

President's Address
National Board of Chiropractic Examiners
Vernon Temple, D.C. NBCE President
May 4, 2007

Welcome. It is indeed an honor and a privilege for me to stand before our family in testing. I'm pleased to share with you the accomplishments of the NBCE over the past year, to update you on governance and to talk about future testing issues.

Before that though, let me introduce the NBCE Board of Directors and just a few of the many distinguished guests that have joined us today:

NBCE Board of Directors

Dr. Jerry Blanchard
Dr. Ted Scott
Dr. Mary-Ellen Rada
Dr. Frank Hideg
Dr. Norman Ouzts
Dr. Donna Craft
Dr. Frank Lizzio
Dr. Earl Wiley
Dr. Ed Weathersby
Dr. Oliver Smith
Executive Vice-President Mr. Horace Elliott

Chiropractic College Representatives

Logan College: Dr Carl Saubert (in place of Dr. Goodman) & Dr. Muriel Perillat
Parker College Dr. Kenneth Thomas Dr. Patrick Bodnar Dr. Larry Stolar
Western College Dr. Joe Brimhall Dr. Lester Lamm
SCUHS Dr. Reed Phillips

Association Representatives

ACC Mr. David O'Brien
CFCRB Dr. Peter Waite
ABCA Dr. Valda Dawson
FCER Dr. Charles Herring
FCLB Board

Dr. Ed Weathersby
Dr. Oliver Smith
Dr. Daniel St. Germain
Dr. Rick Cole
Dr. Carol Davis
Dr. Leroy Otto
Dr. Lawrence O'Connor
Dr. Ron Tripp
Dr. Farrel Grossman
Mr. Joe Baker, Jr.
Donna Liewer

Law Firm of Quarles and Brady
Janice Rodgers
John Vail

James Slaughter

James Slaughter is an attorney in North Carolina specializing in parliamentary law.

Who's not here? Let's take a moment to remember Dr. Carl Nelson, Alabama

The NBCE has been at the forefront of assessment and testing of chiropractors for more than 44 years. In 2006 we celebrated the 10th anniversary of our Part IV practical exam. The NBCE's 34 employees have over 400 years cumulative experience in testing, and it is no wonder that we are so proud and confident in their work.

The NBCE management team is led by Executive Vice-President Mr. Horace Elliott, who has served for 21 years. Dr. Mark Christensen, Director of Testing, has been with us the longest—25 years. I would also like to welcome the remainder of the management staff:

Dr. Paul Townsend, Director of the Part IV Exam
Dr. Ray Townsend, Director of Written Examinations
Dr. Martin Kollasch, Manager of International Operations
Pamela Kurtz, Director of Administration
Stephen Tracy, Director of Finance
Joanne Monath, Director of PR and Communications
Kay Leff, Executive Assistant

Although it is the responsibility of the Board of Directors to set the vision of the NBCE, it is this management team and their staff who provide the expertise, dedication and the commitment that enable this organization to function so well and to them I express my heartfelt appreciation.

I want to take just a moment to look back. I would be remiss if I did not address the events of the past several years. This organization has been tested and we have had a very difficult time in that transition. At times this has been a divided group and in that transition, friends have disagreed, feelings have gotten hurt. It was not about who was right or who was wrong but simply differing opinions and changing times. Although the discourse could have been smoother, ultimately this process made the National Board stronger. I want to thank everyone who cared enough for the National Board to become involved in these discussions. This past year has been a time for us to heal, to reunite as a family and to move forward, learning from our experience and once again concentrating on the NBCE and testing.

The past is our prologue our foundation—but you cannot lead by looking behind—you need to look ahead. Along with the Board I have dedicated this past year to moving forward. We are focused on strengthening our foundation and on assuring the continued success of the NBCE. This has been a time of change, not just in the Board of Directors, but for all boards—a change in governance, a change in director responsibilities, and a change in technology.

So let's talk about change. Directors will come and go. Herbert Hoover once said, "In the great mass of our people there are plenty of individuals of intelligence from among whom leadership can be recruited." I am proud of the current board members who share our complex responsibilities and proud of the opportunities they have given me to lead. We work together to encourage and recruit leadership to continue the great legacy of the NBCE. Delegates change. 36% of you are new Delegates compared to last year. College leadership changes, students pass their exams and become doctors.

What else is changing? Technology changes exponentially. Testing standards, test delivery and test security evolve. Governance will evolve. As a group we, must be ever vigilant to keep up—we must constantly review and revise policies, procedures, our test delivery formats. We must expose ourselves to new ideas. We must listen. We must be aware of the technology that supports our process and programs that make testing easier.

We must be aware of technology that challenges our concepts of security. We must be ever vigilant. Let's talk about security, one of our primary responsibilities. This year I asked, Dr. Frank Hideg and Dr. Bud Smith, as co-chairs of Part III and Part IV Exam Committee to review

our current policies and procedures to ensure security from the time we pack the trunks to the return of exams back to the National Board. As tight as our security has been throughout 45 years of testing, we will always be challenging ourselves to bring it to the next level.

Pilot-testing of metal detection security screening systems have been used throughout the year and soon will be at all written and Part IV practical exam sites. Not only does this new technology allow us to screen for items that could compromise test results: camera phones, pencil scanners, and communication devices, but screening also allows us to increase the safety and security of our exam administrators, examinees and all who are involved with our testing process. Their safety is a responsibility that we take very seriously. However, as necessary as this is, it comes at a considerable cost. It will require approximately 200 additional employee days for security in our four exam administrations. It is the inevitable change that has become a reality and a responsibility.

Let me reflect upon and celebrate some of the accomplishments of 2006. I see transparency as public accountability, especially to our delegates. This helps ensure prudent board direction.

