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2023 House of Delegates Addendum

November 10-12, 2023
McCormick Place & Hyatt Conference Center
Chicago, IL

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2023 Resolution Index Summary
Robert M. Peskin, DDS, FAGD, AGD Speaker of the House
Abe Dyzenhaus, DDS, FAGD, AGD Secretary
Jennifer Goler, Director, Governance
(As of 10/18/23)

Resolution #	Brief Description	Ref. Comm. Assignment
101	Approve 2025 Membership Dues	Admin/Image/Mem 2:30 – 4:00 pm
102	Addition of Resident Membership Category	Admin/Image/Mem 2:30 – 4:00 pm
150	Approve 2024 Budget	Admin/Image/Mem 2:30 – 4:00 pm
201	Amend HOD Fellowship, Mastership and Lifelong Learning and Service Recognition Guidelines	Continuing Education 4:00– 5:30 pm
301	Rescission of HOD Policy 98:22-H-7	Advocacy/Other Priorities 1:00 – 2:30 pm
302	Adopt HOD Policy Supporting Dental Loss Ratios	Advocacy/Other Priorities 1:00 – 2:30 pm
303	Amend HOD Policy 2017:308-H-11 Educating the Profession & Public about the Value of Dental Oral Cancer Exams, etc.	Advocacy/Other Priorities 1:00 – 2:30 pm
304	Rescission of HOD Policy 2009:301S-H-7	Advocacy/Other Priorities 1:00 – 2:30 pm
305	Rescission of HOD Policy 2009:306-H-7	Advocacy/Other Priorities 1:00 – 2:30 pm
306	Rescission of HOD Policy 2009:307-H-7	Advocacy/Other Priorities 1:00 – 2:30 pm
307	Rescission of HOD Policy 81:28-H-7	Advocacy/Other Priorities 1:00 – 2:30 pm
308	Rescission of HOD Policy 88:48-H-7	Advocacy/Other Priorities 1:00 – 2:30 pm
309	Rescission of HOD Policy 94:24-H-7	Advocacy/Other Priorities 1:00 – 2:30 pm
310	Rescission of HOD Policy 94:32-H-7	Advocacy/Other Priorities 1:00 – 2:30 pm

311	Revision of HOD Policy 2002:28-H-7	Advocacy/Other Priorities 1:00 – 2:30 pm
312	Revision of HOD Policy 2007:311-H-6	Advocacy/Other Priorities 1:00 – 2:30 pm
313	Revision of HOD Policy 80:23-H-7	Advocacy/Other Priorities 1:00 – 2:30 pm
314	Amend AGD Bylaws Officer Eligibility	Advocacy/Other Priorities 1:00 – 2:30 pm
315	Adopt HOD Policy on Artificial Intelligence in Dentistry	Advocacy/Other Priorities 1:00 – 2:30 pm
316	Amend Constitution & Bylaws Prohibit Trustees as Delegates	Advocacy/Other Priorities 1:00 – 2:30 pm
317	Revision of AGD Policy 2014:306C-H-6 Adequacy of Present Dental Workforce	Advocacy/Other Priorities 1:00 – 2:30 pm



Reports to be reviewed by the

Reference Committee on
**Reference Committee on Advocacy & Other
Priorities**

Friday, November 10, 2023

2:30 - 4:00 p.m.

MP S102bcd

Jessica J. Brisbois, DDS - Chair	Michigan	15
Jenni C. Bobbio, DDS, FAGD	Virginia	16
Steven Hochfelder, DMD, FAGD	Florida	17
Madhavi H. Joshi, DDS, MAGD	California	18
Lindsey Wendt, DDS, MAGD	Texas	19
Darren S. Greenwell, DMD, MAGD - Consultant	Kentucky	20

22

Resolution 301

“Resolved, that HOD Policy 98:22-H-7 be rescinded.”

~~“98:22-H-7 Resolved, that the Academy of General Dentistry be directed to oppose any legislation or regulation that is not based on documented scientific evidence of significant general risk to dental patients or workers which would prohibit the use of latex or latex-containing products in the dental office.”~~

Resolution 302

“Resolved, that the AGD supports legislation requiring dental loss ratio minimums of no less than 85% of dental insurance premiums spent on all claims in all relevant jurisdictions, and be it further,

1 **“Resolved, that the AGD will support a lesser percentage in states where the 85% figure is**
2 **not politically feasible, and be it further**

3
4 **“Resolved, that the AGD supports transparency of the reporting of dental insurance**
5 **companies’ expenditures as they relate to direct patient care.”**

6
7 **Resolution 303**
8

9 **“Resolved, that HOD policy 2017:308-H-11 as referred by the 2022 HOD Resolution 326 be**
10 **amended to read**

11
12 **“Resolved, that the Academy of General Dentistry (AGD) supports educating the dental**
13 **profession and the public as to the value of dental oral cancer examinations, oropharyngeal**
14 **cancer screenings, and HPV vaccination to help prevent Oral Cancer,**

15
16 **and be it further**

17
18 **Resolved, that this policy will automatically be sunset at the close of the 2028 House of**
19 **Delegates.”**

20
21 **Resolution 304**
22

23 **“Resolved, that HOD policy 2009:301S -H-7 be rescinded.”**

24
25 **~~“2009:301S -H-7 Resolved, that the AGD support legislation requiring insurance carriers~~**
26 **~~to cover reimbursement for surgical implant placement and restoration.”~~**

27
28 **Resolution 305**
29

30 **“Resolved, that HOD policy 2009:306-H-7 be rescinded.”**

31
32 **~~“2009:306-H-7 Resolved, that, when one or more dentists are involved in dental implant~~**
33 **~~therapy, there should be mutual agreement of the restorative objectives by all parties,~~**
34 **~~including the patient, before any invasive therapy is undertaken.”~~**

35
36 **Resolution 306**
37

38 **“Resolved, that HOD policy 2009:307-H-7 be rescinded.”**

39
40 **~~“2009:307-H-7 Resolved, that the AGD adopt the Educational Objectives for the Provision~~**
41 **~~of Dental Implant Therapy.”~~**

42
43 **Resolution 307**
44

45 **“Resolved, that HOD policy 81:28-H-7 be rescinded.”**

1
2 ~~"81:28-H-7 Resolved, that the Academy of General Dentistry endorses the universal (1 to~~
3 ~~32/a to t) tooth numbering system adopted by the ADA and encourage its immediate~~
4 ~~implementation through the American Dental Association and the American Dental~~
5 ~~Education Association and other segments of the dental profession."~~

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Resolution 308

“Resolved, that HOD policy 88:48-H-7 be rescinded.”

~~“88:48-H-7 Resolved, that the AGD adopt the following policy:~~

~~AGD Policy Statement On Treatment Of Medically Compromised Dental Patients~~

~~With the aging of the population and the spread of infectious diseases, dentists will
encounter growing numbers of medically compromised patients, including those with
infectious diseases. The general dentist, as primary dental care provider, plays the key role
in providing and coordinating dental care for such patients.~~

~~In this role dentists have responsibilities to all patients, staff and other parties which they
are ethically bound to fulfill.~~

~~Responsibilities to the Medically Compromised Patient~~

~~o — To treat the patient with kindness and compassion, regardless of the nature of the
patient's condition.~~

~~o — To be sufficiently educated to evaluate the dental health of a medically compromised
patient and to consult with physicians, when necessary, regarding the patient's medical
status.~~

~~o — To provide appropriate treatment within the dentist's realm of competence.~~

~~Responsibilities to Dental Staff~~

~~o — To ensure that staff are trained in emergency care, the management of special
health conditions and the management of medically compromised patients.~~

~~o — To advise staff of the health status of each patient so they may employ appropriate
procedures and avoid procedures that may place themselves or the patient at unnecessary
risk.~~

~~o — To ensure that all staff members are properly educated so they understand that
infection control measures, including barrier techniques are in place and practiced
routinely to protect them against disease. With this understanding they can properly
render compassionate care to a medically compromised patient.~~

1 Responsibility to Other Parties

2
3 ~~o — Dentists must observe state and/or federal laws and regulations that require~~
4 ~~providers to protect the confidentiality of the patient.~~

5
6 Ethical Considerations for Treating HIV Positive Patients

7
8 ~~The AGD believes that dentists are obligated to observe the American Dental Association's~~
9 ~~Principles of Ethics and Code of Professional Conduct in the treatment of all patients~~
10 ~~including those who are medically compromised, of which HIV positive patients are a~~
11 ~~part."~~

12
13 Resolution 309

14
15 "Resolved, that HOD policy 94:24-H-7 be rescinded."

16
17 ~~"94:24-H-7 Resolved, that assuring the public of the dental profession's continued~~
18 ~~competency is best addressed by appropriate continuing dental education, effective peer~~
19 ~~review, and the proper enforcement of the dental practice acts by the state and provincial~~
20 ~~boards of dental examiners, and be it further~~

21
22 ~~Resolved, that the AGD of General Dentistry continue to express this position by letter to~~
23 ~~members of the American Association of Dental Examiners Continued Competency~~
24 ~~Committee and the American Association of Dental Examiners Executive Council before~~
25 ~~the final presentation of the Continued Competency report, and be it further~~

26
27 ~~Resolved, that the Academy of General Dentistry express this position by letter to the~~
28 ~~American Dental Association, the American Dental Education Association and all other~~
29 ~~individuals and organizations that would be affected by or have influence on this issue."~~

30
31 Resolution 310

32
33 "Resolved, that HOD policy 94:32-H-7 be rescinded."

34
35 ~~"94:32-H-7 Resolved, that any parameter of care established for the entire dental~~
36 ~~profession should be:~~

- 37
38 ~~1. — Condition-based;~~
39 ~~2. — Equally applicable to all dental care providers;~~
40 ~~3. — Universally accepted within the dental profession; and~~
41 ~~4. — Developed by the American Dental Association with appropriate representation by~~
42 ~~the affected communities of interest, including the AGD as the representative of general~~
43 ~~practitioners; and be it further~~

44 ~~Resolved, that the AGD's Dental Practice Council shall continue to monitor the status of~~
45 ~~parameters and attempt to achieve AGD representation in the development of parameters,~~
46 ~~and be it further~~

47 ~~Resolved, that the AGD reserves the right to develop its own parameters or oppose the~~
48 ~~development of parameters should the need arise."~~

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Resolution 311

“Resolved, that HOD policy 2002:28-H-7 be amended as follows:

“2002:28-H-7 Resolved, that the Academy of General Dentistry believes that to be eligible to apply for an initial license to practice dentistry in the United States or Canada, the candidate must have:

Graduated from a dental college with training that is equivalent or higher than that provided by a dental college approved by the American Dental Association’s Commission on Dental Accreditation or the Canadian Commission on Dental Accreditation,

Passed Part I and Part II of the National Board Exam (or the National Dental Examining Board Exam in Canada), and meet any other licensure requirements set for by their licensing authority.

~~Passed a state or provincial licensing examination, or its equivalent, as determined by the state or provincial board of dentistry, and any additional requirements.~~

Resolved that this policy will sunset at the close of the 2028 House of Delegates.”

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Resolution 312

“Resolved, that HOD policy 2007:311-H-6 be amended as follows:”

“2007:311-H-6 Resolved, that the AGD ~~House of Delegates (HOD)~~ ~~urge the AGD Dental Practice Council to maintain~~ a standing entity on the Code on Dental Procedures and Nomenclature and be it further, ~~(Code) to dedicate its time and efforts exclusively to ensuring that the voice and needs of general dentists get~~

Resolved, that the AGD adequate maintain representation via a delegate and alternate to the Code Maintenance Committee (CMC), in the Code revision process before the ADA’s Council on Dental Benefit Programs (CDBP) and the Code Revision Committee (CRC).”

And be it further,

Resolved that this policy will sunset at the close of the 2028 House of Delegates.”

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Resolution 313

“Resolved, that HOD policy 80:23-H-7 be amended as follows:

“80:23-H-7 Resolved, that AGD recognizes that dental assistants should be properly trained to safely utilize radiological equipment, and be it further,

1 Resolved, that AGD recognizes the need to have dental radiological equipment
2 appropriately monitored in order to ensure the safety of the public, and be it further,
3

4 Resolved, that this policy will sunset at the close of the 2028 House of Delegates.” AGD
5 encourages the ADA to establish a comprehensive radiological safety program.”
6

7 Resolution 314
8

9 “Resolved, that the AGD Bylaws be amended at Chapter IX by addition, so that they read:
10

11 Chapter IX. Elective Officers,
12 Section 1 A. Eligibility

13 Only an active, emeriti, or retired member in good standing of this AGD shall be eligible to
14 serve as the elective officer. A candidate may only run for one office per election. All
15 candidates running for an AGD Executive Committee position must have served on the
16 AGD Board for a full term, prior to taking office.”
17

18 And be it further,
19

20 Resolved, that any member of the AGD Executive Committee that runs for the position of
21 AGD Vice President must be in their last year of the term of their current position before
22 assuming the office of Vice President.”
23

24 Resolution 315
25

26 “Resolved, that the AGD adopt the ‘Artificial Intelligence in Dentistry’ statement:
27

28 Artificial Intelligence in Dentistry
29

30 Artificial Intelligence (AI) is defined as intelligence demonstrated by machines rather than
31 natural intelligence displayed by humans.
32

33 The AGD recognizes the role of AI as an adjunctive tool or application that can be used by
34 the general dentist to aid in the success of patient centered oral health and administrative
35 efficiency. The dentist-patient relationship is sacrosanct; AI should never supersede or
36 replace the dental practitioner in clinical decisions or in any way erode the
37 patient/practitioner relationship. Dentists are licensed by state agencies and determine the
38 diagnosis, prevention, care and treatment of oral diseases and conditions.
39

40 Transparency in the development and utilization of AI systems is vital for the trust of
41 practitioners and patients. Therefore, the AGD advocates for transparency in AI system
42 tests and validation sets, for equal distribution of sensitivity and specificity outcomes, and
43 to reduce bias and contamination of AI software development.
44

45 AGD holds that third party payers who utilize AI should not unduly track and/or attempt
46 to influence recommended treatment and ensure equal reimbursement for providers
47 without regard to the use of AI within the practice. Furthermore, AGD holds that third

1 party payers should not use AI data as the basis for removing a provider from their
2 provider network. Therefore, dental AI data transparency should be available to providers
3 detailing what data are collected from the practice, how long the data are retained, and
4 what manner the data are being used, especially regarding the determination of
5 reimbursement schedules and developing business plans.

6
7 The AGD understands the complexity and dynamism of AI systems and therefore
8 acknowledges the need for review of AI policy statements to reflect current knowledge of
9 AI as applied in dentistry.

10
11 Resolved, that this policy will sunset at the close of the 2028 House of Delegates.”

