



The National Accrediting Commission
of Cosmetology Arts & Sciences, Inc.
4401 Ford Avenue, Suite 1300
Alexandria, VA 22302-1432

NACCAS NOW

A NON-PROFIT EDUCATIONAL COMMISSION SERVING STUDENTS THROUGH THE HIGHEST STANDARDS OF EDUCATION

NACCAS Commission Salutes
Mary E. Bird, Esq.

NACCAS
and the
**Recognition
Process**

**The Cost of
Accreditation?**

2010
Call for Nominations



Summer 2010

FROM THE DESK OF THE EXECUTIVE DIRECTOR:

A Look Back Over the Past Year

By: Dr. Tony Mirando - Naccas Executive Director



As NACCAS gets ready to close out its fiscal year, I can't help but reflect on all of the amazing work the Board of Commissions and the NACCAS staff have accomplished. It is very important to us that we can share with our institutions what NACCAS has done this year, and so I want to take this opportunity to mention a few of the highlights of the past twelve months.

In order for NACCAS to enhance its service, we improved our Customer Relations Management Software System. In doing this, we have been able to create a better infrastructure that is better equipped today, in order to provide advanced services in the future. NACCAS is looking forward to automating many of its processes, and so 2011 should be a very exciting year!

All NACCAS schools were represented at the 2009-10 Dept. of Education (DOE) Negotiated Rulemaking Team- 1 "Program Integrity" sessions, in Washington, DC, where I had the privilege of being selected, by the US Secretary of Education, as the Primary Non-Federal Negotiator representing the National Accrediting Agencies. Even though the group was not able to come to consensus on all of the 14 issues, our industry was well represented and concerns were thoroughly vetted.

We launched a "pilot" in-house file review committee. As the national office is striving to streamline its processes and procedures, so is the NACCAS Commission. This past April, the Commission developed, in conjunction with staff, a committee to thoroughly review all school applications. This pilot committee is made up of two sitting Commissioners, two former Commissioners, and a staff member. The intent of this committee is to lessen the heavy time commitment that our sitting Commissioners must endure as a result of the Commission's work. This new Committee, after its thorough review of the files, will make its recommendations to the full Commission for their review and final decision. Right now this is being done in conjunction with the present Commission File Review teams in order to ensure quality and consistency. However, once the Commission has been able to evaluate this new committee's effectiveness, it will go from a "pilot" to a permanent committee.

The NACCAS office has had a major face lift. NACCAS presently is operating out of a 10,000 sqft facility located in Alexandria, Virginia. Our present lease is not up until September of 2011. However, with the current national financial crisis that we are all going through, NACCAS thought it prudent to explore reducing our current lease liability. This meant we would either have to move the entire office, or renegotiate our present lease. I am happy to say after almost nine months of hard negotiations, we were able to renegotiate our remaining two years, saving NACCAS a significant amount of money, and adding on 5 additional years to its lease. In addition, we were able to get the landlord to replace our carpet, paint, and to build out new offices in our existing space, including a training room, all done at no additional expense to NACCAS. The NACCAS office now looks as professional as the staff working in it.

With any organization, having qualified, strong, and dynamic individuals as partners, is paramount to its success. As Executive Director, I am very excited to personally work along side one of the best Commissions to date. A special Thank You to Mr. Church, NACCAS Chairman, the Executive Committee, and to all of the other Commissioners, for their hard work. These dedicated individuals worked endless hours to provide NACCAS with professional industry guidance, support, and policy.

I would also like to give special thanks to the NACCAS staff for creating an organization we can all be proud of. We have streamlined the school application, evaluation, and accrediting timeline processes. We have increased our professional in-house training, which includes our focus on improving customer service to our schools.

All in all, it has been a very exciting and productive year for NACCAS, and I look forward to an even greater 2011.

