

BEFORE THE ARKANSAS STATE BOARD OF COSMETOLOGY
Student Advisory Committee

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BE IT REMEMBERED that on the 14th day of June 2006, the above-styled matter came on for hearing, and proceedings were had before the Sub-Committee of the Arkansas State Board of Cosmetology, to-wit:

Attendance:

Board:

Ms. Jane Powell, President
Ms. Pat Turman
Ms. Sharon West

Staff:

Ms. Kathy Wittum, Director

Also Attending:

Ms. Tracy Akard
Ms. Toby Bailey
Ms. Julie Grinder
Ms. Jacquita Hayden
Ms. Carla Jones
Mr. Rick Milsep
Mr. Ted Mullinex
Ms. Lorie Reep
Ms. Margaret Thomas
Mr. Bryan Watkins
Ms. Yakel Woods

(See Exhibit #3, Sign-In Sheet)

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PROCEEDINGS

PRESIDENT POWELL: Is everyone ready? The purpose of this meeting today is to, the purpose is to set up the Student Advisory Committee. I'm going to turn this over to Director Wittum.

COURT REPORTER: Excuse me. I can't hear you, so I am going to have to move. I'm sorry, excuse me.

PRESIDENT POWELL: We knew when we set you up you might not be in the right spot.

COURT REPORTER: I'm sorry.

PRESIDENT POWELL: Okay. Director Wittum?

DIRECTOR WITTUM: Welcome everybody. It is great to have you all here to talk to us about this committee and get, get it going. I know that all of us are anxious to start moving forward with it.

I think everybody has a copy of the Draft Application that I hope to get finalized today so that we can distribute it, as well as the comments that were submitted that were submitted before the deadline date. There are comments on the front and back, if you haven't noticed that.

This Committee is being formed at the encouragement of Senator Steve Farris, and it will extend the Board to students and recent graduates that will began to enhance communication between that group of the industry and the Board.

As you can see from the narrative side of the application,

the, the goal is to have these members serve as student leaders and role models in their school and community, and to help the Board with these five things that are listed as bullets. That is:

- * to facilitate an open-door policy between the Board's staff and cosmetology students;
- * to provide insight on the changing educational needs in cosmetology;
- * to provide insight on the changing needs within the cosmetology industry;
- * to develop materials to educate students, the industry and the public on issues relating to cosmetology;
- * and to improve the image of cosmetology in Arkansas.

This is the first grassroots effort to put such an "animal" together, so we are certainly going to be learning through fire.

I'm excited to have the opportunity to kind of interact with students. Usually, I see students coming in when they are ready to examine, and they are too petrified to try and have any kind of dialogue with. So I really hope that this effort will be one that will help the students become more at ease about coming through the examination process.

Dependent upon the availability of the interested applicants, what our, what I would suggest our goal to be and which is [what] the Board members who are assigned to this Committee will begin discussing today, will be to have it include ten (10) students, ten (10) students overall, five (5) being currently

enrolled students; the other five (5) would be recently graduated students. We also would like to include all of the branches of cosmetology and make sure we include a manicure student, an esthetic student, instructor, and a cosmetology student.

Although the goal for, the goal is to have each member serve a one-year term, I think we need to recognize that one year may not be enough time to actually lay the foundation for this committee to, to have a future. So the first-year people may actually end up serving longer than one-year terms until we can get all of this finalized.

The committee will be strictly voluntary. Any interested party will be advised that it will be at their own expense to participate in the committee. They will be responsible for their own transportation and expenses to attend the meetings, in the event that they are chosen.

The, the comments that were submitted, several of them mentioned areas of concern in different variation with this particular committee. I appreciate the comments, as well. I received some from Jacquita Hayden from El Dorado, as well as Julie Grinder. And they helped us to be able to, to look at all the different issues of concern that we need to take a look at as we begin to develop this.

You have a copy of the comments that were submitted by them, and instead of going line-by-line through them, I'd like to give some information that kind of covers the majority of all of

those comments, and then we can kind of open it up and let everyone start participating in this discussion.

On June 8th, I received comments from Jacquita Hayden from Lynndale's Fundamental Beauty School in El Dorado. And the issues that she raised I would like to address individually.

One, applicants will be selected initially by the Board members appointed in their position as senior citizen and consumer representative, as well as myself. The first applicants to be chosen will assist in building that foundation, so part of that will be to develop a selection method that could be used in the future. The goal really is to just start somewhere to get applicants in here.

The two Board members serving on this committee and their roles as senior citizen and consumer rep. would not have contact with the students in the examination process. That's one of the main reasons why they are on this committee and not any of the others. I think we do need to, as we move forward with this, with this project, we do need to keep in mind that we have got to protect the integrity of the examination, as well as this committee, if we, if we want it to be an open and honest effort, as well.

Guidelines will be established to ensure that an equal opportunity and diverse platform exists for our students and a recent graduate. Meetings will be held primarily in Little Rock. However, regional meetings could be scheduled on occasion. Also, participants would be able to participate by a conference call

if there was an issue dealing with the transportation.

The Committee will establish guidelines to determine the frequency of the meetings, as well as the date and time; however, we will work to implement a structure or a schedule that would not infringe upon the educational needs of the students or the recent graduates in their efforts to build their clientele.

Applicants' participation, again, will be strictly voluntary. This is an opportunity for them to contribute or give back to the cosmetology industry, and we don't want efforts to be motivated for materialistic reasons.

The Board President and Director will facilitate the meetings, and the Board members who participate will be compensated, as State Law allows. During this initial formation stage, criteria will be established by the Board members assigned to the Committee to determine what qualifications are necessary to consider an applicant eligible to serve on the Committee.

Suggestions made by Ms. Hayden, some examples were academic record, attendance records, and payment status. Those are issues that we would need to keep in mind and to consider as we are going through that process.

The Student Advisory Committee will make recommendations to the Cosmetology Board on issues deemed necessary. It is reasonable to say that not all recommendations may be adopted by the Board; however, they will be given the utmost consideration when any issues are on the table for the

Board to discuss.

