



Dental Assisting National Board

**Summary of major actions taken by DANB's Board of Directors at the
2023 Winter Board Meeting**

Miami Beach, FL

February 4, 2023

Including a Joint meeting with the DALE Foundation Board of Trustees

February 3, 2023

DANB Directors in attendance:

Lois Bell, CDA, CDIPC, CPFDA, CRFDA, MADAA, Chair; Steven Holm, D.D.S., Vice-Chair; Connie Reed, CDA, EFDA, B.S., Secretary-Treasurer; Frank Maggio, D.D.S.; Meagan Mitchell, CDA, B.S.; Barbara Mousel, D.D.S., CDA, RDH; Kimberly Plate, CDA, CPFDA, CRFDA, B.S.; Robynn Rixse, CDA, CDIPC, MADAA, FAADOM, EFDA, B.S.; Esther Scherb, D.M.D., J.D.; Janée Tamayo, CDA, CPFDA, B.S., MSgt, USAF

DALE Foundation Trustees in attendance:

Guin Juckett, CDA, CPFDA, CRFDA, CDIPC, EFDA, FADAA, President; Michael Conte, D.M.D., M.P.H., President-Elect; Vicki Brett, CDA, RDH, B.S.D.H., Secretary-Treasurer; Lois Bell, CDA, CDIPC, CPFDA, CRFDA, MADAA, DANB Board Chair; Opal Anderson, DISIPC, FAADOM; Joanne Dawley, D.D.S.; Sandra Garcia, CDA, CDIPC, RDA, FADAA, FAADOM; Royann Royer, CDA, RDH, M.P.H.; Kathy Zweg, CDA, CDIPC, LDA; Leader-in-Training Stephanie Bustos, CDA, RDA (without a vote); Leader-in-Training Carlos Gaxiola, CDIPC, RDA, RDHAP, RDH (without a vote)

DANB's Chief Executive Officer Laura Skarnulis, serves as ex officio on DANB's Board of Directors and the DALE Foundation Board of Trustees.

Assessment and Certification Updates

In August of 2022, DANB began its relationship with Professional Testing, Inc., a company with an excellent history of partnering with certification boards to assist with examination development and psychometric analysis. Partnering with Professional Testing has already shown to be a beneficial relationship, optimizing staffing resources to ensure we remain strategically focused on the future.

With more than 25,000 examinations and over 34,000 certification renewals in 2022, high-quality customer service remains a key priority of DANB and the DALE Foundation. Recent activities have focused on improving customer service by updating policies, cross-training staff, leveraging technologies, and improving IT infrastructure to support this work.

Several activities are in progress related to supporting the profession by leading with diversity, equity, and inclusion (DEI). Work is underway to begin collecting examinee and certificant demographics, including gender, race/ethnicity, and primary language, on a voluntary basis when a new account is created. This data will help the organization better support our customers and enhance DEI within our programs and services. Additionally, DANB is working to provide the Radiation Health and Safety (RHS) exam in Spanish with plans to launch this new format by the end of 2023.

The organization is conducting a detailed analysis of the profession beginning in the spring of 2023. DANB is convening a Dental Assisting Profession Job Task Analysis in May 2023 to begin the development of a professional model.

In an effort to reduce barriers to certification and recertification, the DANB Board agreed to maintain current renewal fees for the 2023 calendar year and decrease the reinstatement fee from \$150 to \$75.

DALE Foundation Updates

In January, the DALE Foundation launched its latest product, the Dental Assisting Curriculum Framework, to help support entry level education in dental assisting. The framework promotes dental assisting education via DALE Foundation and works to set dental assistants up for success for DANB's National Entry Level Dental Assistant (NELDA) certification. The Dental Assisting Curriculum Framework has been over two years in the making and is a result of work by the Entry Level Dental Assisting Curriculum (ELDAC) Task Force and our learnings from Temple University and ELDAC pilot programs with Dickinson and Woodhaven High Schools. Temple, Dickinson, and Woodhaven are among the first organizations to receive the Dental Assisting Curriculum Framework product.

The DALE Foundation also reported the Research Advisory Council's recommendation of the 2023-2024 Research Project. The project will conduct and publish research demonstrating the financial impact dental assistants bring to the dental practice, including their impact on productivity and the high cost of dental assistant turnover to the dental practice. This project will be incorporated into the DANB/DALE Foundation Strategic Plan.

DANB/DALE Foundation Scholarship Task Force Update

The DANB/DALE Foundation Scholarship Task Force discussed improvements to the scholarship process which will streamline the application process, address barriers and bias, and increase visibility and impact. The Task Force also made recommendations about forming a standing scholarship committee to manage the various scholarship programs. The Board approved an increase in funding to the Liz Koch Memorial Scholarship and approved funding for a new scholarship to support the dental assisting pipeline.

