

## **2021 BOD Laboratory Representative Application for Quint Whipple**

Please answer the following: (Responses should be no longer than one page per question)

### **a) Why are you applying for this position?**

I have been a member of the AACD since 2000, for 20 years. Originally, I became a member of the AACD to join with likeminded clinicians to be part of a team to help facilitate superior esthetic work by increasing my knowledge and bettering my craft. After many years of frustration as a technician wanting to further my career and see the field of cosmetic dentistry flourish, I felt I could make a difference in the educational offerings at the Scientific Sessions. As a vital part of the equation to successful cosmetic cases, I felt like the AACD could do more for technicians. I also had been hearing rumblings among other technicians as to why they were no longer renewing their memberships or attending the meetings and I wanted to change this as I believed the mission of the AACD worthy of advancing. My motivation for joining the board was to bring connection and training to more technicians. I felt I could make many improvements in conjunction with the other board members I was fortunate enough to work with. In many ways, I would like to participate as a member of the board again so I can continue with those goals, bringing more technicians and help maintain those that are already members and are wavering on their memberships. to the Academy and improving cosmetic dentistry as a whole.

### **b) What is your vision for the future of the AACD?**

Relationships, crowdsourcing, pursuit of excellence...connection and the quest for excellence has many avenues now. Even in a digitally connected world, I believe human connection, and the desire to solve problems will remain a uniquely human need, and one that the AACD is uniquely qualified to offer its excellence-minded members. While the Scientific Session is an irreplaceable flagship of the Academy, newer generations arrive in dentistry every day to a world that is different than the one we arrived into, whether it be economical differences, a changing digital landscape, new expectations of communication and education delivery, and now a pandemic environment. We too must make changes. Our format must continue to grow on the digital side of education and offerings for those who prefer to get their education online. The growth in the AACD home digital education will be a great partner to those who seek the highest education to solve their most difficult and esthetics cases, but may need or want to do so from home.

Economically, things are changing dramatically on the private practice side of dentistry also. New dentists are graduating with higher debt than ever. This combined with their associated risk tolerance makes alternative routes more appealing, even if only temporarily while they build their skills. Until this is corrected in some fashion, some dentists will go the routes of DSO and smaller groups. The desire of excellence is not extinguished in many of these dentists, but their path may look different than our traditional members of generations past. Some of these doctors still have the drive for excellence and we must be able to accommodate them into our system of education. Doing so will elevate their careers, promote independence for some, and ultimately elevate cosmetic dentistry.

The digital world of dentistry is becoming more relevant each day as 45% of the dental world is utilizing digital formats currently and it will likely be about 54% - 60% by the end of next year. Our education needs to incorporate this into our education offerings online and in person. This was being put together while I was on the PEC and can be further developed. Soon a majority will be milling or printing implant guides and orthotics and implant crowns and bridges. The world is changing rapidly and our education must reflect that. Excellence in education is a pathway and passion, not a location or practice.

**c) Have you served on boards in the past? If so, what have you learned from this experience?**

I served on the Board of Directors for 2 terms from 2013-2017 as a Lab Representative, 2018 -2020 as a General board member. I spent 18 months working on the PEC. I was able to serve on both of these boards simultaneously for 6 months. It has been an incredible experience. Being a part of helping continue the great legacy of this Academy has not only been a privilege but an honor. To work with others for the common goal of the members of the Academy should be a selfless act for the common good of all our members. I have truly enjoyed learning from those in the board room and those that have been there before. We stand on the shoulders of those who have come before us and we should learn from our past leaders as well as our current and future leaders as all are important to the stability and relativity of our Academy.

I have learned many things being on the board and in the committees over the years, respect being first and foremost. The boardroom is full of different personalities, backgrounds and demeanors. It is imperative that each person is treated with the ultimate respect whether you are in agreement or not.

