



**NORTH CAROLINA**  
DENTAL SOCIETY®



**Draft Minutes**

**NCDS Board of Trustees Meeting**

**Friday, July 26, 2024**

**Chadwick Conference Room, Suite 102  
1616 Evans Road, Cary, NC 27513**

**Approved October 25, 2024**

***In accordance with the NCDS Conflict of Interest Statement, at this time anyone present is obligated to disclose any relationships they or a member of their family have with any business, activity, or organization that (i) competes or may compete with NCDS or its Affiliates or (ii) engages or intends to engage in any transactions with NCDS or its Affiliates, when such business activity or organization is being discussed. This includes, but is not limited to sponsors, exhibitors, vendors and contractors of NCDS or its Affiliates.***

Board Members Present or via ZOOM:

Dr. Robert Stowe (President); Dr. Joe Hendrick (Immediate Past President); Dr. Roslyn Crisp (President-Elect); Dr. Shelley Olson (Vice-President) (Chair, NC-ADA Delegation); Mr. Jim Goodman (Chief Executive Officer/Executive Director); Dr. Thomas Buttler (Treasurer); Dr. Mark Pabst (Parliamentarian and Speaker of the HOD); Dr. Woody Bolinger; Dr. Ashley Lowery-Marsh; Dr. Kenneth Sadler; Dr. David Kwon; Dr. Daryl Hill; Dr. Naz Ahmad; Dr. Elise Newsome (ONSDS President).

Guests:

Mr. Tom Lyon (Board Legal Counsel); Mr. Ralph Bizzarro (Accounting); Dr. Janet Guthmiller, Dean, UNC Adams School of Dentistry; Dr. Ali Shazib, Dean, HPU Workman School of Dental Medicine

NCDS Staff Present:

Shelly Dates, Duncan Jennings, Elle Basile, Ryan Couch, and Prissy Allen.

9:00 a.m. Dr. Robert Stowe, NCDS President welcomed all to this meeting and called the Board of Trustees meeting to order.

Dr. Mark Pabst, serving as Chair of this BOT Meeting, read the NCDS Conflict of Interest Statement, and no conflicts were reported. Dr. Pabst reminded all that if something comes up that may be a conflict during discussions to please bring it to the attention of the Board. A private invocation was offered by each attendee. This invocation was followed by the pledge of allegiance. Roll call was made, and the declaration of a quorum was received.

Introductions were made for guests participating in this meeting as listed above.

Dr. Pabst reminded all that during the meeting partial comments will be made by different people. Dr. Pabst commented that the BOT does not mean to be redundant, but some topics do cross over other agenda items. If possible, it will be mentioned that the current item on the agenda was covered in an earlier discussion, and if there are no additional questions, the next agenda item will be addressed.

### **Approval of Agenda**

Dr. Pabst asked if there were any additions to the agenda. Dr. Joe Hendrick asked to Address two issues which Dr. Pabst placed under New Business. A motion was received to update and approve the amended agenda, seconded, and unanimously approved:

**RESOLVED** that the amended agenda be approved as updated.

### **Consideration of Consent Agenda**

Dr. Pabst announced if there are questions about any of these reports, they will be moved to a later agenda topic. Consent agenda items are important but most times they do not need to be reviewed and discussed in this meeting. There were no questions connected to these reports. Dr. Pabst commented that if you approve the motion to accept these reports that you are accepting all of them for information without questions. A motion was received to accept the amended agenda, second received and unanimously approved as follows:

- **2023-2024 Financial Report** *submitted by Mr. Ralph Bizzarro*
- **Approval of Minutes** – May 15, 2024, *staff submitted*
- **NCDS Foundation Update** *submitted by Sharon D'Costa, Fund Development and Program Director, NCDS Foundation*
- **NC Services For Dentistry Update** *submitted by Duncan Jennings, Chief Innovation Officer*
- **Healthcare Plan Dashboard Update** *submitted by Duncan Jennings, Chief Innovation Officer*

A motion was presented to approve the consent agenda, seconded, and unanimously approved.

**RESOLVED** that the reports provided in the Consent Agenda Calendar be approved as provided.

### **Special Reports**

**Dr. Janet Guthmiller, Dean, UNC Adams School of Dentistry** provided remarks on the state of affairs at the School. Dean Guthmiller shared comments pertaining to areas that need to be focused on which included:

Leadership priority – She highlighted that 6 additions leaders have begun and are still recruit 29 additional positions.

Staff and faculty recruitment and retention

## Current Academic Structure

ASOD leadership team and strategic planning workgroup – Dean Guthmiller thanked NCDS Staff member, Elle Basile, for arranging an outstanding visit with members of the NC General Assembly. She also mentioned that seeing that students begin thinking about advocacy is very important.

