



OHIO STATE BARBER BOARD

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Testimony of Ed Highley, Interim Executive Director
Ohio State Barber Board

Presented to the members of the
Sunset Review Committee
Tuesday, March 1, 2016, 3:30pm

Chairman Senator Jordan and respected members of the Sunset Review Committee, my name is Ed Highley. I am the Interim Executive Director of the Ohio State Barber Board. I would like to thank you on behalf of the Ohio State Barber Board for allowing me the opportunity to provide testimony and address any questions that you may have as you consider the matter of combining the Ohio State Barber Board and the Ohio State Board of Cosmetology.

The Board was established in 1934 to protect the public by establishing, maintaining and monitoring sanitary and professional standards in the barber industry. The Board's mission is to enforce those standards through examinations, routine inspections, investigations and disciplinary action. It is mandated by Ohio Revised Code Chapter 4709.

The Barber Board is made up of 3 members appointed by the Governor, 2 licensed barbers and 1 public member. The Board normally has a staff of 7 full time employees, which includes an Executive Director, a Program Administrator I, an Administrative Professional II, and 4 Inspectors. The Board currently has an Interim Executive Director, who also is serving as one of the 4 inspectors.

The Board currently regulates approximately 8500 Barbers, 3000 Barbershops, 89 Instructors, and 18 Barber schools, including 5 institutional schools. The Board conducts approximately 6500 routine barber shop inspections per year, shops are inspected 2 to 3 times per year. The Board processes approximately 225 change of ownership shop license applications and approximately 185 new shop license applications per year. Inspections are also required for these applications. The Board currently has approximately 940 students enrolled in barber school, the board works with the barber schools to make sure accurate records on student hours and number of services are recorded. Board inspectors investigate approximately 290 complaints of various natures per year. The Board staff is responsible for all day to day Board operations.

The Ohio State Barber Board develops and administers the licensing examinations for barbers and barber instructors. The examinations consist of two parts, a practical examination that test the abilities and actual techniques used to provide barber services along with sanitation and disinfection procedures. The second part of the examination is a written examination testing minimum competency on theory based subjects required for licensure. The Board conducts examinations every 3 weeks, approximately 20 - 25 student licensing examinations per year. The examinations are proctored by the Executive Director and the 2 licensed Barber Board members. Examination results are provided within (24) hours. Students passing the examination have the option to pick up their licenses or have them mailed within 24 hours. In FY 2015 287 students were tested. To this point in FY 2016 236 students have been tested.

The Board enacted in August of 2015 a consideration of military experience, education, training and term of service rule to help veterans, active duty military members and/or spouses obtain, renew or restore their barber license.

The Board is self-funded and our revenues result from licensing, renewal fees and fines, which are deposited into the 4K9 (occupational licensing) fund. The Barber Board receives no funding from the General Revenue Fund. Revenues have consistently exceeded expenditure. The Board has not raised license fees since 2002.

Customer service is high priority for the Board; our telephones are answered by staff members, not a phone tree. Staff is knowledgeable and responsive to customer questions and needs.

There remains a demand for licensed barbers throughout Ohio, especially in small towns and rural areas. A part of the Boards function is to maintain the number of licensed barbers to meet the public demand. The Board promotes the expansion of schools, and works cooperatively with the prison system, public schools and private schools to accomplish this.

The Barber Board works with the Ohio Department of Education and also for over 60 years with the Ohio Department of Rehabilitation and Corrections, operating 5 prison schools and licensing more than 80 excellent barbers per year. Of all the professions that are taught in prison, inmates who become licensed barbers have the lowest rate of recidivism.

Within our global society, the Barber Board continues to assist all out of country barbers and introduce them to Ohio's requirements for licensing and aide in becoming tax paying citizens. It is a high priority of this Board to assure that all out of country applicants receive fair and impartial treatment.

It may seem that barbering and cosmetology are similar, however licensure criteria varies between barber and cosmetology. Our Boards are comprised of experts in our respective disciplines. Administrative staffs are fluent in the criteria needed for specific licensure categories. This is critical for public protection. Our criteria focuses on the hands on practical training where barber students will have a minimum 800 haircuts and or shave services, certified by the school of attendance, as well as theory and non-clinic practice.