12
13 **Resolution 316**
14 **2022 HOD Resolution 323**

15
16 **“Resolved, that the Bylaws be amended at Chapter VIII, Section 2., Certification of**
17 **Delegates:, so that it reads:**

18
19 **... Individuals serving on the AGD Board may not serve as Delegates ~~but may serve as~~**
20 **~~alternates with the right to be elevated to delegate status only in there are no other~~**
21 **~~individuals from the constituent available and subject to the approval of the Credentials~~**
22 **~~and Elections Committee during the annual meeting. And be it further,~~**

23
24 **Resolved, that the Rules of Procedure for Conducting The Reference Committee Hearings**
25 **and Business of the Academy of General Dentistry’s House of Delegates be amended at**
26 **Paragraph 8 f., so that it reads:**

27
28 **All members of the Board ~~who have not otherwise been elected delegates (such Board~~**
29 **~~members may be seated with their constituent academy delegation on the floor of the~~**
30 **HOD).”**

31
32 **Resolution 317**

33
34 **“Resolved, that HOD policy 2014:306C-H-6 be amended to read**

35
36 **“Resolved, that policy 2014:306C-H-6 ~~2002:26-H-7~~ be revised as follows:**

37
38 **“Resolved, that the Academy of General Dentistry adopt the following statement relative to**
39 **the adequacy of the dentist workforce:**

40
41 **~~The dentist workforce in the United States is sufficient to meet the needs of the public~~**
42 **~~demand for dental services. Geographic imbalances exist in localized areas due to a variety~~**
43 **~~of factors. Where these imbalances result in shortages, the affected regions must be~~**
44 **~~examined and addressed individually for appropriate solutions. The development of a~~**
45 **~~responsive, competent, diverse, and “elastic” workforce should address potential increases~~**
46 **~~in demand for dental services. The number of dentists in the U.S. is adequate with further~~**

1 supply increases projected through 2040. Industry support staff is declining and deficient
2 resulting in barriers to dental care delivery. A support staff shortage requires the dentist to
3 provide basic preventative care as well as complex treatment. Perceived shortages of
4 dentists are the result of geographic imbalances amplified by the existing shortage of
5 industry support staff. Access to care issues must focus on geographic imbalances as well as
6 the undersupply of industry support staff and be it further

7
8 Resolved, that this policy will automatically be sunset at the close of the 2028 House of
9 Delegates.”

10
11

Resolution 315

“Resolved, that the AGD adopt the ‘Artificial Intelligence in Dentistry’ statement:

Artificial Intelligence in Dentistry

Artificial Intelligence (AI) is defined as intelligence demonstrated by machines rather than natural intelligence displayed by humans.

The AGD recognizes the role of AI as an adjunctive tool or application that can be used by the general dentist to aid in the success of patient centered oral health and administrative efficiency. The dentist-patient relationship is sacrosanct; AI should never supersede or replace the dental practitioner in clinical decisions or in any way erode the patient/practitioner relationship. Dentists are licensed by state agencies and determine the diagnosis, prevention, care and treatment of oral diseases and conditions.

Transparency in the development and utilization of AI systems is vital for the trust of practitioners and patients. Therefore, the AGD advocates for transparency in AI system tests and validation sets, for equal distribution of sensitivity and specificity outcomes, and to reduce bias and contamination of AI software development.

AGD holds that third party payers who utilize AI should not unduly track and/or attempt to influence recommended treatment and ensure equal reimbursement for providers without regard to the use of AI within the practice. Furthermore, AGD holds that third party payers should not use AI data as the basis for removing a provider from their provider network. Therefore, dental AI data transparency should be available to providers detailing what data are collected from the practice, how long the data are retained, and what manner the data are being used, especially regarding the determination of reimbursement schedules and developing business plans.

The AGD understands the complexity and dynamism of AI systems and therefore acknowledges the need for review of AI policy statements to reflect current knowledge of AI as applied in dentistry.

Resolved, that this policy will sunset at the close of the 2028 House of Delegates.”

AIR22-23BMIII#19 – Adopt HOD Policy on Artificial Intelligence in Dentistry

Prepared by: Jeanie Kennedy, Manager, Dental Practice & Policy

Confidential: No

Date of Report: June 28, 2023

Staff Resources to Create AIR: \$100 x 1 hour = \$100

1 **Staff Resources for Project:** \$100 x 3 hours = \$300

2
3 **Budget Ramifications:** None

4
5 **Total Financial Cost:** \$400

6
7 **Action/Timeline:** Vote by Board 2022-2023 Board Meeting III; transmittal to 2023 House of
8 Delegates, with immediate implementation.

9
10 **BOARD RECOMMENDS ADOPTION**

11
12 *Y – Anderson, Battaglia, Belsito, Burn, Charnesky, Chetty, Dyzenhaus, Eaton, Gordon,*
13 *Guilbeau, Kaner, Kozelka, Laidley, Martin, Ohmer, Picone, Reed, Russo, Shaver, Sinha, Wong,*
14 *Worob*

15
16 *A – Levine*

17
18 *N/A – Guter*

19
20 **How It Fits into the Strategic Plan:**
21 **Public and Policy Advocacy**

22
23 **Improve the climate for practicing dentistry through patient and policymaker education on**
24 **the value of oral care and general dentistry and by promoting AGD members’ lifelong**
25 **commitment to continuing education and successful patient outcomes.**

26
27 **Goals**

- 28
29 1. *Patients will seek out AGD members or member led practices.*
30 2. *Policy makers will support policies encouraging viable general dentist practices and*
31 *improving oral health.*

32
33 **High-Level Strategy**

34 To achieve these goals, AGD will do the following:

- 35 • **Increase Patients**—Promote efforts highlighting the clinical differentiation between AGD
36 members and other oral healthcare options.
37 • **Educate Policy Makers**—Educate policy makers on the positive patient clinical outcomes of
38 dentist led general dentistry practices.
39 • **Advocate for the Dental Home Concept**—AGD will identify and implement strategies to
40 educate policymakers and the public on the value of the dentist-led dental home concept.

41
42 **How it Fits into the Corporate Objectives:**

43 **Advocacy**

- 44 • Represent and communicate to members, policy makers and the public, the interests of
45 general dentists and the patients that they serve - as measured by the awareness and
46 importance by members.

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Introduction:

The Dental Practice (DP) Council hosted two Zoom meetings with vendors of AI products during the last year. The purpose of the meetings was to provide education to council members in the breadth and scope of applications for general dentistry.

The DP Council recognizes the broad scope of medical, dental and regulatory literature on AI. AGD participates in developing consensus standards on AI through Dr. Callan White’s involvement in organized standardization activities, such as the ADA Standards Committee on Dental Informatics (SCDI), the American National Standards Institute (ANSI) and the International Standards Organization (ISO).

Other dental organizations have AI statements; the initial offering from the AGD is anticipated to be built upon in the years to come as general dentists accrue more experience with AI.

Some AGD members are using AI in their practices. DP Council and Communications staff recently conducted a survey of AGD members to determine the extent of their use and purposes for using AI. As of June 27, 2023, results of the data have not been analyzed as the data was just collected.

Necessary Information:

- Dr. Darren Greenwell, Chair of the Dental Practice Council, has provided input into this report.
- The DP Council approved the resolution during the May 30, 2023 Council Meeting.

What We Don’t Know:

- We don’t know whether the Board or HOD will approve this resolution.
- We don’t know how artificial intelligence will evolve in general dentistry and to what extent it will be problematic or beneficial.

Pros:

- Adoption of the proposed policy position allows AGD to enter the AI realm in a formal manner.

Cons:

- It is unknown how the HOD and the general membership will respond to this policy.

Executive Director Recommendations:

From: Colleen Lawler <Colleen.Lawler@AGD.org>

Sent: Sunday, July 9, 2023 5:31 PM

To: Jeanie Kennedy <Jeanie.Kennedy@AGD.org>

Subject: AIR to Adopt HOD Policy on Artificial Intelligence

Jeanie,

I have reviewed this AIR and it should be presented to the Board.

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Colleen

**Colleen Lawler IOM CAE
Executive Director
Academy of General Dentistry**

How It Fits into the Market Research:

- N/A

**Does this conflict with the Constitution and Bylaws, an AGD HOD Policy or Board Policy?
If yes, please provide the conflict and how you propose to resolve it:**

- No.

Responsible Staff Liaison & AGD member:

Jeanie Kennedy
Manager, Dental Practice & Policy
312 440-4347 – p
Jeanie.Kennedy@agd.org

Darren S. Greenwell, DMD, FACD, FICD, MAGD
Chair, Dental Practice Council
(270) 351-5858 –o
drgreenwell@dentistky.com

Suggested Councils or Agencies to Complete Action:

DP Council
Board
HOD
Communications
Constituent Services

Suggested Councils or Agencies to be Involved in Collaboration:

DP Council

Chair Approval Email:

From: Darren Greenwell <drgreenwell@dentistky.com>

Sent: Wednesday, July 5, 2023 5:47 PM

To: Jeanie Kennedy <Jeanie.Kennedy@AGD.org>; Colleen Lawler <Colleen.Lawler@AGD.org>

Cc: Daniel Buksa <daniel.buksa@agd.org>; Cindy Kluck-Nygren <Cindy.Kluck-Nygren@AGD.org>

Subject: Re: Response Requested by July 7, EOB: AIRs 2009 301S-H-7, 2009 306-H-7, 2009 307-H-7, 80 23-H-7, Policy on Artificial Intelligence

1 I approve.
2 Darren Greenwell DMD MAGD
3

4 **Board Liaison Review Email:**

5 **From:** Brad Anderson <brad.andersondds@gmail.com>

6 **Sent:** Wednesday, June 28, 2023 8:45 AM

7 **To:** Jeanie Kennedy <Jeanie.Kennedy@AGD.org>

8 **Cc:** Greenwell, Darren S., DMD, FAGD <drgreenwell@dentistky.com>; Colleen Lawler
9 <Colleen.Lawler@AGD.org>; Cindy Kluck-Nygren <Cindy.Kluck-Nygren@AGD.org>; Daniel
10 Buksa <daniel.buksa@agd.org>

11 **Subject:** Re: Response Requested by July 7, EOB: AIRs 2009 301S-H-7, 2009 306-H-7, 2009
12 307-H-7, 80 23-H-7, Policy on Artificial Intelligence
13

14 I have reviewed the AIRs.

15
16 Brad

17
18 **Vice President, Finance Review Email:**

- 19 • N/A
20

1 **AGD Board Member Preclusion from Serving as Delegate Issue Paper**

2
3 **22-23 BMII**

4
5 Resolution 323 from 2022 HOD is appended to this document.
6 Delegation deficiency report 2012-2021 is appended to this document.

7
8 **Summary of Issue:**

9
10 Dr. Peskin, in his capacity as Speaker of the HOD, proposed at 21-22 BMIII to amend AGD’s
11 Bylaws to preclude Board members from serving as Delegates to the HOD. The Board adopted
12 this proposal and transmitted the AIR to the HOD. The HOD debated the matter but ultimately
13 acted by referral to the appropriate agency. The issue is thus back before the Board.

14
15
16 **Decision(s) that need to be made:**

17 Should Board members be precluded from serving as Delegates and Alternates?

18
19 **Background:**

20 The Speaker, and other leading parliamentary authorities believe that it is never appropriate for
21 Board members to serve as Delegates (or Alternates) and have the proverbial “second bite of the
22 apple.” The lack of other individuals to serve as Delegates or Alternates raises more
23 fundamental questions relative to whether the HOD should be downsized.

24
25
26 **Considerations:**

- 27
28 1. As noted above, the issue at hand is should members of the Board, both Trustees and
29 Officers, have the right to serve as a Delegate or Alternate allowing them to have two
30 votes on an issue – once at the Board level and once at the HOD?
31 2. The Bylaws currently allow Trustees to be designated Alternate Delegates, and only if
32 there is a vacancy in the Delegation, and with the further approval of the C&E Committee
33 be elevated to Delegate.
34 3. There is no prohibition for incumbent officers serving as Delegates.
35 4. Through service on the Board and also the HOD, a Board member would have the
36 proverbial “second bite of the apple.” As noted above, this is not sound governance.
37 5. A number of Regions, including large single constituent Regions, are experiencing
38 challenges in recruiting enough Delegates and Alternates to fill their delegations. They
39 supplement their delegations with Board members.
40 6. If constituents are not able to fill their delegations, they may lose some representation in
41 the HOD.
42 7. The AGD Board represents the entirety of AGD and not a constituent or region. Once
43 the Board votes, individual Board members are required to speak with one voice and
44 support the outcome as adopted by the majority of the Board. A Board member thus
45 serving as a Delegate will not be allowed to vote his or her conscience, but rather must
46 vote the way the Board majority did.

- 1 8. Focusing on filling delegations may not be the correct question. Rather, if Regions are
2 having trouble filling delegations, perhaps the appropriate question is should we
3 downsize the HOD.
4

5 **Potential Advantages:**
6

- 7 1. Precluding Board members from serving as Delegates allows for best practices to be
8 followed in governance.
9

10 **Potential Disadvantages:**
11

- 12 1. Precluding Board members from serving as Delegates may result in constituents not
13 being able to fill some of their delegate seats in the HOD.
14

15 **Recommendation**
16

- 17 1. The Board should consider two distinct solutions:
18 a. Renewing its support of 2022 HOD resolution 323 which precludes members of
19 the Board from serving as Delegates and Alternates; and
20 b. In addition, whether the HOD should be downsized.
21
22

23 Submitted by: Daniel J. Buksa, Jennifer Goler
24

25 Executive Director Review:

26 **From:** Colleen Lawler <Colleen.Lawler@AGD.org>

27 **Sent:** Monday, February 13, 2023 12:56 PM

28 **To:** Daniel Buksa <daniel.buksa@agd.org>

29 **Subject:** AGD Issue Paper Resolution 323 referred from 22HOD combined V8
30
31

32 I have reviewed this document and believe it should go to the Board for discussion.
33

34 Colleen
35

36 **Colleen Lawler CAE IOM**
37 **Executive Director**
38 **Academy of General Dentistry**
39
40

1
2 **Addendum:**
3

4
5 **Constituents With Missing or No Representation to the HOD**
6

7 **2012**

- 8 • Hawaii – Region 14
9 Entitled to (1) delegate, no representation

10
11 **2013**

- 12 • Arkansas
13 Entitled to (1) delegate; no representation
14
15 • Hawaii
16 Entitled to (1) delegate, no representation
17
18 • Alberta
19 Entitled to (1) delegate, no representation
20

21 **2014**

- 22 • New Jersey – Region 4
23 Entitled to (9) delegates, only submitted names of (8) individuals (NJDA Annual Meeting)
24
25 • Alaska – Region 11
26 Entitled to (1) delegate, no representation
27
28 • Hawaii – Region 14
29 Entitled to (1) delegate, no representation
30
31 • New Mexico – Region 14
32 Entitled to (1) delegate, no representation
33

34 **2015**

- 35 • Hawaii – Region 14
36 Entitled to (1) delegate, no representation
37

38 **2016**

- 39 • Hawaii – Region 14
40 Entitled to (1) delegate, no representation
41

42 **2017**

- 43 • Hawaii – Region 14
44 Entitled to (1) delegate, no representation
45

46 **2018**

- 1 • Idaho – Region 11
2 Unable to find representative, trustee agreed to serve as a delegate per bylaws – did not
3 attend
4 due to illness
5
- 6 • Colorado – Region 14
7 Entitled to (3) delegates (only submitted names of (2) representatives)
8
9
- 10 • Hawaii – Region 14
11 Entitled to (1) delegate (no representative submitted)
12
- 13 • British Columbia – Region 15/16
14 Entitled to (1) delegate (no official constituent board nor representative submitted)
15
- 16 **2019**
- 17 • Minnesota – Region 10
18 Entitled to (2) delegates (unable to find someone to serve as 2nd delegate)
19
- 20 • Colorado – Region 14
21 Entitled to (3) delegates (only submitted names of (2) representatives)
22
- 23 • Hawaii – Region 14
24 Entitled to (1) delegate (no representative submitted)
25
- 26 • British Columbia – Region 15/16
27 Entitled to (1) delegate (no official constituent board established nor representative
28 submitted)
29
- 30 **2020 (Virtual)**
- 31 • Colorado - Region 14
32 Entitled to (3) delegates (only submitted names of (2) representatives)
33
- 34 • British Columbia – Region 15/16
35 Entitled to (1) delegate (no official constituent board established nor representative
36 submitted)
37
- 38 **2021**
- 39 • Michigan – Region 9
40 Entitled to (7) delegates, only (6) able to attend
41
- 42 • Idaho – Region 11
43 Entitled to (1) delegate (representative unable to attend to family conflict)
44
- 45 • Hawaii – Region 14
46 Entitled to (1) delegate (no representative submitted)

