

**CENTRAL TEXAS COLLEGE
INDUSTRIAL TECHNOLOGY DEPARTMENT
COSMETOLOGY ADVISORY COMMITTEE
April 17, 2007**

MEMBERS PRESENT

Bertha Lavalis, Retired Salon Owner, Copperas Cove
Jim Hamilton, Owner, Armstrong McCall Wholesale Beauty Distributor, Killeen, TX
Linda Brown, Owner, Stylist, Linda's Hair Vision Beauty Salon, Killeen, TX
Heather Gonzales, Educator/Cosmetologist, Avanti Salon/Farouk Systems, Inc., Temple, TX
Karen Dungan, Stylist, Educator for Redken, Fountain of Beauty/Redken, Temple, TX
Enilsa Brown, Clinical Practitioner, Owner, Skin Care Solutions BX, Killeen, TX

MEMBERS ABSENT

Mandy Carter, MGR/RDA, Harker Heights, TX
Betty Ward, Salon Manager, Killeen, TX

EX-OFFICIO MEMBERS

Carla Wright, Owner, College of Cosmetology, Killeen, TX
Kent Hemenway, Administrator, College of Cosmetology, Killeen, TX
Sharon Hemenway, Director of Education, College of Cosmetology, Killeen, TX
Don Mikles, Dean, Central Campus, CTC, Killeen, TX
Billy Hazzard, Department Chair, ITE, CTC, Killeen, TX
Dianne Dudley, Department Assistant, ITEC, CTC, Killeen, TX

The meeting was called to order by Mr. Billy E. Hazzard, Department Chair who welcomed the College of Cosmetology (COC) Advisory Committee members on behalf of Dr. Anderson, Chancellor and Mr. Mikles, Dean of Central Campus. He thanked the committee for their continued support of the Cosmetology Program, their participation on the advisory committee and valued their input. All of the reports he received indicates that the College of Cosmetology runs a very good program and part of that success is the feedback we get from the field.

Mrs. Wright introduced the committee members. She thanked the committee members for coming and continued by saying that they bring a different perspective of the industry and each have something to add. One of the reasons that Ms. Lavalis is still on the board, even though she has retired, is that she goes to the different salons to get her hair done which allows the committee to get feedback from the other side. She is able to speak as a patron and is able to report what she sees and where the College of Cosmetology needs improvement.

Ms. Wright stated that this is our annual meeting which is required by the Texas Higher Education Coordinating Board. This is a time they can tell us, whether good or bad, what they think that will help us continue to make the program a success. If there is any thing they think COC needs to be doing, let them know because the school's instructors are not out in the salons unless they have former students who provide feedback. COC needs to know about product lines and what they should be teaching. The Cosmetology school may not offer it as a service but should to be teaching it. Ms. Hemenway is over the instruction part of it and appreciates any

input that the committee can give in this arena. The school has started teaching the chi hair color which has really taken off. When visiting different salons, Ms. Wright is asked what the school is teaching. When told chi, the salon owners are pleased that we are keeping up with the latest products on the market.

Ms. Hemenway stated that since the last meeting, there have been some changes. There is no longer a Texas Cosmetology Commission; cosmetology now falls under the Texas Department of Licensing Regulation (TLDR). Inspections are on a risk basis and conducted once a year or sooner if there had been problems identified. COC's last inspection was in May 2005 and was finally inspected again this month. The school passed with flying colors. COC had not known what to expect and was thrilled that everything went well. The inspector was new and asked a lot of questions but the school was up-to-date on everything. Mr. Hemenway said that the school has been maintaining sanitation standards as long as he has been there and long before it was required by legislation. He commended Mrs. Wright and Ms. Hemenway because they have always done a great job. Furthermore, he stated that the state has hired more inspectors.

Ms. Hemenway discussed other changes being implemented by the Texas Department of Licensing and Regulation. Computer programs have been updated and made available to the general public. Anyone interested can go on line to their web site or e-mail them for information. You can check for citations people have received and which salons have been closed down. The change is good because TDLR is causing everyone to beef up their programs and salons by enforcing sanitation requirements. Their intent is actually trying to take care of the public. According to Ms. Hemenway, another change brought about by TDLR is that schools have to submit monthly reports electronically. When a student is dropped, instead of mailing everything like before, they send it in electronically. A new item that was just added to their menu is an enrollment feature. Before, Mr. Hemenway had to fill out all of the paperwork and mail it in to get the students' permit. Now they are able to do that at the school on line. Mr. Hemenway said that the turn around time is so much better and the school no longer waits 30 days to get a student permit ID. On the downside, they will still have to send in the copies of high school diplomas and GEDs either by fax or mail. TDLR is entrusting Mr. Hemenway to make sure that students have their GED or high school diploma before enrolling in the program. When students receive their license or when it is time to renew their license, they must show their high school diploma or GED.

