



**VIRTUAL/TELECONFERENCE
MESSAGE THERAPY AND BODYWORK THERAPY AFFILIATED
CREDENTIALING BOARD**

Virtual, 4822 Madison Yards Way, Madison

Contact: Tom Ryan (608) 266-2112

November 17, 2025

The following agenda describes the issues that the Board plans to consider at the meeting. At the time of the meeting, items may be removed from the agenda. Please consult the meeting minutes for a record of the actions of the Board.

AGENDA

9:00 A.M.

OPEN SESSION – CALL TO ORDER – ROLL CALL

A. Adoption of Agenda (1-4)

B. Approval of Minutes of August 25, 2025 (5-7)

C. Reminders: Conflicts of Interest, Scheduling Concerns

D. Introductions, Announcements and Recognition

E. Administrative Matters – Discussion and Consideration

1. Department, Staff and Board Updates
2. Board Members – Term Expiration Dates
 - a. Ehmer, Jaime L. – 7/1/2027
 - b. Kue, Ab O. – 7/1/2027
 - c. McNeil, Lisa L. – 7/1/2027
 - d. Novak, Laura A. – 7/1/2027
 - e. Townsend-Davila, Charisma J. – 7/1/2027
 - f. Trudeau, Ramona J. – 7/1/2027
3. Wis. Stat. s. 15.085 (3)(b) – Biannual Meeting with the Medical Examining Board

F. Legislative and Policy Matters – Discussion and Consideration

G. Administrative Rule Matters – Discussion and Consideration (8-14)

1. Preliminary Rule Draft: MTBT 3, Relating to Education **(9-11)**
2. Scope Statement: MTBT 2 and 4, Relating to CPR Requirements **(12-13)**
3. Pending or Possible Rulemaking Projects **(14)**

H. Federation of State Massage Therapy Boards (FSMTB) Matters – Discussion and Consideration

- I. Speaking Engagements, Travel, or Public Relation Requests, and Reports (15-26)**
1. Travel Report: FSMTB Annual Meeting, October 5-7, 2025, Kansas City, MO – Trudeau, McNeil
- J. Discussion and Consideration of Items Added After Preparation of Agenda:**
1. Introductions, Announcements and Recognition
 2. Nominations, Elections, and Appointments
 3. Administrative Matters
 4. Election of Officers
 5. Appointment of Liaisons and Alternates
 6. Delegation of Authorities
 7. Education and Examination Matters
 8. Credentialing Matters
 9. Practice Matters
 10. Public Health Emergencies
 11. Legislative and Policy Matters
 12. Administrative Rule Matters
 13. Liaison Reports
 14. Board Liaison Training and Appointment of Mentors
 15. Informational Items
 16. Division of Legal Services and Compliance (DLSC) Matters
 17. Presentations of Petitions for Summary Suspension
 18. Petitions for Designation of Hearing Examiner
 19. Presentation of Stipulations, Final Decisions and Orders
 20. Presentation of Proposed Final Decisions and Orders
 21. Presentation of Interim Orders
 22. Petitions for Re-Hearing
 23. Petitions for Assessments
 24. Petitions to Vacate Orders
 25. Requests for Disciplinary Proceeding Presentations
 26. Motions
 27. Petitions
 28. Appearances from Requests Received or Renewed
 29. Speaking Engagements, Travel, or Public Relation Requests, and Reports

K. Public Comments

CONVENE TO CLOSED SESSION to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to consider licensure or certification of individuals (s. 19.85(1)(b), Stats.); to consider closing disciplinary investigations with administrative warnings (ss. 19.85(1)(b), and 448.02(8), Stats.); to consider individual histories or disciplinary data (s. 19.85(1)(f), Stats.); and to confer with legal counsel (s. 19.85(1)(g), Stats.).

- L. Deliberation on Division of Legal Services and Compliance (DLSC) Matters**
1. **Proposed Stipulations, Final Decisions and Orders**
 - a. 24 MAB 002 – Scott A. Wang, Jr. (27-33)
 - b. 24 MAB 0022 – Xiuzhi Cheng (34-40)
 2. **Case Closings**
 - a. 24 MAB 0020 – Q.S. (41-48)

M. Deliberation of Items Added After Preparation of the Agenda

1. Education and Examination Matters
2. Credentialing Matters
3. DLSC Matters
4. Monitoring Matters
5. Professional Assistance Procedure (PAP) Matters
6. Petitions for Summary Suspensions
7. Petitions for Designation of Hearing Examiner
8. Proposed Stipulations, Final Decisions and Order
9. Proposed Interim Orders
10. Administrative Warnings
11. Review of Administrative Warnings
12. Proposed Final Decisions and Orders
13. Matters Relating to Costs/Orders Fixing Costs
14. Case Closings
15. Board Liaison Training
16. Petitions for Assessments and Evaluations
17. Petitions to Vacate Orders
18. Remedial Education Cases
19. Motions
20. Petitions for Re-Hearing
21. Appearances from Requests Received or Renewed

N. Consulting with Legal Counsel

RECONVENE TO OPEN SESSION IMMEDIATELY FOLLOWING CLOSED SESSION

O. Vote on Items Considered or Deliberated Upon in Closed Session if Voting is Appropriate

P. Open Session Items Noticed Above Not Completed in the Initial Open Session

Q. Delegation of Ratification of Examination Results and Ratification of Licenses and Certificates

ADJOURNMENT

NEXT MEETING: FEBRUARY 24, 2026

MEETINGS AND HEARINGS ARE OPEN TO THE PUBLIC, AND MAY BE CANCELLED WITHOUT NOTICE.