- One of our goals this year has been to incorporate best practice guidelines for non-profits. With that we have had the opportunity to work with John Vail and Janice Rodgers, attorneys from the law firm of Quarles and Brady. Their expertise in non-profit board governance and finances has been especially helpful with regard to new board responsibilities, conflict of interest and budgetary issues, and best practices as they relate non-profit boards.
- Together, we finalized conflict of interest and confidentiality documents for the NBCE Board of Directors. And today, we will propose bylaws amendments that I believe show progress, yet still provide the institutional stability that an organization such as the NBCE deserves and requires. This is a judicious step toward greater accountability and offers a compromise that I believe will be strongly endorsed.
- John Vail has illuminated our understanding of the unfolding impact of the Sarbanes Oxley Act on non-profits. To help you understand what it means for organizations like NBCE, we have included his publication treatise on “the best of the best practices for governing non-profits.” You will find this in your delegate notebooks.
- In addition, the Board has focused on collaboration and cooperation with other organizations within our profession. These relationships allow us to understand the needs and responsibilities of testing communities and aids our understanding of the attitudes towards testing by students, colleges, practitioners, and state licensing boards. We want to understand changes in curriculum, statutory changes and innovative educational formats that may be affected by test delivery schedules. We appreciate the welcome that has been offered to us by these stakeholders, and we will understand and respond to what is happening in this community.
- The Board has become more efficient this past year in conducting our meetings. Executive Committee meetings now end with a full board conference call so that we can proceed to enact decisions without significant delay.
- This past week, the Board voted to appoint an advisory committee of delegates to review and make recommendations for the acceptance of the minutes of the annual meeting. This will ensure more timely and accurate annual meeting minutes.
- In 2006, we continued to produce the highest performing and most reliable exams in the history of the NBCE. We continue to meet the standards set by 51 US licensing jurisdictions. We are dependent on the commitment of test committee members, Part IV examiners, and chief examiners. We thank you for

- becoming personally involved in this process.
- Recently Dr. Mark Christensen, Director of Testing, told the Board that he expects “there will be more changes in testing over the next few years than there has been since the inception of NBCE.” This change will be driven by technology and will keep the NBCE very busy.
- Groundwork is currently being laid to reformat the test delivery methods for both Part III and for Part IV. Dr. Ray Townshend and Dr. Chad Maola have presented a new delivery method in testing known as “extended matching.” It relies on basic knowledge and critical thinking skills necessary to assess clinical competency and will keep us current with developing test technology. Both Part III and Part IV will see changes in their delivery formats.
- To ensure that the NBCE never falls behind, this board has approved increased staff training and development. Staff must collaborate with other testing organizations in their unique areas of expertise. This includes attending programs at ACC-RAC, American Back Society, CLEAR, ATP, ASPT, and human relations and employee issues.
- The NBCE website has been expanded and utilized to convey annual meeting news. This year for the first time, we posted proposed bylaws changes and a rationale document to make both communication and availability easier.
- We also posted the credentials committee.
- We continue to expand score reporting options and have exam applications available online.
- The board approved building renovations. We transformed the basement into a more ergonomic, efficient and secure packing area for the exams.
- We have increased efficiency and reduced the potential for employee injury.
- The large meeting room is in need of updating. A kitchen has been added and just this week, the Board approved upgrading its audio visual capability to accommodate test committees and group meetings. The NBCE is slowly exceeding its building space and we understand that we may eventually need to consider building expansion or a secondary storage building on our campus.
- The International Board of Chiropractic Examiners continues to participate and explore our role in international testing. The question may be why. Why be involved internationally? The most compelling reason is that chiropractic is exploding worldwide: there are now more chiropractic schools outside of the US than within our borders; there are governments attempting to establish appropriate regulatory and testing requirements. We believe we have perhaps a 10-15-year window to influence chiropractic and testing outside of the United States. After that, international chiropractic will be so large that it will drive the profession. We want that returning shadow to be a reflection and a standard that can be universally accepted and not in conflict with ours.

This year we appointed Dr. Susan King from Glamorgan University in the UK and Dr. Stathis Papadopoulos from Cyprus who have joined us to develop a truly global vision and strategy for the IBCE. We are fortunate to have their commitment to our organization.

In 2006, the IBCE surveyed Brazilian chiropractors and then successfully developed and administered a pilot assessment exam in Brazil. We developed test questions for initial licensure in Thailand and developed a SPEC-type exam for the nation of Cyprus.

In just one week, the International Affairs Committee will head to Portugal to participate in the annual meetings of the World Federation of Chiropractic and the European Chiropractic Union. The WFC has endorsed the concept of standardized assessments thus enabling the IBCE to take a leadership role in

building an international testing organization. In Portugal we will meet with many representatives from different countries to better assess and address their licensing needs.

So those are just a few of the changes and accomplishments for 2006. Let me tell you what won't change: the organizational stability of the NBCE, the production of the finest quality exams, the importance of financial accountability, and our commitment to form strong relationships with delegates, state licensing boards, colleges, chiropractic organizations and all other shareholders. That will always be our primary objective. If we do not know where we are going, then any road will get us there. We must choose our roads and our destinations carefully.

As this board looks ahead we understand that our primary responsibility is to continue to produce the absolute best exams for chiropractic licensure, to continue to meet the highest standards in testing and security, and to comply with the requirements of state licensing boards. We will continue to investigate all technological and practical avenues to enhance our testing responsibilities. We need to continue to set the standard in the testing community and to exceed your expectations in testing and in governance. We will do this by listening, keeping an open mind, and by maintaining ongoing dialog with you and with the testing community.

We must continue to build upon this family of state delegates, students, colleges, associations and the profession. It's time to come home, and to be at home in testing. The future does not just happen. Not just any road is acceptable. We will choose the path and together we will create that bright future. Thank you.