Publisher:

National Accrediting Commission of Cosmetology Arts & Sciences, Inc.
4401 Ford Avenue, Suite 1300
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Staff:

Clifford A. Culbreath, Editor

Special Thanks to Contributors:

Bill Church, Tony Mirando, M.S., D.C., Len Grus, CPA, Darin M. Wallace, Esq., Alicia Williams, PHR.

Statement of Purpose

The NACCAS NOW is published by the National Accrediting Commission of Cosmetology Arts & Sciences, Inc., (NACCAS). NACCAS is a 501(c) (3) nonprofit corporation formed in the State of Delaware. Among the major aims and purposes are the following:

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 accreditation to schools that agree to and do maintain high standards of cosmetology and massage education and assure quality programs 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 cosmetology arts and sciences, massage, and cognate areas.

NACCAS is recognized by the United States Department of Education as a national agency for the institutional accreditation of post-secondary schools and departments of cosmetology arts and sciences and massage, including specialized schools.



NACCAS Board of Commissioners

Executive Committee

William Church,
Chairman

Sal Pappacoda,
First Vice Chairman

Reid Chave,
Second Vice Chairman

Dorothy McKinley-Soressi
Treasurer

Darrell Camp,
Secretary

School Owner Commissioners

Darrell Camp,
Representing Zone 1

Jessica Wolman,
Representing Zone 2

Cynthia Becher,
Representing Zone 3

Vacant,
Representing Zone 4

William Church,
Representing Zone 5

Sal Pappacoda,
Representing Zone 6

Stuart Arnheim, At-Large

Commissioners Representing the Public Interest

At-Large

Reid Chave

Ronald Perry

Commissioners Representing the Professional Services Field

At-Large

Kenneth Young

Jenae Davis

Commissioner Representing the Academic Field

At-Large

Letha Barnes

Dorothy Soressi

NACCAS Accreditation Workshop Schedule for 2010

The following are the remaining Accreditation Workshops for 2010. Don't miss out, register early!

September 25**, 26 -27, 28*, 2010

Chicago Marriott Downtown
540 North Michigan Avenue
Chicago, Illinois 60611

NACCAS Registration Deadline:

September 13, 2010 or until full
Registration fee \$350.00 per person | Late Registration fee of \$200.00 assessed after September 13, 2010.

Hotel Reservations:

Room Rate: \$189.00 Single/DbI
Reservations: 1-800-228-9290
Cut-off date for hotel reservations: September 3, 2010

NACCAS Staff and Phone List

Executive Department

Tony Mirando, M.S., D.C., Executive Director Ex. 154
Brenda Hicks, Executive Assistant to Executive Director Ex. 127

Accreditation Department

Demara Stampler, Director of Accreditation Ex. 137
Amy Isom, Executive Assistant to Director of Accreditation Ex. 162
Alison Losey, Program Manager Ex. 121
Carol Orsini, Program Manager Ex. 170
Eugene T. Hague III, Interim Associate Program Manager: AZ, PR, TX Ex. 151
Susan Kofler, Visit Coordinator Ex. 129
Yvette Brooks, Reg. Accred. Specialist: NJ, NY, PA, Ex. 112
Brittany Burnett, Reg. Accred. Specialist: AR, GA, LA, MO Ex. 169
Terrasia Harris, Reg. Accred. Specialist:
CA (LA, SD, SF) KS, NC, NE, NM, SC, WI Ex. 168
Eileen Manrique, Reg. Accred. Specialist: CA Ex. 148
Marissa Mercado, Reg. Accred. Specialist: AL, FL, GU MS, TN Ex. 128
Jonathan Murphy, Reg. Accred. Specialist: CO, OH, OK Ex. 116
Mary Nell Nacke, Reg. Accred. Specialist:
AK, HI, ID, MT, NV, OR, UT, WA, WY Ex. 152
Miranda Shurtleff, Reg. Accred. Specialist: IL, MI Ex. 158
Randi Smith, Reg. Accred. Specialist: IN, IA, KY MN, ND, RI, SD VT, Ex. 117
Veda Teagle, Reg. Accred. Specialist:
CT, DC, DE, MA, MD, ME, NH, VA, WV Ex. 125
Matt Wyse, Accreditation Specialist (Documents) 703-589-2764

December 4**, 5-6, 7*, 2010

Marriott New Orleans
555 Canal Street
New Orleans, Louisiana 70130

NACCAS Registration Deadline:

November 22, 2010 or until full
Registration fee \$350.00 per person
Late Registration fee of \$200.00 assessed after November 22, 2010.

