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Dorothy Soressi

VOLUME 2 NO. 1

January - February 2006

NACCAS Welcomes Newly Elected Commissioners

The National Accrediting Commission of Cosmetology Arts & Sciences, Inc. (NACCAS) on December 5, 2005 received the Board of Commissioners election results from the certified public accounting firm of Miller Musmar, located in Reston, Virginia. Mrs. Chiquita Carter from Tulsa, Oklahoma was selected to serve as School Owner Commissioner Representing Zone 2, and Mr. Jim Goins, Jr. from Bossier City, Louisiana was selected to serve as School Owner Commissioner Representing Zone 4. Mrs. Carter and Mr. Goins will serve three-year terms beginning January 1, 2006.

Mrs. Chiquita Carter has been the owner of CC's Cosmetology College, in Tulsa and Oklahoma City, since 1980. The institution has been accredited by NACCAS since 1988. She is currently serving as Chairman of the NACCAS Board of Commissioners and Chairman of the Task Force for Educational Development with the Oklahoma State Board of Cosmetology. Mrs. Carter also serves on the ACCRED Committee, and the Ad Hoc Committee on Re-Recognition. In the past, she served on the AACCS Board of Directors, and the Oklahoma Cosmetology Board. Mrs. Carter also served as both a Regional Coach and a West Captain for the National Cosmetology Association and as Legislative Liaison for the Oklahoma Cosmetology



Mrs. Chiquita Carter elected to serve as School Owner Commissioner Representing Zone 2.



Mr. Jim Goins, Jr. elected to serve as School Owner Commissioner Representing Zone 4.

Association and the Oklahoma Private Cosmetology School Owners Association. As well, she was a Vice President of the Oklahoma Cosmetology Association.

She has always been devoted to making the industry better for students and cosmetology professionals. For the last ten years, CC's Cosmetology College has sponsored an event proclaimed by the Governor of Oklahoma as Cosmetology Student Appreciation Day. Over 2,000 cosmetology students attended the 2004 event. (See story on page 8 about the 2005 event).

Mr. Jim Goins is Vice President of Pat Goins Beauty Schools, a four school organization located

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NACCAS Welcomes Newly Elected Commissioners

(continued from front page)

in north Louisiana. He is a graduate of Louisiana Tech University. He has been married to his wife, Martha, for 35 years, and they have four daughters.

Mr. Goins has been in the cosmetology business since 1986. He started in student recruiting and later worked in the financial aid department. He served as President of Pat Goins Beauty Schools from 1988 until 1990 when he purchased his own schools in Arkansas. In 1998 he sold his schools and returned to the Pat Goins organization as Vice President of Operations.

Mr. Goins has been active as a board member of the American Association of Cosmetology Schools (AACS). He served on the board from 1990 to 1998 and from 2000 until his resignation last year when he accepted his appointment as NACCAS Commissioner. He chaired several committees and served on the Government Relations Committee while serving on the AACS board.

Currently, Mr. Goins is First Vice President of the Louisiana Association of Cosmetology Schools. He has been appointed Treasurer at NACCAS, chairs the Institutional Changes and Finance Committee, serves on the Standards & Policies Committee, and the Educational Quality and Compliance Committee.

At its November 2005 Commission Meeting, the Board of Commissioners appointed school owner Salvatore Pappacoda, from Hauppauge, New York, as School Owner Commissioner Representing Zone 6 to complete the term of Ray Testa who had resigned. Mr. Pappacoda's term began December 1, 2005 and will end December 31, 2007.



Mr. Sal Pappacoda appointed to serve as School Owner Commissioner Representing Zone 6.

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Mr. Pappacoda has owned the Long Island Beauty Schools, with locations in Hempstead and Hauppauge, New York.

Mr. Pappacoda started his career in the Cosmetology field shortly after graduating from the cosmetology program at the Learning Institute for Beauty Sciences (LIBS).

Mr. Pappacoda began working in cosmetology education for LIBS. For over 10 years Mr. Pappacoda held numerous positions with LIBS. He started as Admissions Representative, moved on to School Manager and subsequently to Regional Manager.

Mr. Pappacoda was Vice President of the Massachusetts Beauty School Association, is on the Board of Directors of the New York State Beauty School Association, and recently was a member of the Board of Directors of the American Association of Cosmetology Schools.

