

**146<sup>th</sup>** *Annual Session*

April 25-26, 2014



**PDA**  
Pennsylvania Dental Association

**PDA**  
**ANNUAL**  
**SESSION**  
**WORKBOOK**

**Head Table**

**Lectern**

Past Presidents

ASDA

District 10

District 7

District 10

District 6      District 8

District 3

District 5

District 9

District 2      District 5

District 1

District 2

District 1      District 4

District 2

District 2

W  
I  
N  
D  
O  
W  
S

DELEGATE DOOR

Guest Seating

Alternate Seating

ALTERNATE &  
GUEST DOOR

\*Not to scale\*

**DATE:** March 2014  
**TO:** All Delegates and Alternate Delegates  
**FROM:** Peter P. Korch III, Speaker of the House

---

By accepting the position of delegate or alternate delegate, you are demonstrating your commitment to organized dentistry. The 2014 PDA House of Delegates has important issues to consider. Your preparation and service will help to ensure that PDA continues to represent its members as the primary voice of organized dentistry in the Commonwealth.

In order to prepare for Annual Session, you will need to read the workbook materials, caucus with your district delegations, prepare your positions on the issues and craft resolutions to be presented before the House. All resolutions must be received by the Central Office at least 14 days in advance of the opening of Annual Session in order to automatically be considered as business of the House of Delegates. Please remember that it is your responsibility to confirm that these resolutions have been received by the Central Office. Each resolution submitted must include a reference to the PDA Strategic Plan and a fiscal implication.

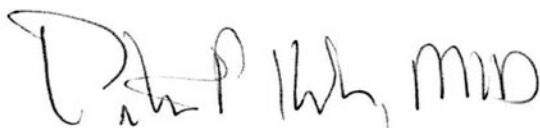
**Resolutions must be received at the Central Office by noon on April 11, 2014.**

In addition, the House may choose, by majority vote, to accept any resolution presented at the First Meeting on Friday, April 25, 2014.

I would also call your attention to the board reports which chronicle the actions of your Board of Trustees during the past association year. The delegates, during the First Meeting, have the authority to request discussion on any decision made by the board. This would be in the form of a duly-seconded motion, accepted by a majority vote of the House. That motion would then be assigned to the appropriate reference committee and debated during the Second Meeting on Saturday, April 26, 2014.

If you require further information or guidance, please do not hesitate to call me at (814) 948-9650 or send me an email to [soth.pda@gmail.com](mailto:soth.pda@gmail.com). I will be available to answer your questions on Thursday, April 24 in the Witmer Board Room at the Hotel Hershey, immediately following the conclusion of the complementary CE course until 8 p.m. If you have a question during your district caucus on April 26, please feel free to invite me to address the group.

I thank each and every one of you for your dedication to PDA.



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**PENNSYLVANIA DENTAL ASSOCIATION**  
**2014 HOUSE OF DELEGATES**  
(86 total delegates)

**FIRST DISTRICT**

9 Delegates

Dr. Peter J. Carroll  
Dr. Renee Fennell-  
Dempsey  
Dr. Thomas W. Gamba  
Dr. Jay M. Goldberg  
Dr. Chinchai Hsiao  
Dr. Kevin J. Klatte  
Dr. Stanley W. Markiewicz  
Dr. Anand V. Rao  
Dr. Mary T. Rust

9 Alternates

Dr. Susan M. Chialastri  
Dr. Thomas J. Filip  
Dr. Michael A. Koumaras  
Dr. Rochelle G. Lindemeyer  
Dr. Judith A. McFadden  
Dr. Saul N. Miller  
Dr. Andrew J. Mramor  
Dr. Thomas P. Nordone  
Dr. Stanley B. Toplan

**SECOND DISTRICT**

24 Delegates

Dr. Karin D. Brian  
Dr. Parampreet Chhina  
Dr. Richard J. Clark, III  
Dr. Daniel J. Daley, Jr.  
Dr. Stephen D. Ely  
Dr. I. Jay Freedman  
Dr. Hugh E. Friel  
Dr. G. Joel Funari  
Dr. Donald R. Gordon  
Dr. Laurene A. Grabill  
Dr. Stanley J. Heleniak  
Dr. Lon R. Kessler  
Dr. Cary J. Limberakis  
Dr. Stephanie H. McGann  
Dr. Edmund J. McGurk  
Dr. Anne E. O'Day  
Dr. Jason A. Pellegrino  
Dr. Nancy R. Rosenthal  
Dr. James M. Stevenson  
Dr. Laurence H. Stone  
Dr. Angela Stout  
Dr. J. Brian Straka  
Dr. Bruce R. Terry  
Dr. Brandon M. Walsh

24 Alternates

Dr. Tamara S. Brady  
Dr. George A. Bullock  
Dr. Joanne C. Burrell  
Dr. Theresa M. Devine  
Dr. Bernie P. Dishler  
Dr. Douglas A. Filidore  
Dr. Ada L. Greenfield  
Dr. Stephen R. Gschrey  
Dr. Joseph J. Havrilla  
Dr. Ronald K. Heier  
Dr. Amanda Q. Hemmer  
Dr. Charles J. Incalcaterra  
Dr. Bernadette A. Logan  
Dr. Elliott D. Maser  
Dr. John L. Meci  
Dr. Lawrence P.  
Montgomery, III  
Dr. John B. Nase  
Dr. Alyssa R. Nielubowicz  
Dr. Cynthia H. Olenwine  
Dr. Gary G. Peters  
Dr. Marie Scott  
Dr. Scott K. Smith  
Dr. James W. Wolitarsky, Jr.  
Dr. Ming-Lung Yang

**THIRD DISTRICT**

6 Delegates

Dr. D. Scott Aldinger  
Dr. Richard R. Grossman  
Dr. Joseph R. Karam  
Dr. Christopher J. Kotchick  
Dr. George I. Puhak  
Dr. Matthew A. Zale

3 Alternates

Dr. John G. Evans  
Dr. Robert E. Seaman  
Dr. Richard M. Uttard, Jr.

**FOURTH DISTRICT**

4 Delegates

Dr. H. Scott Ayle  
Dr. Scott M. Parkinson  
Dr. John V. Reitz  
Dr. Brian M. Schwab

4 Alternates

Dr. David A. Schwartz  
Dr. Maria J. Tacelosky  
Dr. Nipa Thakkar  
Dr. Kerry L. Wentling

**FIFTH DISTRICT**

12 Delegates

Dr. Maxwell Adams  
Dr. Michelle Cantwell  
Dr. John P. Grimes  
Dr. Sara L. Haines  
Dr. George L. Hamm, III  
Dr. Daniel S. Hengst  
Dr. John H. Kiessling  
Dr. David R. Larson  
Dr. Craig S. Pate  
Dr. Jason A. Phillips  
Dr. Bruce H. Spivak  
Dr. Eric C. Weiss

12 Alternates

Dr. William H. Cloyd  
Dr. Gary S. Davis  
Dr. Sara J. Gotwalt  
Dr. Joshua M. Greenberg  
Dr. Laura S. Harkin  
Dr. James D. Isett  
Dr. Ross E. Kline  
Dr. Brian J. Lorei  
Dr. Martin L. Schroeder  
Dr. Eric L. Shirley  
Dr. Charles L. Stoup, Jr.  
Dr. John Vakkas

**SIXTH DISTRICT**

4 Delegates

Dr. Alexandra O. Betlyon  
Dr. John R. Coole  
Dr. Collin T. Linn  
Dr. Nicole M. Quezada

1 Alternate

Dr. John P. Grove

**SEVENTH DISTRICT**

5 Delegates

Dr. Brian D. Christian  
Dr. Barry L. Holden  
Dr. Edward P. Hovan  
Dr. Cynthia A. Iseman  
Dr. David A. Schimmel

4 Alternates

Dr. Craig A. Eisenhart  
Dr. Wade I. Newman  
Dr. Mina M. Saad  
Dr. Donald W. Wells

**EIGHTH DISTRICT**

2 Delegates

Dr. Paul Z. Rees  
Dr. Theodore J. Rockwell

1 Alternate

Dr. Jeremy M. Jewell

**NINTH DISTRICT**

5 Delegates

Dr. Joseph J. Kohler, III  
Dr. Andrew J. Kwasny  
Dr. Samer Mansour  
Dr. Stephen T. Radack, III  
Dr. John G. Robb

5 Alternates

Dr. Damian J. Derlink  
Dr. Nicole S. Johnson  
Dr. Joseph E. Ross  
Dr. L. William Veihdeffer  
Dr. Marian S. Wolford

**TENTH DISTRICT**

14 Delegates

Dr. David A. Anderson  
Dr. Henry J. Bitar, Jr.  
Dr. Chester J. Chorazy  
Dr. MaryAnn Davis  
Dr. Michael J. Gans  
Dr. John L. Kautz  
Dr. Jeffrey W. Mertens  
Dr. Les P. Midla  
Dr. Robert S. Runzo  
Dr. Cynthia L. Schuler  
Dr. Donald A. Stoner  
Dr. James A. H. Tauberg  
Dr. Beth Troy  
Dr. Jay R. Wells, III

12 Alternates

Dr. W. Dennis Bossick  
Dr. Dale H. Cadwallader  
Dr. Marvin A. Dash  
Dr. James S. Doyle  
Dr. Raymond M. Juriga  
Dr. Michael J. Korch  
Dr. Stephen A. Kuniak  
Dr. Gregory W. Miller  
Dr. Ronald H. Proctor  
Dr. Mark A. Ricard  
Dr. Paul D. Tripodi  
Dr. Dennis A. Zabelsky

**ASDA REPRESENTATIVES**

ASDA Representatives  
(3 student delegates  
= 1 vote)

3 Delegates

Ms. Alice Bassani  
Mr. Peter Bullock  
Mr. David Cole

3 Alternates

Mr. Frederick Dawson  
Ms. Christine Lama  
Mr. Jonathan Limberakis

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**145<sup>th</sup> Annual Session**  
**First Meeting of the House of Delegates**  
**Friday, April 26, 2013**  
**The Hotel Hershey, Hershey, PA**

1 **Call to Order**

2 The meeting was called to order at 8:00 a.m. by Dr. Peter P. Korch III, (7) speaker of the  
3 house.

4  
5 On behalf of the Fifth District Dental Society, Dr. John H. Kiessling (5), president,  
6 welcomed the delegates and alternate delegates to Hershey.

7  
8 The Pledge of Allegiance was led by Dr. Robert R. Singer (2).

9  
10 Dr. Ronald B. Gross (2) offered the invocation.

11  
12 Dr. Jerry H. Axler (2), vice president and Annual Session general chair, acknowledged the  
13 meeting underwriters and sponsors.

14  
15 **Introductions**

16 Dr. Korch introduced the members of the dais and special guests in the audience: district  
17 trustees, New Dentist Committee representative to the Pennsylvania Dental Association  
18 (PDA) Board, members of the State Board of Dentistry, PDA past presidents and American  
19 Student Dental Association (ASDA) representatives.

20  
21 **Presentations**

22 Dr. Bernie P. Dishler (2), president, presented certificates of recognition to volunteers who  
23 have completed their service on a PDA committee: Dr. H. Scott Ayle (4) Membership  
24 Committee, Dr. Nicole Stachewicz-Johnson (9) chair of the Membership Committee, Dr.  
25 John H. Kiessling (5) PADPAC coordinator, Dr. Constance L. Wilson (6) Communications  
26 and Public Relations Committee.

27  
28 **Pierre Fauchard Award**

29 Dr. Linda K. Himmelberger (2) presented the Pierre Fauchard Award to Dr. Michael S.  
30 Shuman (4).

31  
32 **Update on MOM-n-PA Event**

33 Dr. Gary S. Davis (5) provided an update on the MOM-n-PA event scheduled for May 31  
34 through June 1, 2013, in Philadelphia. Members were urged to donate financially and  
35 volunteer to help the needy and underserved. The MOM-n-PA event highlights access  
36 issues to the legislature and provides a legacy for the dental community. At the conclusion  
37 of the event, the committee will decide where to hold the mission in 2014.

38 **Update on American Dental Association (ADA) Activities**

39 Dr. Charles R. Weber (2), ADA trustee, reported that a summary of ADA activities is  
40 available online. Dr. Weber thanked members for all of the help and support with his ADA  
41 campaign and for the opportunity to serve as ADA trustee for the past four years.  
42

43 **Credentials**

44 Dr. Renee Fennell-Dempsey (1), chair, Credentials Committee, announced that a quorum  
45 was present with 82 out of 86 delegates seated.  
46

47 There were no requests to seat a member-at-large as an alternate delegate.  
48

49 **President's Address**

50 Dr. Bernie Dishler (2) presented his President's Address.  
51

52 **President-elect's Address**

53 Dr. R. Donald Hoffman (10) presented his President-elect's Address.  
54

55 **Board of Trustees Reports**

56 Dr. Dennis J. Charlton (9), immediate past president, informed the delegates that Board  
57 Reports 1 through 3 were distributed as part of the Workbook and that Board Reports 4  
58 and 5 were distributed at the meeting. All resolutions were numbered and assigned to the  
59 appropriate reference committee.  
60

61 Dr. Korch noted that Board Report 5 contains a *bylaws* change.  
62

63 **"Housekeeping" Consent Agenda**

64 Dr. Korch moved that the "Housekeeping" Consent Agenda be approved by the House; the  
65 agenda was approved by consensus.  
66

67 **Resolved** That the minutes of the 2012 House of Delegates be accepted as  
68 distributed.  
69

70 **Resolved** That the reports, resolutions and other materials presented in the  
71 2013 Workbook of the House of Delegates, the various supplements  
72 to the Workbook, including the President's Address, the President-  
73 elect's Address and all reports of the Board of Trustees, be accepted  
74 as the business of the Pennsylvania Dental Association House of  
75 Delegates, 2013 Session.  
76

77 **Resolved** That the reports, resolutions and other materials presented in the  
78 2013 Workbook of the House of Delegates, the various supplements  
79 to the Workbook, including the President's Address, President-  
80 elect's Address and all reports of the Board of Trustees, be referred  
81 to the Reference Committees as set forth in the Workbook or as  
82 designated by the Speaker of the House of Delegates.



83 **Unfinished Business**

84 Dr. Jeffrey B. Sameroff (2), secretary, reported no unfinished business.

85  
86 Dr. Wade I. Newman (7) moved to amend Resolution HD 12-13. By unanimous vote, the  
87 resolution was amended.

88  
89 **Resolved That the *House of Delegates Manual* Section 9.A Nomination**  
90 **HD 13-01: Procedures be amended as follows:**

91  
92 At the first meeting of each annual session of the House of Delegates, nominations shall be  
93 made from the floor for the offices of President-Elect, Speaker of the House of Delegates,  
94 Secretary, Treasurer, ADA Trustee (when necessary), the nominees to the State Board of  
95 Dentistry and certain Delegates and Alternate Delegates to the American Dental  
96 Association. PDA members serving on any ADA council, committee or ADPAC shall be  
97 automatically nominated and placed on the ballot the ADA delegation, noting their ADA  
98 affiliation and position. The nominees are then elected by ballot at the second meeting of  
99 each annual session of the House of Delegates.

100  
101 **New Business**

102 Before calling for new business, Dr. Korch reminded the delegates that materials included  
103 in the Workbook, Supplemental Workbook and information submitted to the Central Office  
104 14 days prior to Annual Session are automatically considered business of the House and  
105 that resolutions introduced from the floor require a simple majority vote for consideration.  
106 Dr. Korch then called for new business.

107  
108 Dr. Edmund J. McGurk (2) moved the following resolution:

109  
110 Resolved That it is the position of the PDA that auditors of insurance companies  
111 possess the same degree of training, expertise and specialization as the healthcare  
112 provider being audited.

113  
114 By a majority vote, the resolution was accepted as new business of the House of  
115 Delegates. The resolution was numbered as 2090#3 and was assigned to the Reference  
116 Committee on Professional and Public Affairs.

117  
118 Dr. Korch moved and the House unanimously accepted the Honorary Resolutions consent  
119 agenda.

120  
121 **Resolved That the Second District Valley Forge Dental Association and the**  
122 **HD 13-02: Pennsylvania Dental Association offer its most sincere appreciation**  
123 **to Dr. Bernie Dishler on the completion of his term as President of the**  
124 **Pennsylvania Dental Association.**

125  
126 **Resolved That the Second District Valley Forge Dental Association with the**  
127 **HD 13-03: 2013 Pennsylvania Dental Association House of Delegates**  
128 **acknowledges and thanks Dr. Charlie Weber for his service to our**  
129 **profession and his leadership as ADA Trustee, and at all levels of**  
130 **organized dentistry.**

131

132 **Altering of Agenda**  
133 Dr. Korch, with the House consensus, altered the agenda so that the Installation of Officers  
134 would take place at 3:00 p.m. on Saturday, April 27, 2013, no matter at what point in the  
135 agenda. Also with the House consensus, the rules were suspended in order to allow those  
136 members seeking office to make a brief personal address to the House at the conclusion  
137 of their elections.

138  
139 **Nominations**

140  
141 **President-elect**  
142 Dr. Korch called for nominations for the office of president-elect. Dr. Stephen T. Radack III  
143 (9) was nominated by Dr. Ronald B. Gross (2). The nomination was seconded by Dr. Sara  
144 L. Haines (5) and Dr. L. William Veihdeffer (9).

145  
146 There being no further nominations, Dr. Korch declared the nominations closed and  
147 directed the secretary to cast a ballot electing Dr. Stephen T. Radack III as president-elect  
148 for the 2013-2014 association year.

149  
150 **ADA Trustee**

151 Dr. Korch called for nominations for the office of ADA trustee. Dr. Thomas W. Gamba (1)  
152 was nominated by Dr. Peter J. Carroll (1). The nomination was seconded by Dr. William T.  
153 Spruill (5) and Dr. Donald A. Stoner (10). Dr. Andrew J. Kwasny was nominated by Dr.  
154 Stephen J. Jaworski (8). The nomination was seconded by Dr. Herbert L. Ray (10) and Dr.  
155 Ronald D. Bushick (2). Each candidate was given the opportunity to address the House  
156 after being nominated.

157  
158 There being no further nominations, Dr. Korch declared the nominations closed and  
159 directed the secretary to enter the names of Dr. Thomas W. Gamba and Dr. Andrew J.  
160 Kwasny into the ballot as candidates for the position of ADA trustee.

161  
162 **Speaker of the House, Secretary and Treasurer**

163 Dr. Korch presented the slate of candidates nominated by their respective districts:

164  
165 Speaker of the House                      Dr. Peter P. Korch III (7)  
166 Secretary                                      Dr. Jeffrey B. Sameroff (2)  
167 Treasurer                                        Dr. Samuel E. Selcher (5)

168  
169 There being no further nominations, Dr. Korch declared the nominations closed and  
170 directed the secretary to cast ballots electing Dr. Peter P. Korch III as speaker of the  
171 house, Dr. Jeffrey B. Sameroff as secretary and Dr. Samuel E. Selcher as treasurer for the  
172 2013-2014 association year.

173  
174 **ADA Delegates and Alternate Delegates-at-Large**

175 Dr. Korch informed the House that the 2012 House of Delegates modified the composition  
176 of PDA's delegation to the ADA Annual Meeting. The PDA president, president-elect,  
177 immediate past president and each district's trustee are automatically appointed as  
178 delegates. The PDA secretary and treasurer are automatically appointed as alternate  
179 delegates. Pennsylvania's representatives on ADA councils, committees or ADPAC are

180 automatically nominated for the ADA delegation. Additional delegates and alternates are  
181 elected from the nominees submitted by each district. Each district may nominate no more  
182 than the number of remaining delegate positions. For 2013, the number is five. Nominees  
183 receiving the five highest number of votes will be elected as delegates, and the next  
184 sixteen candidates will be named as alternate delegates. A copy of the responsibilities and  
185 expectations of the delegates and alternates was furnished to each district president and  
186 trustee.

187  
188 The following individuals will automatically be placed on the ballot for the ADA delegation:  
189 Dr. Linda K. Himmelberger (2), ADA Council on Ethics, Bylaws and Judicial Affairs; Dr. Jon  
190 J. Johnston (8), ADA Council on Dental Practice; Dr. John B. Nase (2), ADA Council on  
191 Communications; Dr. Nicole Stachewicz-Johnson (9), ADA Council on Membership.

192  
193 Dr. Brian M. Schwab, ADA New Dentist Committee, and Dr. Thomas P. Sollecito, ADA  
194 Council on Scientific Affairs, removed their names from consideration.

195  
196 Dr. Sameroff read the nominations, in district order, for the remaining at-large positions.

197  
198 **First District:** Dr. Thomas W. Gamba

199  
200 **Second District:** Dr. Ronald D. Bushick, Dr. Richard J. Clark, III, Dr. Linda K.  
201 Himmelberger, Dr. John B. Nase and Dr. Nancy R. Rosenthal

202  
203 **Fifth District:** Dr. Samuel E. Selcher, Dr. Gary S. Davis, Dr. Michael D. Cerveris, Dr.  
204 William T. Spruill and Dr. George L. Hamm, III.

205  
206 **Ninth District:** Dr. Andrew J. Kwasny

207  
208 **Tenth District:** Dr. Cynthia L. Schuler, Dr. Chester J. Chorazy and Dr. Jay R. Wells, III

209  
210 Dr. Korch called for additional nominations from the floor from those districts that did not  
211 submit the maximum five nominees.

212  
213 Third district nominated Dr. Christopher J. Kotchick and Dr. Joseph R. Karam. Fourth  
214 district nominated Dr. John V. Reitz and Dr. Nipa Thakkar. Eighth district nominated Dr.  
215 Stephen J. Jaworski.

216  
217 Dr. Korch declared the nominations closed and directed the secretary to place the names  
218 of the nominees on the ballot for the delegation to the 2013 ADA meeting.

219  
220 **State Board of Dentistry**

221 Dr. Sameroff read the following names for the nominees recommended by the ten districts  
222 for the Pennsylvania State Board of Dentistry:

223	First District	Dr. Philip T. Siegel
224	Second District	Dr. Linda K. Himmelberger
225	Third District	none submitted
226	Fourth District	Dr. Daniel F. Martel
227	Fifth District	none submitted

228 Sixth District none submitted  
229 Seventh District Dr. Cheri A. Basco  
230 Eighth District none submitted  
231 Ninth District Dr. Andrew J. Kwasny  
232 Tenth District Dr. William R. Lewis

233  
234 Dr. Korch declared the nominations closed and directed the secretary to cast a ballot  
235 electing the aforementioned individuals as nominees to the State Board of Dentistry for the  
236 2013-2014 association year.

237  
238 **Necrology Report**

239 The Necrology Report was projected for the audience and a moment of silence was  
240 observed in memory of those departed colleagues.

241  
242 **Announcements**

243 Dr. Korch read the announcements.

244  
245 Dr. Julie A. Barna (6) beseeched members for a financial contribution for the MOM-n-PA  
246 event.

247  
248 Dr. David R. Larson (5) requested that the full ballot of nominations be posted on PDA's  
249 website prior to Saturday's elections.

250  
251 **Adjournment**

252 There being no further business, the First Meeting was adjourned at 9:43 a.m. to  
253 reconvene at 12:45 p.m. on Saturday, April 27, 2013.

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**145<sup>th</sup> Annual Session**  
**Second Meeting of the House of Delegates**  
**Saturday, April 27, 2013**  
**The Hotel Hershey, Hershey, PA**

1 **Call to Order**

2 The meeting was called to order at 12:45 p.m. by Dr. Peter P. Korch III (7), speaker of  
3 the house.

4  
5 The Pledge of Allegiance was led by Dr. Linda K. Himmelberger (2).

6  
7 Dr. William T. Spruill (5) gave the invocation.

8  
9 **MOM-n-PA Donation Winners**

10 Members who donated food items for the MOM-n-PA event were entered in a drawing.  
11 Dr. Andrew J. Kwasny (9) and Dr. Cindy L. Schuler (10) won hotel stays.

12  
13 **PDA Public Service Award**

14 Dr. I. Jay Freedman (2) presented the Pennsylvania Dental Association (PDA) Public  
15 Service Award to Dr. Steven E. Moriconi (2).

16  
17 **PDA Distinguished Service Award**

18 Dr. Brian D. Christian (7) presented the PDA Distinguished Service Award to Dr. Craig  
19 A. Eisenhart (7).

20  
21 **Credentials**

22 Dr. Renee Fennell-Dempsey (1), chair, Credentials Committee, announced that a  
23 quorum was present with all 86 delegates seated.

24  
25 There was one request to seat a member-at-large as an alternate delegate. Dr. Mina M.  
26 Saad (7) was seated for a vacancy in Seventh District's roster.

27  
28 **Announcements**

29 Dr. Korch announced that the PADPAC Karaoke Reception raised \$2,004. Dr. Beth  
30 Troy (10) was crowned "PDA Idol."

31  
32 **Consent Agenda**

33 The consent agenda was introduced for consideration by the House. The agenda was  
34 approved by consent.

35  
36 **Resolved**     **That it shall be policy that PDA use no more than two months'**  
37 **HD 13-04:**   **income from the subsequent year's dues to pay for current year**  
38                   **expenses.**

40 **Resolved** That the *Bylaws* be amended section 4.3.5 as follows:  
41 **HD 13-05:** To approve the annual budget and special assessments.

42  
43 **Resolved** That the PDA HOD Manual Section VI. Committees of the House of  
44 **HD 13-06:** Delegates be amended as follows:

45  
46 VI. COMMITTEES OF THE HOUSE OF DELEGATES

47  
48 A. COMMITTEE ON CREDENTIALS:

49  
50 A Committee on Credentials, consisting of three (3) officially certified delegates or  
51 alternate delegates, shall be appointed by the President at least twenty (20) days in  
52 advance of the annual session.

53  
54 It shall be the duty of the Committee on Credentials to determine and record the roll of  
55 the delegates at each meeting; to report at the time provided in the order of business; to  
56 conduct a hearing on any contest which may arise over the certification of a delegate or  
57 alternate delegate and to report its recommendations to the House of Delegates.

58  
59 B. REFERENCE COMMITTEES:

60  
61 At least twenty (20) days in advance of the annual session, the President will appoint at  
62 least three (3) but not more than five (5) delegates or alternate delegates to serve on  
63 each reference committee. The President will choose a delegate who has had previous  
64 experience as a member of a reference committee to chair each committee.

65  
66 C. TELLERS:

67  
68 The Speaker shall appoint as many delegates or alternate delegates as necessary to  
69 conduct the business of the House to serve as Tellers. The Tellers may assist the  
70 Speaker in determining the result of any action taken by ballot and perform any other  
71 duties deemed necessary by the Speaker. In addition the Tellers shall distribute, collect  
72 and count the ballots for all elections.

73  
74 D. SPECIAL COMMITTEES:

75  
76 Special committees of the House of Delegates may be appointed by the Speaker in his  
77 sole discretion or as mandated by the House of Delegates for the purpose of performing  
78 any duties not otherwise assigned by the bylaws to a committee of the House of  
79 Delegates. Such special committees shall serve until adjournment of the session at which  
80 they were appointed.

81  
82 **Report of the Reference Committee on Organizational Affairs**

83 Dr. Frederick S. Johnson (4), chair, reported. For the sake of parliamentary procedure and  
84 recording, after the presentation of each resolution, Dr. Johnson moved the action  
85 recommended by the committee and the motion was automatically seconded by the other  
86 members of the reference committee. The Reference Committee on Organizational Affairs'  
87 (RCOA) Proposal can be found in Appendix A.

88 **Resolutions 3030#4, 3050#5 and 3050#5AR**

89

90 Resolved That the following PDA committees be eliminated: Government  
91 3030#4 Relations Committee, Dental Benefits Committee, Communications  
92 and Public Relations Committee, Concerned Colleague Committee  
93 and Environmental Issues Committee. Advisory groups will be  
94 developed to replace sunsetted PDA Committees. Advisory groups will  
95 be populated with members who have expressed an interest and those  
96 identified by staff as knowledgeable and engaged in the relevant subject  
97 matter. Advisory group members will be appointed by the president and  
98 approved by the Board of Trustees. Advisory group members will  
99 communicate through the PDA social network.

100

101 Resolved That the following PDA Committees be eliminated: Government Relations  
102 3050#5 Committee, Dental Benefits Committee, Communications and Public  
103 Relations Committee, Concerned Colleague Committee, Access to Oral  
104 Health Committee, and Environmental Issues Committee. Advisory groups  
105 will be developed to replace sunsetted PDA Committees. Advisory groups  
106 will be populated with members who have expressed an interest and  
107 those identified by staff as knowledgeable and engaged in the relevant  
108 subject matter. Advisory group members will be appointed by the  
109 president and approved by the Board of Trustees. Advisory group  
110 members will communicate through the PDA social network.

111

112 **Resolved** **That the following PDA Committees be eliminated: Government**  
113 **Relations**  
114 **3050#5AR** **Committee, Dental Benefits Committee, Communications and Public**  
115 **Relations Committee, Concerned Colleague Committee, Access to Oral**  
116 **Health Committee, and Environmental Issues Committee. Advisory groups**  
117 **will be developed to replace sunsetted PDA Committees. ~~Advisory groups~~**  
118 **~~will be populated with members who have expressed an interest and~~**  
119 **~~those identified by staff as knowledgeable and engaged in the relevant~~**  
120 **~~subject matter. Advisory group members will be appointed by the~~**  
121 **president and approved by the Board of Trustees. Advisory group**  
122 **members will communicate through the PDA social network or as**  
123 **determined by the Board of Trustees.**

124

125 Resolution 3050#5AR was adopted in lieu of 3030#4 and 3050#5. Resolution  
126 3050#5AR was adopted as HD 13-07.

127

128 Resolved That the following PDA Committees be eliminated: Government  
129 HD 13-07: Relations Committee, Dental Benefits Committee, Communications and  
130 Public Relations Committee, Concerned Colleague Committee, Access to  
131 Oral Health Committee, and Environmental Issues Committee. Advisory  
132 groups will be developed to replace sunsetted PDA Committees. Advisory  
133 group members will be appointed by the president and approved by the

134 Board of Trustees. Advisory group members will communicate through the  
135 PDA social network or as determined by the Board of Trustees.

136  
137 **Resolution 3030#5**

138  
139 Resolution 3030#5 was adopted as HD 13-08.

140  
141 **Resolved That the PDA Bylaws be amended as follows:**  
142 **HD 13-08:**

143  
144 7.3.1.5 To appoint the members of advisory groups, committees, committees of the House and trustee  
145 liaisons unless otherwise provided for in the Bylaws.

146  
147 8.2.17 To approve and/or remove advisory group and committee members.

148  
149 **ARTICLE 9.0 COMMITTEES AND ADVISORY GROUPS**

150  
151 **9.1 GENERAL RULES**

152  
153 9.1.1 The purpose of the committee structure is to carry out the policies established by the House of  
154 Delegates, to perform the duties as provided in these bylaws, and to advance the strategic plan of the  
155 PDA under the direction of the Board of Trustees.

156  
157 9.1.1.1 The purpose of the advisory group structure is to perform the task as defined by the BOT and to  
158 assist in advancing the strategic plan of the PDA.

159  
160 9.1.2 All members of committees, except as provided for elsewhere in the Bylaws, shall be selected  
161 based on experience and interest. Committee members shall be appointed by the president after  
162 approval by the Board.

163  
164 9.1.2.1 All members of all advisory groups shall be selected based on experience, skill set and interest.  
165 Advisory group members shall be appointed by the president after approval by the Board.

166  
167 9.1.2.2 Advisory group members shall be members in good standing in the PDA. Advisory groups may  
168 invite consultants as deemed necessary. Consultants can be persons who are not dentists as well as  
169 dentists who are not PDA members. Only appointed PDA member dentists of the advisory group shall be  
170 entitled to a vote within the advisory group. All actions and/or decisions of an advisory group shall be  
171 managed by a simple majority of the voting members of that group.

172  
173 9.1.3 A committee member shall serve no more than five (5) consecutive one-year terms and may be  
174 reappointed to the same or any other committee after a one (1) year hiatus.

175  
176 9.1.3.1 A member who initially is appointed to a committee by the Board of Trustees via an association  
177 midyear appointment shall retain the eligibility to serve the full complement of no more than five (5)  
178 consecutive one-year terms to that committee.

179  
180 9.1.3.2 Advisory group members shall serve up to one-year or until the defined task is complete,  
181 whichever comes first. There shall be no appointment term limits for advisory group members. Advisory  
182 group members may be reappointed to the same or any other advisory group via the adopted current  
183 process as often as deemed appropriate by the BOT to meet the needs of PDA.

184  
185 9.1.3.3 Advisory group members may not serve as a voting member on more than one advisory group at  
186 any time. An advisory group member may concurrently serve on a different advisory group as a non-  
187 voting consultant or a non-voting liaison.



188  
189 9.1.4 Committee chairs shall be elected by majority vote at the last meeting of each year for the  
190 following year except as otherwise provided in these Bylaws. The term of the committee chair, as chair,  
191 shall be one year; the chair may be reelected for a maximum of three consecutive one-year terms. Years  
192 of service as chair are included in the term limitation. In the event that the chair can no longer serve, the  
193 committee will elect a chair.  
194  
195 9.1.4.1 Advisory group chairs shall be appointed by the President. The term of the advisory group chair  
196 shall be up to one year with a one year extension at the discretion of the President. In the event that the  
197 chair can no longer serve, the advisory group members will select a new chair in consultation with the  
198 President.  
199  
200 9.1.5 Trustees and officers shall not serve as committee members, except as otherwise specified in the  
201 Bylaws. The president shall assign at least one trustee and/or officer to each committee as liaison  
202 between the committee and the Board.  
203  
204 9.1.5.1 PDA Trustees and PDA Officers shall not serve as advisory group members, except as otherwise  
205 specified in the Bylaws. The PDA President shall assign at least one Trustee and/or Officer to each  
206 advisory group as liaison between the advisory group and the Board.  
207  
208 9.1.6 Committees shall outline their annual agenda and submit it to the Board of Trustees within sixty  
209 (60) days of the completion of the PDA Annual Session. Annual agendas shall be reviewed and/or  
210 amended by the Board in order to ensure the activities of committees are in concert with HOD directives  
211 and the strategic plan. Committees shall report their activities annually to the House whenever requested  
212 to the Board.  
213  
214 9.1.6.1 Advisory groups shall submit update reports to the Board of Trustees within fifteen (15) days of a  
215 regularly scheduled BOT meeting or whenever requested by the board. Advisory groups shall provide a  
216 final report of their activities to the Board of Trustees. Final reports shall be forwarded to the PDA House  
217 of Delegates.  
218  
219 9.1.7 Committees shall plan electronic and physical meetings to achieve their stated purpose.  
220  
221 9.1.7.1 Advisory groups shall plan only electronic or telephonic meetings to achieve their stated purpose.  
222 Electronic business conduct shall follow the adopted format for e-business conduct of PDA committees.  
223  
224 9.1.7.2 A member of an advisory group may be removed by a majority vote of the BOT at any time as  
225 deemed necessary. Any member removed shall not be eligible to serve on a PDA advisory group for a  
226 period of at least one year.  
227  
228 9.1.7.3 A member of an advisory group may resign at any time as deemed necessary. Any member who  
229 resigns shall be immediately eligible to serve on a PDA advisory group as deemed appropriate by the  
230 board.  
231  
232 9.1.8 Exceptions to 9.1.1 through 9.1.7.3 may be made by a two-thirds (2/3) vote of the Board.  
233  
234 9.2 COMMUNICATIONS AND PUBLIC RELATIONS ADVISORY GROUP  
235  
236 9.2.1 DUTIES  
237  
238 9.2.1.1 To promote quality oral care in the Commonwealth of Pennsylvania through member and public  
239 communication initiatives.  
240  
241 9.2.1.2 To maintain primary responsibility and to assist in the development of content and design of the  
242 PDA website and the publications of the PDA.  
243

244 9.3 DENTAL BENEFITS ADVISORY GROUP  
245  
246 9.3.1 DUTIES  
247  
248 9.3.1.1 To act as the liaison between the PDA and/or its individual members and the insurance  
249 companies administering dental insurance plans in the Commonwealth of Pennsylvania. Each advisory  
250 group member shall act as a liaison to an insurance carrier as deemed appropriate by the advisory group  
251 chair.  
252  
253 9.3.1.2 To advocate for the PDA on health care related legislative efforts.  
254  
255 9.4 GOVERNMENT RELATIONS ADVISORY GROUP  
256  
257 9.4.1 DUTIES  
258  
259 9.4.1.1 To encourage the improvement of the health of the citizens of Pennsylvania and to promote the  
260 art and science of dentistry through appropriate legislative or regulatory activities.  
261  
262 9.4.1.2 To review legislative proposals, regulatory issues and government agency programs and to  
263 recommend actions to the Board.  
264  
265 9.4.1.3 To assist individual members, component societies and the PDA lobbyist with issues that concern  
266 dental law and regulation.  
267  
268 9.4.1.4 To maintain a working relationship with PADPAC, ADPAC and the State Board of Dentistry.  
269  
270 9.5 MEMBERSHIP COMMITTEE  
271  
272 9.5.1 This committee shall be composed of eleven (11) members, one (1) from each district and one  
273 (1) member from the New Dentist Committee.  
274  
275 9.5.2 DUTIES  
276  
277 9.5.2.1 To develop and implement initiatives for membership recruitment and retention.  
278  
279 9.5.2.2 To improve and communicate membership benefits to members and non-members.  
280  
281 9.6 ANNUAL AWARDS COMMITTEE  
282  
283 9.6.1 This committee shall be composed of the five (5) living immediate past presidents with the senior  
284 in service acting as the chair.  
285  
286 9.6.2 The duty of this committee shall be to select the recipients of the PDA Annual Award, the PDA  
287 Recognition Award and the PDA Public Service Award.  
288  
289 9.7 CONCERNED COLLEAGUE ADVISORY GROUP  
290  
291 9.7.1 DUTIES  
292  
293 9.7.1.1 To disseminate information, after review and approval by the Board, to dental professionals,  
294 component societies and dental students concerning impairment.  
295  
296 9.7.1.2 To offer assistance to impaired members of the dental team.  
297  
298 9.7.1.3 To utilize a Health and Well-Being Program to provide monitoring, support and education as  
299 dental professionals re-enter practice and continue to recover from impairments.