The State has looked at consolidating the Boards several times. The findings concluded that regulation by the two boards was essential to public health and safety and that combining the two Boards would not save money or be more effective.

Many States have tried similar measures, resulting in staff cutbacks; which results in inefficiency and delays in Board services such as: licensing and inspections, which ultimately pose a health risk to the public. Failure to routinely inspect shops for sanitary conditions has an impact on the health and safety of the consuming public.

The 2003 Minnesota Legislature moved the licensing responsibility for cosmetologists from the Commerce Department to the Barbers Examiners Board and renamed it the Board of Barber and Cosmetology Examiners. The merger took effect in FY 2005. The 2009 Minnesota Legislature split the Board of Barber and Cosmetologist Examiners into two separate boards effective July 1, 2009.

The Barber Board respectfully requests that the committee consider allowing the Barber Board to continue its mission to protect the public. I will be happy to answer any questions committee members may have.

Highley, Ed

From: Kevin Pflanz <kevinassassin@icloud.com>
Sent: Friday, March 11, 2016 12:43 PM
To: Highley, Ed
Subject: Re: From Barber Board Website

Ed,

I just wanted to thank you once again for going above and beyond with helping me transfer my license from Illinois to Ohio. It is comforting and refreshing to know that I can have open contact with the actual director of the barber board of Ohio. When dealing with the Illinois board it was more difficult because I couldn't speak to anyone on the actual board. It took weeks just to figure out what I needed to do from the Illinois end to transfer my license. You however through one phone call were able to answer my questions and give me a list of what I needed and needed to do. Thank you for that. Not only that but when I was having problems getting information from Illinois you went above and beyond and took it upon yourself to help. You called them and were able to get me the answers I needed to finish transferring my license. I respect your work ethic and your commitment to the community of barbers. Thank you for realizing that this is my career path and helping me do this in the correct manner. I hope people realize this is a great example of why barbers need the barber board to exist. I'm more than thankful that the Ohio Barber Board exist as its own entity because you were able to help me in a personal way that I don't think could've happened if the board was conjoined with anything else. Thank you again.

Best regards
Barber Kevin Pflanz
Sent from my iPhone



Ohio State College of Barber Styling

TO: Mr. Ed Highley
Acting Director, Ohio State Barber Board

FROM: Jason K. Comini
Curriculum Director, Ohio State College of Barber Styling

DATE: March 1, 2016

SUBJECT: Consolidation / Merging of the Barber and Cosmetology Boards

Mr. Highley-

As a member of the Instructional Staff of the Ohio State College of Barber Styling, I believe I can speak for my colleagues as well, in that we DO NOT support such a merging of the respective governing Boards for Barbering and Cosmetology.

As a barber, I hold tremendous respect for this profession and its history and contributions to this country since its inception.

There are significant differences between Barbers and Cosmetologists that should be understood by anyone considering making changes that considerably affect each profession.

First and foremost, Barbers cut, clip, trim and shave hair at the surface of the skin using clippers, shears and razors.

Cosmetologists primarily style and arrange hair utilizing special chemical applications for beautification and adornment.

It would be sad given all the history and tradition of this centuries old profession to see it withered by being absorbed into a singular trade.

Please feel free to share my concerns with anyone you deem necessary.

Thank you for ALL that you, and your fellow Board Members do and contribute to this profession as well!

April 10, 2016

To: Sunset Review Committee

I appreciate this opportunity to submit the following perspective for your consideration regarding the Ohio State Barber Board and any discussions related to the possible merger of the barber and cosmetology boards.

RE: Ohio State Barber Board Sunset Review

The Ohio State Barber Board has served the public and the barbering profession since 1934 for the purpose of "*establishing, maintaining and monitoring sanitary and professional standards in the barber industry*" for the protection of the public. To this end, the Board has enforced said standards "*through examinations, routine inspections, investigations and disciplinary action*" while maintaining fiscal self-sufficiency, effectiveness, and efficiency in its operations. I am confident the supporting documents supplied to the Committee by the Interim Director corroborate and validate the foregoing statements. That said, I frequently work with state barber boards across the country and from my perspective, the Ohio State Barber Board ranks as one of the most effective in the following areas:

- website content and ease of user navigation
- guidance and information for licensure candidates, licensees, shop owners, and schools
- frequent and hands-on shop and school inspections
- unlicensed activity investigation and follow up
- provision of instructor meetings and continuing education venues
- facilitation and oversight of licensing examinations
- general access to Board administrators and staff
- accountability and fiscal responsibility

RE: Possible Merger of the Ohio Barber and Cosmetology Boards

In theory, the concept of merging barbering and cosmetology boards at the administrative level may appear to be a strategic move for reducing costs and increasing efficiency, however, the inherent differences between these two disciplines can be quickly realized when such strategies are put into practice as described below.