The Board of Commissioners recently appointed Mrs. Dorothy Soressi as Commissioner Representing the Academic Field. Mrs. Soressi's term began January 1, 2006 and will end December 31, 2006.



Mrs. Dorothy Soressi appointed to serve as Commissioner Representing the Academic Field.

Mrs. Dorothy Soressi has been active in Cosmetology Education for over twenty-five years. She currently is Vice-President of Education for the Empire Beauty Schools. Her personal mission during her career has been to improve the quality of cosmetology education.

Mrs. Soressi has served on many educational committees which focus on cosmetology education. In 1996 she was appointed to the New York State Appearance Advisory Committee for the State of New York and was an integral part in the transition to developing the standards and core curriculum for specialty licenses in Nails, Natural Hair Styling, and Esthetics. Mrs. Soressi continues to serve as Chairperson for that advisory committee.

Mrs. Soressi has served on the Board of Directors for the American Association of Cosmetology Schools (AACS)

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NACCAS Welcomes Newly Elected Commissioners ***(continued from page 3)***

for over ten years. In her tenure with the AACCS Board of Directors, she has devoted her time and energy to the annual Cosmetology Educators of America (CEA) Convention, which provides continuing education to cosmetology educators.

Mrs. Soressi has also served as President, Secretary and Coordinator of Teacher Training for the New York State Beauty Schools Association and on the NACCAS Advisory Committee for *Standards and Criteria*. She has a Bachelor of Science degree in Physiology from Boston State Teachers College and her Master's degree in Education from the University of Massachusetts.

NACCAS Commission and Staff extends its congratulations to each of our new Commissioners.

Most Frequently Cited Criteria ***Standard I, Criteria 5, 6 and 7:***

Feedback, Outcomes, and Evaluation of Effectiveness
by Judith Sandler, Program Manager

Like the three Musketeers or three Stooges, these three criteria are linked together, and one is not sufficient without the others. They are the building blocks that the school uses in order to develop an improvement plan. Without the three parts of the foundation, the building of an improvement plan would not have a strong basis. In the June 2005 Call for Comment, the criteria were changed and have been expanded to become more specific.

Let's consider the revised criteria separately:

Criterion 5: *The school must solicit, periodically, feedback from an advisory committee which includes, at a minimum, employers from the fields for which training is provided.*

This criterion formerly included students, graduates and employers of graduates, but now states that the school needs feedback from only the advisory committee. Periodically is interpreted to mean at least annually.

The advisory committee is becoming more important to the school in its self-assessment process. The advisory committee can include as many staff, administrators, students,

or graduates as the school wants; however, the committee must include employers from the fields in which the school trains students. So if the school trains students in barbering, there must be a person who employs barbers on the committee.

The feedback required for this criterion can be obtained in a variety of ways. A telephone call to the committee members is an example of how a school can get feedback, as long as the school can document the telephone call through written notes or survey forms. Remember, some feedback is required about the facilities; it is hard to evaluate the facilities without coming to see the school.

Criterion 6: *The feedback from the advisory committee must include, but does not have to be limited to, information about the school's*

- a. Curriculum,*
- b. Facilities, supplies, and equipment,*
- c. Completion, licensure or certification, and placement rates, and*
- d. Student support services.*

The school must maintain the feedback received.

After forming an advisory committee, which must include an employer from each field in which the school trains students, the school usually holds a meeting at the school using an agenda which includes all of the topics listed above. During the meeting, the school will take minutes to demonstrate that the meeting was held, who attended, and that all topics were discussed. The committee meeting minutes must be kept as documentation for this criterion. The meeting can be by telephone conference, but must be documented. There are samples of advisory meeting minute forms in the NACCAS samples booklet provided at the workshops.

Criterion 7: *The school must have a written assessment plan which reviews and assesses*

- a. The institution's pass rates on examination for certification/licensure to practice;*
- b. The institution's rates of employment and /or placement;*
- c. The institution's completion rates; and*
- d. The feedback (as described in criterion 6 above) that has been collected from the school's advisory committee, students, graduates, and employees of graduates.*

Based on the results of the assessment, the school prepares a written improvement plan, if needed.

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Free Regis training DVDs get high marks

Regis Corporation, the leader in the hair salon industry, has been proud to offer our award-winning DVD training program to AACCS member schools free of charge for the past three years. We recently received some very positive feedback on this program that we'd like to share with you.