300  
301 9.8 NEW DENTIST COMMITTEE  
302  
303 9.8.1 This committee shall be composed of up to ten (10) members, each representing a different  
304 district if possible, who meet the requirements of a "New Dentist" as defined by ADA.  
305  
306 9.8.2 DUTIES  
307  
308 9.8.2.1 To recruit and retain new dentists as members.  
309  
310 9.8.2.2 To identify the needs and concerns of new dentists and make recommendations to the House of  
311 Delegates or the Board of Trustees to address those needs and concerns.  
312  
313 9.8.2.3 To provide information to assist new dentists in establishing a practice.  
314  
315 9.8.2.4 To support the activities of the American Student Dental Association chapters in Pennsylvania  
316 dental schools.  
317  
318 9.8.2.5 To communicate the value of organized dentistry to students at the Pennsylvania dental schools.  
319  
320 9.9 ENVIRONMENTAL ISSUES ADVISORY GROUP  
321  
322 9.9.1 DUTIES  
323  
324 9.9.1.1 To monitor environmental legislation and regulation at all levels and disseminate information to  
325 PDA members and component societies.  
326  
327 9.9.1.2 To build and maintain relationships with regulatory agencies involved in environmental issues.  
328  
329 9.10 ACCESS TO ORAL HEALTH ADVISORY GROUP  
330  
331 9.10.1 DUTIES  
332  
333 9.10.1.1 To identify barriers to accessing dental care in Pennsylvania.  
334  
335 9.10.1.2 To offer recommendations to the PDA Board of Trustees and the House of Delegates on how  
336 PDA may effectively address access to care issues in Pennsylvania.  
337  
338 9.10.1.3 To monitor all access to care-related projects as deemed appropriate by the PDA Board of  
339 Trustees and the House of Delegates.  
340  
341 9.11 SPECIAL COMMITTEES  
342 Special committees or task forces may be created at any session of the House, or when the House is not  
343 in session, by the Board, for the purpose of performing duties not otherwise assigned by these Bylaws.  
344 Such special committees or task forces shall serve until final adjournment of the next annual session  
345 unless otherwise specified.  
346  
347 **Resolutions 3025#2 and 3025#2AB**  
348  
349 Resolved That the Governance Task Force be continued through April 2014 and  
350 3025#2 shall serve under the direction of the Board of Trustees in order to assist  
351 in the transition to the new governance structure.  
352  
353 Resolution 3025#2AB was substituted for 3025#2 and was adopted as HD 13-09.

354  
355 **Resolved** That a Governance Task Force be appointed by the President  
356 **HD 13-09:** and shall serve under the direction of the Board of Trustees in order  
357 to assist in the transition to a new governance structure. (Fiscal  
358 Implication: \$10,000)

359  
360 **Resolution 3025#1**

361  
362 The committee recommended defeat of resolution 3025#1 and it was not adopted.

363  
364 **Resolved** That the Bylaws Committee craft the bylaws and procedural changes  
365 **3025#1** recommended in the Governance Task Force report and present it to  
366 the 2014 House of Delegates.

367  
368 **Resolutions 3050#1, 3050#1AR and 3050#1SR**

369  
370 **Resolved** That the alternate BOT governance model with 5 Trustee Regions be  
371 **3050#1** adopted. Be it further resolved, that the Bylaws Committee craft the  
372 bylaws changes necessary to affect this model and present those bylaw  
373 changes in time for the initial workbook mailing of the 2014 meeting of the  
374 PDA House of Delegates. (Fiscal implication: \$0)

375  
376 **Resolved** That the Reference Committee on Organizational Affairs (RCOA)  
377 **3050#1AR** governance model with 5 Trustee Regions be adopted. Be it further  
378 resolved, that the Bylaws Committee craft the bylaws changes necessary  
379 to implement this model and present those bylaws changes in time for the  
380 initial workbook mailing of the 2014 meeting of the PDA House of  
381 Delegates. (Fiscal implication: \$0)

382  
383 **Resolved** That the Reference Committee on Organizational Affairs (RCOA)  
384 **3050#1SR** governance model with ~~5~~ 6 Trustee Regions (as presented in 3030-49  
385 Board Report Number 4 Lines 723-732) be adopted. Be it further  
386 resolved, that the Bylaws Committee craft the bylaws changes necessary  
387 to implement this model and present those bylaws changes in time for the  
388 initial workbook mailing of the 2014 meeting of the PDA House of  
389 Delegates. (Fiscal implication: \$0)

390  
391 Resolution 3050#1SR was defeated. Resolution 3050#1AR was substituted for 3050#1  
392 and was adopted as HD 13-10.

393  
394 **Resolved** That the Reference Committee on Organizational Affairs (RCOA)  
395 **HD 13-10:** governance model with 5 Trustee Regions be adopted. Be it further  
396 resolved, that the Bylaws Committee craft the bylaws changes  
397 necessary to implement this model and present those bylaws  
398 changes in time for the initial workbook mailing of the 2014 meeting  
399 of the PDA House of Delegates. (Fiscal implication: \$0)

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**Resolutions 3050#2 and 3050#2AR**

Resolved 3050#2 That the alternate PDA HOD governance model be adopted. Be it further resolved, that the Bylaws Committee craft the bylaws changes necessary to affect this model and present those bylaw changes in time for the initial workbook mailing of the 2014 meeting of the PDA House of Delegates. (Fiscal implication: \$0)

Resolved 3050#2AR That the RCOA PDA HOD governance model be adopted. Be it further resolved, that the Bylaws Committee craft the bylaws changes necessary to implement this model and present those bylaws changes in time for the initial workbook mailing of the 2014 meeting of the PDA House of Delegates. (Fiscal implication: \$0)

Resolution 3050#2AR was substituted for 3050#2. Resolution 3050#2AR was amended and adopted as HD 13-11.

**Resolved HD 13-11: That the Reference Committee on Organizational Affairs (RCOA) PDA HOD governance model be adopted. Voting shall be done via electronic means or in person at the Annual Meeting. Be it further resolved, that the Bylaws Committee craft the bylaws changes necessary to implement this model and present those bylaws changes in time for the initial workbook mailing of the 2014 meeting of the PDA House of Delegates. (Fiscal Implication: \$0)**

**Resolutions 3050#3 and 3050#3AR**

Resolved 3050#3 That the alternate ADA HOD governance model be adopted. Be it further resolved, that the Bylaws Committee craft the bylaws changes necessary to affect this model and present those bylaw changes in time for the initial workbook mailing of the 2014 meeting of the PDA House of Delegates. (Fiscal implication: \$0)

Resolution 3050#3AR was substituted for 3050#3 and was adopted as HD 13-12.

**Resolved HD 13-12: That the RCOA ADA HOD governance model be adopted. Be it further resolved, that the Bylaws Committee craft the bylaws changes necessary to implement this model and present those bylaws changes in time for the initial workbook mailing of the 2014 meeting of the PDA House of Delegates. (Fiscal implication: \$0)**

**Resolutions 3050#4, 3050#4AR and 3050#4SR**

Resolved 3050#4 That the alternate ADA Trustee election model be adopted. Be it further resolved, that the Bylaws Committee craft the bylaws changes necessary

446 to affect this model and present those bylaw changes in time for the initial  
447 workbook mailing of the 2014 meeting of the PDA House of Delegates.  
448 (Fiscal implication: \$0)

449  
450 Resolved That the RCOA ADA Trustee election model be adopted. Be it further  
451 3050#4AR resolved, that the Bylaws Committee craft the bylaws changes necessary  
452 to implement this model and present those bylaws changes in time for the  
453 initial workbook mailing of the 2014 meeting of the PDA House of  
454 Delegates. (Fiscal implication: \$0)

455  
456 Resolved ~~That the RCOA ADA Trustee election model be adopted.~~ That the ADA  
457 3050#4SR Trustee nominee may be any PDA member in good standing and voting  
458 shall be done via electronic means or in person at the Annual Meeting. Be  
459 it further resolved, that the Bylaws Committee craft the bylaws changes  
460 necessary to implement this model and present those bylaws changes in  
461 time for the initial workbook mailing of the 2014 meeting of the PDA House  
462 of Delegates. (Fiscal implication: \$0)

463  
464 Resolution 3050#4SR was substituted for 3050#4 and 3050#4AR. Resolution  
465 3050#4SR was amended and adopted as HD 13-13.

466  
467 **Resolved** **That the RCOA ADA Trustee election model be adopted and voting**  
468 **HD 13-13:** **shall be done via electronic means or in person at the Annual**  
469 **Meeting. Be it further resolved, that the Bylaws Committee craft the**  
470 **bylaws changes necessary to implement this model and present**  
471 **those bylaws changes in time for the initial workbook mailing of the**  
472 **2014 meeting of the PDA House of Delegates. (Fiscal Implication: \$0)**

473  
474 **Report of the Reference Committee on Administrative Affairs**

475 Dr. Brian D. Christian (7), chair, reported. For the sake of parliamentary procedure and  
476 recording, after the presentation of each resolution, Dr. Christian moved the action  
477 recommended by the committee and the motion was automatically seconded by the other  
478 members of the reference committee.

479  
480 **Resolutions 3010#1 and 3010#1AR**

481  
482 Resolved That PDA bylaws article 2.0, annual dues and special assessments,  
483 3010#1 section 2.2 be amended as follows: life membership dues for members  
484 who derive income related to dentistry and are between the age of 65  
485 and 74 shall be ~~50~~ 75 percent of active membership dues and ~~50~~ 75  
486 percent of special assessments. (Financial impact \$60,000)

487  
488 Resolved That PDA bylaws article 2.0, annual dues and special assessments,  
489 3010#1AR section 2.2 be amended as follows: life membership dues for members  
490 who derive income related to dentistry and are between the age of 65

491 and 74 shall be 50 75 percent of active membership dues and 50 75  
492 percent of special assessments. (Financial impact \$60,000)  
493

494 Resolution 3010#1AR was substituted for 3010#1. Resolution 3010#1AR was defeated.  
495

496 **Resolution 3010#2**

497  
498 Resolved That PDA bylaws article 2.0, annual dues and special assessments  
499 3010#2 be amended by addition as follows: 2.2.1 life membership dues for  
500 members who derive income related to dentistry and are 75 years of age  
501 and older shall be 50 percent of active membership dues and 50 percent  
502 of special assessments. (Financial impact \$0)  
503

504 Resolution 3010#2 was ruled out of order.  
505

506 **Resolution 4050#1**

507  
508 The committee recommended defeat of resolution 4050#1 and it was not adopted.  
509

510 Resolved That beginning fiscal year 2014 the summation of staff salaries and  
511 4050#1 benefits cannot exceed 50% of the total expenditure of the annual  
512 budget. (Fiscal Implication: \$0.0)  
513

514 **Resolutions 4050#3, 4050#3AB and 4050#3SR**

515  
516 Resolved That a committee of members be created by the Board of Trustees  
517 4050#3 to investigate the pros and cons of selling the headquarter property  
518 located at 3501 N. Front Street, Harrisburg, PA and moving to a more  
519 economical building or office space (purchase or rent) and report its  
520 findings to the 2014 House of Delegates. (Fiscal Implication: \$1,000. This  
521 committee can work with staff on-line.)  
522

523 Resolved That ~~a committee of members be created by the Board of Trustees to~~  
524 4050#3AB ~~investigate the pros and cons of selling the headquarter property located~~  
525 ~~at 3501 N. Front Street, Harrisburg, PA and moving to a more economical~~  
526 ~~building or office space (purchase or rent) and report its findings to the~~  
527 ~~2014 House of Delegates. (Fiscal Implication: \$1,000. This committee can~~  
528 ~~work with staff on-line not to exceed \$3,000.)~~  
529

530 Resolved That HD 05-19 be amended as follows: That the Board of Trustees  
531 4050#3SR has the authority to make decisions regarding the relocation of the Central  
532 Office ~~after the House of Delegates has given a specific directive stating~~  
533 ~~support of relocation or in the event of an extraordinary circumstance such~~  
534 ~~as fire, flood or safety issues of the current Central Office.~~  
535

536 Resolution 4050#3SR was adopted in lieu of Resolutions 4050#3 and 4050#3AB.  
537 Resolution 4050#3SR was adopted as HD 13-14.

538  
539 **Resolved That the Board of Trustees has the authority to make decisions**  
540 **HD 13-14: regarding the relocation of the Central Office.**

541  
542 **Report of the Reference Committee on Professional and Public Affairs**  
543 Dr. Scott Aldinger (3), chair, reported. For the sake of parliamentary procedure and  
544 recording, after the presentation of each resolution, Dr. Aldinger moved the action  
545 recommended by the committee and the motion was automatically seconded by the other  
546 members of the reference committee.

547  
548 **Resolution 2090#1**

549  
550 The committee recommended defeat of resolution 2090#1 and it was not adopted.

551  
552 Resolved That PDA add to its legislative priority to advocate for an annual three  
553 2090#1 percent increase to the reimbursement rate by third party payers.  
554 (Fiscal Implication: 0.—lobbying fee)

555  
556 **Resolutions 2090#2 and 2090#2S**

557  
558 Resolved That the Pennsylvania Dental Association supports the Dental Practice  
559 2090#2 Act which prohibits diagnosis, treatment ,planning, treatment and writing  
560 of prescriptions by dental hygienists non- dentists. ~~and additionally,~~  
561 Furthermore, the PDA adopts the position that only licensed dentists are  
562 permitted and qualified, due to their extensive education and passing of  
563 national and state board examinations, to diagnose patients for the  
564 presence or absence of oral pathosis. Only dentists have the authority to  
565 treat patients irreversibly and to delegate the directly-supervised  
566 reversible treatment of patients. (Fiscal Implication: \$0)

567  
568 Resolved That the Pennsylvania Dental Association supports the ~~Dental Practice~~  
569 2090#2S Act position which prohibits diagnosis, treatment ,planning, treatment and  
570 writing of prescriptions by dental hygienists non- dentists. ~~and~~  
571 additionally, Furthermore, the PDA adopts the position that only licensed  
572 dentists are permitted and qualified, due to their extensive education and  
573 passing of national and state board examinations, to diagnose patients for  
574 the presence or absence of oral pathosis. Only dentists have the authority  
575 to treat patients irreversibly and to delegate the directly-supervised  
576 reversible treatment of patients. (Fiscal Implication: \$0)

577  
578 Resolution 2090#2S was substituted for 2090#2. Resolution 2090#2S was further  
579 amended and then defeated.



580 **Resolutions 2090#3 and 2090#3S.**

581

582 Resolved That it is the position of the PDA that auditors of insurance companies  
583 2090#3 possess the same degree of training, expertise and specialization as  
584 the healthcare provider being audited.

585

586 Resolution 2090#3S from Second District:

587

588 Resolved ~~That it is~~ The position of the PDA is that ~~auditors of insurance companies~~  
589 2090#3S the dentist auditor working on behalf of the third party payers possess the  
590 same degree of training, ~~expertise~~ and specialization as the healthcare  
591 provider being audited.

592

593 Resolution 2090#3S from Second District was substituted for 2090#3. Resolution  
594 2090#3S was amended and adopted as HD 13-15.

595

596 **Resolved The position of the PDA is that the auditor working on behalf of the**  
597 **HD 13-15: third party payers reviewing dental claims possess the same degree**  
598 **of training and ADA recognized specialization as the healthcare**  
599 **provider being audited.**

600

601 **Election Results**

602 Dr. Jeffrey B. Sameroff, secretary, read the results of the election:

603

604 **OFFICERS**

605 President-elect Dr. Steven T. Radack III  
606 Speaker of the House Dr. Peter P. Korch III  
607 Secretary Dr. Jeffrey B. Sameroff  
608 Treasurer Dr. Samuel E. Selcher  
609 Vice President Dr. James A. H. Tauberg

610

611 **PDA TRUSTEES**

612 First District Trustee Dr. Anand V. Rao  
613 Fourth District Trustee Dr. Frederick S. Johnson  
614 Fifth District Trustee Dr. James M. Boyle III

615

616 **ADA TRUSTEE**

617 Dr. Andrew J. Kwasny

618

619 **ADA DELEGATES AND ALTERNATE DELELGATES**

620 The delegates and alternate delegates elected to serve at the 2013 ADA Annual Session in  
621 New Orleans, LA:

622

623 Delegates

624 Dr. Andrew J. Kwasny (9)

625 Dr. William T. Spruill (5)

- 626 Dr. Gary S. Davis (5)  
627 Dr. Thomas W. Gamba (1)  
628 Dr. Linda K. Himmelberger (2)  
629  
630 Alternates  
631 Dr. Samuel E. Selcher (5)  
632 Dr. Jon J. Johnston (8)  
633 Dr. Ronald D. Bushick (2)  
634 Dr. Nancy R. Rosenthal (2)  
635 Dr. Jay R. Wells, III (10)  
636 Dr. Nipa Thakkar (4)  
637 Dr. Cynthia L. Schuler (10)  
638 Dr. Stephen J. Jaworski (8)  
639 Dr. John B. Nase (2)  
640 Dr. Richard J. Clark, III (2)  
641 Dr. Chester J. Chorazy (10)  
642 Dr. Nicole Stachewicz-Johnson (9)  
643 Dr. Michael D. Cerveris (5)  
644 Dr. John V. Reitz (3)  
645 Dr. George L. Hamm III (5)  
646 Dr. Joseph R. Karam (3)  
647 Dr. Christopher J. Kotchick (3)  
648

649 Dr. Sameroff also certified the delegates and alternates pre-determined to serve as ADA  
650 delegates and alternate delegates according to PDA *Bylaws*:

- 651  
652 Delegates  
653 Dr. R. Donald Hoffman (10)  
654 Dr. Steven T. Radack III (9)  
655 Dr. Bernard P. Dishler (2)  
656 Dr. Anand V. Rao (1)  
657 Dr. Ronald K. Heier (2)  
658 Dr. Eli Stavisky (3)  
659 Dr. Frederick S. Johnson (4)  
660 Dr. James M. Boyle III (5)  
661 Dr. John P. Grove (6)  
662 Dr. Wade I. Newman (7)  
663 Dr. Thomas Petraitis (8)  
664 Dr. Joseph E. Ross (9)  
665 Dr. Herbert L. Ray, Jr. (10)  
666

- 667 Alternates  
668 Dr. Jeffrey B. Sameroff (2)  
669

670 **Unfinished Business**

671 Dr. Jeffrey B. Sameroff (2), secretary, reported that there was no unfinished business.

672  
673 **New Business**  
674 There was no new business.  
675  
676 **Consideration of the Budget**  
677 Dr. Selcher, treasurer, moved Resolution 3030#2 to set the 2013 PDA membership dues  
678 amount.  
679  
680 Resolved That the 2013 PDA membership dues in the amount of \$617 be approved.  
681 3030#2  
682  
683 Resolution 3030#2 was ruled out of order because the House does not set the dues  
684 amount.  
685  
686 Dr. Selcher moved Resolution 3030#3 which was adopted as HD 13-16.  
687  
688 **Resolved That the 2013 PDA budget in the amount of \$2,895,867 be approved.**  
689 **HD 13-16:**  
690  
691 **Delegates to the 2014 PDA Annual Session**  
692 Dr. Korch announced the number of delegates to the PDA House of Delegates for the 2014  
693 Annual Session.  
694  
695 First District – 9  
696 Second District – 24  
697 Third District – 6  
698 Fourth District – 4  
699 Fifth District – 12  
700 Sixth District – 4  
701 Seventh District – 5  
702 Eighth District – 2  
703 Ninth District – 5  
704 Tenth District – 14  
705 ASDA – 1  
706  
707 **Results of the Fun Run/Walk**  
708 Dr. Bernie P. Dishler (2) announced the winners of the Fun Run/Walk held on April 27.  
709 Mr. Gil Davis finished first. The first male dentist to finish was Dr. J. Brian Straka (2).  
710 The first female finisher was Dr. Cynthia A. Iseman (7).  
711  
712 **ADA Presidential Campaign**  
713 Dr. Linda K. Himmelberger thanked members for supporting Dr. Weber’s ADA presidential  
714 campaign by wearing a “Weber” pin. In order to provide a uniform message, speaking  
715 points will be posted on the Social Network for members to use in promoting Dr. Weber’s  
716 campaign.  
717

718 **Adjournment**

719 There being no further business to discuss, the Second Meeting of the 145th Annual  
720 Session of the Pennsylvania Dental Association was adjourned at 4:02 p.m.

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## Appendix A

### Reference Committee on Organizational Affairs Proposal

721 **Reasoning:**

722

723 Both the Governance Task Force and 7<sup>th</sup> District proposals were presented at the  
724 Reference Committee Hearing and were then assigned to the Reference Committee on  
725 Organizational Affairs (RCOA) for deliberation and direction. Based on testimony at the  
726 Reference Committee Hearing it was obvious that the HOD wanted a proposal for a  
727 new model for governance change. However, no consensus was apparent. It is our  
728 belief hearing no consensus that it was the duty of the RCOA to attempt to fabricate a  
729 compromise governance proposal that brings elements from the present, GTF and 7<sup>th</sup>  
730 District recommendations together for your consideration. It is our belief that our  
731 proposal represents the best consensus of our deliberations and hope that all members  
732 hold ownership in this process. The task the HOD presented to the RCOA was onerous  
733 and no clear-cut pathway was obvious. Despite this, the following are our  
734 recommendations for your consideration.

735

736 **RCOA Governance Model**

737

738 **BOT**

739

740 The size of the BOT will consist of 5 trustees for a 3-year term, one of whom they will  
741 elect to serve as secretary for one year term(s). We went to a 3-year term for the  
742 following reasons. 1. A shorter term allows for more members to serve as trustees. 2.  
743 This requires a less lengthy commitment from each member. The trustees will be  
744 elected by 5 "Trustee Regions" that combine districts into larger groups.

745

746 Our membership numbers as of 12/31/2011:

747 1= 564 2=1680 3=383 4=245 5=826 6=175 7=252 8=73 9=282 10=951

748

749 **5 Member BOT model:**

750

751 The following combined districts would make up one Trustee region:

752 Trustee Region 1: District 1 and District 3

753 Trustee Region 2: District 2

754 Trustee Region 3: District 4 and District 5

755 Trustee Region 4: District 6, District 7 and District 8

756 Trustee Region 5: District 9 and District 10

757

758 Region 1=957 Region 2=1680 Region 3=1071 Region 4=500 Region 5=1203

759

760 It is important to remember that although some of the Trustee Regions are large, the  
761 included districts will function and run the same as they have been. There is no

762 proposed consolidation of district officers, district committees or projects. All locals  
763 under all PDA districts will not be changed in terms of their structure. The only proposed  
764 change is having one Trustee represent multiple districts instead of our current model of  
765 one Trustee per PDA district.

766  
767 **Implementation:**

768 This would be accomplished by attrition. For example, as district 6 retires he is not  
769 replaced, then district 7 retires leaving district 8 as the Trustee for Region 5 in the 5  
770 Trustee model. This will allow the districts enough time to create their selection process.  
771 Each Trustee region shall be allowed the ability to determine a process for electing its  
772 Regional PDA Trustee. Each Trustee Region may have a different process. Depending  
773 upon the model adopted, the exact implementation schedule will be determined based  
774 upon the number of years this phase in process will take with attrition. At most, it will  
775 take 3 years to achieve the desired BOT Trustee level.

776  
777 The president, president-elect and the treasurer will be elected at the annual business  
778 meeting. The president and president-elect term will be for 1 year. The treasurer will be  
779 elected for a 3-year term. The following members will be considered ex-officio members  
780 of the BOT: Treasurer, President, President-elect, CEO & Solicitor.

781  
782 **Oversight of the Board of Trustees**

783  
784 The actions of the Board of Trustees and the Council of District Presidents will provide  
785 accountability to the membership.

786  
787 **Annual Meeting of the PDA**

788  
789 The tradition of gathering on an annual basis is important to us; we still feel the need to  
790 have a membership meeting. What takes place is the difference between this meeting  
791 and what we do now. Elections, member recognition and PDAIS shareholder meeting  
792 are examples of what still need to be done annually.

- 793  
794
- 795 • The Annual Meeting will be a one-day business meeting run by the president.  
796 Activities that will take place include a report of the state of the Association given  
797 by the CEO, a treasurer's report, the ADA trustee report and a report of advocacy  
798 activities.
  - 799 • Voting for the president-elect, treasurer, ADA delegates and alternates and ADA  
800 trustee by members in good standing present at the meeting. Nominations from  
801 the floor will not be allowed so that ballots can be prepared in advance.
  - 802 • Installation and introduction of new BOT members, ADA trustee, ADA delegates  
803 and alternates, president/president-elect and treasurer.
  - 804 • PDAIS Annual Shareholders meeting.
  - 805 • Opportunity for members in an open forum to bring forth new ideas and present  
806 petitions to the BOT, this will happen and will be encouraged at any time during  
the year.

- 807 • A Council of District Presidents (CDP) will meet and hold a forum. As a result of  
808 the CDP meeting, the CDP will submit a report within 30 days to the officers and  
809 trustees. They will use this information in addition to the 1-day open business  
810 meeting forum to help establish the next year's focus/agenda.
- 811 • Each trustee will then disseminate the results of the officer and BOT  
812 deliberations back to the district presidents to inform them of what further actions  
813 the BOT and officers will take.
- 814 • Agenda and information sent out ahead of time electronically as much as  
815 possible.
- 816 • Opportunities for continuing education (CE) and social events, vendors, sponsors  
817 may extend the length of the meeting beyond the one-day business meeting.  
818 Non-members will be invited to attend the CE and social events.
- 819 • The board shall determine the location of the annual meeting. That location shall  
820 be Hotel Hershey, until current contractual obligations have expired.
- 821 • An ongoing goal is to make this meeting revenue neutral.

### 822 **Committees and Task Forces**

823 All current PDA committees will be sunsetted except for the Membership and New  
824 Dentist committees. Advisory groups will be developed to replace sunsetted  
825 committees.  
826

### 827 **Selection of ADA House of Delegates and Alternates**

828 Our number of delegates is designated by the ADA. Automatic delegates are president,  
829 president-elect, treasurer and 5 trustees (due to our model for attrition the number of  
830 trustees will be 10 but drop to the noted 5.) Chairperson of the delegation will be the  
831 PDA president. Secretary of the delegation will be selected from within the delegation.  
832 This person is **not** the same as the secretary of the PDA BOT. All other delegates are  
833 elected by members in good standing at the annual business meeting. Positions will be  
834 filled by top vote getters as ranked. As is current procedure, make sure applicants know  
835 duties and reimbursement policies. The term for the delegates will be a 1-year term with  
836 5 consecutive year maximum. After 5 years requires 1 full year off before possible  
837 election.  
838

### 839 **ADA Trustee Election**

840 The 5 trustees and officers will nominate the ADA trustee who has entered his or her  
841 name at least 2 years in advance. The trustee will be elected by members in good  
842 standing at the annual business meeting for a 4-year term.  
843

### 844 **Recommended New Committees and Councils**

845 **Election Committee** - The president will select five members to serve on this special  
846 committee that will provide the oversight of the election process prior to and during the  
847 Annual Meeting. This committee may perform such functions as the posting of  
848 candidate information on the SoNet, the creation, validation and counting of ballots and  
849 absentee ballots.  
850  
851  
852

853 **Council of District Presidents** – This council will be made up of the presidents of the  
854 various PDA districts. They will have the opportunity to communicate throughout the  
855 course of the year via the SoNet and during the Annual Meeting. They will function as  
856 an independent group which will offer an additional opportunity to communicate  
857 information from members, locals and districts in both a lateral and vertical direction  
858 throughout PDA. They will be a valuable resource in the continued identification of  
859 volunteer leaders.

860

861 **Other Considerations**

- 862 • The RCOA envisions the increased use of the SoNet and other forms of  
863 electronic communication for complete transparency from the BOT and the CDP.  
864 There is opportunity to videoconference. Rules and guidelines will need to be  
865 established, as a survey of other dental association methods shows little is  
866 currently being done in this area. The technology is available if we choose to use  
867 it.
- 868 • We need to emphasize communication, trust, and the continued value of the  
869 district and local societies as venues for leadership development, social events  
870 and CE.
- 871 • PDA staff will be empowered to do what we hire them for, rather than spending  
872 time on meeting preparation. They will be increasingly valued for their ability to  
873 identify and share members' concerns, trends in the profession and new ideas.
- 874 • There are no duties, responsibilities or actions currently being done at the PDA  
875 level that will become the sole responsibility of the districts or locals with this  
876 change in governance.
- 877 • The GTF will be accessible to the HOD via contact information in an addendum  
878 to the report to the HOD.
- 879 • Current PDA policies will remain in effect until rescinded.



	<b>Present</b>	<b>GTF</b>	<b>7<sup>th</sup> District</b>	<b>Reference Committee Governance Model</b>
<b>Size of Board of Trustees or Board of Directors</b>	10 district trustees elected by each district 4 year term Ex-officio: President, President-elect, Immediate Past President, Treasurer, Secretary, Speaker of the House, Editor, New Dentist Committee Representative  Vice President, ADA Trustee, CEO & Solicitor attend at the invitation of the board	5 directors 4 year term (rotation cycle 1/1/1/2) Secretary and Treasurer elected by directors & is one of them Elected by all PDA members: President & President-elect Ex officio: President, President-elect, CEO, Solicitor	5 or 6 trustees Unspecified term Secretary elected by directors & is one of them – 1 year term Elected by HOD: Treasurer – 4 year term President & President-elect – 2 year term Ex-officio: Treasurer, President, President-elect, CEO & Solicitor	5 trustees, 3-year term (1 of whom will be secretary elected by trustees for a 1-year term) Treasurer – 3 year term President and President-elect – 1 year term Ex-officio: Treasurer, President, President-elect, CEO & legal counsel
<b>Selection of Trustees or Directors</b>	Each district elects its own one trustee Officers voted by HOD	Initial board: 5 past presidents & CEO & outside firm Future boards: chairperson, President & CEO	Trustees elected by 5 or 6 “Trustee Regions” that combine districts into larger groups	Trustees elected by 5 “Trustee Regions” that combine districts into larger groups
<b>Oversight of Board</b>	Annual Session of HOD	Annual Session of all PDA members	HOD meets every 2 years	Annual Session of all PDA members and council of district presidents

<b>House of Delegates</b>	Meets 1 time per year Approximately 85 delegates selected by each district according to formula based on number of dentists	Eliminate HOD 1 day annual meeting of any & all PDA members Vote for President & President-elect through mail-in absentee ballots & vote of members present Social events & CE at annual meeting	HOD meets every other year Approximately 85 delegates sent by the districts President & President-elect become 2 year terms or elect 2 President-elects Speaker of the House – 8 year term HOD approves every other year budget	Eliminate HOD 1 day annual meeting of any & all PDA members Vote for president-elect and treasurer by all members in good standing. No absentee balloting Social events & CE at annual meeting
<b>Committees</b>	Committees with representatives from each district	Eliminated – job done by staff & action groups approved by BOD	Eliminated – job done by staff & action groups appointed by BOD	Eliminated – job done by staff & advisory groups appointed by BOT
<b>Selection of ADA HOD Delegates and Alternates</b>	18 delegates 18 alternates Automatic delegates: President President-elect 10 Trustees HOD vote 6 more delegates Automatic alternates: Secretary Treasurer HOD votes 16 more alternates	Automatic delegates: President President-elect Voted by annual meeting members & absentee ballots Term limits of 1, 2, and 3 years <ul style="list-style-type: none"> <li>• 3 year terms: secretary of delegation &amp; top 5 vote getters</li> <li>• 2 year terms: next 5 vote getters</li> <li>• 1 year term: next 5 vote getters</li> </ul> Alternate delegates – 1 year term	Automatic delegates: President President-elect All other delegates elected by HOD every 2 years 2 year terms with 6 year maximum	Automatic delegates: President President-elect Treasurer 5 trustees All other delegates and alternates are elected by members in good standing at annual meeting 1 year term with 5 consecutive year maximum After 5 years requires 1 year off before possible election again

<p><b>ADA Trustee Election</b></p>	<p>Elected by HOD at annual meeting 4 year term</p>	<p>Elected by members at annual meeting &amp; absentee ballots</p>	<p>Elected by HOD: anyone wishing to run would notify HOD 2 years in advance</p>	<p>5 trustees and officers nominate ADA trustee who has entered his or her name at least 2 years in advance and elected by members in good standing at annual meeting 4 year term</p>
		<p>New committees  1. Election Committee: oversight of elections at annual meeting; appointed by President   2. Council of District Presidents</p>		<p>New committees  1. Election Committee: oversight of elections at annual meeting; appointed by President  2. Council of District Presidents</p>
		<p>If after 3 years, 6 out of 10 districts vote that they are dissatisfied with governance – call special HOD meeting</p>		

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**PENNSYLVANIA DENTAL ASSOCIATION  
REFERENCE COMMITTEES  
Friday, April 25, 2014**

**INFORMATIONAL HEARING ON BUDGET,  
FINANCE AND PROPERTY (1000 series)**

---

[1010 Treasurer's Report](#)

1020 Resolutions from other than committees/advisory groups

MEMBERS

Dr. Samuel E. Selcher, Chair (5)  
Dr. Frederick S. Johnson (4)  
Dr. Thomas C. Petraitis (8)  
Dr. Stephen T. Radack, III (9)  
Dr. R. Donald Hoffman (10)  
Dr. Herbert L. Ray Jr. (10)

CONSULTANT

Lisa A. Ritter, Maher Deussel

STAFF: Leo Walchak

**REFERENCE COMMITTEE ON  
PROFESSIONAL AND PUBLIC AFFAIRS (2000 series)**

---

[2010 Communications and Public Relations Advisory Group](#)

[2020 Dental Benefits Advisory Group](#)

[2030 Government Relations Advisory Group](#)

[2040 Access to Oral Health Advisory Group](#)

[2050 Environmental Issues Advisory Group](#)

[2060 PADPAC](#)

[2070 State Board of Dentistry](#)

[2080 PA Department of Health, Oral Health Program](#)

2090 Resolutions from other than committees/advisory groups

MEMBERS

Dr. David A. Anderson, Chair (10)  
Dr. Renee Fennell-Dempsey (1)  
Dr. Alexandra O. Betlyon (6)  
Dr. Nicole M. Quezada (6)  
Dr. Theodore J. Rockwell (8)

TRUSTEE CONSULTANTS

Dr. John P. Grove (6)  
Dr. Herbert L. Ray Jr. (10)

**REFERENCE COMMITTEE ON  
ORGANIZATIONAL AFFAIRS (3000 series)**

---

- [3010 Membership Committee](#)
- [3020 New Dentist Committee](#)
- [3025 Governance Task Force Report](#)
- [3030 Board of Trustees Reports](#)
- [3040 President's and President-elect's Reports](#)
- [3045 State of the PDA Report](#)
- 3050 Resolutions from other than committees/advisory groups

**MEMBERS**

- Dr. Peter J. Carroll, Chair (1)
- Dr. Karin D. Brian (2)
- Dr. John V. Reitz (4)
- Dr. John H. Kiessling (5)
- Dr. Beth Troy (10)

**TRUSTEE CONSULTANTS**

- Dr. Frederick S. Johnson (4)
- Dr. Joseph E. Ross (9)

**REFERENCE COMMITTEE ON  
ADMINISTRATIVE AFFAIRS (4000 series)**

---

- [4010 Annual Awards Committee](#)
- [4020 Alliance of the Pennsylvania Dental Association \(APDA\)](#)
- [4030 Concerned Colleague Advisory Group](#)
- [4040 Pennsylvania Dental Foundation](#)
- 4050 Resolutions from other than committees/advisory groups

**MEMBERS**

- Dr. Cary J. Limberakis, Chair (2)
- Dr. Matthew A. Zale (3)
- Dr. John P. Grimes (5)
- Dr. Cynthia A. Iseman (7)
- Dr. Samer Mansour (9)

**TRUSTEE CONSULTANTS**

- Dr. Anand V. Rao (1)
- Dr. Eli Stavisky (3)

<b><u>CREDENTIALS COMMITTEE</u></b>	<b><u>TELLERS</u></b>
Dr. Maria J. Tacelosky, Chair (4)	Dr. Thomas W. Gamba, Head Teller (1)
Dr. Amanda Q. Hemmer (2)	Dr. Kevin J. Klatte (1)
Dr. Edward P. Hovan (7)	Dr. Richard R. Grossman (3)
	Dr. H. Scott Ayle (4)
	Dr. George L. Hamm, III (5)
	Dr. Joseph J. Kohler, III (9)
	Dr. Les P. Midla (10)

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BUDGET, FINANCE AND PROPERTY COMMITTEE - TREASURER'S REPORT	Dr. Samuel E. Selcher, Treasurer	Middletown
---	----------------------------------	------------

1 The balancing of the Pennsylvania Dental Association (PDA) 2014 budget required a  
2 dues increase of \$5 for total dues of \$622 and a budget of \$2,885,479 down from a  
3 2013 budget of \$2,895,867. A membership full time equivalent (FTE) of 3,520 was  
4 used. This is an attrition rate of 1% (47 FTE's). All of the numbers used in these reports  
5 are unaudited and thus not final. The budget was approved in September 2013 and the  
6 most accurate numbers available at that time were used to construct the budget.

7  
8 **Overview**

9  
10 As we evaluated the budget for 2014, a number of thoughts crossed my mind. I first  
11 want to thank Camille, Leo and the board for the radical actions taken last year. As the  
12 vehicle (PDA) was about to be involved in a major collision, the brakes were slammed  
13 on. All of the actions taken brought us to the point of being balanced with this year's  
14 budget. Unfortunately we still have two divergent forces pressing upon the association.  
15 We have been able to keep costs down in this budget that cannot reasonably be  
16 expected to stay there in the future. The cost of normal operation continues to increase  
17 and our income base continues to erode. We have an anticipated loss of 47 FTE's  
18 which is 1.3% of our base. Our current dues stand at \$622. In light of the divergent  
19 graph of income verses expense, a dues increase of 0.8% or \$5 was recommended to  
20 keep our base income level and hopefully prevent again facing the financial challenges  
21 we had last year. When the current cash amount was analyzed, with the carryover from  
22 2012 removed, we were running about \$9,000 in the black as of the end of August when  
23 the budget was finalized. That is a very small margin for an organization of our size. If  
24 dues are being changed for active life members or the cost of the HOD is reduced, this  
25 will decrease the divergence of income and expenses in the future. We need to look at  
26 having resources available not just to survive, but to thrive.

27  
28 This budget includes an additional staff person returning to the membership  
29 department. This is an important step as we need to do all we can to recruit new  
30 members and retain present members. We have had a very difficult year for staff. The  
31 challenges of downsizing our staff with the subsequent changes in job responsibilities  
32 have been handled well by staff. No cost of living adjustments (COLA) have been  
33 included for them since 2008. Our attorney has had the same remuneration for five  
34 years, our lobbyist is anticipated to be asking for increases in the future, and our CEO  
35 has spent half her career with us at the same level of compensation. I feel it is  
36 financially prudent to look beyond this year and keep our eyes on the financial stability  
37 of the PDA into the future. That is why the board approved a \$5 dues increase to \$622.

38  
39 As I write this paragraph it is February 9, the deadline for submitting this report. In  
40 reviewing the financial report available as of today, which isn't final for the year, it is  
41 apparent we put the brakes on harder than was necessary to avoid the collision. All  
42 areas of spending were curtailed in 2013 in an effort to decrease costs and avoid

43 expenses; that gave us a net gain in assets of \$525,030. However, \$264,359 of that  
 44 amount came from investment income which could not be predicted. The market was  
 45 kind to everyone in 2013 but as I write this it seems to have changed its attitude for  
 46 2014. With the information available we can remove our foot from the brake and  
 47 proceed in operating the association using this information.  
 48

49 **Reserves and Investment Returns**

<u>Candidate Reserve</u>		2013 Reserves	\$2,571,149
		2013 Budget	2,895,867
			88.79%
	<u>Reserve Fund</u>		
1/1/2013	\$ 40,181		
12/31/2013	<u>57,934</u>		
	17,753		
Additions	<u>14,671</u>		
	\$ 3,082	7.67%	

HD 78-32  
 That the Pennsylvania Dental Association establish a policy of maintaining a reserve in an amount equal to at least six to nine months (1/2 or 3/4) of the annual budget.

