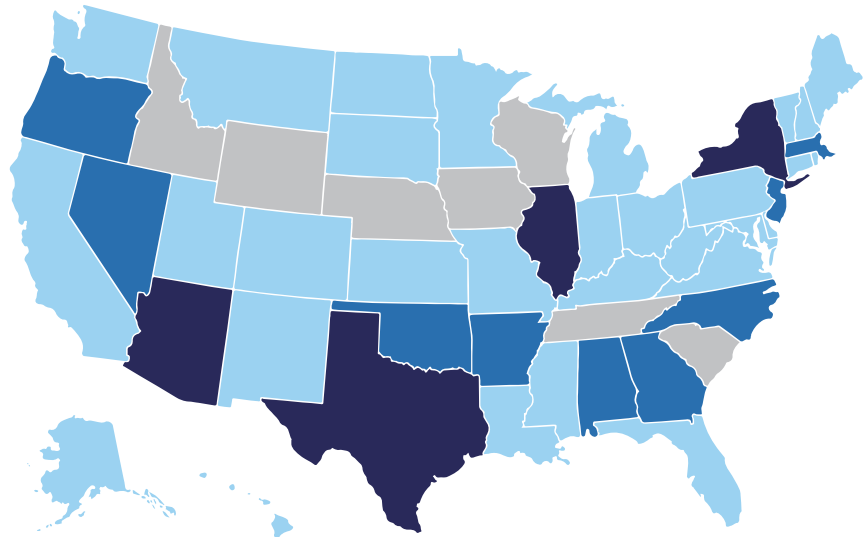


A total of **170** bills were tracked across **43** states, **61** of which were enacted

POLICY TRACKING

A significant trend this year was the high volume of legislation that dealt with changes to the overall structure of professional licensing boards. These types of legislation included sunset and sunrise legislation, changes to the composition of the board, consolidating the board with other professions, changing the authority of the board to different state offices, or complete deregulation.

Other common types of legislation tracked related to changes in licensure requirements, and human trafficking mitigation.



● 0 ● 1-5 ● 6-10 ● 11-15

IMpact

Interstate Massage Compact

In 2025, Montana, Arkansas, and Virginia enacted the Interstate Massage Compact, joining Nevada and Ohio from prior sessions. This brings the total to five enacted states.

Legislation remains active in Georgia, North Carolina, and Illinois. Looking ahead, we anticipate compact bills being introduced in at least 10 additional states in 2026, and FSMTB will continue to provide education, resources, and technical assistance to support that process.

Once seven states enact IMpact legislation, the Compact Commission will be formed and will begin developing the rules necessary to implement and administer multistate massage therapy licensure.

IMpact



Montana, Arkansas and Virginia brought the total to **FIVE** states that have adopted the IMpact.

VIRTUAL MEMBERSHIP EVENTS (VME)

Virtual Membership Events support the mission of FSMTB by facilitating communication among Member Boards and providing education and guidance on topics related to massage therapy regulation. Topics addressed this year included key takeaways from the 2025 Human Trafficking Convening, the Interstate Massage Compact, apprenticeships, top legal cases and trends, and the FSMTB CE Registry and REACH. These events presented an opportunity for members to discuss issues across jurisdictions and learn from one another.

MASSAGE ATTORNEYS PANEL (MAP)

The Massage Attorneys Panel provides a dedicated forum for massage board attorneys to discuss emerging trends and common legal issues in the profession. Meeting quarterly in November, February, May, and August, the panel addressed topics including the authority for summary or emergency license suspensions, Chevron deference and key US Supreme Court administrative law cases, distinctions between speech and conduct in professional licensing, restrictions on considering criminal convictions, navigating parallel law enforcement prosecutions, and disciplinary actions for boundary violations and sexual misconduct.

MBE Summit



32 attendees representing
27 member jurisdictions

MASSAGE BOARD EXECUTIVE SUMMIT (MBE)

The 2025 Massage Board Executive Summit took place in Scottsdale, Arizona, April 2–4, 2025.

The program began with the highly anticipated Hack-a-Thon Workshop covering the topic of apprenticeships, where participants collaborated to develop innovative ideas. These ideas were shared during the workshop report-out session the following morning.