Times listed for meeting items are approximate and depend on the length of discussion and voting. All meetings are held virtually unless otherwise indicated. In-person meetings are typically conducted at 4822 Madison Yards Way, Madison, Wisconsin, unless an alternative location is listed on the meeting notice. In order to confirm a meeting or to request a complete copy of the board's agenda, please visit the Department website at <https://dsps.wi.gov>. The board may also consider materials or items filed after the transmission of this notice. Times listed for the commencement of any agenda item may be changed by the board for the convenience of the parties. The person credentialed by the board has the right to demand that the meeting at which final action may be taken against the credential be held in open session. Requests for interpreters

for the hard of hearing, or other accommodations, are considered upon request by contacting the Affirmative Action Officer or reach the Meeting Staff by calling 608-267-7213.

**VIRTUAL/TELECONFERENCE
MESSAGE THERAPY AND BODYWORK THERAPY
AFFILIATED CREDENTIALING BOARD
AUGUST 25, 2025**

PRESENT: Jaime Ehmer, Ab Kue, Lisa McNeil, Charisma Townsend-Davila (*arrived at 9:02 a.m.*),
Ramona Trudeau

ABSENT: Laura Novak

STAFF: Tom Ryan, Executive Director; Jameson Whitney, Legal Counsel; Nilajah Hardin,
Administrative Rules Coordinator; Tracy Drinkwater, Board Administration Specialist;
and other Department Staff

CALL TO ORDER

Jaime Ehmer, Chairperson, called the meeting to order at 9:00 a.m. A quorum was confirmed with four (4) members present.

ADOPTION OF AGENDA

MOTION: Ab Kue moved, seconded by Lisa McNeil, to adopt the agenda as published.
Motion carried unanimously.

APPROVAL OF MINUTES OF MAY 19, 2025

MOTION: Ramona Trudeau moved, seconded by Ab Kue, to approve the Minutes of May
19, 2025, as published. Motion carried unanimously.

Charisma Townsend-Davila arrived at 9:02 a.m.

ADMINISTRATIVE RULE MATTERS

Pending or Possible Rulemaking Projects

MOTION: Charisma Townsend-Davila moved, seconded by Jaime Ehmer, to request DSPS
staff draft a Scope Statement revising MTBT 2, relating to CPR Requirements.
Motion carried unanimously.

CLOSED SESSION

MOTION: Charisma Townsend-Davila moved, seconded by Ramona Trudeau, to convene to
Closed Session to deliberate on cases following hearing (s. 19.85(1)(a), Stats.); to
consider licensure or certification of individuals (s. 19.85(1)(b), Stats.); to consider
closing disciplinary investigations with administrative warnings (ss. 19.85(1)(b),
and 448.02(8), Stats.); to consider individual histories or disciplinary data (s.
19.85(1)(f), Stats.); and to confer with legal counsel (s. 19.85(1)(g), Stats.). Jaime
Ehmer, Chairperson, read the language of the motion aloud for the record. The vote
of each member was ascertained by voice vote. Roll Call Vote: Jaime Ehmer-yes;
Ab Kue-yes; Lisa McNeil-yes; Charisma Townsend-Davila-yes; and Ramona
Trudeau-yes. Motion carried unanimously.

DELIBERATION ON DLSC MATTERS

Proposed Stipulations, Final Decisions and Orders

23 MAB 011, 23 MAB 018 & 23 MAB 023 – Deondre M. Lewis

MOTION: Jaime Ehmer moved, seconded by Charisma Townsend-Davila, to adopt the Findings of Fact, Conclusions of Law and Order in the matter of disciplinary proceedings against Deondre M. Lewis, DLSC Case Number 23 MAB 011, 23 MAB 018 & 23 MAB 023. Motion carried unanimously.

24 MAB 0006 – Ping Lu

MOTION: Lisa McNeil moved, seconded by Ramona Trudeau, to adopt the Findings of Fact, Conclusions of Law and Order in the matter of disciplinary proceedings against Ping Lu, DLSC Case Number 24 MAB 0006. Motion carried unanimously.

Administrative Warnings

MOTION: Ramona Trudeau moved, seconded by Jaime Ehmer, to issue an Administrative Warning in the following DLSC Cases:

1. 25 MAB 0011 – H.S.M.
2. 25 MAB 0012 – J.L.M.

Motion carried unanimously.

Case Closings

MOTION: Lisa McNeil moved, seconded by Ab Kue, to close the following DLSC Cases for the reasons outlined below:

1. 24 MAB 0015 – P.L.R. – No Violation
2. 24 MAB 0019 – X.L.L. – Insufficient Evidence

Motion carried unanimously.

PROPOSED FINAL DECISIONS AND ORDERS

Qing Qing Chen, Respondent – (DHA Case Number SPS-23-0066/ DLSC Case Number 23 MAB 017)

MOTION: Ramona Trudeau moved, seconded by Jaime Ehmer, to adopt the Findings of Fact, Conclusions of Law, and Proposed Decision and Order, with Variance, in the matter of disciplinary proceedings against Qing Qing Chen, Respondent, DHA Case Number SPS-23-0066/ DLSC Case Number 23 MAB 017. Motion carried unanimously.