- "What can I say?! I received Volume 4 of your educational DVDs and it's so neat! You provide wonderful industry support. Thank you so much."

– **Bernice Cavallin, Cosmetology Program, Miller Career Center**

- "Hats off to Regis for their commitment and support of cosmetology schools! The free educational DVDs have proven to be invaluable. The advanced training presented on your DVDs prepares students for industry standards and the demand of the 'new' generation for feeling good and looking good."

– **Lee A. Ridley, Professional Academy of Cosmetology**

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If you have any questions or comments about the program, contact **RoseAnn Perea**, Director of Industry Relations, Regis Corporation.
e-mail: roseann.perea@regiscorp.com



Most Frequently Cited Criteria (continued from page 4)

Okay, now we come to the final step of the three-part process, the evaluation of effectiveness. The school has input from its advisory committee. It has the information about its outcomes rates so it can determine how successful its programs are. Using this information, the school evaluates itself. What areas need to be improved? Do the responses from the advisory committee identify areas of the school or curriculum that could be strengthened? Can the outcome rates be improved? If so, how?

For help with Criterion 7 refer to the *Institutional Effectiveness: Guidelines for Assessing Follow-Up Surveys and Outcomes Rates*. The policy explaining institutional effectiveness and the guidelines are available on the NACCAS website.

Once the school has finished with the three Musketeers (Criteria 5, 6, and 7), then it can use this information for the development of an improvement plan, but that's a topic for another article in another *NACCAS Now*.

A Look at Standard I, Criterion 4 (c)

by Clifford A. Culbreath, Director of Communications

The NACCAS 2004 -2005 Annual Reporting period ended November 30, 2005. Many schools contacted NACCAS with technical questions regarding submission of the Annual Report on-line. In addition, there were many questions asked about program data concerning the formula used to determine placement rates and what classifies as employment in the field. This article will focus on the placement rate portion of a school's program data, and how the Commission verifies the accuracy of the data from an evaluator's point of view.

The Commission adopted wording effective November 10, 2005 for **Standard I, Criteria 4**, which states: *The institution meets or exceed the following outcomes or has met the requirements of NACCAS Outcomes Assessment Policy:*

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what a
GREAT
year!**

**Gave out over 2,000 cosmetology
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Counselor Association

**Participated in five major
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A Look at Standard I, Criterion 4 (c) ***(continued from page 6)***

- a. *Completion rate - 50%*
- b. *Pass rate on certification or licensing examinations, if required - 70%*
- c. *Placement rate of graduates - 60%*

The following formula is used for calculating the placement outcome rate based on the 2004-2005 and subsequent Annual Reports.

Where:

G = Students who did graduate

J = number from G who had jobs in the field for which trained, and

U = Exceptions

Acceptable exceptions are:

- Deceased
- Disabled
- Called up for military service
- Continuing in higher education
- Studied under a student visa

Formula: $J \div (G-U) = \text{Placement Rate}$

If the placement rate of an institution falls below 60%, the institution will have an opportunity to show “good cause” as to why a lower rate is warranted. For example, a school can document external factors that contributed to a lower placement rate, such as a natural disaster. Based on this information, the Commission then determines whether good cause exists.

Employment of a recent graduate is only acceptable if the employment is in the field in which the graduate received training. Each school is required to verify placements with the employer and document this verification.

According to the NACCAS *Rules of Practice and Procedure* Section 5.0 (b), NACCAS shall verify information provided on the annual report using various methods, which include, but are not limited to,

- a. Verification during on-site evaluations,
- b. Verification of a random sample of at least 10% of the reports each year, and
- c. Direct contact with students, employers and licensing agencies.

The evaluation team member has in his/her possession a copy of the school’s mission statement and written procedures describing how the school obtains feedback from the advisory committee, students and graduates, and other details of the procedure. In addition, the school should describe the frequency of the assessments and how the school assesses its outcome rates.

One of the first tasks of the NACCAS staff person assigned to visit your school is to verify the accuracy of the program data on the most recent annual report submitted. The team will ask for a list of the students who graduated and of those graduates, the ones who work in the field for which they were trained. The team will randomly select at least 10% of the placed graduates to verify their employment. The team will utilize the telephone number given for the employer, to verify the individual’s employment.