- 1
2 • Region 15-16
3 Entire region entitled to (10) delegate; all constituents submitted delegates
4 Due to COVID travel restrictions, Region 15-16 only sent (1) delegate in person to the
5 meeting
6

7 **2022**
8

- 9 • Rhode Island (1) – Due to COVID
10 • New Mexico (1) – Due to COVID
11 • Alberta (1) – Due to pregnancy
12 • British Columbia (1) – No official Board
13 • Georgia (2) – Originally had (6) submissions, had to remove (2) due to non-payment of
14 dues, Georgia unable to find replacements
15 • Colorado (1) – Delegate submitted (no show)
16 • Wisconsin (1) – Appointed delegate unable to attend due to prior teaching commitment
17

18 **Resolution 316**
19 **2022 HOD Resolution 323**
20

21 **“Resolved, that the Bylaws be amended at Chapter VIII, Section 2., Certification of**
22 **Delegates:, so that it reads:**
23

24 **... Individuals serving on the AGD Board may not serve as Delegates ~~but may serve as~~**
25 **~~alternates with the right to be elevated to delegate status only in there are no other~~**
26 **~~individuals from the constituent available and subject to the approval of the Credentials~~**
27 **~~and Elections Committee during the annual meeting. And be it further,~~**
28

29 **Resolved, that the Rules of Procedure for Conducting The Reference Committee Hearings**
30 **and Business of the Academy of General Dentistry’s House of Delegates be amended at**
31 **Paragraph 8 f., so that it reads:**
32

33 **All members of the Board ~~who have not otherwise been elected delegates (such Board~~**
34 **~~members may be seated with their constituent academy delegation on the floor of the~~**
35 **HOD).”**
36

37 **AIR21-22BMIII#27 – Amend Constitution & Bylaws Prohibit Trustees as Delegates**
38

39 **Prepared by: Dr. Robert M. Peskin, DDS, FAGD & Daniel Buksa, JD, CAE**
40

41 **Confidential: No.**
42

43 **Date of Report: April 6, 2022**
44

45 **Staff Resources to Create AIR: \$100 x 2 hours = \$200**
46

1 **Staff Resources for Project:** \$100 x 2 hours = \$200

2
3 **Budget Ramifications:** N/A

4
5 **Total Financial Cost:** \$400

6
7 **Action/Timeline:** Vote by the Board at 21-22BMIII; transmission to the 2022 HOD with
8 implementation for the 2023 HOD.

9
10 **BOARD RECOMMENDS ADOPTION**

11
12 *Y – Anderson, Belsito, Burn, Cassis, Gorman, Guter, Kosinski, Levine, Martin, Ohmer, Sinha,*
13 *Tillman, Wong, Worm*

14
15 *N – Dubowsky, Gordon, Kozelka, Reed, Russo, Stillwell*

16
17 *A – Shaver*

18
19 *a – Charnesky, Dyzenhaus, Eaton, Kaner, Peskin*

20
21 *N/A – Botko*

22
23 **How It Fits into the Strategic Plan:**

24 *Responsible stewardship of human, financial and operational systems will support*
25 *implementation of the vision, mission and strategic goals.*

26
27 **Strategy**

28 To achieve this goal, AGD will do the following:

29
30 Ensure efficient, effective and accountable infrastructure at all levels.

31
32 **How it Fits into the Corporate Objectives:**

- 33
 - N/A

34
35 **Introduction:**

36 Dr. Peskin, the newly elected Speaker of the HOD has identified a number of provisions that
37 require updating, and in addition, other items which will contribute to the more efficient conduct
38 of the HOD.

39
40 **Necessary Information:**

- 41
 - AIPSC governs AGD’s parliamentary procedure.
 - Dr. Peskin is an AIPSC certified Parliamentarian.
 - Dr. Peskin has reviewed and approved this report.
 - The Speaker, and other leading parliamentary authorities believe that it is never appropriate for Board members to serve as Delegates (or Alternates) and have the proverbial “second bite of the apple.” The lack of other individuals to serve as Delegates

1 or Alternates raises more fundamental questions relative to whether the HOD should be
2 downsized.

- 3 • The Council on Constitution, Bylaws and Judicial Affairs reviewed this proposal and
4 supports it.

5
6 **What We Don't Know:**

- 7 • We do not know how the Delegates will adjust to these changes.

8
9 **Pros:**

- 10 • The HOD will run more efficiently.

11 **Cons:**

- 12 • Some of the changes may take time for acclimation.

13
14 **Executive Director Recommendations:**

15 **From:** Colleen Lawler <Colleen.Lawler@AGD.org>

16 **Sent:** Saturday, July 30, 2022 10:22 AM

17 **To:** Daniel Buksa <daniel.buksa@agd.org>

18 **Subject:** AIR amend_Constitution_Bylaws_Peskin_NoBoardDelegates v3

19
20 **Executive Director Email:**

21 I have reviewed this AIR and believe it should be provided to the Board for review.

22
23 Colleen

24
25 **Colleen Lawler CAE IOM**

26
27 **How It Fits into the Market Research:**

- 28 • N/A

29
30 **Does this conflict with the Constitution and Bylaws, an AGD HOD Policy or Board Policy?**

31 **If yes, please provide the conflict and how you propose to resolve it:**

- 32 • This is an amendment to the Constitution and Bylaws.

33
34 **Responsible Staff Liaison & AGD member:**

35 **Dr. Robert M. Peskin**

36 **Speaker of the HOD**

37 rmpeskin@cs.com

38 **516.746.2434**

39
40 Mr. Daniel Buksa

41 Associate Executive Director, Public Affairs

42 **888.243.3368, x.4328**

43 Daniel.buksa@agd.org

44
45 **Suggested Councils or Agencies to Complete Action:**

- 46 • Board

- 1 • HOD

2

3 **Suggested Councils or Agencies to be Involved in Collaboration:**

- 4 • OED

5

6 **Chair Approval Email:**

- 7 • N/A

8

9 **Board Liaison Review Email:**

- 10 • N/A

11

12 **Director, Accounting and Finance Review Email:**

- 13 • No budget implications

14

1 AIR Addendum – HOD Policy Change Request

2
3 Action: Add _____ Revise X Delete _____

4
5
6 **Existing Policy to Revise/Delete:**

7 All members of the Board who have not otherwise been elected delegates (such Board members
8 may be seated with their constituent academy delegation on the floor of the HOD

9
10 **Resolution Presented for Approval:**

11 **“Resolved, that the Rules of Procedure for Conducting The Reference Committee Hearings**
12 **and Business of the Academy of General Dentistry’s House of Delegates be amended at**
13 **Paragraph 8 f., so that it reads:**

14
15 **All members of the Board ~~who have not otherwise been elected delegates (such Board~~**
16 **~~members~~ may be seated with their constituent academy delegation on the floor of the**
17 **HOD).”**

18
19 **Related Existing HOD Policies:**

- 20 • N/A

21
22 **Are existing AGD policies inadequate or no longer appropriate? Explain.**

- 23 • This is a request from the Speaker of the HOD

24
25 **For additions/revisions, how often should this policy be reviewed? [Default is every 5 years]**

- 26 • Default

27
28 **Any documentation or literature considered in developing this submission?**

- 29 • N/A

30
31 **Other Comments?**

- 32 • N/A

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Resolution 317

“Resolved, that HOD policy 2014:306C-H-6 be amended to read

“Resolved, that policy 2014:306C-H-6 ~~2002:26-H-7~~ be revised as follows:

“Resolved, that the Academy of General Dentistry adopt the following statement relative to the adequacy of the dentist workforce:

~~The dentist workforce in the United States is sufficient to meet the needs of the public demand for dental services. Geographic imbalances exist in localized areas due to a variety of factors. Where these imbalances result in shortages, the affected regions must be examined and addressed individually for appropriate solutions. The development of a responsive, competent, diverse, and “elastic” workforce should address potential increases in demand for dental services. The number of dentists in the U.S. is adequate with further supply increases projected through 2040. Industry support staff is declining and deficient resulting in barriers to dental care delivery. A support staff shortage requires the dentist to provide basic preventative care as well as complex treatment. Perceived shortages of dentists are the result of geographic imbalances amplified by the existing shortage of industry support staff. Access to care issues must focus on geographic imbalances as well as the undersupply of industry support staff and be it further~~

Resolved, that this policy will automatically be sunset at the close of the 2028 House of Delegates.”

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Revision of AGD Policy 2014:306C-H-6 Adequacy of Present Dental Workforce

Prepared by: Cindy Kluck-Nygren, Manager – Dental Practice

Confidential: No

Date of Report: August 29, 2023

Staff Resources to Create AIR: \$100 x 1 hours = \$100

Staff Resources for Project: \$100 x 1hours = \$100

Budget Ramifications: None

Total Financial Cost: \$200

Action/Timeline: Vote 2023 House of Delegates, with immediate implementation.

How It Fits into the Strategic Plan:
Public and Policy Advocacy

1 **Improve the climate for practicing dentistry through patient and policymaker education on**
2 **the value of oral care and general dentistry and by promoting AGD members’ lifelong**
3 **commitment to continuing education and successful patient outcomes.**

4
5 **Goals**

- 6
7 3. *Patients will seek out AGD members or member led practices.*
8 4. *Policy makers will support policies encouraging viable general dentist practices and*
9 *improving oral health.*

10
11 **High-Level Strategy**

12 To achieve these goals, AGD will do the following:

- 13 • **Increase Patients**—Promote efforts highlighting the clinical differentiation between AGD
14 members and other oral healthcare options.
15 • **Educate Policy Makers**—Educate policy makers on the positive patient clinical outcomes of
16 dentist led general dentistry practices.
17 • **Advocate for the Dental Home Concept**—AGD will identify and implement strategies to
18 educate policymakers and the public on the value of the dentist-led dental home concept.

19
20 **How it Fits into the Corporate Objectives:**

21 **Advocacy**

22
23 Represent and communicate to members, policy makers and the public, the interests of general
24 dentists and the patients that they serve - as measured by the awareness and importance of
25 members.

26
27 **Introduction:**

28 The Joint Subcommittee on Workforce, comprised of members of AGD’s Dental Practice (DP)
29 and Legislative and Governmental Affairs (LGA) Councils, discussed various reports claiming
30 that the U.S. was continuing to experience a shortage of dentists in addition to the shortage of
31 industry support staff that’s been exacerbated by the COVID-19 pandemic.

32
33 Members of both advocacy councils reviewed the recommended change to policy: while no
34 specific changes were suggested, feedback did support the need for states with designated Health
35 Professional Shortage Areas (HPSAs) to encourage financial scholarship help via a state program
36 at dental schools to provide a fully funded, four-year education in exchange for service at a
37 Federally Qualified Health Center (FQHC) or a similar location within an approved dental
38 shortage area.

39
40 DP staff is circulating a draft of a letter to be sent to leadership at the Health Resources and
41 Services Administration (HRSA) to urge an evaluation and revision of the existing dental HPSA
42 designation programs (see Footnote 1). That communication notes that, while the existing supply
43 of dentists today is sufficient to meet the demands of the U.S. market with increases projected
44 through 2040 (see Footnote 2), the current shortage of dental hygienists is impacting dental
45 practices and the patients they serve in communities across the country (see Footnote 3). The
46 proposed policy, if adopted, would support AGD’s position on the issue.

1
2 Once released, AGD will provide the American Dental Association (ADA) with a copy of the
3 letter to HRSA and invite the ADA to contact HRSA to express their support for AGD's
4 recommended actions.

5
6 **Necessary Information:**

- 7 • Dr. Darren Greenwell, Chair of the Dental Practice (DP) Council, and Dr. Myron J.
8 Bromberg, Chair of the Legislative and Governmental Affairs (LGA) Council, have
9 provided input into this report.
- 10 • Drs. Steven Feldman (DP), Jennifer Bell (DP), Gigi Meinecke (DP), and Harriet Seldin
11 (LGA) served on the Joint Subcommittee that reviewed the 2014 policy and put forth this
12 recommendation.
- 13 • Members of both advocacy councils reviewed the recommended change to policy:
14 feedback focused on the need for states with designated HPSAs to encourage financial
15 scholarship help via a state program at dental schools to provide a fully funded, four-year
16 education in exchange for service at a Federally Qualified Health Center (FQHC) or a
17 similar location within an approved dental shortage area.
- 18 • DP staff is circulating a draft of a letter to leadership at the Health Resources and
19 Services Administration (HRSA) to urge an evaluation and revision of the existing dental
20 Health Professional Shortage Areas (HPSA) designation programs. That communication
21 notes that, while the existing supply of dentists today is sufficient to meet the demands of
22 the U.S. market with increases projected through 2040, the current shortage of dental
23 hygienists is impacting dental practices and the patients they serve in communities across
24 the country.
- 25 • Once released, AGD will provide the American Dental Association (ADA) with a copy
26 of that communication and request that the ADA also contact HRSA and express their
27 support for AGD's recommended actions.

28
29 **What We Don't Know:**

- 30 • We don't know whether the Board or HOD will approve this resolution.
- 31 • We don't know how receptive HRSA and/or the ADA will be in regard to AGD's request
32 to evaluate and revise the existing dental Health Professional Shortage Areas (HPSA)
33 designation programs.
- 34 • In the event that the agency opts to move forward, we don't know how quickly HRSA
35 will take action regarding the current structure of the HPSA program.

36
37 **Pros:**

- 38 • The 2014 policy requires an update to reflect the current workforce environment as it
39 relates to both dentists and industry support staff.
- 40 • The proposed policy provides a framework that can be used at the federal and local levels
41 when communicating with agency officials and elected leaders on workforce issues.
- 42 • Promoting this policy in communication to HRSA and other audiences would be a
43 significant advocacy effort for AGD among multiple stakeholder groups, including
44 current and prospective members.

45
46 **Cons:**

- The updated policy may have little or no influence in terms of actions taken by HRSA and/or the ADA.
- There may be pushback from certain sectors of the broader dental community who may benefit from efforts to increase the number of dental schools and/or the number of students enrolled in those programs.
- The proposed policy does not take steps to resolve the shortage of industry support staff which continues to impact practicing dentists, and patients, in communities across the country.

Executive Director Recommendations:

From: Colleen Lawler <Colleen.Lawler@AGD.org>

Sent: Thursday, August 31, 2023 12:17 PM

To: Cindy Kluck-Nygren <Cindy.Kluck-Nygren@AGD.org>

Subject: AIR Recommending Revision of AGD Policy 2014:306C-H-6 Adequacy of Present Dental Workforce

I have reviewed this AIR and it should move forward to the Board for consideration.

Colleen

**Colleen Lawler IOM CAE
Executive Director
Academy of General Dentistry**

How It Fits into the Market Research:

- N/A

Does this conflict with the Constitution and Bylaws, an AGD HOD Policy or Board Policy?