General Reserve

	<u>Reserve Fund</u>		
1/1/2013	\$ 1,795,419		
12/31/2013	<u>2,016,416</u>		
	\$ 220,998	12.31%	

Depreciation Reserve

	<u>Reserve Fund</u>		
1/1/2013	\$ 428,282		
12/31/2013	<u>496,799</u>		
	\$ 68,516	16.00%	

Total PDA Reserves

	<u>Reserve Fund</u>		
1/1/2013	\$ 2,263,882		
12/31/2013	<u>2,571,149</u>		
	\$ 307,267	13.70%	



50 **Costs for ADA Annual Session**

51 The ADA Annual Session reimbursement cost for our Third District Delegation to attend  
 52 the ADA Annual Session varies from year to year due to the cost of living statistics for  
 53 the geographic region where the meeting is held. Some venues simply are more  
 54 expensive than others.

55  
 56 The board attempted to decrease expenses for this cost center by eliminating the  
 57 CEO's attendance at the meeting. For the past three years, the actual costs for ADA  
 58 Annual Session expenses are as follows:

59  
 60 **ADA Annual Session Costs – Actual**

		<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	
580-40-00	Equipment Rental	\$470.52	\$436.50	\$587.75	\$484.68	
620-40-00	Meetings/ Meals	18,398.12	18,139.53	6,264.75	8,170.69	
640-40-00	Office Supplies	0.00	25.00	0.00	0.00	
641-40-00	Program Supplies	1,090.15	0.00	0.00	0.00	
650-40-00	Postage	168.09	140.78	73.19	61.45	
680-40-00	Registration Fees	1,775.00	1,720.00	1,575.00	1,725.00	
710-40-00	Travel	73,887.78	66,291.76	45,648.18	51,372.39	(PDA reimbursement check in this account)
		<u>\$95,789.66</u>	<u>\$86,753.57</u>	<u>\$54,148.87</u>	<u>\$61,814.21</u>	

61 **Costs for PDA Annual Session**

62 As the HOD considers the cost of our governance, I wanted to give some financial  
 63 information to help in the decision making process. The PDAIS column lists how much it  
 64 contributed to the income for the PDA annual meeting, which could have been used in  
 65 another area. If it was not used for the Annual Session, but in another area, it would  
 66 increase the net cost. For 2013, the cost per FTE member was \$12.71 with the PDAIS  
 67 contribution, and would have been \$16.99 without its contribution.

	NET LOSS	PDAIS PAYMENT
70 2009	43,843.17	19,374.28
71 2010	54,520.22	25,545.64
72 2011	46,617.36	13,865.04
73 2012	58,534.26	16,286.76
74 2013	45,336.63	15,258.60

75

76 **Costs for PDA Board of Trustees**

77

78 The cost for each board member at each board meeting in 2013 was approximately  
79 \$550 per member per meeting. There are currently 18 board members and three  
80 meetings are scheduled for 2014.

81

82 **Capital Expenditures**

**Depreciation Reserve - Cash Flow**

<u>Item</u>	<u>Amount</u>	<u>PDA</u>	<u>PDAIS</u>
IMIS 20 upgrade - enSync	\$73,248.50	\$73,248.50	\$0.00
Pitney Bowes Folding Machine	4,914.00	4,914.00	0.00
Pitney Bowes Postage Machine	12,502.39	8,751.67	3,750.72
Carrier Nat'l Gas Heating Furnace	8,500.00	8,500.00	0.00
Phone System - TeleCom	25,120.00	9,560.60	15,559.40
Ford Expedition	40,505.29	40,505.29	0.00
	<u>\$164,790.18</u>	<u>\$145,480.06</u>	<u>\$19,310.12</u>

83 **Yearly Summary - 2014 Budget/Actual Variance Explanations**

84

85 **This is the information used to construct the 2014 budget in September 2013.**

86

87 The 2014 budget shows a surplus of \$2,032. The budget is reflective of three functional  
88 areas: administrative costs, program costs and costs related to our unrelated business  
89 income tax (UBIT).

90

91 The budget is built on a combination of both historical and actual data, which provides a  
92 basis on which to project costs in the future when a reasonable inflation factor is built in.  
93 As with previous budgets, some items have decreased while others have increased due  
94 to inflation. It is important to note that while some of the line items show either a  
95 significant percentage increase or decrease, the corresponding dollar amounts are not  
96 significant. No COLA was budgeted for 2014.

97

98 Because not all membership categories are charged 100% of the annual dues, the  
99 number of FTE members is calculated. The dues income portion of the budget is based  
100 on the number of FTEs. Also factored in are estimated number of members who will  
101 move from active to active life, retired to retired life and members moving from the final  
102 year of graduated dues to full active member dues. The total FTEs budgeted in 2013  
103 were 3,567 compared to 3,520 FTEs used to update the 2014 budget. The decrease of  
104 47 FTEs, combined with the dues increase, resulted in a dues revenue decrease of  
105 \$11,228 or 0.51% for 2014. A 1% attrition factor was applied for budgeting purposes.

- 106 • Account 402: ADA dues rebate income shows an increase of 34.26%. The rebate  
107 amount allotted to states by the ADA is to offset credit card fees charged by  
108 processors for members who pay dues by credit card.  
109
- 110 • Account 410: *Journal* advertising income projection for 2014 shows an increase  
111 of 5.18%. Display advertising income increased 3.69% and Classified Advertising  
112 increased 17.46% or \$1,875. Website classified ads in the amount of \$2,700 are  
113 now included in this line item.  
114
- 115 • Account 415: *Journal* subscriptions projected income remains unchanged for  
116 2014 at \$696.  
117
- 118 • Account 420: Continuing education (CE) income shows a slight increase of  
119 0.26%.  
120
- 121 • Account 440: Interest income shows an increase of 45.35% or \$312. Annual  
122 percentage yield earned on business checking account is approximately .10%.  
123
- 124 • Account 441: Investment income shows an increase of 11.11% in the 2014  
125 budget. Income in this line item is the return received from PDA's investment  
126 portfolios including interest, dividends and realized capital gains on stocks.  
127
- 128 • Account 443: PDAIS contributes toward the PDA Annual Session, CE programs,  
129 component relations and student outreach events. This line item shows a  
130 decrease of \$12,000 offset by a rental increase of \$12,000 in account 446.  
131 PDAIS contributions and occupancy reimbursement line items total \$166,000 for  
132 2014.  
133
- 134 • Account 446: PDAIS' partial occupancy rent increased 33.33%. The contract  
135 renewal increased rent from \$36,000 to \$48,000 per year.  
136
- 137 • Account 450: Non-dues income projection for 2014 shows a slight increase of  
138 2.07%. Non-dues endorsed vendors: Care Credit (patient payment plans); ECCA  
139 (payroll services); D-MMEX (precious scrap metal recovery); Tek Collect  
140 (accounts receivable management and collection); BOA (banking products); BOA  
141 PS (office and equipment financing); First Data (credit card processing); ProSites  
142 (website design and internet marketing); Energy Plus (electricity supply);  
143 Demand Force (patient communications system) and CES (waste management)  
144
- 145 • Account 451: PDAIS' reimbursement to PDA for services provided shows an  
146 increase of \$5,000 in 2014. This line item includes accounting, communication  
147 and administrative tasks performed by PDA staff for PDAIS.  
148
- 149 • Account 460: Contributions/ticket sales revenue shows an increase of 3.54% or  
150 \$1,490. This line item includes donations to the PDA Annual Session and

151 President's Reception and Dinner Dance. PDAIS contributes toward snacks and  
152 meals for the House of Delegates.  
153

- 154 • Account 470: PADPAC soft dollar contributions remain unchanged for 2014.  
155
- 156 • Account 476: Website classified ads have been reclassified to account 410.  
157
- 158 • Account 486: Miscellaneous income shows a decrease of 88.08%. The reduction  
159 is mainly due to a decrease in student outreach events funded from grants  
160 received from the ADA Membership for Program Growth (MPG).  
161
- 162 • Account 500: The salary line item increased 5.51%. No COLA adjustment was  
163 given but a merit increase of 4% was included. One additional staff person was  
164 added in the membership department for 2014.  
165
- 166 • Account 501: Intern expense remains unchanged for 2014. This line item is  
167 budgeted as administrative expense for interns in the communications and  
168 government relations departments.  
169
- 170 • Account 510-513: Payroll tax rates are based on 2013 actual and are calculated  
171 as a percent of gross wages. All employer related tax expenses increased due to  
172 the 4% merit increase.  
173
- 174 • Account 514: Dental benefits line item remains unchanged for 2014. This  
175 budgeted line item is based on actual expense incurred in 2013.  
176
- 177 • Account 515: Medical benefits line item for 2014 budget shows a decrease of  
178 11.36% from the 2013 budget. Actual rates on the Capital Blue Cross rate sheet  
179 for the PPO 250 with/Rx standard card plan, in which most of our employees  
180 participate, shows an expected increase of 8% in 2014. Projected rate increases  
181 of 20% never materialized for 2013. Actual rates for 2013 were slightly lower than  
182 2012 rates. Employees currently contribute 3% of the medical plan premium they  
183 are enrolled in.  
184
- 185 • Account 516: Life insurance/disability rates are based on actual expense for  
186 2013. Includes CEO policy coverage. This line item shows a decrease of 3.27%.  
187
- 188 • Account 518: 401(K) expenses for this line item show a slight increase of 1.05%  
189 or \$767. This line item is based on actual expense for staff eligible for matching  
190 contributions in 2013.  
191
- 192 • Account 521: Staff appreciation expense increased 50% or \$1,700 for 2014. This  
193 account is used for staff winter/summer events, administrative day and employee  
194 service awards.  
195

- 196 • Account 522: Advertising expense shows an increase of 50% or \$250. This line  
197 item is mainly for job advertisements placed in the *Harrisburg Patriot News*.  
198
- 199 • Account 531: Investment fees are based on a graduated rate fee schedule of the  
200 investment fund balance. This line item shows an increase of 2.75%.  
201
- 202 • Account 532: Credit card fees show a projected increase of 3%. The ability to  
203 pay dues online through Payflow Pro has contributed to this increase.  
204
- 205 • Account 535: Lobby expense increased 2.86% for 2014.  
206
- 207 • Account 540: The line item for consultants and speakers reflects an increase of  
208 6.68% for 2014. This line item includes \$30,000 budgeted for the ADA/SPA  
209 program compared to \$24,000 in the 2013 budget.  
210
- 211 • Account 550: ADPAC contributions remain unchanged for 2014.  
212
- 213 • Account 551-556: Depreciation expense is based on additions and deletions of  
214 the capital assets as they are purchased, sold or retired. Expense remains  
215 unchanged for 2014.  
216
- 217 • Account 570: Dues and subscriptions decreased 4.80% or \$1,011. Decrease in  
218 ASAE memberships and Pennsylvania Association of Notaries has contributed to  
219 this decrease.  
220
- 221 • Account 580: Equipment rental increased 0.59%. This line item includes: audio  
222 visual & room rental for CE; audio visual for ADA and PDA Annual Sessions;  
223 audio visual for HOD/reference committees; copiers and truck rental for PDA  
224 Annual Session; Board of Trustees (BOT) retirement dinner.  
225
- 226 • Account 581: Equipment repair and maintenance increased 11.41%. This line  
227 item is used for maintenance agreements with ADT (security), Simplex (fire), E-  
228 communication (telephone) and Otis Elevator. Go Lightly Software was  
229 reclassified to this account in the amount of \$5,680.  
230
- 231 • Account 582: Equipment lease agreements remained unchanged for 2014.  
232 Lease agreement expense is for a postage machine that was leased for five  
233 years.  
234
- 235 • Account 583: Vehicle repairs and fuel expense decreased 8.28%. The capital  
236 budget for 2012 originally contained a line item to purchase or lease a new  
237 vehicle. However, due to serious cash flow issues and projected deficit,  
238 purchasing a vehicle was not presented to the committee for consideration in  
239 2012 or 2013. However, due to multiple mechanical failures which keep  
240 reoccurring and causing major expenditures, serious consideration should be

- 241 given to include a new vehicle in the capital budget for 2014. (Note- one was  
242 purchased.)  
243
- 244 • Account 590: Insurance expense is based on actual premiums for 2013 and was  
245 adjusted accordingly for a slight increase of 0.91%. This line item is used to  
246 record expense for auto, flood, business operating policy, workmen's  
247 compensation, directors and officers, and group travel.  
248
  - 249 • Account 610: Accounting and auditing expense is based on actual contract and  
250 consulting fees from our auditing firm, MaherDuessel. This line item decreased  
251 9.07%.  
252
  - 253 • Account 611: Legal expense is based on a proposed contract fee and remains  
254 unchanged for 2014.  
255
  - 256 • Account 620: Meetings and meals are mainly reflective of cost in the program  
257 (committees/departments/advisory groups) and administrative (BOT/PDA AS)  
258 section of the budget. This line item shows a slight decrease of 1.25%.  
259
  - 260 • Account 621: Entertainment expense shows an increase of 88.57% or \$1,550.  
261 Expense in this line item is for activities related to the PDA Annual Session  
262 President's Dinner Dance and PADPAC member reception.  
263
  - 264 • Account 630: Building maintenance and repair decreased 26.99%. This line item  
265 is for maintenance supplies and materials and HVAC cleaning and repair.  
266
  - 267 • Account 632: Lawn and grounds maintenance increased 21.30%. This line item  
268 is lawn and grounds maintenance, tree trimming, pruning, mulching and snow  
269 removal.  
270
  - 271 • Account 633: Utilities line item includes natural gas, electric, water, sewer and  
272 trash. In the 2013 budget, the expense (\$463.57) for Susquehanna Township  
273 sewage was erroneously calculated on a monthly basis and should have been  
274 quarterly. This line item decreased 20.47%.  
275
  - 276 • Account 640: Office supplies expense decreased 16.49%. This line item contains  
277 expense for office supplies purchased by staff as well as replacement laptops for  
278 BOT members and staff. Administrative office supplies expense was decreased  
279 for 2014 based on actual usage in 2013.  
280
  - 281 • Account 641: Program supplies expense increases or decreases in proportion to  
282 program activity. A decrease in requested funding from the ADA MPG program  
283 for student outreach events at the three dental schools contributed to this  
284 decrease. This line item shows a decrease of 15.25%.  
285

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- Account 650: The postage line item increased 6.77%. Increase in postage expense for NCDHM kits (Communications Public Relations Advisory Group) and Placement Service Public Relations postcard mailings (Membership) results in this increase.
  - Account 660: Printing cost shows a decrease of 16.73%. Reduction in PDA *Journal* production expense combined with an anticipated cost reduction in marketing tools and component relations events (Membership).
  - Account 670: Purchased services decreased 9.27%. Cost reduction (\$6,700) in services for telemarketers high risk member contact contributes to this decrease.
  - Account 680: Registration fees show a decrease of 13.25%. Reduction in ASAE memberships and mentoring program (New Dentist Committee) attributes to this decrease.
  - Account 690: Real estate taxes increased 3% for 2014.
  - Account 700: Telephone expenses show a decrease of 23.95%. Administrative telephone expense was decreased for 2014 based on actual expense in 2013.
  - Account 701: Internet/website expense shows a decrease of 27.98%. This line item in the 2013 budget included cost for enSync for hosting and web design in the amount of \$30,200 vs. \$15,440 in the 2014 budget. This line item also includes \$10,000 for the customization of software upgrades.
  - Account 710: Travel expense shows a slight increase of 2.69%. BOT travel expense for the ADA Annual Session to be held in San Antonio shows a 7.98% increase. In addition, The Pennsylvania Turnpike Commission has approved a 2014 toll-rate increase of 2% for E-Z pass customers and 12% for cash customers.
  - Account 719: Budget for 2014 does not show Bravo Group as a separate line item. This consultant expense of \$30,000 for the ADA/SPA program has been moved to account 540.
  - Account 720: Miscellaneous expense decreased 36.81% or \$1,780. Administrative expense was reduced by \$2,000 in the 2014 budget based on 2013 actual.
  - Account 722: Budget for 2014 does not include expense for the Governance Task Force (GTF) as a separate line item. Cost for the GTF is included in their individual departmental spreadsheet as meals, travel and telephone expense. The budgeted amount for the GTF in 2013 was \$5,000 and remains unchanged for 2014.

- 332 • Account 725: Emerging needs and opportunities line item remains unchanged for  
333 2014 at \$22,000.
- 334
- 335 • Account 726: Budget does not include a leadership conference in 2014.
- 336
- 337 • Account 730-732: Tax expense is projected to increase 23.70%. Income tax  
338 projections on UBIT (*Journal* advertising) is provided by Maher Duessel and  
339 booked on a quarterly basis.
- 340

341 **MEMBERSHIP**

342 2013 FTE's

<b>Active Member Equivalency 12/31/2013</b>				
Active	2839	1	2839	
Active eDues	254	1	254	
Active Life and S3	692	0.5	346	
Active Life eDues and S3 eDues	31	0.5	15.5	
Retired and S2	177	0.25	44.25	
S1	225	0	0	
S4	57	0.75	42.75	
S4 eDues	7	0.75	5.25	
S0	64	0	0	
			<b>3546.75</b>	<b>\$ 2,188,344.75</b>
2013 FTE Budget			3567	
			-20.25	



343 For your reference here is the FTE for 2012.

<b>Active Member Equivalency 12/31/2012</b>				
Active (includes eDues)	3222	1	3222	
Active Life and S3 (includes eDues and pro-rated half-year dues)	697	0.5	348.5	
Retired and S2	173	0.25	43.25	
S1	184	0	0	
S4 (includes S4 eDues)	59	0.75	44.25	
S0	84	0	0	
			<b>3658</b>	\$ 2,117,982.00
2012 FTE Budget			3602	
			56	

344 2011 Actual FTE was **3720**.

345

346 2013 Active Members by Age

Age	Number of Members	Groups <b>Average</b> Age
26-35	233	30.5
36-40	290	38
41-45	318	43
46-50	402	48
51-55	522	53
56-60	754	58
61-65	556	63
66-78	70	72
	<u>3145</u>	

347 The average age for active members in 2012 was 51.89.

348 ADA Recruitment and Retention Report for Pennsylvania Dental Association  
 349 End of Year 2013 – Active License Dentists

	<b>Members</b>			<b>Non-Members</b>		
District	Number	Market Share		Number	Market Share	Total Market
1	448	50.6%		437	49.4%	885
2	1,361	58.3%		975	41.7%	2,336
3	313	64.9%		169	35.1%	482
4	193	69.2%		86	30.8%	279
5	671	76.1%		211	23.9%	882
6	140	71.1%		57	28.9%	197
7	201	69.8%		87	30.2%	288
8	56	68.3%		26	31.7%	82
9	216	70.8%		89	29.2%	305
10	717	43.6%		926	56.4%	1643

350 PDA's active licensed dentist member market share decreased 1% from 59.5% in 2012  
 351 to 58.5% in 2013. In 2011 it was 61.2%.

352

353 **PENNSYLVANIA DENTAL FOUNDATION**

354 **Funding approved in 2013:**

- 355 PA Coalition for Oral Health \$5,000
- 356 Health Link Medical Center \$5,000
- 357 ADAF- Hurricane Sandy \$5,000
- 358 Kornberg School of Dentistry – Smile Wise \$500
- 359 PCDS- New Dentist workshop \$2,000
- 360 Harrisburg Smiles \$7,500
- 361 Sullivan County Dental Clinic \$7,500

362

363 **Foundation Financials:**

- 364 Income as of December 31, 2013 -
- 365       2013 contributions \$8,649.11
- 366       2013 investment income - \$78,323.08
- 367 Total Assets as of December 31, 2013 - \$777,425.29

368

369 **Relief Fund**

370

371 The PDA Relief Fund grant program provides financial aid to dentists and their spouses  
 372 who are faced with financial hardships. One relief grant application was reviewed this  
 373 association year:

374

375 Relief Grant matching ADA for a PDA member - \$6,000

376

377 **PADPAC**  
 378 PADPAC contributions showed an 11.3% increase between 2012 and 2013. “Hard”  
 379 dollars can be contributed directly to a candidate of a political party, are regulated by  
 380 law in both source and amount, and monitored by the Federal Election Commission  
 381 (maximum \$2,500). “Soft” dollars are contributed to a political party as a whole.  
 382 Historically, “soft money” refers to contributions made to political parties for purposes of  
 383 party building and other activities not directly related to the election of specific  
 384 candidates.

385  
 386 **PADPAC Collections:**

	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
SoftPAC	44,027	44,032	47,990	80,095
HardPAC	57,572	51,742	61,128	77,790
PADPAC Total	\$101,599	\$95,774	\$ 109,118	\$ 157,885

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	<b>PROPOSED BUDGET 1/1/14 - 12/31/14</b>	<b>Administrative Costs</b>	<b>Program Costs</b>	<b>Advertising UBIT Related</b>	<b>Total</b>	<b>Budget 2013</b>	<b>Difference</b>
<b>INCOME</b>							
400	Dues	\$ 2,189,440	\$0	\$0	\$ 2,189,440	\$ 2,200,668	\$ (11,228)
402	ADA Dues Rebate	10,000	0	0	10,000	7,448	2,552
410	Journal Advertising	0	0	104,660	104,660	99,506	5,154
415	Journal Subscriptions	0	0	696	696	696	0
420	Continuing Education Registrations	0	115,000	0	115,000	114,700	300
440	Interest Income	1,000	0	0	1,000	688	312
441	Investment Income	40,000	0	0	40,000	36,000	4,000
443	PDAIS Contribution	68,125	49,875	0	118,000	130,000	(12,000)
446	PDAIS Occupancy Reimbursement	48,000	0	0	48,000	36,000	12,000
450	Non-Dues Income	140,000	0	0	140,000	137,160	2,840
451	PDAIS Accounting Reimbursement	35,000	0	0	35,000	30,000	5,000
460	Contributions/Ticket Sales-PDA Mtg	43,540	0	0	43,540	42,050	1,490
470	PADPAC (soft)	0	40,000	0	40,000	40,000	0
482	Journal/Classifieds on Website	0	0	0	0	2,700	(2,700)
486	Miscellaneous Income	0	2,175	0	2,175	18,252	(16,077)
	<b>TOTAL INCOME</b>	<b>\$ 2,575,105</b>	<b>\$ 207,050</b>	<b>\$ 105,356</b>	<b>\$ 2,887,511</b>	<b>\$ 2,895,868</b>	<b>\$ (8,357)</b>
<b>EXPENDITURES</b>							
500	Salaries and Wages	\$ 601,481	\$ 395,951	\$ 33,093	\$ 1,030,525	\$ 976,749	\$ 53,776
501	Interns	2,895	1,954	151	5,000	5,000	(0)
510	FICA Expense	38,259	24,549	0	62,808	59,473	3,335
511	Medicare Expense	8,947	5,741	0	14,689	13,909	780
512	FUTA Expense	682	438	0	1,120	1,120	(0)
513	SUTA Expense	10,526	6,754	0	17,280	13,280	4,000
514	Dental Benefits	5,789	3,909	302	10,000	10,000	(0)
515	Medical Benefits	152,859	103,199	7,974	264,031	297,876	(33,845)
516	Life Insurance/Disability Benefits	8,235	5,559	430	14,223	14,704	(481)
518	401K Expense	42,790	28,889	2,232	73,911	73,144	767
521	Staff Appreciation	5,100	0	0	5,100	3,400	1,700
522	Advertising	750	0	0	750	500	250
531	Investment fees	17,000	0	0	17,000	16,545	455
532	Credit Card fees	39,299	0	0	39,299	38,155	1,144
535	Lobbyist	0	72,000	0	72,000	70,000	2,000
540	Consultants/Speakers	47,700	96,150	0	143,850	134,840	9,010
550	ADPAC	0	1,500	0	1,500	1,500	0
551	Depreciation - Building	0	0	0	0	0	0
552	Depreciation - Bldg Improve	44,511	30,051	2,322	76,884	76,884	(0)
553	Depreciation - Equipment	21,838	14,743	1,139	37,720	37,720	0
554	Depreciation - Furn & Fixtures	111	75	6	192	192	(0)
555	Depreciation - Software	3,522	2,378	184	6,084	6,084	(0)

	<b>PROPOSED BUDGET 1/1/14 - 12/31/14</b>	<b>Administrative Costs</b>	<b>Program Costs</b>	<b>Advertising UBIT Related</b>	<b>Total</b>	<b>Budget 2013</b>	<b>Difference</b>
<b>EXPENDITURES Continued</b>							
556	Depreciation - Automobiles	0	0	0	0	0	0
560	Donations	0	0	0	0	0	0
570	Dues and Subscriptions	5,437	14,555	70	20,062	21,073	(1,011)
580	Equipment Rental	9,590	4,890	0	14,480	14,395	85
581	Equipment Repairs and Maint.	19,481	13,152	1,016	33,650	30,204	3,446
582	Equipment Lease Agreements	2,334	1,576	122	4,032	4,032	(0)
583	Vehicle Repairs & Fuel	11,923	0	0	11,923	13,000	(1,077)
590	Insurance	22,050	14,886	1,150	38,086	37,742	344
610	Accounting and Auditing	7,816	5,277	408	13,500	14,847	(1,347)
611	Legal fees	43,421	29,315	2,265	75,000	75,000	0
620	Meetings/Meals	66,851	84,577	120	151,548	153,468	(1,920)
621	Entertainment	3,000	300	0	3,300	1,750	1,550
630	Building Maintenance and Repair	7,587	5,122	396	13,105	17,950	(4,845)
632	Lawn Maintenance	4,747	3,205	248	8,200	6,760	1,440
633	Utilities	20,840	14,071	1,087	35,999	45,263	(9,264)
640	Office Supplies	30,664	3,868	0	34,532	41,349	(6,817)
641	Program Supplies	5,495	25,860	0	31,355	36,997	(5,642)
650	Postage	6,750	23,265	10,855	40,870	38,280	2,590
660	Printing	3,685	15,632	41,800	61,117	73,393	(12,276)
670	Purchased Services	2,668	33,540	40,950	77,158	85,043	(7,885)
680	Registration fees	1,560	7,800	395	9,755	11,245	(1,490)
690	Real Estate Taxes	21,701	14,652	1,132	37,486	36,395	1,091
700	Telephone	10,282	4,968	320	15,571	20,473	(4,902)
701	Internet/Website Expenses	18,430	12,611	967	32,008	44,446	(12,438)
710	Travel	78,749	101,944	1,721	182,414	177,628	4,786
720	Miscellaneous	1,350	1,705	0	3,055	4,835	(1,780)
725	Emerging Needs & Opportunities	22,000	0	0	22,000	22,000	0
730	Income Tax Expense	15,980	0	0	15,980	13,230	2,750
732	Use Tax Expense	5,327	0	0	5,327	3,994	1,333
		<b>\$ 1,502,014</b>	<b>\$1,230,611</b>	<b>\$ 152,854</b>	<b>\$ 2,885,479</b>	<b>\$ 2,895,867</b>	<b>\$ (10,388)</b>
		<b>Income over (under) expenditures</b>			<b>\$ 2,032</b>		
		<b>57.89%</b>	<b>39.09%</b>	<b>3.02%</b>	<b>100.00%</b>		

PROPOSED BUDGET 1/1/14 - 12/31/14		COMM/PR	GOV'T REL DEPT	MEMBERSHIP DEPT	CONTINUING EDUCATION	CONCERNED COLLEAGUE ADVISORY GROUP
INCOME		12	14	15	16	20
420	Continuing Education Registrations	0	\$ 0	\$ 0	\$ 115,000	\$ 0
443	Contributions from for-profit	0	0	19,875	30,000	0
470	PADPAC (soft)	0	0	0	0	0
486	Miscellaneous Income	0	0	1,975	0	0
<b>TOTAL PROGRAM INCOME</b>		<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 21,850</b>	<b>\$ 145,000</b>	<b>\$ 0</b>
EXPENDITURES						
500	Salaries and Wages	\$ 74,336	\$ 107,269	\$ 103,379	\$ 12,217	\$ 4,569
501	Interns	367	529	510	60	23
510	FICA Expense	4,609	6,651	6,410	757	283
511	Medicare Expense	1,078	1,555	1,499	177	66
512	FUTA Expense	82	119	114	14	5
513	SUTA Expense	1,268	1,830	1,763	208	78
514	Dental Benefits	734	1,059	1,021	121	45
515	Medical Benefits	19,375	27,958	26,944	3,184	1,191
516	Life Insurance/Disability Benefits	1,044	1,506	1,451	172	64
518	401K Expense	5,424	7,826	7,543	891	333
535	Lobbyist	0	72,000	0	0	0
540	Consultants/Speakers	30,000	0	400	65,750	0
550	ADPAC	0	0	0	0	0
552	Depreciation - Bldg Improve	5,642	8,141	7,846	927	347
553	Depreciation - Equipment	2,768	3,994	3,849	455	170
554	Depreciation - Furn & Fixtures	14	20	20	2	1
555	Depreciation - Software	446	644	621	73	27
570	Dues and Subscriptions	1,180	11,650	450	1,275	0
580	Equipment Rental	0	0	0	3,500	0
581	Equipment Repairs and Maint.	2,469	3,563	3,434	406	152
582	Equipment Lease Agreements	296	427	411	49	18
590	Insurance	2,795	4,033	3,887	459	172
610	Accounting and Auditing	991	1,430	1,378	163	61
611	Legal fees	5,504	7,942	7,654	905	338
620	Meetings/Meals	180	1,465	8,455	33,210	0
621	Entertainment	0	0	0	0	0
630	Building Maintenance and Repair	962	1,388	1,337	158	59
632	Lawn Maintenance	602	868	837	99	37
633	Utilities	2,642	3,812	3,674	434	162
640	Office Supplies	70	22	2,241	698	0
641	Program Supplies	2,800	200	17,060	0	0
650	Postage	0	138	11,781	4,091	0
660	Printing	0	0	12,067	1,300	0
670	Purchased Services	3,605	0	0	0	25,000
680	Registration fees	1,895	1,705	1,650	0	0
690	Real Estate Taxes	2,751	3,969	3,826	452	169
700	Telephone	0	420	0	0	0
701	Internet/Website Expenses	2,349	3,389	3,366	386	144
710	Travel	550	8,520	8,540	879	0
720	Miscellaneous	0	125	0	0	0
<b>TOTAL PROGRAM EXPENDITURES</b>		<b>\$ 178,824</b>	<b>\$ 296,169</b>	<b>\$ 255,418</b>	<b>\$ 133,473</b>	<b>\$ 33,515</b>
		<b>7.34%</b>	<b>10.59%</b>	<b>10.21%</b>	<b>1.21%</b>	<b>0.45%</b>

PROPOSED BUDGET 1/1/14 - 12/31/14	COMM PUBLIC RELATIONS ADVISORY GROUP		DENTAL BENEFITS ADVISORY GROUP		GOVT RELATIONS ADVISORY GROUP		MEMBERSHIP COMM		NEW DENTIST COMM	
	21		22		28		34		36	
<b>INCOME</b>										
420	Continuing Education Registrations	\$0	\$	0	\$	0	\$	0	\$	0
443	Contributions from for-profit	0		0		0		0		0
470	PADPAC (soft)	0		0		0		0		0
486	Miscellaneous Income	200		0		0		0		0
<b>TOTAL PROGRAM INCOME</b>		<b>\$ 200</b>	<b>\$</b>	<b>0</b>	<b>\$</b>	<b>0</b>	<b>\$</b>	<b>0</b>	<b>\$</b>	<b>0</b>
<b>EXPENDITURES</b>										
500	Salaries and Wages	\$ 15,074	\$	34,575	\$	4,437	\$	10,698	\$	11,133
501	Interns	74		171		22		53		55
510	FICA Expense	935		2,144		275		663		690
511	Medicare Expense	219		501		64		155		161
512	FUTA Expense	17		38		5		12		12
513	SUTA Expense	257		590		76		182		190
514	Dental Benefits	149		341		44		106		110
515	Medical Benefits	3,929		9,011		1,156		2,788		2,902
516	Life Insurance/Disability Benefits	212		485		62		150		156
518	401K Expense	1,100		2,523		324		781		812
535	Lobbyist	0		0		0		0		0
540	Consultants/Speakers	0		0		0		0		0
550	ADPAC	0		0		0		0		0
552	Depreciation - Bldg Improve	1,144		2,624		337		812		845
553	Depreciation - Equipment	561		1,287		165		398		415
554	Depreciation - Furn & Fixtures	3		7		1		2		2
555	Depreciation - Software	91		208		27		64		67
570	Dues and Subscriptions	0		0		0		0		0
580	Equipment Rental	0		0		0		0		0
581	Equipment Repairs and Maint.	501		1,148		147		355		370
582	Equipment Lease Agreements	60		138		18		43		44
590	Insurance	567		1,300		167		402		419
610	Accounting and Auditing	201		461		59		143		148
611	Legal fees	1,116		2,560		329		792		824
620	Meetings/Meals	0		660		120		423		9,252
621	Entertainment	0		0		0		0		0
630	Building Maintenance and Repair	195		447		57		138		144
632	Lawn Maintenance	122		280		36		87		90
633	Utilities	536		1,229		158		380		396
640	Office Supplies	0		0		0		0		0
641	Program Supplies	0		0		0		300		0
650	Postage	1,645		0		0		2,130		640
660	Printing	0		0		0		1,400		800
670	Purchased Services	4,935		0		0		0		0
680	Registration fees	0		100		0		0		100
690	Real Estate Taxes	558		1,279		164		396		412
700	Telephone	364		336		420		480		1,232
701	Internet/Website Expenses	476		1,092		140		338		352
710	Travel	0		2,012		525		2,930		3,330
720	Miscellaneous	1,350		30		0		0		0
<b>TOTAL PROGRAM EXPENDITURES</b>		<b>\$ 36,388</b>	<b>\$</b>	<b>67,577</b>	<b>\$</b>	<b>9,335</b>	<b>\$</b>	<b>27,601</b>	<b>\$</b>	<b>36,104</b>
		<b>1.49%</b>		<b>3.41%</b>		<b>0.44%</b>		<b>1.06%</b>		<b>1.10%</b>

PROPOSED BUDGET 1/1/14 - 12/31/14		PDA ANNUAL MTG COMM		ADA ANNUAL SESSION		PADPAC		GOVT TASK FORCE	
INCOME		38		40		64		50	
420	Continuing Education Registrations	\$	0	\$	0	\$	0	\$	0
443	Contributions from for-profit		0		0		0		0
470	PADPAC (soft)		0		0		40,000		0
486	Miscellaneous Income		0		0		0		0
<b>TOTAL PROGRAM INCOME</b>		<b>\$</b>	<b>0</b>	<b>\$</b>	<b>0</b>	<b>\$</b>	<b>40,000</b>	<b>\$</b>	<b>0</b>
EXPENDITURES									
500	Salaries and Wages	\$	2,735	\$	8,793	\$	0	\$	0
501	Interns		14		43		0		0
510	FICA Expense		170		545		0		0
511	Medicare Expense		40		128		0		0
512	FUTA Expense		3		10		0		0
513	SUTA Expense		47		150		0		0
514	Dental Benefits		27		87		0		0
515	Medical Benefits		713		2,292		0		0
516	Life Insurance/Disability Benefits		38		123		0		0
518	401K Expense		200		642		0		0
535	Lobbyist		0		0		0		0
540	Consultants/Speakers		0		0		0		0
550	ADPAC		0		0		1,500		0
552	Depreciation - Bldg Improve		208		667		0		0
553	Depreciation - Equipment		102		327		0		0
554	Depreciation - Furn & Fixtures		1		2		0		0
555	Depreciation - Software		16		53		0		0
570	Dues and Subscriptions		0		0		0		0
580	Equipment Rental		0		990		400		0
581	Equipment Repairs and Maint.		91		292		0		0
582	Equipment Lease Agreements		11		35		0		0
590	Insurance		103		331		0		0
610	Accounting and Auditing		36		117		0		0
611	Legal fees		203		651		0		0
620	Meetings/Meals		570		9,850		19,650		462
621	Entertainment		0		0		300		0
630	Building Maintenance and Repair		35		114		0		0
632	Lawn Maintenance		22		71		0		0
633	Utilities		97		312		0		0
640	Office Supplies		0		0		800		0
641	Program Supplies		0		0		5,500		0
650	Postage		0		80		2,300		0
660	Printing		0		0		65		0
670	Purchased Services		0		0		0		0
680	Registration fees		0		1,650		100		0
690	Real Estate Taxes		101		325		0		0
700	Telephone		0		0		232		728
701	Internet/Website Expenses		86		278		0		0
710	Travel		335		55,924		12,500		3,740
720	Miscellaneous		0		0		100		70
<b>TOTAL PROGRAM EXPENDITURES</b>		<b>\$</b>	<b>6,003</b>	<b>\$</b>	<b>68,772</b>	<b>\$</b>	<b>43,147</b>	<b>\$</b>	<b>5,000</b>
			<b>0.27%</b>		<b>0.87%</b>		<b>0.00%</b>		<b>0.00%</b>



PROPOSED BUDGET 1/1/14 - 12/31/14		ACCESS TO ORAL HEALTH ADVISORY GROUP		ENVIRONMENTAL ISSUES ADVISORY GROUP	TOTAL PROGRAM BUDGET
		51	52		
<b>INCOME</b>					
420	Continuing Education Registrations	\$ 0	\$ 0	\$ 0	115,000
443	Contributions from for-profit	0	0	0	49,875
470	PADPAC (soft)	0	0	0	40,000
486	Miscellaneous Income	0	0	0	2,175
<b>TOTAL PROGRAM INCOME</b>		<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>207,050</b>
<b>EXPENDITURES</b>					
500	Salaries and Wages	\$ 1,884	\$ 4,852	\$ 4,852	395,951
501	Interns	9	24	24	1,954
510	FICA Expense	117	301	301	24,549
511	Medicare Expense	27	70	70	5,741
512	FUTA Expense	2	5	5	438
513	SUTA Expense	32	83	83	6,754
514	Dental Benefits	19	48	48	3,909
515	Medical Benefits	491	1,265	1,265	103,199
516	Life Insurance/Disability Benefits	26	68	68	5,559
518	401K Expense	137	354	354	28,889
535	Lobbyist	0	0	0	72,000
540	Consultants/Speakers	0	0	0	96,150
550	ADPAC	0	0	0	1,500
552	Depreciation - Bldg Improve	143	368	368	30,051
553	Depreciation - Equipment	70	181	181	14,743
554	Depreciation - Furn & Fixtures	0	1	1	75
555	Depreciation - Software	11	29	29	2,378
570	Dues and Subscriptions	0	0	0	14,555
580	Equipment Rental	0	0	0	4,890
581	Equipment Repairs and Maint.	63	161	161	13,152
582	Equipment Lease Agreements	7	19	19	1,576
590	Insurance	71	182	182	14,886
610	Accounting and Auditing	25	65	65	5,277
611	Legal fees	140	359	359	29,315
620	Meetings/Meals	280	0	0	84,577
621	Entertainment	0	0	0	300
630	Building Maintenance and Repair	24	63	63	5,122
632	Lawn Maintenance	15	39	39	3,205
633	Utilities	67	172	172	14,071
640	Office Supplies	0	37	37	3,868
641	Program Supplies	0	0	0	25,860
650	Postage	0	460	460	23,265
660	Printing	0	0	0	15,632
670	Purchased Services	0	0	0	33,540
680	Registration fees	600	0	0	7,800
690	Real Estate Taxes	70	180	180	14,652
700	Telephone	420	336	336	4,968
701	Internet/Website Expenses	60	153	153	12,611
710	Travel	2,159	0	0	101,944
720	Miscellaneous	30	0	0	1,705
<b>TOTAL PROGRAM EXPENDITURES</b>		<b>\$ 7,001</b>	<b>\$ 9,877</b>	<b>\$ 9,877</b>	<b>1,230,611</b>
		<b>0.19%</b>	<b>0.48%</b>		<b>39.09%</b>

