

1. Candidate Name:

Steven B. Andreaus, DDS, AAACD

2. If Accredited – Date:

2/15/2001

3. Years in AACD:

23 year (joined 1996)

4. What position are you applying for?

ABCD

5a. Why are you applying for this position?

One of my first interactions with the AACD's Leadership was via the Accreditation Process – it was the beginning of a Grand Journey (back in the day of lengthy write-ups, numerous slide carousels, darkened rooms and oral presentations). Since then, I have worked with GBAS, been an Examiner, been on the ABCD, been on the BOD (and formation of the ABCED), and most recently I've been back as an Examiner.

I feel as an ABCD Board Member, I would continue to work for a strong credential and stress the value of psychometrics; the rewards both financially and psychologically of the credential; and the credibility of the ABCED Diplomat.

I am interested in contributing to my profession and my community. Getting to know my colleagues and working to improve our field has been both rewarding and enjoyable. I feel I have a skill set from private practice, education, and previous time spent with the AACD's BOD and ABCD, as well as similar organizational boards

I have truly enjoyed my 22+ year membership with the AACD and as my practice has become established and my son is off to university(VPI/VT) - I feel I have the time to focus on the responsibilities of this position.

5b- Have you served on boards in the past? If so, what have you learned from this experience?

My first real experience on at Board, dental related, was a five term with SCADA (International Student Research Clinicians of the American Dental Association – from board member to past-president and now occasionally a research judge). I feel this gave me a unique perspective of where we are and a direction for our future.

I then did some modest efforts with the early stages of GBAS and have had the fortune to raise local awareness as well as provide services on multiple cases.

My journey to Accreditation led to becoming an Examiner and then a three year term on the ABCD board focusing on efforts to gain greater exposure with the

universities along with working with the PEC and designing the current Psychometrically Valid Accreditation process (as we know it now). After a few years away from the limelight, I became an active member of the AACD's BOD. During this time I was on multiple committees – committees that involve many of the core aspects of the Academy, ranging from the Educational arms(Intl Ed Comm and PEC); to the Public Awareness (Web Design Comm); Advancement of the Credential (with the ABCED formation Comm); along with gaining knowledge of the Academy's inner working (being on the BFC and Policies Comm). From all of these Committees and Boards, the biggest take-away is “Listen more and before you speak”.

5c- We are interested in learning about your leadership skills and organizational style. Tell us what we could expect and how you work with others. Be as specific as possible.

“Listen with curiosity. Speak with honesty. Act with integrity. The greatest problem with communication is we tend to not listen to understand. We listen to reply. When we listen with curiosity, we don't listen with the intent to reply. We listen for what's behind the words.” -Roy T. Bennett

I have had the good fortune of gaining leadership skills by serving in several roles associated with regional and national dental associations. Most recently, four years on the BOD which opened my eyes and required me to step up and to be more than a member of Leadership. My knowledge was enhanced by the three years I was on the ABCD board, where I focused on creating greater exposure of the board to the higher education community and improving PEC and Accreditation-related education, as well as being involved in the groundwork for a Psychometrically Valid Credential(hopefully Diplomat). My five terms with SCADA (International Student Research Clinicians of the American Dental Association) as board member -to- past-president and occasionally a research judge for that organization, taught me how to synthesize the myriad of ideas and perspectives of a diverse entity into a workable solution, and create an effective agenda that everyone could support.

In my office, when teaching at UNC, or on an advisory council, I have a direct style of communication. I seek input always and prefer that the group brainstorm to produce a satisfactory outcome. I utilize the “speaker-listener” technique whenever issues arise. This is when the listener restates what they believe the speaker has expressed. I find that this level of clarification and the focus of listening it demands creates, not only a better outcome, but a better process. My leadership and organizational skills have also developed beyond the walls of my dental practice and profession. As a young man I obtained my Eagle Scout and was involved with the Boy Scouts of America and their Outdoor Leadership program. The culmination of that effort led to a 6-month training where we

organized in advance for a two-week wilderness backpacking trip - co-led (meaning the foundation that was laid over the previous 6 months allowed the Scouts to Lead while the adults acted as observers) at Philmont Scout Ranch in New Mexico. When you are working with teenage boys, unpredictable weather, medical conditions, and a 100+ miles of trail to be hiked - organization and leadership are paramount. We finished on-time, in good shape and with a greater sense of what we can accomplish when we work together.

5d- Serving the AACD requires people to take on projects and see them to completion, often working with others to accomplish specific goals. Tell us about your accomplishments and approach to fulfilling obligations.

Being active allows one to enjoy the opportunities life can bring. As when I was a member of the BOD and multiple committees, I took part in the formation and ultimate dissolution of these goal focus groups – such as laying out the groundwork for the ABCED, or taking on the task of sharing our educators with various foreign educational events (the International Education Committee - maintaining the education at a credentialed level, while advancing the Academy in a standardized format).