Hotel Reservations:

Room Rate: \$119.00 Single/DbI
Reservations: 1-800-228-9290
Cut-off date for hotel reservations: November 12, 2010

****New and Candidate schools:** attendance at the first day is mandatory for new and candidate schools there is no additional fee.

***NACCAS Evaluators:** attendance at the second, third and fourth day of the workshop is required. Evaluator training will end at 1:00 p.m. on the fourth day.

Initial and reaccreditation schools are required to attend days two and three of the workshop. Attendees must remain until the conclusion of the third day to receive workshop attendance credit. Flights should be booked after 6:00 p.m.

Jeanette Walker, Accreditation Pre-screener Ex. 114
Brenda Hamilton, Admin for Accreditation Regional Specialist Ex. 140
Afsheen Mirza, Admin for Accreditation Regional Specialist Ex. 156
Mike Finigan, Travel Administrative Assistant Ex. 157

Communications Department

Clifford Culbreath, Director of Communications Ex. 135
Allen C. Harmon III, Production Specialist Ex. 115
Annette McNeil, Records Specialist Ex. 122
Tiffany Carter, Receptionist Ex. 110

Finance Department

Len Grus, CPA, Director of Finance Ex. 132
Tina Waltower, Admin to Director of Finance Ex. 146
Cynthia McKoy, Controller Ex. 149
Lupeachra Davis, Accounts Receivable Ex. 131
Eric Hurst, Accountant I/ Financial Analyst Ex. 130

Government Relations and Legal Department

Darin Wallace, Esq., Director of Government Relations and Legal Ex. 159
Shabobe Glover, Legal Secretary Ex. 141
Jason Tiezzi, Research Technician Ex. 155
Paula Gaskins, Administrative Assistant Ex. 147

Development and Human Resources Department

Alicia Williams, PHR, Director of Development and Human Resources Ex. 138

NACCAS Commission Salutes Mary E. Bird, Esq. for 21 Years of Exemplary Service upon Her Retirement

By: Bill Church, NACCAS Chairman, 2009, 2010



Mary E. Bird, Esq. with a plaque of appreciation from the Board of Commissioners

The NACCAS Board of Commissioners at its February Commission meeting held in Washington D.C. celebrated and honored Mary E. Bird, Esq., for twenty-one years of dedicated and exemplary service to the Commission, NACCAS-accredited schools, and the cosmetology industry.

Mary Bird started her employment with NACCAS on September 25, 1989, as the Director of the Department of Government

Relations (DGR). She also served as in-house counsel for NACCAS. During her extraordinary career she completed many tasks, some of her notable projects included:

- Conducted internal audits to assure procedural due process for schools seeking accreditation
- Wrote requests for proposals and monitored contracted services
- Registered NACCAS acronym as a service mark
- Wrote and filed corporate documents to reduce the size of the Commission
- Revised and updated Personnel Manual biannually to address new developments in employment law
- Edited the annotated Rules of Practice and Procedure and Accreditation Standards
- Coordinated publication of an annual statistical update
- Advised Commissioners, school owners, and staff on application of the Rules and policies
- Acted as point of contact to respond to subpoenas and information requests from federal and state agencies.

On March 9, 2009, Mary Bird was named Director of Development and Human Resources. She remained in this position until her retirement on March 19, 2010.