	<b>PROPOSED BUDGET 1/1/14 - 12/31/14</b>	<b>ADMIN</b>	<b>FINANCE</b>	<b>NON-DUES INCOME</b>	<b>PDA ANNUAL SESSION</b>	<b>BOARD OF TRUSTEES</b>	<b>TOTAL ADMIN BUDGET REQUEST</b>
	<b>INCOME</b>	<b>10</b>	<b>11</b>	<b>13</b>	<b>68</b>	<b>42</b>	
400	Dues	\$ 2,189,440	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,189,440
402	ADA Dues Rebate	10,000	0	0	0	0	10,000
440	Interest Income	0	1,000	0	0	0	1,000
441	Investment Income	0	40,000	0	0	0	40,000
443	Contributions from for-profit	68,125	0	0	0	0	68,125
446	PDAIS Partial Occupancy Income	48,000	0	0	0	0	48,000
450	Non-Dues Income	0	0	140,000	0	0	140,000
451	PDAIS Accounting Reimbursement	0	35,000	0	0	0	35,000
460	Contributions/Ticket Sales-PDA Mtg	0	0	0	43,540	0	43,540
	<b>TOTAL INCOME</b>	<b>\$ 2,315,565</b>	<b>\$ 76,000</b>	<b>\$ 140,000</b>	<b>\$ 43,540</b>	<b>\$ 0</b>	<b>\$ 2,575,105</b>
	<b>EXPENDITURES</b>						
500	Salaries and Wages	\$ 303,645	\$ 143,850	\$ 29,884	\$ 52,880	\$ 71,223	\$ 601,481
501	Interns	1,499	710	148	261	278	2,895
510	FICA Expense	24,209	8,919	1,853	3,279	0	38,259
511	Medicare Expense	5,661	2,086	433	767	0	8,947
512	FUTA Expense	432	159	33	58	0	682
513	SUTA Expense	6,661	2,454	510	902	0	10,526
514	Dental Benefits	2,997	1,420	295	522	555	5,789
515	Medical Benefits	79,141	37,492	7,789	13,782	14,654	152,859
516	Life Insurance/Disability Benefits	4,264	2,020	420	742	789	8,235
518	401K Expense	22,154	10,495	2,180	3,858	4,102	42,790
521	Staff Appreciation	5,100	0	0	0	0	5,100
522	Advertising	750	0	0	0	0	750
531	Investment fees	0	17,000	0	0	0	17,000
532	Credit Card fees	0	39,299	0	0	0	39,299
540	Consultants/Speakers	47,700	0	0	0	0	47,700
552	Depreciation - Bldg Improve	23,045	10,918	2,268	4,013	4,267	44,511
553	Depreciation - Equipment	11,307	5,356	1,113	1,969	2,093	21,838
554	Depreciation - Furn & Fixtures	58	27	6	10	11	111
555	Depreciation - Software	1,823	864	179	318	338	3,522
570	Dues and Subscriptions	5,437	0	0	0	0	5,437
580	Equipment Rental	0	0	0	9,590	0	9,590
581	Equipment Repairs and Maint.	10,086	4,778	993	1,757	1,868	19,481
582	Equipment Lease Agreements	1,208	573	119	210	224	2,334
583	Vehicle Repairs & Fuel	11,923	0	0	0	0	11,923
590	Insurance	11,416	5,408	1,124	1,988	2,114	22,050
610	Accounting and Auditing	4,047	1,917	398	705	749	7,816
611	Legal fees	22,481	10,650	2,213	3,915	4,163	43,421
620	Meetings/Meals	1,353	0	0	56,308	9,190	66,851
621	Entertainment	0	0	0	3,000	0	3,000
630	Building Maintenance and Repair	3,929	1,861	387	684	727	7,587
632	Lawn & Grounds Maintenance	2,458	1,164	242	428	455	4,747
633	Utilities	10,789	5,112	1,062	1,879	1,998	20,840

	<b>PROPOSED BUDGET 1/1/14 - 12/31/14</b>	<b>ADMIN</b>	<b>FINANCE</b>	<b>NON-DUES INCOME</b>	<b>PDA ANNUAL SESSION</b>	<b>BOARD OF TRUSTEES</b>	<b>TOTAL ADMIN BUDGET REQUEST</b>
	<b>EXPENDITURES (Continued)</b>						
640	Office Supplies	27,404	710	0	550	2,000	<b>30,664</b>
641	Program Supplies	0	0	0	3,225	2,270	<b>5,495</b>
650	Postage	4,014	986	0	1,200	550	<b>6,750</b>
660	Printing	500	0	0	2,835	350	<b>3,685</b>
670	Purchased Services	0	0	0	2,668	0	<b>2,668</b>
680	Registration fees	1,560	0	0	0	0	<b>1,560</b>
690	Real Estate Taxes	11,235	5,323	1,106	1,957	2,081	<b>21,701</b>
700	Telephone	7,322	1,505	313	553	588	<b>10,282</b>
701	Internet/Website Expenses	9,494	4,545	944	1,671	1,776	<b>18,430</b>
710	Travel	15,624	0	0	7,950	55,175	<b>78,749</b>
720	Miscellaneous	0	0	0	1,350	0	<b>1,350</b>
725	Emerging Needs & Opportunities	22,000	0	0	0	0	<b>22,000</b>
730	Income Tax Expense	15,980	0	0	0	0	<b>15,980</b>
732	Use tax Expense	5,327	0	0	0	0	<b>5,327</b>
		<b>\$ 746,031</b>	<b>\$ 327,601</b>	<b>\$ 56,010</b>	<b>\$ 187,785</b>	<b>\$ 184,587</b>	<b>\$ 1,502,014</b>
		<b>29.97%</b>	<b>14.20%</b>	<b>2.95%</b>	<b>5.22%</b>	<b>5.55%</b>	<b>57.89%</b>

## Advertising UBIT

### PROPOSED BUDGET 1/1/14 - 12/31/14

### JOURNAL

62

#### INCOME

410	Journal Advertising	\$	104,660
415	Journal Subscriptions		696
	TOTAL INCOME	\$	105,356

#### EXPENDITURES

500	Salaries and Wages	\$	33,093
501	Interns		151
514	Dental Benefits		302
515	Medical Benefits		7,974
516	Life Insurance/Disability Benefits		430
518	401K Expense		2,232
552	Depreciation - Bldg Improve		2,322
553	Depreciation - Equipment		1,139
554	Depreciation - Furn & Fixtures		6
555	Depreciation - Software		184
570	Dues and Subscriptions		70
581	Equipment Repairs and Maint.		1,016
582	Equipment Lease Agreements		122
590	Insurance		1,150
610	Accounting and Auditing		408
611	Legal fees		2,265
620	Meetings/Meals		120
630	Building Maintenance and Repair		396
632	Lawn Maintenance		248
633	Utilities		1,087
650	Postage		10,855
660	Printing		41,800
670	Purchased Services		40,950
680	Registration fees		395
690	Real Estate Taxes		1,132
700	Telephone		320
701	Internet/Website Expenses		967
710	Travel		1,721
	TOTAL EXPENSES	\$	152,854

3.02%

\$ (47,498)

	DESCRIPTION	2008 Actual	2008 Budget	2009 Actual	2009 Budget	2010 Actual	2010 Budget	2011 Actual	2011 Budget
	<b>Income</b>								
400	Dues	\$ 2,182,591	\$ 2,173,604	\$ 2,146,054	\$ 2,137,096	\$ 2,157,314	\$2,162,502	\$ 2,146,886	\$2,174,145
402	ADA Dues Rebate	16,262	0	9,836	18,419	9,812	18,419	9,567	13,074
410	Journal Advertising	93,238	91,163	105,307	91,165	103,321	97,615	103,367	100,585
415	Journal Subscriptions	786	650	894	780	468	660	591	660
420	CE Registrations	103,382	126,500	134,488	133,400	136,578	124,500	129,364	88,440
426	CE Registration Fee	0	0	0	0	0	0	0	0
428	Exhibitor Income	0	0	0	0	0	0	0	0
439	Realized Investment	0	0	(362,888)	0	(28,627)	0	48,024	0
440	Interest Income	19,542	34,319	2,314	27,096	1,017	2,614	893	1,065
441	Investment Income	71,981	70,000	55,746	50,000	61,099	38,081	61,892	36,495
442	Unrealized Investment	(581,540)	0	686,854	0	198,628	0	(26,627)	0
443	Dividend/PDAIS	(59,262)	150,000	35,335	130,000	70,363	101,000	9,955	166,000
446	PDAIS rent	36,000	24,000	36,000	36,000	36,000	36,000	36,000	36,000
450	Non-Dues Income	207,096	197,085	164,458	195,000	159,821	195,000	136,143	170,500
451	PDAIS Accounting	0	0	5,000	0	10,000	0	6,970	0
460	Contrib/Ticket Sales	38,079	41,450	52,448	39,875	72,670	67,625	60,990	32,900
470	PADPAC (soft)	74,726	74,396	77,245	90,000	56,065	63,000	47,060	79,335
473	Catalog Advertising	11,715	0	7,860	0	0	0	10,755	0
476	Website Classified	0	0	0	0	0	0	0	0
478	Placement Service	215	0	60	0	50	0	0	0
479	Label/List Sales	3,125	0	2,160	0	1,500	0	1,215	0
482	Website Classified	2,980	0	2,730	0	3,010	2,800	2,590	3,100
486	Miscellaneous Income	33,324	20,691	41,614	64,275	56,999	84,425	46,835	36,175
488	Reserve Funding	0	215,627	0	265,011	0	301,274	0	239,527
	<b>Total Income</b>	<b>\$ 2,326,649</b>	<b>\$ 3,219,484</b>	<b>\$ 3,247,508</b>	<b>\$ 3,278,116</b>	<b>\$ 3,106,088</b>	<b>\$3,295,515</b>	<b>\$ 2,847,069</b>	<b>\$3,178,001</b>

	DESCRIPTION	2012 Actual	2012 Budget	2012 Actual/Proj	2013 Budget	2014 Budget	\$ Increase/ (Decrease) 2014 compared to 2013	% Increase/ (Decrease) 2014 compared to 2013
	<b>Income</b>							
400	Dues	\$ 2,122,515	\$ 2,085,992	\$ 2,181,057	\$ 2,200,668	\$ 2,189,440	\$ (11,228)	-0.51%
402	ADA Dues Rebate	10,724	9,567	11,313	7,448	10,000	2,552	34.26%
410	Journal Advertising	106,914	101,185	106,841	99,506	104,660	5,154	5.18%
415	Journal Subscriptions	459	696	516	696	696	0	0.00%
420	CE Registrations	95,150	83,750	79,712	114,700	115,000	300	0.26%
426	CE Registration Fee	3,000	0	0	0	0	0	0.00%
428	Exhibitor Income	0	0	1,000	0	0	0	0.00%
439	Realized Investment	129,718	0	71,524	0	0	0	0.00%
440	Interest Income	1,178	955	1,961	688	1,000	312	45.35%
441	Investment Income	63,504	47,145	45,157	36,000	40,000	4,000	11.11%
442	Unrealized Investment	53,620	0	192,836	0	0	0	0.00%
443	Dividend/PDAIS	214,028	130,000	0	130,000	118,000	(12,000)	-9.23%
446	PDAIS rent	36,000	36,000	34,000	36,000	48,000	12,000	33.33%
450	Non-Dues Income	151,335	138,160	118,559	137,160	140,000	2,840	2.07%
451	PDAIS Accounting	12,047	15,000	0	30,000	35,000	5,000	16.67%
460	Contrib/Ticket Sales	59,621	33,975	62,825	42,050	43,540	1,490	3.54%
470	PADPAC (soft)	44,032	48,110	43,027	40,000	40,000	0	0.00%
473	Catalog Advertising	0	0	350	0	0	0	0.00%
476	Website Classified	2,200	0	0	0	0	0	0.00%
478	Placement Service	0	0	0	0	0	0	0.00%
479	Label/List Sales	1,795	0	1,440	0	0	0	0.00%
482	Website Classified		2,700	1,158	2,700	0	(2,700)	-100.00%
486	Miscellaneous Income	45,841	33,875	8,538	18,252	2,175	(16,077)	-88.08%
488	Reserve Funding		466,726	0	0	0	0	0.00%
	<b>Total Income</b>	<b>\$ 3,153,681</b>	<b>\$ 3,233,835</b>	<b>\$ 2,963,742</b>	<b>\$ 2,895,868</b>	<b>\$ 2,887,511</b>	<b>\$ (8,357)</b>	<b>-0.29%</b>

	DESCRIPTION	2008 Actual	2008 Budget	2009 Actual	2009 Budget	2010 Actual	2010 Budget	2011 Actual	2011 Budget
	<b>Expenditures</b>								
500	Salaries and Wages	\$ 997,201	\$ 1,068,813	\$ 1,028,669	\$ 1,053,838	\$ 1,022,765	\$ 1,084,667	\$ 1,053,546	\$1,106,556
501	Interns	0	10,000	0	10,000	0	10,000	0	10,000
502	Temporary Help	0	0	0	0	0	0	0	0
510	FICA Expense	58,756	66,266	61,970	65,338	57,806	67,249	57,887	68,606
511	Medicare Expense	14,403	15,498	14,241	15,281	14,679	15,728	15,234	16,045
512	FUTA Expense	1,490	1,462	1,925	1,426	1,364	1,465	1,943	1,692
513	SUTA Expense	8,621	4,519	6,741	4,498	25,758	4,622	16,229	13,604
514	Dental Benefits	8,687	11,013	13,490	11,000	11,099	11,330	13,750	11,000
515	Medical Benefits	199,596	183,024	212,961	247,583	185,278	220,301	221,120	244,890
516	Life Ins/Dis Benefits	13,459	4,907	14,008	14,781	13,688	14,781	13,090	14,963
518	401K Expense	70,410	79,302	69,422	69,316	73,238	69,621	74,837	75,963
519	Workers Comp	0	2,312	0	0	0	0	0	0
520	CE - Staff	50	3,705	1,966	2,845	1,365	2,840	1,170	0
521	Staff Appreciation	2,756	2,850	3,403	2,850	3,507	3,400	1,854	3,400
522	Advertising	1,310	1,000	466	1,000	303	1,880	1,597	1,380
530	Bank Service Fees	10	0	30	0	34	0	48	0
531	Investment fees	16,330	11,012	19,083	16,814	18,822	18,945	21,091	19,134
532	Credit Card Fees	44,927	37,435	43,974	50,023	41,166	50,023	37,565	42,000
534	Fee Expense	0	0	0	0	0	0	0	0
535	Lobbyist	63,000	70,000	63,100	70,000	63,000	70,000	65,950	70,000
540	Consultants/Speakers	80,367	81,600	101,950	86,150	115,518	202,385	153,770	109,293
550	ADPAC	12,440	0	0	36,000	1,500	1,500	1,500	1,500
551	Depr - Building	0	4,671	0	4,666	0	0	0	0
552	Depr - Bldg Improve	70,729	65,432	71,488	65,357	73,626	70,942	75,550	73,076
553	Depr - Equipment	33,348	35,870	50,970	35,829	37,490	41,780	45,140	45,940
554	Depr - Furn/Fixtures	2,204	2,359	690	2,356	497	690	489	690
555	Depr - Software	3,804	20,800	3,245	20,776	5,196	3,024	7,371	12,000
556	Depr - Automobiles	16,494	8,247	16,494	8,247	8,247	16,494	0	16,494
560	Donations	100	200	0	200	0	200	0	200
561	Contribution Expense	0	0	0	0	0	0	0	0
565	ACA Webinar						0	0	0
570	Dues and Subscriptions	15,244	15,584	15,112	20,016	14,577	22,381	15,929	17,491
580	Equipment Rental	12,665	13,680	13,911	10,770	14,811	15,145	13,728	14,890
581	Equip Repairs and Maint.	31,089	39,976	22,880	33,173	28,881	31,228	28,239	31,110
582	Equip Lease Agreements	960	35,505	2,319	0	4,032	4,032	4,032	4,032
583	Vehicle Repairs & Fuel	5,027	3,000	3,898	4,660	4,898	4,500	7,086	4,500
590	Insurance	36,360	35,575	36,162	38,761	35,644	38,018	34,778	37,094
591	Rate Structure Ins: Hasler	155	0	0	0	0	0	0	0
600	Interest Expense	2,528	2,531	80	2,528	0	2,528	0	2,528
604	Fluoride Now Coalition	101,500	0	0	0	12,500	0	0	0
610	Accounting and Auditing	12,353	11,346	12,639	9,476	10,935	12,389	12,335	12,000
611	Legal fees	75,000	75,087	75,520	75,000	76,706	75,000	75,000	75,000
620	Meetings/Meals	135,811	172,097	133,443	209,997	174,866	197,118	158,283	203,267
621	Entertainment	2,003	8,800	3,400	6,800	3,650	3,175	2,389	2,100
630	Bldg Maintenance/Repair	22,059	12,014	21,433	20,643	20,051	20,923	20,334	16,161
632	Lawn/Grounds Maint	6,503	9,016	1,694	6,576	5,361	5,214	5,153	6,600
633	Utilities	33,216	34,308	33,522	37,086	39,389	46,271	39,170	44,000
640	Office Supplies	21,100	36,984	25,977	26,854	35,731	41,637	38,010	32,571

	DESCRIPTION	2008 Actual	2008 Budget	2009 Actual	2009 Budget	2010 Actual	2010 Budget	2011 Actual	2011 Budget
	<b>Expenditures</b>								
	<b>Continued</b>								
641	Program Supplies	41,334	47,494	43,017	46,304	44,255	60,713	32,467	41,652
650	Postage	56,261	80,738	59,469	72,110	56,400	65,225	56,118	68,651
660	Printing	105,638	128,724	115,923	124,381	115,855	120,275	114,129	120,000
670	Purchased Services	90,610	146,289	85,835	110,423	93,521	97,525	90,042	102,370
680	Registration fees	2,842	15,547	5,096	9,145	6,307	15,660	6,126	10,000
690	Real Estate Taxes	31,307	32,110	31,085	32,677	33,574	33,069	32,281	35,335
700	Telephone	21,658	20,139	20,997	25,890	19,484	22,077	16,465	21,194
701	Internet/Website	27,135	11,937	24,770	23,802	39,633	29,002	32,614	32,000
710	Travel	218,516	325,062	197,368	310,605	179,090	238,935	175,892	232,111
715	Grant Expense	0	0	253	0	14,115	0	11,221	0
716	ADA Campaign	6,876	0	91,562	0	0	0	0	0
717	ADA-MPG	0	0	0	0	0	0	1,085	0
719	Bravo Group	0	0	0	0	0	0	0	0
720	Miscellaneous	4,012	11,138	3,071	12,138	2,777	5,298	5,400	4,898
721	Future Needs Survey	0	30,000	0	30,000	0	30,000	0	0
722	GTF 4050#1								
725	Emerging Needs	13,177	62,178	15,206	68,648	2,100	62,971	8,824	32,078
726	Retreat	0	0	0	0	0	0	0	0
730	Income Tax Expense	11,891	8,892	15,458	7,000	8,402	7,000	12,000	10,000
731	Other Taxes	0	1,437	0	0	0	0	0	0
732	Use Tax Expense	1,296	0	7,986	6,479	5,608	4,339	3,796	5,942
	Total Expenditures	\$ 2,866,617	\$ 3,219,484	\$ 2,919,372	\$ 3,278,116	\$ 2,879,345	\$3,295,514	\$ 2,936,751	\$3,178,001
	NET INCOME / (LOSS)	\$ (539,967)	\$ 0	\$ 328,137	\$ 0	\$ 226,743	\$ 0	\$ (89,683)	\$ (0)
	Income - Subsidiaries	60,088		(35,335)		(70,363)		(9,955)	
	PDA INCOME / (LOSS)	(479,880)		292,802		156,380		(99,637)	



	DESCRIPTION	2012 Actual	2012 Budget	2012 Actual/Proj	2013 Budget	2014 Budget	\$ Increase/ (Decrease) 2014 compared to 2013	% Increase/ (Decrease) 2014 compared to 2013
	<b>Expenditures</b>							
500	Salaries and Wages	\$ 1,016,596	\$ 1,118,588	\$ 942,975	\$ 976,749	\$ 1,030,525	\$ 53,776	5.51%
501	Interns	0	5,000	0	5,000	5,000	0	0.00%
502	Temporary Help	0	0	0	0	0	0	0.00%
510	FICA Expense	58,023	69,352	56,890	59,473	62,808	3,335	5.61%
511	Medicare Expense	14,529	16,220	13,237	13,909	14,689	780	5.61%
512	FUTA Expense	1,012	1,591	768	1,120	1,120	0	0.00%
513	SUTA Expense	15,080	16,533	9,844	13,280	17,280	4,000	30.12%
514	Dental Benefits	11,411	12,122	6,850	10,000	10,000	0	0.00%
515	Medical Benefits	230,152	257,247	178,883	297,876	264,031	(33,845)	-11.36%
516	Life Ins/Dis Benefits	14,881	15,859	14,485	14,704	14,223	(481)	-3.27%
518	401K Expense	72,939	80,555	61,390	73,144	73,911	767	1.05%
519	Workers Comp	0	0	0	0	0	0	0.00%
520	CE - Staff	657	0	362	0	0	0	0.00%
521	Staff Appreciation	1,584	3,400	3,332	3,400	5,100	1,700	50.00%
522	Advertising	2,324	1,380	732	500	750	250	50.00%
530	Bank Service Fees	97	0	12	0	0	0	0.00%
531	Investment fees	18,943	20,068	17,096	16,545	17,000	455	2.75%
532	Credit Card Fees	38,055	36,338	45,216	38,155	39,299	1,144	3.00%
534	Fee Expense	0	0	99	0	0	0	0.00%
535	Lobbyist	66,000	70,000	72,300	70,000	72,000	2,000	2.86%
540	Consultants/Speakers	109,393	117,965	121,792	134,840	143,850	9,010	6.68%
550	ADPAC	0	1,500	0	1,500	1,500	0	0.00%
551	Depr - Building	0	0	0	0	0	0	0.00%
552	Depr - Bldg Improve	77,939	73,076	64,505	76,884	76,884	0	0.00%
553	Depr - Equipment	45,962	45,940	28,940	37,720	37,720	0	0.00%
554	Depr - Furn/Fixtures	382	690	0	192	192	0	0.00%
555	Depr - Software	5,990	12,000	2,891	6,084	6,084	0	0.00%
556	Depr - Automobiles	0	16,494	0	0	0	0	0.00%
560	Donations	0	0	0	0	0	0	0.00%
561	Contribution Expense	0	0	2,500	0	0	0	0.00%
565	ACA Webinar	0	0	1,201	0	0	0	0.00%
570	Dues and Subscriptions	16,017	16,040	17,579	21,073	20,062	(1,011)	-4.80%
580	Equipment Rental	11,432	13,549	13,551	14,395	14,480	85	0.59%
581	Equip Repairs and Maint.	30,001	28,853	33,038	30,204	33,650	3,446	11.41%
582	Equip Lease Agreements	4,032	4,032	4,032	4,032	4,032	0	0.00%
583	Vehicle Repairs & Fuel	9,217	5,817	11,324	13,000	11,923	(1,077)	-8.28%
590	Insurance	37,990	36,922	36,527	37,742	38,086	344	0.91%
591	Rate Structure Ins: Hasler	0	0	0	0	0	0	0.00%
600	Interest Expense	0	0	0	0	0	0	0.00%
604	Fluoride Now Coalition	0	0	0	0	0	0	0.00%
610	Accounting and Auditing	12,143	12,847	10,098	14,847	13,500	(1,347)	-9.07%

	DESCRIPTION	2012 Actual	2012 Budget	2012 Actual/Proj	2013 Budget	2014 Budget	\$ Increase/ (Decrease) 2014 compared to 2013	% Increase/ (Decrease) 2014 compared to 2013
	<b>Expenditures</b>							
	<b>Continued</b>							
611	Legal fees	73,764	75,000	75,000	75,000	75,000	0	0.00%
620	Meetings/Meals	137,060	173,490	127,984	153,468	151,548	(1,920)	-1.25%
621	Entertainment	4,090	3,000	1,850	1,750	3,300	1,550	88.57%
630	Bldg Maintenance/Repair	9,776	20,481	10,346	17,950	13,105	(4,845)	-26.99%
632	Lawn/Grounds Maint	5,649	7,260	7,006	6,760	8,200	1,440	21.30%
633	Utilities	34,247	32,398	31,581	45,263	36,000	(9,263)	-20.47%
640	Office Supplies	26,150	41,281	20,687	41,349	34,532	(6,817)	-16.49%
641	Program Supplies	29,377	47,000	7,927	36,997	31,355	(5,642)	-15.25%
650	Postage	40,737	53,112	33,075	38,280	40,870	2,590	6.77%
660	Printing	61,094	120,806	52,279	73,393	61,117	(12,276)	-16.73%
670	Purchased Services	79,309	100,195	71,042	85,043	77,158	(7,885)	-9.27%
680	Registration fees	5,653	13,200	4,211	11,245	9,755	(1,490)	-13.25%
690	Real Estate Taxes	34,579	35,335	34,906	36,395	37,487	1,092	3.00%
700	Telephone	14,337	19,652	13,774	20,473	15,570	(4,903)	-23.95%
701	Internet/Website	57,612	42,545	14,576	44,446	32,008	(12,438)	-27.98%
710	Travel	129,601	204,923	127,670	177,628	182,414	4,786	2.69%
715	Grant Expense	4,129	0	39	0	0	0	0.00%
716	ADA Campaign	80	0	0	0	0	0	0.00%
717	ADA-MPG	12,688	0	1,927	0	0	0	0.00%
719	Bravo Group	0	20,000	0	0	0	0	0.00%
720	Miscellaneous	2,417	5,020	2,535	4,835	3,055	(1,780)	-36.81%
721	Future Needs Survey	12,200	0	0	0	0	0	0.00%
722	GTF 4050#1	0	10,000	0	0	0	0	0.00%
725	Emerging Needs	0	32,679	0	22,000	22,000	0	0.00%
726	Retreat	0	50,000	2,000	0	0	0	0.00%
730	Income Tax Expense	21,479	12,600	14,780	13,230	15,980	2,750	20.79%
731	Other Taxes	0	0	0	0	0	0	0.00%
732	Use Tax Expense	9,973	3,878	11,068	3,995	5,327	1,332	33.35%
	<b>Total Expenditures</b>	<b>\$ 2,728,780</b>	<b>\$ 3,233,835</b>	<b>\$ 2,438,712</b>	<b>\$ 2,895,868</b>	<b>\$ 2,885,479</b>	<b>\$ (10,389)</b>	<b>-0.36%</b>
	<b>NET INCOME / (LOSS)</b>	<b>\$ 424,900</b>	<b>\$ 0</b>	<b>\$ 525,030</b>	<b>\$ (0)</b>	<b>\$ 2,032</b>	<b>\$ 2,032</b>	
	Income - Subsidiaries	(214,028)						
	<b>PDA INCOME / (LOSS)</b>	<b>210,873</b>						

Capital Budget  
2014

PDA Hardware Budget Upgrade 2014

<i>Item Description</i>	<i>Extended Price</i>
<u>SERVER</u>	
New PDA Main Data Server	\$ 8,200
Microsoft Server 2012 Software w/20 Cal user lics.	3,300
Server Installation-Labor est. 45hrs @ \$125	5,625
	<hr/>
	\$ 17,125
PDA Vehicle	\$ 45,000
enSYNC - upgrade Imis20	\$ 37,096
Custom Programming	46,250
	<hr/>
	\$ 83,346
Total Capital Budget Request	<hr/> <hr/> <u>\$ 145,471</u>

*Note: Funding for the capital budget comes from the depreciation reserve account*

**Listing of Accounts  
Utilizing Program Time Allocation**

**Functional Expenses Shared Accounts**

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500	Salaries and Wages
510	FICA Expense
511	Medicare Expense
512	FUTA Expense
513	SUTA Expense
514	Dental Benefits
515	Medical Benefits
516	Life Insurance/Disability Benefits
517	Defined Benefit Pension Plan
518	401K Expense
519	Workers' Compensation
551	Depreciation - Building
552	Depreciation - Bldg Improve
553	Depreciation - Equipment
554	Depreciation - Furn & Fixtures
555	Depreciation - Software
581	Equipment Repairs and Maint.
582	Equipment Lease Agreements
590	Insurance
600	Interest Expense
610	Accounting and Auditing
611	Legal fees
630	Building Maintenance and Repair
631	Cleaning Services
633	Utilities
690	Real Estate Taxes
700	Telephone
701	Internet/Website Expenses
731	Other Taxes
750	Capital Expenditure

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COMMUNICATIONS AND PUBLIC RELATIONS ADVISORY GROUP	Dr. Tamara S. Brady, Chair (2)	Exton
	Dr. David Tecosky (1)	Philadelphia
	Dr. Randy R. Nolf (3)	Stroudsburg
	Dr. John V. Reitz (4)	Reading
	Dr. Steven M. Parrett (5)	Chambersburg
	Dr. Anthony Kibelbek (7)	Coalport
	Dr. Samer Mansour (9)	Erie
	Dr. James A. H. Tauberg, ADA Consultant (10)	Pittsburgh
	Dr. Bruce R. Terry, Consultant (2) <i>Pennsylvania Dental Journal</i> Editor	Wayne
	Dr. Brian Mark Schwab, Consultant (4) <i>Pennsylvania Dental Journal</i> Associate Editor	Blandon
	Dr. James Boyle III, Trustee Liaison (5)	York

1 **Meetings**

2 The Communications and Public Relations Advisory Group met via conference call on  
3 May 24, 2013. All other activity was accomplished through email and utilizing the PDA  
4 social network.

6 **Subcommittees**

7 There are no subcommittees.

9 **Response to Assignments from the House of Delegates**

10 The 2013 HOD changed the former Communications and Public Relations Committee  
11 to the Communications and Public Relations Advisory Group. The advisory group did  
12 not receive any assignments from the HOD.

14 **Goals and Objectives**

- 15 • To promote PDA to the public and media as a trusted and credible source of  
16 information on all dental issues and the voice of dentistry in our state.
- 17 • To increase the public's awareness of the value and benefits of good oral health  
18 and its relation to overall well being.
- 19 • To continue to improve the look and effectiveness of the PDA website, Facebook  
20 pages, and Twitter site and to develop information for the public side of the  
21 website that demonstrates our complete knowledge of dental issues.
- 22 • To promote the use of the PDA social network and encourage members to use  
23 other forms of PDA's social media (Twitter, Facebook and LinkedIn) to  
24 communicate with their colleagues and the public.
- 25 • To utilize the PDA social network to streamline committee work and  
26 communicate with other PDA members.
- 27 • To increase effective communication with our members by producing informative  
28 pieces for the *Pennsylvania Dental Journal*, *eNews Update* and other  
29 publications.

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- 39
- To educate members on the proper way to communicate with the media by holding periodic spokesperson training sessions and seeking advice from our public relations consultant.
  - To continue to promote National Children’s Dental Health Month (NCDHM) to Pennsylvania schools and look for new ways to get more members and educators involved, as well as continuing to sponsor the NCDHM poster contest for third graders and find efficient ways to promote the event.
  - To continue to work with the Government Relations Advisory Group to inform members of legislative issues that PDA is monitoring in our state and nationally and provide members resources for discussing these issues with their patients.

40

41 **Activities**

42

43 **National Children’s Dental Health Month**

44 Highlights of the 2013 NCDHM program included:

- 45
- 46
- 47
- 48
- 49
- 50
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- 52
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- 54
- 55
- 56
- 57
- 58
- All NCDHM material was posted online and resulted in a significant increase in traffic to the PDA website.
  - There were 2,324 views of NCDHM pages where teachers could download items; this is over 1,000 more views than we had in 2012 (1,302 views).
  - The 3<sup>rd</sup> grade poster contest was changed to a completely electronic voting format that allowed for more members to view and vote on winning posters. Members were invited to join the NCDHM Advisory Group via email blasts and printed advertisements. The social network was utilized by the advisory group to vote on posters submitted by Pennsylvania 3<sup>rd</sup> grade students. The 2013 poster winner was Mason Gray from Linglestown Elementary School.
  - PDA staff continues to promote NCDHM through as many channels as are available and to most health/school related organizations. The following organizations have agreed to print complimentary promotions in their publications and e-newsletters:

59

60 • **Dental Societies**

- 61
- 62
- 63
- 64
- 65
- 66
- 67
- Lehigh Valley Dental Society
  - Dental Society of Chester and Delaware County
  - Dental Society of Western PA
  - Lancaster County Dental Society
  - Philadelphia County Dental Society
  - Montgomery Bucks Dental Society
  - Valley Forge Dental Association

68

69 • **School Related Associations**

- 70
- 71
- Pennsylvania State Education Association
  - Pennsylvania Association of Elementary & Secondary School Principals

72

73 Dr. Anthony Kibelbek will be the statewide NCDHM chair for 2014.

74

75

76 Monthly News Release

77 The advisory group believes that monthly news releases are an important and cost  
78 effective public relations tool that generates positive messages about dentistry and PDA  
79 with a great return on investment.

80  
81 The news releases are posted once per month and since the 2013 HOD meeting have  
82 included these topics:

- 83 • Announcement of third grade poster contest winner
- 84 • Announcement of newly installed PDA president
- 85 • Mouth guards provide protection for sports
- 86 • Reminding parents of the importance of children’s oral health
- 87 • Nationwide campaign to address U.S. dental crisis
- 88 • Benefits of fluoride
- 89 • Tooth sensitivity
- 90 • Dental health care products
- 91 • Halloween candy buyback program
- 92 • Teeth grinding
- 93 • Kids’ Corner of PDA website, a valuable dental health resource

94  
95 Pennsylvania Dental Journal

96 The *Pennsylvania Dental Journal* had another successful year. Financially, the *Journal*  
97 continues to be self-sustaining, with advertising revenue covering production costs and  
98 netting an additional \$22,665. Editor Dr. Bruce Terry won the William J. Gies  
99 Foundation’s first place honor in their editorial competition for 2013 for his piece “Oral  
100 Health Literacy.” The Gies Award was one of two journalism honors the *Journal* staff  
101 received this year, with the International College of Dentists (ICD) awarding the *Journal*  
102 the ICD’s USA Section, Division 1 Platinum Pencil Award for outstanding use of  
103 graphics in our November/December 2012 issue.

104  
105 PDA Website

106 The PDA website continues to be the best place for members and the public to access  
107 dental information, the activities of the organization, continuing education (CE)  
108 opportunities and up-to-date legislative issues. In 2013, staff added a new section on  
109 the federal health care law, including information from PDA’s webinar. Staff also  
110 expanded the HIPAA section of the site, reflecting 2013 updates and information  
111 presented in our webinar where participants still have the opportunity for one CE credit.  
112 The advisory group uses the PDA social network to discuss ideas for improving and  
113 maintaining the website.

114  
115 PDA Social Media

116 The advisory group continues to encourage members to follow PDA on Twitter,  
117 Facebook and LinkedIn. PDA staff communicates with both patients and members  
118 using these social media platforms. Social media has continued to increase in use and  
119 has proven to be an important tool for effective, timely communication.

120  
121

- 122 Dr. Tamara Brady will continue as the Chair of the Communications and Public  
123 Relations Advisory Group for 2014.  
124  
125 This report is informational only and no resolutions are offered.

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DENTAL BENEFITS ADVISORY GROUP	Dr. Donald W. Wells, Chair (7)	State College
	Dr. George L. Hamm, III, Vice Chair (5)	Dover
	Dr. David J. Fox (2)	Jenkintown
	Dr. Scott Aldinger (3)	Lehighton
	Dr. John L. Alonge (9)	Erie
	Dr. Christine M. Landes, ADA Consultant (2)	Newtown
	Dr. Eli Stavisky, Trustee Liaison (3)	Clarks Summit

- 1 The Dental Benefits Advisory Group had a very quiet year. There were two issues
- 2 brought to the attention of the group through the PDA staff. Utilizing the social network,
- 3 both issues were discussed and the staff then communicated with the inquiring member
- 4 providing an answer to the question as well as the advice provided in the discussion
- 5 interchange. To the knowledge of the advisory group, each inquiry was satisfactorily
- 6 resolved.
- 7
- 8 Since there were no major issues, it was not deemed necessary to spend any PDA
- 9 funds for a conference call. The group would like to thank PDA staff for their efforts and
- 10 coordination throughout the year and look forward to being on standby for any issues
- 11 brought before it for future consideration.
- 12
- 13 This report is informational only and no resolutions are offered.

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GOVERNMENT RELATIONS ADVISORY GROUP	Dr. Andrew J. Mramor, Chair (1) Dr. Craig A. Eisenhart, Vice Chair (7) Dr. Edmund J. McGurk (2) Dr. Joseph R. Karam (3) Dr. Daniel F. Martel (4) Dr. Michael P. Eckhart (5) Dr. Andrew S. Matta (9) Dr. Charles J. Incalcaterra, ADA Consultant (2) Dr. Bernie P. Dishler, ADPAC Consultant (2) Mrs. Judith Worsley, APDA Consultant (2) Dr. Herbert L. Ray, Jr., Trustee Liaison (10)	Philadelphia Huntingdon Devon Dalton Fredericksburg Lancaster New Castle Bethlehem Elkins Park Bethlehem Pittsburgh
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1 **Meetings**

2 The advisory group held no in-person meetings nor conference calls.

3  
4 **Response to Assignments from the 2013 House of Delegates (HOD)**

5 The 2013 HOD did not charge the advisory group with any new resolutions.

6  
7 **Goals and Objectives**

8 The advisory group continued the efforts to advance the legislative priorities that were  
9 approved by the Board of Trustees (BOT) in November 2012. These were:

- 10 1. Assignment of Benefits  
11 2. Medical Assistance reforms and funding  
12 3. Donated Dental Services funding

13  
14 Additionally, the advisory group followed any issues that warranted monitoring and  
15 action when appropriate.

16  
17 **Legislative Update**

18 **Assignment of Benefits (SB 520)**

19 SB 520 would require all insurers to assign benefits directly to the provider, regardless  
20 of whether he or she is a participating provider. Sen. Kim Ward (R-Westmoreland)  
21 introduced this bill at PDA's request, and it was assigned to the Senate Banking and  
22 Insurance Committee for first consideration. PDA participated in a series of meetings  
23 with Chairman Donald White (R-Armstrong) and lobbyists for various insurance  
24 organizations and companies. We made a compelling argument that SB 520 would  
25 improve access to care, particularly for children of divorced parents and for patients in  
26 rural areas. The insurance lobbyists were not able to articulate why assignment of  
27 benefits laws could work in other states but not Pennsylvania, nor were they able to  
28 produce any data substantiating their claim that this law would result in a decrease in  
29 network participation.

30  
31 In October, PDA participated in another meeting with Senator White, his staff and the  
32 insurance lobbyists. At this meeting, legislative staffers asked PDA to accept an  
33 amendment to SB 520. After careful consideration, the Board of Trustees voted not to

34 support the amendment because of its potential of making it more difficult for dentists to  
35 obtain payment upfront from patients.

36  
37 Unfortunately, SB 520 is now stalled in committee. PDA is now reassessing its strategy  
38 by reaching out to House members to ascertain the level of support for passing  
39 legislation in the House first.