Being prepared is not only the Boy Scout motto, but it needs to be a motto well-rehearsed and implemented in order to be a productive member in the board room. One must go through the board packets thoroughly to be prepared to make educated decisions that will affect the entire membership of our great Academy.

Relevance of the Academy is another important reality for the AACD. We need to stay relevant, especially in our education offerings and what we cover at our Scientific Sessions to attract new attendees and grow the academy. We need to work around a new generation that enjoys the benefits of the internet and its versatility. There are so many other opportunities for education now that we need to make sure that we stay on the forefront of education to maintain our membership numbers and to supply our attendees with pertinent knowledge for the survival of their practices and laboratories and in turn furthering cosmetic dentistry as a whole.

**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.**

As a leader, I try to build relationships as a foundation but as in all relationships there will rarely be precise agreement on all things. I pride myself in my ability to work well with others, even if there may be difference of opinions. Sharing my ideas has never been difficult for me, although I do try to listen as well as collaboration is where the best solutions are often found. I try to lead by example as I believe if I

can do something, so can someone else. I believe it's important to bring up the next generation behind me also by mentoring and teaching.

**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.**

I love being a part of sub committees, ad-hoc or task forces. I was put as chair on many committees that I believed were very important to this academy. You learn so much from each member of your committee, their desires, strengths and passions. You get a feeling of accomplishment when you can put pertinent information before the Board of Directors that your committee has so stridently sought out to provide for critical and important subjects. Leadership ability is important even a bit more in these instances. You must be prepared with legitimate information in preparing a packet that will lead the discussions to a productive outcome. You must be able to bring all your members into the discussion and make them feel comfortable in participating and offering ideas. This will bring the creative processes to the forefront and help to generate the best possible results from your committee.

I also have learned to be stretched. Why is this important? I find the ability to be stretched and educated beyond your current knowledge to be a powerful tool in accomplishing our goals in life and in this academy. When I was placed as the chair of the committee that was renegotiating the contract of our current Executive Director, I had never done this type of negotiation or worked on such a contract and it was the first time the Academy had negotiated a consecutive contract for an ED (Executive Director). For me this was a challenge, but I was shown the utmost support and faith in my ability to create this committee and follow through. Realizing the importance of this responsibility, I asked for specific members of the board to join me on the committee and did a ton of research to help us fulfill our obligation. I have learned the importance of "Protocols and Procedures" and how it facilitates the process of accomplishing our goals and objectives in not only committee, but in the board room as well. We were able to accomplish our objectives and goals here and now have for the first time a continuance in leadership for the Academy for the first time in this Executive Director position.

**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 have a reputation for expressing my opinions respectfully in these situations. This happened multiple times in the board room, board calls, committees and their calls. It is essential that one remain impartial and focus on the importance of the subject matter for the Academy. I have made so many good friends from being in leadership positions, it has fulfilled me in both personal and business life. I have encountered many situations where I have disagreed with other board members, yet managed to maintain decorum and respect while expressing my differences. This is not an uncommon occurrence when coming from different backgrounds. I feel that my reputation in this area has been established through respect for others and the desire to do what is best for our members of the Academy.

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

As a technician and a former Board member, I have established longstanding relationships with cosmetically focused clinicians from around the country, from both small rural towns to large metropolitan cities. I know how the board room works and what needs to be done. I am not afraid to express my opinion to what is needed for the current membership, both Clinician and Technician and every other member. Their backgrounds and practice make ups vary but I'm uniquely aware of their expectations of the AACD and desires for change. I believe these relationships allow me to provide a unique viewpoint that can add to the progress of the Academy and its goals.

Since my last election to the BOD, I have also been inducted into the Dental Technician's Guild (DTG) organization, which is a small group of cosmetically focused dental technicians and dentists whose purpose is to further the prominence and success of cosmetic dentistry by creating the most skilled techniques and natural results, utilizing both handcrafted and technology-generated products. Such an affiliation requires a constant critique of one's abilities in search of improvement. Associating with likeminded technicians and clinicians gives me a unique perspective on what their desires are when they choose to become a member of the AACD and to attend or not attend the Scientific Session. I often receive feedback from both dentists and technicians as to what they are looking for from the AACD and why they do or do not participate. It also gives me a good insight on what is going in other parts of the world as the organization is worldwide.