MBE Summit guest speakers included Stacy Sutherland, Director of the Arizona Anti-trafficking Network, who discussed key programs and initiatives aimed at combating human trafficking in Arizona. Todd Baughman, a lobbyist with Policy Development Group, participated in a panel about reimagining relationships with legislators. Sandra Freeman of Virginia State Council of Higher Education for Virginia (SCHEV) and Kimberly Hodge of the Tennessee Higher Education Commission joined executive directors for a discussion on strengthening collaboration between boards and educational institutions.

In addition to the sessions, the summit provided numerous opportunities for attendees to network, exchange insights, and learn from shared experiences.

ANNUAL Meeting *Washington, DC*

ANNUAL MEETING



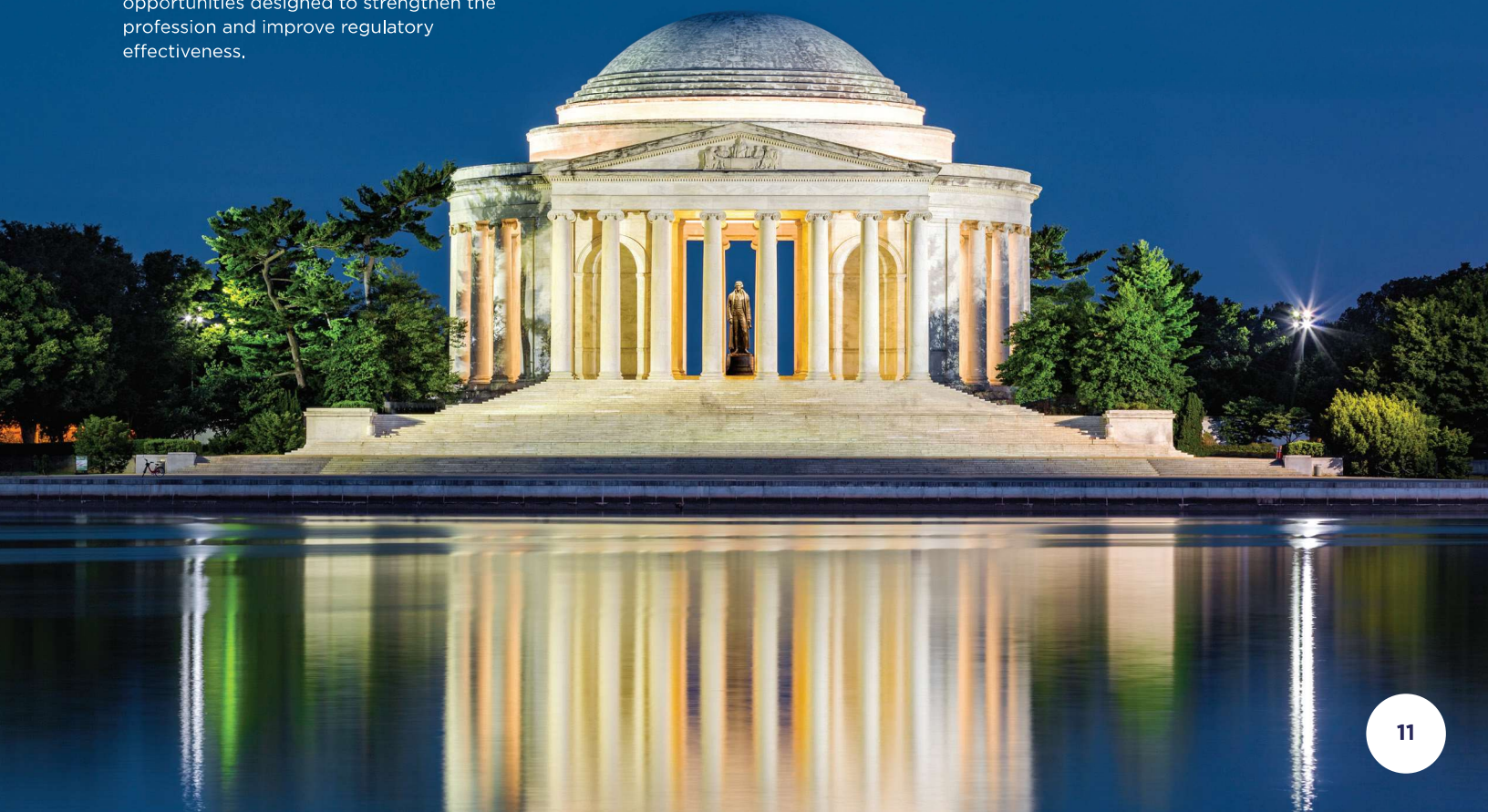
96 attendees from
40 jurisdictions

The 2024 FSMTB Annual Meeting was held in Washington, DC, on October 3-5, 2024. In attendance were 40 of our 46 Member Boards, with a total of 96 attendees — including FSMTB members, association representatives, and invited speakers.

The Annual Meeting of the Delegate Assembly serves as the central business meeting of the FSMTB, providing a forum for education, collaboration, and decision-making among massage regulatory colleagues from across the country. Attendees engaged in governance by participating in elections for the FSMTB Board of Directors and Nominating Committee, debating and voting on resolutions and bylaw amendments, and setting policy priorities and direction for the organization. The program also included targeted educational sessions, panel discussions, and numerous networking opportunities designed to strengthen the profession and improve regulatory effectiveness.

Guest speakers brought expertise from a variety of fields. Corey Ciocchetti, a Professor of Business Ethics and Legal Studies at the University of Denver, delivered the Opening Keynote, *Inspire Integrity: Chase an Authentic Life*. Cal Cates and Kerry Jordan of Healwell led a session titled *You're Not the Boss of Your Brain: Implicit Bias, Why It Matters and How to Interrupt It*, blending neurobiology with practical tools for disrupting bias. Ryan O'Leary, the Chief Commercial Officer at PDRI by Pearson VUE, presented *Innovations in Assessment*, highlighting forward-looking approaches to testing.

Attendees also had many opportunities to network and learn from each other. Meals, breaks, and evening events provided space for informal conversation, sharing experiences, and building professional connections. These interactions, combined with the educational programming and governance work of the Delegate Assembly, made the 2024 Annual Meeting a valuable and productive gathering for all participants.