Hanshuang Ouyang, Respondent – (DHA Case Number SPS-25-0008/ DLSC Case Number 24 MAB 001)

MOTION: Lisa McNeil moved, seconded by Ramona Trudeau, to adopt the Findings of Fact, Conclusions of Law, and Proposed Decision and Order, in the matter of disciplinary proceedings against Hanshuang Ouyang, Respondent, DHA Case Number SPS-25-0008/ DLSC Case Number 24 MAB 001. Motion carried unanimously.

ORDERS FIXING COSTS

Xi Wang Fillion, Respondent – (DHA Case Number SPS-24-0002/DLSC Case Number 22 MAB 020)

MOTION: Jaime Ehmer moved, seconded by Charisma Townsend-Davila, to adopt the Order Fixing Costs in the matter of disciplinary proceedings against Xi Wang Fillion, Respondent, DHA Case Number SPS-24-0002/DLSC Case Number 22 MAB 020. Motion carried unanimously.

RECONVENE TO OPEN SESSION

MOTION: Charisma Townsend-Davila moved, seconded by Ramona Trudeau, to reconvene in Open Session. Motion carried unanimously.

The Board reconvened into Open Session at 9:58 a.m.

VOTE ON ITEMS CONSIDERED OR DELIBERATED UPON IN CLOSED SESSION

MOTION: Jaime Ehmer moved, seconded by Charisma Townsend-Davila, to affirm all motions made and votes taken in Closed Session. Motion carried unanimously.

(Be advised that any recusals or abstentions reflected in the closed session motions stand for the purposes of the affirmation vote).

DELEGATION OF RATIFICATION OF EXAMINATION RESULTS AND RATIFICATION OF LICENSES AND CERTIFICATES

MOTION: Charisma Townsend-Davila moved, seconded by Ramona Trudeau, to delegate ratification of examination results to DSPS staff and to delegate and ratify all licenses and certificates as issued. Motion carried unanimously.

ADJOURNMENT

MOTION: Lisa McNeil moved, seconded by Ab Kue, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 10:00 a.m.

**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Nilajah Hardin Administrative Rules Coordinator		2) Date when request submitted: 11/4/25 Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting									
3) Name of Board, Committee, Council, Sections: Massage Therapy and Bodywork Therapy Affiliated Credentialing Board											
4) Meeting Date: 11/17/25	5) Attachments: ☒ Yes ☐ No	6) How should the item be titled on the agenda page? Administrative Rule Matters Discussion and Consideration 1. Preliminary Rule Draft: MTBT 3, Relating to Education 2. Scope Statement: MTBT 2 and 4, Relating to CPR Requirements 3. Pending or Possible Rulemaking Projects									
7) Place Item in: ☒ Open Session ☐ Closed Session	8) Is an appearance before the Board being scheduled? <i>(If yes, please complete Appearance Request for Non-DSPS Staff)</i> ☐ Yes ☒ No	9) Name of Case Advisor(s), if required: N/A									
10) Describe the issue and action that should be addressed: Attachments: -MTBT 3 Preliminary Rule Draft -MTBT 2 and 4 Scope Statement -Rule Projects Chart											
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">11) Authorization</td> <td style="width: 40%;"></td> </tr> <tr> <td>  Signature of person making this request </td> <td style="text-align: right; vertical-align: bottom;"> 11/4/25 Date </td> </tr> <tr> <td>Supervisor (if required)</td> <td style="text-align: right;">Date</td> </tr> <tr> <td colspan="2">Executive Director signature (indicates approval to add post agenda deadline item to agenda) Date</td> </tr> </table>				11) Authorization		 Signature of person making this request	11/4/25 Date	Supervisor (if required)	Date	Executive Director signature (indicates approval to add post agenda deadline item to agenda) Date	
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Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.											

STATE OF WISCONSIN
MESSAGE THERAPY AND BODYWORK THERAPY AFFILIATED CREDENTIALING
BOARD

IN THE MATTER OF RULEMAKING	:	PROPOSED ORDER OF THE
PROCEEDINGS BEFORE THE	:	MESSAGE THERAPY AND BODYWORK
MESSAGE THERAPY AND BODYWORK	:	THERAPY AFFILIATED CREDENTIALING
THERAPY AFFILIATED	:	BOARD ADOPTING RULES
CREDENTIALING BOARD	:	(CLEARINGHOUSE RULE)

PROPOSED ORDER

An order of the Massage Therapy and Bodywork Therapy Affiliated Credentialing Board to amend MTBT 3.01 (5) (intro.) and (f), relating to education.

Analysis prepared by the Department of Safety and Professional Services.

ANALYSIS

Statutes interpreted: Section 460.04 (2) (b), Stats.

Statutory authority: Sections 15.085 (5) (b), 460.04 (2) (b), Stats.

