

Application Questions

5. a. Why are you applying for this position?

Two main reasons: First, in 2012, the bylaws were modified to allow members of the ABCD to enter the executive committee without serving on the Board of Directors. Since that time, half of the Presidents have come from this route. My goal would be to use my experience within the academy to encourage and promote leadership of the Academy through the ABCD and help to identify and develop future leaders. Second, as shown by this meeting, things in our Academy are changing and will continue to change. We will change how we meet, how we learn, and how we grow. But the one constant that must be preserved is the level of excellence shown by the Accreditation and Fellowship process. It must be promoted and preserved as our profession expands and contracts due to external forces. It has and will continue to be the standard of our profession, and protecting the standards are of the utmost concern.

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

I have served over ten years on the Board of Directors and the Executive Committee, and have learned from each of the Presidents and Board members I worked with. There are many styles of leadership and they all go back to effective communication between people. I have learned that we can all disagree without being disagreeable, and to assume good intentions from each person when they believe in something. Using those ideas as a starting point in communication allows each person to be heard and hopefully understood.

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

An Institutional methodology has grown within the Academy concerning the Boards. The Board of Directors, due to their larger size has been very committee oriented, while the ABCD traditionally has each member assigned tasks that fit within the strategic plan. I can work in both spheres, but probably prefer to be assigned the responsibility and parameters of a task and then bringing it in on-time and on-budget. Its' the way I work within my office and my life, knowing that success comes to the team and responsibility for that success comes from the individual.

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

When I think about accomplishments, I have to look at the good and the bad. Policies at the Board of Director level require a consensus, and often times personal opinions may not be what is decided by the group. But what differentiates leaders is the ability to go

forward and support the group decision, regardless of your own personal feelings. I have worked hard for every decision that I was a part of on the Board of Directors. Some we accomplished; others suffered a flaming death. But the commitment to the Academy and the manner in which we pursued it was always done with good intentions and hoping to move the Academy in a positive direction.

5.e. 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.

I've been in multiple instances within the Academy where this task has been put to the test. In the first, the Board of Directors had to address a policy issue where leadership and marketing came into conflict. We were able to clarify an existing policy and correct the issue. In the second, I worked with the Nominating Committee where a member had been chosen for consideration for a position of leadership, but a legal issue came up that if found to be true would reflect badly on the Academy. We asked the person to consider delaying their application, and the matter was closed without embarrassment to the member or the Academy. In both instances, I was dealing with friends and colleagues, but the decisions made were more important to the overall good and position of the Academy.

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

One of the things that is often most difficult for a new Board Member is the enthusiastic approach that they want to take part in everything and the belief that they have an answer for every perceived "problem." I myself was guilty of this belief when I first joined the Board of Directors and thought I had all of the answers. What I found was that there are few "new" problems, and most situations have been faced before. With my experience and "institutional knowledge" I have been actively present through most of the ups and downs of this Academy. I know the history of the ABCD, from its early days as the Board of Governors to attending the first Advanced Accreditation Workshop to the growth of Accreditation. I feel there will be a short learning curve for me to be a positive resource for the ABCD.

5.g. 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.

I have served the Academy as a General Member, which is the vast majority of our membership. I have gone through the process of Accreditation and felt the frustration and pride of the process. I have served the Academy by working on the Professional Education Committee for numerous years, finding what education is wanted by our membership. I have served as an Accredited Board member and as a member of the Executive committee, trying to leave the Academy in a better place. I've been where almost every member feels they have been, from the excitement of becoming a member, to possibly not feeling heard as a General Member, to the many hours of work involved

in Accreditation and the excitement of finally achieving the goal and walking across that stage, and now working toward Fellowship. I have actively supported and engaged in all three pillars of our Academy, by working as a member to initially help establish the strategic plan and support its growth, by supporting the charitable foundation by helping to restore the smiles of over 15 survivors of domestic violence, and Accreditation by achieving my Accreditation and now actively working towards the opportunity for Fellowship.

5.h. 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 Board and our members.

I feel our Academy is at a crossroads, of how we did things in the past colliding with the forced change that we will make going forward. Hard decisions were made this year, and many more are to come. We need leaders who understand the history of the Academy, and what worked and didn't work at the time. I feel the ABCD has done an excellent job of setting the guidelines for and promoting our Accreditation, and it's more important than ever to demonstrate the benefits of Accreditation and Fellowship to membership and the public. Our membership only benefits when the public knows that all dentists and lab technicians are not the same, that excellence in our profession translates to better care.

5.i. Please list any leadership courses or webinars taken.

I believe you learn by observing and leading by example. During the ten years of my serving on the Board of Directors and in the Executive Committee, I had the opportunity to learn from each of the Presidents I had the honor of serving with. I was able to see each of their strengths and see what worked in their leadership and communication styles. I also learned in reflection where I could have improved in my year as President. And before the Academy, I have taken part in years of Leadership Training through the ultimate mentor, Dr. Jim Pride of the Pride Institute.

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

I've held many positions within the Academy, and yet I'm not done giving back. My plan, if chosen by the accredited members is to serve a single term of three years and give it everything I've got and help promote those who would replace me, and move on to serving in other ways.

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

No

5.l. Have you ever been convicted of a felony or are there any charges pending or under investigation?

No