40

#### 41 **Donated Dental Services Funding Update**

42 PDA scored a legislative victory in June when funding was fully restored for the Donated  
43 Dental Services (DDS) Program in Pennsylvania. The program, which is administered  
44 by Dental Lifeline Network, facilitates care for patients in the Commonwealth who are  
45 elderly, disabled or medically compromised and unable to afford the cost of care. The  
46 restoration in funding will allow Dental Lifeline Network to restore one regional  
47 coordinator position in the eastern part of the state while maintaining the coordinator  
48 already existing in western Pennsylvania. These individuals screen patients, recruit  
49 volunteer dentists and laboratories and handle the administrative and logistical tasks for  
50 volunteers and patients.

51

52 As budget negotiations came to a close, PDA learned that the Administration and  
53 General Assembly agreed to insert language into the budget requiring “sufficient  
54 funding” for the DDS program. It was confirmed that the Department of Health will  
55 appropriate the requested amount of \$150,000 that is needed to facilitate the program.  
56 None of the funding is distributed to the volunteer dentists or dental laboratories which  
57 will provide more than one million dollars in free dental care to hundreds of  
58 Pennsylvanians.

59

60 In January, Dental Lifeline Network entered into a contractual arrangement with the  
61 Department of Health, which will oversee the release of state funds. Dental Lifeline  
62 Network hired the second coordinator to manage the eastern half of the state from an  
63 office in Harrisburg.

64

#### 65 **Act 7: Temporary Volunteer Licenses**

66 On April 17, 2013, the Pennsylvania House of Representatives passed HB 1056  
67 (Sponsor: Rep. Keith Gillespie) with a vote of 191-0. The PDA’s lobbyists, staff and  
68 volunteer members worked to advance the legislation with key members of the Senate.  
69 In February, the Senate passed the bill and it was signed into law by Governor Corbett  
70 as Act 7.

71

72 The legislation amends the Dental Law to provide for the Dental Board to issue  
73 temporary volunteer dental licenses to a person holding an active license to practice  
74 dentistry in Pennsylvania or any other state, documents that they will practice dentistry  
75 in Pennsylvania without remuneration, is up to date on all continuing education  
76 requirements, provides proof of medical malpractice insurance, and is not subject to  
77 ongoing disciplinary action. Under the legislation, the board may issue one thirty-day  
78 license per year to an applicant or three ten day licenses per year per applicant.

79

Effective in 60 days.

80  
81 The State Board of Dentistry must then promulgate regulations for how out-of-state  
82 dentists may apply for temporary licensure. While it will unlikely be in order for this  
83 year's MOM-n-PA event, future ones will greatly benefit from our efforts to promote this  
84 legislation.

85  
86 **Loan Forgiveness for Dentists (HB 542)**

87 Rep. William Kortz (D-Allegheny) introduced HB 542, legislation to establish the Loan  
88 Forgiveness for Dentists Program with the Pennsylvania Higher Education Assistance  
89 Agency (PHEAA) in order to increase the number of recent dental school graduates  
90 practicing in Pennsylvania.

91  
92 Under this program, PHEAA would forgive up to 50 percent of the dentist's loan, not to  
93 exceed \$100,000. He or she would be subject to a four year contract with the agency  
94 and the award would be forgiven over a four year period at an annual rate of 25 percent.  
95 These dentists must practice in an area designated a health professional shortage area  
96 by either the federal government or the Pennsylvania Department of Health.

97  
98 The current loan forgiveness program, run by the Department of Health, reimburses a  
99 maximum of \$64,000 for a four-year commitment. On average, dental students graduate  
100 with more than \$200,000 in debt, and dentists who continue with specialty training  
101 typically assume an even greater amount. Only 30 percent of students graduating from  
102 Pennsylvania's three dental schools choose to practice here.

103  
104 PDA is generally supportive of student loan forgiveness programs, so long as the state  
105 does not require dentists to stay in one area for such a length of time that students are  
106 hesitant to apply to the program. Also, the debt forgiveness should be an amount that  
107 will incentivize students to practice in Pennsylvania.

108  
109 HB 542 was assigned to the House Education Committee in February, but it has not yet  
110 received any consideration.

111  
112 **Drug Prescription Monitoring Program (HB 1694)**

113 Rep. Matthew Baker (R-Bradford) introduced HB 1694 in September and it was  
114 assigned to the House Human Services Committee. If enacted, this bill would establish  
115 an electronic database of controlled substance prescriptions. Dentists and other health  
116 care practitioners would have to abide by stringent regulations to submit information to  
117 the database in a timely fashion.

118  
119 PDA believes this bill is fraught with problems for health care providers and that there is  
120 a likely potential of misuse and abuse that could endanger patients' rights to  
121 confidentiality. PDA did provide comments for the committee's consideration:

- 122  
123 • Clarification is needed on when health care practitioners actually become a  
124 dispenser of medication and whether that includes when dentists give a  
125 controlled substance for a patient to take before leaving the dental office.

- 126 • The state would establish an advisory committee but dentistry is not included in  
127 its membership. PDA recommended amending the bill to include a representative  
128 from the State Board of Dentistry and a representative from PDA. The committee  
129 is responsible for a number of things, including the formation of continuing  
130 education for providers.
- 131 • PDA questioned whether any disclosure requirements are in violation with HIPAA  
132 since there might not be any business associate agreements in place between  
133 providers sharing confidential health information with each other and state  
134 employees.
- 135 • PDA questioned whether 72 hours is a sufficient amount of time for dentists to  
136 submit information into the database. The bill does not expressly state that  
137 dentists may designate a staff person to do this task.
- 138 • PDA questioned whether the state can guarantee that practitioners only have  
139 access to current patients and what would happen in situations where the patient  
140 chooses to go to another provider or the dentist retires from active practice.
- 141 • PDA expressed its belief that the failure to comply was too onerous, as it would  
142 result in civil penalties and a potential suspension or revocation, etc., of a dental  
143 license.
- 144 • A practitioner does not have to pay a fee or tax to establish, operate or maintain  
145 the database. However, PDA noted that the bill does require submitting  
146 dispensers to assume all costs associated with recording and submitting data.  
147 HB 1694 does not specify the cost of this database to the state or providers.
- 148 • PDA asked how the state will define “good cause” for practitioners who cannot  
149 submit data electronically. We also questioned whether these individuals would  
150 have to abide by the 72 hour requirement if they submitted information via hard  
151 copy. Compliance will be difficult for dentists who do not have computers in their  
152 dental office.

153  
154 In the fall of 2013, Sen. Vance (R-Cumberland) introduced similar legislation that  
155 empowers an advisory group to make many of the decisions that are specifically  
156 mandated in Rep. Baker’s legislation. PDA believes it would be more beneficial to the  
157 provider community if Sen. Vance’s bill passed the legislature.

158  
159 **Kay Thompson Outstanding Legislator of the Year Award**  
160 The advisory group unanimously agreed to present the Kay Thompson Outstanding  
161 Legislator award to Rep. Keith Gillespie (R-York) and Rep. Harry Readshaw (D-  
162 Allegheny) for their combined support and efforts which assisted passage of HB 1056  
163 into law (Act 7). Rep. Gillespie was the prime sponsor of this legislation. As minority  
164 chair of the House Professional Licensure Committee, Rep. Readshaw was  
165 instrumental in moving the bill through the process.

166  
167 The award will be presented to them in conjunction with this year’s Day on the Hill at our  
168 press conference.

169 **Day on the Hill and Legislative Check-Up**

170 On June 4, more than 150 members, spouses and dental students converged on the  
171 Pennsylvania Capitol to meet with lawmakers about insurance reforms and funding for  
172 dental programs. For the third time, PDA held a press conference to bring media  
173 attention to our legislative priorities. Our press conference focused on a call to restore  
174 funding in the Donated Dental Services Program and featured PDA President Dr. Don  
175 Hoffman, two volunteer dentists and Rep. Thomas Murt (R-Montgomery) as speakers.  
176 Participants visited with their legislators and those assigned to their team to discuss  
177 assignment of benefits (SB 520) and reestablishing funding for the Donated Dental  
178 Services Program.

179  
180 Members were encouraged to participate in PDA's *Legislative Check-Up Week* which  
181 was held in September. This event encourages our members to schedule appointments  
182 with their representative and senator in their hometown offices. The timing of this  
183 outreach occurs in advance of the legislators return to Harrisburg in mid-September.  
184

185 The efforts of our lobbyists and our political grassroots activities continue to reinforce  
186 our position as the go-to organization for lawmakers and administration officials.  
187

188 **Mark your calendars: Day on the Hill is scheduled for June 3, 2014.**

189  
190 **Regulatory Update**

191 **State Board of Dentistry (SBOD) Update**

192 Under the leadership of newly-elected chair, Dr. Lisa Deem, the SBOD is placing  
193 emphasis on updating current regulations and finalizing proposed regulations and policy  
194 statements that have been "in the pipeline" for some time. Below is a recap of where the  
195 SBOD stands on regulatory issues:

196  
197 **Licensure, Certification and Permit Fee Regulations**

198 In order to avoid a deficit budget in 2013/14, the SBOD is proposing increases to  
199 licensure, certification and permit fees for all initial applicants and renewals. The  
200 proposed new biennial renewal and application fees will enable the SBOD to avoid  
201 projected deficits and meet its estimated expenditures.  
202

203 Initial licensure for dentists: \$200 (from \$20)

204 Initial licensure for hygienists: \$75 (from \$20)

205 Initial certification for EFDAs: \$75 (from \$20)

206 Initial application for dental radiology: \$75 (from \$20)

207 Biennial renewal fee for dentists: \$263 (from \$250)

208 Biennial renewal fee for hygienists: \$42 from \$40)

209 Biennial renewal fee for EFDAs: \$26 (from \$25)

210 Biennial renewal fee for public health dental hygienists: \$42 (from \$40)

211 Biennial renewal fee for hygiene local anesthesia permits: \$42 (from \$40)

212 Unrestricted permit fee: \$210 (from \$200)

213 Restricted I permit fee: \$210 (from \$200)

214 Restricted II permit fee: \$53 (from \$50)

215  
216 Increases to biennial renewal fees will be implemented when licenses, certificates and  
217 permits renew as of March 3, 2015.

218  
219 **Dental Practice Ownership/Mobile Dentistry Regulations**

220 In 2011, the SBOD formed a committee to review and study issues related to practice  
221 ownership, including lay control of a dental practice, responsibility for maintenance of  
222 patient records and ownership of mobile dental units. The SBOD's concern is whether  
223 non-dental professionals are exercising any control over patient treatment decisions  
224 because they own a dental practice or mobile facility. The SBOD also is questioning  
225 whether there are sufficient regulations in place governing the control of patient records  
226 when patients are treated in multiple locations by a number of providers.

227  
228 PDA's position on potential regulations is based on its House of Delegates policy stating  
229 that "...the health interests of patients are best protected when dental practices and  
230 other private facilities for the delivery of dental care are owned and controlled by  
231 dentists licensed in Pennsylvania." PDA firmly believes that mobile dental units should  
232 not replace existing dental homes and that private units should be owned by a licensed  
233 dentist and public units should employ a licensed dentist as its dental director. PDA also  
234 believes that the owner of a practice or mobile unit should maintain patient records  
235 according to current regulations, even if the individual is not a licensed dentist.

236  
237 As of now, the SBOD's Practice Ownership Committee is focused on passing  
238 regulations for mobile dental units. The draft regulations require these units to obtain  
239 permits to operate in Pennsylvania, make referrals to nearby dental facilities, maintain  
240 and make accessible patient records and adhere to other protocols. Several offices  
241 within the Department of State are now reviewing the draft regulations before it is  
242 published as proposed rulemaking in the *Pennsylvania Bulletin*. Once published,  
243 stakeholders, as well as the Independent Regulatory Review Commission and the  
244 House Professional Licensure Committee, will have the ability to submit comments and  
245 recommendations for further revisions. PDA is not sure when these regulations will  
246 ultimately take effect.

247  
248 The SBOD will next focus on the issue of corporate dentistry.

249  
250 **Teeth Whitening Legislation**

251 Due to growing concerns about the preponderance of non-dental professionals offering  
252 teeth whitening services to the public, the SBOD plans to pursue a legislative initiative  
253 that would effectively regulate teeth whitening services as the practice of dentistry, to be  
254 administered by dental professionals only.

255  
256 The SBOD had previously drafted a policy statement that tooth whitening may be  
257 performed by a licensed dentist, or other qualified dental staff (under dentists' direct  
258 supervision). Tooth whitening is defined as any means or methods used to whiten or  
259 bleach teeth, or the dispensing of a tooth-whitening agent to another person. There is  
260 an exemption for those products that consumers can purchase over-the-counter.

261 However, the SBOD expressed some concern about whether a policy statement would  
262 carry enough weight to effectively prohibit non-dental professionals from performing  
263 teeth whitening services. The board agreed that it should ask the Department of State's  
264 legislative office to advocate for legislation instead.

265  
266 PDA has expressed support for the SBOD's policy statement, believing that a dentist  
267 should examine anyone wishing to have a tooth whitening procedure prior to the  
268 procedure. PDA's position is that teeth whitening procedures, as well as the dispensing  
269 of teeth whitening agents, constitute the practice of dentistry and that only dentists are  
270 qualified to diagnose and identify potential risks and ramifications of applying teeth  
271 whitening agents on existing dental problems. PDA will review the SBOD's legislation  
272 that would make it lawful for only dental professionals or other qualified dental staff  
273 members (under dentists' direct supervision) to apply teeth whitening agents, operate  
274 teeth whitening kiosks and clinics, or dispense prescription-grade agents.

### 275 276 **Botox Injection Policy Statement**

277 In March 2013, the SBOD released its draft policy statement on the administration of  
278 botulinum toxin (botox) and dermal fillers. This policy statement is intended to provide  
279 guidance to dentists and the general public regarding the use of these products by  
280 dentists within the scope of practice of dentistry.

281  
282 The proposed policy statement stipulates that dentists may administer botox and dermal  
283 fillers so long as the following criteria are met:

- 284 • The administration of botox and dermal fillers is considered a dental procedure  
285 (and therefore falls within the scope of dental practice) when used for the  
286 treatment of maxillofacial trauma or dental conditions involving the human teeth,  
287 jaws or associated structures, or when administered to the jaws or structures  
288 associated with the human teeth or jaws. Any procedure performed by a dentist  
289 must be confined to the human teeth, jaws or associated structures, in  
290 accordance with the definition of the "practice of dentistry" in section two of the  
291 Dental Practice Act.
- 292 • The dentist is properly trained to competently administer botox and dermal fillers.
- 293 • The dentist takes a medical history, performs an examination and renders a  
294 treatment plan prior to administering botox or dermal fillers.
- 295 • The dentist discusses risks, options and benefits with the patient prior to the  
296 procedure.
- 297 • The dentist obtains written informed consent from the patient and documents  
298 such in his or her record. Date(s) of service and procedure(s) performed must be  
299 recorded in the patient's record.

300  
301 The SBOD's Scope of Practice Committee is currently discussing whether to include  
302 provisions which would specify the number of training and continuing education credits  
303 dentists should obtain in order for the SBOD to consider them competent to administer  
304 botox and dermal fillers. PDA expects the committee to revise its draft policy statement  
305 before it is published as proposed rulemaking, inviting public comment and review by  
306 other governmental agencies.



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### **Updates to Existing Regulations**

The SBOD’s counsel is conducting a thorough review of the board’s existing regulations to determine where updates are unnecessary. At its June meeting, counsel made the following recommendations:

- Update the policy statement on use of lasers.
- Update advertising regulations to include all ADA-recognized specialties and advertising for corporations.
- Update anesthesia regulations to include newly-approved peer review organizations. The regulations should also clarify whether permits are needed to administer oral sedatives.
- Propose regulations recognizing the law requiring patient identification on most dental appliances and dentures.
- Update regulations to provide mechanism for the board to rescind an individual’s radiology certificate when a violation has occurred.
- Update CE regulations to include a deadline for which individuals may apply for waivers. The board should also update the approved program sponsor list.
- Propose regulations implementing the new legislation requiring malpractice insurance.
- Consider amending regulations to allow public health dental hygienists to supervise EFDAs and dental assistants under specific circumstances.

Legal counsel will work with the SBOD to fine tune updates to the current regulations. Any proposed changes will be subject to public scrutiny when drafts are sent to stakeholders for initial comment, before they are published as proposed rulemaking in the *Pennsylvania Bulletin*.

I would like to thank vice chair Dr. Craig Eisenhart, trustee liaison Dr. Herb Ray, members of the committee, Marisa Swarney and the PDA staff, as well as our lobbyists from The Winter Group, for their continued contributions to the efforts of the Government Relations Advisory Group to protect the best interests of our membership with regards to political and regulatory issues.

This report is informational only and no resolutions are offered.

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ACCESS TO ORAL HEALTH ADVISORY GROUP	Dr. Gary S. Davis, Chair (5)	Shippensburg
	Dr. Theresa M. Devine (2)	Broomall
	Dr. Bernie P. Dishler (2)	Elkins Park
	Dr. Richard L. Vermillion (3)	Summit Hill
	Dr. Maria Tacelosky (4)	Berwick
	Dr. Craig S. Pate (5)	York
	Dr. Alicia A. Risner-Bauman (6)	Horseheads
	Dr. Scott Q. Little (7)	Johnstown
	Dr. Joseph J. Kohler, III (9)	Erie
	Dr. Joseph R. Greenberg, Consultant (2)	Villanova
Dr. Ronald K. Heier, Trustee Liaison (2)	Malvern	

1 The Access to Oral Health Advisory Group conducted online discussions during 2013.  
2 The following issues were addressed:

3  
4 **ADA Action for Dental Health**

5 The group discussed the following initiatives outlined in the ADA's Action for Dental  
6 Health public relations and advocacy campaign in order to offer recommendations to the  
7 Board of Trustees on which of the initiatives PDA should focus on in the short term.

8  
9 These initiatives are as follows:

- 10 1. Lead collaborations to achieve and exceed the Healthy People 2020 goals.
- 11 2. Get people appropriate care in the right setting (reduce emergency room visits).
- 12 3. Community-based contracting between local dentists and federally qualified
- 13 health centers.
- 14 4. Dentists providing care to nursing home residents by establishing a long-term
- 15 care dental campaign.
- 16 5. Expansion of Give Kids a Smile (GKAS) and Missions of Mercy (MOM) local
- 17 community and screening treatment efforts.
- 18 6. Expansion of community water fluoridation.
- 19 7. Improve utilization of the existing safety net through the use of community dental
- 20 health coordinators.
- 21 8. Educating all Americans to be "mouth healthy for life."
- 22 9. Reducing the barriers to provider participation in Medicaid/CHIP through
- 23 reductions in administrative barriers and sustainable reimbursement.

24  
25 The Board of Trustees considered the group's recommendations and agreed that PDA  
26 should improve its collaboration with the PA Coalition for Oral Health (PCOH) members  
27 and other stakeholders and incorporate the following Action for Dental Health initiatives  
28 into the legislative and public relations agenda for both PDA and PCOH: expansion of  
29 local community access programs like GKAS and MOM; educating the public about the  
30 importance of being "mouth healthy for life;" and, reducing the barriers to provider  
31 participation in Medical Assistance (MA). PDA will also continue to address local  
32 community water fluoridation issues through its involvement with PCOH.

33 **Age One Dental Visits**

34 The group was apprised of correspondence sent by the Department of Public Welfare  
35 (DPW) to enrollees in the MA program, recommending that children start seeing a  
36 dentist at age three. The group recommended that PDA send a letter to DPW  
37 requesting that it change its message to MA patients to coincide with the ADA's  
38 recommendation that children first see a dentist when the first tooth erupts or at age  
39 one, whichever comes first. DPW's response to PDA's request was that it will change all  
40 future correspondence to MA patients to reflect the ADA's recommendation.

41

42 **Medical Assistance Reforms**

43 In July, Dr. Alicia Risner-Bauman represented the group at a meeting with  
44 representatives from the DPW, at which the topic discussed included problems with  
45 Health Choices expansion, the reduction of funding for adult services and complications  
46 with the Benefits Limit Exception process, patient education and oral health literacy, and  
47 general system reforms.

48

49 **Medical Assistance Complaints**

50 The advisory group also discussed issues related to the amount of time it takes to get a  
51 provider credentialed, delays on eligibility information on web portals, previously verified  
52 patients who lose eligibility before treatment is finished, eligibility conflicts between  
53 plans, delayed payments and questionable denials of treatment. These issues have  
54 been discussed with Dr Westerberg, Chief Dental Officer of the PA Department of  
55 Welfare. The Department of Welfare Bureau of Managed Care Operations was  
56 contacted and complaints have been filed by members of the advisory group.

57

58 **MOM-n-PA**

59 On May 31 and June 1, 2013, MOM-n-PA held a two day dental clinic in Philadelphia,  
60 PA. The inaugural mission was held at the Liacouras Center in downtown Philadelphia.  
61 With the help of 1,001 volunteers including 249 dentists, MOM-n-PA provided \$850,000  
62 in free oral health care to 1,820 registered patients.

63

64 Information concerning the upcoming 2014 mission and a more comprehensive report  
65 of the 2013 mission can be found at [www.mom-n-pa.com](http://www.mom-n-pa.com) .

66

67 **Thank You**

68 I wish to thank the members of the Access to Oral Health Advisory Group for their  
69 service to PDA. The group has been very active on its social network discussing issues  
70 and following through on actions that benefit PDA membership.

71

72 Whereas insurance issues are an increasing issue with membership, I also believe that  
73 it would be in the best interest of PDA to have the advisory group meet face-to-face with  
74 representatives from various insurance companies and DPW to discuss membership  
75 concerns and to collaborate on solutions for the benefit of all.

76

77 This report is informational only and no resolutions are offered.

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ENVIRONMENTAL ISSUES ADVISORY GROUP	Dr. Karin D. Brian (2) Dr. Cynthia L. Schuler (10) Dr. Wilbert H. Milligan, III, Consultant (10) Dr. Joseph E. Ross, Trustee Liaison (9)	Coatesville Washington Alton, IL New Castle
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1 **Meetings**

2 The Environmental Issues Advisory Group (EIAG) met once via conference call on  
3 December 17, 2013.

4  
5 **Response to Assignments**

6 The EIAG received no formal assignments from the 2013 House of Delegates.  
7

8 **Goals and Objectives**

9 The objectives assigned to EIAG in the *PDA Strategic Plan 2011-2015* were to maintain  
10 oversight of environmental issues in the Commonwealth of Pennsylvania and to  
11 promote Best Management Practices for dental offices.  
12

13 Accordingly, last year the EIAG set the following goals:  
14

- 15 • Formalize updated material for the *Radiation Protection Update* online continuing  
16 education (CE) course and revise the online course to include information  
17 specific to digital radiology, sterilizing radiographic film holding instruments and  
18 barrier protection of digital intra-oral sensors.
- 19 • Develop a questionnaire to determine if dental offices are recycling/discarding  
20 lead shield protective aprons appropriately.
- 21 • Develop and provide a member update on upcoming changes in Material Safety  
22 Data Sheets and inform members of their responsibilities which must be met  
23 prior to December 15, 2013.
- 24 • Review and update the *Waste Management Guidelines* and post the updated  
25 guidelines on the PDA website.
- 26 • Include more information on best management practices in PDA publications  
27 related to “green practices,” including recycling.  
28

29 **Activities**

- 30 1. A handout containing information regarding radiology CE requirements was  
31 included inside the CE folder mailing sent to PDA members in June.
- 32 2. PDA’s online CE course, *Radiation Protection Update*, was revised to include  
33 information specific to digital radiography. The updated presentation will be  
34 posted to the PDA website. To date, over 2,800 dental team members have  
35 taken the course.
- 36 3. EIAG began revisions to PDA’s *Waste Management Guidelines*, which have not  
37 been revised since 2007. This project is ongoing.
- 38 4. EIAG discussed including more information about “green dentistry” in PDA  
39 publications and featuring PDA members who have already made efforts to go  
40 “green” in their offices. This project is ongoing.

41 5. Information concerning OSHA and changes to Material Safety Data Sheets (now  
42 known as simply Safety Data Sheets) was provided to members through email,  
43 as well as in the January/February *Pennsylvania Dental Journal*. Information  
44 about OSHA resources that can be used for staff training purposes was included.  
45

#### 46 **Closing**

47 Goals for the coming year:

48

- 49 • Complete revisions to PDA's *Waste Management Guidelines*.
- 50 • Include more information about "green" practices that can be implemented in  
51 dental offices and feature PDA members who have already implemented such  
52 practices in PDA publications.

53

54 EIAG wishes to thank Dr. Wilbert Milligan and Dr. Charles Stoup for their years of  
55 service to the advisory group. We appreciate all your hard work and dedication over the  
56 years. EIAG would also like to thank Dr. Joseph Ross for his work as trustee liaison.

57

58 This report is informational only and no resolutions are offered.

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PENNSYLVANIA DENTAL POLITICAL ACTION COMMITTEE (PADPAC)	Dr. Craig Eisenhart, Treasurer (7) Dr. Andrew Mramor, GRAG Liaison (1) Dr. Herbert Ray, Trustee Liaison (10)	Huntingdon Philadelphia Pittsburgh
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**Conference Calls**

A conference call was held on September 18 during which the board voted to enact fundraising policies on recruiting PDA leaders and PAC donors to attend district legislative fundraisers such as receptions and golf outings. The board voted electronically on the hard dollar contribution budget to state legislators and the soft dollar operating budget.

**PADPAC Activities**

The total dollars raised in 2013 was \$100,374.11; the hard dollars were \$57,347, the soft dollars were \$43,027.11. In 2013, 404 members contributed to hard dollars, while 307 contributed to soft dollars. The total budgeted for 2013 was \$139,350. Between November 1, 2012, and November 1, 2013, the hard and soft dollars raised by each district are as follows:

<u>Hard Dollars by District</u>		<u>Soft Dollars by District</u>	
District 1	\$ 1,444.	District 1	\$ 3,490.
District 2	\$16,103.	District 2	\$11,670.
District 3	\$ 4,640.	District 3	\$ 4,250.
District 4	\$ 3,055.	District 4	\$ 2,260.
District 5	\$10,980.	District 5	\$ 8,810.
District 6	\$ 1,720.	District 6	\$ 1,200.
District 7	\$ 4,374.	District 7	\$ 1,920.
District 8	\$ 1,965.	District 8	\$ 240.
District 9	\$ 5,075.	District 9	\$ 1,940.
District 10	\$ 8,076.	District 10	\$ 3,895.

The total of contributions for 2014 (from November 1, 2013, to February 4, 2014) is \$61,527.32. The total budgeted for 2014 is \$159,250. So far 261 members contributed to hard dollars and 226 members contributed to soft dollars. The hard and soft dollars contributed by district are as follows:

<u>Hard Dollars by District</u>		<u>Soft Dollars by District</u>	
District 1	\$865.	District 1	\$3,035.
District 2	\$9,873.	District 2	\$7,269.
District 3	\$2,390.	District 3	\$3,490.
District 4	\$2,085.	District 4	\$1,100.
District 5	\$6,055.	District 5	\$5,296.
District 6	\$1,320.	District 6	\$1,320.
District 7	\$2,250.	District 7	\$2,170.
District 8	\$412.	District 8	\$600.
District 9	\$3,790.	District 9	\$1,200.
District 10	\$4,921.	District 10	\$2,076.

43  
44 The fundraising goal for 2013 as well as 2014 was \$100,000. PADPAC has raised  
45 \$61,527.32 since November 1, 2013. Generally, contributions increase considerably  
46 around Annual Session. PADPAC has a hard dollar reserve balance of \$193,869.01.  
47 The soft dollar reserve balance is \$218,310. At the end of 2013, there was a soft dollar  
48 balance of \$57,571.88.

49  
50 **Annual Session Fundraiser**

51 The karaoke fundraiser held at the 2013 Annual Session raised \$2003.11. There will be  
52 a PADPAC reception at the 2014 Annual Session beginning at 6 p.m. in the Garden  
53 Terrace Room. The annual karaoke fundraiser will be held during the reception. The  
54 PADPAC board decided that the Kay Thompson Award will no longer be presented at  
55 the reception. The board feels that Day on the Hill is a more appropriate venue for the  
56 presentation. The award will be presented to both Rep. Keith Gillespie and Rep. Harry  
57 Readshaw for their continuing support of dental issues.

58  
59 **Liberty Club Reception**

60 On July 21, PADPAC will hold a reception at a Philadelphia Phillies game at Citizens  
61 Bank Ballpark. The reception will serve as a “thank you” to Liberty Club donors and their  
62 spouses, and allow them the opportunity to meet PA Senate and House leadership  
63 (principally from the Philadelphia area).

64  
65 In closing, the PADPAC Board would like to extend a plea to all delegates and  
66 alternates. If you have not made a contribution for 2014, please make one on or before  
67 Annual Session. In addition, please make all of your constituents aware of the need to  
68 contribute to this cause for advocacy. Please remind them that PDA’s membership  
69 survey indicated that advocacy for the dental profession is the number one membership  
70 concern. To keep this benefit alive, PADPAC depends on their financial contributions.

71  
72 This report is informational only and no resolutions are offered.

73  
74 Respectfully submitted,

75  
76 The PADPAC Board

77  
78 Dr. Craig Eisenhart, Treasurer (7)  
79 Dr. Andrew Mramor, GRAG Liaison (1)  
80 Dr. Herb Ray, BOT Liaison (4)

81  
82  
83 Enclosure: 2013 hard dollar contributions

84 **Budgeted 2013 Political Contributions**

85

86 **Statewide Contributions**

Republican State Committee	RSC	R	STATEWIDE
Democratic State Committee	DSC	D	STATEWIDE
Governor	Tom Corbett	R	STATEWIDE

87 **Budgeted House of Representatives Contributions (Leadership)**

Speaker of the House	Sam Smith	R	Jefferson
Majority Leader	Mike Turzai	R	Allegheny
Minority Leader	Frank Dermody	D	Allegheny
Majority Caucus Chair	Sandra Major	R	Susquehanna
Minority Caucus Chair	Dan Frankel	D	Allegheny
Majority Policy Chair	Dave Reed	R	Indiana
Minority Policy Chair	Mike Sturla	D	Lancaster
Majority Whip	Stan Saylor	R	York
Appropriations Majority Chair	Bill Adolph	R	Delaware
Appropriations Minority Chair	Joe Markosek	D	Allegheny
Professional Licensure Majority Chair	Julie Harhart	R	Northampton
Professional Licensure Minority Chair	Harry Readshaw	D	Allegheny
House Insurance Majority Chair	Nicholas Micozzie	R	Delaware
House Insurance Minority Chair	Tony DeLuca	D	Allegheny
House Republican Campaign Committee	HRCC	R	Caucus
House Democratic Campaign Committee	HDCC	D	Caucus

88 **Budgeted House of Representatives Contributions (Committee Members)**

House Insurance Comm. (R )	Rosemary Brown	R	Monroe
	Gary Day	R	Berks
	Eli Evankovich	R	Westmoreland
	Robert Godshall	R	Montgomery
	Glen Grell	R	Cumberland
	C. Adam Harris	R	Juniata
	David Hickernell	R	Lancaster
	Thomas Killion	R	Delaware
	Marguerite Quinn	R	Bucks
	Brad Roae	R	Crawford
	Justin Simmons	R	Lehigh
	Curtis Sonney	R	Erie
	Mike Tobash	R	Schuylkill



89 **Budgeted House of Representatives Contributions (Committee Members) –**  
 90 **Continued**

House Insurance Comm. (D)	Bryan Barbin	D	Cambria
	Brendan Boyle	D	Philadelphia
	Dom Costa	D	Allegheny
	Tina Davis	D	Bucks
	Ed Gainey	D	Allegheny
	Nick Kotik	D	Allegheny
	Robert Matzie	D	Beaver
	Ed Neilson	D	Philadelphia
House Professional Licensure Comm. (R )	Kerry Benninghoff	R	Centre
	Michele Brooks	R	Mercer
	Jim Christiana	R	Beaver
	Jim Cox	R	Berks
	Bryan Cutler	R	Lancaster
	Keith Gillepsie	R	York
	Sue Helm	R	Dauphin
	John Maher	R	Allegheny
	Mark Mustio	R	Allegheny
	Bernie O'Neill	R	Bucks
	Mario Scavello	R	Monroe
	Curtis Sonney	R	Erie
House Professional Licensure Comm. (D)	Tim Briggs	D	Montgomery
	John Galloway	D	Bucks
	Marc Gergely	D	Allegheny
	Jaret Gibbons	D	Lawrence
	Jordan Harris	D	Philadelphia
	Bill Kortz	D	Allegheny
	Daniel McNeill	D	Lehigh
	Cherelle Parker	D	Philadelphia
	Brian Sims	D	Philadelphia
House Appropriations Committee (R)	Ryan Aument	R	Lancaster
	Karen Boback	R	Luzerne
	Jim Christiana	R	Beaver
	Gary Day	R	Lehigh
	Gordon Denlinger	R	Lancaster
	Brian Ellis	R	Butler
	Garth Everett	R	Lycoming
	Mauree Gingrich	R	Lebanon
	Glen Grell	R	Cumberland
	Seth Grove	R	York
	Thomas Killion	R	Delaware
	David Millard	R	Columbia
	Duane Milne	R	Chester

91 **Budgeted House of Representatives Contributions (Committee Members) –**  
 92 **Continued**

	Mark Mustio	R	Allegheny
	Donna Oberlander	R	Clarion
	Michael Peifer	R	Pike
	Scott Petri	R	Bucks
	Jeffrey Pyle	R	Armstrong
	Curtis Sonney	R	Erie
House Appropriations Committee (D)	Brendan Boyle	D	Philadelphia
	Matthew Bradford	D	Montgomery
	Michelle Brownlee	D	Philadelphia
	Mike Carroll	D	Luzerne
	Scott Conklin	D	Centre
	Madeleine Dean	D	Montgomery
	Deberah Kula	D	Fayette
	Tim Mahoney	D	Fayette
	Michael O'Brien	D	Philadelphia
	Cherelle Parker	D	Philadelphia
	John Sabatina	D	Philadelphia
	Steven Santarsiero	D	Bucks
	Jake Wheatley	D	Allegheny

93 **Budgeted Senate Contributions (Leadership)**

President Pro Tempore	Joe Scarnati	R	Jefferson
Majority Appropriations Chair	Jake Corman	R	Centre
Majority Caucus Chair	Mike Waugh	R	York
Majority Caucus Policy Chair	Edwin Erickson	R	Delaware
Majority Floor Leader	Dominic Pileggi	R	Delaware
Majority Whip	Pat Browne	R	Lehigh
Minority Appropriations Chair	Vince Hughes	D	Philadelphia
Minority Caucus Chair	Richard Kasunic	D	Fayette
Minority Caucus Policy Chair	Lisa Boscola	D	Northampton
Minority Floor Leader	Jay Costa	D	Allegheny
Minority Whip	Anthony Williams	D	Philadelphia
Majority Banking and Insurance Chair	Don White	R	Indiana
Minority Banking and Insurance Chair	Mike Stack	D	Philadelphia
Majority Consumer Protection & Professional Licensure Chair	Robert Tomlinson	R	Bucks
Majority Consumer Protection & Professional Licensure Chair	Lisa Boscola	D	Northampton
Senate Republican Camp. Comm. (R )		R	
Senate Democratic Camp. Comm. (D)		D	

**Budgeted Senate Contributions (Committee Members)**

Senate Banking and Insurance Comm. (R )	Mike Brubaker	R	Lancaster
	Jake Corman	R	Centre
	Jane Earll	R	Erie
	John Eichelberger	R	Blair
	Stewart Greenleaf	R	Montgomery
	John Rafferty	R	Chester
	Pat Vance	R	Cumberland
	Kim Ward	R	Westmoreland
Senate Banking and Insurance Comm. (D)	Lisa Boscola	D	Northampton
	Jim Brewster	D	Allegheny
	Larry Farnese	D	Philadelphia
	Anthony Williams	D	Philadelphia
Senate Consumer Prot. And Prof. Lic. Comm. (R )	Richard Alloway	R	York
	Lisa Baker	R	Luzerne
	Lisa Boscola	R	Lehigh
	Edwin Erickson	R	Delaware
	John Gordner	R	Columbia
	Mary Jo White	R	Venango
Senate Consumer Prot. And Prof. Lic. Comm. (D)	Jim Ferlo	D	Allegheny
	Daylin Leach	D	Delaware
	Tim Solobay	D	Washington
	Math Smith	D	Allegheny
Senate Appropriations Committee (R)	Dave Argall	R	Schuylkill
	Lisa Baker	R	Luzerne
	Mike Brubaker	R	Lancaster
	John Gordner	R	Columbia
	Bob Mensch	R	Bucks
	John Raffety	R	Montgomery
	Lloyd Smucker	R	Lancaster
	Pat Vance	R	Cumberland
	Elder Vogel	R	Beaver
	Randy Vulakovich	R	Allegheny
	Mike Waugh	R	York
Senate Appropriations Committee (D)	Jay Costa	D	York
	John Blake	D	Lackawanna
	Larry Farnese	D	Philadelphia
	Judy Schwank	D	Berks
	Tim Solobay	D	Washington
	John Wozniak	D	Cambria
	John Yudichak	D	Luzerne

95 Please note that PADPAC also reserves funding for a miscellaneous budget. PADPAC  
96 contributors can request contributions to elected officials. All requests for miscellaneous  
97 funding, in consultation with PDA lobbyists, are submitted to the PADPAC board for  
98 approval.

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STATE BOARD OF DENTISTRY	Lisa P. Deem, D.M.D., J.D., Chairperson	Philadelphia
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1 The State Board of Dentistry membership welcomes the opportunity to present recent  
2 initiatives to the Annual Meeting of the PDA.

3  
4 Regarding Board Membership: Arlene Seid, MD, was appointed to the board as the  
5 designee for the Department of Public Health. Dr. Seid is a public health physician  
6 working in the Office of Quality Assurance. Mr. Jason McMurry, Esq. was assigned as  
7 board counsel in August 2013.

8  
9 Regarding Board Leadership: Elections were held on December 13, 2013, for a one-  
10 year term each for chairman and secretary. Lisa Poole Deem, DMD, JD was re-elected  
11 chairperson and John F. Erhard III, DDS was re-elected secretary.

12  
13 Regarding Fee Increases: Biennial renewal fees for dentists, dental hygienists and  
14 expanded function dental assistants were increased by five percent, and initial  
15 application fees were adjusted. The new regulations were published in the *Pennsylvania*  
16 *Bulletin* on December 21, 2013.

17  
18 Regarding Tooth Whitening, Botox, and Dermal Fillers: The board anticipates issuing a  
19 policy statement related to tooth whitening services, and a policy statement that  
20 establishes guidelines for the use of Botox and dermal fillers in the scope of practice of  
21 dentistry.

22  
23 Regarding Expanded Function Dental Assistants: The board began the process of  
24 evaluating expanded function dental assisting programs for approval in accordance with  
25 new board regulations.

26  
27 Regarding Anesthesia Regulations: The Board is working to update the anesthesia  
28 regulations to incorporate practice standards issued by the American Association of  
29 Oral and Maxillofacial Surgeons, American Dental Association, and American  
30 Association of Pediatric Dentistry. The board's Regulations Review Committee is  
31 holding ongoing meetings with interested parties.