The following poem was read to Mary Bird at a retirement dinner attended by the NACCAS Board of Commissioners:

Shown here: Mary Bird being presented with a service award by Dr. Tony Mirando, Executive Director of NACCAS.



A Poem for Mary

NOT LONG OUT OF LAW SCHOOL
AND WANTING TO GROW,
PUERTO RICO SOUNDS GOOD
I SPEAK SPANISH YOU KNOW.

HOW LONG AGO WAS IT
ABOUT TWENTY-FIVE YEARS,
WHEN YOU STARTED WITH NACCAS
APPREHENSION AND FEARS.

ALONG CAME MARY
SAID ONE OF THE SONGS,
AND PROUD MARY SHE WAS
SHE'LL RIGHT ALL THOSE WRONGS

JUST THINK OF THE LIVES
YOU'VE TOUCHED WITH YOUR
KNOWLEDGE,
AND HELPED ALL THOSE OWNERS
SOME HAVE NEVER SEEN COLLEGE.

THE DIRECTORS THEY COME
AND THEY GO WITHOUT WARNING,
YOU ALWAYS STEADIED THE SHIP
NO COMPLAINING OR GROANING

GIVE ME THAT HANDBOOK
GIVE ME THOSE RULES,
GIVE ME THOSE REGS
GIVE ME ALL OF THE TOOLS.

I'LL MAKE THIS THING RUN
WITHOUT BURSTING YOUR BUBBLE,
AND I'LL DO IT WITH CLASS
THAT'S A FACT; IT'S NO TROUBLE.

JUST THINK OF THE PEOPLE
YOU'VE SEEN COME AND GO,
AND YET YOU WERE THERE
TO HELP MANAGE THE FLOW.

COMMISSIONERS THEIR EGOS
SO HUGE AND SO BOLD,
ACCRED SPECIALISTS SO NEW
WILL THEY EVER GET OLD?

MARY HOW CAN WE THANK YOU
FOR ALL THAT YOU'VE DONE,
THE PHONE CALLS, THE QUESTIONS
THE WORKLOAD, A TON.

AND NOW THAT YOU'RE LEAVING
WE WOULD JUST LIKE TO SAY,
NO ONE IS HAPPY
YOU ARE GOING AWAY.

THANKS FOR THE LOYALTY
AND CARING YOU GAVE,
TO NACCAS AND SCHOOLS
THE ROAD YOU DID PAVE.

SO NEVER FORGET
THAT YOU WILL BE MISSED,
YOUR NAME WILL BE PLACED
ON TOP OF THE LIST.

AND OFF IN THE DISTANCE
A VOICE WILL BE HEARD,
NO ONE COULD DO IT
QUITE LIKE MARY BIRD.

THANK YOU AND WE LOVE YOU



IMPORTANT NOTICE to all NACCAS schools:

After over two (2) years of intensive review, Call for Comment, and revisions the NACCAS Board of Commissioners has adopted new **Standards and Criteria** that are effective July 1, 2010.

Please be aware of three important things:

1. All NACCAS schools will be expected to comply with the new **Standards and Criteria** as of July 1, 2010.
2. Any school that has or will submit an Institutional Self-Study (ISS), prior to July 1, 2010, and is having a NACCAS Team Visit after that date, will have the option to be evaluated during their on-site visit either on the Standards and Criteria in place when the ISS

was submitted, or on the new Standards and Criteria effective July 1, 2010. In either case, you will need to notify the NACCAS Evaluation Team of your preference, in writing, when they come to your school.

3. Any Institutional Self Study (ISS) that is submitted to the NACCAS office after June 30, 2010 must conform to the new **Standards and Criteria**.

Please contact your Regional Accreditation Specialist for any questions regarding these changes. Their contact information is listed under the “**Staff Directory**”.

Our Turn: NACCAS and the Recognition Process

By: Darin M. Wallace, Esq.

A Quick Question for NACCAS-Accredited Schools:

What institutional status:

1. Is voluntary?
 2. Requires compliance with a comprehensive set of operational standards?
- and
3. Can only be maintained by periodically undergoing a complete re-evaluation to demonstrate continued compliance with those standards?