To make this process easier, the school should have documentation of where each graduate is working, including the full name of the establishment, and the address and telephone number of the employer.

If you have any questions regarding how to track students or how placement rates are calculated, contact the NACCAS accreditation staff for assistance.

Cosmetology Student Appreciation Day: The Future is Bright

by Stephen J. Ryan



The Tulsa Convention Center on October 24th, 2005 was the site for the 10th annual Cosmetology Student Appreciation Day. Beginning in 1995, with 350 students, Student Appreciation Day has seen a steady climb to reach heights of up to 2,400 students.

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Cosmetology Student Appreciation Day

(continued from page 8)

Student Appreciation Day started as the brainchild of three Tulsa area school owners, Dorian Price of the American Cosmetology Institute, Brenda Cleveland of the Technical Institute of Cosmetology Arts & Sciences, and Chiquita Carter of CC's Cosmetology College.

Over ten years ago, these three school owners envisioned a way for cosmetology students to connect with the industry as a whole. Through Student Appreciation Day, students are able to discover the incredible resources and opportunities available to them.

In 2005, these visionaries saw their dream fulfilled yet again; educators, manufacturers, platform artists, salon owners, distributors and a variety of industry leaders all came together to show many of the newest techniques and products available in the cosmetology industry. Beginning with registration at 7:30 a.m. and opening ceremonies at 9:00 a.m., the day was packed with a full eight hours of information and education.

This massive show of industry support was put on with absolutely no cost to the students themselves. Free samples and tools were given to the attending students, as well as various samples made available by professional platform educators and industry professionals.



Everyone participated to help give the students a day of quality fun and education. Educators, vendors, school staff and other volunteers helped with putting the program together, filling gift bags, decorating and registering students. Various salons and national chain salons were invited to set up booths to promote employment opportunities and to assist students with learning about the wide variety of career opportunities available to them.

Oklahoma State Representative Ray Miller, (D) 15th District, was the keynote speaker at this year's event. He is a cousin of Betty Moore, Executive Director of the Oklahoma State Board of Cosmetology. As Betty mentioned in her

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introduction, he is also a relation of Pretty Boy Floyd!

Representative Miller talked about the cosmetology industry, encouraging students that the field they had chosen was an excellent one. He pointed to Betty Moore as a wonderful example of what someone could do through the cosmetology industry. Representative Miller challenged the students present to strive for more.



Helping students achieve that kind of success is indeed why Student Appreciation Day occurs. Perhaps Chiquita Carter said it best when she stated that the real story of Student Appreciation Day was about, "creating success for our students. We hope that by exposing them to the entire industry in one day that we challenge them to become true professionals in the field..."¹



The future of these students is the future of the industry. That is one of the reasons why Student Appreciation Day is so important. Student Appreciation Day next year promises to be even bigger and better. Thanks in part to Student Appreciation Day, the future of these students and of the industry is looking very bright.

¹ Miller, Gordon. "Talk," published in American Salon, November 1999.

School News

Glen Dow Academy Victorious at I.E.C.A. Fall Competition



Top L to R: Anah Clark, Ally Robinson, Karen Mosely, Lindsey Horey, Elisa Gordly, Suzann Ratzlaff, Liz Medina; Bottom L to R: Heather Bauer, Jessica Keogh, Shameial Lockett, and Mandi Somday.

Students and staff from the Glen Dow Academy of Hair Design, Inc. recently competed in the annual Inland Empire Cosmetology Association's fall event in Spokane, Washington, winning a total of eighteen awards, including the student traveling trophy for the third consecutive year. The traveling trophy is awarded to the student who scores the most combined points in multiple categories throughout the entire competition. The students of Glen Dow Academy have won the traveling trophy a total of eighteen times.

Artistic Academy's Student Body Pampers Guests from Hope House

Fresh off the resounding success of their recent "Katrina Relief" charity event, the students at Artistic Academy, Morris Plains, New Jersey have once again lent their talents to a worthy cause. Recently, the progressive school of cosmetology opened its doors to host a very special group. The event's guests came from a place called Hope House, a not-for-profit, multi-service agency based in New Jersey that serves clients by providing professional based social services (i.e. alcohol and substance abuse programs, counseling and education opportunities as well as Aids care management), especially for those who are oppressed, powerless or otherwise disenfranchised.