Explanation of agency authority:

s. 15.085 (5) (b), stats. states that “[each affiliated credentialing board] shall promulgate rules for its own guidance and for the guidance of the trader or profession to which it pertains, and define and enforce professional conduct and unethical practices not inconsistent with the law relating to the particular trade or profession.”

s. 460.04 (2) (b), Stats. states that the affiliated credentialing board shall promulgate rules that establish “criteria for approving a training program for purposes of s. 460.05 (1) (e) 1. Rules promulgated under this paragraph shall require the training program to meet the requirements under s. 460.095 and to consist of at least 600 classroom hours.”

Related statute or rule: None.

Plain language analysis: The proposed rule revises MTBT 3.01 (5) to add an additional twenty-five classroom hours of study to the approved training program for initial licensure of massage therapists. This aligns Wisconsin rules with current practice in the profession and the recommendation of the Federation of State Massage Therapy Boards.

Summary of, and comparison with, existing or proposed federal regulation: None.

Comparison with rules in adjacent states:

Illinois: The Illinois Department of Financial and Professional Regulation is responsible for the licensure and regulation of the practice of massage therapy in Illinois, with input from the Illinois Massage Licensing Board. In Illinois, an applicant for massage therapy licensure is required to have completed a massage therapy education program with a minimum of 600 hours [225 Illinois Compiled Statutes Chapter 57 Section 15].

Iowa: The Iowa Board of Massage Therapy is responsible for the licensure and regulation of the practice of massage therapy in Iowa. In Iowa, an applicant for massage therapy licensure is required to have completed a massage therapy education program of at least 600 hours [Iowa Code Chapter 152C Section 152C.3].

Michigan: The Michigan Board of Massage Therapy is responsible for the licensure and regulation of massage therapy practice in Michigan. Act 368 Article 15 Part 179A of the Michigan Compiled Laws includes the regulations for massage therapy in Michigan, among several other occupations. In Michigan, an applicant for massage therapy licensure is required to have completed a massage therapy education program with at least 625 hours of classroom instruction [Michigan Compiled Laws Chapter 333 Article 15 Part 179A Section 333.17959].

Minnesota: The Minnesota Department of Health's Office of Unlicensed Complementary and Alternative Health Care Practice (OCAP) investigates complaints and takes enforcement actions against massage therapists for violations of prohibited conduct. However, neither OCAP nor any other statewide agency or board oversees the licensing of massage therapists [Minnesota Statutes Chapter 146A].

Summary of factual data and analytical methodologies:

The proposed rules were developed by reviewing the provisions of MTBT 3 and obtaining input and feedback from the Massage Therapy and Bodywork Therapy Affiliated Credentialing Board.

Analysis and supporting documents used to determine effect on small business or in preparation of economic impact analysis:

The proposed rules will be posted for a period of 14 days to solicit public comment on economic impact, including how the proposed rules may affect businesses, local government units, and individuals.

Effect on small business:

These rules do not have an economic impact on small businesses, as defined in s. 227.114 (1), Stats. The Department's Regulatory Review Coordinator, Jennifer Garrett, may be contacted by calling (608) 266-2112.

Agency contact person:

Nilajah Hardin, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, P.O. Box 8366, Madison, Wisconsin 53708-8366; email at DSPSAdminRules@wisconsin.gov.

Place where comments are to be submitted and deadline for submission:

Comments may be submitted to Nilajah Hardin, Administrative Rules Coordinator, Department of Safety and Professional Services, Division of Policy Development, P.O. Box 8366, Madison, Wisconsin 53708-8366, or by email to DSPSAdminRules@wisconsin.gov. Comments must be

received on or before the public hearing, held on a date to be determined, to be included in the record of rule-making proceedings.

TEXT OF RULE

SECTION 1. MTBT 3.01 (5) (intro.) is amended to read:

MTBT 3.01 (5) An approved training program shall consist of a minimum of ~~600~~625 classroom hours of study and shall include the following subject areas:

SECTION 2. MTBT 3.01 (5) (f) is amended to read:

MTBT 3.01 (5) (f) One hundred twenty-five classroom hours in additional massage therapy or bodywork therapy course offerings meeting the objectives of the course of instruction.

SECTION 3. EFFECTIVE DATE. The rules adopted in this order shall take effect on the first day of the month following publication in the Wisconsin Administrative Register, pursuant to s. 227.22 (2) (intro.), Stats.

(END OF TEXT OF RULE)

STATEMENT OF SCOPE

MASSAGE THERAPY AND BODYWORK THERAPY AFFILIATED CREDENTIALING BOARD

Rule No.: MTBT 2 and 4

Relating to: CPR Requirements

Rule Type: Permanent

1. Finding/nature of emergency (Emergency Rule only): N/A

2. Detailed description of the objective of the proposed rule:

The objective of the proposed rule is to review requirements in MTBT 2 related to cardiopulmonary resuscitation (CPR) and make updates, including potentially adding requirements to MTBT 4 regarding license renewal, if the Board deems them necessary for the safe practice of massage therapy and bodywork therapy in Wisconsin.

3. Description of the existing policies relevant to the rule, new policies proposed to be included in the rule, and an analysis of policy alternatives:

Currently, Wisconsin Administrative Code chapter MTBT 2 includes requirements for initial licensure applications, including CPR training. Chapter MTBT 4 includes requirements for renewal, however ongoing CPR training and certification is not included. The Board will review and revise requirements related to CPR training as needed to align with current practice in the profession and protection of the public. The alternative to making changes under this rule is that CPR training will continue to be required as written in MTBT 2 as a requirement for initial licensure only.