**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.**

During my time on the board and since, I have spent a great deal of time interacting with technicians and dentists from around the country. I regularly attend 50-100 hours worth of CE each year in all different types of modalities and schools of thought and in doing so have conversations with the attendees about the value AACD provides. As I lecture around the country and internationally, I constantly express of how the role that the AACD can play in their lives in helping them acquire higher excellence in their business and their quality of work. I've also helped many members renew and new members apply by making myself available through the process and following up with them. Currently, we are struggling to maintain footage in the world of the internet and the concerns during a pandemic and the unknowns of the future.

**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.**

As mentioned above, I believe that my experience of working with many different kinds of clinicians from very diverse backgrounds and training give me a unique look to the field of cosmetic dentistry as a whole. My life experience relating to dentistry is not limited to one market, or one modality. Working with so many excellent clinicians and technicians from so many different points of view has required me

to adapt to their unique requests, expectations and abilities. I believe that this flexibility makes me uniquely qualified to bridge members and potential members of the academy to the Board and its work. I have years of knowledge in how the board is to work, the Bylaws and protocols on how this Academy is to work and deliver services to its members.

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

Dentistry during this year is a crash course in pandemic adaptation, patience, and "leaning the practice or lab" to maintain profitability and stability. My hope is that as things begin to normalize in the world, that we will get back to high esthetic results with more profitability and hopefulness. With a decrease in our members, it may be time to set our numbers lower for Scientific Sessions at a set point of say 750 and accommodate the sessions in a smaller venue. This may also drive others to want to attend where there are fewer seats available and the numbers can be increased as the Academy grows.

Our online and in-person education must reflect what is going on out in the dental field currently. The opportunity to buy our online courses without being members would be a way to introduce clinicians and technicians to the Academy, which can influence them to join as they see the benefits that help their practice or lab.

One thing that Dane Barlow and I have discussed is the option of doing for technicians what is currently being done with the clinicians. What about a program that would be a residency program for technicians where they can be trained and taught the values, methods and technology in the education of excellence? They can be brought in with a curriculum, offering them standards, skills acquisition in porcelain work, contouring to mimic natural dentition, effective photography, communication with dental offices and many other necessary critical skills. It can also help provide a desire for technicians to attain more excellence in education as dental technology schools continue towards complete extinction. It can also help mentor technicians with clinicians in their efforts towards Accreditation. I believe this is an untapped source of growth and betterment for the academy.

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

One of the courses I loved was the week-long course from Dave Ramsey in Orlando Florida. It was a week long, 40 plus hours on small business, dealing with personnel, employees and all matters of business. I was able to spend and focus an entire week on these subjects. What a great opportunity to work with Dave Ramsey's group and him personally. I strive on taking 50 to 100 CE credits per year in various venues which include communications and leadership along with technical skills and knowledge. I have taken the leadership courses that the AACD has offered in Orlando a couple years ago and a few online courses. Training in all areas of my career, including leadership are important to me and a regular annual occurrence.

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

Commitment is something I take very seriously and in my years of service to the Academy, I have only missed 3 meetings. One was due to a conflict of lectures for GC America and our meetings and it was because I had been asked to lecture at a conference because of my affiliation with AACD. Dedication is important to me. Leadership is something I have spent my whole life improving upon from the time of being a missionary for two years serving in many different leadership capacities and in a foreign language, serving as a scoutmaster teaching young men how to be leaders themselves and in my professional career. I only align myself with organizations I believe in and feel I can make a difference in and the AACD is one of those.

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

No, this has not happened.

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

No, I have not.