

ABCD BOARD POSITION  
DR. LAURA JUSTICE

- a) **Why are you applying for this position?**  
I am applying for this position because I have always been passionate about the AACD, but especially the credential which I believe validates the dentist as an expert in cosmetic dentistry which is part of why the academy exists.
- b) **What is your vision for the future of the AACD?**  
I believe the future of the AACD should always involve the importance of credentialing because I believe that is what keeps the academy relevant and vital. I also believe the future has to involve strategic partnerships with others who also believe in esthetic dentistry, and those at the top of the field of dentistry in general as part of our educational curriculum. I also believe the academy should continue to pursue the new graduate dentist because I believe our academy not only promotes cosmetics but quality comprehensive dentistry.
- c) **Have you served on boards in the past? If so, what have you learned from this experience?**  
Yes, I have been on several boards including the Kentucky Board of Dentistry. The biggest lessons I learned was diplomacy, confidentiality and to listen. It was an important part of fairness to each member. I also found it very important to respect other members opinions regardless if they were the same as mine and that these opinions together always concluded the best solutions.
- d) **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 specific as possible.**  
I have led committees and various organizations, and most importantly my team on a day to day at my practice and I believe that my leadership style is an adaptive or situational one. I think it is important to always know "your players" or who you are leading. I believe that the AACD needs this type of leadership especially now as we have just experienced a big change in our world. We need to be able to adapt strategies to the changing dynamics and have the emotional intelligence to recognize the organizations needs and the ability to act on these needs and they will require putting differences aside and working closing together to keep the organization vital.
- e) **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.**  
Once I have been given a project, I typically gather information concerning the details and goals of the project and then work hard to get it completed. I usually like timelines or deadlines, as I find that helps you in getting the work done. I have implemented many projects within the 6 practices I own, one specific example recently is creating and accomplishing an digital workflow between all 6 offices. I have accomplished most of my major goals in life by being single minded about completion.
- f) **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 would hope that whoever is holding a position on any board would understand that as adults we may have different opinions on what should and should not be done and various ways in which we would accomplish things, but I would hope that we would all conclude that we want what is best for the academy and its membership. I would take personal effort to always follow up with a friend who I may have had a conflict with just to let them know that I value them and their opinion even if it is different than my own.

ABCD BOARD POSITION  
DR. LAURA JUSTICE

g) **What do you bring to this position that is unique or distinctive? How will you make a difference?**

I am interested in this position because I have a passion for the practice of cosmetic dentistry and I have been participating in this area of dentistry for most of my 30 year career. I have a genuine interest in the long term success of cosmetic/esthetic dentistry as a recognized speciality. I believe that my years of running dental businesses and working with many different types of employees and staff members would give added value to this Board. As a prior examiner I understand creating and upholding criteria. I am a critical thinker who loves working with others to solve problems. I like to be creative and think outside the box, I believe we need fresh ideas and new ideas to help grow the academy back to higher numbers and I believe we need to make the credential more desirable for younger dentists to want to achieve it.

h) **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) **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.**

I believe the relationship to the membership is the utmost importance or the academy does not exist. I have stated above different ideas about creating new ideas to stimulate membership. I believe there are some good starts in the online forum and ideas such as these are excellent ways to bridge the relationships between the Boards and the members.

j) **What unique ideas do you have to build and grow our membership in today's climate?**

I believe we have to make membership valuable and especially to the young dentist. I think that we do that by creating valuable CE to them at little to no cost to entice membership. I also believe that we have to show the value of the credential, to younger members. I believe from hearing from many young dentists that if they do not feel an organization is doing anything for them, then they are not interested in joining. I believe there needs to be a focus on what younger dentists want from the membership.

k) **Please list any leadership courses or webinars taken. Leadership training is highly recommended**

Paul Homoly Leadership and Public Speaking Course

l) **What else should we know in order to consider you as an applicant for this position?**

I have always considered the AACD the preeminent dental organization and I am and have always been passionate about the credential. I believe that I will bring fresh ideas and passion to the ABCD.

m) **Has any dental licensing board taken adverse action against your license or is there any action pending? If yes, please explain**

NO

n) **Have you ever been convicted of a felony or are there any charges pending or under investigation? If yes, please explain**

NO