If yes, please provide the conflict and how you propose to resolve it:

- No

Responsible Staff Liaison & AGD member:

Cindy Kluck-Nygren
Manager, Dental Practice
312 440-4973 – p
Cindy.kluck-nygren@agd.org

Darren S. Greenwell, DMD, FACD, FICD, MAGD
Chair, Dental Practice Council
(270) 351-5858 (O)
drgreenwell@dentistky.com

Suggested Councils or Agencies to Complete Action:

DP Council
Board
HOD

1
2 **Suggested Councils or Agencies to be Involved in Collaboration:**

3 DP Council
4 LGA Council

5
6 **Chair Approval Email:**

7 **From:** Darren Greenwell <drgreenwell@dentistky.com>

8 **Sent:** Thursday, August 31, 2023 9:21 AM

9 **To:** Cindy Kluck-Nygren <Cindy.Kluck-Nygren@AGD.org>; Brad Anderson
10 <brad.andersondds@gmail.com>

11 **Cc:** Colleen Lawler <Colleen.Lawler@AGD.org>; Daniel Buksa <daniel.buksa@agd.org>;

12 Jeanie Kennedy <Jeanie.Kennedy@AGD.org>

13 **Subject:** Re: Requesting Sign Offs by Tuesday, Sept. 5: AIR Recommending Revision of AGD
14 Policy 2014:306C-H-6 Adequacy of Present Dental Workforce

15
16 CAUTION: This email originated from outside your organization. Exercise caution when
17 opening attachments or clicking links, especially from unknown senders.

18 I approve the AIR.

19 Darren Greenwell. DMD

20
21 **Board Liaison Review Email:**

22 **From:** Brad Anderson <brad.andersondds@gmail.com>

23 **Sent:** Thursday, August 31, 2023 9:16 AM

24 **To:** Cindy Kluck-Nygren <Cindy.Kluck-Nygren@AGD.org>

25 **Cc:** Greenwell, Darren S., DMD, FAGD <drgreenwell@dentistky.com>; Colleen Lawler
26 <Colleen.Lawler@AGD.org>; Daniel Buksa <daniel.buksa@agd.org>; Jeanie Kennedy

27 <Jeanie.Kennedy@AGD.org>

28 **Subject:** Re: Requesting Sign Offs by Tuesday, Sept. 5: AIR Recommending Revision of AGD
29 Policy 2014:306C-H-6 Adequacy of Present Dental Workforce

30
31 CAUTION: This email originated from outside your organization. Exercise caution when
32 opening attachments or clicking links, especially from unknown senders.

33 I have reviewed the AIR

34
35 **Vice President, Finance Review Email:**

- 36 • N/A

37
38
39 Footnote 1: HRSA Health Service Corps. <https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/workforce-shortage-areas/nhsc-hpsas-practice-sites.pdf>

40
41
42 Footnote 2: https://www.ada.org/-/media/project/ada-organization/ada/ada-org/files/resources/research/hpi/hpibrief_0521_1.pdf

43
44
45 Footnote 3 *Dental Workforce Shortages: Data to Navigate Today's Labor Market*. American Dental Association.
46 October 2022 <https://www.ada.org/en/resources/research/health-policy-institute/dental-practice-research/dental-workforce-shortages>

1
2
3 **Amendment to Resolution Form 2023**

4 *Both pages of this document must be completed fully by the Delegate proposing the amendment.*
5 *AGD staff will not type up amendments. Please bring only an electronic copy of this form to*
6 *Caucus support for submission.*
7

8 **FOR AMENDMENTS TO RESOLUTIONS**

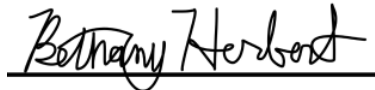
9
10 *Amendments or substitute resolutions must be submitted and discussed with AGD staff*
11 *between 10:15 a.m. and 4:00 p.m. on Saturday, November 11 so provisions can be made for*
12 *the HOD to fully comprehend what it is voting on at all times. The amendment will be entered*
13 *so that it can be electronically projected to the HOD.*
14

15 It is strongly encouraged that all amendments to published resolutions, including editorial
16 amendments greater than two words, be submitted on Saturday, November 11 by 4:00 p.m. To
17 keep everyone informed of these submissions staff will post them to the Delegates Connect page.
18

19 Please bring an electronic copy on a flash drive or email your draft amendment form to
20 delegates@agd.org prior to your visit to the Caucus Support Office, MP S101a. You will discuss
21 your resolution with staff, finalize the amendment and then approve the final amendment. The
22 proposed amendment will not be considered submitted until you receive a counter-signed version
23 from staff.
24
25

26 **Submitted by: Delegate's Name: Bethany Herbert**
27 **State: South Carolina**
28 **Region: 19**

29
30 **REQUIRED SIGNATURE**


31

1 **Resolution #311S1**

2

3 **“Resolved, that HOD policy 2002:28-H-7 be amended as**
4 **follows:**

5

6 **“2002:28-H-7 Resolved, that the Academy of General**
7 **Dentistry believes that to be eligible to apply for an initial**
8 **license to practice dentistry in the United States or Canada,**
9 **the candidate must have:**

10

11 **Graduated from a dental college with training that is**
12 **equivalent or higher than that provided by a dental college**
13 **approved by the American Dental Association’s Commission**
14 **on Dental Accreditation or the Canadian Commission on**
15 **Dental Accreditation,**

16

17 **~~Passed Part I and Part II of the National Board Exam~~ the**
18 **Integrated National Board Dental Examination (INDBE) (or the**

1 **National Dental Examining Board Exam in Canada), and meet**
2 **any other licensure requirements set for by their licensing**
3 **authority.**

4
5 ~~**Passed a state or provincial licensing examination, or its**~~
6 ~~**equivalent, as determined by the state or provincial board of**~~
7 ~~**dentistry, and any additional requirements.**~~

8 ~~**Resolved that this policy will sunset at the close of the 2028**~~
9 ~~**House of Delegates.”**~~

10



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Reports to be reviewed by the

Reference Committee on
Continuing Education

Friday, November 10, 2023

4:00 - 5:30 p.m.

MP S102bcd

Dzon M. Nguyen, DDS, MAGD - Chair	Washington	14
Kathleen B. Chiodo, DDS, FAGD	Navy	15
Jennifer J. Cornell, DDS, FAGD	Tennessee	16
William M. Lawley, DDS, MAGD	Illinois	17
Analia Veitz-Keenan, DDS, FAGD	New York	18
Christopher T. Griffin, DMD, FAGD - Consultant	South Carolina	19
Hanna E. Lindskog, DDS, FAGD - Consultant	Texas	20

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Resolution 201

“Resolved, that the Fellowship Award Guidelines in the current HOD Policy Manual be amended to read:

Fellowship Award Guidelines . . .

4. Self-Instruction Programs

Up to 150 hours of credit may be applied to the award for completion of FAGD/MAGD-approved audio, audio/visual, written, and other self-instructional programs, provided the program provider verifies satisfactory completion. In addition to the 150 hours self-instructional credit, 15 hours of credit may be awarded one time only to members completing the post-test from the FAGD Exam Study Guide.

1 **Effective January 1, 2024, only 12 hours of self-instruction credit earned on a single day**
2 **can be applied to the Fellowship Award requirements.**

3
4 **And be it further,**

5
6 **Resolved, that the Mastership Award Guidelines in the current HOD Policy Manual be**
7 **amended to read:**

8
9 **4. Self-Instruction Programs**

10 **Up to 150 hours of credit may be applied to the award for completion of FAGD/MAGD-**
11 **approved audio, audio/visual, written, and other self-instructional programs, provided the**
12 **program provider verifies satisfactory completion. In addition to the 150 hours self-**
13 **instructional credit, 15 hours of credit may be awarded one time only to members**
14 **completing the post-test from the FAGD Exam Study Guide.**

15
16 **Effective January 1, 2024, only 12 hours of self-instruction credit earned on a single day**
17 **can be applied to the Mastership Award requirements.**

18
19 **And be it further,**

20
21 **Resolved, that the Lifelong Learning & Service Recognition Guidelines in the current HOD**
22 **Policy Manual be amended to read:**

23
24 **2. Self-Instruction Programs**

25 **Credit may be earned for completion of audio, audio/visual, written and other self-**
26 **instruction programs, provided the FAGD/MAGD-approved sponsor verifies satisfactory**
27 **completion. A maximum of 150 hours of credit may be applied to the LLSR for self-**
28 **instruction courses.**

29
30 **Effective January 1, 2024, only 12 hours of self-instruction credit earned on a single day**
31 **can be applied to the Lifelong Learning and Service Recognition requirements.”**

32



1
2
3 Reports to be reviewed by the

4
5 Reference Committee on
6 **Administration, Image & Membership**
7

8
9 Friday, November 10, 2023

10 2:30 - 4:00 p.m.

11 MP S102bcd
12
13

Cheryl L. Church, DDS - Chair	Oklahoma	14
Kosmas Kasimatis, DMD	New Jersey	15
Tyler L. Scott, DDS, FAGD	Ohio	16
Amanda S. Sonntag, DDS, MAGD	Pennsylvania	17
Kulwant S. Turna, DDS	Ontario	18
K. David Stillwell, DDS, MAGD - Consultant	Arkansas	19
William A. Burn, III, DMD, MAGD - Consultant	South Carolina	20
		21

22
23
24 Resolution 101
25

26 **“Resolved, that the 2025 US/International membership dues rate at Rate Level 1 shall be**
27 **calculated based on the 2024 US/International membership dues rate at Rate Level 1 plus**
28 **the CPI based on the previous 12 months’ CPI-U (services less energy services) as of June**
29 **of the year the budget is compiled.**

30
31 **And be it further,**

32
33 **Resolved, that all other dues rates are established following approval of Rate Level 1**
34 **US/International membership dues rates.”**
35
36

Resolution 102

“Resolved, that the AGD Constitution and Bylaws be amended at Chapter I, Section 1 to read:

- A. Active General Dentist Members
- B. Emeritus Members
- C. Honorary Members
- D. Associate Members
- E. Resident Members**
- ~~E. F.~~ Student Members
- ~~F. G.~~ Retired Members
- ~~G. H.~~ Affiliates
- ~~H. I.~~ International Members

...

E. Resident Members

1. The resident members of this AGD shall be general dentists in good standing with dues and assessments having been paid.

2. All applications for membership shall meet the guidelines established by the AGD and those applicants who meet the following eligibility requirements shall be approved for resident membership by AGD staff.

3. Eligibility: In order to be eligible for resident membership, a dentist must meet the following qualifications:

a. Shall have graduated from a school of dentistry (DMD, DDS, BDS) accredited by the Commission on Dental Accreditation (CODA) or the Commission on Dental Accreditation of Canada (CDAC). Dentists who graduated from a country outside the United States or Canada are eligible by holding an active license to practice dentistry in that country;

b. Shall be continuously enrolled in a post-graduate program in dentistry accredited by the Commission on Dental Accreditation (CODA) or the Commission on Dental Accreditation of Canada (CDAC);

c. Shall be a general dentist (the term general dentist shall be defined to mean those who have not limited themselves to a recognized specialty of dentistry); and

d. Shall be of high moral and professional character and agree to abide by the AGD Constitution and Bylaws and its approved policies.

4. To maintain active resident membership, a member shall:

1
2 **a. Abide by the Principles of Ethics of the American Dental Association; and**

3
4 **b. Not have license revoked or under suspension in any jurisdiction.**

5
6 **5. There shall be issued to each resident member a certificate of membership in such**
7 **form as determined by the AGD. Upon resignation or termination of membership, an**
8 **individual shall forfeit the rights associated with an active general dentist membership:**

9
10 **6. A resident member is an active member and shall be entitled to vote, and shall be**
11 **eligible to run for office in the AGD, to serve in the House of Delegates, and to serve on**
12 **councils and committees. Resident members who have limited themselves to a recognized**
13 **specialty of dentistry shall not be entitled to vote, shall not be eligible to run for office in the**
14 **AGD, shall not serve in the House of Delegates, but may serve on councils and committees.**

15
16 **GF. Retired Members**

17 ...

18 **HG. Affiliates**

19 ...

20 **IH. International Members**

21
22 **And be it further,**

23
24 **Resolved, that the AGD Constitution and Bylaws be amended at Chapter III, Section 1 to**
25 **read:**

26
27 Membership Dues:

28 Membership dues shall be payable on the first day of January of each year.

29
30 A. Active members: Dues for active members, including Fellows and Masters, shall be
31 determined by a majority vote in the House of Delegates, in accordance with these Bylaws.

32
33 B. Emeritus members: Dues for emeritus members shall be determined by the House of
34 Delegates.

35
36 C. Honorary members and Honorary Fellows:
37 Honorary members and Honorary Fellows shall be exempt from the payment of dues.

38
39 D. Associate members:
40 Dues for associate members shall be determined by the House of Delegates.

41
42 **E. Resident members: Dues for resident members shall be determined by the House of**
43 **Delegates.**

44
45 **E. F. Student members:**

46 Dues for student members shall be determined by the House of Delegates.

1
2 **F. G.** Retired members:
3 Dues for retired members shall be determined by the House of Delegates.
4

5 **G. H.** International members:
6 Dues for international members shall be determined by the House of Delegates.”
7

8 **Resolution 150**
9

10 **“Resolved that the 2024 Budget with Revenues of \$16,423,367 and Expenses of \$16,423,367**
11 **netting out to \$0 Net Loss from Operations with a Contingency of \$100,000 and capital**
12 **budget of \$210,369 be approved.**
13

14 And be it further,
15

16 Resolved, that House Policy 2022:150-H-11 be rescinded effective December 31, 2023.
17

18 ~~2022:150-H-11 “Resolved that the 2023 Budget with Revenues of \$15,890,235 and Expenses~~
19 ~~of \$15,890,235 netting out to \$0 Net Loss from Operations with a Contingency of \$100,000~~
20 ~~and capital budget of \$298,215 be approved.”~~
21
22

Budget and Finance Committee Annual Report

Budget and Finance Committee

1. This committee shall assist in preparation of the budget and determine how to best conserve and utilize AGD funds.
2. The Budget and Finance Committee including the chair and vice chair shall be appointed by the President-Elect with the approval of the Board at the meeting immediately following the adjournment of the House of Delegates. This committee shall be composed of the Treasurer plus four (4) other members, of which at least two (2) members must be trustees.
3. Appointments to this committee should be made with consideration given to the following:
 - a. At least some members should have prior Budget and Finance Committee experience;
 - b. An appointee should have a good understanding of the AGD, including its current programs and structure;
 - c. If a non-trustee is appointed, he or she should have prior budget and finance experience or appropriate expertise and should be provided with appropriate information/reports during the course of the year, which would keep this committee member informed.
4. The Executive Director shall serve as a consultant to this committee.
5. The committee shall adhere to the Sunset Review Process and Schedule outlined in Policy Type V.: Board Policy Statements.
6. Each Council and Committee shall evaluate the revenues and expenses of all its programs and services annually as part of the budget process. Additionally, each Council and Committee shall provide a complete revenue and expense analysis to the Board at the appropriate Board Meeting at least every three years, beginning 2019.
7. AGD staff will send out to each council, committee, or other agency member along with any member collaborating on any AGD business the Code of Conduct form to be completed by said individual at the beginning of each governance year. Each covered individual will submit to their staff liaison an accurately completed form, including particular attention paid to any companies that may have remunerated said covered individual and subsequently reported such remuneration to the federal government's reporting structure under the Sunshine Act. The staff liaison will compile all of their individual's forms and share them with their chairperson and also the executive office staff, who will in turn, forward them to the Dispute Resolution Committee for further review.