4. Detailed explanation of statutory authority for the rule (including the statutory citation and language):

s. 15.085 (5) (b), Stats. states that "[each affiliated credentialing board] shall promulgate rules for its own guidance and for the guidance of the trade or profession to which it pertains, and define and enforce professional conduct and unethical practices not inconsistent with the law relating to the particular trade or profession."

5. Estimate of amount of time that state employees will spend developing the rule and of other resources necessary to develop the rule:

80 hours

6. List with description of all entities that may be affected by the proposed rule:

Licensed massage therapists and individuals looking to enter the massage therapy and bodywork therapy profession and obtain licensure in Wisconsin.

7. Summary and preliminary comparison with any existing or proposed federal regulation that is intended to address the activities to be regulated by the proposed rule: None.

8. Anticipated economic impact of implementing the rule (note if the rule is likely to have a significant economic impact on small businesses):

The proposed rule is likely to have minimal or no economic impact on small businesses and the state's economy as a whole.

Contact Person: Nilajah Hardin, DSPSAdminRules@wisconsin.gov

Approved for publication:

Authorized Signature

Date Submitted

Approved for implementation:

Authorized Signature

Date Submitted

Massage Therapy and Bodywork Therapy Affiliated Credentialing Board
Rule Projects (updated 11/4/25)

Clearinghouse Rule Number	Scope #	Scope Expiration	Code Chapter Affected	Relating Clause	Current Stage	Next Step
Not Assigned Yet	Not Assigned Yet	TBD	MTBT 2 and 4	CPR Requirements	Scope Statement reviewed at 11/17/25 Meeting	Submission for Governor Approval and Publication (Preliminary Hearing likely to be Ordered by JCRAR)
Not Assigned Yet	009-25	02/17/2027	MTBT 3	Education	Preliminary Rule Draft reviewed at 11/17/25 Meeting	Submission for EIA Comment and Clearinghouse Review; Public Hearing anticipated for 02/24/26 Meeting
24-054	080-23	04/23/2026	MTBT 6	Temporary Licenses	Effective 10/1/25	N/A

**State of Wisconsin
Department of Safety & Professional Services**

AGENDA REQUEST FORM

1) Name and title of person submitting the request: Brad Wojciechowski, Executive Director		2) Date when request submitted: 11/4/2025 Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting	
3) Name of Board, Committee, Council, Sections: Massage Therapy and Bodywork Therapy Affiliated Credentialing Board			
4) Meeting Date: 11/17/2025	5) Attachments: ☐ Yes ☒ No	6) How should the item be titled on the agenda page? Speaking Engagements, Travel, or Public Relation Requests, and Reports – Discussion and Consideration 1) Travel Report: FSMTB Annual Meeting, October 5-7, 2025, Kansas City, MO – Trudeau, and McNeil	
7) Place Item in: ☒ Open Session ☐ Closed Session	8) Is an appearance before the Board being scheduled? <i>(If yes, please complete Appearance Request for Non-DSPS Staff)</i> ☐ Yes <Appearance Name(s)> ☐ No		9) Name of Case Advisor(s), if applicable: <Click Here to Add Case Advisor Name or N/A>
10) Describe the issue and action that should be addressed: <Click Here to Add Description>			
11) Authorization  Signature of person making this request 11/4/2025 Date Supervisor (Only required for post agenda deadline items) Date Executive Director signature (Indicates approval for post agenda deadline items) Date			
Directions for including supporting documents: 1. This form should be saved with any other documents submitted to the Agenda Items folders. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.			

2025 Annual Meeting

Summary and Key Takeaways



About this Document

This document is designed to guide you in capturing key insights from the meeting. We hope this resource makes it simple to bring the value of these sessions back to your board/agency. Official meeting minutes will be published on the FSMTB website.

Keynote: Navigating a Multi-Generational Workforce

Session Description

Attendees embarked on a journey with Generation "THEM," a captivating exploration into the 'WHY' behind each American generation's unique perspectives. This presentation provided a solid grasp of generational norms. It emphasized the critical need to attract and retain top young talent for long-term sustainability, all while offering a light-hearted look at the quirks that make us uniquely human.

Some Key Takeaways

- The younger generations are the future of the workforce. It is important to work with them to develop the necessary soft skills needed to succeed and recognize how their strengths can contribute to the workplace.
- Generational behaviors often occur in cycles, shaped by the experiences and values of the generation before them. Parenting trends tend to swing like a pendulum, as each generation strives to improve upon the way they were raised.

2025 Annual Meeting

Summary and Key Takeaways



President's Report

Some Key Takeaways

- Each member of FSMTB plays a vital role in strengthening the Federation. Continued engagement, service, and ambassadorship beyond the Annual Meeting are essential. Remember, *you* are FSMTB.
- One meaningful way to get involved is through volunteering. Volunteer applications are accessible through the website at fsmtb.org.
- We are investing in the future by refreshing the Massage Therapy Licensing Database (MTLD), and through focusing on data collection, technology, and practical tools for licensing boards.
- Through a partnership with Synaptic, we are integrating the use of AI on our website.
- We are two years into our strategic plan with a focus on education, communication & engagement, and advocacy.
- FSMTB is sponsoring access, for member board attorneys and staff, to Case Conversations — a series of legal case reviews facilitated by The Atkinson Law Firm.