If you answered “Accreditation by NACCAS,” you’re right!

But if you answered “Recognition of NACCAS by the U.S. Department of Education,” you’re also right!

If you’re wondering what “Recognition” is, or why it matters to NACCAS or to you ... keep reading.

Everything You Ever Wanted to Know About Accrediting Agency Recognition

Q: What is “Recognition”?

A: “Recognition” is defined by the U.S. Department of Education (the “Department”) as a determination by the Department that an accrediting agency “complies with the criteria for recognition listed in subpart B of [Title 34, §602 of the Code of Federal Regulations (the “CFR”)] and that the agency is effective in its application of those criteria.” (34 CFR §602.3 (effective July 1, 2010)).

By granting accreditation, NACCAS is affirming that the accredited school complies with all of NACCAS’ accreditation Standards. Similarly, a grant of “recognition” by the U.S. Secretary of Education is an affirmation by the Department that the recognized agency complies with all of the Department’s criteria for recognition, and that the Department has recognized the accrediting agency as a reliable authority regarding the quality of education or training offered by the institutions or programs it accredits.

Q: Why does “Recognition” matter to NACCAS-accredited schools?

A: Private postsecondary educational institutions must be accredited by a recognized accrediting agency in order to qualify for participation in federal student aid programs. (34 CFR §§600.2-

NOMINATION PROCEDURES

1. Persons and organizations wishing to suggest names of individuals meeting the qualifications are hereby invited to submit resumes to the NACCAS office, no later than July 31, 2010.
2. Candidates nominated for the school owner commissioner position will be sent a questionnaire and subject to complete the required information immediately and return it to the Nominating Committee.
3. Candidates nominated for the public interest commissioner position will be required to submit a current resume and subject to complete the required information immediately and return it to the Nominating Committee.
4. The Nominating Committee will review the resumes and questionnaires and arrange interviews with the nominees.
5. The Nominating Committee will present a slate of at least two candidates for each position to the Commission for approval at the fall meeting of the Commission. Nominations will also be accepted from the floor at that time.
6. The ballots containing the slate of nominees will be sent to eligible accredited schools in October 2010.

Persons or organizations wishing to suggest the names of individuals meeting the above qualifications should submit a resume to:

Chair, Nominating Committee
c/o Mr. Clifford A. Culbreath, M.S.W.
National Accrediting Commission of Cosmetology Arts and Sciences
4401 Ford Avenue, Suite 1300
Alexandria, VA 22302

ALL NOMINATIONS MUST BE RECEIVED NO LATER THAN July 31, 2010.



Meet the New NACCAS Staff

The National Accrediting Commission of Cosmetology Arts & Sciences, Inc. (NACCAS) would like to introduce you to the newest member of our staff. This individual brings to her position dedication, professionalism, experience and a tremendous amount of enthusiasm.



Alicia D. Williams, Director of Development and Human Resources

Alicia Williams joins NACCAS as Director of Development and Human Resources with 13 years of Human Resources/Employee Relations experience in the academic, telecommunications, manufacturing and non-profit industries, specializing in policy creation and administration, resolution of

employee relations concerns, benefits and payroll administration, training and development, recruitment, salary analysis and administration, worker’s compensation and safety.

Alicia received her Bachelor of Arts degree in Spanish from the University of San Diego and her MBA, with a Certification in Human Resources from Keller Graduate School. She is a certified Professional in Human Resources (PHR). She is bilingual in Spanish and English. She currently is an Adjunct Professor of Principles of Ethics for DeVry University. She is Vice President for Membership for the Washington, DC Chapter of the National Association of African American Human Resources (NAAHR). Alicia resides in Lorton, Virginia and enjoys singing, theatre, community service and spending quality time with her husband and children.