To Our VOLUNTEERS...

Please know that your efforts do not go unnoticed or unappreciated.

You are an essential part of the FSMTB, and we are grateful to have you on our team.

Thank you for your dedication, your kindness, and your unwavering support.

Thank you!

Contributions



5,251 volunteer hours contributed to FSMTB

\$182,682.29 of volunteer time donated

(volunteer hour value = \$34.79.
Source: Independent Sector)

“Volunteering for the FSMTB has been a deeply fulfilling experience for me since my first encounter with them. As a former member of our state regulatory board, I vividly remember being captivated by a presentation on the MBLEx exam, which the FSMTB oversees. Despite our state having its own exam at the time, learning about the FSMTB's support for state boards and their dedication to the massage therapy profession resonated deeply with me. **Their commitment, integrity, and passion convinced me that this was an organization worth investing my time and energy into.** Participating on different committees or task forces has allowed me to align myself with an organization that shares my values and enthusiasm for advancing our field.”

-2025 FSMTB VOLUNTEER

“FSMTB had committees addressing industry areas of need that I was interested in and felt I could lend my knowledge and enthusiasm. **Everyone within the FSMTB was consistently welcoming, encouraging, and I found a work environment of cooperativeness without judgement.** All opinions were met with respect. Ideas were blended into programs and programs are constantly re-assessed for effectiveness, relevance and efficiency. I consider FSMTB a top-notch group of people operating a top-notch organization.”

-2025 FSMTB VOLUNTEER

“It was an honor to be invited to my first FSMTB meeting in Chicago in 2022 and then it became a personal mission. Sitting in the first meeting with such amazing people, was inspiring. I love being able to steer, advise and help the profession move forward. The meetings are uplifting and connect me back to the reasons I love this career.

FSMTB treats the volunteers like VIPs.

(I kinda feel like a rock star!)

-2025 FSMTB VOLUNTEER

“I am passionate about the massage industry and would like to have a voice in shaping it as it evolves. I have concerns about voices outside the industry having an outsized impact and am eager to learn about how guidelines and laws, education, etc., are developed, as well as encourage other massage therapists to get involved.