We also will need to take into consideration the efficiency and the feasibility of any of these recommendations as they pertain to this committee, as well as the industry and the Board.

On June 12th, comments were received by an e-mail from Julie Grinder, and in addressing those just in summary, our goal is to provide a forum for students and recent graduates that promotes open dialogue between students and the Cosmetology Board. This is an opportunity for students to volunteer and to contribute to the industry.

The composition of the Student Advisory Committee will be one that encourages participation from members, therefore, an informal composition is necessary that does not require an executive committee.

In addition, we encourage equality to students and recent graduates chosen to serve on the Committee, which would be hindered if we created too structured of a hierarchy structure.

Cosmetology Board meetings are open to the public, and anyone, including the students, are welcome to attend. Also, Minutes are going to be made available on the web site in the near future, so anyone who wishes to have a copy of those Minutes will be able to do so through the web site.

That's what I have in response to the comments that were made. If any Board members up here would like to comment, or if anyone from the floor would like to comment, then

this is the opportunity.

(Pause)

UNIDENTIFIED: Stand up and state your name.

PRESIDENT POWELL: Go ahead, stand up, and state your name, please.

MS. REEP: I'm Lorie Reep from Arthur's Beauty College in Pine Bluff.

COURT REPORTER: Ma'am, you are going to have to speak up, I can't hear you.

MS. REEP: Lorie Reep from Arthur's Beauty College in Pine Bluff.

Back here on the back, the one containing the hours we need, (inaudible), we could get hours that we need?

DIRECTOR WITTUM: What are you referring to? On the "Comments"?

MS. REEP: On Number Three on Ms. Jacquita Hayden's,...

PRESIDENT POWELL: J-Q.

MS. REEP: J-Q.

PRESIDENT POWELL: "Would student hours be received?"

MS. REEP: How would a student receive educational hours?

DIRECTOR WITTUM: Well, as Ms. Hayden pointed out on her comment sheet, it, this would not necessarily be an

educational format, where you would learn something that may would help you to examine. In addition, as I stated, we want the students to learn to volunteer to contribute to the industry and not to expect to receive anything in order to do that. I mean, this is an opportunity for students to have input into the future of cosmetology. And that, in and of itself, hopefully, will be enough to gain participation from the students. And if you would like to...

PRESIDENT POWELL: That's good.

DIRECTOR WITTUM: Ms. Harden?

MS. THOMAS: I'm Margaret Thomas from Margaret's Hair Academy in Monticello. I'm sorry to have interrupted your meeting by coming in late.

How would the students be chosen?

DIRECTOR WITTUM: Initially, the two Board members sitting here, who have been assigned to the Committee, in their role as senior citizen and consumer rep., and myself, will review the applicants and choose which ones will serve on the Committee. But we are anticipating this Committee, which would include the students, once it's formed, to help to us to lay the foundation for the future. So a selection method that would be used in the future would have to be developed.

MS. THOMAS: I had a second part to that question. I have two schools. Would I have two representatives, one from each school?

DIRECTOR WITTUM: Not necessarily. Now, the

students will not come strictly from the schools. They will, they will have to apply to let us know that they are interested,...

MS. THOMAS: (Interjecting) Okay.

DIRECTOR WITTUM: ***and then from those that apply, we would have to look to see whether or not they would qualify to be on this committee.

MS. THOMAS: But can I have a representative from each school apply?

DIRECTOR WITTUM: Sure. As many students from each school that want to can submit applications.

MS. THOMAS: Okay, so,...

DIRECTOR WITTUM (Interjecting) Every student that you have in your school could submit an application, and then we would have to filter it down to see which ones would qualify to serve on the different roles on the Committee.

MS. THOMAS: You say *qualifications*, what are the qualifications to apply?

DIRECTOR WITTUM: That is something that the Committee would have to develop. I have some suggestions. I don't know if we want go into those at this time. Are you ready to?

MS. THOMAS: Well, I would think it would be feasible, so the school owner would know what to tell our students what the qualifications...

DIRECTOR WITTUM: (Interjecting) Right.

MS. THOMAS: ***would be.

DIRECTOR WITTUM: Right. Well, just keep in mind that this is a...

MS. THOMAS: (Interjecting) I understand.

DIRECTOR WITTUM: ***working group, so we would hope that what is going to be decided here today will be what you will be able to take back to your students and say, "It's definitely going to happen."

But these ladies up here are going to have to decide for today exactly what those qualifications would be.

The things that I would suggest that we would look are...

PRESIDENT POWELL: Tell her what they are.

DIRECTOR WITTUM: Yeah, yeah. What I would think we would need to look at is we would be allowing students, currently enrolled students, as well as recent graduates, who have graduated within the last year, to submit applications. And from those, we would look at the Congressional Districts, as well as their course of study, and the length of time in that study, in that course. We also would possibly want to look at whether or not they are maintaining satisfactory progress, or a "C" average, in their, in their school.

Now, there were some suggestions made by Ms. Hayden in her comments, to also look at payment status and attendance records. But the group would need to decide if we want to do that.

Once the selection process is made through those

applicants, then the ones who are chosen for interviews would be brought in for interviews, and from that selection, we would form the 10 committee members.

MS. THOMAS: Now, when you say the Congressional Districts,...

DIRECTOR WITTUM: Uh-huh.

MS. THOMAS: ***such as the Board, two people, two Board members would be selected out of each Congressional District. Is that how you're going to set this up?

DIRECTOR WITTUM: Well, I just think we would need to keep in mind, as far as the Congressional District, not to bring people in from one part of the state or the other. I think we may or may not want to set a number on how many can or cannot, can come out of a Congressional District. But just keep in mind that we don't want to bring all people from the northern part of the state in to the Committee...

MS. THOMAS: (Interjecting) I understand.

DIRECTOR WITTUM: ***and not give the people from the other parts of the state an opportunity...

MS. THOMAS: (Interjecting) Yeah, I understand. The reason I bring it up is because on the Board, if you are setting it up like the Board, on the Board, there are three to four people sitting on that Board from the same Congressional District, when actually, my understanding is there are only supposed to be two. You know, that's why I am wondering if you are going to set it

up...