32  
33 Regarding Practice Ownership: The board is drafting a legislative initiative that will  
34 clarify practice ownership in the Dental Law and define parameters for corporate owned  
35 practices.

36  
37 Regarding Continuing Education: Currently the Dental Law specifically excludes  
38 continuing education credit for courses in "office management and practice building."  
39 After a thorough review of the issue, the Licensure Committee determined to attempt no  
40 legislative initiative on the issue, since the Regulations state that the purpose of  
41 continuing education for licensure purposes is to "contribute directly to the maintenance  
42 of clinical competence..."

43

44 State Board of Dentistry meetings are held in Harrisburg and are open to the public. All  
45 PDA members are welcome. The remaining meetings for 2014 are: May 2, July 11,  
46 September 5, October 24 and December 12.

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PENNSYLVANIA DEPARTMENT OF HEALTH	Brian L. Wyant, RHIA, Director	Harrisburg
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1           **Pennsylvania Department of Health (Department) Oral Health Program Report**  
2                           **Pennsylvania Dental Association House of Delegates**  
3   **February 2014**

4  
5   The department continues to support three school-based sealant programs for students  
6   between the ages of six to eight and 12 to 14 at schools with a target of 50 percent or  
7   more students who are enrolled in the Free and Reduced Cost School Meal Program.  
8   Support is being provided to the Allegheny County Health, the Chester County Health,  
9   and the York City Bureau of Health Departments. For the current state fiscal year, it is  
10   anticipated that over 1,500 students will receive dental sealants. Data for the sealant  
11   grants are collected through the Centers for Disease Control and Prevention’s Sealant  
12   Efficiency Assessment for Locals and States (SEALS) Reporting Program.

13  
14   The Department’s Oral Health Program has engaged in a variety of other activities to  
15   address oral health issues, including:

- 16           • Implemented community-based educational programs by district health office
- 17           staff to educate the community on the importance of oral health to overall health.
- 18           • Provided culturally appropriate information and patient education materials to
- 19           local community-based groups, to include schools and social service programs.
- 20           • Participation in the Centers for Disease Control and Prevention Water
- 21           Fluoridation Reporting System.
- 22           • Participation in local planning efforts to address oral health needs through
- 23           cooperation with local partners such as Head Start, Public Citizens for Children
- 24           and Youth, Achieva, ARC, and local community initiatives.
- 25           • Integration of oral health education and initiatives with other chronic disease
- 26           programs.
- 27           • Maintenance of the Department’s Oral Health website at [www.health.state.pa.us](http://www.health.state.pa.us).

28  
29  
30   If you have questions or comments, please contact Brian L. Wyant, Director, Division of  
31   Health Risk Reduction, at (717) 787-5900 or by email at [bwyant@pa.gov](mailto:bwyant@pa.gov).

32  
33   **Dental Services to School Students – (PA Department Bureau of Community**  
34   **Health Systems)**

35  
36   **Data School Year: 2011-12**

37  
38   The following data documents the provision of dental services to school students, in  
39   public, private and non-public schools, combined, which are reported by a school  
40   district, charter school, or comprehensive vocational-technical school. The data is

41 utilized to record activities of both the mandated dental examination program and the  
42 dental hygiene services program.

43  
44 **Mandated Dental Examination Program:** Report data includes all students in both  
45 public and private/non-public schools, combined, served by the school district.

- 46  
47
- The number of students examined in grades K/1-3-7 by a family dentist: 283,903.
  - 48 • The number of students examined in grades K/1-3-7 by the school dentist:  
49 83,126.
  - 50 • The number of students examined in other grades by the school dentist: 9,344.
  - 51 • The number of students referred for further evaluation and/or treatment as a  
52 result of the school dental examination performed by the school dentist: 38,038.
  - 53 • The number of students who reported back to the school regarding the results of  
54 a referral made by the school dentist: 7,123.
- 55

56 **Dental Hygiene Services Program:** In lieu of the mandated dental program, school  
57 districts may institute a program of dental hygiene services for students that employs a  
58 school dental hygienist. The program must be approved by the Department of Health.  
59 Report data includes all students in both public and private/non-public schools  
60 combined, served by the school district.

- 61
- 62 • The number of students examined by a family dentist, for applicable grades:  
63 20,122.
  - 64 • The number of students evaluated by the school dental hygienist, for applicable  
65 grades: 61,441.
  - 66 • The number of students referred for further evaluation and/or treatment as a  
67 result of the dental screening by the school dental hygienist: 14,852.
  - 68 • The number of students who reported back to the school regarding the results of  
69 a referral made by the school dental hygienist: 3,264.
  - 70 • The number of students receiving prophylactic treatment (scaling, cleaning, and  
71 polishing) by the school dental hygienist, for applicable grades: 1,241.
  - 72 • The number of students participating in preventive dental programs and activities  
73 (e.g. sealant programs, plaque control programs, brush-ins, mouth guard  
74 programs) as part of the dental hygiene services program, for applicable grades:  
75 87,747.
  - 76 • The number of students receiving dental health education as part of the dental  
77 hygiene services program (e.g. oral hygiene instruction, special dental projects,  
78 nutrition programs, Crest program, other educational programs), for applicable  
79 grades: 161,623.
- 80

81 **Fluoride Program:**

- 82 • The number of students participating in a fluoride tablet program at school, for  
83 applicable grades: 48,655.
- 84 • The number of students participating in a fluoride mouth rinse program at school,  
85 for applicable grades: 9,228.



- The number of students participating in a topical fluoride program at school, for applicable grades: 2,717.

### **Dental Access Programs – 2012-2013 (PA DOH Bureau of Health Planning)**

The Bureau of Health Planning (BHP), Division of Health Professions Development, administers several programs to address dental care with a primary focus on Pennsylvania communities and regions where residents are underserved.

The BHP, through a cooperative agreement with the US Department of Health and Human Services, Health Resources and Services Administration (HRSA), Shortage Designation Branch, assists in the process to assess underserved regions and to obtain federal designations for these regions as either Health Professional Shortage Areas (HPSAs) or Medically Underserved Areas or Populations (MUA/Ps.) A HPSA can be a distinct geographic area (such as a county or grouping of census tracts, townships, or boroughs), a specific population group within a defined geographic area (such as the population under 200 percent of poverty), or a specific public or non-profit facility (such as a prison). One category of HPSA is the Dental Health Professional Shortage Area (DHPSA).

Once granted a federal designation of a DHPSA, providers and communities are eligible for participation in programs designed to recruit and retain providers in those designated areas and to increase access to care. The Primary Health Care Loan Repayment Program is available to providers and community organizations with a DHPSA designation.

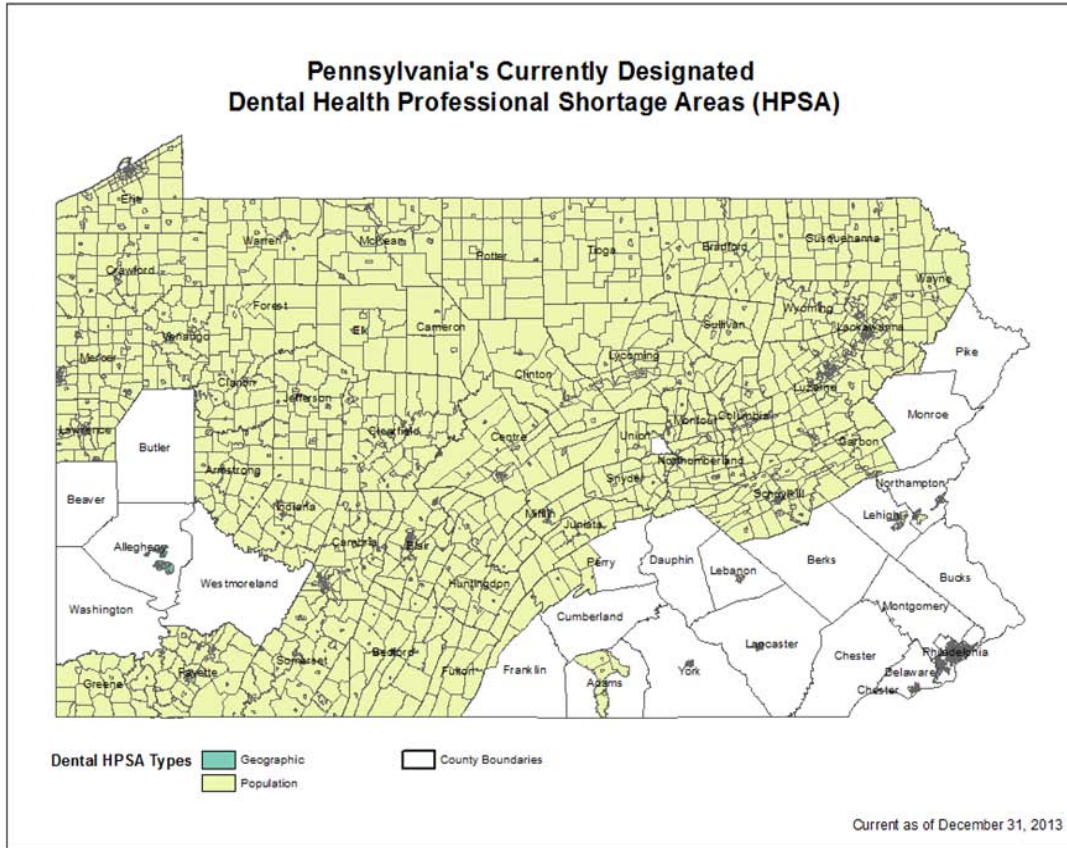
In May 2013, Act 10 of 2013 became law and established the Community-Based Health Care Program (CBHCP) within the Pennsylvania Department of Health. The CBHCP is a grant program designed to increase access to health care services. The CBHCP is available to Primary Care Health Centers located in federally designated underserved areas (Primary Care HPSAs or MUA/Ps) or serving the low income population and are eligible to apply for grants to add or expand dental services. A Request for Applications for this Grant was released in July 2013 for a January 1, 2014, start date.

### **Pennsylvania Dental Health Professional Shortage Areas (DHPSAs):**

#### **One (1) new DHPSA was designated in Pennsylvania in 2012-2013**

- #420D Low Income Philadelphia D5Philadelphia County (Low Income Population)

In 2012-2013 Pennsylvania had a total of 72 designated DHPSAs as follows: 46 population DHPSAs (population group within a defined geographic area), 21 facility DHPSAs (specific public or non-profit facility, such as a prison), five geographic DHPSAs (distinct geographic area, such as a county or grouping of census tracts, townships, or boroughs.)



132 **Primary Health Care Loan Repayment Program (LRP):**

133

134 The LRP is an incentive program to recruit and retain primary care practitioners who are  
 135 interested in and willing to make a commitment to practicing in federally designated  
 136 Health Professional Shortage Areas in Pennsylvania. Dentists providing general dental  
 137 services are eligible for participation in this program and upon participation are eligible  
 138 for educational loan repayment of up to \$64,000 in exchange for a four year  
 139 commitment of service at a site in a designated area.

140

141

**2012-2013 LRP Dentists**

<b>County Name</b>	<b>Active Dentists Participating</b>
Blair	1
Bradford	1
Clearfield	1
Schuylkill	1
Tioga	1
<b>TOTAL</b>	<b>5</b>

142 **National Health Service Corps Loan Repayment Program**

143  
144 The purpose of the National Health Service Corps (NHSC) Loan Repayment Program is  
145 to ensure an adequate supply of health professionals to provide primary health services  
146 to populations in selected health professional shortage areas. The main goals of the  
147 NHSC Loan Repayment Program (LRP) are to increase access to health care in  
148 underserved communities nationwide, as well as to improve the retention of primary  
149 health care practitioners in these communities. The NHSC LRP offers dental care  
150 providers (dentists and dental hygienists) the opportunity to have their student loans  
151 repaid, while earning a competitive salary in exchange for providing dental services in  
152 urban or rural counties with limited access to care. Loan repayment award amounts  
153 align with need in underserved communities, or HPSAs. During SFY 2012-2013, eligible  
154 practitioners could receive a repayment amount of up to \$60,000 for practicing two  
155 years full or four years half-time at a site with a HPSA score of 14 or above, or up to  
156 \$40,000 for practicing two years full or four years half-time at a site with a HPSA score  
157 of 13 or below.

158  
159 **2012-2013 NHSC LRP Dentists/Dental Hygienists**

<b><u>County Name</u></b>	<b><u>Active Dentists/Dental Hygienists Participating</u></b>
Bedford	1
Cumberland	1
Erie	3
Fayette	2
Franklin	1
Greene	1
Huntingdon	1
Indiana	1
Lackawanna	2
Lancaster	4
Lycoming	1
McKean	3
Philadelphia	4
Venango	1
Wayne	3
York	5
<b>TOTAL</b>	<b>34</b>

160 **Dental Health Professions Workforce Reports:**

161  
162 The dental health care work force is one of the essential components of a stable health  
163 services delivery system. Policy makers, researchers, and legislators have raised  
164 concerns about the lack of objective data about the demographic, educational,  
165 employment, and other characteristics of dental health care professionals working in  
166 Pennsylvania.

167  
168 To address this, the BHP, in collaboration with the Department of State, distributes a  
169 survey to members of the licensed dental health professions (dentists and dental  
170 hygienist) during the license renewal process which falls in every odd year. A report is  
171 generated from the survey data to assist decision makers in the area of the dental  
172 health professions.  
173  
174 The most recent report: 2011 Pulse of Pennsylvania's Dentist and Dental Hygienist  
175 Workforce, A Report on the 2011 survey of Dentists and Dental Hygienists can be  
176 viewed on the Department's website at [www.health.state.pa.us/workforce](http://www.health.state.pa.us/workforce).

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MEMBERSHIP COMMITTEE	Dr. Lawrence P. Montgomery, III, Chair (2)	Chalfont
	Dr. Brian D. Christian, Vice Chair (7)	State College
	Dr. Jacqueline Fillinger (1)	Philadelphia
	Dr. Louis A. Vermillion (3)	Summit Hill
	Dr. Jeffrey Horowitz, (4)	Pottsville
	Dr. Michael B. Vener (5)	Camp Hill
	Dr. Theodore J. Rockwell (8)	Shipperville
	Dr. Steven C. Iszkula (9)	Erie
	Dr. Nicole S. Johnson, ADA Consultant (9)	Erie
Dr. Wade I. Newman, Trustee Liaison (7)	Bellefonte	

1 **Meetings**

2 The Membership Committee (MC) held one meeting at the PDA Central Office on  
3 September 27, 2013. In addition, the committee held two webinar/conference calls on  
4 June 18, 2013, and January 30, 2014.

6 **Response to Assignments from the 2013 House of Delegates**

7 The MC received no assignments from the 2013 House of Delegates.

9 **Goals and Objectives**

10 At the January 30, 2014, meeting, the MC conducted a self-evaluation and reviewed its  
11 2013 goals.

13 **Assessment of 2013 Goals:**

- 14 • Increase membership in PDA by limiting the number of active member non-  
15 renews to 75 by December 31, 2013. As of December 31, 2013, there were 100  
16 active member non-renews. MC agreed to continue this goal for 2014.
- 17 • Increase membership in PDA by gaining a total of 275 new and reinstated  
18 members by December 31, 2013. As of December 31, 2013, PDA gained a total  
19 of 281 new and reinstated members. MC agreed to increase this goal to 285 new  
20 and reinstated members for 2014.
- 21 • Increase membership in PDA by gaining a total of 65 reinstated active members.  
22 As of December 31, 2013, PDA gained a total of 45 reinstated active members.  
23 MC agreed to continue this goal for 2014.
- 24 • Increase personal contact with members. MC will continue conducting the  
25 Recruitment and Retention Webinar, encourage local leaders' involvement in  
26 contacting new members and non-members through personal phone calls,  
27 writing and sending personal note cards, welcome letters and invitations to local  
28 meetings. MC will request local leaders to consider appointing a volunteer who  
29 will serve as the new member host. MC agreed to continue this goal for 2014.
- 30 • Increase member participation in [www.community.padental.org](http://www.community.padental.org) to 22-25 percent.  
31 MC agreed to continue this goal for 2014.

32 **2013 Participation Statistics**

<b>Month</b>	<b>Number</b>	<b>Percentage</b>
January	1,332	24%
February	467	8.5%
March	1,768	32%
April	491	9%
May	599	11%
June	130	2.3%
July	1,556	28%
August	685	12%
September	808	15%
October	1,583	28%
November	912	17%
December	138	2%
<b>Median</b>	<b>747</b>	<b>14%</b>

33 **Activities**

34

35 **2014 Membership Committee Budget and 2013 Priorities**

36 The past year has been a challenging time for the PDA membership department. For  
37 2013, the Board of Trustees (BOT) agreed not to fund the fourth position in the  
38 membership department. In addition, an existing membership department staff member  
39 resigned in December 2012. As a result, the membership department functioned with  
40 two staff members until April 2013 when the third membership staff member, Michelle  
41 Rozman, Member Services Coordinator, was hired.

42

43 Listed below is a summary of items that the MC designated as lower priority as well as  
44 items that were not implemented in 2013:

45

- 46 • NERB Packages – Package includes “Practicing in PA: A Guide to New Dentists”  
47 booklet and information on Pennsylvania Dental Association Insurance Services  
48 (PDAIS) and TDIC. The electronic format will continue to be used in 2014.
- 49 • Sponsor Recognition – ADA’s program was used to cross market PDA’s  
50 incentive for 2014.
- 51 • ADA/PDA Window Decals – PDA’s logo on the window decal was discontinued  
52 for 2014.
- 53 • Monitor Calendars – PDA discontinued distribution of the monitor decals to save  
54 staff time, one less item to collate and stuff into the envelopes.
- 55 • District Caucus Outreach during PDA Annual Session – The program wasn’t  
56 conducted in 2013. MC agreed this program should be conducted in 2014 if the  
57 fourth position in the membership department is filled. MC also agreed to take a  
58 more active role in discussing membership statistics with district/local leaders.
- 59 • 2013 CROP – MC discussed the limitation of having one less staff person as well  
60 as inexperienced membership staff. As a result, staff was not able to conduct  
61 CROP in 2013.

62  
63 MC discussed the lengthy hiring process related to the third position in the membership  
64 department. MC also acknowledged the training process for existing staff to learn the  
65 new responsibilities for the Component and Membership Coordinator position. The MC  
66 is aware of the importance that CROP has related to member engagement and  
67 awareness of PDA benefits and services and with supporting volunteers. MC expressed  
68 disappointment that CROP activities were not conducted in 2013. MC recommended  
69 the BOT fund the fourth membership department position for 2014.

70

### 71 **Active Life Member Dues**

72 The ADA 2012 House of Delegates (HOD) agreed to increase the dues for active life  
73 members from 50 to 75 percent effective for 2013. Dr. Nicole Johnson informed the MC  
74 that the negative impact related to ADA's dues increase for active life members has  
75 been limited.

76

77 The MC discussed the following facts related to active life members:

78

- 79 • PDA's aging membership population: the trend that many members are working  
80 well beyond the age of 65. MC agreed that the trend is negatively impacting dues  
81 revenue.
- 82 • The average age of PDA members is rising; between December 31, 2007, and  
83 December 31, 2012, the average age of an active member increased by one  
84 year from 50.8 to 51.8.
- 85 • An increasing percentage of PDA members are migrating from active member  
86 status to active life member status. With the continued aging of the baby  
87 boomers, this means a growing number of members are paying reduced dues  
88 while receiving the same benefits of membership as those paying full active dues.  
89 Since 2003, the ratio of active life to active members has increased eight  
90 percent. ADA's percentage of life to active members has increased five percent  
91 since 2004.
- 92 • Most established dentists, including active life members, are more likely to be  
93 better able to absorb a dues increase than a new dentist who is challenged to  
94 pay back a substantial amount of debt.
- 95 • Many active life members can afford to retire but love what they do and have  
96 made the personal decision to continue to practice.
- 97 • Raising the dues for active life members provides an avenue for additional dues  
98 revenue without increasing the dues for active members and recent graduates. In  
99 addition, active life members receive the same benefits as full dues paying active  
100 members.

101 **Active Life Trends (Data Source: PDA Membership database)**

<b>PDA Life to Active Member Ratio</b>						
<b>Date</b>	<b>Active Life</b>	<b>Retired Life</b>	<b>Total</b>	<b>Number of Active Members</b>	<b>Ratio of Active Life vs. Active Membership</b>	<b>Percentage of Change Since 2003</b>
12/31/2012	573	928	1,501	3,263	18%	8%
12/31/2011	526	914	1,440	3,340	16%	6%
12/31/2010	515	902	1,417	3,418	15%	6%
12/31/2009	488	913	1,401	3,456	14%	5%
12/31/2008	447	897	1,344	3,540	13%	3%
12/31/2007	418	918	1,336	3,656	11%	2%
12/31/2006	393	907	1,300	3,791	10%	1%
12/31/2005	387	951	1,338	3,827	10%	1%
12/31/2004	383	958	1,341	3,829	10%	1%
12/31/2003	366	961	1,327	3,902	9%	

102 **Active Life Member Financial Impact**

Number of dues paying Active Life Members as of August 31, 2013	606
2013 PDA Active Life Member Dues	\$309
Total Received 2013 Active Life Member Dues Revenue	\$187,254
Number of members elected to Active Life Status for 2014	111
Projected active life dues revenue (717 AL members x \$309)	\$221,553
Projected active life dues revenue with dues increase (717 AL members x \$463)	\$331,971
Projected increase in active life member dues revenue	\$110,418

103 MC agreed that, effective for 2015, the dues for active life should be increased from 50  
 104 to 75 percent of active member dues. By unanimous vote the MC approved the  
 105 following resolution which was forwarded to the board for consideration (See Board  
 106 Report 3, page 3030-146).

107  
 108 **Resolved** That PDA Bylaws Article 2.0, Annual Dues and Special Assessments,  
 109 **09/13MC2** Section 2.2 be amended as follows: life membership dues for  
 110 members who derive income related to dentistry shall be 50 75  
 111 percent of active membership dues and 50 75 percent of special  
 112 assessments. (Financial impact \$110,418)  
 113



114 **Affiliate Member Bylaws Change**

115 PDA bylaws currently limit affiliate membership to ADA members in good standing who  
116 practice outside of Pennsylvania and reside in Pennsylvania. For example, a dentist  
117 who belongs to ADA through the New Jersey Dental Association, practices primarily in  
118 New Jersey and part-time in Pennsylvania and lives in New Jersey cannot be a PDA  
119 affiliate member because he/she does not live in Pennsylvania. Removing the  
120 Pennsylvania resident requirement expands the pool of prospective affiliate members  
121 and will help increase awareness of PDA benefits and services for dentists who qualify  
122 for affiliate membership.

123  
124 Bylaws section 1.8.2 states “An affiliate member in good standing shall receive annually a  
125 certification of affiliate membership, the *Pennsylvania Dental Journal*, be entitled to attend  
126 any session of the House and receive other PDA member and services as the Board may  
127 determine.” Based on recent Placement Service participation trends, MC requests the  
128 BOT offer enrollment in the Placement Service to affiliate members.

129  
130 The MC approved the following resolution by a vote of 5-1. The resolution was  
131 forwarded to the board for consideration (See Board Report 3, page 3030-146).

132  
133 **Resolved** That PDA Bylaws Article 1.0, Membership, Section 1.8.1 be amended  
134 **09/13MC1** as follows: an ADA member dentist in good standing who practices  
135 in another state and who resides in Pennsylvania, upon application  
136 to and approval by the Board, may be classified as an affiliate  
137 member.

138  
139 (Yes: 2, 3, 5, 8, 9) (No: 7)

140  
141 **PDAIS and Endorsed Vendor Participation in PDA Programs**

142 During the September 28, 2012, meeting, the MC agreed to offer PDA endorsed  
143 vendors, for a one-year trial period, complimentary attendance at the 2013 PDA new  
144 dentist receptions and CROP events and to limit their participation in these events to  
145 one-on-one engagement.

146  
147 MC reviewed an attendance summary for the 2013 new dentist receptions. Based on  
148 endorsed vendor participation, MC agreed endorsed vendor participation at new dentist  
149 receptions and CROP events should include:

- 150
- 151 • Volunteer host will recognize and introduce the attending endorsed vendor  
152 representatives.
  - 153 • A PDAIS staff member will share a brief overview of the services offered by the  
154 attending endorsed vendors.
  - 155 • Endorsed vendors will be encouraged to focus on mingling and one-on-one  
156 engagement with attendees.
  - 157 • To assist endorsed vendors with event follow-up, PDA staff will share an  
158 electronic roster of attendees listing name and contact information with attending  
159 endorsed vendors.

160  
 161 MC also discussed PDAIS' participation in PDA Student Outreach Programs, new  
 162 dentist receptions and CROP events. MC agreed PDAIS participation at new dentist  
 163 receptions, CROP and Student Outreach Events should include:

- 164
- 165 • Volunteer host will recognize and introduce the attending PDAIS representatives.
- 166 • Attending PDAIS representative will have the opportunity to share a 1-2 minute  
 167 overview of PDAIS' products and services to attendees at new dentist receptions,  
 168 CROP events and Philadelphia Student Outreach events. Due to the University  
 169 of Pittsburgh's Conflict of Interest Policy, it is not acceptable for PDAIS to share  
 170 an overview during University of Pittsburgh Student Outreach events.
- 171 • To assist PDAIS staff with event follow-up, PDA staff will share an electronic  
 172 roster of attendees listing name and contact information with attending PDAIS  
 173 staff member.

174

175 **Changes to Placement Service Participation**

176 Over the past couple of years, PDA has received an increasing number of requests  
 177 from dentists who are not eligible for PDA active membership to enroll in PDA's  
 178 Placement Service. At this time, enrollment in PDA's Placement Service is  
 179 complimentary for PDA members. Due to the fact that member dues support this  
 180 program, staff requested guidance from the MC on how to handle the enrollment of  
 181 dentists who are not PDA members.

182

183 **Participants in the Placement Service**

2012 Participants	2013 Participants
Total = 116	Total = 133
Number of Providers = 39	Number of Providers = 52
Number of Seekers = 76	Number of Seekers = 81
Number of Anonymous Seekers and Providers = 10	Number of Anonymous Seekers and Providers = 13 Anonymous Seekers and 7 Anonymous Providers
Number of 2013 Non-renews = 17 (3 Providers and *14 Seekers)	Number of 2013 Non-renews = 3 (0 Providers and 3 Seekers)
Number of GUEST Participants = 2	Number of GUEST Participants = 13 (5 Providers and 8 Seekers)

184 \*Many of these seekers were recent graduates, \$0 dues in 2012 and are a non-renew  
 185 because they didn't pay the 75 percent reduced dues in 2013.

186

187 MC reviewed and discussed the various scenarios of non-PDA member enrollment and  
 188 agreed to the following:

- 189
- 190 • PDA should continue to offer complimentary enrollment for recent graduates or  
 191 dentists who recently completed a residency program, who are unemployed or  
 192 employed out of Pennsylvania and want to enroll in the Placement Service.

- 193 • ADA members who have a primary work address outside Pennsylvania but have  
194 a part-time office address in Pennsylvania. Placement Service seekers who meet  
195 this criteria should receive complimentary enrollment, Placement Service  
196 providers who meet this criteria will be required to pay a \$200 fee for a six month  
197 enrollment. The fee must be paid with a credit card. If the participant wants to re-  
198 enroll for another six months, the credit card will be automatically debited for  
199 \$200.
- 200 • PDA should not allow ADA members who have a primary work address outside  
201 Pennsylvania and are seeking or providing a position outside Pennsylvania to  
202 enroll in the Placement Service.
- 203 • PDA should continue to offer complimentary enrollment in the Placement Service  
204 to dental clinics. The dental clinic office manager may remain the primary contact  
205 for the Placement Service.
- 206 • Each year a few Placement Service seekers and providers have requested view  
207 only enrollment in the Placement Service. This type of participation limits  
208 engagement for both seekers and providers and is not supportive of the objective  
209 of the Placement Service. If PDA is able to offer view only access after the  
210 website and database upgrades, view only access will be limited to 30 days.

#### 211 **Guidelines for Reviewing Dues Waivers**

212 As requested by district leaders, MC is in the process of reviewing statistics and various  
213 scenarios for dues waivers and developing guidelines for the dues waiver review  
214 process. A few of the scenarios include phasing into retirement, financial hardship  
215 related to poor economic conditions, disability, illness and maternity leave.  
216

217  
218 The waiver guidelines will clearly state decisions for dues waivers are at the discretion  
219 of the district secretary and that the guidelines are simply suggestions. Waivers should  
220 be reviewed and considered on an individual basis. The waiver guidelines will also  
221 include the timeframe for returning the waiver to PDA and sources for acquiring  
222 additional information about the waiver applicant including PDA staff and local dental  
223 society leaders.  
224

#### 225 **Non-renew Telemarketing Campaign**

226 The ADA used professional telemarketers to contact 2013 non-renews in June. The  
227 following is a summary of the ADA's campaign in Pennsylvania.  
228

229 The professional telemarketing firm was provided with 241 non-renew records. Of  
230 those, 233 non-renewing members were contacted. As of August 12, 2013, the  
231 telemarketers produced **\$10,978** in PDA dues. The ADA plans to conduct the  
232 telemarketing program in June 2014.

233 **Telemarketing Campaign Results**

Category	TOTAL Number	Details
Already Renewed	20	As of 8/12/2013, 15 of the 20 paid 2013 dues.
Comnet Do Not Call List	2	Number of non-renews listed on Pennsylvania's Do Not Call list. One of the non-renews on the Do Not Call List paid 2013 dues.
Non-contactable	46	Comnet was unable to reach these non-renews by phone. A non-renew is noted as non-contactable after 10 unsuccessful attempts (ring no answer, no voicemail, no answering machine). As of 8/12/2013, 13 of the 46 paid 2013 dues and 1 applied for a dues waiver.
Pledge for Renewal	13	As of 8/12/2013, out of the 13 non-renews who pledged to pay their 2013 dues, a total of six dentists fulfilled their pledge and renewed.
Purge	59	Reasons for purging the record include disconnected phone number, duplicate record, no longer working phone number, wrong phone number and no reachable number provided.
Refusal	71	See below table for details on the reason for refusing membership.
Voice Mail	22	Telemarketer left a voice mail message for the non-renew. As of 8/12/2013, two of the 22 paid 2013 dues.
<b>TOTAL RECORDS</b>	<b>233</b>	

234 **Reason for Refusing Membership Renewal**

Reason for Refusing Membership Renewal	Number of Refusals	PERCENT
Renewing online	5	7%
Hung Up After Caller Identification	4	6%
May Renew Later/Wouldn't Commit	18	25%
No longer fits needs/practicing	3	4%
Not Interested	24	34%
Not Enough Value	2	3%
Retired	1	1%
No Money/Too Expensive	6	8%
Other	8	11%
<b>TOTAL</b>	<b>71</b>	

- 235 • Of the five who stated they would renew online, two paid 2013 dues.
- 236 • Of the four who hung up after caller identification, three paid 2013 dues.
- 237 • Of the 18 who stated they would renew later, two paid 2013 dues.
- 238 • Of the 24 who were not interested in renewing, four paid 2013 dues.
- 239 • Of the eight who stated other, three paid 2013 dues.

240  
241

**2013 Student Outreach Events**

242 **Philadelphia – September 12, 2013**

Location	Dentist attendance	Student attendance	Student no-show	Ratio of dentists to students
Triumph Brewing Company	20	Total: 46 Temple: 26 Penn: 20	9	1/3

243 **Pittsburgh – September 19, 2013**

Location	Dentist attendance	Student attendance	Student no-show	Ratio of dentists to students
Bossa Nova	9	46	12	1/5

244 The Student Outreach events are fully funded by PDAIS and all dental students, first  
245 through fourth year, are invited to attend.

246

247 **ADA Recruitment and Retention (R&R) Conference**

248 The 2013 ADA Annual Conference on Membership Recruitment and Retention was held  
249 at the ADA Headquarters in Chicago, April 5-6. The conference drew 125 staff and  
250 volunteers involved with dental society membership growth efforts, including dental  
251 society leaders, membership chairs, executive staff and membership staff from across  
252 the country.

253

254 Representatives from Pennsylvania included PDA staff member Andrea Hoover, Dr.  
255 Nicole Johnson, Dr. Steven Radack, Dr. Charles Weber, Dr. I Jay Freedman, Dr. Nancy  
256 Rosenthal, Dr. Cary Limberakis, Dr. Amanda Hemmer, Dr. Charles Incalcaterra and Dr.  
257 Lawrence Montgomery.

258

259 The goals of the conference were to build ADA and association management  
260 networking by way of interaction with membership peers from around the country,

261 access cutting-edge information that can help membership efforts and to learn from  
262 nationally recognized speakers and industry experts.

263  
264 The ADA Annual R&R Conference is scheduled for April 4-5, 2014, at the ADA  
265 Headquarters, Chicago, IL. In addition to Dr. Montgomery and Dr. Christian, the  
266 following leaders are planning to attend: Dr. Stephen Radack, Dr. Andrew Kwasny, Dr.  
267 I. Jay Freedman and Dr. Cary Limberakis.

268

### 269 **District/Local Activities**

270 Using funding from the ADA Membership Program for Growth (MPG), the Ninth District  
271 sponsored an evening of pampering at a spa for women dentists. The event was very  
272 successful; it increased interaction among Ninth District women dentists and increased  
273 women attendance at post event Erie County Dental Society meetings. In addition,  
274 Ninth District successfully recruited one non-member and gathered up-to-date contact  
275 information for both members and non-members. Due to the success of the event, Ninth  
276 District has agreed to fund a similar event in 2014. MC members are encouraged to  
277 apply for MPG funding and host a social event in 2014.

278

279 Philadelphia County Dental Society (PCDS) sponsored a New Dentist Workshop,  
280 “Budget, Debt Management Strategies & Financial Planning Ideas for New Dentists.”  
281 The workshop was held on Saturday, September 28, at the Chart House Restaurant in  
282 Philadelphia from 8:30 a.m. to 1:30 p.m. The presenter analyzed real life financial  
283 figures and suggested strategies on how new dentists can tackle student loan debt and  
284 save for the future. Attendees received free parking, breakfast and Lunch & Learn.  
285 Registration was complimentary for new dentists and graduate student members.

286

### 287 **2014 Membership Program for Growth**

288 MPG, established by the ADA’s Council on Membership (Res. 48H-2010), provides a  
289 process for identification and support of those membership activities that lead to an  
290 increase in overall market share. The 2012 ADA HOD approved funding in the amount  
291 of \$500,000 to implement the MPG program. Criteria for entries included collaborative  
292 tripartite membership growth activities that demonstrate return on investment and lead  
293 to increased membership market share and meet eligibility requirements of being a new  
294 or expanded program for existing recruitment and retention activities across the  
295 tripartite.

296

297 PDA applied for and received ADA funding for the following programs for 2014:

298

- 299 • Expansion of the Connections mentoring program – Kick-off event for mentors  
300 and mentees in Fifth District.
- 301 • New Dentist Webinars – Practice management three-part series: Legal aspects  
302 of practice transition, eMarketing and day-to-day practice management.

303

### 304 **Non-member Recruitment One-time Dues Incentive**

305 For 2013, the one-time 50 percent dues reduction focused on two different market  
306 segments. One market segment focused on nonmember dentists who have graduated

307 from dental school between 2003 and 2008 and the second market segment focused on  
308 foreign trained dentists who do not qualify for the graduated dues structure. ADA sent a  
309 letter to these market segments in late February and PDA sent a follow-up mailing in  
310 March. A total of 17 members joined as a result of this campaign.

311  
312 For 2014, the ADA and PDA Board of Trustees approved a resolution to offer a one-  
313 time, 50 percent dues reduction of ADA and PDA membership dues for any nonmember  
314 dentist whose membership has lapsed in the years 2009-2011, and is ineligible for  
315 existing reduced dues programs.

316  
317 **Recruitment Campaigns**

318 In addition to marketing to non-members for the one-time dues incentive, in 2013 the  
319 PDA membership department sent the following recruitment mailings:

- 320
- 321 • June – Non-member recruitment mailing reflecting 2013 pro-rated dues.
  - 322 • Late June – Recruitment mailing sent to non-members who participated in the  
323 Mom-n-PA event in Philadelphia.
  - 324 • Late July – Follow-up mailing to non-members regarding 2013 pro-rated dues.  
325 PDA gained a total of 20 new members through the pro-rated dues campaign.
- 326

327 **ADA National Signing Day**

328 The PDA Membership Committee will hold the annual ADA Signing Day on Wednesday,  
329 February 12, 2014, at Temple University, Kornberg School of Dentistry and University of  
330 Pennsylvania School of Dental Medicine. Signing Day at the University of Pittsburgh will  
331 be on Wednesday, March 12, 2014.

332  
333 **Necrology and Statistics**

334 The attached necrology report reflects both members and non-members. Based on a  
335 comparison of the 2012 vs. 2013 membership statistics, the committee reports the  
336 following summary of membership trends.

337  
338 Member Loss – Members who belonged in 2012, but dropped in 2013

# of Members	Cause
35	Death in 2013
28	Transferred out of Pennsylvania due to relocation
196	Non-renew
1	Inactive status due to bad address
260	Total Loss

339 **PDA Placement Service**

340 The Placement Service continues to be a valuable complimentary membership benefit.  
341 In 2013, the Placement Service listed job opportunities from 52 providers and prospects  
342 from 81 seekers, and successfully filled at least four opportunities that PDA was made  
343 aware of. Due to a website software glitch, PDA was unable to make changes or add or  
344 delete participant information from late October 2013 through February 2014. The

345 website and membership database upgrades (expected to be complete by late February  
346 2014) will improve the functionality and hopefully the enrollment of the Placement  
347 Service.

348

349 **Elections**

350 At the January 30, 2014, Membership Committee meeting, Dr. Lawrence Montgomery  
351 was elected chair and Dr. Brian Christian was elected vice-chair. Dr. Nicole Johnson  
352 has been appointed to serve on the ADA Council on Membership for 2013 through  
353 2017.