The NACCAS Commission and Staff Extends a Warm Welcome to Alicia Williams

WELCOME TO THE NEW STAFF!

3. Have been active in the day-to-day operation of the professional service operation in an administrative/supervisory capacity for the three (3) years immediately preceding his/her election;
 4. Not be an owner in full or in part, nor a member of a partnership or a stockholder in a corporation which is the owner of any school offering programs within NACCAS' scope, and not be active in the management of any school offering programs within NACCAS' scope; and
 5. Also:
 - I. Be sole owner of a professional service operation; or
 - II. With respect to a partnership or privately held corporation which owns a professional service operation, be a person who owns a sufficient interest in the operation to have a direct and abiding interest in its performance and business success. The Nominating Committee shall be vested with the responsibility of determining whether such an interest exists, subject to review by the full Commission; or
 - III. Be an officer of a publicly held corporation which owns a professional service operation.
- C. All candidates for Commissioner representing the public interest shall:
1. Not be an employee, member of the governing board, an owner in full or in part, a member of a partnership, or a stockholder in a corporation that is the owner of any school or professional service operation or consultant to an institution or program offering programs or services in a field within NACCAS' scope, and shall not be active in the operation of any school or professional service operation offering programs or services in a field within NACCAS' scope, whether accredited by NACCAS or not;
 2. Not be a member of any trade association or membership organization related to, affiliated with, or associated with NACCAS; and
 3. Not be a spouse, parent, child, or sibling of an individual identified in sub-clause 1 or 2 of this clause.

All Candidates

- D. No person may serve simultaneously as a member of the Commission and as an Officer or member of the Board of Directors of an organization dedicated to the interests of any field within NACCAS' scope. A person holding such other office may be nominated as a Commissioner, but if elected, must immediately tender a resignation from such office to the other organization, such resignation to be effective no later than the commencement of his or her term as Commissioner. A Commissioner-elect may not be seated until such resignation has been tendered.
- E. All members of the Commission shall agree to abide by the NACCAS Code of Ethics as may from time to time be promulgated, and shall refrain from discussing or voting on any action before the Commission or Committee of the Commission which represents a conflict of interest.

EXPECTED COMMITMENT

The Commission currently meets face-to-face four times a year; the meetings last from four to five days. In addition, the Commission holds monthly conference call meetings that last one to two hours. Commissioners serve on various committees, which may require approximately five additional days of service per year. Consequently, a person considering the placement of his/her name, or the name of others, before the Commission's Nominating Committee should realize that if elected, they may be required to spend approximately thirty-five (35) days a year away from home and their principal place of business.



600.5) In other words, NACCAS' recognition by the Department is important to NACCAS-accredited schools because it allows them to satisfy one of the eligibility requirements for participation in federal student aid programs.

Q: What must NACCAS do to be "Recognized"?

A: NACCAS has been a recognized accrediting agency for nearly forty years. In order to maintain that status, NACCAS must periodically submit a petition to the Department. The purpose of the petition is to show that NACCAS continues to satisfy all of the Department's criteria for recognition. The petition is reviewed by Department staff, who comment on it and then forward it to the National Advisory Committee for Institutional Quality and Integrity ("NACIQI"). NACIQI convenes a hearing at which NACCAS representatives are given an opportunity to respond to questions and comments from NACIQI's members and Department staff.

If NACIQI determines that NACCAS complies with the Department's recognition criteria, it recommends to the U.S. Secretary of Education that the Secretary extend NACCAS' period of recognition. The Secretary makes the final decision whether to extend NACCAS' period of recognition, and for how long.

Q: Is NACCAS Currently Recognized?

A: Yes. In June 2008, NACCAS appeared before NACIQI at a hearing to consider NACCAS' petition for re-recognition (the "2008 Petition"). At that time, the Department of Education's staff recommended to NACIQI that NACCAS' recognition be extended for a period of five years. NACIQI accepted that recommendation and made a corresponding recommendation to the U.S. Secretary of Education.