DIRECTOR WITTUM: (Interjecting) Well, this is not intended to be equated to the Board, to the Cosmetology Board. This is just something that I think we need to keep in mind so that we keep it fair and allow people from all over the state to participate.

MS. THOMAS: Your senior advisory members, are they going to be the ones who put together the rules and regulations with the Advisory Board? Who is going to consist of, I guess putting the rules and regs together, I guess I want to say? Are they going to be the just these two ladies here?

DIRECTOR WITTUM: Well, this is a committee that will be taking a look at different issues to give attention to, from the cosmetology industry, but they wouldn't necessarily have to be so formal to have rules and regs. I think, I think you're trying to equate this committee more to the Board, as opposed to what it's actually going to be. I mean, this is, for simplicity's sake, we may even want to refer to this as a working group. I mean, we want to put together some students and have our Board members here to facilitate those meetings, but to help them look at issues of interest within the Cosmetology field.

MS. THOMAS: Don't you think they need some guidelines?

DIRECTOR WITTUM: There will be some,...

MS. THOMAS: (Interjecting) That's going to be my last

question.

DIRECTOR WITTUM: ***but they don't have to be so formal as to have rules and regs.

PRESIDENT POWELL: State your name.

MS. JONES: I'm Carla Jones with the Arkansas Beauty College.

I just kind of have one or two to share with the Board and with the people that are here what we decided to do, what we decided to do for our schools. We selected a student council for our schools. And our student council consists of, we have a president, a vice-president, a secretary, and a treasurer, and we are going to select the members every six months so that all students will get a chance to participate during their 1500 hours. And we thought that they, they need to, the nominees need to make sure that they have met the satisfactory progress in school and make sure that they maintain it throughout the office, because it's not fair for them to have it if they don't maintain satisfactory progress and stay abreast of what's going on.

And then we decided that to make sure that all the students had a chance to get involved, we grouped it in hours and requirements for each office. You know, like for the president, we said that they should have at least 750 to 1,000 hours, and everyone about a thousand (1,000) hours, we selected them to be what we call our senior advisory committee, so those seniors that are getting ready to get out can let the students know about things

that they went through when they were in school or what might help the school as they come through. And then so forth on, you know, the hours, like the secretary needs to have 750 to 1,000 hours. And we just kind of grouped it according to hours, so that all the students have a chance to participate.

And then once our committee was put together, our president and our vice-president would call a student council meeting and get the student body together and let them decide on things that they thought maybe needed to be addressed, and bring it to the school.

And then maybe those people that were elected to the student council from the schools could be the ones that would be allowed to be a part of the Advisory Committee to bring to the Board. That way, each school would have a representative already in place and then bring it to the Board.

And then we listed the responsibilities for each officer. And then after that, we listed when we wanted the comments to be in, say, for instance, every first day of the month, or every thirtieth day of the month. Give them a date that they need the comments to be in, and have someone to be over that, and then the secretary would keep up with it and give it to the president, and then to the Board. And then we would just take a nominee form for the ones that they decide to nominate. We would let the students do it all. You know, that way, they were a part of it, and they, you know, they enjoyed doing it, and it was fun for them to

do it. So.

DIRECTOR WITTUM: That's an excellent idea, to incorporate the students into that level of participation. And that's what I think we are looking for here, is to do that.

MS. JONES: Yeah.

PRESIDENT POWELL: Jacquita?

MS. HAYDEN: Since you already put me on there, the comments I made on the other...thinking all this situation out, she has got a good start, as far as what she is doing. But once again, you are not, our schools are not, they're not going to be the ones determining. They're going to be the ones that are going to determining the students, so, therefore, are you determining which school they come from, too? See what I'm saying? If they're putting in an application, what are you going to do? Okay, Arthur's School, "Oh, look, they have got ten people, you have five, and they have got ten." Are you going to go through there and picks the ones, you know. That's not...discriminating to me, because I'm a small school myself. Okay?

DIRECTOR WITTUM: Well, we...

MS. HAYDEN: I'm from a low-income, small school. So what I am going to suggest is, make another suggestion is, why could you not come up with...give me my piece of paper there. Like she said, each school has a student council or a student council or a student committee. Okay? Within that student committee, we also have state inspectors. Are we not in regions,

in the five regions. Okay? Could it not...or either you guys could, whichever one wants to do it...

MS. WEST: Whatever.

MS. HAYDEN: But the inspector that inspects their region, could they not meet with a group of students from every school within that region, all right, and then from that region meeting, come up with students who then meet as a student council meeting, and then that part, that region, that state counsel meeting then could come and address it to the Board. That way, to me, you are involving all schools and giving them all equal opportunities together, within that region and from the five regions, that each state inspector is with. And our state inspectors are the ones that know the rules and regulations. They are the ones that grade us on the rules and regulations, or inspect us. So they would, I feel like, be more apt to be able to decide whether the student is..."She was my student. She hated my guts," or whether or not she is just putting on an act just to get in there and hurt that person or whatever. Do you see what I'm saying?

Not only that, it gives them an opportunity then for each person, each student that is in that school that cannot afford to come to Little Rock to these meetings, since you all have to do them free, or you all are going to do it free. What's to benefit them?

You know, you guys are on the committee, but what does it benefit you? You get paid. Me, I pay.

But what I'm saying is, you're not going to, these students are not going to be, these students are not going to be willing to do this without some benefit for them. But if you put in a regional thing and then pull that out of that, then there is some (inaudible).

Go for it.

DIRECTOR WITTUM: Just a moment. Did you get her name?

COURT REPORTER: Yes. Is this Ms. Hayden?

PRESIDENT POWELL: Yes, J-Q Hayden, yes. Please state your name. Just a minute. Did you like to respond?

DIRECTOR WITTUM: Yes, I would like to, if you wouldn't mind.

MS. HAYDEN: I would love to let you.

PRESIDENT POWELL: Okay, just a moment.

