



Posted Apr. 9, 2025

Summary of major actions taken by DANB's Board of Directors at the 2025 Winter Board Meeting

Albuquerque, NM

Feb. 6-7, 2025

Including a meeting of the DALE Foundation Board of Trustees

Feb. 5, 2025

DANB Directors in Attendance:

Kimberly S. Plate, CDA, CPFDA, CRFDA, B.S., DANB Chair; Barbara Mousel, D.D.S., CDA, RDH, DANB Chair-Elect; Janée Tamayo, CDA, CPFDA, B.S., MSgt, USAF, DANB Immediate Past Chair; Meagan Mitchell, CDA, B.S., DANB Secretary-Treasurer; Vicki Brett, CDA, RDH, B.S.D.H.; Tanya Dorf Brunner, M.S., Public Member; Stephanie Bustos, CDA, RDA; Kerri H. Friel, CDA, COA, RDH, M.A.; Sandra Garcia Young, CDA, CDIPC, RDA, FADAA, FAADOM; Carlos Gaxiola, CDIPC, RDA, RDHAP, RDH; Frank Maggio, D.D.S.; Renee McNally, CDA, COA, CPFDA, CRFDA, CDIPC, RDA; Kishan Patel, CDA, COA, CPFDA, CRFDA; Royann Royer, CDA, RDH, M.P.H.; Lindsay Yates, D.D.S.

DALE Foundation Trustees in Attendance:

Vicki Brett, CDA, RDH, B.S.D.H., DALE Foundation President; Royann Royer, CDA, RDH, M.P.H., DALE Foundation Secretary-Treasurer; Kerri Friel, CDA, COA, RDH, M.A.; Carlos Gaxiola, CDIPC, RDA, RDHAP, RDH

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

Strategic Discussions

The Board engaged in several strategic discussions and activities. Notably, the Board was joined by Janice Morrow, Executive Director, and Dr. Lucinda Lewis, Board Member from the Society of American Indian Dentists (SAID). Dr. Lewis and Ms. Morrow discussed elevating Indigenous peoples' voices in dentistry, as well as the ongoing challenges and solutions to prevalent issues within Indigenous communities related to oral healthcare. The presentation explored strategies for building pathways into dentistry for Indigenous people, discussed how increasing representation can improve access to care and lead to better health outcomes, and addressed colonization's systemic impacts to healthcare access.

Assessment and Certification Updates

Dental Assisting Professional Model

Representatives from across the dentistry profession created the [Dental Assisting Professional Model](#), with the goals of supporting dental assistants, the dental community, and the public. The model does this by fostering workforce growth, elevating the profession, and supporting career advancement and mobility — all in service of enhancing the ability to recruit and retain qualified dental assistants. The Board reviewed the draft model and was unanimously supportive of the model being distributed for public comment.

Apprenticeship Program Research Study

DANB is exploring dental assisting workforce trends and pathways to increase the number of qualified dental assistants, including researching Registered Apprenticeship Programs as an eligibility pathway. These programs provide structured education and paid on-the-job training, with support from employers and dental associations. This research aligns with DANB's ongoing efforts to address workforce shortages and expand pathways to CDA certification. The Board authorized DANB to proceed with a research study that will allow

individuals who have completed a registered dental assisting apprenticeship program, approved by the U.S. Department of Labor or a state apprenticeship agency, to sit for the General Chairside Assisting (GC) exam.

Policy Updates

The Board approved several policy updates to remove barriers to candidates and certificants. The Board approved the removal of the \$50 duplicate exam fee. With this change, duplicate exam results will be provided in electronic format only at no cost. Additionally, the Reinstatement Policy was revised and streamlined to remove barriers to reinstatement. Furthermore, the Board approved a minor change to the Background Information Policy to streamline the process.

RHS Exam Outline Updates

The Board reviewed the RHS exam outline with recommended changes from six DANB Subject Matter Experts (SMEs) who participated in the Item Review for the RHS exam in August 2024. To ensure the outline remains relevant and targeted to the entry-level dental assistant, the review focused on three main areas — terminology, clarity and sufficient detail for candidate to study in preparation for the exam, and whether tasks reflect current practice. The Board approved the edits to the RHS Exam Outline.

Awareness, Education, and Engagement Activities

Awareness

DANB published a [report on the results of the job task analysis](#). The report presented snapshots of the data collected and highlighted the varied and critical role of dental assistants, citing that they perform more than 200 duties across numerous areas. Additionally, DANB published the results of the [DANB Dental Assistants Salary and Satisfaction Survey](#) in the fall of 2024.

Educational Products

In 2024, the DALE Foundation launched one new course, the RHS Practice Test (Spanish) and conducted reviews and updates on 14 additional products. Many new products are planned for 2025, including complimentary webinars, the launch of the [Empowered Workplaces for Dental Assistants Toolkit](#), and more.

Engagement Activities

2024 partnership and engagement activity emphasized reaching priority markets and relationship building with key communities of interest. DANB participated in 63 engagement activities in 2024, including exhibiting at 19 dental conferences, delivering 25 presentations, and participating in a variety of other engagement meetings with key organizations.

Scholarships

DANB and the DALE Foundation have increased their scholarships efforts and investment to provide more opportunities to those interested in education, exams and certification. Below is an overview of recent and upcoming activities for each scholarship.

DANB/DALE Foundation Scholarship

The scholarship launched on Jan. 7, 2025, and was open through Jan. 30, 2025. Winners will be announced in May and will receive between \$250 and \$1,000 for dental assisting education, exams, credentials, or activities that advance DEI.

ADS-DANB-DALE Foundation Andrew Whitehead Education and Certification Scholarship

This scholarship supports oral healthcare professionals in their pursuit of the [CDIPC](#) and [DISIPC](#) certifications. In 2024, more than 400 applications were received and [45 scholarships were awarded](#). The 2025 scholarship launched Feb. 19, 2025, and closed on March 31. Winners will be announced in May, aligned with the ADS Conference.

Other Priorities and Initiatives

Board Governance Updates

At the recommendation of the Governance Committee, the DANB Board of Directors approved the revised DANB Bylaws and revised DALE Foundation Bylaws, which each included additional updates related to the recent reorganization of the DANB and DALE Foundation governance structure. Additionally, the Board approved a Leaders-in-Training program on the DANB Board.

Legislative Activity and Government Relations

DANB continues to monitor and develop strategies to address new laws and regulations affecting dental assistants, as well as emerging state-level issues related to dental assisting requirements and scope of practice.

Board Leadership Updates

The DANB Board of Directors re-elected the following DANB Directors for terms to commence on Sep. 1, 2025, and expire Aug. 31, 2028:

- Barbara Mousel, D.D.S., CDA, RDH — Second 3-year term
- Kishan Patel, CDA, COA, CPFDA, CRFDA — First 3-year term

DALE Foundation Updates

The DALE Foundation Board met on Feb. 5, 2025. During the meeting, the Board discussed opportunities to address the dental assisting workforce shortage through career development initiatives, approved revisions to the DALE Foundation Bylaws, and approved an increase in 2025 scholarship funding for the Liz Koch Memorial and DANB/DALE Foundation Scholarships.

Upcoming Meetings

The 2025 Annual Meeting will be held in Chicago, IL, from July 24-26, 2025.