The Secretary did not make a final decision on NACCAS' 2008 Petition, however, before Congress passed the Higher Education Opportunity Act (the "HEOA") on August 14, 2008. The HEOA provided for the dissolution of NACIQI, and also made changes to the Higher Education Act that led the Department to revise the regulations governing accrediting agencies. These new regulations will become effective on July 1, 2010. To date, the Secretary has not made any decision on NACCAS' 2008 Petition. Under applicable Federal regulations, NACCAS' period of recognition is automatically extended until the Secretary makes a final decision on NACCAS' 2008 Petition. (34 CFR §602.35(d))

Q: What happens next in NACCAS' Recognition Process?

A: In January 2010, the Department directed NACCAS to re-submit its original 2008 Petition, updated to address NACCAS' compliance with the new regulations that will take effect in July (the "2010 Petition"). NACCAS' 2010 Petition was filed with the Department in April 2010. A new NACIQI is being formed, and NACCAS has been advised by the Department that its 2010 Petition will be reviewed at a proposed meeting before the new NACIQI in 2010.





What is the cost of accreditation with NACCAS?

By: Len Grus, CPA

School owners who strive to receive and maintain accreditation with NACCAS must realize that it requires an investment of both time and money. However, accreditation can pay significant returns by making your school a better educational institution that is more attractive to potential students. Also, it enables the school to apply for Title IV federal student aid. When compared to the significant benefits, the cost of accreditation is very reasonable.

Let's review the fees a typical school can expect to pay from the start of the candidate process through the granting of initial accreditation:

- ✂ Candidate Application Fee \$1,290 (this includes two registrations at a NACCAS accreditation workshop, which are valued at \$700).
- ✂ Candidate Consultation Visit Fee \$1,725. The purpose of this two-person visit is to advise the school ownership and staff what must be done to bring the school up to NACCAS standards and achieve the ultimate goal of accreditation.
- ✂ Additional Program Fees \$330. When the school is ready to apply for initial accreditation, it must submit the required form and pay \$330 for each additional program beyond the first one listed on its application. For example, if the school has 3 programs it would pay \$660. This fee covers the NACCAS cost of evaluating the programs.
- ✂ Full Team Visit Fee \$3,725. This is done after the school has applied for initial accreditation and submitted its Institutional Self Study (ISS). The fee is invoiced in five monthly installments of \$745 each. This four-person visit is a comprehensive evaluation of the school, to determine whether there are any limitations that may prevent the Commission from granting initial accreditation. If the school has been through the candidate phase and attended at least one NACCAS workshop, the owner should know what is required to receive a clean report of "no limitations" from the visit team.
- ✂ Annual Sustaining Fee \$1,620. This fee covers the cost of services provided to all schools throughout the year such as consultation by e-mail and phone, maintenance of school records, the NACCAS website, and publication of our NACCAS Handbook, newsletter, and other services. After a school becomes accredited, the fee varies based on the number of enrolled students listed on the school's most recent Annual Report filed with NACCAS (\$1,620 is the minimum fee).

In summary, a school with three programs that becomes accredited in 12 months would pay total NACCAS fees of \$9,020. Let's assume the school was granted initial accreditation for the maximum period of three years. During this time it would pay at least \$4,860 in sustaining fees. At the two-year point, the institution would apply for renewal of its accreditation. The renewal process requires another full-team visit and would cost \$6,025 total. This consists of \$1,290 application fee, \$660 extra program fees, \$350 workshop fee, and \$3,725 visit fee. Therefore, the grand total of fees paid by the school from the start of candidate process through the third year of accreditation would be \$19,905, which is equivalent to \$415 per month. For most schools, the costs of accreditation will be recovered by the enrollment of only a few additional students. If the institution meets all the NACCAS standards upon its renewal, the Commission may continue its accreditation for up to six years.