DIRECTOR WITTUM: Well, first off, the inspectors no longer...you no longer have the five inspectors who have divided up the regions. Right now, at least, I've got one inspectors who is looking at all of the schools, who is assigned to inspecting all of the schools. And between that and her load to do establishment, then in a select area that she has, she would not be able to devote that much time to going and talking to all of the students or to the different schools.

MS. HAYDEN: Well, that's what I'm saying. Normally, you know, they did before come to the schools.

DIRECTOR WITTUM: Uh-huh.

MS. HAYDEN: You know? Or come up with these two (indicating), you know.

DIRECTOR WITTUM: Uh-huh.

MS. HAYDEN: Or come up with five committee members or something...

DIRECTOR WITTUM: (Interjecting) Well, and we may choose,...

MS. HAYDEN: ***that could meet, but...

DIRECTOR WITTUM: *** we may choose, during the interview process, to go to those students to interview them, as opposed to requiring the students to come up here. I mean, that's always an option. But I think, I think in order for us to, to allow the students to participate so that there is not a threesome here, then we have got to make it open to the students to be able to apply and talk to the Board and work this process out with the Board, without the school necessarily being the one to...

MS. HAYDEN: (Interjecting) That's what I'm saying, not that the school has to do it, but we're talking about the same scenario, but number one, you said you are going to see that they do a satisfactory progress report, and have a "C" average. All right, you have, say, a thousand hours. You're going to have to check with these schools to see, because we do not report "C" averages to the State Board...

DIRECTOR WITTUM: (Interjecting) Well, the student...

MS. HAYDEN: (Interjecting) So each school would have...

DIRECTOR WITTUM: ***would have to provide that documentation...

COURT REPORTER: Wait, wait, one at a time, please.

MS. HAYDEN: I'm sorry.

DIRECTOR WITTUM: The student would have to provide the documentation to let us know that they are maintaining a "C" average or a satisfactory progress.

MS. HAYDEN: But once again, you are asking the school to get involved in it, because then, therefore, they have to go to the school to get the verification.

DIRECTOR WITTUM: But don't you give your students that information on a regular basis?

MS. HAYDEN: Uh-huh.

DIRECTOR WITTUM: I mean, they should know if they are maintaining a satisfactory progress or not, so I don't see that...

MS. HAYDEN: (Interjecting) Okay.

DIRECTOR WITTUM: ***we are going to be imposing any more on the school than...

MS. HAYDEN: (Interjecting) I wasn't talking about imposing anything on the school. I was just trying to see for it to be (pause)...I'm trying to find the word, guys. I mean, I'm two-and-a-half hours away from Little Rock myself in my school. And

we also have one in Crossett that is just a little bit closer than I am. When you're asking the students to do this, they're already..our school, our area is low income, and they are already financially strapped. Even your, even your "A" and "B" students are still the same way.

They're all, all students who are in school to get out and make a living, and to help assist them in living. And I think that it's more beneficial that somehow or another, if you're going to do a student council meeting, you need to go within the regional area to be able to get it corrected. That's basically it. I don't think it should be the students' responsibility to travel to Little Rock.

DIRECTOR WITTUM: Well, and as I stated earlier, regional meetings could certainly be held on occasion, or we could have students who participate a by conference call. It won't necessarily be that every single time they meet they have to come to Little Rock in order to participate. We could certainly work something out with the students to make it worth their while just to be a part of what the Board is doing to try to improve the cosmetology industry for the future.

And these students need to be involved. If they don't know that already, we need to be telling them, that there is a future in cosmetology. And from what I am seeing from the people are already out there practicing who are not following sanitation guidelines, who are not even remembering to renew their licenses, who obviously not doing what they are supposed to

be doing, we need to take an opportunity to tap into these students and teach them now so they not going to be up here for a disciplinary hearing at the Board, you know, three or four or five years down the road when they get out there and begin working in the field.

PRESIDENT POWELL: Will you state your name?

MS. JONES: Carla Jones.

PRESIDENT POWELL: I'm sorry. Carla Jones.

MS. JONES: I just wanted to comment on one thing.

One of the things she asked was what would the benefit be to the students. And the benefit to the students would be that, you know, that they would have a voice. You know, they will be able to...

MS. HAYDEN: (Interjecting) Excuse me, Carla. I have no problem with the voice of the student. I have a problem with the financial part for a student that is going to school at the time. That's what I'm saying, I just have a problem with that.

MS. JONES: Right. Well, a lot of our students, every student in here is one of ours, and all of our students, they came over from different parts. We have Pine Bluff, we have Conway, Fort Smith, and they have, you know, we know that the students are struggling to get through school, and, but even with that, it's important enough to them that they come to, you know, get their voices heard on what views that they have.

And I think that even with the four campuses that we

have, we have our student council committee in place. One of the things that we will probably do is we have our officers from each campus to meet and choose from those officers, which one of those, one or two, would represent our school. And then if they couldn't do it, then we would need our Director of Education...I would do it, you know, as Director of Education, or the school owner, would do it. But if they couldn't do it that way, probably one of the ways they could do it would e-mail or a memo. You know, we don't want to make it hard or make it difficult. We just want a committee which the students have a voice, you know, about things that go on and about, you know, the averages. Who is going to, who is going to decide, if this person has a "C" average, and that person has a "C" average? Well, we decided that when we set up our student council committee, because our students have to maintain satisfactory progress. And they wouldn't be holding those offices to even be able to talk to the student body without having that average, you know, at least a "C" average.

MS. HAYDEN: Right.

MS. THOMAS: We have covered that already, you know, with our student council, to make it easier when we do have something to bring to the Board, because we do want to make it easy, and we do have an open-door policy and we want them to be able to be heard.

MS. HAYDEN: But you're not limited?

PRESIDENT POWELL: At this time, I recognize Mr. Mullinex.

MR. MULLINEX: Yes, I guess a couple of comments or questions. Ted Mullinex.