Treasurer's Report

Some Key Takeaways

- For the fiscal year, FSMTB reported total assets of \$22.4M
- We planned for a \$2.4M deficit budget and ended up being \$4M above budget expectations. This is accounted for in large part due to an additional \$750K in exam revenue and savings in every category of expenses (including over \$250K in operating expenses and over \$500,000 in travel), resulting in reducing overall expenses by \$1.6M
- Beginning in 2027, membership dues will be a flat rate of \$500. The membership renewal period is moving to align with the calendar year, from January 1 - December 31. To adjust for this, the current membership cycle will be extended an additional six months until December 31, 2026.

2025 Annual Meeting

Summary and Key Takeaways



Committee Reports

License Renewal Committee

Some Key Takeaways

- The License Renewal Committee's charges include ensuring FSMTB CE Registry compliance, reviewing license renewal and continuing education issues, presenting FSMTB CE Registry updates, recommending revisions to standards, and promoting REACH and the FSMTB CE Registry.
- The FSMTB CE Registry, created from a member directive, aligns with FSMTB's strategic initiatives by ensuring quality and accountability through vetting continuing education providers and their courses.
- Continuing education combats knowledge decay by reinforcing foundational knowledge, updating outdated information, and supporting both competence and confidence. It also fosters critical thinking and adaptability.

Education Task Force

Some Key Takeaways

- The Education Task Force is charged with setting minimum education standards, revisiting ELAP, evaluating the 2023 resolution to require completion of an approved massage therapy education program as a prerequisite to take the MBLEx, reporting for state impacts, and creating a subcommittee to evaluate alternative pathways to receive core massage education, for policy and Model Practice Act guidance.
- Key action items include developing a Universal Glossary of Terms, reviewing ELAP and the Blueprint, creating ELAP summary documents, establishing Universal Transcripts, reviewing CE requirements, creating Standards of Professional Conduct, and establishing policy for apprenticeships and other alternative education pathways. Work on the Universal Transcript and terminology is currently in progress.

Exam Policy

Some Key Takeaways

- The Examination Policy Committee is charged with reviewing MBLEx eligibility and testing requirements, promoting the MBLEx, and advising the Board of Directors on strategic approaches to assessment.
- The committee reviewed the MBLEx Candidate Handbook to ensure clarity and accuracy and approved a practical update allowing the Alien Registration Card to be used as a secondary ID without a signature. This adjustment removes a logistical barrier for candidates and reflects the committee's commitment to practical, real-world policy updates.

2025 Annual Meeting

Summary and Key Takeaways



Advocacy in Action: FSMTB's Strategic Focus

Session Description

Members heard about current advocacy efforts across jurisdictions and the strategic reasoning behind them. This session highlighted where the Federation is focusing its advocacy efforts and the regulatory issues driving those efforts.

Some Key Takeaways

- A 2024 directive from the membership encouraged FSMTB to participate in advocacy to the extent permitted by our non-profit status.
- Bills were introduced for the Interstate Massage Compact (IMpact) and passed in Arkansas, Montana, and Virginia – joining Nevada and Ohio for a total of five states that have adopted the compact thus far.
- Other advocacy efforts took place in Arizona, Arkansas, Georgia, North Carolina, and South Dakota.
- These efforts focused on establishment regulation and apprenticeships (Arkansas), continuation of the board (Arizona), reflexology exemptions (North Carolina), increase in education hours (Georgia), and changes to the Massage Practice Act (South Dakota).

The MBLEx®: Therapist Competence, Public Confidence

Session Description

Members heard from panelists Jennifer Garrett, Deputy Secretary at the Wisconsin Department of Safety and Professional Services, Deanna Hudella, Executive Director of Business Development at Pearson VUE, and Elan Schacter, massage therapist and educator. The session explored the structures in place that ensure your exam's legitimacy and how your leadership sustains its value as a regulatory tool protecting both the public and professionals. The panel focused on the value of the MBLEx, how it supports public protection, how it helps regulators make licensing decisions, and how it shapes the profession moving forward.

Some Key Takeaways

- As FSMTB members, you own and govern the MBLEx.
- As massage therapy continues to grow as both a wellness and healthcare profession, one of the most important responsibilities the regulatory community has is ensuring the public is safe and cared for by competent professionals.
- State licensing boards rely on the Massage & Bodywork Licensing Examination (MBLEx), as a tool to measure whether a massage therapist has the entry-level knowledge and skills needed to practice safely and competently.
- The MBLEx isn't just about passing a test - it's about setting a clear, consistent standard of competence across states, and giving the public confidence that their massage therapist has met that standard.
- State boards have a legal responsibility to use an examination that is valid, reliable, and legally defensible in order to protect the public and ensure fair entry-to-practice decisions.
- The nationally recognized, psychometrically valid examination i.e., the MBLEx, ensures that licensed US massage therapists meet minimum qualifications aligned with scope of practice, legal frameworks, and competence to safely practice.
- The MBLEx promotes uniformity and mobility, prevents fraud, and reduces regulatory gaps.

2025 Annual Meeting

Summary and Key Takeaways



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The Evolving Massage Therapy Landscape: Industry Perspectives

Session Description

Attendees heard from Cal Cates, Executive Director of Healwell, CG Funk, spa consultant, and Les Sweeney, President of ABMP, who covered emerging trends and the future workforce challenges and opportunities.