But on a lesser scale, I have goals for myself, my family, my practice and of course my community – whether it is riding my bike, looking at timelines, considering associate/partnerships, or how we might make our community more livable – one must be in the Game in order to Play.

5e- The AACD offers our members a superb opportunity to form friendships which could be brought into conflict when policy decisions or approaches must be addressed. Tell us about how you might balance those friendships when policy or ethical issues create such a conflict.

When there is a possible conflict of interest issue, or the perception of ... – I feel it is important to begin the discussion with an early acknowledgement of the matter and at that time determine if you need to recuse yourself completely or if it is permissible to share information – each situation may present its own issues or concerns and fellow committee members should be open and aid in the solution to produce a satisfactory result.

While friendships are important, ultimately the integrity of the Board and my responsibilities to it is the more paramount of my obligations.

5f- What do you bring to this position that is unique or distinctive? How will you make a difference?

I feel the Academy stands on the precipice of a changing time, a new direction, a fresh future.

I have always tried to merge my passions: Dentistry; the Arts; Cycling(fitness) with the other opportunities of my life to create positive impacts in my community – oral health with my love of biking in a ride across North Carolina for Oral Cancer Awareness; my love of art with the Gallery A (in my dental office) to benefit emerging artists; my passion for helping others and the fundraiser my wife and I organized for Interact and my serving women who have been affected by domestic abuse. I would like to build on this immersion of passions to our Board and see where those partnerships and collaborations could be formed.

5g- Please give us an idea of where you see your interests and expertise supporting the advancement of the AACD Strategic plan and reflecting an alignment with the Academy's core purpose.

My understanding of the Strategic Plan is that there are four basic pillars: Protect the Brand(the Credential – it is the standard in the industry), Grow/Expand the Academy(via membership and scientific session); Support the Professional(marketing to consumers and education); as well as Foster Leadership(via gaining volunteers for committees, positions, and share our passion with those less fortunate {GBAS}) - thus enlightening and educating our communities about the advances in cosmetic dentistry and how we can help create healthy natural smiles for all.

The Joint Boards, in conjunction with the ABCED are setting forth with new initiatives and structuring of the Academy - having been in the planning and development of these, I feel my knowledge, awareness and 20,000 foot view will be beneficial to its growth and a smooth transition.

I have been a clinical faculty member at the UNC Chapel Hill Dental School for the past 15+ years and I see my connection with the University and the opportunity to work with the students on a clinical level as a valuable asset to the board's mission.

Working regularly at the free clinic in Raleigh gives me an opportunity to interact with individuals in all walks of life, (mainly those less fortunate) sharing the importance of dental health, and gives me a unique perspective on the connection between oral health, mental health, and physical health.

My involvement with the AACD's philanthropic endeavor; Give Back a Smile, since its inception, has raised my awareness of the relationship between a natural healthy smile and overall self-esteem.

I have continued to support the mission and core values of the Academy in my commitment to maintain the standards of excellence in my private practice and community ventures. I actively support grassroots fundraising and volunteer support for the AACD charitable foundation, Give Back A Smile, including coordinating a fundraiser with my wife for Interact, our local provider of domestic violence and sexual assault services. I provide services to clients referred by this and other charitable organizations.

5h- Ultimately, the purpose of serving the AACD is to support our membership. Tell us how you see yourself relating to the membership and forming a bridge between the Board and our members.

When I began my practice in Raleigh some thirty years ago, I decided as part of my work, I would drive 5 hours each way every month to spend a weekend on Ocracoke Island. I did this because these people had no opportunities for dental care and I knew how important this care would be to their overall health. I relay this story to convey the respect I have for our profession and thus the professionals within it. I think the work we do is important. It is my hope that the membership will readily sense my passion and dedication. This will be manifested in thorough and timely responses to their concerns and questions and by bringing my experiences and knowledge to improving the many endeavors with which the Board engages.

5i- Please list any leadership courses or webinars taken. Leadership training is highly recommended.

Leadership trainings and team building exercises have included those related to the AACD while on the BOD and the ABCD board, while on the SCADA Board, OLS (Outdoor Leadership Training), Local Chamber of Commerce "Leadership in your Community". I also find myself burning midnight oil viewing TEDx Talks, with speakers such as Simon Sinek, Leslie Stein, or Drew Dudley....

5j- What else should we know in order to consider you as an applicant for this position?

As I have said before, I feel the Academy stands on the precipice of a new direction, new future and new opportunities. The Joint Boards are working diligently on initiatives and structuring of the Academy and having been part of the planning and development of this, I feel my knowledge, awareness and unique way of processing - will be beneficial to its growth and to a smooth transition.

5k- Has any dental licensing board taken adverse action against your license or is there any action pending?

No If yes, please explain. N/A

5I- Have you ever been convicted of a felony or are there any charges pending or under investigation? If yes, please explain.

No