I guess I was wondering why the Board, if you want this to be a true advisory committee, why the Board would want to subject themselves to picking the members, instead of letting the members select among themselves, from those who want to come here and advise or give their opinions. I just don't understand why the Board, and Kathy, you, as the Director, would want to subject yourselves to that scrutiny. You're not going to make some of these schools out here...you're going to put yourselves back into picking and choosing which school is going to be represented here. And why not have an open forum, where the students around the state pick their own people that they want to come here and advise you. I don't know how comfortable I would be, as a student, coming here and someone from the Board decide in an open meeting to participate. And I guess I envision it wrong, and this is just my opinion, but if this was to be an advisory committee to, to give thoughts and, and things that happen out in the field to the Board, and not become indoctrinated by the Board.

So I guess that's my...

DIRECTOR WITTUM: And, well, as I stated earlier, Mr. Mullinex, what our goal is, is for the Committee, this first

grassroots committee, to set the selection process in the future. This is just for us to get something in place for us to move forward on. We have to start somewhere. And if we have the applicants come in, the Board looks over them and determines the qualifications, which ones should serve on this grassroots effort, then let them decide what selection process is going to be made in the future.

MR. MULLINEX: Okay, so...

DIRECTOR WITTUM: (Interjecting) This is not necessarily what is going to be in place forever. This is just the starting place for us.

MR. MULLINEX: I would just respectfully say that's not, that's not grassroots, that's the Board dictating who is going to be sitting on there to select who is going to be on the committee.

Thank you.

PRESIDENT POWELL: Ms. Akard?

MS. AKARD: Tracy Akard, Hot Springs Beauty College.

I think of the school owners who are sitting in here, that we all three have the same concerns, and that I'm, I'm under the assumption that what we are here today is to draft it, that it has not already been decided. Is that correct?

DIRECTOR WITTUM: I have proposed this for the Board members.

MS. AKARD: But it has not...but we are here to discuss what we're actually going to do?

DIRECTOR WITTUM: Right.

MS. AKARD: It's a consensus, as school owners who are sitting here, none of us want, not of us seem to want the Board to be selecting the Advisory Committee. And I, too, am under the feeling that it would simplify it if the Board did not have to select it and have to interview them, that it comes from the school. And to me, I would rather draw them out of a hat than have them be selected by the Board.

DIRECTOR WITTUM: Well, I think, I think what is getting lost here is that we want the students to volunteer. We want them to tell us that they are interested in being a part of this effort.

MS. AKARD: But we can do that at the school level. The school, they can, the members of the school can decide who they would want to have represent them, rather than a Board member select them. So, and, again, the school knows whether they are satisfactory. Every student that voted for that student, or a recent graduate, whatever level, they already know about their character. They already know a lot about that student and who they would like to represent them, than having...

DIRECTOR WITTUM: (Interjecting) But this is not a representation for the school to choose who they want to represent them.

MS. AKARD: It still is the student, it is a student who they would want to represent them. I am just really, really opposed, and I think I have heard it from all three here, not wanting to have

it selected in, in the manner that has been presented here.

PRESIDENT POWELL: I believe this young man over here was next.

MR. WATKINS: Hi, I'm Brian Watkins with Arthur's Beauty College, formerly (inaudible). If you choose me, you know, I want change. Change is good. But if you choose me as a Board member, am I going to pass the test if I make you mad?

DIRECTOR WITTUM: These two...

MR. WATKINS: (Interjecting) That's a concern. Again, if I want change, and I am on this Board and you don't like what I have to say, am I going to pass the test, or am I just going to be a contributing factor,...

DIRECTOR WITTUM: But the purpose...

MR. WATKINS: ***if you choose me?

DIRECTOR WITTUM: ***of these two Board...The purpose of these two Board members being selected for this committee are that you will never see them on the exam. You cannot examine because of their positions on the Board. That's the reason why they're here.

PRESIDENT POWELL: I believe Ms. Grinder, are you next?

MS. GRINDER: I just wanted to...

COURT REPORTER: (Interjecting) Excuse me, ma'am, I need your name.

MS. GRINDER: Julie, Julie Grinder. I'm sorry.

I just want to ask that you take note that the second lady, that she wasn't asking that the school owners choose either. You know, you said that it's not for the school to be represented,...

DIRECTOR WITTUM: Uh-huh.

MS. GRINDER: *** but you did say it's for the students to have a voice. She is asking to let the students to choose who they want to represent them. And they don't have to have a choice of students that don't meet the eligible criteria, only the ones on the ballot are the schools that meet the criteria. But let the students have a voice, like you said you intended to do.

DIRECTOR WITTUM: Uh-huh, okay, that's noted.

MS. TURMAN: I would like to say something.

PRESIDENT POWELL: Okay, Ms. Turman?

MS. TURMAN: My name is Patricia Turman. I would like to comment on what the student could possibly get out of this. I know there isn't any monetary value to this. Excuse me. The leadership ability that they could, they could acquire, being able to speak in public and be...just [the] self-confidence that it would build just to be on a committee like this and be able to lead, you know, a voice, I think is what a student can get out of that, if they don't have a monetary value.

PRESIDENT POWELL: Thank you. This young lady...oh, excuse me, was your hand up? Yes, go ahead.

MS. THOMAS: Margaret Thomas. Speaking for the school with the students, we know pretty much what the students

think and feel. I think some students would be afraid, knowing that the Board members, as this young man said, “If I go there and say something and they don’t like it, what’s going to happen to me when it’s time for me to go take my exam?”

Okay, yes, you may get some students to send in their names of their applications or whatever, but you want students who are going to sit there, and you have got their attention, and not be threatened. Say Ms. Turman says something to them, “Oh, I can’t go back there” and not understanding Ms. Turman. Okay?

And our students read the newspaper, they read the newspaper. They see, and they hear everything that is going on. And the students come back from Board, and the stories that I get--I don’t know about the others who are here--but I can tell you, the stories that they have heard about the examiners... They are all friends. I’m a student, mind you. And if you go there and you say something. She knows everybody. She may tell them how you look. Okay? And it may not seem like it is important, but it is important. Students are going to question what are their motives, if they have got Board members looking over their shoulders. Okay?

Why can’t the students that are coming from the school...there are how many students, 46 students?