1 **BUDGET PROCESS**

2
3 An organizational meeting via Zoom was held on February 28, 2023, with the Committee Chair,
4 Vice Chair, Executive Director, and Vice President of Finance. The orientation and kickoff
5 meeting for the full Committee was held on March 16, 2023, to establish general guidance in
6 preparing 2023 budgets. Regular meetings with the Chair, Executive Director and VP Finance
7 were held during the entire process. Subsequent meetings via Zoom were held with the entire
8 Committee on June 16, 2023, July 6, 2023, and July 12, 2023.

9
10 The Executive Director and AGD staff presented budgets for the departments, explaining any
11 variances along with connected success plans. Dr. Worm and the Budget and Finance
12 Committee provided feedback and guidance to the staff as the draft 2023 budget was finalized.

13
14 **BUDGET DEVELOPMENT**

- 15
16 1. The impact of what is happening around the globe, environmental issues and the
17 continued recovery challenges we all are facing are also factors impacting associations. It
18 continues to require flexibility, analysis, and the ability to pivot as needed to address the
19 daily changes. These issues will continue to present challenges to organizations and their
20 members across the country. AGD is not removed from these challenges. Major
21 programs continue to be improved and organizations are working harder to grab hold of
22 the opportunities and meet the demands of a recovering population.
23
24 2. In consultation with the Chair, Treasurer and Executive Director, it was agreed that AGD
25 management focus on preparing budgets that were reasonable while still providing for
26 effective execution and delivery of new programs and expanded services. This is always
27 a challenge as there are always increases in costs due to inflation, for example, vendor
28 contracts, travel, hotel and meetings, infrastructure needs, and personnel costs. All
29 revenue areas utilized current performance along with current and future opportunities as
30 the basis for appropriate income projections.
31
32 3. Annual Success Plans (Measures of Success (MOS)) were required for all program areas.
33 The 2024 Plans, along with an early budget draft were provided to the Budget and
34 Finance Committee members and the President-Elect and Vice President on May 22,
35 2023.
36
37 4. Each Committee member was assigned as the liaison to specific budget function areas for
38 targeted review with management and staff. Discussion sessions included the Budget and
39 Finance Committee liaisons, Executive Director, Vice President of Finance, budget
40 managers and department heads. A close review of the Success Plans and all budget line
41 items was discussed, and any areas of concern were addressed.
42
43 5. Based on these meetings, changes were made to the preliminary budget. The Budget and
44 Finance Committee, along with the Treasurer, President, President-Elect, Vice President,
45 Executive Director, Vice President of Finance and Associate Executive Directors met on
46 June 16, 2023. During this session, the committee discussed the measures of success and

1 2023 budget with budget managers, department heads and budget committee liaisons.
2 Based on these meetings, updates were made to the budget to ensure its reasonableness,
3 accuracy, and compliance with the established 2024 targets and Board and HOD financial
4 policies. Budget documents and any subsequent updates were sent to the entire
5 committee as well as the President, President-Elect and Vice President. Two subsequent
6 meetings were held on July 6, 2023, and July 12, 2023, to finalize committee
7 recommendations.
8

9 **2024 BUDGET**

10 Many policies guide the development of the budget. The Budget and Finance Committee must
11 review and make use of these policies when preparing the annual budget. These current policies
12 are outlined in each section below as pertinent.
13

14 1. **Dues.**

15 a. Dues Stabilization Policy

16
17 Board Policy Type: V. Board Policy Statements, F. Dues Stabilization Policy
18

19 Dues Stabilization: The Board shall develop annual budgets and manage the AGD’s
20 finances and reserves in accordance with the long-term financial strategy of dues
21 stabilization. The dues stabilization strategy seeks to achieve long-term dues
22 stability. Stable dues are viewed to be supportive of the organizational objective to
23 increase membership market share.
24

25 A key element of the dues stabilization strategy is a strong reserve position. Growth
26 in non-dues revenue is required to make the AGD less dependent upon dues revenue.
27 The focus in generating non-dues revenues must be on the net margins generated
28 from the revenues, rather than a focus on gross revenues. Flexibility is needed to
29 develop annual budgets which provide member programs and services in support of
30 the strategic plan while keeping required dues increases at or below an inflationary
31 level.
32

33 Dues increases for all categories of membership except students will be based on the
34 previous 12 months’ CPI as of the June of the year the budget is being compiled.
35

36 Dues for students will be reviewed every three years and be considered for no more
37 than a 5% increase to the current student dues rate.
38

39 a. Resident Dues

40 **2019:109S-H-11**

41 “Resolved, that AGD resident dues match the dues structure of student dues with
42 implementation in the 2021 dues cycle.”
43

44 b. Alternative Membership Module (AMM)

45 **2020:103R-H-10**

46 “Resolved, that an Alternative Membership Model (AMM) be created for AGD
47 members.

1 Resolved, that the current AGD membership be named Premium.

2
3 And be it further,

4
5 Resolved, that a second membership level be named Premium Plus, and be created
6 for AGD members.

7
8 And be it further,

9
10 Resolved, the Membership Council will propose updates or additions to the
11 Alternative Membership Model (AMM) to the Board for approval as needed.

12
13 Resolved, that the Alternative Membership Model (AMM) be implemented for the
14 2022 budget year.”

15
16 c. Canadian Member dues rate

17 At the 2019 House of Delegates, the Budget and Finance Committee recommended
18 that the difference in dues paid by Canadian members and U.S. members be narrowed
19 to \$25USD, which is the amount calculated per member spent on advocacy.

20
21 d. Puerto Rico Member dues rate

22 At the 2019 House of Delegates, the Budget and Finance Committee recommended
23 that the difference in dues paid by members and U.S. members be narrowed over a
24 three-to-four-year period to \$25USD, which is the amount calculated per member
25 spent on advocacy.

26
27 e. Rate Level 1 Dues

28 2022:103R-H-11
29

30 “Resolved, that the 2024 US/International membership dues rate at Rate Level 1 shall
31 be calculated based on the 2023 US/International membership dues rate at Rate Level
32 1 plus the CPI based on the previous 12 months’ CPI-U (services less energy
33 services) as of June of the year the budget is compiled.

34
35 And be it further,

36
37 Resolved, that all other dues rates are established following approval of Rate Level 1
38 US/International membership dues rates.

39
40 f. Emeritus Dues

41 **2021:106S-H-11**

42 “Resolved, that starting with the 2023 membership cycle, emeritus membership dues
43 rate shall match the US/International membership dues rate at Rate Level 5.

44 And be it further,
45

1 Resolved, that Emeritus members will be billed at the US/International membership
2 dues rate at Rate Level 5 but will have the option to pay at US/International
3 membership dues rate at Rate Level 1.”
4

5 **Budget and Finance Committee Recommendation**

6
7 Per Policy Type: V. Board Policy Statements, F. Dues Stabilization Policy, the CPI
8 for last 12 months as of June was 6.4%. It was discussed that this is a relatively
9 inflated CPI. The committee recommends that the increase for the 2024 membership
10 year is 5%. The Premium dues rate for full paying dues members will be \$463. The
11 Premium Plus membership package for full dues paying members will be \$621.
12

13 The value of the premium plus benefits package is \$534. The rate for this add-on
14 package was \$130 in 2022 and increased to \$150 for 2023. For 2024, the Budget and
15 Finance Committee has recommended the rate be increased to \$158, remaining an
16 extraordinary value.
17

18 Per the Policy Type: V. Board Policy Statements, F. Dues Stabilization Policy,
19 student dues were increased by \$1 or 5% for 2022 and remain at \$21 for 2024.
20

21 Per 2019:109S-H-11, Resident dues were raised by \$1 to match the dues structure of
22 the students for 2022 and remain at \$21 for 2024.
23

24 Per the actions of the HOD in 2019, the Canadian member dues for 2024 Premium
25 Package will be \$438. The Premium Plus membership package will be \$596.
26

27 Per the actions of the HOD in 2019, the Puerto Rico member dues for 2024 Premium
28 Package will be \$438. The Premium Plus membership package will be \$596. The
29 increase to dues for Puerto Rico in 2024 includes the 5% increase to the Level 1 dues
30 as well as a portion of the differential to get it closer to the \$25USD differential target
31 approved by the 2019 House of Delegates. The remaining differential shall be
32 included in 2025.
33

34 2. **Board and Regional Director Allotments**

35 The Budget and Finance Committee analyzed the allotments and discussed them at
36 length.
37

38 **Policy Type: V. Board Policy Statements, K. Board Funding and Allotment Toolkit**

39 ...

40 **Allotment per Board Member**

41 The Board Allotment is composed of annual funds reimbursed to Board members. The
42 year starts and ends at the AGD annual meeting. Per HOD Policy the allotments may be
43 increased at or below the level of inflation (as defined by the previous 12 months CPI)
44 annually by the Budget and Finance Committee. To be reimbursable, these expenses
45 need to have a clear AGD business purpose and should have a demonstrable benefit to
46 AGD, not to the individual (i.e., dinner with friends, etc.).

1 **2010:110bS1**

2 Resolved, that the HOD policy 2008:105R-H-7 be amended as follows:

3
4 Each of the 19 trustees be allotted \$2,000 and adjusted annually thereafter up to CPI as
5 determined by the budgetary process effective July 21, 2008 (start of 2008/2009
6 governance year), of AGD funds for the following activities relating to his or her duties
7 as an AGD trustee: ...

8
9 **Allotment per Regional Director**

10
11 **2008:106R-H-7**

12 Resolved, that policy 99:7-H-7 be amended by addition, so that it reads:

13
14 That the Regional Directors of the Academy of General Dentistry receive a maximum
15 allotment based on the following:

16 Region 1 - \$1,700	Region 11 - \$1,600
17 Region 2 - \$1,200	Region 12 - \$1,600
18 Region 3 - \$1,200	Region 13 - \$1,200
19 Region 4 - \$1,200	Region 14 - \$1,800
20 Region 5 - \$1,500	Region 15 - \$1,400
21 Region 6 - \$1,500	Region 16 - \$1,300
22 Region 7 - \$1,300	Region 17 - \$1,600
23 Region 8 - \$1,200	Region 18 - \$1,200
24 Region 9 - \$1,300	Region 19 - \$1,500
25 Region 10 - \$1,600	Region 20 - \$1,300

26
27 and adjusted annually thereafter up to CPI as determined by the budgetary process
28 effective July 21, 2008 (start of 2008/2009 governance year).

29
30 The Committee analyzed the Board allotments and the Regional Director (RD) allotments
31 and discussed them at length. Based on those discussions, which identified the lack of
32 complete use of these funds, the committee recommends that both Board and RD
33 allotments remain flat for 2024.

34
35
36 **3. Officer Stipends**

37
38 **2008:104R-H-7**

39 Resolved, that policy 2004:5A-H-7 be amended to read:

40
41 That effective July 21, 2008 (start of 2008/2009 governance year), the annual stipends of
42 the President, President-Elect, Vice President, Treasurer, Secretary, Speaker, and Editor
43 respectively be increased to \$55,000, \$40,000, \$27,500, \$10,000, \$10,000, \$5,000, and
44 \$21,000, and adjusted annually thereafter up to CPI as determined by the budgetary
45 process.

1 **Budget and Finance Committee Recommendation**

2 The Budget and Finance Committee reviewed current payment levels, and based on that
3 assessment, recommends an increase of 2% in the officers’ annual stipends.
4

5
6 The 2024 honorariums (stipend and allotments) are as follows:

- 7 • Officers Stipends - \$221,311
8 The numbers represent the 2024 Calendar Year budget. Individuals will receive
9 prorated amounts based on service.
10 • President - \$72,399
11 • President Elect - \$52,656
12 • Vice President - \$35,708
13 • Treasurer - \$13,160
14 • Secretary - \$13,160
15 • Editor - \$27,645
16 • Speaker - \$6,583
17 • Regional Directors Allotment (Total) \$35,559
18 • Board Allotment (Executive Committee and Trustees) \$69,767
19

20 4. **Number of Board Meetings**

21
22 Bylaws Chapter XII, Section 3

23 Section 3. Meetings of the Board:

24 The Board shall meet in person at least three (3) times a year. Between such meetings,
25 additional meetings may be held through the use of a conference telephone or other
26 communications equipment by means of which all persons participating in the meeting
27 can communicate. The Board may, by a majority of the entire Board, cancel any meeting
28 of the Board.
29

30 ***Board Resolution adopted at 2019-20 BMII: The Board adopted the following***
31 ***resolution:***

32
33 **“Resolved, that the Board meet face-to-face three (3) times during the 2020-2021**
34 **governance year.”**
35

36 5. **Investments**

37
38 Requirements of the Investment Policy Statement (IPS) are located in the Board Policy
39 Manual Policy Type: V. Board Policy Statements, Section H.
40

41 6. **Additional Budget Considerations**

- 42
43 a. The 2024 goals for membership and the AMM program are balanced between
44 conservative projections and acknowledging the new benefit opportunities delivered
45 by the AMM. The budget is using an 87% Membership Retention Rate; a 2%
46 membership increase in dues rate 1 (full dues), and 1.5% year over year increase for

- 1 other dues levels and an estimate that 5% of eligible members will participate in the
2 Premium Plus membership level.
- 3 b. The Alternative Membership Model (AMM) was launched for the 2022 Membership
4 Year. This program was developed to expand benefits, increase retention, and help
5 recruit new members. While it might appear that there is an increase in dues
6 revenue, these numbers do not include any estimates of AMM benefit usage, which
7 impacts revenue for other areas such as Scientific Session registration revenue,
8 Continuing Education, Fellowship Review, etc. The intent of the program concept
9 was to add benefit to the dues paid, have the individuals take advantage of one of the
10 premium benefits, and hopefully buy up other AGD programs or products. Without
11 any additional buy-up this program can cause revenue loss. This program is
12 considered a beta as we continue to learn more about the behaviors of those
13 purchasing the Premium Plus, concluding with an in-depth analysis at the end of
14 2023 to see how the program has performed over two dues cycles. This data will aid
15 in future forecasting.
- 16 c. The dues revenue amount does not include the \$27.50 per member that is allocated
17 to *General Dentistry* and *AGD Impact*. The number of issues of *AGD Impact* to be
18 published remains at 12.
- 19 d. Governance costs, including the in-person meetings of councils and committees as
20 well as the Board, Executive Committee and House of Delegates, were examined to
21 maintain programming and services. The Joint Council Meeting (JCM) is budgeted
22 to be in-person. All additional meetings for councils and committees will continue
23 to be hosted on a virtual platform.
- 24 e. Costs for hotels, food and beverage and air travel have all increased in 2023. This is
25 reflected in the 2024 budget.
- 26 f. Additional applications for PACE accreditation and Fellowship/Mastership are
27 anticipated due to increased engagement resulting in increased revenue for 2024.
28 Expenses related to exam fees will also increase incrementally due to this growth.
- 29 g. Advertising revenues are intended to be higher in 2024 due to increased ads through
30 the AGD Website from partnership allocations.
- 31 h. Gross revenues from AGD Benefits Plus and Partnership Administration are
32 comparable to the 2023 budget.
- 33 i. The Scientific Session is budgeted conservatively but does include a slight increase
34 in revenue due to rate increases and an expanded booth capacity that is available in
35 Minneapolis. Direct expenses for the Scientific Session are higher in 2024 primarily
36 due to the credits received from the Las Vegas property as incentive to hold the
37 scientific session at the site that are not part of most, including Minneapolis, sites.
- 38 j. Advocacy expenses are slightly lower than 2023 budgeted amounts due to decreased
39 travel and hotel costs as we focus on achievable AGD benefits and recognition of
40 expenses incurred.
- 41 k. Salaries and Benefits – Estimated salaries are included in each area’s administrative
42 expenses. In 2024, the committee recommends a 4% pool to provide bonus and
43 merit increases as appropriate for staff be incorporated into the budget. There is also
44 a 1% employee discretionary 401k contribution that was included by the committee.
45 These amounts have been added in total to the department allocation for salaries as
46 estimates.