[There is] Excellent communication and support from staff. [Staff liaisons] have responded to questions in a timely manner and have gone above and beyond to provide feedback and encouragement to a newcomer to volunteering with FSMTB.”

-2025 FSMTB VOLUNTEER

PEOPLE

POLICY COMMITTEE

BOD Liaison:
Robert Ruark, OR
Staff Liaison: Mai Lin Petrino
Chair: Linda Lyter, WV
Rebecca Dorangricchia, NV
Elizabeth Kirk, NC
Lisa McNeil, WI
Ahmos Netanel, CA
Nina Spinelli, SC
Kay Warren, NC

MBLEx CHECK ITEM WRITERS

Staff Liaison: Morgan Cole
Robin Alexander, IN
LaWanda Shaunte Allen, TN
Dr. Lorie Castilleja-Rebollo, TX
Kalu Chan, PA
Melissa Clark, OH
Virginia (Dee) Ellis, TX
Sandy Fritz, MI
Anthony Gencarelli, NJ
Jimmy Gialelis, AZ
Fallon Helm, SD
Manisha Jones, FL
Janet Kay Kelly, AR
Julie Kimpan Freeman, IL
Nina Marie Kottcamp, PA
Nicole Lott, CT
Debbie Martinez, TX
Sandy Mason, NC
Lisa McNeil, WI
Rachelle Mirabal, NM
Heather Nusbaum, TX
Lane Perry-Boone, PA
Cheryl Peter, TX
Suzanne Phillips, GA
Susan Proffitt, MI
Monica Reno, FL
Jeanette Roach, MI
Elan Schacter, NC
Tyler Sharpless, TX
Nina Spinelli, SC
Richard Ventura, MO
Roberta Wolff, TX

LICENSE RENEWAL COMMITTEE (LRC)

BOD Liaison: Paul Andrews, MA
Staff Liaison: Ellen Helmich
Chair: Jan Shaw, SC
Foad Araijnejad, AL
Rebecca Dorangricchia, NV
Elizabeth Kirk, NC
Wendy McGinley, ND
Sharon Oliver, MD
Charlene Russell, MS
Tera Tonkins, IN
Stephanie Webster, FL

FINANCE COMMITTEE

Staff Liaison: Debra Persinger
Chair: Elisabeth Barnard, NV
Johanna Brooks, DC
Elizabeth Kirk, NC
Linda Lyter, WV
Sharon Oliver, MD

EDUCATION TASK FORCE

Staff Liaison: Patty Glenn
Chair: Craig Knowles, GA
Shari Aldrich, WA
Lurana Bain, IL
Ed Bolden-Greer, TN
Winona Bontrager, PA
Katherine Brady, TX
Kristin Coverly, CO
Eric Hart, MT
Randall Nikola, UT
Lane Perry-Boone, PA
Susan Salvo, LA

EXAMINATION COMMITTEE

Staff Liaison: Debra Persinger
Chair: Elizabeth Kirk, NC
Fallon Helm, SD
Linda Lyter, WV
Kay Warren, NC

NOMINATING COMMITTEE

Staff Liaison: Debra Persinger
Chair: Craig Knowles, GA (IPP)
David Cox, MD
Foad Araijnejad, AL
Charlene Russell, MS
Jan Shaw, SC

EXAMINATION DEVELOPMENT COMMITTEE (EDC)

Staff Liaison: Beth Chaosan
Karen Armstrong, MI
Su Bibik, MI
Ed Bolden-Greer, TN
Jeryd Bolden-Greer, TN
Katherine Brady, TX
Vickie Branch, NH
Laurie Craig, GA
Nicole Davis, NJ
Virginia (Dee) Ellis, TX
Chimere Figaie-Correa, WA
Janet Kelly, AR
Maria Leonard, MN
Ceena Lund, KS
Debbie Martinez, TX
Wendy McGinley, ND
Susan Proffitt, MI
Charlene Russell, MS
Susan Salvo, LA
Elan Schacter, NC
Cherie Sohnen-Moe, AZ
Tracy Sullivan, CT
Charles Watson, KY
Roberta Wolff, TX

VME GUEST PRESENTERS

Dale Atkinson, Founder,
The Atkinson Firm

CE CONTENT DEVELOPMENT ADVISORY PANEL (CDAP)