In an effort to ease the circumstance of their Hope House

senior level students from the Academy performed a number of complimentary treatments, including haircuts and color, facials, manicures and pedicures. Many of the guests emerged from the services beaming with appreciation. To hear one of the gentlemen tell it, "Wow, I didn't know what I had been missing all these years. I had no idea that a facial could be so wonderful."

According to Artistic Academy Director Marlene Nucifora, "the students that performed the services thoroughly enjoyed supporting their local community and are looking forward to participating again soon in other charitable endeavors."

American Beauty Institute Participates in Hurricane Fund Raiser



Shown here: Students and staff of American Beauty Institute.

Students at American Beauty Institute, McAlester, Oklahoma presented, a check for \$1,600 to the American Red Cross for the victims of Hurricane Katrina. The funds were raised by offering the public a chance to win \$100 worth of gas for \$1.00. The lucky winner was a customer who donated \$1.00 to the cause.

These same students also did a "Cut it Out" domestic violence canned food drive earlier this year and plan to do another canned food drive during the holidays.

NACCAS Announces Staff Promotions

Christopher Walck, Executive Director of NACCAS, announced the appointment of Suki Tinkleman to the position of Director of Accreditation, filling the position vacated by Maria Usera who retired from NACCAS after twenty-three years of service.

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NACCAS Announces Staff Promotions *(continued from page 14)*



Suzanne "Suki" Tinkleman was recently promoted to Director of Accreditation.

Suki has been with NACCAS for nearly three years. Prior to coming to NACCAS she was a teacher for many years, and an Assistant Principal for the past ten years, at the Montgomery Primary Achievement Center (MPAC), a pre-school for students with special needs in Montgomery County, Maryland, Suki is truly a teacher at heart. She received a Bachelor of Science dual degree in Education from the University of Maryland, and a Master's Degree in Education Administration and Supervision from John Hopkins University.

In March of 2005, Suki was promoted to Accreditation Program Manager. She had direct responsibility for the Low Outcomes and Educational Quality and Compliance processes and was the staff person assigned to the Nominating Committees for the Board of Commissioners.

In her new position, Suki will continue her involvement with the Accreditation Workshops, teaching NACCAS on-site evaluators in the Team Training seminars held at each workshop. She has direct supervision of fifteen staff members. She is responsible for preparing Commission agendas and back-up materials for the Standards and Policies Committee and the NACCAS Advisory Committee on the *Standards and Criteria*. She will also prepare agenda, petition, and Commission meeting minutes binders for Commission Meetings and conference calls, and conduct a yearly survey of the *Standards and Criteria*.

Judy has been with NACCAS since September 2003, as an Accreditation Specialist. She performed a variety of tasks, including reviewing the institutional self-studies, catalogs, and enrollment agreements submitted by schools.



Judy Sandler, was recently promoted to Program Manager.

Every other week, she traveled with a NACCAS team for on-site evaluation trips to schools for renewal of accreditation, changes, and addition of branch campuses.

Judy has a Master's degree in Education and Counseling from the University of New Hampshire. Her Bachelor's degree is in Elementary Education from the University of Hawaii.