- 1 i. Overall costs for human resources including salaries, benefits, taxes, and temporary
 2 help are up in 2024 by 6%. Temporary help includes security and registration
 3 assistance at the scientific meeting and contract work. The total represents 49% of
 4 total revenue which is slightly higher than 2023.
 5
 6

Human Resources	2021	2022	2022	2023	2024
	Actual	Actual	Budget	Budget	Budget
Salaries & OT	\$ 4,658,862	\$ 4,903,962	\$ 5,584,197	\$ 5,873,161	\$ 6,307,479
Benefits & Taxes	1,289,482	1,291,756	1,523,067	1,600,952	1,624,498
Temporary*	240,717	254,178	53,404	56,519	40,627
Total	\$ 6,189,061	\$ 6,449,897	\$ 7,160,668	\$ 7,530,632	\$ 7,972,604
% Change YOY		4%		5%	6%
% of Total Revenue	36%	55%	47%	47%	49%
*Includes temporary help and security at Scientific Meetings					

- 15 m. Building expenses are slightly down compared to 2023 as we push to eliminate or
 16 reduce expenses through contractual bids for services. Revenues are flat based on
 17 the assumption that the current lessee will renew or be replaced with a comparable
 18 lease agreement.
 19 n. Constituent Services overall budget includes the addition of one more CADI
 20 program. The 2024 budget also includes additional expenses to hold the Leadership
 21 Development Symposium which occurs every other year. The LDS adds an
 22 additional \$96,000 in expenses to be incorporated into the budget on alternate years.
 23
 24

25 **7. Board Contingency Fund**
 26
 27
 28

29 Policy Type: IV. Executive Limitations, C. Budgeting, the annual budget must provide at
 30 least \$100,000 per annum for the Board Contingency Fund. For 2024 the Board
 31 Contingency Fund is budgeted at \$100,000.
 32
 33

34 **8. Capital Budget**
 35
 36

- 37 a. The capital budget for the 2024 budget year totals \$210,369. The objective for the
 38 2024 capital request; is based on the need for AGD to unify, streamline, increase
 39 security posture, and move AGD staff off multiple servers and systems for accessing
 40 and using our platform to single access – VPN (Virtual Private Network) based
 41 solution.
 42 b. The 2024 Capital Budget does not accommodate any potential major repairs needed
 43 for the building at 560 W. Lake Street. Any major repairs needed will be funded
 44 through the Building Account which is a part of the AGD Investment fund.
 45
 46

1 **2024 BUDGET SUMMARY**

2
3 A summary of the 2024 budget covering the period from January 1 – December 31, 2024, as
4 recommended by the Budget and Finance Committee is as follows:
5
6

	<u>2024 Budget</u>
Total Revenue	\$ 16,423,367
Total Expense*	\$ 16,423,367
Net Income (Loss) from Operations	0

7 *Includes \$100,000 in Board Contingency Fund

8
9 **NEXT STEPS**

10
11 The 2024 budget is the result of the process outlined above and is the best recommendation that
12 the Budget and Finance Committee could reach for the Board to discuss, modify, and approve
13 before being distributed to the HOD. At the end of this report, a Statement of Activities has been
14 included to assist you in review of the 2024 budget. In addition, with the guidance of the
15 Executive Director, all programs continue to have “Measures of Success (MOS).” A report is
16 provided to the Committee each year updating the “Measures of Success”. The report will
17 continue to be provided for the Budget & Finance full meeting and would include the prior year
18 end results as well as the proposed MOS for the following fiscal year along with a comparison to
19 the most recently available financial statements for comparison purposes.
20

21 **CONCLUSION**

22
23 This report presents a conservative, realistic budget that reflects much hard work, compromise,
24 and consensus by all involved in its creation. It reflects high-level discussions by the Budget and
25 Finance Committee based on the strategic plan for the organization. The need to develop a
26 budget in line with the current and future direction of the AGD is not only key but required for
27 the organization’s growth. This budget provides the financial guidelines under which the AGD
28 will operate. The overall financial structure of the AGD has been created to allow financial
29 opportunity to be nimble in response to opportunities, through the operating budget, the
30 Contingency Fund, and the Competitive Advantage Account. It is important to keep up with the
31 ever-demanding changes in our current climate but not at the expense of our overall established
32 goals, mission and considered costs. Financial disclosure and transparency are not just
33 obligations; it is a right earned by the trust which its members place in the good faith of the
34 organization. The Budget and Finance Committee is confident the presented 2024 budget will
35 serve our membership and each of the constituents and will fulfill the mission and empower the
36 current strategic plan of the AGD.
37

38 Respectfully Submitted,

39
40 Donald A. Worm, DDS, MAGD, ABGD, Chair
41 William A. Burn, III, DMD, MAGD, Vice Chair
42 Andrew P. Martin, DMD, MAGD

dontheworm@yahoo.com
w.burn73@gmail.com
andrewmartindmd@gmail.com

1 Kimberly R. Wright, DMD, MAGD
2 Joseph A. Picone, DMD, MAGD, Treasurer
3 Colleen Lawler, CAE, Executive Director
4

kim@advancedentalarts.com
japdmd@gmail.com
colleen.lawler@agd.org

5 **Chair Approval Email:**

6 **From:** Donald Worm <dwormdds@yahoo.com>

7 **Sent:** Monday, July 31, 2023 12:19 PM

8 **To:** Colleen Lawler <Colleen.Lawler@AGD.org>

9 **Subject:** Re: RESENDING - Review and Approval Requested - 23 Budget and Finance Committee
10 Annual Report V4

11
12 Colleen

13
14 Looks good. Approved. Thanks.

15
16 Don

17
18 **Treasurer Approval Email:**

19 **From:** Dr. Joseph Picone <japdmd@gmail.com>

20 **Sent:** Tuesday, August 1, 2023 2:41 PM

21 **To:** Colleen Lawler <Colleen.Lawler@AGD.org>

22 **Subject:** Re: RESPONSE NEEDED - 23 Budget and Finance Committee Annual Report V5

23
24 Great job! I approve the B&F report as written.
25 Joseph A Picone, DMD, MAGD.

ACADEMY OF GENERAL DENTISTRY
Statement of Activities - Revenue

	2021	2022	2023	2024
	Actual	Actual	Budget	Budget
REVENUE				
Membership				
Dues	\$8,384,005	\$8,522,161	\$9,786,700	\$10,042,702
Member Recruitment and Retention	13,003	16,275	21,750	16,750
	<u>8,397,008</u>	<u>8,538,436</u>	<u>9,808,450</u>	<u>10,059,452</u>
Business Development/Corp Support				
AGD Benefits Plus Royalties	544,699	510,720	603,000	580,000
Partnerships Administration	435,558	414,486	527,500	553,000
List Rentals	3,000	0	5,000	5,000
	<u>983,257</u>	<u>925,206</u>	<u>1,135,500</u>	<u>1,138,000</u>
Allocated Revenue	(285,500)	(236,000)	(379,500)	(439,100)
	<u>697,757</u>	<u>689,206</u>	<u>756,000</u>	<u>698,900</u>
Communications				
General Dentistry	434,250	439,969	502,532	497,886
Impact	411,218	437,657	444,773	453,568
Digital Media	362,557	420,708	429,004	439,600
	<u>1,208,025</u>	<u>1,298,334</u>	<u>1,376,309</u>	<u>1,391,054</u>
Dental Education				
Self-Instruction	81,003	68,772	88,200	95,000
PACE	477,120	507,460	523,635	602,180
Lifelong Learning & Service Recognition	27,236	21,284	21,275	31,520
Continuing Education Programs	177,229	135,260	213,825	209,471
Exam Study Materials	89,237	72,714	122,655	122,655
Fellowship Exam Fees	271,527	218,594	215,150	308,100
Fellow Exam Review Course	0	12,675	105,000	99,000
Fellowship and Mastership	246,499	238,782	420,810	263,220
	<u>1,369,851</u>	<u>1,275,541</u>	<u>1,710,550</u>	<u>1,731,146</u>
Scientific Session				
Scientific Session- General	73,447	70,850	61,043	119,527
Registration	205,191	190,181	253,565	329,273
Education	611,719	780,119	806,500	825,980
Exposition	363,600	542,700	571,775	706,875
	<u>1,253,956</u>	<u>1,583,849</u>	<u>1,692,883</u>	<u>1,981,655</u>
Advocacy	7,540	7,800	0	0
Other Revenue				
Gain/Loss on \$CAD Exchange Rate	(1,089)	(133)	0	0
560 W. Lake Street	285,836	285,836	308,402	308,402
Other	315,231	1,117,344	237,641	239,641
Hotel Commissions Other Meetings	0	0	0	13,117
	<u>599,979</u>	<u>1,403,047</u>	<u>546,043</u>	<u>561,160</u>
TOTAL REVENUE	13,534,116	14,796,214	15,890,235	16,423,367
TOTAL EXPENSES	12,789,837	13,851,474	15,890,235	16,423,367
INCOME FROM OPERATIONS	744,279	944,739	(0)	0
TOTAL CAA EXPENSES	(181,379)	(68,735)	0	0
ADJUSTED INCOME AFTER CAA EXPENSE	562,900	876,004	(0)	0
INVESTMENT INCOME	3,603,858	(3,118,767)	0	0
NET ADVOCACY FUND INCOME	24,415	(15,075)	0	0
CHANGE IN NET ASSETS	\$4,191,172	(\$2,257,837)	(\$0)	\$0

**Academy of General Dentistry
Statement of Activities - Expense**

	2021	2022	2023	2024
	Actual	Actual	Budget	Budget
EXPENSES				
Membership				
Recruitment and Retention	\$420,979	\$486,635	\$660,781	\$545,866
Departmental Administration	782,206	890,630	1,043,834	996,651
	<u>1,203,185</u>	<u>1,377,265</u>	<u>1,704,615</u>	<u>1,542,517</u>
AGD Benefits Plus	0	0	1,650	0
Partnership Administration	37,051	43,557	45,000	45,000
Constituent Services				
Constituent Services	14,870	27,759	62,213	58,642
Regional Directors Activities	53,121	82,559	99,324	100,658
Leadership Conference	0	95,748	0	89,441
Departmental Administration	210,345	161,574	163,750	178,118
	<u>278,336</u>	<u>347,640</u>	<u>325,287</u>	<u>426,860</u>
Communications				
Publications Marketing	797	2,051	21,720	9,220
General Dentistry	250,339	270,556	283,945	292,135
Impact	295,119	308,520	323,870	336,470
Website	19,359	35,140	40,100	40,100
Media Relations	23,606	25,461	31,270	31,270
Public Education	23,216	20,611	35,000	35,000
Departmental Administration	1,025,324	1,059,295	1,118,555	1,263,833
	<u>1,637,760</u>	<u>1,721,634</u>	<u>1,854,460</u>	<u>2,008,028</u>
Dental Education				
Self Instruction	5,225	1,904	6,000	7,881
PACE	9,240	10,354	13,426	14,204
Lifelong Learning and Service Recognition	5,782	8,222	8,134	8,232
Continuing Education Programs	36,390	3,849	85,910	67,216
Exam Study Materials	100	0	0	0
Fellowship Exam Fees	66,750	43,599	65,827	46,236
Fellow Exam Review Course	434	48,153	39,437	24,453
Fellowship and Mastership	199,415	243,046	256,785	262,866
Departmental Administration	630,427	603,466	988,811	1,199,942
	<u>953,763</u>	<u>962,593</u>	<u>1,464,330</u>	<u>1,631,030</u>
Scientific Session				
Scientific Session- General	451,219	233,585	257,085	371,193
Registration	97,960	134,242	189,943	192,414
Education	228,901	441,807	488,853	491,055
Exposition	354,493	346,688	390,350	433,086
Departmental Administration	356,127	433,431	423,213	443,906
	<u>1,488,700</u>	<u>1,589,753</u>	<u>1,749,444</u>	<u>1,931,654</u>
Advocacy				
Allied Relations	3,832	33,088	37,188	30,090
Fed Government Relations	157,399	129,496	192,890	223,472
State Government Relations	61,620	71,226	79,527	70,490
Insurance	823	5,863	20,005	12,862
Dental Practice	0	11,618	26,206	24,982
Department Administration	590,356	563,483	617,882	639,593
	<u>814,029</u>	<u>814,775</u>	<u>973,698</u>	<u>1,001,488</u>
Councils and Committees	245,020	355,135	474,619	454,237
Governance	856,988	948,999	1,157,989	1,149,093
Administrative Overhead				
Office of the Executive Director	633,507	818,029	823,883	893,210
Office Services	169,785	183,338	159,471	208,663
Human Resources	343,889	266,987	471,659	416,673
Finance	1,426,019	1,534,413	1,659,494	1,624,121
Information Technology	1,285,437	1,331,681	1,420,082	1,449,618
560 W. Lake Street	810,819	937,717	824,682	795,546
Marketing	437,671	401,479	416,805	485,793
Corporate Relations	167,877	216,479	363,068	359,837
	<u>5,275,005</u>	<u>5,690,123</u>	<u>6,139,144</u>	<u>6,233,460</u>
TOTAL OPERATIONS EXPENSES	\$12,789,837	\$13,851,474	\$15,890,235	\$16,423,367
Learning Management System Project	131,385	19,410	0	0
Alternative Membership Model Project	49,994	0	0	0
Events Platform Project	0	49,325	0	0
TOTAL CAA FUNDED PROJECTS	\$181,379	\$68,735	0	0
ADJUSTED OPERATION TOTAL AFTER CAA EXPENSES	\$12,971,216	\$13,920,209	\$15,890,235	\$16,423,367

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Region 1 - Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

Delegates

- James B. Marshall, DMD, MAGD, Woodbury, CT
- Varsha Salani, DMD, FAGD, North Haven, CT
- Theodore W. Zdeblick, DDS, MAGD, Southington, CT
- Courtney L. Brady, DMD, Westborough, MA
- Leticia T. Klos, DMD, Framingham, MA
- Divya Mudumba, DMD, West Springfield, MA
- Sarita B. Patel, DDS, FAGD, Northampton, MA
- Tracey S. Glinko, DDS, MAGD, Fairfield, ME
- Jean-Paul Rabbath, DMD, MAGD, Tilton, NH
- Sarah Eager, DDS, MAGD, Riverside, RI
- Richard A. Dickinson, DMD, FAGD, Saint Albans, VT

Alternates

- Hsung Lin, DMD, MAGD, Tolland, CT
- Matthew J. Prezioso, DMD, Plantsville, CT
- James S. Tagliarini, DMD, MAGD, Danbury, CT
- Ofelia V. Villanueva, DMD, Quincy, MA
- Rodney G. Sigua, DDS, MAGD, Concord, NH
- Bernhard Bringewald, DMD, MAGD, Warwick, RI
- Michael D. Holbert, DMD, Castleton, VT

Region 2 - New York

Delegates

- Karthilde Appolon, DDS, Floral Park, NY
- Lawrence Bailey, DDS, MAGD, New York, NY
- Brian R. Ciporin, DDS, FAGD, Howard Beach, NY
- Joseph DiDonato, DDS, MBA, FAGD, Rochester, NY
- Lorna G. Flamer-Caldera, DDS, FAGD, New York, NY
- James R. Keenan, DDS, MAGD, Brooklyn, NY
- Janice K. Pliszczyk, DDS, MAGD, Syracuse, NY
- Shahram Shekib, DDS, FAGD, Brooklyn, NY
- Teresa Skalyo, DDS, FAGD, Geneva, NY
- Berry Stahl, DMD, Bronx, NY
- Analia Veitz-Keenan, DDS, FAGD, Brooklyn, NY