Engagement

American Dental Assistants Association

DANB collaborates with the American Dental Assistants Association (ADAA) in several ways. DANB is a strong supporter of ADAA's Dental Assistants Recognition Week, spreading awareness and spotlighting dental assistants through our newsletter, blog and social media channels. Additionally, since 2013, we have offered the ADAA/DANB Scholarship. To date, we have awarded scholarships to 45 individuals to further their dental assisting career goals. There were five 2022 ADAA/DANB Scholarship recipients, who were awarded funds to go toward their professional development plan:

- Sabra Ekins, CDA
- Ashley Kennedy-Mathews
- Mia Maderafont
- Sarah Smith
- Sonya Solomon

The 2023 ADAA/DANB Scholarship will launch this fall. See the DANB website for more details.

OSAP-DANB-DALE Foundation Collaboration

Key members of the OSAP-DANB-DALE Foundation teams met to outline strategic priorities and begin planning and prioritization for the upcoming year.

Oregon Board of Dentistry

DANB and DALE Foundation staff championed the role of the dental assistants at Oregon's House Committee on Behavioral Health and Health Care hearing for HB 2996 and HB 3223, assisting and empowering key supporters as they prepared to testify in opposition of the bills. HB 2996 would prohibit the Oregon Board of Dentistry from requiring dental assistants to pass a written exam to receive radiograph certification in Oregon. Currently, DANB's RHS exam is required. HB 3223 would prohibit the Oregon Board of Dentistry from requiring an exam for any Oregon state dental assisting certification, including the Oregon expanded functions certifications. DANB currently administers a state-specific basic exam and two state-specific expanded functions exams for Oregon.

DANB and the DALE Foundation continue to work with key partner organizations including the U.S. Airforce Dental Service (AFDS), the American Association of Dental Officer Management (AADOM), Aspen Dental Management Inc. (ADMI), Temple University's Kornberg School of Dentistry Post-Baccalaureate Program

(PBP), the National Network for Oral Health Access (NNOHA), as well as the OSAP-DANB DALE Foundation Collaboration. Through these partnerships, DANB and the DALE Foundation have noted a significant focus across the industry and amongst these partner organizations on addressing the workforce shortage, including the creation of new dental assisting training programs.

Other Priorities and Initiatives

New DANB/DALE Foundation Strategic Plan for 2023-2028

DANB and the DALE Foundation approved a new Strategic Plan for 2023-2028. The plan is rooted in the importance of dental assistants, the critical role they play in delivering patient care, and enhancing the ways DANB and the DALE Foundation can support and prepare dental assistants for career entry and progression. For more information on the Strategic Plan, [CLICK HERE](#).

Gen Z Dental Assistants' Perspectives

Seven dental assistants and students participated in a panel discussion and interactive workshop with DANB and DALE Foundation board members and staff. The purpose of the workshop was to gain insights into Gen Z perspectives, especially related to their interests in the profession and their feedback on retention and drawing people to the profession.

Outreach Initiatives

The *2022 Dental Assistants Salary and Satisfaction Survey* and the *Dental Workforce Shortages: Data to Navigate Today's Labor Market* report were released on various media channels in Fall 2022. DANB and the DALE Foundation also plan to engage with audiences via social media platforms, including a newly launched TikTok account.

Board Leadership Update

The DANB Board of Directors elected the following Directors to begin serving the first of a possible two 3-year term on the DANB Board beginning September 1, 2023:

- Lindsey Yates, DDS as the American Dental Association (ADA) nominee
- Kerri H. Friel, CDA, COA, MA, RDH as the American Dental Education Association (ADEA) nominee

DANB is actively seeking public member nominations to serve on the DANB Board beginning September 1, 2023.

DANB approved the nomination of Sandra Garcia, CDA, CDIPC, RDA, FADAA, FAADOM and Carlos Gaxiola, CDIPC, RDA, RDHAP, RDH to begin serving the first of a possible two 3-year terms on the DALE Foundation Board of Trustees September 1, 2023.

DANB's Bylaws went through a comprehensive review to ensure diversity and fairness in representation on the board and related committees resulting in acceptance of amended Bylaws. More revisions are expected to be reviewed and approved at the 2023 Annual Board meeting.

Strategic Focus for the Future

The Boards' next regularly scheduled Annual Meeting will be held in Chicago, IL on July 27-28, 2023. Communities of Interest will be invited to provide updates to the DANB and DALE Foundation boards in addition to other guest speakers that will be invited to share their perspectives on the dental assisting community.