Some Key Takeaways

- The regulatory community will need to adapt to emerging practices and technologies as wellness and healthcare are integrated.
- Skills gaps in today's massage therapy workforce are the soft skills, such as communication.
- The number one concern in the spa industry right now is insufficient staffing.
- Sexual harassment continues to be a challenge. FSMTB research found 43% of massage therapists have experienced some form of sexual harassment as a result of being a massage therapist.
- Associated Bodywork & Massage Professionals (ABMP) sponsors an education and public awareness website <https://respectmassage.com>.
- FSMTB offers an online course entitled *Empowering Massage Therapists: Recognizing & Responding to Client-Initiated Sexual Harassment*.

Education Fraud

Session Description

This session explored the ongoing challenges posed by fraudulent massage therapy education programs and their impact on licensure and public protection.

Some Key Takeaways

- Differentiating between agency approval and federal recognition for apprenticeships prevents a false sense of protection, especially if programs are not officially recognized.
- Collaboration with FSMTB strengthens efforts to identify and prevent education fraud.
- The FSMTB Eligibility Review Panel's decisions are made by regulators, always emphasizing a fair process.

2025 Annual Meeting

Summary and Key Takeaways



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The Antiregulation Movement: Balancing Public Protection and Access to Work

Session Description

Professor Rebecca Allensworth, a law professor at Vanderbilt University, examined the growing antiregulation movement through the lens of her research on professional licensing and antitrust law. Drawing from her book *The Licensing Racket*, she explored the tension between public protection and the risks of self-regulation, highlighting how regulatory structures could unintentionally limit access to work — and how reform efforts could strike a better balance.

Some Key Takeaways

- Understanding deregulation arguments is critical to effectively counter them and to work proactively in support of effective and efficient massage therapy regulation.
- One of Professor Allensworth's largest arguments was that massage therapy should not be considered a healthcare profession and she questioned whether massage therapy should be licensed at all, suggesting that market forces could provide sufficient public protection.
- Professor Allensworth provided a caveat to her comments, noting that she had not specifically studied massage therapy.
- Licensing boards, she claimed, often act as professional associations "dressed in governmental clothing."
- She criticized licensing boards for being too lenient on licensees yet strict on unlicensed practice, interpreting this as "protecting the profession" rather than the public and potentially raising antitrust concerns.

2025 Annual Meeting

Summary and Key Takeaways



Addressing Trauma Cases - Moving Beyond Assumptions: Applying Knowledge of Trauma and Sexual Offending Behavior to Sexual Misconduct Complaints

Session Description

Attendees learned from forensic psychologist, Dr. Michael Fogel, how regulatory boards could sensitively and appropriately manage cases involving trauma. This session focused on trauma-informed approaches and the importance of survivor-centered practices.

Some Key Takeaways

- Even minor improvements to processes and techniques can significantly affect a victim's experience, making trauma-informed approaches essential.
- Concerns about a victim's or witness' credibility are often reactions to, and signs of trauma and should not be used as a tool to discredit the testimony or account, but may instead substantiate it (failure to timely report, changing story, describing themselves "freezing" in the moment, etc.)
- Investigators, attorneys, judges/hearing officers, and agency staff must be mindful of their behavioral cues that can re-traumatize victims and witnesses, such as physical proximity to or presence of the accused, and verbal responses that inadvertently minimize the experience, etc.
- Seek consultation with an expert in trauma and sexual offending behavior.
- Consider how cases are received, investigated, and resolved.
- You can reach Dr. Fogel at mfogel@redirectrisk.com or 312.933.3023

Top Legal Cases & Trends

Session Description

Dale Atkinson, FSMTB General Counsel, facilitated review of some key legal cases and trends shaping the landscape of regulation as well as learned how recent developments might influence your board's or agency's work.

Some Key Takeaways

- The Liu v. State Medical Board of Ohio case addressed the revocation of a massage license based on the invalidation of MBLEx results and education discrepancies/fraud. The court affirmed the permanent revocation of the massage license.
- The topic of speech versus conduct and whether professional licensing frameworks are considered regulation of a person's conduct or a person's speech. If such licensing laws are considered "speech" they are subject to a higher level of scrutiny because of First Amendment/free speech concerns. The US Supreme Court is considering a case regarding the prohibition on conversion therapy by counselors in the practice act. The case is important because many licensing laws could also be considered "speech" and be found to be unconstitutional.
- Other topics/issues addressed included whether disparate outcomes on a licensing exam are considered discrimination; the right to serve on a licensing board; whether a local ordinance allowing warrantless inspections as applied to home-based facilities is constitutional; and whether board decisions must be consistent with all other boards in that state (or just its own decisions).

President's Report Some Key Takeaways

- FMSTB is investing in the future by refreshing the Massage Therapy Licensing Database (MTLD), and through focusing on data collection, technology, and practical tools for licensing boards.
- Two years into the strategic plan with a focus on education, communication & engagement, and advocacy.
- FSMTB is sponsoring access, for member board attorneys and staff, to Case Conversations — a series of legal case reviews facilitated by The Atkinson Law Firm.