354

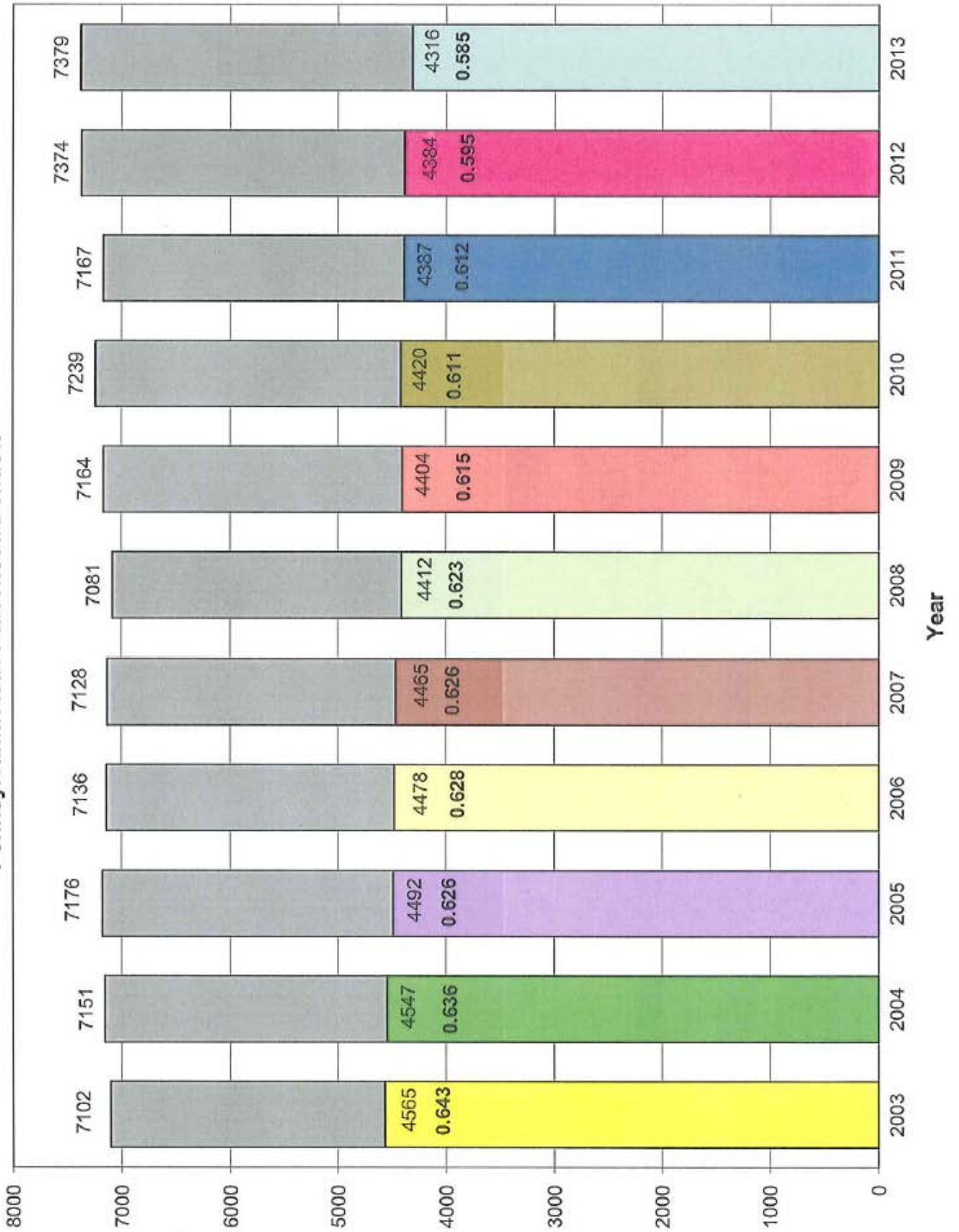
355 **Future Meetings**

356 The next scheduled meeting of the Membership Committee will be held on Friday, June  
357 27, 2014, at PDA Headquarters.

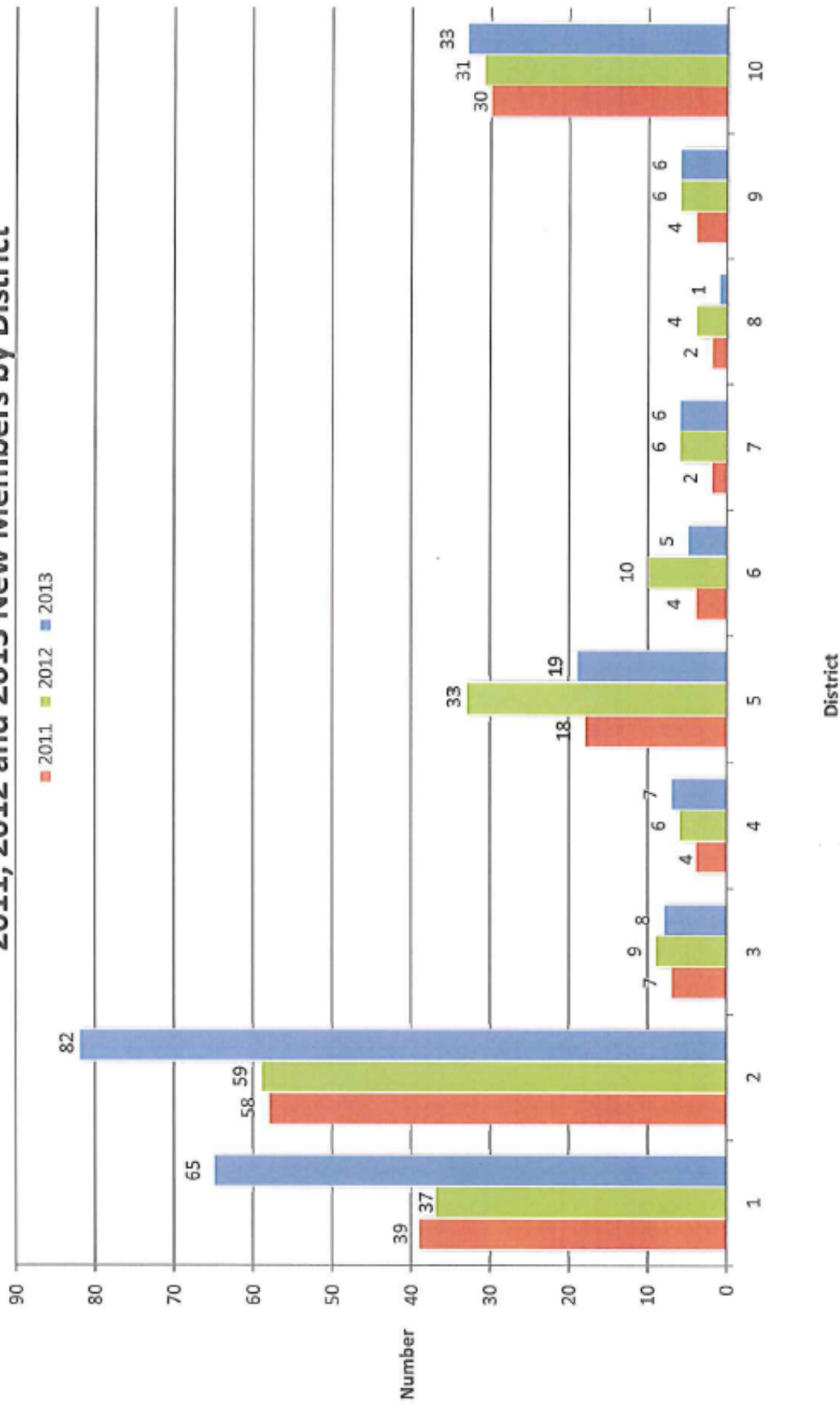
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**Number and Market Share of PDA Members (Excluding Retired Life) 2003 - 2013 vs. Pennsylvania Active Licensed Dentists**

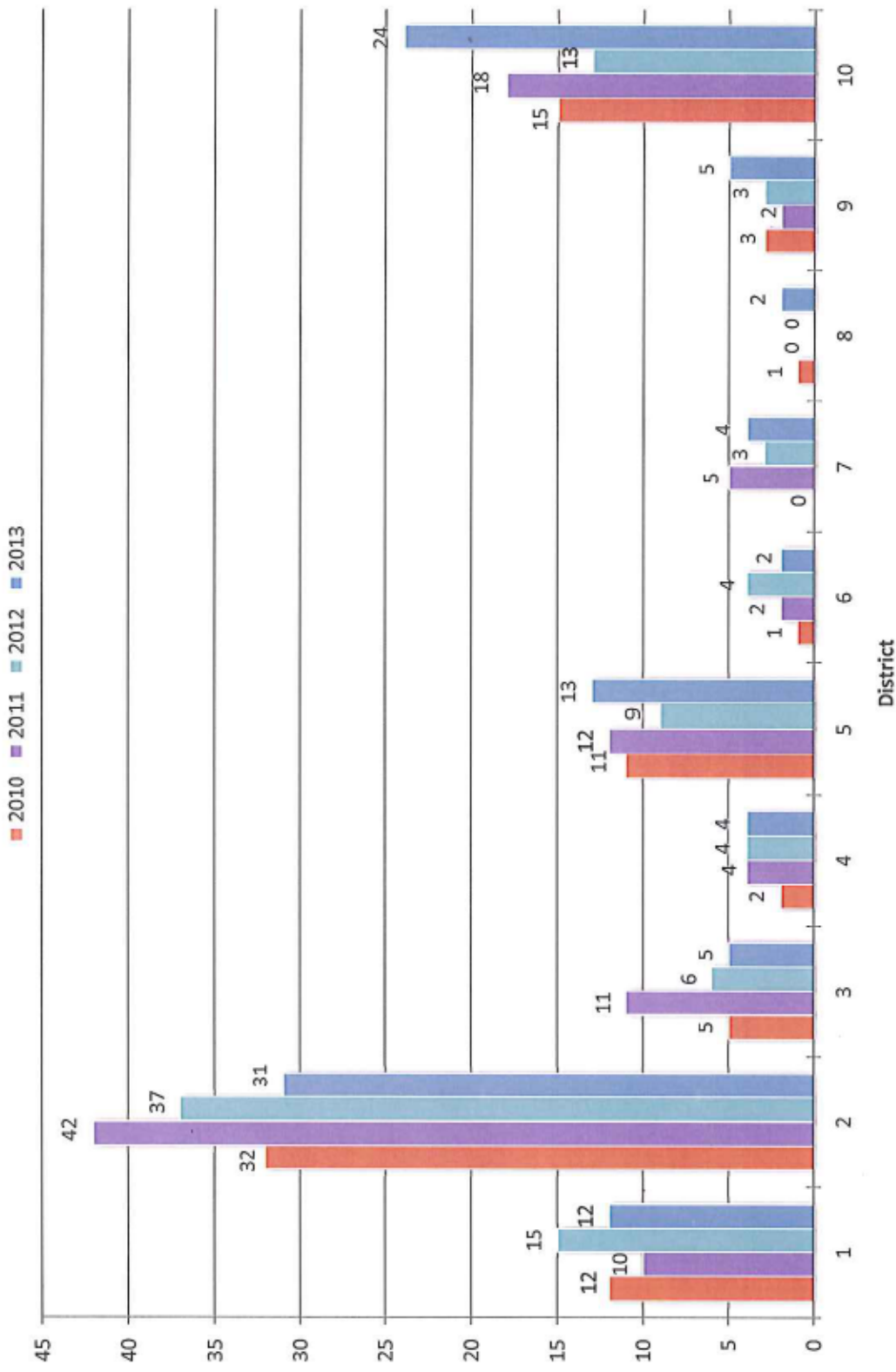


# 2011, 2012 and 2013 New Members by District



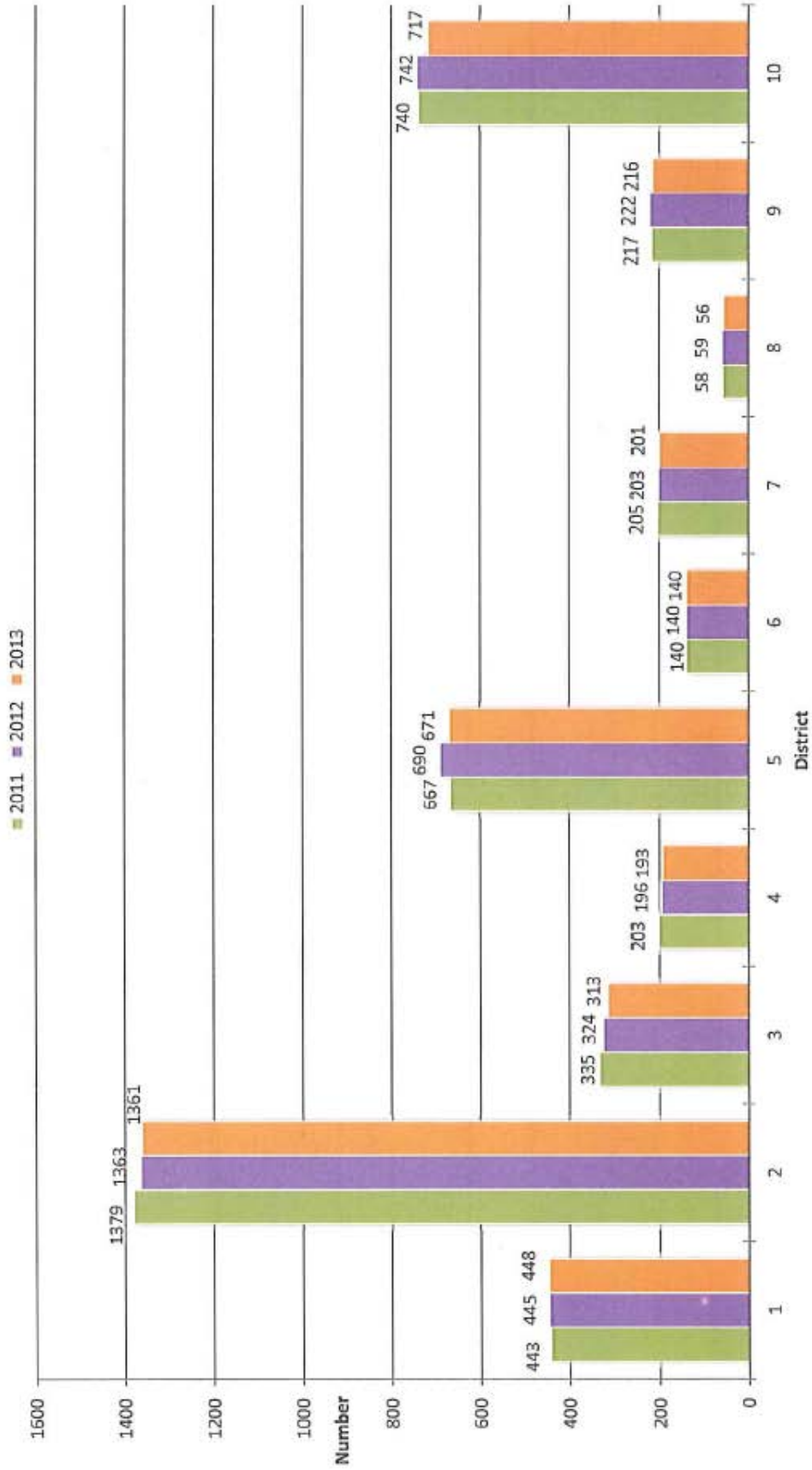
Total 2011 new members = 168  
 Total 2012 new members = 201  
 Total 2013 new members = 232

# 2010 thru 2013 Active Member Non-Renews by District



Total 2010 non-renews = 82  
 Total 2011 non-renews = 106  
 Total 2012 non-renews = 94  
 Total 2013 non-renews = 102

## 2011, 2012 and 2013 Total Members by District (excluding Retired Life Members)



Total 2011 Members = 4,387  
 Total 2012 Members = 4,384  
 Total 2013 Members = 4,316

2013 Quarterly Membership Statistics Report

Month	Active	Active Life	Retired	S1	S2	S3	S4	S0	TFW	TPW	PFD	Retired Life	Federal Service	Quarterly Total 2013	Quarterly Total 2012	YTD Over/Under
December	3147	605	58	225	88	66	52	81	69	34	66	968	5	5459	5461	-2
September	3116	607	53	218	87	67	52	62	60	34	67	979	4	5402	5413	-11
June	3080	610	52	191	85	67	53	47	47	22	63	959	4	5276	5294	-18
March**	3061	556	53	103	74	58	54	42	29	9	66	934	7	5039	5039	0
S0 - Year of Graduation/Resident																
S1 - First Year Out																
S2 - Second Year Out																
S3 - Third Year Out																
S4 - Fourth Year Out																
TFW - Temporary Full Waiver																
TPW - Temporary Partial Waiver																
PFD - Permanent Full Disability																
MM - Federal Service *																
* Federal members do not pay PDA dues and are not included in the district totals.																
** Due to a vacancy in the department, membership statistics for March 2013 were not compiled. Showing March 2012 statistics.																

## 2014 Necrology

It is with deep regret that we report the following deaths since the 2013 Annual Session:

Name	Dental School	Chapter	Age
Dr. Eugene G. S. Adams	Univ. of Pennsylvania	Fifth District Dental Society	91
Dr. Alice M. Amsterdam	Univ. of Pennsylvania	Second District Valley Forge Dental Society	63
Dr. Alan I. Aronowitz	Univ. of Pittsburgh	Dental Society of Western PA	67
Dr. Cablan G Azar, Jr.	Univ. of Pittsburgh	Seventh District Dental Society	82
Dr. John A Bamonte	Univ. of Pittsburgh	Dental Society of Western PA	88
Dr. George N Ban	Univ. of Pittsburgh	Dental Society of Western PA	81
Dr. Robert Bender		Dental Society of Western PA	NA
Dr. Daniel A Bomberger	Univ. of Pennsylvania	Fourth District Dental Society	85
Dr. Everett P. Borghesani	Univ. of Pennsylvania	Second District Valley Forge Dental Society	80
Dr. Bruce Bottomley, Jr.	Temple Univ.	Second District Valley Forge Dental Society	72
Dr. Craig M. Buccialia	Univ. of Pennsylvania	Eighth District Dental Society	60
Dr. Charles V Butler	Univ. of Pittsburgh	Dental Society of Western PA	88
Dr. Robert H. Chain	Univ. of Pennsylvania	Fifth District Dental Society	98
Dr. Anthony B. Cocciolone	Temple Univ.	Dental Society of Western PA	60
Dr. Charles A. Cooper	Univ. of Pennsylvania	Second District Valley Forge Dental Society	84
Dr. Jeano M. DeMartin	Georgetown Univ.	Second District Valley Forge Dental Society	89
Dr. John B. Dunlop	Univ. of Pennsylvania	Third District Dental Society	82
Dr. Harold J. Ebersole	Temple Univ.	Fifth District Dental Society	85
Dr. Joseph F. Eckman	Balt. Coll. of Dent. Surgery	Second District Valley Forge Dental Society	72
Dr. Regis P. Englert	Univ. of Pittsburgh	Dental Society of Western PA	77
Dr. Guy E. Fessler, Jr.	Univ. of Pennsylvania	Second District Valley Forge Dental Society	84
Dr. Seymour Finkelstein	Temple Univ.	Seventh District Dental Society	90
Dr. Thomas Walker Flanagan	Temple Univ.	Sixth District Dental Society	87
Dr. John D. Grant	Temple Univ.	Fifth District Dental Society	92
Dr. Gary F. Greer		Eighth District Dental Society	NA
Dr. Edward C. Hilger, Jr.	Univ. of Pittsburgh	Dental Society of Western PA	80
Dr. Alison B. Jones	Howard Univ.	Fifth District Dental Society	65
Dr. John L. Kallaway	Temple Univ.	Fourth District Dental Society	87

Name	Dental School	Chapter	Age
Dr. Jeffrey J. Kasander	Boston Univ.	Second District Valley Forge Dental Society	54
Dr. Joseph J. Lazorick	Univ. of Pittsburgh	Dental Society of Western PA	71
Dr. Thomas H. Leininger	Temple Univ.	Fourth District Dental Society	90
Dr. Elmer R. Lipp	Univ. of Pittsburgh	Dental Society of Western PA	88
Dr. Curtis G. Martin	Temple Univ.	Second District Valley Forge Dental Society	70
Dr. Raymond L Martin, Jr.	Temple Univ.	Fourth District Dental Society	83
Dr. Maher S Mena	Cairo	Philadelphia County Dental Society	65
Dr. Jack B. Metzger	Temple Univ.	Fifth District Dental Society	88
Dr. Robert F. Niedererr	Univ. of Pittsburgh	Fifth District Dental Society	82
Dr. Stephen B. Ollock	Temple Univ.	Sixth District Dental Society	64
Dr. Frank P. Palermo	Temple Univ.	Fourth District Dental Society	80
Dr. Ralph E. Palmer, Jr.	Univ. of Pittsburgh	Dental Society of Western PA	96
Dr. C. William Runco	Univ. of Pittsburgh	Dental Society of Western PA	89
Dr. Nicholas D. Saccone	Univ. of Pennsylvania	Third District Dental Society	92
Dr. Dillman C. Sallada, Jr.	Univ. of Pennsylvania	Second District Valley Forge Dental Society	89
Dr. Harold J. Samay	West Virginia Univ.	Dental Society of Western PA	73
Dr. Ellis L. Schechter	Univ. of Pittsburgh	Dental Society of Western PA	90
Dr. Simpson I. Schechter	Univ. of Pittsburgh	Dental Society of Western PA	97
Dr. Charles R. Schmitt	Univ. of Medicine and Dentistry of New Jersey	Philadelphia County Dental Society	74
Dr. Henry A. Segatti	Temple Univ.	Second District Valley Forge Dental Society	91
Dr. David W. Shank	Univ. of Missouri, Kansas City	Second District Valley Forge Dental Society	61
Dr. Edmond F. Shedlosky	Univ. of Pittsburgh	Fifth District Dental Society	93
Dr. James D. Sheen	Univ. of Pennsylvania	Fifth District Dental Society	80
Dr. Eugene W. Shuke	Temple Univ.	Seventh District Dental Society	84
Dr. John W. Smith	Univ. of Pittsburgh	Fifth District Dental Society	79
Dr. Russell B. Snow	Univ. of Pittsburgh	Dental Society of Western PA	67
Dr. Edward P. Spiegel	Univ. of Pittsburgh	Ninth District Dental Society	75
Dr. Glenn A. Trump		Second District Valley Forge Dental Society	57
Dr. Andrew E. Welkie	Temple Univ.	Fifth District Dental Society	83

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NEW DENTIST COMMITTEE	Dr. Sara Haines, Chair (5)	Millersburg
	Dr. Amanda Hemmer, Vice Chair (2)	Phoenixville
	Dr. Amy Ford (1)	Philadelphia
	Dr. Amy Cravath (3)	Clarks Summit
	Dr. Nipa Thakkar (4)	Falls
	Dr. Eric Ecker (6)	Williamsport
	Dr. Nicole Oravec (7)	Lilly
	Dr. Drew Carlin (9)	Erie
	Dr. Steven Barket (10)	Bellevue
	Dr. Brian Schwab, ADA Consultant (4)	Blandon
Dr. Thomas Petraitis, Trustee Liaison (8)	Du Bois	

1 **Meetings**

2 The New Dentist Committee (NDC) held meetings on the following dates: January 8,  
3 2013, virtually using Invision online meeting software; June 4, 2013, in conjunction with  
4 Day on the Hill; and September 10, 2013, virtually using Invision online meeting  
5 software.

6  
7 **Response to Assignments**

8 The NDC received no assignments from the 2013 House of Delegates.  
9

10 **2013-2014 Committee Goals**

- 11 1. Become more involved with advocacy efforts.
- 12 2. Recruit at least one non-committee new dentist member to attend Day on the  
13 Hill.
- 14 3. Encourage new dentist participation on PDA's Social Network (SoNet).  
15 a. Log in to the SoNet at least once per week.
- 16 4. Establish a new dentist officer position at the local level.  
17 a. Committee members recruit new dentists within their local chapters and  
18 encourage them to obtain a leadership role.
- 19 5. Continue the Statewide Mentoring Program.  
20 a. Include mentor request forms on student outreach event registrations.
- 21 6. Encourage inclusion of new dentists, women and diverse delegates and  
22 alternates to PDA's Annual Session.  
23 a. Send memo to district and local dental societies annually.
- 24 7. Ensure an acceptable dentist to student ratio is met at PDA student outreach  
25 events.  
26 a. Monitor student outreach attendance lists.
- 27 8. Update the New Dentist section of PDA's website.  
28 a. Revise and draft content that is relevant to new dentists.
- 29 9. Strive for better communication with district and local leaders.  
30 a. Contact district or local secretary for the quarterly membership rosters  
31

32 **Activities**

33 **Upcoming** – 2014 Dental Career Expo June 3, 2014, in conjunction with Day on the  
34 Hill. Promotion to members and dental students is underway on PDA social media and



35 via email. The committee is reaching out to potential exhibitors in their districts  
36 regarding the opportunity.

37  
38 **PDA’s Website: New Dentist Page**

39 The committee reviewed the New Dentist page of PDA’s website. Committee members  
40 made the following suggestions for the section:

- 41 • Mobile-friendly
- 42 • Easy to find links
- 43 • Add brief biography and photo of each NDC member
- 44 • Add PDA student outreach event link
- 45 • Add link to ADA practice management website

46  
47 To refresh the “From One New Dentist to Another” and “Q&A” sections of the new  
48 dentist page, student feedback detailing questions or type of information they would like  
49 available on the page will be gathered. The committee agreed to respond to any  
50 questions or suggested topics on the SoNet.

51  
52 The revamped new dentist page will be promoted when final updates are made using  
53 the new website software. The new dentist resources will be promoted using social  
54 media, eNews Update, PDA staff email banner and the scrolling news box on PDA’s  
55 website.

56  
57 New Dentist Receptions

58 The committee held two New Dentists’ receptions in 2013. The Centre County reception  
59 was held on August 1, 2013, at The Gamble Mill in Bellefonte.

60  
61 **Centre County**

New Dentists	Leaders	Guests	Endorsed Vendors	Total Attendance	No-shows	Cost	Members Joined	Non-Renews Paid
10	3	6	3	22	1	\$650	0	N/A

62 The Bedford County reception was held on September 5, 2013, at the Jean Bonnet  
63 Tavern in Bedford.

64  
65 **Bedford County**

New Dentists	Leaders	Guests	Endorsed Vendors	Total Attendance	No-shows	Cost	Members Joined	Non-Renews Paid
4	1	2	2	9	3	\$470	N/A	N/A

66 **Cancelled Reception:** Sixth District, Lewisburg. The reception was scheduled for  
67 Thursday, October 10, 2013. Despite personal outreach and phone calls from the NDC

68 hosts and several email invitations, the reception was cancelled due to lack of  
 69 attendance.

70

71 **Student Outreach Events**

Location	Dentist attendance	Student attendance	Student no-show	Ratio of dentists to students	Mentors requested	Mentors matched	No-show mentees	No-show mentors
<b>Philadelphia:</b> Triumph Brewing Company	20	46 Temple: 26 Penn: 20	9	1/3	3	1	1	0
<b>Pittsburgh:</b> Bossa Nova	9	46	12	1 / 5	1	1	0	0

72 The 2013 student outreach events were held in Philadelphia on Thursday, September  
 73 12 and in Pittsburgh on Thursday, September 19. These events were sponsored by  
 74 PDAIS and welcomed first through fourth year students.

75

76 ADA National Signing Day Program

77 Membership statistics were tracked as well as the number of new graduates who  
 78 received complimentary membership and have maintained membership throughout the  
 79 Graduated Dues Structure.

80

81 After discussing the value of having the support of an active ASDA representative, the  
 82 committee agreed to include a line item in the 2014 budget for the following 2014  
 83 Signing Day Incentive: schools that achieve a 95 percent conversion rate will receive a  
 84 \$100 Visa gift card awarded to their ASDA Chapter.

85

86 Below are 2013 statistics from the National Signing Day events held at each  
 87 Pennsylvania dental school. The ADA Signing Day season is February 1 – April 30.

88

	<b>Apps collected</b>	<b>Conversion rate</b>	<b>Staying in PA Practice Residency</b>		<b>Leaving PA Practice Residency</b>		<b>Military</b>	<b>Unsure</b>
<b>Temple</b>	86	68%	17	22	11	20	3	13
<b>Penn</b>	128	86%	18	10	23	63	5	10
<b>Pitt</b>	49	64%	6	7	9	26	0	1

89 **Connections Mentoring Program: Mentor/Mentee Meet-Up**

90 Through 2013 ADA Membership Program for Growth funds, the committee revamped  
 91 the statewide mentoring program, rebranding it as Connections. To help rejuvenate the  
 92 program, a mentor/mentee meet-up event was held in Second District for newly

93 matched mentors and mentees. The event was held on Tuesday, October 22, 2013, at  
94 Seasons 52 in King of Prussia.

95

96 The event welcomed four mentor/mentee matches and two solo mentees, for a total of  
97 10 guests. Based on a post-event survey, a majority of guests felt the event was very  
98 helpful and they learned beneficial tips for maintaining their mentoring connection.

99

100 PDA has applied for 2014 ADA MPG funds to host a similar Connections event in Fifth  
101 District in 2014.

102

### 103 National Conferences

104

105 **ADA Recruitment & Retention Conference:** Representation from Dr. Amanda  
106 Hemmer.

107

108 **ADA New Dentist Conference Summary:** Representation from Dr. Nipa Thakkar.

109

110 This report is informational only and no resolutions are offered.

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GOVERNANCE TASK FORCE 2.0	Dr. D. Scott Aldinger, Chair (3)	Lehighton
	Dr. Karin D. Brian (2)	Coatesville
	Dr. Brian M. Schwab (4)	Blandon
	Dr. Sara L. Haines (5)	Millersburg
	Dr. Gino M. Pagano (10)	East McKeesport
	Dr. Stephen T. Radack, III, Consultant (9)	Erie
	Dr. Frederick S. Johnson, Trustee Liaison (4)	Cleona

1 The Governance Task Force 2.0 (GTF) was appointed by Dr. R. Donald Hoffman, in  
2 response to HD 13-09.

3  
4 **Resolved That a Governance Task Force be appointed by the President**  
5 **HD 13-09: and shall serve under the direction of the Board of Trustees in order**  
6 **to assist in the transition to a new governance structure. (Fiscal**  
7 **Implication: \$10,000)**  
8

9 Members of the GTF include Drs. D. Scott Aldinger (3) chair, Karin D. Brian (2), Brian  
10 M. Schwab (4), Sara L. Haines (5), and Gino M. Pagano (10). Dr. Frederick S. Johnson  
11 serves as a consultant to this committee. A meeting of the GTF was held on January  
12 17, 2014, in Harrisburg at the PDA Central Office. President R. Donald Hoffman and  
13 President-elect Stephen T. Radack III were also in attendance as consultants.

14  
15 The GTF met in person on January 17 and February 21, 2014, and held online  
16 discussions throughout the year.

17  
18 **Response to Assignments from the 2013 House of Delegates**

19  
20 **Resolved That the Reference Committee on Organizational Affairs (RCOA)**  
21 **HD 13-10: governance model with 5 Trustee Regions be adopted. Be it further**  
22 **resolved, that the Bylaws Committee craft the bylaws changes**  
23 **necessary to implement this model and present those bylaws**  
24 **changes in time for the initial workbook mailing of the 2014 meeting**  
25 **of the PDA House of Delegates. (Fiscal implication: \$0)**  
26

27 **Resolved That the Reference Committee on Organizational Affairs (RCOA) PDA**  
28 **HD 13-11: HOD governance model be adopted. Voting shall be done via**  
29 **electronic means or in person at the Annual Meeting. Be it further**  
30 **resolved, that the Bylaws Committee craft the bylaws changes**  
31 **necessary to implement this model and present those bylaws**  
32 **changes in time for the initial workbook mailing of the 2014 meeting**  
33 **of the PDA House of Delegates. (Fiscal Implication: \$0)**  
34

35 **Resolved That the RCOA ADA HOD governance model be adopted. Be it**  
36 **HD 13-12: further resolved, that the Bylaws Committee craft the bylaws**

37 changes necessary to implement this model and present those  
38 bylaws changes in time for the initial workbook mailing of the 2014  
39 meeting of the PDA House of Delegates. (Fiscal implication: \$0)  
40

41 **Resolved** That the RCOA ADA Trustee election model be adopted and voting  
42 **HD 13-13:** shall be done via electronic means or in person at the Annual  
43 **Meeting.** Be it further resolved, that the Bylaws Committee craft the  
44 **bylaws changes necessary to implement this model and present**  
45 **those bylaws changes in time for the initial workbook mailing of the**  
46 **2014 meeting of the PDA House of Delegates. (Fiscal Implication: \$0)**  
47

#### 48 Introduction

49 In 2008, the Board of Trustees (BOT) of the Pennsylvania Dental Association (PDA)  
50 held a retreat at the Nemaquin Resort to evaluate the first portion of a three tier study of  
51 our organization designed to stabilize the PDA's financial future. The first tier focused  
52 on the utilization rate of programs offered as member services. The appropriate sizing  
53 of the PDA staff and the efficiency of our governance structure were later addressed.  
54 After much hard work by the BOT, it made significant changes including the elimination  
55 of underutilized programs, a reduction in the size of the PDA staff and the re-evaluation  
56 of the main components of our governance structure, namely the Board of Trustees and  
57 the House of Delegates (HOD).  
58

59 Under the direction of the CEO, and with the help of the staff, the first two items were  
60 accomplished. To address the monumental task of evaluating our governance structure,  
61 PDA President Bernie Dishler appointed the members of the first Governance Task  
62 Force (GTF) and scheduled a President-Elect's Conference facilitated by outside  
63 consultant, Mary Byers. Under the direction of Chairperson Karin Brian, the members of  
64 the GTF met in person at the President-Elect's Conference and at PDA headquarters,  
65 and spent many hours in discussion on the GTF Forum on the PDA Social Network.  
66 The results of their hard work were presented in the GTF Report to the 2013 HOD.  
67

68 The 2013 report suggested:

- 69 1. The replacement of the current 10 member (geographically based) BOT with a  
70 five member (competency based) Board of Directors (BOD).
- 71 2. The elimination of the HOD.
- 72 3. The modification of the Annual Session into a one day business meeting.  
73

74 The recommendations of the Reference Committee on Organizational Affairs (RCOA)  
75 were adopted by the HOD with few modifications. The HOD approved a five member  
76 BOD with geographic representation in which smaller districts would be grouped  
77 together into a Trustee Region. (HD 13-10)  
78

79 At the close of the HOD meeting, a new GTF was created to define these changes and  
80 how they were to occur and report back to the board of trustees. The Bylaws Committee  
81 was charged with drafting the appropriate changes to the *Bylaws* for the approval of the  
82 2014 HOD. (HD 13-09)

83  
84 PDA President R. Donald Hoffman created the new GTF 2.0 and allowed the  
85 Chairperson to observe the online forum discussions of the proposed bylaws changes.  
86 Speaker Peter Korch invited both district and local leaders to review and discuss online  
87 the proposed bylaws changes via two separate forums, the District Select and the Local  
88 Select Bylaws Review Forums.

89  
90 The intention was to help guide the GTF in its duty of defining the new BOD and Council  
91 of District Presidents, and planning the new PDA Annual Session. Much to the surprise  
92 of everyone involved, there was a pattern of strong opposition to the resolutions passed  
93 by the HOD concerning the new BOD and the Trustee Regions. (HD 13-10)

94  
95 The groups first discussed a seven member BOD to replace the five member BOD  
96 adopted by the 2013 HOD, and then focused on the cost savings of seven versus 10  
97 members. The strong consensus during those online discussions was shared by the  
98 BOT when the Chair of the GTF 2.0 presented the preliminary report to the BOT.

99  
100 In spite of the fact that a 10 member (geography based) BOT does not fulfill the GTF's  
101 ideal of a five member (skills based) board of directors, the GTF is prepared to offer a  
102 resolution that would keep the present 10 BOT in place as the other major changes to  
103 our Annual Session are implemented. The GTF would still like to see the PDA explore  
104 the possibility of a five member competency (skills) based board of directors in the  
105 future.

106  
107 The next major item on the agenda for the GTF 2.0 was the reinvention of the PDA  
108 Annual Session. (HD 13-11)

109  
110 The current two-day annual session exists to conduct the business of the organization.  
111 With the elimination of the formally structured HOD format and the introduction of the  
112 informal town hall format to conduct our business meeting, the GTF felt that there was  
113 the opportunity to create a member-focused, member-driven "Dental Meeting." Please  
114 notice the word DENTAL.

115  
116 The GTF consulted with several state professional associations and the executive  
117 directors of eight other state dental societies that hold annual meetings, and developed  
118 a list of common themes that members valued. Continuing Education (CE) topped the  
119 list followed by the chance to network, opportunity to spend time with vendors, and the  
120 availability of family fun events -- all in a resort-like atmosphere with minimal association  
121 business discussion. In fact, three of the dental association CEO's were proud of the  
122 fact that they were NOTHING LIKE THE ADA. Inspired by that statement, we compared  
123 the PDA Annual Session schedule and the ADA Annual Session schedule and found  
124 that we are VERY MUCH LIKE THE ADA.

125  
126 The GTF also felt strongly that PDA may benefit from the chance to travel around the  
127 state to different venues for its annual meeting. The theory is that the regular attendees  
128 would continue to come and the rotating meeting would attract an additional "local"

129 crowd. This may be an opportunity for younger members to try out the annual meeting  
130 without the extended travel or time commitment. It will give a greater number of dentists,  
131 identified as new emerging leaders at the district and local levels, an opportunity to  
132 become engaged at the state level without the need to “wait their turn” to be promoted  
133 to state involvement.

134  
135 Our hope is to design a meeting that will change from year to year and place to place,  
136 and will encourage dentists to attend an “any PDA member” dental meeting instead of  
137 the PDA HOD business meeting we now provide. The GTF is also hoping that fees  
138 generated by registration, CE course offerings, vendor sponsorship of CE and exhibit  
139 space rental will help the Annual Session become a revenue neutral event for the PDA.  
140 The goal of the GTF was not focused entirely on revenue, but to create a better dental  
141 meeting **that provides a benefit to the entire membership and enhances member**  
142 **value.**

143  
144 The last item on the agenda was elections. (HD 13-12 and HD 13-13) The GTF is  
145 hoping that PDA will move forward with online electronic campaigning and voting. This  
146 will allow every member in good standing to run for office and express his or her opinion  
147 with a vote. The system we have in place now is similar to the antiquated Electoral  
148 College system employed by our government. Our younger members are doing  
149 everything online these days and our organization needs to move in that direction.

150  
151 As you review this report and listen to the discussions during the reference committee  
152 hearing, please keep in mind that we are not trying to put the old PDA out to pasture.  
153 We are attempting to allow it to evolve into a more member friendly, member services  
154 oriented organization with a sound financial future.

### 155 156 **Size of Board of Trustees**

157 The current Board of Trustees is comprised of ten trustees, one from each of the ten  
158 PDA districts. Representation on the board is based on geography. The 2013 PDA  
159 HOD passed a governance model limiting representation to five directors from trustee  
160 regions where existing districts would be combined and would be required to rotate  
161 leadership.

162  
163 Online discussion throughout the past year by both the District Select and the Local  
164 Select Bylaws Review Committees has raised concern about a five-member board  
165 limiting volunteer opportunities and preventing small districts from having direct  
166 representation. Based on those discussions, the GTF considered the options of having  
167 a five, seven or ten member BOT. The GTF recommends maintaining a ten member  
168 Board of Trustees and recommends limiting board meeting attendance to board  
169 members and selectively invited guests only.

170  
171 The GTF recommends that the HOD adopt the ten member model and recommends  
172 that the Bylaws Committee draft the appropriate *bylaws*.

173

174 **Resolved** That the 2013 Reference Committee on Organizational Affairs model  
175 be amended to allow for a ten (10) member Board of Trustees  
176 composed of one (1) trustee elected from each of the PDA Districts.  
177

178 **ADA Delegation**

179 PDA currently has 18 ADA delegates and alternate delegates. The GTF recommends  
180 thirteen automatic delegates: president, president-elect, treasurer and ten trustees. The  
181 remaining delegates and alternate delegates will be filled following the same procedure  
182 PDA currently uses.