Alternates

- Abe Dyzenhaus, DDS, FAGD, Floral Park, NY
- Seung-Hee Rhee, DDS, MAGD, New York, NY

- 1 **Region 3 - Pennsylvania**
- 2 *Delegates*
- 3 Janine N. Burkhardt, DMD, MAGD, Philadelphia, PA
- 4 Kyle P. Dumpert, DMD, MAGD, Bedford, PA
- 5 Dejan Golalic, DDS, MAGD, Mechanicsburg, PA
- 6 Raymond J. Johnson, DMD, MAGD, Warren, PA
- 7 Kayla C. Klingensmith, DMD, FAGD, Lancaster, PA
- 8 Amanda S. Sonntag, DDS, MAGD, Wyomissing, PA
- 9 Dave A. Sullivan, DMD, MAGD, Pittsburgh, PA
- 10 Cuong B. Tran, DMD, MAGD, Allentown, PA
- 11
- 12 **Region 4 - New Jersey**
- 13 Boris Alvarez, DDS, FAGD, Bloomfield, NJ
- 14 ~~Elizabeth A. Clemente, DDS, MAGD, Morristown, NJ~~
- 15 Alan A. Frenkel, DMD, Ringwood, NJ
- 16 Shari L. Hyder, DMD, MAGD, Oaklyn, NJ
- 17 Narpat S. Jain, DMD, MAGD, Tenafly, NJ
- 18 Kosmas Kasimatis, DMD, Skillman, NJ
- 19 **Muna N. Khan, DDS, Princeton, NJ**
- 20 Arlene O'Brien, DMD, FAGD, Princeton, NJ
- 21 George J. Schmidt, DMD, FAGD, Cedar Knolls, NJ
- 22
- 23 **Region 5 - Delaware, District of Columbia, Maryland, Virginia**
- 24 *Delegates*
- 25 Sheila M. Samaddar, DDS, Washington, DC
- 26 Thomas J. Lanzilotti, DMD, Newark, DE
- 27 Steven G. Feldman, DDS, Rockville, MD
- 28 **Amir Karimi, DDS, Rockville, MD**
- 29 Lawrence Katkow, DDS, MAGD, Columbia, MD
- 30 Gigi Meinecke, DMD, FAGD, Rockville, MD
- 31 ~~John G. Mohler, DDS, MAGD, Catonsville, MD~~
- 32 Bruce E. Yuille, DDS, MAGD, Catonsville, MD
- 33 Tamer M. Abdelwahab, DDS, FAGD, Manassas, VA
- 34 Jenni C. Bobbio, DDS, FAGD, Aldie, VA
- 35 Gregory Bowles, DDS, MAGD, Virginia Beach, VA
- 36 Christine D. Howell, DDS, FAGD, Suffolk, VA
- 37 **Ralph L. Howell, Jr., DDS, MAGD, Suffolk, VA**
- 38 Jeremy C. Jordan, DDS, Charlottesville, VA
- 39 Zeyad M. Mady, DDS, MAGD, Alexandria, VA
- 40 ~~Sarah Wilson, DDS, Roanoke, VA~~
- 41 *Alternates*
- 42 John W. Drumm, DMD, Rockville, MD
- 43 Laura A. Dougherty, DDS, Wilmington, DE
- 44 **Eric L. Morse, DDS, Baltimore, MD**
- 45 ~~Brenda Shah, DDS, Baltimore, MD~~
- 46 Robert J. Wilson, Jr., DDS, Gaithersburg, MD

1 Charles A. Young, DDS, FAGD, Towson, MD

2

3 **Region 6 - Kentucky, Missouri, Tennessee, West Virginia**

4 ***Delegates***

5 Brooke E. Shelton, DMD, Radcliff, KY

6 Richard J. Alvarez, DDS, FAGD, Republic, MO

7 David J. Dear, DDS, MAGD, Versailles, MO

8 Sarah L. Spring, DDS, FAGD, Olivette, MO

9 Jennifer J. Cornell, DDS, FAGD, Clarksville, TN

10 Keith D. Gilmore, DDS, MAGD, Dickson, TN

11 Gary R. Woodall, DDS, MAGD, Knoxville, TN

12 Carson W. Henley, DDS, FAGD, Charleston, WV

13 ***Alternates***

14 ~~Jeremy Poynter, DDS, FAGD, Maryville, MO~~

15 **Connie L. White, DDS, FAGD, Leawood, MO**

16 Anthony S. Carroccia, DDS, MAGD, ABGD, Clarksville, TN

17

18 **Region 7 - Indiana, Ohio**

19 ***Delegates***

20 Charles W. Bartholomew, DDS, FAGD, Kokomo, IN

21 James M. Lindsey, DDS, FAGD, Kokomo, IN

22 Thomas J. Steckbeck, DDS, FAGD, Indianapolis, IN

23 Harold S. Jeter, DDS, FAGD, South Point, OH

24 Joseph G. Landry, II, DDS, MAGD, Seville, OH

25 Tyler L. Scott, DDS, FAGD, Loudonville, OH

26 James W. Zimmerman, III, DDS, Toledo, OH

27 Rylan E. Dunn, Dublin, OH (*Student Delegate*)

28

29 **Region 8 - Illinois**

30 ***Delegates***

31 Spencer R. Bloom, DDS, Chicago, IL

32 Susan Bordenave Bishop, DMD, MAGD, Peoria, IL

33 Bethel R. Buerk, DDS, Troy, IL

34 Jessica L. Gibbs, DDS, MAGD, Antioch, IL

35 William M. Lawley, DDS, MAGD, Downers Grove, IL

36 Brenden D. Moon, DMD, MAGD, Quincy, IL

37 Shruti A. Pore, DMD, Gurnee, IL

38 **Mahtab Sadrameli, DMD, MAGD, Chicago, IL**

39 ~~Ryan R. Vahdani, DDS, MAGD, Lombard, IL~~

40 Larry N. Williams, Jr., DDS, MPH, MAGD, ABGD, Skokie, IL

41 ***Alternates***

42 Joseph Y. Akhikar, DMD, FAGD, Glenview, IL

43 Theresa B. Lao, DDS, FAGD, Downers Grove, IL

44 Deepa Y. Williams, BDS, Freeport, IL

45

46 **Region 9 - Michigan, Wisconsin**

47 ***Delegates***

- 1 Gary M. Bonior, DDS, FAGD, Warren, MI
- 2 Lisa S. Bowerman, DDS, FAGD, Ann Arbor, MI
- 3 Jessica J. Brisbois, DDS, Farmington, MI
- 4 Colleen B. DeLacy, DDS, MAGD, Lexington, MI
- 5 Nahid A. Kashani, DDS, Northville, MI
- 6 Hayley Rae Popp, DDS, Traverse City, MI
- 7 Samer G. Shamoon, DDS, MAGD, Berkley, MI
- 8 Edwin T. Batchelor, DDS, FAGD, Monona, WI
- 9 John A. Olsen, DDS, MAGD, Franklin, WI
- 10 Mackenzie A. Schneider, DMD, Burlington, WI

11 ***Alternates***

- 12 Fares M. Elias, DDS, FAGD, Bloomfield Hills, MI
- 13 Louis C. Boryc, DDS, FAGD, Muskego, WI

14

15 **Region 10 - Iowa, Minnesota, Nebraska, North Dakota, South Dakota**

16 ***Delegates***

- 17 Jeffrey D. Joiner, DDS, FAGD, Orange City, IA
- 18 Joslyn A. Slater, DDS, FAGD, Anamosa, IA
- 19 Daniel T. Johnson, Jr., DDS, FAGD, Saint Paul, MN
- 20 Rachel J. Malterud, DMD, FAGD, Saint Paul, MN
- 21 Brian B. Penly, DDS, Ralston, NE
- 22 Colleen J. Hofer, DDS, MAGD, Velva, ND
- 23 Mark R. Bain, DDS, Aberdeen, SD

24 ***Alternate***

- 25 **Thomas St. Germain, DDS, FAGD, Omaha, NE**

26

27 **Region 11 - Alaska, Idaho, Montana, Oregon, Washington**

28 ***Delegates***

- 29 Matthew J. West, DMD, FAGD, Juneau, AK
- 30 Ryan D. Smith, DMD, Rexburg, ID
- 31 Leslie A. Hayes, DDS, MAGD, Belgrade, MT
- 32 Hannah R. Glazunov, DMD, Albany, OR
- 33 Srilakshmi Katta, DDS, Portland, OR
- 34 Landis Kwong, DMD, Happy Valley, OR
- 35 Julie A. Spaniel, DDS, Tigard, OR
- 36 Herbert C. Edwards, DDS, MAGD, Walla Walla, WA
- 37 Teresa K. Kang, DDS, Kirkland, WA
- 38 Prasith Kim-Aun, DMD, University Place, WA
- 39 Dzon M. Nguyen, DDS, MAGD, Seattle, WA
- 40 Carl W. Youngquist, DDS, MAGD, Puyallup, WA

41 ***Alternates***

- 42 Ghazal A. Ringler, DMD, Anchorage, AK
- 43 Schuyler B. Sessions, DDS, FAGD, Rexburg, ID
- 44 Annette D. Dusseau, DDS, MAGD, ABGD, Missoula, MT
- 45 Kimberly R. Wright, DMD, MAGD, West Linn, OR
- 46 Theron A. Manson, DDS, FAGD, Kirkland, WA

1 Melissa Ramsey, DDS, MAGD, Walla Walla, WA

2

3 **Region 12 - Arkansas, Kansas, Louisiana, Mississippi, Oklahoma**

4 ***Delegates***

5 Sarah Hardin, DDS, FAGD, Little Rock, AR

6 John Pardo, DDS, Fayetteville, AR

7 Mark H. Armfield, DDS, Augusta, KS

8 Richard L. Owens, DDS, MAGD, Destrehan, LA

9 Kristopher P. Rappold, DDS, MAGD, New Orleans, LA

10 Mary Catherine Reynolds, DMD, Ridgeland, MS

11 Cheryl L. Church, DDS, Newalla, OK

12 ***Alternates***

13 K. David Stillwell, DDS, MAGD, Batesville, AR

14 Craig M. Alexander, DDS, FAGD, Olathe, KS

15 Reid M. Owens, DDS, Lafayette, LA

16

17 **Region 13 - California**

18 ***Delegates***

19 ~~Myron J. Bromberg, DDS, Reseda, CA~~

20 Benjamin J. Chew, DDS, MAGD, Fremont, CA

21 Darrell S. Chun, DDS, MAGD, Elk Grove, CA

22 Stephen P. Eskeland, DDS, MAGD, La Jolla, CA

23 Evan Farr, DDS, MAGD, North Hollywood, CA

24 Kirk M. Hobock, DDS, MAGD, Laguna Miguel, CA

25 Hemant N. Joshi, DDS, MAGD, Pomona, CA

26 Madhavi H. Joshi, DDS, MAGD, Pomona, CA

27 Chi C. Leung, DDS, Glendale, CA

28 Michael W. Lew, DMD, MAGD, Novato, CA

29 Diana L. Quilici, DDS, FAGD, McClellan, CA

30 Ricardo A. Suarez, DDS, MAGD, Whittier, CA

31 James H. Thompson, DMD, FAGD, San Diego, CA

32 John N. Vartanian, DDS, Newport Beach, CA

33 ***Alternate***

34 ~~Howard H. Chi, DMD, MAGD, Stockton, CA~~

35 William Kushner, DDS, FAGD, Danville, CA

36

37 **Region 14 - Arizona, Colorado, Hawaii, Nevada, New Mexico, Utah, Wyoming**

38 ***Delegates***

39 Emily E. Bujnoski, DMD, Chandler, AZ

40 Mai-Ly Duong, DMD, MAGD, Mesa, AZ

41 Stephen J. Glaze, DMD, Phoenix, AZ

42 Todd A. Brownlee, DDS, FAGD, Denver, CO

43 Dennis L. Burgner, DDS, MAGD, Parker, CO

44 Kyle Pelkey, DMD, FAGD, ABGD, Colorado Springs, CO

45 Camden J. G. Tokunaga, DDS, Waipahu, HI

46 Henry Truong, DDS, Bernalillo, NM

1 Deaudre L. LeCato, DMD, Reno, NV
2 David S. Peterson, DDS, MAGD, Orem, UT
3 Britton Marsh, DDS, FAGD, Torrington, WY
4 Brooklyn Janes, Sandy, UT (*Student Delegate*)

5
6 **Region 15/16 - Alberta, Atlantic Provinces, British Columbia, Ontario, Quebec**

7 *Delegates*

8 Alberta Delegate TBD
9 British Columbia Delegate TBD
10 Lary F. Trites, DDS, Sackville, NB
11 Neil J. Gajjar, DDS, MAGD, Mississauga, ON
12 C. P. Giri, DDS, Richmond Hill, ON
13 ~~Kirandip K. Johal, DDS, Brampton, ON~~
14 Kulwant S. Turna, DDS, Brampton, ON
15 **Leonardo M. Nassani, DMD, Laval, QC**

16 *Alternate*

17 ~~Bashar Shagoury, DDS, MAGD, Mont-Royal, QC~~
18 **Faraj Hanna A., DMD, Montreal, QC**

19
20 **Region 17 - Air Force, Army, Navy, Public Health, Veterans Administration**

21 *Delegates*

22 Doug N. Grabowski, DMD, Charleston, SC (Air Force)
23 Rachael L. Parrish, DDS, Sumter, SC (Air Force)
24 Gamal A. Baker, DDS, Fayetteville, NC (Army)
25 Amir Mahmood, DDS, Ottawa, ON (Army)
26 Rohtaz K. Sandhu, DDS, FAGD, Fort Campbell, TN (Army)
27 Kathleen B. Chiodo, DDS, FAGD, Indianapolis, IN (Navy)
28 Jaren T. May, DDS, FAGD, Swansboro, NC (Navy)
29 Ryan E. Gard, DDS, FAGD, Port Orchard, WA (Public Health)
30 Thomas E. Dundon, DMD, FAGD, ABGD, Cleveland, OH (Veterans Administration)

31 *Alternates*

32 Michael A. Hoffman, DDS, FAGD, ABGD, Southern Pines, NC (Army)
33 Reed A. Houck, DMD, Southern Pines, NC (Army)
34 Nicholas D. Wilson, DDS, FAGD, Wahiawa, HI (Army)
35 Carmen Boren, DDS, Hampstead, NC (Navy)
36 Scott Eckhart, DDS, FAGD, Groton, CT (Public Health)

37
38 **Region 18 - Texas**

39 *Delegates*

40 Stephen Boyles, DDS, MAGD, Midland, TX
41 ~~Ben A. Bratcher, DDS, MAGD, Canton, TX~~
42 Ralph A. Cooley, DDS, FAGD, Houston, TX
43 Jon M. Dossett, DMD, MAGD, ABGD, San Antonio, TX
44 Brooke Elmore, DDS, MAGD, Waxahachie, TX
45 **Jeffrey B. Geno, DDS, MAGD, League City, TX**
46 Alex Gonzalez, DDS, MAGD, El Paso, TX