Ms. Hemenway said that another added feature on the web site was the posting of the students' hours. It shows the amount of hours that the student has completed. She knows as an instructor who has completed 1000 hours and eligible for the written exam but also it shows if their paperwork is correct. It shows everyone that has taken the test, whether they passed or failed, and who has not taken the exam for the entire year. The web site is a wonderful tool for the school. Mrs. Wright said that it can also benefit the salon owner. If someone was applying for a job, with the applicant's permit number, the owner is able to check their hours. For example, she stated that they had a student about 3 or 4 years ago who never qualified. The student did not pass the first semester nor the second time. They had to tell her and her family that she did not qualify. The student chose to go somewhere else but still could not pass the exam after several attempts. The College of Cosmetology ID was still on her permit application because she had been one of their students and even though she had 1500 hours, she still never passed the state

examination. As an employer, that is important information to know. They can also see what citations the applicant may have received as it is public record as well as if the license is valid. The reason why the state has started doing this is because so many salons are hiring people illegally. If someone is employed by you, whether contracted or percentage, and their license has expired, an inspector can make that person leave the premises immediately. Many people applying for a job, do not have a valid license, and in most cases, it is because they have not completed their continuing education requirements. This feature will allow the employer to get the information needed prior to hiring new employees. Mr. Hazzard asked if the school was providing the hours to the TDLR or automatically taken from the time clock. Ms. Hemenway said that she provided the information to the state. Although the students can go to TDLR web site, they cannot manipulate the hours. Mr. Hemenway and Ms. Hemenway are always monitoring so that when a student hits their 1500 hours, they do not have to wait before taking their test. Once the student is dropped out of COC's computer, the student can take the test and have their license within a week. The license fee is paid on line with a credit card. TDLR is bringing the industry up to date with new technology and providing information to its customers.

Mr. Hemenway discussed continuing education and that said Armstrong McCall, Redken, and Ms. Gonzales through Armstrong and Farouk has always provided good continuing education classes. College of Cosmetology wants their students to know about all of the products; for instance, they have a great distributor in Dallas for ethnic products. The key is getting students to use the products so that when they graduate, they use them in the salon. Up-to-date education and the need for continuous education is a big part of it.

Mr. Hamilton said that anytime he has an opportunity to speak to students, the main thing he had witnessed in 29 years and that is just like any other industry, 20% of the people make 80% of the money. That 20% has the same common denominator, they never stop learning. They go to every show, every class and may attend the same class over and over but they always learn something. He stated that a lot of hair dressers who have never been to a class, gone to school, or to a show are still resentful or angry because they have to go to continuing education. He feels that every one of them will learn something. It is so important to this profession for continuing education. Professionalism is what it is all about. He knows that the school does a good job but the industry must do a better job by bringing people up to date. The older hair stylists still go to the hair shows but it is hard to get the younger stylists to attend.

Ms. Brown stated that she had renewed her license and TLDR did not ask for her continuing education hours. Ms. Wright told her that when she applied for her license, TLDR was able to pull up her education history. The information is available because the provider of the continuing education course has to put it in the computer within five days after she had taken the course. Once again, putting all the information on-line is a benefit to all who have a need to know.

A bill that was going through the legislature that would have decreased the 1500 hours requirement. Ms. Wright went to the capital and testified against the bill. It was rescinded and never went committee. Ms. Wright and her associates went to Mr. Chilsom's legislative aid to see who wanted to decrease the hours. She said that older women in the panhandle did not want to give up their license but they also did not want to do continuing education. They suggested that the bill be rewritten which will allow a stylist, over 65 and with more than 15 years of

experience, to only do four hours of sanitization and sterilization to renew their licenses. Ms. Wright stated her job has been to focus on legislative stuff at the capital.

Mr. Hemenway discussed the community services. COC will continue to provide community service for the Adopt-A-Nursing Home Program at both the Hill Country Nursing Home in Copperas Cove and Indian Oaks Nursing Home in Harker Heights. Every year they come out to CTC for their Wellness Fair, Nurses Week and National Women Month and provide manicures.

Ms. Wright and Mr. Hemenway concluded that they are always trying to keep up-to-date on education and terminology. If any of the members have questions, they can always contact them at the school.

Mr. Hazzard asked the Committee Members if there was a need to continue the program which was confirmed by the committee. The committee members completed the Annual Evaluation and Contact Information Forms for the Cosmetology Program. Mr. Hazzard thanked everyone for attending the meeting and expressed his appreciation for their assistance and support for the Cosmetology Program. Everyone was invited to tour the school.

Dianne Dudley
Recorder/Dept. Asst.
Industrial Technology

Billy E. Hazzard
Department Chair
Industrial Technology