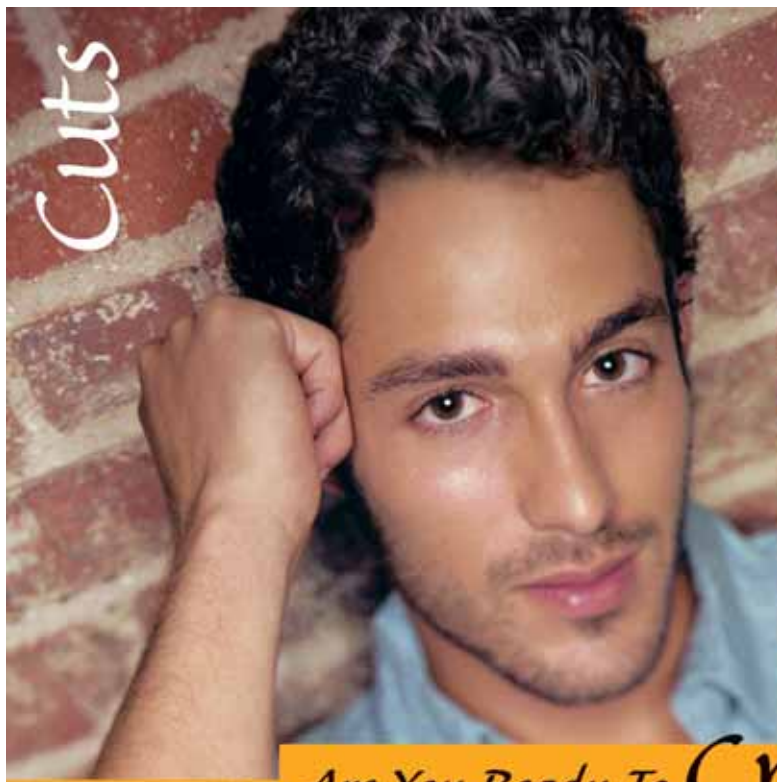
In her new position as Program Manager, Judy will be directly responsible for assigning and supervising four Accreditation Specialists and a Secretary. She will assist the Accreditation Specialists in the writing of Commission action letters and other technical writing projects, as well as teaching at the Accreditation Workshops. Judy will be available for incoming calls and correspondence from school owners requesting clarification on policies and procedures. She will also conduct research about schools' processes, and provide administrative and technical support to Commission File Review Teams.

Congratulations and continued success to Suki and Judy!

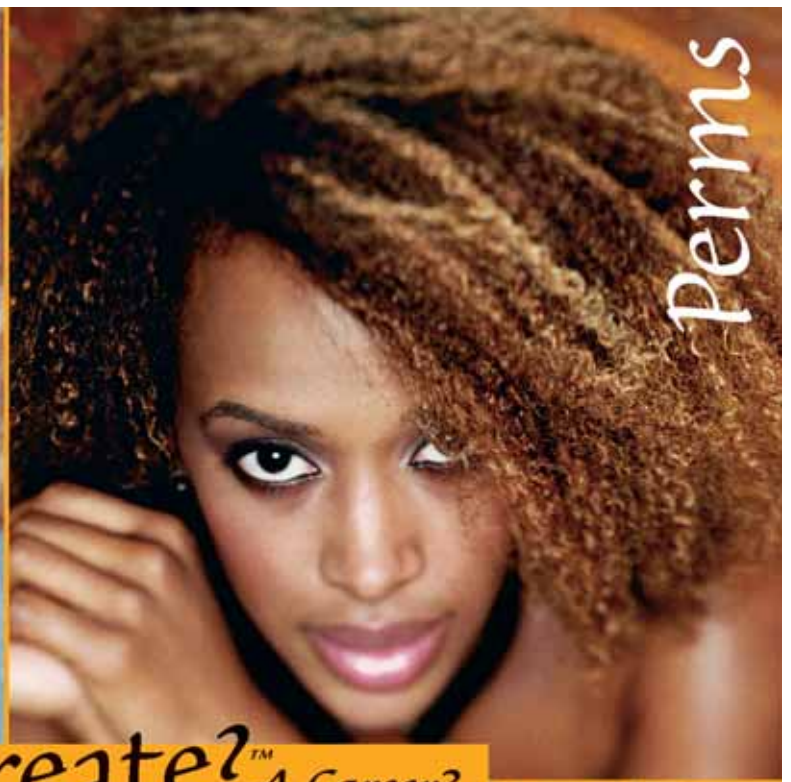
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Invitation to NACCAS-Accredited Schools

NACCAS has been contacted by the National-Interstate Council of State Boards of Cosmetology, Inc. (NIC) to invite NACCAS-accredited schools to participate in a very important project. NIC is conducting a national role delineation study that will serve as the basis for important changes in the content of future nail tech/manicurist licensing examinations.

The Commission would like to encourage NACCAS-accredited schools to participate in this study by completing a survey. The survey is available on the Internet. The survey asks for opinions about the importance of public protection by referring to a list of activities that nail tech/manicurists either need to know or need to perform. By taking a few minutes to complete the survey you will provide important input into the next generation of NIC licensing examinations for Nail Technicians and Manicurists.

Please visit our website at www.naccas.org and click on National-Interstate Council – 2006 National Nail Technology Job Analysis Survey. Your assistance and participation in this important project is greatly appreciated.

