

Board of Commissioners

Candidates: Up Close and Personal

The National Accrediting Commission of Cosmetology Arts & Sciences, Inc. (NACCAS), Board of Commissioners is having its elections to fill two positions on the board: School Owner Commissioner Zone 6 and Professional Services Commissioner.

The Board of Commissioners is giving NACCAS-accredited schools the opportunity to learn more about the candidates nominated in this year's election. The following individuals have been nominated to appear on the slate for School Owner Commissioner Zone 6: Mr. Salvatore (Sal) Pappacoda, owner of Long Island Beauty Schools with locations in Hempstead and Hauppauge, New York; and Ms. Deborah Dunn, owner of Lancaster School of Cosmetology, located in Lancaster, Pennsylvania. The individuals appearing on the slate for Professional Services Commissioner are: Ms. Jenae Davis, owner of Salon Jenae located in Bloomington, Illinois, and Mr. Anton (Tony) Pilz, owner of Clips for Hair, located in Stow, Ohio.

Each of the candidates were asked to give their responses to a list of eight questions approved by the Commission to give the voters an insight into the candidate's thoughts and feelings about NACCAS.

The questions each candidate responded to are in **bold**.

Mr. Sal Pappacoda:

Why would you like to be elected to serve on the NACCAS Board of Commissioners?

I like to serve on the commission because I have a passion for the industry in which I have worked for 18 years. I believe having a background of working for a large group of schools with LIBS and now owning two smaller schools allows me to bring a diverse voice to the position. In this regard I can evaluate issues with an open mind.

What two experiences have prepared you?

I have served on the Board of Directors for the Massachusetts Association for Cosmetology Schools and the New York State Beauty School Association. On a national level I was elected to the Board of Directors of the American Association of Cosmetology Schools (AACS) and held that position until my appointment to NACCAS in December 2005. My experience has given me a broad overview of cosmetology education. However, most of all, I have gained valuable experience during my first term on the NACCAS Board of Commissioners. While outside experience does provide useful knowledge and skills, learning the history, personalities, and the process requires a great deal of on the job training and is a necessary element for becoming an effective commissioner.

What is your involvement in the cosmetology industry?

I have been in cosmetology education with the Learning Institute for Beauty Sciences (LIBS) since 1989. While with LIBS, I held numerous positions, starting out as Admission Representative, then moving into the financial aid department and later becoming School Director. I served as Massachusetts Regional Manager from 1995 until 1999. In April 1999, I purchased my own school located in Hauppauge, New York.

I have served as Vice President of the Massachusetts Beauty School Association and the Board of Directors for the New York State Beauty School Association. On a national level, I was elected to the Board of Directors of the American Association of Cosmetology Schools (AACS) and held that position until my appointment to the NACCAS Commission in December 2005.

What types of changes would you like to see?

I would like to see improved relations and more interaction with the schools that NACCAS accredits. I believe that the Community Call for Comment is a step in the right direction.

What has been your experience with NACCAS?

My first experience with NACCAS was during my early career when I started working with a NACCAS- accredited school. From the time I served as director in LIBS New York to regional manager in Massachusetts I have been responsible for handling all NACCAS related compliance issues. I have attended numerous NACCAS workshops since 1993. In December 2005 the Board of Commissioners appointed me as School Owner Commissioner. As a NACCAS Commissioner, I have served on the Institutional Changes and Finance Committee, Standard and Policies Committee and the Educational Quality and Compliance committee.

Does your Institution have any Issues?

I am happy to say that both of my institutions have been in good standing with NACCAS. We are also in good standing with the U.S. Department of Education and the New York State Education Department.

How would you perceive your role ?

It is the job of a Commissioner to fairly represent the schools NACCAS accredits while maintaining the integrity of the Commission. The primary responsibilities of the NACCAS Board of Commissioners are to provide oversight and establish policy for the organization, and to fairly represent the interests of all NACCAS Schools. I believe as a Commission we hold the well-being of the schools we serve above our own interests.

Where would you like to see NACCAS in three years?

With updating of the NACCAS computer systems over the next three years, I would like to see the exchange of information between the schools and the NACCAS office be streamlined. Information like the Institutional Self Study (ISS) could be all sent electronically. In the future I would like to see some online tutorials and workshops that schools would be able to access from their offices.

Also over the next three years, I would like to maintain a balance in taking care of the needs of large schools and smaller independent schools, making sure that all schools continue to feel strongly that NACCAS is a valuable place for them to be.

Ms. Deborah Dunn:

Why would you like to be elected to serve on the NACCAS Board of Commissioners?

I have the experience, enthusiasm and background to help the Commission move forward with both the U.S. Department of Education and the member schools. NACCAS has had a few challenges in the past with the Department of Education and it is time to show the Department how strong and stable NACCAS can be, thus showing a higher level of credibility for our schools and students. I also see being a Commissioner as a great opportunity to elevate the perception of the cosmetology industry to its rightful position of outstanding career choices.