Staff Liaison: Beth Chaosan
Robin Alexander, IN
LaWanda Shaunte Allen, TN
Barbara Castaldi, GA
Kalu Chan, PA
Melissa Clark, OH
Laura Clayton, NC
Kimm Danzie, IL
Rosendo Galvez, IL
Jimmy Gialelis, AZ
Fallon Helm, SD
Theresa Jean Hoynes, GA
Janet Kelly, AR
Kellony Kristof, AL
Jasmine Lee, CA
Ceena Lund, KS
Rachelle Mirabal, NM
Shanika Montgomery, TX
Heather Nusbaum, TX
Lane Perry-Boone, PA
Iola Purnell, MD
Charlene Russell, MS
Susan Salvo, LA
Judy Olivia Santana, MI
Elan Schacter, NC
Bianca Smith, NV
Nina Spinelli, SC
Patricia Anne Steed, FL
Tracy Sullivan, CT
Roberta Wolff, TX

CE REGISTRY REVIEW PANEL (RRP)

Staff Liaison: Ellen Helmich
Robin Alexander, IN
Katherine Brady, TX
Barbara Castaldi, GA
Kalu Chan, PA
Melissa Clark, OH
Rebecca Dorangricchia, NV
Wendy Efraimsen, TN
Jimmy Gialelis, AZ
Stephanie Gunter, TX
Janet Kelly, AR
Kellony Kristof, AL
Ceena Lund, KS
Heather Nusbaum, TX
Charlene Russell, MS
Elan Schacter, NC
Jan Shaw, SC
Tracy Sullivan, CT

ANNUAL MEETING GUEST PRESENTERS

Corey Ciocchetti, Bill Daniels Professor of Business Ethics
and Legal Studies at the University of Denver
Kerry Jordan, Operations Director, Healwell
Cal Cates, Executive Director, Healwell
Ryan O'Leary, PhD, Chief Commercial Officer at PDRI by Pearson VUE

MBE SUMMIT GUEST PRESENTERS

Stacy Sutherland, Arizona Anti Trafficking Network Director
Sandra Freeman, State Council of Higher Education for Virginia,
Private Postsecondary Education Director
Kimberly Hodge, Tennessee Higher Education
Commission, Compliance Officer
Doug Jennings, General Counsel, TDLR
Todd Baughman, Policy Development Group, Lobbyist

EXAMINATION ELIGIBILITY REVIEW PANEL (ERP)

BOD Liaison: Karen Frazier, KY
Staff Liaison: Colby Dixon
Chair: Sharon Oliver, MD
Ed Bolden-Greer, TN
William Downing, RI
Linda Lyter, WV
Charlene Russell, MS
Tera Tonkins, IN
Stephanie Webster, FL

MBLE ITEM WRITERS

Staff Liaison: Morgan Cole
LaWanda Shaunte Allen, TN
Karen Armstrong, MI
Ed Bolden-Greer, TN
Jeryd Bolden-Greer, TN
Katherine Brady, TX
Dr. Lorie Castilleja-Rebollo, TX
Kalu Chan, PA
Melissa Clark, OH
Laurie Craig, GA
Nicole Davis, NJ
Virginia (Dee) Ellis, TX
Priscilla Fleming, NC
Sandy Fritz, MI
Rosendo Galvez, IL
Jimmy Gialelis, AZ
Fallon Helm, SD*
Janet Kelly, AR
Maria Leonard, MN
Nicole Lott, CT
Bethany Lowrie, PA
Ceena Lund, KS
Joanne Mapalo, CA
Debbie Martinez, TX
Sandy Mason, NC
Rachelle Mirabal, NM
Heather Nusbaum, TX
Lane Perry-Boone, PA
Suzanne Phillips, GA
Susan Proffitt, MI
Monica Reno, FL
Jeanette Roach, MI
Charlene Russell, MS
Susan Salvo, LA
Elan Schacter, NC
Whitney Smith, WA
Cherie Sohnen-Moe, AZ
Nina Spinelli, SC
Tracy Sullivan, CT
Christina Valente, OH
Richard Ventura, MO
Charles Watson, KY
Roberta Wolff, TX