50% of graduates extend their education in advance programs. All applicants were matched with programs.

Dean Guthmiller announced that she just ended her service as President of the ADEA Council of Deans after serving 4 years.

Think Big Program for graduating students – Dr. Richard Hunt leads this important program. She was pleased to received the professional statements written by the 4<sup>th</sup> year students.

Announcement of Paul Gardner's Retirement – Dean Guthmiller recognized Paul for his 21 years at the UNC ASOD and 30 years at UNC-CH.

Innovating Dental Curriculum – ACT: Advocate Clinical Thinker. Dr. Rocio Gutierrez is chairing this area of need.

Good patients with teaching cases are hard to locate. The simulations labs are providing a much better experience. Complete denture patients continue harder to find because of implants.

Dean Guthmiller also provided statistics about the students currently enrolled and those who will be entering school in August.

The NC Dental Society is always interested in receiving the facts and figures from the first NC Dental School and to hear their plans.

**Dr. Ali Shazib was appointed Dean at the HPU Workman School of Dental Medicine in 2023.** Dean Shazib reported that the first class of dental students enters on August 5, 2024. Dr. Shazib commented on the robust DMD program planned which the faculty is continuously working and improving. This program is being built from the ground up based on the needs of the students.

Currently there are 95 members associated with the school, and he noted that the numbers expect to top out at 125 members.

The school received accreditation in April 2023 and explained that for the first 7 years the program is reviewed every 2 years. An AEGD program will begin in July 2025 under the leadership of Dr. Benjamin Dyer.

Dean Shazib announced that a Delta Dental Grant has been received to conduct an oral health cancer study.

The clinical footprint was described indicating that there are currently 80 chairs and 128 by the end of 2024. In the end HPU expects to have access of 240 chairs.

Currently being built are 3 multi-practice hubs for complex cases that will have 262 staff and 60 faculty.

Dean Shazib commented that he would like to see the NCDS extend a welcome and offer assistance to incoming faculty from NC or moving from out-of-state. He suggested that the NCDS work with the local dental societies and hold a welcome reception or special event and consider pairing HPU colleagues with a suggested mentor.

Applicants who inquired or were reviewed for this 2024 class numbered 1,483. More than 500 applicants were interviewed. Dean Shazib noted that is no charge for applications; however, there is a fee for review of the application. The rating scale for applicants are based on the HPU curriculum. Interviews have a different approach for the intake of information. Questions are answered by the interviewer. There are 8 stations for an applicant to visit where 2 questions are asked of each. Neither the applicant and interviewer do not have information on either. The information received during this process is recorded on a matrix spreadsheet and reviewed at a later date.

The cost of education is a one-time fee (fixed fee) of \$82,500 plus living expenses. Everything is provided in this fee including the cost of scrubs and other needs. The students will also receive lifetime CE opportunities.

Patients can apply for treatment on an on-line schedule. This is a one-fee schedule. All practices participate in dental Medicaid. It does not matter if the patient is treated by a faculty or dental student member. The zip code of the patient plays a part in keeping these charged fees in line. Care Credit is also available.

Dean Shazib announced that a mobile dental bus has been received and will be used in Guilford County. The bus has 2 operatories for use.

The NC Dental Society welcomed these comments to learn more about this school and how teaching will be provided.

### **Updates receiving**

Written reports were received from **dental student representatives** to the BOT, Marcus Mosley (ECU SoDM) and Daniel Ntim (UNC Adam SOD). Dr. Pabst commented that Daniel will represent UNC in 2024-2025, and Elmira Hezarkhani has stepped down from her role with the NCDS as she completes her education.

**NC ADA Delegation Update** was presented by Dr. Shelley Olson, Chair. Dr. Olson announced the appointment of Dr. L'Tanya Bailey as an Alternate ADA Delegate for 2024 replacing Dr. Madison Crumley who was required to step away at this time. The NC ADA delegation led the charge for the 16<sup>th</sup> District asking CODA to change ratios in faculty: students. There is a 40% increase in the number of dental hygiene students which hopefully will address the current shortage of dental team members. The NC ADA Delegation will continue to be hard at work as the ADA HOD arrives.

**Old North State Dental Society Update:** Dr. Elise Newsome, the newly elected President of this organization, commented that she was pleased to serve in this special position as both

groups work for the best in dental profession. She mentioned the June Annual Meeting of the group and other events planned for 2024 including the Fall Meeting in Charlotte.

**NCDS Committee on Dental Teams Update:** Dr. Pabst announced that the Chair, Dr. Martha Ann Keels, had submitted a written report, and to please read their accomplishments and charges.

