

BOARD OF DIRECTORS APPLICATION FOR DR. THOMAS DOAN

a. Why are you applying for this position?

After having experienced several leadership positions from professional life, board tenure of the Florida Academy of Cosmetic Dentistry, and the 2019 Presidency of FACD, I am at the point of my career that service has given me renewed purpose in helping others grow and passing on the torch to the next generation. It has been my personal goal to inspire others in elevating them to their fullest potential in dentistry and in life. In doing so, I believe that I can develop change for the AACD in elevating the minds and hearts of its current members and future members to be. Ultimately, I want to bring fire back into the AACD.

b. What is your vision for the future of the AACD?

Having been an AACD Member for the past 19 years, I have experienced many trials and tribulations within the organization. I have seen grown and decline. I have see better and worse. With all that being said, we all together have to make a proactive effort for the future. The AACD has a very special meaning for me as it set the path to my career in cosmetic dentistry and in life. My vision for AACD is for the organization to be a shining beacon for those who want not only to hone theirs skills in cosmetic and restorative dentistry but also to inspire others to do more and to do better. It is my mission to unify leaders in our industry to be accessible to all while keeping with the highest ethics and standards that our colleagues and patients expect.

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

Yes, Having served on committees and boards in the past, specifically the FACD, I have learned a number of things that are critical in any success. One is that you have to have passion for our industry but also passion for each and every individual under our care. Second is that not matter what is going on, you have the personal responsibility to each every person that is next to you. You have to put the work in even when no one is looking. You have to have to know the meaning of failure in order to push through all obstacles for yourself and for those who you lead.

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.

My leadership style has been a hybrid of being able to envision the future, but also being on the ground with my team to complete that vision. I have never been the one to sit idly by to wait for things to happen. When set on a mission for an organization, I access all sides in finding the best resolution in the betterment of the organization as a whole and not just its parts. Rather than pointing direction on what needs to be done, I empower and inspire the best in those who are with me in accomplishing our goals and assuring them that I will be right there with them.

Being a leader is not so much being on top, but rather being on the bottom helping those to reach their potential.

- 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.**

When I came into the Board of Directors of the FACD in 2015, I had to by necessity change the way that we had to do things in order to change the course of the organization from extinction. There had been some unbeknownst detrimental decisions that were made by past leadership that caused financial deficit to the organization with continuing membership attrition. This required some creative and proactive thinking from my team and I. We initiated a grassroots effort in communicating with past leadership, current membership, vendors, and prospective members. I needed to know what all of their needs were and if they were met. I either spoke or met with each person individually and connecting to form partnerships with the organization. When it came time to bring another member on to the board, I hand selected each one their strengths while envisioning their leadership for the future. The weakest part of the organization was its communication of their mission and vision. Hence, I had personally spearheaded a social media marketing campaign for 5 years to strengthen the core values of FACD and, what it means to each every individual. Because of FACD's financial constraints, what I did not know, I learned by trial and error and speaking with experts to help in accomplishing our goals. Even with the perpetual pitfalls, I was able to continually pivot and remained focused in accomplishing every goal that we sought for. By the time of my Presidency in 2019, not only were we able to erase the dark past, we were financially whole and I was able to unify past and current leadership.

- 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 conflict.**

As a communicator, I do have the ability to listen to opposing sides without bias because both have merits in their own right. When it comes to dealing with conflict, I must view them as opportunity for growth. Yes, of course there will always be some disagreements in form or another, but we need to be open to ideas in the betterment of the organization. Friendships are incredibly important, but conflicts are challenges which are also incredibly important. With each breakthrough, there is growth and ultimately unity if we are in alignment with the mission and core values of AACD.

- g. What might you bring to this position that is unique or distinctive? How will you make a difference?**

Coming from inside AACD early in my career and leading outside of it during my tenure at FACD, I am a free thinking independent knowing all the ins and out of running organization, albeit a smaller scale, yet successfully as the largest US AACD affiliate. My strength is in helping bringing out the best in people no matter what experience they may or may not have. Knowing all the challenges that I had to endure in making the FACD organization great again provides me a unique perspective that very few have that allows better clarity for challenges to come.

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.

Going back to my roots, I have always had an inclination to be an artistic engineer, meaning that my interests have been in artistry in dentistry but integrating it with technology. As materials and technology get better, we are pushing the limits of possibilities. This is where cosmetic dentistry is moving, but we still need the foundational concepts in a new way to communicate where modern dentistry is today. The blend of old and new in a multimedia format will be the new way of communication for the next generation of dentists and for our modern day patients. At the end of the day, AACD should always be the pinnacle for modern day education for the cosmetic and restorative dentist.

i. Ultimately, the purpose of servicing 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.

It is all about accessibility, connectivity, and engagement. When I was a new graduate and coming into the AACD for the first time back in 2001, there was much more back then a sense of community with those who I consider the veterans. To be frank, it is very intimidating as a student and new grad to meet with new dentists let alone leading dentists. I have been there. Now a days I have been more accustomed to come up to individuals and introducing myself and make myself available both personally and professionally. This is how I have reached out to students nationwide in inspiring them to move forward in their chosen career.

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

Many ideas have been played out before from old to new in growing membership. Nothing is more powerful than certainly word of mouth of belief. This is where we need to step back and reflect back on the best parts of AACD. It is community. Members need to believe again in the AACD being mindful of the entire membership and bringing them value. So building an organization will have to start from within from the top down in thinking differently and with care. When that can be established, then we can challenge what is concerning for the new and veteran practitioner. New prospects need accessibility. In this day and age, the modern dental student thinks much differently than what the older veterans are accustomed to but, they do yearn for live connection and not just virtual especially in the world of aesthetics. One idea would be a dedicated AACD residency program for the new grad that can give them a jump start in their career. This program would be tiered from clinical, management, and marketing systematic program. With the veterans, educational programs should be ones that help inspire them to keep the fire alive and connected. All can agree that even though there are some advantages of virtual learning but, there is still the loss of human connection. At the end of the day, human connection matters when treating patients.

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

As to leadership course specifically, I cannot specify one as there were numerous seminars throughout my career that have alluded to leadership in one form or another. What I can tell you regarding leadership is more directed to my biggest mentor, my dad. He taught me everything I know about leadership. Being a leader is a more about relationships and trust to do something better. We all have ideas of something greater but it requires those unique relationships that inspire and the trust that you will be there along the way makes a great leader.

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

I have given considerable thought regarding applying for this position and all of which comes full circle in the evolution of my career. The reason I decided to be a dentist is because of my desire to help people. Not necessarily teeth, although dental aesthetics satisfies my artistic inclinations. Having the experience in leading an organization is very much like my reason in becoming a dentist. My desire to help my fellow man and making things better than the day before. This is having the mindset of perpetual service and, I believe that is the secret sauce that AACD needs.

m. Has any dental licensing board taken adverse action against 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.