- One of the primary disparities that has arisen on other merged boards concerns the configuration of the board and its members. In many cases, there is an unequal representation of barbers to cosmetologists, whether using a standard one-to-one ratio count or when cosmetology sub-disciplines, such as nail technology and esthetics, also hold board member positions. For example, Virginia's combined board consists of 10 members: 2 barbers, 2 cosmetologists, 1 nail technician, 2 estheticians, 1 tattoo/body piercer, and 2 public members. The inequity of this board member configuration creates an obvious underrepresentation of the barbers and limits or negates their voting strength when sub-disciplines align with cosmetology during discussions and rule/law

changes.

- Key points:
 1. Merged boards should make provision for an equal number of barber and cosmetology members.
 2. The total number of cosmetology board members should be inclusive of representation from sub-disciplines such as nail technology and esthetics.
- A second disparity between the Boards concerns the difference in educational criteria for licensure in terms of hours, curriculum, practice, and testing. For example:
 - Barbering requires 1800 clock hours; cosmetology requires 1500 clock hours.
 - The barbering curriculum includes shaving; cosmetology does not.
 - Barbering requires 800 clinic *services*; cosmetology requires 750 clinic *hours*.
 - Barbering requires a live model for practical licensure exams to demonstrate competency; cosmetology prohibits live models and requires mannequins to demonstrate competency.
 - Key points:
 1. Due to differences in educational criteria, licensure candidate evaluations and records could not be consolidated into one record management system for the purpose of reducing costs and/or staff and will still require separate processes and procedures to maintain.
 2. With the exception of basic sanitation compliance, neither barber nor cosmetology inspectors would be able to crossover to the other discipline as it applies to safety compliance. For example, a cosmetology inspector may not know if a straight razor is being used in a safe manner or not; conversely, a barber inspector may not know if cuticle nippers are being used in a safe manner or not.
 3. Cosmetology examiners would not be sufficiently trained to proctor or evaluate practical competency exams for barbers and the safe use of straight razors.

In closing, I am a nationally recognized subject matter expert in the barbering profession that includes instructional design, teaching, and authorship. It is my goal to help maintain and raise the standards that have guided the barbering profession to date and to prepare competent practitioners for service to the public.

Respectfully,

Maura Scali-Sheahan, Ed. D.
Ms2@bellsouth.net
(904) 268-5351

To whom it may concern,

My name is Joshua P. Canterbury and I am writing this letter in regards to Ed Highley and the rest of the Ohio State Barber Board commending the board for the excellent, and extremely important hard work they continuously do for the Barber industry and even more specifically my personal situation.

After serving in the Marine Corps for four years I returned to northeast Ohio in need of a profession I could support my family with. I decided to go to The Akron Barber College to pursue a career in Barbering. Near the end of my time at the barber college I had found a location and was in the process of creating my own barbershop. Because I was a still a student I was receiving the G.I. Bill but once I graduated college I would receive no pay and my family would have to income. Mr. Highley took the effort in helping me personally by driving to the Akron Barber College the day of my graduation allowed me to turn in the appropriate paperwork by hand and got me a position on the next available test. I took the test and passed and Mr. highly again helped me by inspecting the barbershop I had purchased within a couple days of passing the state exam to allow me to get to work.

The state Barber Board is a vitally important organization that not only Barbers like myself need but they are there to protect the public and the innocent people of Ohio from getting diseases or even ripped off by people who aren't licensed barbers and people not following the laws. I hope anyone who reads this letter will understand why we need the Ohio Barber Board and we need the board to remain strong so they can efficiently do their job.

Sincerely,

Josh Canterbury