### **Closed Session Announced**

Dr. Pabst announced the need of a closed session for this body and asked that all non-voting members of the BOT to step away from the meeting due to some confidential business to be discussed.

A motion was received, a second and a unanimous vote to enter closed session for business needs.

## **Business Meeting**

### **Legislative and Other Updates**

Ms. Elle Basile, Public Affairs Senior Manager, provided an overview of legislative happenings that included an update on the Proposed NCSBDE Statement on Sedation Rules and the MAC BAC Final Rules. Additional information can be obtained from Elle.

### **Strategic Plan Update**

Ms. Shelly Dates, Chief Strategy Officer, NC Dental Society, presented a PowerPoint presentation updating the BOT on the work by the NCDS and staff on the goals and objectives of the current strategic plan. Comments were received with a discussion about the various points held.

Shelly also commented on the status on the non-renews members and plans to contact them.

### **Old Business – CONFIDENTIAL IN NATURE**

**A confidential report** to the NCDS Board of Trustees was provided by Duncan Jennings, Chief Innovation With a report on programs to maximize reserves with the NCDS Foundation and Internal Investments for Growth. This information shared was concerning the development of a Marketplace on-line community and other items related to the work of the NC Dental Society Foundation and the future needs of the NCDS.

**A confidential report** was presented by Dr. Ashley Lowery, Chair of the **NCDS Task Force on Future Annual Session** and Mr. Jim Goodman, ED/CEO review items under consideration by members of this group.

In Dr. Crisp's absence, Jim Goodman and Shelly Dates commented on the plans for the **2025 Annual Session** which will continue as in the past but there will be a few schedule changes. The dates for this meeting will be May 16 – 18, 2025.

In 2026 you will begin seeing some changes and it is planned by 2030 that a new plan will be in effect moving forward. A complete report will be provided at the October NCDS BOT Meeting.

### **New Business**

**2025 Proposed Meeting Calendar for BOT, EC –** The dates for the 2025 year are being tweaked at this Time and will be shared with members at the October meeting. Meantime, the BOT was notified That the January BOT meeting will be held on January 17 at 9 a.m.

**2025 Budget Meetings and Schedule:** The budget will be shared with the BOT on October 25. Budget Meetings will begin in September. Jim Goodman announced internal process changes, and that staff will be involved. Shelly and Duncan will work with their teams for input.

Dr. Joe Hendrick asked that he updated the NCDS BOT on a couple of **NCSBDE** items:

**Coronal polishing** – If approved, August 1 dentists will be able to train staff if dentists have completed 7 hours of continuing education and meet other parameters. If the dentist does not have this extra CE, the DA will need to be sent to a course. Currently the Rules Review Committee is reviewing and if approved, this item will become effective August 1.

**Community Colleges** – Dr. Hendrick noted that man dental team members are trained in these Facilities. This report/discussion was moved to closed session.

### **President's Closing Comments and Announcements**

Dr. Stowe thanked all for attending this meeting and indicated that he is looking forward to having lunch with the staff. He announced the next BOT meeting is Friday, October 25 at 9 a.m. and Would like to see all members in person. The Executive Committee will meet on August 13.

### **Request to enter Closed Session for voting members only and the CEO and legal counsel**

Dr. Pabst requested a motion to enter closed session. He received a motion, second and unanimous approval.

The following notes were provided to the recording secretary after this section of the meeting:

After the President made closing remarks and general announcements, the Board moved into Closed Session to Discuss the two items below. Participants for the Closed Session were limited to Board Members including the CEO and General Counsel.

1. New Agenda Item from Dr. Hendrick - Dental Hygiene and Assisting Program
2. CEO Update Presentation to the Board of Trustees

Dr. Hendrick shared information with the Board regarding dental hygiene and assisting program for awareness. No action required or taken.

Jim Goodman provided an update to the Board regarding progress on priority projects; shared and received feedback on potential future projects; and reviewed total compensation competitive analysis.

The Board was engaged with clarifying questions and input and was overall supportive.

### **The Board approved a motion to end the closed session and resumed regular business of the Board.**

The following motion was made by Dr. Olson, seconded by Dr. Lowery, and approved by the Board.

**RESOLVED**, that the NCDS Board approves the plans and requests presented by the CEO and authorizes him to make necessary changes at his discretion, based on competitive analysis, related to these matters, and to incorporate financial impacts into 2025 and future budgets accordingly.

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No other business was discussed and a motion to adjourn the meeting was made and approved by the Board at 12:40 p.m.

Respectfully submitted,

Priscilla M. Allen, recording secretary for  
for Mr. Jim Goodman, Executive Director and CEO