PRESIDENT POWELL: (Interjecting) Fifty-seven (57).

MS. THOMAS: Fifty-seven (57) students... schools. Why

can't they elect their own, and then come and elect an executive?

PRESIDENT POWELL: I believe that you have schools that don't want to participate.

MS. THOMAS: Okay, those that do, those that do.

PRESIDENT POWELL: That's true. You will have possibly schools that don't want to participate, but the student might. You might have schools that want to participate but their students don't. You may have all different scenarios. I think that the goal here, as Kathy has already stated, is to have this open forum of communication with this Committee, so that the students have a voice; they can come in on their own accord and, and be appointed to this committee and voice their opinions openly and honestly to Board members that are not a part of the examination process, and it is a safe environment for them.

MS THOMAS: As a school owner,...

PRESIDENT POWELL: (Interjecting) They're not with their school, they're not with the Board or with the examination. There are on a safe turf.

MS. THOMAS: As a school owner, how do you think your students would feel if you go back and say, "We're going to have two Board members on the Advisory Committee to assist you, and 'da-da-da-da-da'," but just this question, hypothetically, would your students say, "Well, what is the point in going? They're going to make the decisions."

PRESIDENT POWELL: Well, I would suggest that my

student read the law book and see what purpose these particular Board members have and explain to them, as I do the laws in the school, that these do not exempt them. These are safe Board members. There is no way to penalize that student by these Board members. That's what I would tell my students.

Yes, ma'am, can I...

MS. REEP: I have a question.

PRESIDENT POWELL: State your name, please.

MS. REEP: Lorie Reep. Back to the people that will be assisting us, won't it be just three, and she is the main board, the head of the Board or whatever,...

PRESIDENT POWELL: (Interjecting) Pardon me, say that again.

MS. REEP: These two women are going to be assisting the students, whatever they are going to be assisting in, and the lady in the beige, the Director, isn't she going to be there, too, when she is the head?

PRESIDENT POWELL: She will always be there, but this lady has no authority to a student.

DIRECTOR WITTUM: I'm not one of these ladies, by any means.

PRESIDENT POWELL: She is our director. We hire her to facilitate the administrative duties in the office, and that is to receive the information from your school to see that it is recorded and monitored correctly. She has no authority to control a

students' progress in a school or up here.

These two Board members here do not examine.

Yes? J-Q?

MS. HAYDEN: I love it. Once again, I'm going to make another comment, that due to the fact that we are having problems with these Board members being on it, then let's back up and use our inspectors, that have common knowledge that can assist in all this, that can be a common denominator that are used to see us stumping our toes.

PRESIDENT POWELL: I don't know how this is going to be, because I am not a part of the process, but I would just like to say this: I would like for our students in Arkansas to understand one day that the Board is not their enemy. I would like for them to see it and it to be proven to them that we are not their enemy, and that they can come to this Board, and that they do have a future with this Board.

MS. HAYDEN: I do feel that...

PRESIDENT POWELL: (Interjecting) And I think at this level, at the student level is where it all begins.

MS. HAYDEN: The students feel today they have the right, or we have the right, as a school. They come from in front, they comment, they call the Board, whatever. Believe me, I have been there. When I first opened my school, believe me, the students know who the State Board are, I promise you.

So I am saying at this time, they still have that right, and

when they do it at this point, it may be a gripe, you know, as far as when they call the Board on somebody, but yet it allows them the freedom to do it without being scared of being judged.

DIRECTOR WITTUM: Well, with all due respect, I think the students that I have talked to who have called up to the office, the ones that have seen here in the exam. facility, they are petrified of the Board.

MS. HAYDEN: I know.

DIRECTOR WITTUM: And somehow they are getting the impression that the Board is not receptive to them. Now, that may have been the case in the past, but if we want to take any steps to change that in the future, then we need to convince students that you can come up here and talk to the Board, to these Board members; you don't have to be afraid to come up and examine. You don't have to be afraid of me; you don't have to be afraid of the staff. We're all here to help you get where you want to go. And I think this committee will have that opportunity to do that with the students.

Now, we're definitely going to have some rocky roads ahead of us. It will take some experience with, between, some interaction between the students or the people who are chosen and the committee, for everybody to feel comfortable with the process. But I hope that at some point in the very near future we will be at a place where they're not afraid to come in here, and they don't feel like the Board is out to get them or that I am out to

get them, because that is far from the truth.

PRESIDENT POWELL: Ms. Akard?

MS. AKARD: I would like to hear more from the students who are here about how they would feel, perhaps how they would like to see the selection process go.

PRESIDENT POWELL: I think this gentleman here had his hand up.

MR. BAILEY: Yes. My name is Toby Baily. I'm from Pine Bluff, Arthur's Beauty College.

COURT REPORTER: Toby Bailey?

MR. BAILEY: Toby Bailey, Arthur's Beauty College, Pine Bluff.

In the way we run things at Arthur's, we elected our own committee, and we pay our dues, so I feel that's a good way that we contribute for the transportation to get back and forth to Little Rock. So we have our own committee, and we could elect somebody to do this, you know, to represent our school. And I think the students should elect who they want to represent them, not the State Board, because we have our own voice, basically. And I think that's the way it should be ran, and we should assist with the rules, and along with the State Board. The committee could contribute our own ideas to the Board, too.

That's all I have to say.

PRESIDENT POWELL: Thank you. Yes, sir?

MR. MILLSEP: I'm Rick Millsep with Arthur's. And I

think as far as the election process, we see each other every day. We know who is committed. You guys will get an application, which is a piece of paper, but you don't see what we see every day in school. So if we did the elections, I would feel comfortable with who is, you know, representing my school, instead of somebody treating you with an interview and a piece of paper and an interview. I mean, that's scary to me. Everybody has their own agenda, you know. So.

PRESIDENT POWELL: Thank you. Yes, ma'am?

MS. REEP: Lorie Reep. Going along with what they are saying, what is the point in giving us a voice if you all are going say who is on there. That's just going to take our part of our voice away. I mean, I know that you all know that, some of the students won't...you know, it's better for us to pick someone instead of saying you're going to give us a voice, than picking whose voice you're going to hear, basically.