Save Your Plastic Sleeves

When submitting documents to NACCAS you must comply with Section 1.6 of the *Rules of Practice and Procedure*, but please do not insert each page in a plastic sleeve. Take time to identify documents with your NACCAS reference number, bind and tab your submission, and make sure it is neatly typewritten. Please do not place each page into a plastic sleeve.

An employee at your end has to insert each page in the slippery plastic, taking care that the corners do not bend or the paper wrinkle. An employee at our end has to remove each page from its sleeve for copying, reviewing, and archiving. So, the cost of the sleeves, and the time of the employees is wasted.

You may occasionally use a plastic sleeve for an odd-shaped document such as a photograph or catalog. Otherwise, just clip the pages of the document together, or organize them in a three-ring binder, or bind them some other way, but, please, save your plastic sleeves.

Industry News

TSA Hosts Annual Symposium Welcome Shindig

TSA Symposium 10 will take place January 14-17, 2006 at the Manchester Grand Hyatt in San Diego, California. Hosted by The Salon Association (TSA), the Salon /Spa Section of the Professional Beauty Association (PBA), this year's welcome shindig promises a night of fashion and trends with a Spring Style Show from the Colomer Group. In honor of Symposium's 10 Big Ideas theme, Creative Nail Design, Framesi, MOP and American Crew join together to present 10 Big Ideas on Spring 2006 Style. All proceeds from the party will support TSA's government affairs work.

For more information, please visit www.salons.org/symposium.

NCA "Lessons for Success"

For unprecedented education with three top artists, educators and fashion experts, the National Cosmetology Association (NCA) offers members its popular *Lessons for Success* program during NCA's 86th Annual Convention on March 4, 2006.

The day long event will explore the lessons learned during the lifelong journeys of three esteemed guest speakers, Sam Brocato, Vivienne Mackinder and Martin Parsons, each a master stylist and leader in the salon industry. Each is volunteering their time because they believe in NCA and its value to salon professionals.

For more information on *Lessons for Success* and the NCA's 86th Annual Convention, March 2-5, 2006, at the Marriott O'Hare Chicago, salon professionals can visit www.ncacares.org.

**Looking for a Job?
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NACCAS Accreditation Workshop Schedule for 2006

April 23-25, 2006
Philadelphia Hilton
4200 City Avenue
Philadelphia, Pennsylvania 19131
Room Rate: \$149.00 single/double
Reservations: 215-879-4000
Cut-off date for hotel reservations:
April 7, 2006.

July 16-18, 2006
Doubletree Guest Suites Walt
Disney World
2305 Hotel Plaza Boulevard
Lake Buena Vista, Florida 32830
Room Rate: \$139.00 single/double
Reservations: 407-842-1051
Cut-off date for hotel reservations:
June 16, 2006.

September 24-26, 2006
Doubletree Hotel O'Hare -
Rosemont - (the "Hotel")
5460 North River Road
Rosemont, Illinois 60018
Room Rate: \$139.00 single/double
Reservations: 800-222-8733
Cut-off date for hotel reservations:
September 2, 2006.

November 13-15, 2006
Embassy Suites Hotel
4312 Swenson Street
Las Vegas, Nevada 89119
Room Rate: \$159.00 single,
\$179.00 double
Reservations: 702-795-2800
Cut-off date for hotel reservations:
October 22, 2006

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NACCAS is a 501(c) (3) nonprofit corpora-
tion formed in the State of Delaware. Among
the major aims and purposes are the follow-
ing:

1. To advance and develop standards of education and instruction in cosmetology arts and sciences and cognate areas which serve to supplement the practical, scientific and business skills of the cosmetology and massage professions. Cosmetology arts and sciences concern the care for the health, condition, and appearance of hair, skin, nails, massage, and cognate areas.
2. To give recognition through accredita-
tion to schools that agree to and do main-
tain high standards of cosmetology and
massage education and assure quality pro-
grams to their students.
3. To encourage high standards of ethical
and professional conduct and activities and
programs designed to advance and improve
service to the public in the field of cosmetol-
ogy, arts and sciences, massage, and cog-
nate areas.

NACCAS is recognized by the United States
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*H*ighlights

- Commission Welcomes Newly Elected Commissioners* (Front Page)
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National Accrediting Commission of Cosmetology Arts and Sciences, Inc. ®
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