Committee Reports

- ❖ **The License Renewal Committee's** charges include ensuring FSMTB CE Registry compliance, reviewing license renewal and continuing education issues, presenting FSMTB CE Registry updates, recommending revisions to standards, and promoting REACH and the FSMTB CE Registry.

Some Key Takeaways

The Education Task Force is charged with setting minimum education standards, revisiting Entry-Level Analysis Project (ELAP), evaluating the 2023 resolution to require completion of an approved massage therapy education program as a prerequisite to take the MBLEx, reporting for state impacts, and creating a subcommittee to evaluate alternative pathways to receive core massage education, for policy and Model Practice Act guidance.

Key action items include developing a Universal Glossary of Terms, reviewing ELAP and the Blueprint, creating ELAP summary documents, establishing Universal Transcripts, reviewing CE requirements, creating Standards of Professional Conduct, and establishing policy for apprenticeships and other alternative education pathways. Work on the Universal Transcript and terminology is currently in progress.

- ❖ **Education Task Force:** The Examination Policy Committee is charged with reviewing MBLEx eligibility and testing requirements, promoting the MBLEx, and advising the Board of Directors on strategic approaches to assessment.

Some Key Takeaways

The committee reviewed the MBLEx Candidate Handbook to ensure clarity and accuracy and approved a practical update allowing the Alien Registration Card to be used as a secondary ID without a signature. This adjustment removes a logistical barrier for candidates and reflects the committee's commitment to practical, real-world policy updates.

- ❖ **Exam Policy:** The Examination Policy Committee is charged with reviewing MBLEx eligibility and testing requirements, promoting the MBLEx, and advising the Board of Directors on strategic approaches to assessment.

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- ❖ **Advocacy in Action: FSMTB's Strategic Focus**

Session Description: Heard about current advocacy efforts across jurisdictions and the strategic reasoning behind them. This session highlighted where the Federation is focusing its advocacy efforts and the regulatory issues driving those efforts.

Some Key Takeaways

A 2024 directive from the membership encouraged FSMTB to participate in advocacy to the extent permitted by our non-profit status.

Bills were introduced for the Interstate Massage Compact (IMpact) and passed in Arkansas, Montana, and Virginia – joining Nevada and Ohio for a total of five states that have adopted the compact thus far.

Other advocacy efforts took place in Arizona, Arkansas, Georgia, North Carolina, and South Dakota.

- ❖ **The MBLEx®: Therapist Competence, Public Confidence**

Session Description: Members heard from panelists Jennifer Garrett, Deputy Secretary at the Wisconsin Department of Safety and Professional Services, Deanna Hudella, Executive Director of Business Development at Pearson VUE, and Elan Schacter, massage therapist and educator. The session explored the structures in place that ensure your exam's legitimacy and how your leadership sustains its value as a regulatory tool protecting both the public and professionals. The panel focused on the value of the MBLEx, how it supports public protection, how it helps regulators make licensing decisions, and how it shapes the profession moving forward.

Some Key Takeaways

As FSMTB members, you own and govern the MBLEx.

As massage therapy continues to grow as both a wellness and healthcare profession, one of the most important responsibilities the regulatory community has is ensuring the public is safe and cared for by competent professionals.

State licensing boards rely on the Massage & Bodywork Licensing Examination (MBLEx), as a tool to measure whether a massage therapist has the entry-level knowledge and skills needed to practice safely and competently.

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These efforts focused on establishment regulation and apprenticeships (Arkansas), continuation of the board (Arizona), reflexology exemptions (North Carolina), increase in education hours (Georgia), and changes to the Massage Practice Act (South Dakota).

This session explored the ongoing challenges posed by fraudulent massage therapy education programs and their impact on licensure and public protection.

❖ **Education Fraud**

Some Key Takeaways

Differentiating between agency approval and federal recognition for apprenticeships prevents a false sense of protection, especially if programs are not officially recognized.

Collaboration with FSMTB strengthens efforts to identify and prevent education fraud.

The FSMTB Eligibility Review Panel's decisions are made by regulators, always emphasizing a fair process.

Questions for DSPS:

- ❖ Can the board view the credentialing reports given to the Massage Therapy Board to help flag potential education fraud and other flags that need further investigation while applying for WI licensure? There are issues with apprenticeship.gov. giving 'credit' for education (Educational Code: 51.3501) and MBLEx applicants. Example: State of Texas accepts the 'credit' and accepts a Chinese language alternative test for licensure. Pass rates in Texas among Chinese language alternative test have increased over 67% in the last three years. There are other states with similar 'licensure' requirements, how is this monitored when a 'licensed' therapist wants to get a license in WI?
- ❖ We learned that FSTMB and AMTA are crafting establishment licensure bills for Wisconsin? If they submit the bill to the DSPS for input, can the board also give suggestions or, at minimum, view?
- ❖ We know that the Governor created a human trafficking task force, is there a way that an individual from the Massage Therapy Board also have a seat on the task force? Our industry is highly impacted and decisions are being made in regards to our licensed therapists/industry, we would like a seat on the task force.

What surprised us:

Representing the various state boards, there was a large amount that weren't massage therapists. This was a bit disappointing but also thankful that the DSPS sees the value with sending a massage therapist member.

We believe there is value in sending two board members. Knowing this year wasn't normal opportunity to send two, we want to explore how we can have two board members attend next year.