DIRECTOR WITTUM: Did you want to say something else?

UNIDENTIFIED: No, I'm fine.

PRESIDENT POWELL: Anyone else?

MS. HAYDEN: Once again, I agree that they should pick. But once again, you're looking at 57 schools that then will send them. That's why I was suggesting what I suggested, that out of that 57, you know, if you need five people for a region, you're going to have to, you're going to have to weed it down. And I

think the students have made a good point that they want their own voice in it. Well, democratically, that's the way it's supposed to be. So, therefore, give them that opportunity and let them try to do it, and then you figure out how to weed it down from having five or ten representatives from each school. That's a mighty big meeting. But to be definitely fair to all students who are holding permits, who are holding...even the ones who are licensed. And if you have students that are on the committee that have, say, 12- or 1,500 hours that are fixing to graduate and be a graduate, at that time, you can get them to stay on the Board meeting or your committee until their year, until a year is out. So then, you would get a graduate also that wasn't attending school that had just gotten out in the work field. So that would be one way of keeping a graduate involved.

Once again, you can always send out letters for all license-holders in the state of Arkansas, you know, and voice opinions. So, you know, we're looking at thousands, you know, of situations here, and we are trying to be...you are trying to bring a large committee, I mean, a large group of people down to a small group, and you're going to have to do it like you would do when you hired her. You know, you send out in an area, submit your application. We go through, we weed it down to this many. And then it got down to 10, and then you got down to 5, and then it got down to 3, I think. You know what I'm saying?

So I think, once again, this is what you are asking for all

these students to do, graduates or license, permit-holders, the permit-holders of the state of Arkansas. I mean, to be fair, honest way for these students to voice their opinions. I don't see another way that you're going to be fair with all the districts and the regions of the school being able to. Even if we do it on a grade status, you're still looking at a student that...we have students that are, what, need special needs. We have people that come in that you have to read to them. Does it make them unqualified to be an advisor? You know, is that fair? I had a deaf student that graduated a few years ago. If she is not...I mean, these two, I am sure don't know Sign Language, how to represent with her. Is that going to stop her from being able to be able to be on the Advisory Committee?

DIRECTOR WITTUM: No.

MS. HAYDEN: Do you know what I am saying?

DIRECTOR WITTUM: We would not discriminate against anyone to be on the Committee, at all.

MS. HAYDEN: As a student, they might. So think these students made a good point, that they need to be the ones who begin the procedure of deciding.

DIRECTOR WITTUM: Okay.

MR. WATKINS: Brian Watkins, from Arthur's in Conway.

DIRECTOR WITTUM: Yes, sir.

MR. WATKINS: This is...we are rolling out the carpet.

This is an opportunity. So let's go with the opportunity. We chose

this field for a reason, to make everyone in this world beautiful. That's what we are doing. So we have got to figure out a way to make it happen and get it done. I mean, if you all want those people to choose, we have got to be friends, and most of the ground...we have got to build our network. So what I'm saying is I think the students do want to choose. (Pause) Bubbles. Excuse me. But it's an opportunity for change, and that's what you all want to see, and that's what we went to see. So...

PRESIDENT POWELL: Thank you. Ms. Carla Jones?

MS. JONES: I just want to ask a question. Once we let the students choose, if they so desire to choose an outside representative to hear their views and then let that outside person bring it to the Board, would they be allowed to do that? Because what they're saying is, if I can feel what they're saying is, they don't want to, and I can feel what they are saying, they don't want to feel like, when I take my exam is, you know, "Will Ms. Turman remember my name and my face, and 'This one is a troublemaker'." You know. Would they be able to, instead of having them sit there, have "Joe Blow," if they so desire to choose, to sit for them and listen to their concerns and let "Joe Blow" bring it up, and, you know, "Here is from the Student Advisory Committee, what the students would like and what they would want to say," and then have them present it to the Board so they don't have to even deal with the Board, you know, with the Board at all.

DIRECTOR WITTUM: Well, that would defeat the purpose. I mean, the whole purpose, as I understood Senator Farris to say, was he wanted the Board to begin to communicate with people within the industry. Part of that are students. There needs to be communication between the Board and the students. And, again, they don't examine. They will never be up here on exam. day.

MS. WOODS: Yakel (phonetic) Woods, Arthur's Beauty College in Pine Bluff. Our main concern is, I know that you, they say you don't play a major part in it, but they did say that our paperwork comes to you first. Correct?

DIRECTOR WITTUM: Uh-huh.

MS. WOODS: Okay. You're also going to be on that meeting. Correct?

DIRECTOR WITTUM: Uh-huh.

MS. WOODS: Therefore, we have to be afraid of what we can and cannot allow to come out, because if it offends you, by chance, may remember our names. By chance, when we do come to examine, and there is still that little bug in the back of our heads that's going to say, "Okay, will I pass, will I fail?"

I mean, it's just with us being students, we have that fear, that if we say something that you don't like, that when you get our paperwork in your hands, "Uh-huh, that was *her*."

I mean, you have been to the Board before. We are trying to get where you are.

DIRECTOR WITTUM: I've never been to the Board.

MS. WOODS: Well, your own board, then. We're going to lay it out there in the worst. I mean, that's just a concern that we have, that if the wrong thing slips out in a meeting, will that affect our lifelong goals

DIRECTOR WITTUM: It will not.

MS. WOODS: And what I'm saying, I know that you all are telling us this, that it will not affect that, but we still have to worry. We have that concern, and that's why we feel more comfortable with, you know, narrowing it down to the students choosing. I mean, if you come up with a certain amount of people from each school, then let an outsider narrow it down even further. I mean, we will feel way more comfortable with the students, I mean, because we know each other.

DIRECTOR WITTUM: You still are, are missing the point of the whole idea behind having the committee. The committee is to promote a communication between the Board, which is going to be this committee, and not the board that will be examining, and the students. We want to have you start to start to feel comfortable with coming and talking to us. We want you, we want to set the example. The three of us want to set the example that you don't have to worry about offending us. I'm not going to be offended by anything that you have to say in a meeting, and I don't believe either one of these ladies would either.