How would you perceive your role as a member of the policy and decision-making body of NACCAS?

The role is to balance the needs of the U.S. Department of Education guidelines and the needs of the member schools. While NACCAS is a regulatory body, the Commission must still focus on making member schools stronger and better through guidance and leadership. As a member of the Commission, I believe it is my role to work toward improving the perception of cosmetology as a career choice.

What two experiences have prepared you best for your role as a NACCAS Commissioner?

My experience in managing schools with varied curriculums provides a background in working with varied accrediting agencies. That knowledge can be brought to NACCAS to assist with growth and development of the organization. Understanding legislative issues, as well as the regulatory process will help to ensure that member schools' interests are represented well throughout the legislative process as well as in negotiated rulemaking.

What types of changes would you like to see made in NACCAS' policies or procedures?

Without being intricately involved with policy and procedure development at NACCAS, this question may be premature. NACCAS must place itself as a leader with the U.S. Department of Education and member schools by implementing policies and procedures that meet Department of Education criteria as well as meeting the needs of member schools.

What has been your involvement in the cosmetology industry?

I have owned a cosmetology school for five years and just opened a second school in 2007. One school is Title IV and the other is non- Title IV. I also own a spa offering esthetics and nail services. I chair the cosmetology committee of our state association.

What has been your experience or background with NACCAS?

My experience has been one of a school being evaluated for reaccreditation, change of ownership and new program development. I have also made it a point to review and respond to all Call for Comments. As a member of the AACCS Board of Directors' I have had the opportunity to discuss issues as they related to NACCAS as well as provide input for negotiated rulemaking.

Where would you like to see NACCAS as an organization in the next three years?

NACCAS will be seen as a leader among accrediting agencies with full re-recognition from the Department of Education. It will also become the agency that member schools refer to for any question regarding their own school's improvement.

Does your institution have any outstanding issues that NACCAS may not be aware of?

No.

Ms. Jenaé Davis:

Why would you like to be elected to serve on the NACCAS Board of Commissioners?

I would like to be elected because I feel it is a good learning experience within our industry. I will have more insight on the day to day issues and concerns of school owners and helping to provide solutions for them. I also want to be a resource for those wanting to establish a strong foundation within our industry.

How would you perceive your role as a member of the policy and decision-making body of NACCAS?

My role as a member would be as a group collective, looking out for the well being of the schools as well as the industry.

What two experiences have prepared you best for your role as a NACCAS Commissioner?

Experiences I think have prepared me for this role are being an evaluator for NACCAS and a salon owner. As an evaluator, I was able to see and understand how the policies were being implemented within a school system. This experience also gave me a comfortable working knowledge of the policies and procedures as well. Being a salon owner I have first hand contact with the graduating product from schools. I interact with the faculty, staff, and students at the school level. Knowing both sides of the industry gives me a balance of rationalization.

What type of changes would you like to see made in NACCAS' policies or procedures?

I am currently very pleased with NACCAS' policies as they are.

What has been your involvement in the cosmetology industry?

My involvement in this industry would include being a salon owner of Salon Jenaé in Bloomington, Ill. I currently still work behind the chair as well. I am a national educator for John Paul Mitchell Systems in which I assist learning within schools and salons. I attend numerous industry shows and participate in competitions and backstage work. I am currently working towards my masters in Trichology (in depth study of hair and science). I also submit photos for editorial work in hair publications.

What has been your experience or background with NACCAS?

My experience with NACCAS has been as an industry evaluator. I have also attended workshops and seminars with NACCAS.

Where would you like to see NACCAS as an organization in the next three years?

In the next three years I would like for NACCAS to be stronger within the industry. It would also be nice to have a common thread across all states and their governing laws to help the schools and NACCAS work together more smoothly as a collective.

Does your institution have any outstanding issues that NACCAS may not be aware of?

No outstanding issues with NACCAS.

Mr. Tony Pilz:

Why would you like to be elected to serve on the NACCAS Board of Commissioners?

I would like to be elected to serve on the NACCAS Board of Commissioners to further my involvement with the beauty industry and to make a contribution with other professionals in this business.

How would you perceive your role as a member of the policy and decision-making body of NACCAS?

NACCAS shows it's need to help school owners prepare students for the business world by including salon owners on its board making sure all aspects of a "real world" salon environment has achieved been once they graduate from an accredited school. As a salon owner I believe I can see myself in such a position.

What two experiences have prepared you best for your role as a NACCAS Commissioner?

I have been a salon owner for 30 years and been in youth organizations for 15 years.

What types of changes would you like to see made in NACCAS' policies or procedures?

Just now getting familiar with NACCAS, I would like that question in 5 years. For now I see NACCAS as a professional and heartily involved organization.

What has been your involvement in the cosmetology industry?

Over 30 years in the business. Platform artist and educator.

What has been your experience or background with NACCAS?

None

Where would you like to see NACCAS as an organization in the next three years?

Again, I must pass until I have much more experience.

Does your institution have any outstanding issues that NACCAS may not be aware of?

No