- 1 Macie L. Long, DDS, Pearland, TX
- 2 Eric D. Miller, DDS, MAGD, Houston, TX
- 3 Bryan T. Moore, DDS, Fairview, TX
- 4 Partha Mukherji, DDS, FAGD, Fort Worth, TX
- 5 Susan Putthoff, DDS, FAGD, Kerrville, TX
- 6 Wayne C. Radwanski, DDS, FAGD, Austin, TX
- 7 Shane A. Ricci, DDS, FAGD, Prosper, TX
- 8 Mack Snead, DDS, MAGD, Fort Worth, TX
- 9 Charles Town, DDS, MAGD, Woodway, TX
- 10 Ben F. Warner, DDS, MAGD, Houston, TX
- 11 Lindsey Wendt, DDS, MAGD, Houston, TX

12 ***Alternate***

- 13 ~~Melissa L. Brown, DDS, FAGD, Houston, TX~~
- 14 Hanna E. Lindskog, DDS, FAGD, Tiki Island, TX

15

16 **Region 19 - Alabama, Georgia, North Carolina, South Carolina**

17 ***Delegates***

- 18 Derrick D. Mendez, DMD, Alabaster, AL
- 19 R. Michael Robinson, DMD, MAGD, McIntosh, AL
- 20 Christopher R. Comer, DMD, FAGD, Savannah, GA
- 21 Susan G. Estep, DMD, FAGD, Atlanta, GA
- 22 Kenneth A. Gilbert, DDS, MAGD, Decatur, GA
- 23 Barry D. Hammond, DMD, Augusta, GA
- 24 Rebecca Hobbs, DMD, MAGD, Augusta, GA
- 25 Jay Kansal, DMD, FAGD, Marietta, GA
- 26 Jennifer S. Bell, DDS, FAGD, Holly Springs, NC
- 27 Lisa Gushin, DDS, Fayetteville, NC
- 28 Nicole LeCann, DDS, Raleigh, NC
- 29 Sarah E. Myers, DDS, Knightdale, NC
- 30 Alex P. Pence, DDS, FAGD, Candler, NC
- 31 Lynette Pierce, DDS, Wilmington, NC
- 32 Callan D. White, DDS, FAGD, Asheville, NC
- 33 Bethany Herbert, DMD, Mount Pleasant, SC
- 34 Amanda E. Komisarow, DMD, Mount Pleasant, SC
- 35 Lina A. Miraziz, DDS, FAGD, Cowpens, SC

36 ***Alternates***

- 37 R. Harrell Bullard, DMD, MAGD, Montgomery, AL
- 38 M. Wendy Holder, DMD, MAGD, Alexander City, AL
- 39 Carol A. Wooden, DDS, MAGD, Smyrna, GA
- 40 Tracy D. Johnson, DDS, Fayetteville, NC
- 41 Ralph K. Mensah, DDS, Durham, NC
- 42 John C. Comisi, DDS, MAGD, Mount Pleasant, SC
- 43 Christopher T. Griffin, DMD, FAGD, Greenwood, SC
- 44 Ronald S. Wilson, DMD, FAGD, Greenville, SC
- 45 Alex Boulay, Alabama, AL (*Student Alternate Delegate*)
- 46 Nicole Nguyen, Birmingham, AL (*Student Alternate Delegate*)

1 **Region 20 - Florida, Puerto Rico**

2 *Delegates*

3 Gerald J. Botko, DMD, MAGD, Boca Raton, FL

4 John V. Gammichia, DMD, FAGD, Apopka, FL

5 Amr Hassan, DMD, FAGD, Tampa, FL

6 Steven Hochfelder, DMD, FAGD, Lake Mary, FL

7 **Richard A. Huot, DDS, FAGD, Vero Beach, FL**

8 Douglas L. Massingill, DDS, MAGD, ABGD, Sanford, FL

9 **Stephanie E. Mazariegos, DMD, FAGD, Tampa, FL**

10 Nibaldo P. Morales, DMD, Miami, FL

11 Herminia D. Rodriguez, DMD, MAGD, Sanford, FL

12 ~~Matthew E. Scarpitti, DDS, Winter Park, FL~~

13 **Bipin J. Sheth, DDS, MAGD, Margate, FL**

14 Millie K. Tannen, DDS, MAGD, Jacksonville, FL

15 **Aldo Miranda-Collazo, DMD, San Juan, PR**

16 ~~Jose A. Davila-Collazo, DDS, FAGD, Bayamon, PR~~

17

1 Secretary’s Report to the 2023 House of Delegates Addendum

2
3 The report includes actions of the Board from Board Zoom 9-18-23.

4
5 Board Zoom 9-18-23

6
7 **Dr. Peskin moved:**

8 **“Resolved, that the AIR22-23BMIII#17 – Amend AGD Bylaws Officer Eligibility be added**
9 **to the agenda as new business.”**

10
11 **NOT ADOPTED**

12
13 *Y – Battaglia, Belsito, Burn, Levine, Reed, Russo, Shaver, Worob*

14
15 *N – Charnesky, Eaton, Gordon, Guilbeau, Kaner, Kozelka, Laidley, Ohmer*

16
17 *a – Anderson, Chetty, Dyzenhaus*

18
19 *A – Martin, Picone, Sinha, Wong*

20
21 *N/A – Guter*

22
23 **Dr. Dyzenhaus moved:**

24 **“Resolved, that the consent agenda be approved.”**

25
26 **1. Board Approvals**

27 **i. AIRBZ091823#01 – Amend HOD Fellowship, Mastership and Lifelong Learning and**
28 **Service Recognition Guidelines**

29 **ii. Board Zoom 6-27-23 Minutes**

30
31 **2. Recommendation for submission to the HOD**

32 **i. AGD Foundation Annual Report**

33 **ii. Awards Committee Annual Report**

34 **iii. Dental Education Council Annual Report**

35 **iv. Executive Director’s Report for the Annual Meeting**

36 **v. Secretary’s Annual Report**

37 **vi. Secretary’s Annual Report of Actions Updated**

38 **vii. Scientific Meeting Council Annual Report Updated**

39 **viii. Treasurer’s Report to the Membership**

40
41 **ADOPTED**

42
43 *Y – Anderson, Battaglia, Belsito, Burn, Charnesky, Chetty, Dyzenhaus, Eaton, Gordon,*
44 *Guilbeau, Kaner, Kozelka, Laidley, Levine, Ohmer, Reed, Russo, Shaver, Worob*
45

1 A – Martin, Picone, Sinha, Wong

2
3 N/A – Guter

4
5 **“Resolved, that AIRBZ091823#01 – Amend HOD Fellowship, Mastership and Lifelong**
6 **Learning and Service Recognition Guidelines be approved.”**

7
8 **“Resolved, that the Fellowship Award Guidelines in the current HOD Policy Manual be**
9 **amended to read:**

10
11 **Fellowship Award Guidelines . . .**

12
13 **4. Self-Instruction Programs**

14 **Up to 150 hours of credit may be applied to the award for completion of FAGD/MAGD-**
15 **approved audio, audio/visual, written, and other self-instructional programs, provided the**
16 **program provider verifies satisfactory completion. In addition to the 150 hours self-**
17 **instructional credit, 15 hours of credit may be awarded one time only to members**
18 **completing the post-test from the FAGD Exam Study Guide.**

19
20 **Effective January 1, 2024, only 12 hours of self-instruction credit earned on a single day**
21 **can be applied to the Fellowship Award requirements.**

22
23 **And be it further,**

24
25 **Resolved, that the Mastership Award Guidelines in the current HOD Policy Manual be**
26 **amended to read:**

27
28 **4. Self-Instruction Programs**

29 **Up to 150 hours of credit may be applied to the award for completion of FAGD/MAGD-**
30 **approved audio, audio/visual, written, and other self-instructional programs, provided the**
31 **program provider verifies satisfactory completion. In addition to the 150 hours self-**
32 **instructional credit, 15 hours of credit may be awarded one time only to members**
33 **completing the post-test from the FAGD Exam Study Guide.**

34
35 **Effective January 1, 2024, only 12 hours of self-instruction credit earned on a single day**
36 **can be applied to the Mastership Award requirements.**

37
38 **And be it further,**

39
40 **Resolved, that the Lifelong Learning & Service Recognition Guidelines in the current HOD**
41 **Policy Manual be amended to read:**

42
43 **2. Self-Instruction Programs**

44 **Credit may be earned for completion of audio, audio/visual, written and other self-**
45 **instruction programs, provided the FAGD/MAGD-approved sponsor verifies satisfactory**

1 completion. A maximum of 150 hours of credit may be applied to the LLSR for self-
2 instruction courses.

3
4 **Effective January 1, 2024, only 12 hours of self-instruction credit earned on a single day**
5 **can be applied to the Lifelong Learning and Service Recognition requirements.”**

6
7
8 **Dr. Belsito moved:**

9 **“Resolved, that the Audit Committee Annual Report be approved.”**

10
11 **ADOPTED**

12
13 *Y – Anderson, Battaglia, Belsito, Burn, Charnesky, Chetty, Dyzenhaus, Eaton, Gordon,*
14 *Guilbeau, Kaner, Kozelka, Laidley, Levine, Ohmer, Reed, Russo, Shaver, Sinha, Worob*

15
16 *A – Martin, Picone, Wong*

17
18 *N/A – Guter*

19
20 **Dr. Gordon moved:**

21 **“Resolved, that AIRBZ091823#02 – Approval of PRC Recommended Positions on 2023**
22 **ADA Resolutions be approved as amended.”**

23
24 **“Resolved, that the recommended positions of the Professional Relations Committee (PRC)**
25 **on the ADA HOD resolutions as detailed in their report, *PRC Recommendations on 2023***
26 ***ADA HOD Resolutions*, be approved. And be it further,**

27
28 **Resolved, that the PRC, in consultation with the AGD Presidents, be authorized to take**
29 **positions on amendments and new resolutions at the 2023 ADA HOD.”**

30
31 **ADOPTED**

32
33 *Y – Anderson, Belsito, Burn, Charnesky, Chetty, Dyzenhaus, Eaton, Gordon, Guilbeau, Kaner,*
34 *Kozelka, Laidley, Levine, Ohmer, Reed, Russo, Shaver, Sinha, Worob*

35
36 *a – Battaglia*

37
38 *A – Martin, Picone, Wong*

39
40 *N/A – Guter*

41
42 **During the executive session the following action was taken:**

43
44 **“Resolved, that AIRBZ091823#03 – Approve 2023-2024 Council and Committee**
45 **Appointments be approved.”**

1
2 **“Resolved, that the 2023-2024 council and committee appointments be approved.**
3

4 **Program Approval for Continuing Education (PACE) Council**

- 5 1. Dr. Ronald Giordan, REGION 14, (11/12/23–11/01/26), 2nd term, Chair
6 2. Dr. Judy Fan-Hsu, REGION 08, (11/22/21–11/24/24), 1st term
7 3. Dr. Glenn Miller, REGION 19, (11/22/21–11/24/24), 1st term
8 4. Dr. Diana Quilici, REGION 17, (11/22/21–11/24/24), 2nd term
9 5. Dr. Mina Levi, REGION 13, (11/13/22–11/1/25), 1st term
10 6. Dr. Jane Martone, REGION 01, (11/13/22–11/1/25), 2nd term
11 7. Dr. Chi Leung, REGION 13, (11/13/22–11/1/25), 2nd term
12 8. Dr. Divya Mudumba, REGION 01, (11/13/22–11/1/25), 2nd term
13 9. Dr. Mahmoud Al-Dajani, REGION 17, (8/19/23–11/1/25), 1st term (Completing Dr.
14 Carson Henley's term 11/13/22–11/1/25)
15 10. Dr. William Kushner, REGION 13, (11/12/23–11/01/26), 2nd term
16 11. Dr. Robert Freitas, REGION 13, (11/12/23–11/01/26), 2nd term
17 12. Dr. Ronald Sawyer, REGION 01, (11/12/23–11/01/26), 2nd term
18 13. Dr. Boris Alvarez, REGION 04, (11/12/23–11/01/26), 2nd term
19 14. Dr. Jian Huang, REGION 06, (11/12/23–11/01/26), 1st term
20 15. Dr. Ashley Lamay, REGION 05, (11/12/23–11/01/26), 1st term
21 16. Dr. Kenneth Gilbert, REGION 19, (11/12/23–11/01/26), 3rd term
22 17. Dr. Manish Juneja, REGION 01, (11/12/23–11/01/26), 1st term
23 18. Dr. Hitesh Vij, REGION 01, (8/19/23–11/01/25), 1st term (Completing Dr. Eric Cole's
24 term 11/13/22–11/01/25)
25 1. Dr. Janice K. Pliszcak, REGION 02, (11/12/23–11/24/24), 1st term, Consultant
26 2. Dr. Paul Hoeft, REGION 14, (11/12/23–11/24/24), 1st term, Consultant
27 3. **Dr. Navin Boggavarapu, REGION 04, (11/12/23–11/24/24), 1st term, Consultant**
28

29 **New Dentist, Resident and Student Committee**

- 30 1. **Dr. Rachel Malterud, REGION 10, (11/12/23–11/01/25), 2nd term, [grad date: 5/15/2020]**
31 **2 year term, Chair**
32 2. **Dr. Clayton Sorrells, REGION 12, (TBD-11/24/24), 1st term, (Completing Dr. Bernhard**
33 **Bringewald's term 1/5/23–11/24/24) (No Restriction Member) [grad date: 2023] 2 year**
34 **term**
35 3. Ms. Nicole Nguyen, REGION 19, (1/5/23–5/1/24), 1st term, Student Member
36 (Completing Dr. Soyna Kapoor's term (11/22/2021–11/12/23) [grad date: 2024] 1 year
37 term
38 4. Dr. Kenny Hiep Tran, REGION 17, (11/12/23–11/24/24), 1st term, Resident [grad date:
39 2015] 1 year term
40 5. Dr. Emily Bujnoski, REGION 14 (11/12/23–11/01/25/6/23–11/12/23), 2nd term (1-5
41 years practice), [grad date: 2020], 2 year term
42 6. Dr. Sam Asthana, REGION 18, (11/12/23–11/01/25), 1st term, (1-5 years practice) [grad
43 date: 2020] 2 year term
44 7. **Dr. _____, REGION _____, (11/12/23–11/24/24), 1st term, (3-8 years practice)**
45 **[grad date: TBD] 2 year term**

1 **Dr. Tanya Maestas, REGION 18, (2/1/23–11/1/25), New Dentist, Resident and Student**
2 **Liaison from Membership Council, Consultant**

3
4 **Scientific Meeting Council**

- 5 **1. Dr. George Schmidt, REGION 04, (6/21/22-11/24/24), 1st term, Chair (Completing Dr.**
6 **Timothy Verceles' term 11/22/21-11/24/24)**
7 **2. Dr. Tyler Scott, REGION 07, (11/13/22-11/1/25),1st term**
8 **3. Dr. Toni Neumeier, (11/13/22-11/1/25), REGION 19, 2nd term**
9 **4. Dr. Jeremy Suess, Region 11, (11/12/23-11/1/26), 2nd term**
10 **5. Dr. Joseph Wineman, REGION 14, (11/12/23-11/1/26), TBD term**
11 **6. Dr. Bernhard Bringewald, REGION 01, (11/12/23-11/1/26), 1st term**
12 **7. Dr. Daniel Johnson Jr., REGION 10, (6/21/22-11/24/24), 1st term, 2024 LAC Chair**
13 **8. Dr. Connie Tse-Wallerstein, REGION 15-16, (4/25/2023-11/01/2025), 1st term, 2025**
14 **LAC Chair**
15 **9. Dr. _____, Region _____, (11/12/23-11/1/26), TBD term, 2026 LAC Chair**

16
17 **“Resolved, that the executive session minutes from 22-23 Board Meeting III be approved.”**
18
19
20