MS. TURMAN: My name is Patricia Turman. And what

I'd like to say is what we are trying to eliminate is what you just said right there, the fear of coming before the Board and being in the presence of the Board. That's what we are trying to eliminate.

It may have happened in the past, but we want to correct it in the future, because you guys are very, you guys are the future, and we want to make sure that you feel comfortable with the Board.

MS. WOODS: Yakel Woods, again, with Arthur's Beauty College in Pine Bluff.

Okay, I know that you all are trying to eliminate fear, but to me it would seem to let the students start it out and then you all build our trust in you. I mean, we're...I mean, you all are like total strangers to us, and we are, like I said, once again, trying to get out there in that world. And with this just being at the beginning, we still are going to have that fear. That's like putting the baby out that cannot walk and say, "Well, just go walk." That baby has a fear of falling.

And we have the fear of falling, because like I said, she gets our paperwork first. Names, faces, faces with names, when we come and examine, that's still going to always be a fear, because we don't know, she may never show that we offended her, but we may find out that day that it's our day.

I mean, am I the only student that feels this way? I mean. Because like I said, with the student body, we know each other. We are around each other all day. So, I mean, your all, you're just going to see us, and you're going to read the paper first, see

us come in for an interview. I mean, I could come in all dressed up and fancy and put on a show for you. Here I am for you to elect me, and I may not be what you thought I was. But we, as the student body, we know each other. I know when this girl is going to tell the truth. I know when Lorie is not. I mean, we know each other. We be like a family. We know each other. We know who to put out here and say, “You can go and represent us this week.”

You know, we will come up with, you know, not the issues of the money, put it together. “Okay, Lorie, it is your time to travel. Here is the money.”

We are the students. We know each other better than any of you ever will know us. I mean, and I just feel like we should have the choice of deciding who is to represent us.

That’s all I have to say on the issue.

UNIDENTIFIED AUDIENCE: Thank the Lord.

MS. WOODS: I know.

PRESIDENT POWELL: Ms. Grinder?

MS. GRINDER: Julie Grinder.

You mentioned several times the goal is to promote communications between the Board and the students. And I think...

PRESIDENT POWELL: She can’t hear. Speak up.

MS. GRINDER: ...every student who has spoken, without exception, would like to elect their own representatives.

They're trying to communicate with you. If you want to promote communications, it seems like you would let the students elect a representative, and then let that large body, the representatives from each school, elect their own smaller body to work with your committee.

PRESIDENT POWELL: Is there any other comment?

Any other suggestions?

(No audible response)

DIRECTOR WITTUM: Do you have anything that you would like to say?

MS. TURMAN: No.

MS. WEST: I appreciate...Sharon West. I appreciate everybody coming, because this is very revealing, and I just, I love hearing from you, and I think we can, we can work with this, I really do. I appreciate them contributing to us, because these are great suggestions.

PRESIDENT POWELL: Mr. Mullinex?

MR. MULLINEX: I just have a question. Are you going to take testimony here today, and then you're going to decide what to recommend to the Full Board, or how do you proceed from here? Or is your draft adopted?

DIRECTOR WITTUM: No, it is not adopted.

MR. MULLINEX: Okay.

DIRECTOR WITTUM: This committee would have to decide if they want to adopt it or if they want to make any

changes.

MR. MULLINEX: When does that occur?

DIRECTOR WITTUM: They can do it now, or they can think on it. What would you like to do?

(Inaudible discussion between Ms. Turman and Ms. West.)

MS. TURMAN: I think we should think on it.

MS. WEST: I think...

DIRECTOR WITTUM: I think making a rash decision might set us up for failure.

MS. WEST: Right. I think we should think about this situation.

COURT REPORTER: I didn't hear you, ma'am.

MS. TURMAN: I'm sorry. Patricia Turman. I think we should think about these issues.

PRESIDENT POWELL: Yes, sir?

MR. MILSEP: Greg Milsep, with Arthur's. I just want to say, in closing, I mean, you have heard all these points, and they're all pretty much on the same line. So if you truly want a line of communication with us, an honest line, then let us elect. You guys don't know us. We know us. That way, we can better communicate with you.

Thank you.

PRESIDENT POWELL: Thank you. Thank you all for coming. The meeting is adjourned.

WHEREUPON, the hearing was adjourned at 11:10 a.m.,
on Wednesday, June 14, 2006, and further all parties saith not.

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EXHIBIT #1

(Copy, Arkansas State Board of Cosmetology, Student
Advisory Committee guidelines draft, 1pp, front & back)

EXHIBIT #2

(Written Comments on Guidelines, 1pp (front & back))

EXHIBIT #3
(Sign-In Sheet for above Hearing, 1pp)

CERTIFICATE

STATE OF ARKANSAS)

COUNTY OF PULASKI)

I, Cheryl D. Dees, Certified Court Reporter, a notary public in and for the aforementioned county and state, do hereby certify the witnesses were not sworn by me or any other prior to the taking of testimony and/or comments; that the comments of said witnesses were taken by me in stenomask machine and was thereafter reduced to typewritten form by me or under my direction and supervision; that the foregoing transcript is a true and accurate record of the proceedings had to the best of my understanding and ability.

I FURTHER CERTIFY that I am neither counsel for, related to, nor employed by any of the parties to the matter in which this proceeding was taken; and, further, that I am not a relative or employee of any attorney or counsel employed by the parties hereto, nor financially interested, or otherwise, in the outcome of this action; and that I have no contract with the parties or persons with an interest in this matter that affects or has a substantial tendency to affect impartiality, that requires me to relinquish control of an original deposition transcript or copies of the transcript before it is certified and delivered to the custodial attorney, or that requires me to provide any service not made available to all parties to this action.

WITNESS MY HAND AND SEAL, as such Court Reporter, this 15th day of May, 2006.

CHERYL D. DEES
CERTIFIED COURT REPORTER
Certificate LS # 43

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