Please note, the above fees are effective as of July 1, 2010 and may be revised by the Commission at any time. The latest fee schedule is posted on our website www.naccas.org. For more information you may contact our Director of Finance, Len Grus at (703) 600-7600 x132 or lgrus@naccas.org.

National Accrediting Commission of Cosmetology Arts and Sciences

Dear School Owners and Interested Parties:

Special Announcement:

On Friday July 9, 2010, the National Accrediting Commission of Cosmetology Arts & Sciences, Inc., (NACCAS) will be officially closed for off-site staff training. The NACCAS office will resume regular business office hours 8:00 a.m. to 7:00 p.m. (EST) on Monday July 12, 2010. If there is an urgent matter, please leave a message on the NACCAS main phone number at 703-600-7600 and we will return your call.

2010 CALL FOR NOMINATIONS

By Clifford A. Culbreath, Director of Communications

The National Accrediting Commission of Cosmetology Arts and Sciences is requesting all interested parties to submit names of possible candidates for nomination to the following positions on its Board of Commissioners that will begin on January 1, 2011:

Categories	To be elected by all NACCAS accredited schools in the states listed
School Owner Commissioner Three-Year Term One (1) Position, Zone 3	Illinois, Indiana, Iowa, Michigan, Minnesota, Nebraska, North Dakota, South Dakota, Wisconsin
School Owner Commissioner Three-Year Term One (1) Position, Zone 6	Connecticut, Delaware, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
Public Interest Commissioner Three-Year Term One (1) Position, At-Large	to be elected by all NACCAS-accredited schools in the United States and its Territories
Professional Services Commissioner Three-Year Term One(1) Position, At Large	to be elected by all NACCAS-accredited schools in the United States and its Territories

Service on the Commission is both an honor and a reflection of a person's caring for the future of our industry and specifically, its educational sector. We strongly encourage you to submit the names of qualified individuals, perhaps your own, who would be willing to serve on the Commission. Currently this organization accredits approximately 1,400 institutions nationwide; the scope of its work is varied and interesting.

The qualifications for each category, as well as the procedures for submitting names and resumes are detailed in a separate section following this letter. **ALL NAMES MUST BE SUBMITTED TO NACCAS BY July 31, 2010**

Our organization is looking for competent, hardworking individuals who are willing to make a commitment to serve the Commission and cosmetology education. Please send in your nomination today!

Sincerely,

Jessica Wolman, Chairman
Nominating Committee

QUALIFICATIONS

Cosmetology School Field

- A. All candidates for Commissioner representing schools in fields of training within NACCAS' scope as a condition precedent to nomination shall document that they meet the following qualifications:
1. Have a total of at least five (5) years of administrative/supervisory experience in a school accredited by the Commission (of which the experience set forth in subparagraph 2 below may be counted as a part);
 2. Have been active in the day-to-day operation of school(s) accredited by the Commission in an administrative/supervisory capacity for the three (3) years immediately preceding his/her election; and
 3. Also:
 - I. Be sole owner of school(s) accredited by the Commission; or
 - II. With respect to a partnership or a privately held corporation be a person who owns at least a 10% interest in a school(s) accredited by the Commission and have a direct and abiding interest in the performance of the school and the quality of education which it offers. The Nominating Committee shall be vested with the responsibility of determining whether such an interest exists, subject to the review of the full Commission; or
 - III. Be an officer of a publicly held corporation, which owns school(s) accredited by the Commission.
 - IV. Have no interest in any institution, which has had its accreditation withdrawn (appeal rights exhausted) or which has voluntarily relinquished accreditation while the institution was in withdrawal status, during the past five years.
- B. All candidates for Commissioner representing professional services in fields within NACCAS' scope as a condition precedent to nomination shall meet the following qualifications:
1. Be licensed in a field within NACCAS' scope
 2. Have a total of at least five (5) years of administrative/supervisory experience in a professional service which employs at least one other person licensed in a field within NACCAS' scope (of which the experience set forth in subparagraph 3 below may be counted as a part);

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