183  
184 No matter what number of trustees is on the PDA board, the GTF recommends that  
185 each district be permitted to nominate no more than five candidates for the ADA  
186 delegation.  
187

188 Currently, Pennsylvania is one of the last states to submit delegation rosters to the  
189 ADA. In order to submit rosters earlier to the ADA, the GTF recommends that the  
190 election for both 2016 and 2017 ADA delegates and alternate delegates be held at the  
191 2015 Annual Meeting. In subsequent years, only one year's delegation will be elected.  
192

193 **Council of District Presidents**

194 The PDA stands apart from other state's associations in several ways. We have  
195 experienced significant demographic shifts both geographically and in the age of our  
196 members and patients. We are really "quad-partite," having formed from a  
197 conglomeration of smaller societies throughout the state that existed many years ago.  
198 Our district and local associations have various levels of member benefit, activity and  
199 involvement. In some geographic areas of our association, the local serves as the  
200 primary site for regular meetings, networking and member benefits, whereas in others,  
201 the district fulfills this role. The local may convene monthly or bimonthly and the district  
202 may meet once per year. Elected officers at the district level are not necessarily the  
203 same as in the local societies, and to complicate things even further, the election and  
204 installation of officers does not occur concurrently across our components. It is  
205 important that lines of communication continue to be open at all levels and directions  
206 regardless of these factors and the change in our governance.  
207

208 For this reason, the GTF 2.0 is recommending the modification of the Council of District  
209 Presidents to be a **Council of Presidents** (COP) composed of the presidents of the  
210 existing districts as the primary members, and the local society presidents as ex-officio  
211 members. An on-line PDA Social Network forum that invites the year-round participation  
212 of both the district and local presidents will be more inclusive when we move forward  
213 without a house of delegates.  
214

215 In order for this to be effective, it will be the responsibility of each district and local  
216 society to promptly notify the PDA of leadership changes so that the appropriate  
217 members are invited to access the on-line forums. The district presidents will be the  
218 voting members of this council as previously recommended and will serve and have the  
219 duties as defined below.



220  
221 The COP will meet electronically or via conference calls throughout the year. The GTF  
222 feels that addressing issues as they arise will better serve the members of the PDA than  
223 waiting to write resolutions once a year.

224  
225 The district presidents will meet at the association's annual meeting. The PDA  
226 President-Elect will serve as chair of the COP, moderator of the forum, and liaison to  
227 the BOT. An individual president may designate a representative to attend in his/her  
228 stead.

229  
230 The president-elect's role with the COP should be included in the PDA *Bylaws*. The  
231 GTF recommends that the *bylaws* be amended appropriately.

232  
233 The duties of the COP must be fully defined. Some of those duties include:

- 234
- 235 • Communicate information from members and component dental societies in both
  - 236 a lateral and vertical direction throughout PDA
  - 237 • Identify and groom potential new volunteer leaders
  - 238 • Participate actively on the PDA Social Network
  - 239 • Attend the meeting of the COP during the PDA annual meeting
  - 240 • Attend and participate in the Town Hall Meeting
  - 241 • Review, vet and refine the issues submitted for Board of Trustees action or for
  - 242 the Town Hall Meeting
  - 243 • Submit an advisory report to the Board of Trustees two weeks prior to any
  - 244 prescheduled board meeting
- 245

246 **PDA Annual Meeting**

247 The GTF recommends that the name of our current annual meeting be changed from  
248 "PDA Annual Session" to "Pennsylvania's Dental Meeting." The rationale for this is  
249 multifaceted. First and foremost, the task force recognizes the importance of tripartite  
250 alignment and the ADA's Power of Three philosophy. Beginning in 2013, the ADA  
251 Annual Session has been re-branded to become "America's Dental Meeting" and the  
252 PDA's meeting will parallel the ADA.

253  
254 Furthermore, "Pennsylvania's Dental Meeting" is much more descriptive of what our  
255 new meeting is intended to be. The task force is aiming to transform the current PDA  
256 Annual Session into a tangible member benefit that will involve many more PDA  
257 members and provide them with much more than it ever has before. The current "PDA  
258 Annual Session" is not meant to attract members because it is strictly a business  
259 meeting. "Pennsylvania's Dental Meeting" will encompass a business meeting,  
260 continuing education, etc., and will attract the general membership on a much broader  
261 basis.

262  
263 The GTF offers the following resolution:

264  
265 **Resolved That beginning in 2015, the name of the annual meeting of the**  
266 **Pennsylvania Dental Association shall be “Pennsylvania’s Dental**  
267 **Meeting.”**

268  
269 With respect to the budget for an annual meeting, the GTF strongly recommends that a  
270 cost ceiling be established for “Pennsylvania’s Dental Meeting.” In our current system,  
271 the costs are highly variable from year to year because of differences in entertainment,  
272 food, etc. It is suggested that the Budget, Finance and Property Committee consider  
273 establishing a budget so that the cost of Pennsylvania’s Dental Meeting does not  
274 exceed a predetermined amount. This amount would be a line item on the PDA budget  
275 so that future planning committees would have budgetary guidelines for planning  
276 purposes.

277  
278 Location  
279 The GTF agreed that after the Hotel Hershey contracts have been fulfilled (2017), the  
280 annual meeting should be rotated among locales in western, central, and eastern  
281 Pennsylvania. This will be a potential boost to PDA membership as it potentially will  
282 draw different members to each meeting, and will allow for a variety of new social  
283 events, tours, etc. showcasing the highlights offered by the particular locales. In  
284 addition, it will provide rising leaders at the district and local levels the opportunity to  
285 experience a statewide business meeting without the need to be elected to do so. In this  
286 way, it is expected to serve as means to identify and engage evolving new leaders. A  
287 local planning committee should be formed to work with the PDA meeting planner to  
288 plan local events, tours and alternate dining options.

289  
290 Format  
291 The organization’s annual meeting will be a one day business meeting as contemplated  
292 by the RCOA. The meeting will be an open forum Town Hall Meeting, described below.

293  
294 Besides the business meeting, other annual dental meeting programming will include  
295 the PDAIS shareholder meeting, several short CE courses, exhibitors, dental school  
296 and PADPAC receptions, sponsored luncheons, hospitality suites and free time for  
297 networking, camaraderie, and social events in the evening. Speeches and awards  
298 should be kept at a minimum and should not exceed 10 minutes.

299  
300 All attendees will be required to preregister for Pennsylvania’s Dental Meeting as well  
301 as the individual activities such as the town hall meeting, social events, and CE.

302 Structure

303 The GTF recommends the following structure for a one day annual meeting with  
304 optional days for the additional activities:

305

306 Friday: exhibitors available all day

- 307 • 8-11 a.m. – CE
- 308 • 1-4 p.m. – CE and possibly a legislative event
- 309 • Evening – Dental school receptions and group social event (semiformal or
- 310 casual)

311

312 Saturday: exhibitors available all day

- 313 • AM – District breakfasts and past presidents' breakfast
- 314 • 7-9 a.m. – Elections (see Elections section below)
- 315 • 9 a.m.-12 p.m. – Town Hall Meeting (president presides)
  - 316 ○ Reports
    - 317 ▪ PDA President (5 minutes)
    - 318 ▪ PDA President-Elect (5 minutes)
    - 319 ▪ CEO – State of PDA address (5 minutes)
    - 320 ▪ Treasurer – Financial report (5-10 minutes)
    - 321 ▪ Lobbyist – Advocacy report (15 minutes)
    - 322 ▪ ADA Trustee and/or ADA President – ADA report (5-10 minutes)

323

324 ○ Issues Discussion (items submitted through vetting process described  
325 below)

326 ○ Question and answer period

327 ○ Installation of officers

328 • Noon – Executive session of the PDA member dentists at the Town Hall Meeting,  
329 followed by PDAIS-sponsored luncheon, during which both the PDAIS  
330 shareholder meeting and PDA awards presentations will occur

331 • PM – CE

332 • Evening – PADPAC reception and social event (semiformal or casual)

333

334 Attendance and Participation in the Town Hall Meeting

335 Member and nonmember dentists may attend and participate in the Town Hall Meeting.

336 Guests may attend as observers. In order to gain admittance to the Town Hall Meeting,  
337 a nonmember must show proper identification at registration.

338

339 A color code system will be used to indicate whether the person is a member or  
340 nonmember. All attendees are permitted to speak to an issue, and may be asked to  
341 participate in a straw poll. Polling cards will be color coded for member and nonmember  
342 dentists.

343

344 There may be issues identified for vote by member dentists only. In that case, voting will  
345 be done during executive session.

346

347 Only PDA member dentists may participate in the executive session.

348

349 THE TOWN HALL MEETING

350

351 Issues Discussion

352 The Town Hall Meeting will include an issues discussion. Issues and ideas may be  
353 submitted by any PDA member, component society, or the board of trustees at any time  
354 throughout the year. The board will take action on issues on a rolling basis as they are  
355 submitted. Board actions will be communicated to the membership through the PDA  
356 website and social network, as well as through the COP back to their respective district  
357 and local memberships.

358

359 Issues for discussion during the Town Hall Meeting will be determined by the Board of  
360 Trustees after being appropriately reviewed and vetted according to the following  
361 procedure.

362

- 363 1. An issue must be submitted on the proper form and must be clearly stated. The  
364 form will require the submission of background material, history, and any other  
365 pertinent information.
- 366 2. The form must be submitted first to the member's local dental society for review,  
367 the development of additional information, or any other documentation that the  
368 local society might require.
- 369 3. If the local society agrees that the issue has merit, the local president submits the  
370 form to the president of the district dental society, where the same review and  
371 vetting process will occur until the issue is further refined.
- 372 4. After such review/vetting, if the district society agrees that the issue has merit  
373 and has been fully refined, the district president submits the action sheet to the  
374 COP.
- 375 5. The COP further reviews and refines the issue before submitting the issue to the  
376 BOT.
- 377 6. The BOT may take action on an item immediately, or may include it on the  
378 agenda for discussion during the town hall portion of Pennsylvania's Dental  
379 Meeting.

380

381 If an issue or idea is declined after review by either the local or district dental society,  
382 the member may submit the issue directly to the COP for consideration.

383

384 The board may also include issues for which it wishes additional input from members.  
385 These issues will have limited discussion.

386

387 Issues for future consideration may be submitted during the town hall meeting in the  
388 following manner:

389

390 Only PDA member dentists may move an issue for the town hall discussion.

- 391 • Issues submitted during the Town Hall Meeting may be briefly discussed, but will  
392 not be debated at that time.
- 393 • A straw-type poll will be called in order to indicate support of an item.

- 394           • After gauging the general support for the suggested issue, the member can  
395 determine whether or not to submit the issue through the vetting process to  
396 obtain action.  
397

398 **Elections**

399 Elections for president-elect, treasurer, ADA delegates and alternate delegates and  
400 when needed, the ADA trustee will be held prior to the Town Hall Meeting portion of  
401 Pennsylvania's Dental Meeting.  
402

403 The GTF recommends that the HOD require all voting to be done by electronic means,  
404 and shall be done online beginning one week prior to Pennsylvania's Dental Meeting, or  
405 in person at Pennsylvania's Dental Meeting.  
406

407 Inclusiveness requires that members whose schedules do not permit them to attend the  
408 meeting in person be able to cast a vote. Online assistance will be provided to those  
409 members who need help with logging into and accessing the PDA Social Network in  
410 order to vote. On-site assistance will be provided at Pennsylvania's Dental Meeting for  
411 those voting at that time.  
412

413 The GTF feels that the current HOD voting method is very similar to the electoral  
414 college system employed by the federal government for national elections. We are all  
415 very aware that this system tends to disenfranchise the voters. By making use of PDA's  
416 website to allow interested candidates to campaign and concerned members to vote,  
417 we hope to engage more members in deciding the future of PDA than the current  
418 system allows. The GTF understands that this will take time to develop and become  
419 efficient but will be a key part of attracting and engaging younger "new" members.  
420

421 The nomination procedure will require candidates for president-elect, treasurer and ADA  
422 trustee to submit a letter of support, including a photo and curriculum vitae (CV), from  
423 the district to the BOT between January and March 15 of the year prior to election. This  
424 process would begin in 2015 for elections occurring at Pennsylvania's Dental Meeting in  
425 April 2016.  
426

427 Candidates for ADA delegates and alternate delegates will be required to submit a letter  
428 of intent to the district, along with a photo and CV. The district may elect up to five  
429 nominees, and will submit those names to the BOT between January and March 15 of  
430 the year of election.  
431

432 An eBlast with the slate of candidates will be sent to all PDA members; the president-  
433 elect, treasurer, and ADA trustee candidates' biographical sketch will be posted on  
434 PDA's website by April 1.  
435

436 All elections will be done electronically through the PDA Social Network. Electronic  
437 voting will open one week before the annual meeting to allow those not attending the  
438 annual meeting to vote online. Computers will be available during Pennsylvania's Dental  
439 Meeting for those attendees who have not voted prior to the meeting.

440

441 **Financial Considerations**

442 The GTF gathered financial data to provide a snapshot of anticipated cost savings by  
443 changing the format of the annual meeting from a highly structured house of delegates  
444 model to a town hall model.

445

446 The purpose of the PDA Annual Session is to conduct the business of the organization,  
447 including the election of officers. Historically, that purpose has been fulfilled through a  
448 highly structured, multi-faceted model -- the House of Delegates -- which has been  
449 patterned after the ADA Annual Session. In its current format, the PDA Annual Session  
450 and the HOD is essentially synonymous.

451

452 Under the proposed GTF model, the same business purpose is fulfilled through a more  
453 informal (but nevertheless structured) half-day town hall format scheduled within the  
454 larger "Pennsylvania's Dental Meeting." The additional programming such as CE  
455 courses, tours, exhibitors, etc. are part of "Pennsylvania's Dental Meeting," which is not  
456 synonymous with the town hall meeting.

457

458 The difference in the two formats provides not only financial savings, but also creates  
459 efficiencies in both member and staff time requirements to accomplish the  
460 organizational meeting purpose.

461

462 It is difficult to provide an accurate cost comparison between the two formats because  
463 the proposed town hall model has many variables that cannot be predicted at this time  
464 (such as the number of members who might attend, the size of the venue needed, the  
465 number of overnights needed, the number of VIP guests, extent of food and beverage  
466 requirements, etc.). Additionally, we cannot predict with certainty the inflation factors  
467 that are out of our control. Therefore, the following financials are simply an **estimate** of  
468 anticipated expenses.

469

470 In reading the tables below, please consider the following factors:

471

- 472 • Dollar figures provided are based on the **actual costs** of the 2013 Annual  
473 Session, with no inflation factor built in.
- 474 • Comparisons are based on the HOD portions only (the organizational business  
475 portion). Remember that the entire PDA Annual Session in its current format  
476 exists to conduct the HOD portion. That will not be the case under the  
477 Pennsylvania's Dental Meeting format.
- 478 • The costs that are similar or equal for both formats were calculated using the  
479 2013 actual numbers. (For example, both meetings will require registration  
480 materials, badges, audio visual, voting/election materials, etc.)
- 481 • Calculations are based on ***the same number of attendees that attend the PDA  
482 House of Delegates, at the Hotel Hershey.***
- 483 • The estimated expenses of the Town Hall Meeting are conservative figures.

484

485 In the table below, please note that the Total Cost of PDA Annual Session includes all  
actual expenses, some of which are underwritten by sponsorships or reimbursed by

486 districts. After deducting the income from sponsorships and reimbursements, as well as  
 487 income from President's Dinner ticket sales and the fun run, the balance reflects PDA's  
 488 out-of-pocket expenses for its Annual Session.

489  
 490 **Actual Expenses of 2013 PDA Annual Session vs. Estimated Expenses for**  
 491 **Proposed Town Hall Meeting**

	Total Cost of PDA Annual Session	PDA's Out of Pocket Costs	Number of Staff Hours Jan-April Preparation For HOD ONLY	Number of Staff Hours Onsite For HOD ONLY	Total Staff Time by Hours	Total Staff Time in Dollars	Out of Pocket Costs Plus Total Staff Time in Dollars
2013 Actual Expenses	\$111,625.02	\$37,902	883 hours	193 hours	1,076 hours	*\$47,212.12	\$85,114.12
Town Hall Estimated Expenses	\$17,625	\$17,625	450 hours	135 hours	585 hours	*\$15,742.35	\$33,367.35

492 **\*Note that costs related to staff time do not necessarily translate into a reduction**  
 493 **in the salary line item in the PDA annual budget. The savings in staff time needed**  
 494 **to plan for the annual business meeting can be redirected more effectively to**  
 495 **develop programs and services that provide increased member value/benefits,**  
 496 **etc.**

497  
 498 **Five Year History of Annual Session Total Costs and PDA Out of Pocket Costs**

	**Total Cost of Annual Session	**PDA's Out of Pocket Costs
2009	\$116,833.10	\$34,142.59
2010	\$126,375.85	\$44,733.54
2011	\$105,913.17	\$38,640.56
2012	\$123,843.19	\$50,734.26
2013	\$111,625.02	\$37,902.00

499 **\*\*These figures do not include staff time calculations of hours or dollars.**

500 **Resolutions from the GTF to the House of Delegates**

501

502 **Resolved** That the 2013 Reference Committee on Organizational Affairs model  
503 **3025#1** be amended to allow for a ten (10) member Board of Trustees  
504 composed of one (1) trustee elected from each of the PDA Districts.  
505

506 Resolution 3025#1 has been referred to the Reference Committee on Organizational  
507 Affairs.

508

509 **Resolved** That beginning in 2015, the name of the annual meeting of the  
510 **3025#2** Pennsylvania Dental Association shall be “Pennsylvania’s Dental  
511 Meeting.”  
512

513 Resolution 3025#2 has been referred to the Reference Committee on Organizational  
514 Affairs.

515

516 **Resolved** That the remaining recommendations of the 2013-2014 Governance  
517 **3025#3** Task Force be adopted.  
518

519 Resolution 3025#3 has been referred to the Reference Committee on Organizational  
520 Affairs.

521

522 **Resolved** That the members of 2013-14 Governance Task Force be reappointed  
523 **3025#4** by the PDA president through 2014-2015, and shall serve under the  
524 direction of the Board of Trustees in order to assist in the transition  
525 to a new governance structure. (Fiscal Implication: \$10,000)  
526

527 Resolution 3025#4 has been referred to the Reference Committee on Organizational  
528 Affairs.

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**BOARD OF TRUSTEES REPORTS  
TO THE HOUSE OF DELEGATES**

Dr. Bernie P. Dishler, Immediate Past President  
Camille Kostelac-Cherry, Esq., Chief Executive Officer

**BOARD REPORT #1  
IMPLEMENTATION CHART  
HOUSE OF DELEGATES RESOLUTIONS  
April 26 and April 27, 2013**

<b>RESOLUTION</b>		<b>IMPLEMENTATION</b>
<b>Resolved HD 13-01:</b>	<b>That the <i>House of Delegates Manual</i> Section 9.A Nomination Procedures be amended as follows:</b>  At the first meeting of each annual session of the House of Delegates, nominations shall be made from the floor for the offices of President-Elect, Speaker of the House of Delegates, Secretary, Treasurer, ADA Trustee (when necessary), the nominees to the State Board of Dentistry and certain Delegates and Alternate Delegates to the American Dental Association. PDA members serving on any ADA council, committee or ADPAC shall be automatically nominated and placed on the ballot the ADA delegation, noting their ADA affiliation and position. The nominees are then elected by ballot at the second meeting of each annual session of the House of Delegates.	The <i>House of Delegates Manual</i> was amended. <b>Complete.</b>
<b>Resolved HD 13-02:</b>	<b>That the Second District Valley Forge Dental Association and the Pennsylvania Dental Association offer its most sincere appreciation to Dr. Bernie Dishler on the completion of his term as President of the Pennsylvania Dental Association.</b>	This honorary resolution was prepared by staff, signed by the Speaker of the House and was mailed. <b>Complete.</b>
<b>Resolved HD 13-03:</b>	<b>That the Second District Valley Forge Dental Association with the 2013 Pennsylvania Dental Association House of Delegates acknowledges and thanks Dr. Charlie Weber for his service to our profession and his leadership as ADA Trustee, and at all levels of organized dentistry.</b>	This honorary resolution was prepared by staff, signed by the Speaker of the House and was mailed. <b>Complete.</b>
<b>Resolved HD 13-04:</b>	<b>That it shall be policy that PDA use no more than two months' income from the subsequent year's dues to pay for current year expenses.</b>	The PDA Financial Policy was amended. <b>Complete.</b>

<p><b>Resolved HD 13-05: That the <i>Bylaws</i> be amended section 4.3.5 as follows:</b></p> <p>To approve the annual budget and special assessments.</p>	<p>The PDA <i>Bylaws</i> were amended. <b>Complete.</b></p>
<p><b>Resolved HD 13-06: That the PDA HOD Manual Section VI. Committees of the House of Delegates be amended as follows:</b></p> <p>VI. COMMITTEES OF THE HOUSE OF DELEGATES</p> <p><u>A. COMMITTEE ON CREDENTIALS:</u></p> <p>A Committee on Credentials, consisting of three (3) officially certified delegates or alternate delegates, shall be appointed by the President at least twenty (20) days in advance of the annual session.</p> <p>It shall be the duty of the Committee on Credentials to determine and record the roll of the delegates at each meeting; to report at the time provided in the order of business; to conduct a hearing on any contest which may arise over the certification of a delegate or alternate delegate and to report its recommendations to the House of Delegates.</p> <p><u>B. REFERENCE COMMITTEES:</u></p> <p>At least twenty (20) days in advance of the annual session, the President will appoint at least three (3) but not more than five (5) delegates or alternate delegates to serve on each reference committee. The President will choose a delegate who has had previous experience as a member of a reference committee to chair each committee.</p> <p><u>C. TELLERS:</u></p> <p>The Speaker shall appoint as many delegates or alternate delegates as necessary to conduct the business of the House to serve as Tellers. The Tellers may assist the Speaker in determining the result of any action taken by ballot and perform any other duties deemed necessary by the Speaker. In addition the Tellers shall distribute, collect and count the ballots for all elections.</p> <p><u>D. SPECIAL COMMITTEES:</u></p> <p>Special committees of the House of Delegates may be appointed by the Speaker in his sole discretion or as mandated by the House of Delegates for the purpose of performing any duties not otherwise assigned by the bylaws to a committee of the House of Delegates. Such special committees shall serve until adjournment of the session at which they were appointed.</p>	<p>The <i>House of Delegates Manual</i> was amended. <b>Complete.</b></p>

<p><b>Resolved HD 13-07:</b> That the following PDA Committees be eliminated: Government Relations Committee, Dental Benefits Committee, Communications and Public Relations Committee, Concerned Colleague Committee, Access to Oral Health Committee, and Environmental Issues Committee. Advisory groups will be developed to replace sunsetted PDA Committees. Advisory group members will be appointed by the president and approved by the Board of Trustees. Advisory group members will communicate through the PDA social network or as determined by the Board of Trustees.</p>	<p>Complete.</p>
<p><b>Resolved HD 13-08:</b> That the PDA <i>Bylaws</i> be amended as follows:</p> <p>7.3.1.5 To appoint the members of advisory groups, committees, committees of the House and trustee liaisons unless otherwise provided for in the Bylaws.</p> <p>8.2.17 To approve and/or remove advisory group and committee members.</p> <p>ARTICLE 9.0 COMMITTEES AND ADVISORY GROUPS</p> <p>9.1 GENERAL RULES</p> <p>9.1.1 The purpose of the committee structure is to carry out the policies established by the House of Delegates, to perform the duties as provided in these bylaws, and to advance the strategic plan of the PDA under the direction of the Board of Trustees.</p> <p>9.1.1.1 The purpose of the advisory group structure is to perform the task as defined by the BOT and to assist in advancing the strategic plan of the PDA.</p> <p>9.1.2 All members of committees, except as provided for elsewhere in the Bylaws, shall be selected based on experience and interest. Committee members shall be appointed by the president after approval by the Board.</p> <p>9.1.2.1 All members of all advisory groups shall be selected based on experience, skill set and interest. Advisory group members shall be appointed by the president after approval by the Board.</p>	<p>The PDA <i>Bylaws</i> were amended. Complete.</p>

9.1.2.2 Advisory group members shall be members in good standing in the PDA. Advisory groups may invite consultants as deemed necessary. Consultants can be persons who are not dentists as well as dentists who are not PDA members. Only appointed PDA member dentists of the advisory group shall be entitled to a vote within the advisory group. All actions and/or decisions of an advisory group shall be managed by a simple majority of the voting members of that group.

9.1.3 A committee member shall serve no more than five (5) consecutive one-year terms and may be reappointed to the same or any other committee after a one (1) year hiatus.

9.1.3.1 A member who initially is appointed to a committee by the Board of Trustees via an association midyear appointment shall retain the eligibility to serve the full complement of no more than five (5) consecutive one-year terms to that committee.

9.1.3.2 Advisory group members shall serve up to one-year or until the defined task is complete, whichever comes first. There shall be no appointment term limits for advisory group members. Advisory group members may be reappointed to the same or any other advisory group via the adopted current process as often as deemed appropriate by the BOT to meet the needs of PDA.

9.1.3.3 Advisory group members may not serve as a voting member on more than one advisory group at any time. An advisory group member may concurrently serve on a different advisory group as a non-voting consultant or a non-voting liaison.

9.1.4 Committee chairs shall be elected by majority vote at the last meeting of each year for the following year except as otherwise provided in these Bylaws. The term of the committee chair, as chair, shall be one year; the chair may be reelected for a maximum of three consecutive one-year terms. Years of service as chair are included in the term limitation. In the event that the chair can no longer serve, the committee will elect a chair.

9.1.4.1 Advisory group chairs shall be appointed by the President. The term of the advisory group chair shall be up to one year with a one year extension at the discretion of the President. In the event that the chair can no longer serve, the advisory group members will select a new chair in consultation with the President.

9.1.5 Trustees and officers shall not serve as committee members, except as otherwise specified in the Bylaws. The president shall assign at least one trustee and/or officer to each committee as liaison between the committee and the Board.

9.1.5.1 PDA Trustees and PDA Officers shall not serve as advisory group members, except as otherwise specified in the Bylaws. The PDA President shall assign at least one Trustee

and/or Officer to each advisory group as liaison between the advisory group and the Board.

9.1.6 Committees shall outline their annual agenda and submit it to the Board of Trustees within sixty (60) days of the completion of the PDA Annual Session. Annual agendas shall be reviewed and/or amended by the Board in order to ensure the activities of committees are in concert with HOD directives and the strategic plan. Committees shall report their activities annually to the House whenever requested to the Board.

9.1.6.1 Advisory groups shall submit update reports to the Board of Trustees within fifteen (15) days of a regularly scheduled BOT meeting or whenever requested by the board. Advisory groups shall provide a final report of their activities to the Board of Trustees. Final reports shall be forwarded to the PDA House of Delegates.

9.1.7 Committees shall plan electronic and physical meetings to achieve their stated purpose.

9.1.7.1 Advisory groups shall plan only electronic or telephonic meetings to achieve their stated purpose. Electronic business conduct shall follow the adopted format for e-business conduct of PDA committees.

9.1.7.2 A member of an advisory group may be removed by a majority vote of the BOT at any time as deemed necessary. Any member removed shall not be eligible to serve on a PDA advisory group for a period of at least one year.

9.1.7.3 A member of an advisory group may resign at any time as deemed necessary. Any member who resigns shall be immediately eligible to serve on a PDA advisory group as deemed appropriate by the board.

9.1.8 Exceptions to 9.1.1 through 9.1.7.3 may be made by a two-thirds (2/3) vote of the Board.

## 9.2 COMMUNICATIONS AND PUBLIC RELATIONS ADVISORY GROUP

### 9.2.1 DUTIES

9.2.1.1 To promote quality oral care in the Commonwealth of Pennsylvania through member and public communication initiatives.

9.2.1.2 To maintain primary responsibility and to assist in the development of content and design of the PDA website and the publications of the PDA.

## 9.3 DENTAL BENEFITS ADVISORY GROUP

### 9.3.1 DUTIES

9.3.1.1 To act as the liaison between the PDA and/or its individual members and the insurance companies administering dental insurance plans in the Commonwealth of Pennsylvania. Each advisory group member shall act as a liaison to an insurance carrier as deemed appropriate by the advisory group chair.

9.3.1.2 To advocate for the PDA on health care related legislative efforts.

#### 9.4 GOVERNMENT RELATIONS ADVISORY GROUP

##### 9.4.1 DUTIES

9.4.1.1 To encourage the improvement of the health of the citizens of Pennsylvania and to promote the art and science of dentistry through appropriate legislative or regulatory activities.

9.4.1.2 To review legislative proposals, regulatory issues and government agency programs and to recommend actions to the Board.

9.4.1.3 To assist individual members, component societies and the PDA lobbyist with issues that concern dental law and regulation.

9.4.1.4 To maintain a working relationship with PADPAC, ADPAC and the State Board of Dentistry.

#### 9.5 MEMBERSHIP COMMITTEE

9.5.1 This committee shall be composed of eleven (11) members, one (1) from each district and one (1) member from the New Dentist Committee.

##### 9.5.2 DUTIES

9.5.2.1 To develop and implement initiatives for membership recruitment and retention.

9.5.2.2 To improve and communicate membership benefits to members and non-members.

#### 9.6 ANNUAL AWARDS COMMITTEE

9.6.1 This committee shall be composed of the five (5) living immediate past presidents with the senior in service acting as the chair.

9.6.2 The duty of this committee shall be to select the recipients of the PDA Annual Award, the PDA Recognition Award and the PDA Public Service Award.

#### 9.7 CONCERNED COLLEAGUE ADVISORY GROUP

##### 9.7.1 DUTIES

9.7.1.1 To disseminate information, after review and approval by the Board, to dental professionals, component societies and dental students concerning impairment.

9.7.1.2 To offer assistance to impaired members of the dental team.

9.7.1.3 To utilize a Health and Well-Being Program to provide monitoring, support and education as dental professionals re-enter practice and continue to recover from impairments.

## 9.8 NEW DENTIST COMMITTEE

9.8.1 This committee shall be composed of up to ten (10) members, each representing a different district if possible, who meet the requirements of a "New Dentist" as defined by ADA.

### 9.8.2 DUTIES

9.8.2.1 To recruit and retain new dentists as members.

9.8.2.2 To identify the needs and concerns of new dentists and make recommendations to the House of Delegates or the Board of Trustees to address those needs and concerns.

9.8.2.3 To provide information to assist new dentists in establishing a practice.

9.8.2.4 To support the activities of the American Student Dental Association chapters in Pennsylvania dental schools.

9.8.2.5 To communicate the value of organized dentistry to students at the Pennsylvania dental schools.

## 9.9 ENVIRONMENTAL ISSUES ADVISORY GROUP

### 9.9.1 DUTIES

9.9.1.1 To monitor environmental legislation and regulation at all levels and disseminate information to PDA members and component societies.

9.9.1.2 To build and maintain relationships with regulatory agencies involved in environmental issues.

## 9.10 ACCESS TO ORAL HEALTH ADVISORY GROUP

### 9.10.1 DUTIES

9.10.1.1 To identify barriers to accessing dental care in Pennsylvania.

9.10.1.2 To offer recommendations to the PDA Board of Trustees and the House of Delegates on how PDA may effectively address access to care issues in Pennsylvania.

<p>9.10.1.3 To monitor all access to care-related projects as deemed appropriate by the PDA Board of Trustees and the House of Delegates.</p> <p>9.11 SPECIAL COMMITTEES Special committees or task forces may be created at any session of the House, or when the House is not in session, by the Board, for the purpose of performing duties not otherwise assigned by these Bylaws. Such special committees or task forces shall serve until final adjournment of the next annual session unless otherwise specified.</p>	
<p><b>Resolved HD 13-09: That a Governance Task Force be appointed by the President and shall serve under the direction of the Board of Trustees in order to assist in the transition to a new governance structure. (Fiscal Implication: \$10,000)</b></p>	<p>The Governance Task Force reported to the Board at the January 2014 meeting. The full GTF report appears on page 3025-123 of this workbook. <b>Complete.</b></p>
<p><b>Resolved HD 13-10: That the Reference Committee on Organizational Affairs (RCOA) governance model with 5 Trustee Regions be adopted. Be it further resolved, that the Bylaws Committee craft the bylaws changes necessary to implement this model and present those bylaws changes in time for the initial workbook mailing of the 2014 meeting of the PDA House of Delegates. (Fiscal implication: \$0)</b></p>	<p>The Bylaws Committee crafted the changes. The amended <i>Bylaws</i> appear on page 3030-155 of this workbook. <b>Complete.</b></p>
<p><b>Resolved HD 13-11: That the Reference Committee on Organizational Affairs (RCOA) PDA HOD governance model be adopted. Voting shall be done via electronic means or in person at the Annual Meeting. Be it further resolved, that the Bylaws Committee craft the bylaws changes necessary to implement this model and present those bylaws changes in time for the initial workbook mailing of the 2014 meeting of the PDA House of Delegates. (Fiscal Implication: \$0)</b></p>	<p>The Bylaws Committee crafted the changes. The amended <i>Bylaws</i> appear on page 3030-155 of this workbook. <b>Complete.</b></p>



Resolved HD 13-12:	That the RCOA ADA HOD governance model be adopted. Be it further resolved, that the Bylaws Committee craft the bylaws changes necessary to implement this model and present those bylaws changes in time for the initial workbook mailing of the 2014 meeting of the PDA House of Delegates. (Fiscal implication: \$0)	The Bylaws Committee crafted the changes. The amended <i>Bylaws</i> appear on page 3030-155 of this workbook. <b>Complete.</b>
Resolved HD 13-13:	That the RCOA ADA Trustee election model be adopted and voting shall be done via electronic means or in person at the Annual Meeting. Be it further resolved, that the Bylaws Committee craft the bylaws changes necessary to implement this model and present those bylaws changes in time for the initial workbook mailing of the 2014 meeting of the PDA House of Delegates. (Fiscal Implication: \$0)	The Bylaws Committee crafted the changes. The amended <i>Bylaws</i> appear on page 3030-155 of this workbook. <b>Complete.</b>
Resolved HD 13-14:	That the Board of Trustees has the authority to make decisions regarding the relocation of the Central Office.	The PDA Policy Manual was amended. <b>Complete.</b>
Resolved HD 13-15:	The position of the PDA is that the auditor working on behalf of the third party payers reviewing dental claims possess the same degree of training and ADA recognized specialization as the healthcare provider being audited.	The position statement was added to the PDA Position Manual. <b>Complete.</b>
Resolved HD 13-16:	That the 2013 PDA budget in the amount of \$2,895,867 be approved.	<b>Complete.</b>

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**BOARD REPORT #2  
SLATE OF NOMINEES TO THE MEMBERSHIP OF  
THE STATE BOARD OF DENTISTRY**

1 The following slate of nominees is being presented to the Pennsylvania Dental  
2 Association House of Delegates by the Board of Trustees in accordance with the  
3 Bylaws, Article 8.0, Board of Trustees, Section 8.2, Powers and Duties.

4

5 “8.2.18 To select a slate of nominees to present by ballot to the House for any vacancy  
6 expiring term on the State Board of Dentistry.”

7

8

9 DISTRICT 1: Dr. Philip T. Siegel  
10 DISTRICT 2: Dr. Linda K. Himmelberger  
11 DISTRICT 3: none submitted  
12 DISTRICT 4: none submitted  
13 DISTRICT 5: none submitted  
14 DISTRICT 6: none submitted  
15 DISTRICT 7: Dr. Cheri A. Basco  
16 DISTRICT 8: none submitted  
17 DISTRICT 9: Dr. Andrew J. Kwasny  
18 DISTRICT 10: Dr. William R. Lewis

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**BOARD REPORT #3**

1 **American Dental Association (ADA)**

2 On the recommendation of the PDA Membership Committee, the board unanimously  
3 approved PDA's participation in ADA's Strategic Promotional Incentive. That program  
4 offers a one-time dues discount for certain nonmember dentists.  
5

6 **Resolved** That the Pennsylvania Dental Association mirror the American  
7 **12/13BT19** Dental Association's one time 50 percent dues discount for non-  
8 member dentists whose membership has lapsed in the years 2009-  
9 2011, and is ineligible for existing reduced dues programs.  
10

11 **Continuing Education (CE)**

12 By a vote of 9-0-1, the board approved complimentary continuing education to all active  
13 duty military personnel at PDA-sponsored CE courses until such time as the federal  
14 government reinstates it.  
15

16 **Resolved** That at PDA sponsored courses, complimentary continuing  
17 **08/13BT04** education be given to all active duty military dental personnel until  
18 such time as it is reinstated by the federal government.  
19

20 (Yes: 2, 3, 4, 5, 6, 7, 8, 9, 10) (No: Response: 1)  
21

22 **Endorsed Vendors**

23 The board unanimously approved a three tier marketing plan for PDA's endorsed  
24 vendor program, which was presented by PDAIS' director of endorsed programs.  
25

26 **Resolved** That the three tier marketing plan for the Endorsed Vendor Program  
27 **09/13BT16** be approved as presented.  
28

29 **Financial**

30 **ADA Campaign Reserve Account**

31 The board voted to rescind HD04-42 which established and funded a restricted reserve  
32 account for ADA campaigns. By a 9-1 vote, the board approved resolution 09/13BT10.  
33  
34

35 **Resolved** That HD 04-42 be rescinded.  
36 **09/13BT10**  
37

38 HD 04-42: That the PDA establish a restricted reserve account to fund future ADA  
39 campaigns by a PDA member. Such account shall be funded annually  
40 with 10% of the audited annual net surplus in an account not to exceed

41 \$15,000 per year, with a maximum account balance not to exceed  
42 \$100,000 and be it further resolved that upon endorsement by the PDA  
43 House of Delegates, a candidate seeking funding will provide a campaign  
44 expense proposal and a post-campaign financial report.

45  
46 (Yes: 1, 3, 4, 5, 6, 7, 8, 9, 10) (No: 2)

47  
48 Audit Process

49 On the recommendation of PDA's auditor, the board unanimously approved  
50 consolidating the PDA and PDAIS financial statements for purposes of the annual audit.

51  
52 **Resolved That the PDA financial statement be consolidated with the PDAIS**  
53 **09/13BT12 financial statement. That the final statements of the individual**  
54 **entities continue to be available for PDA.**

55  
56 Budget

57 By unanimous vote, the board approved both the 2014 budget and the 2014 capital  
58 budget.

59  
60 **Resolved That the 2014 PDA budget in the amount of \$2,885,479 be approved.**  
61 **09/13BT07**

62  
63 **Resolved That the 2014 PDA Capital Budget of \$145,471 to be funded by the**  
64 **09/13BT09 capital reserve fund be approved.**

65  
66 Dues

67 2014 PDA membership dues were adopted unanimously as well.

68  
69 **Resolved That the 2014 PDA membership dues in the amount of \$622 be**  
70 **09/13BT08 approved.**

71  
72 IT Upgrades

73 For the past several years, the PDA budget has included a line item for an upgrade of  
74 PDA's membership database and website. That process was completed in late  
75 February, early March. The board approved \$3,500 for the purchase of additional  
76 custom software to enable PADPAC contributions to be made online.

77  
78 **Resolved That the purchase of the software to enable online PADPAC**  
79 **01/14/BT28 contributions be approved at a cost of \$3,500.**

80  
81 Stipend

82 The PDA Editor stipend of \$2,500 has been part of the annual budget process for many  
83 years. However, there had been no formal resolution similar to those directing the  
84 stipends for other PDA officers. In order to achieve uniformity, the board unanimously  
85 approved resolution 09/13BT14.

86

87 **Resolved** That the Editor receive an annual stipend of \$2,500.  
88 **09/13BT14**

89  
90 **Government Relations**

91 By a vote of 8-0-2, the board agreed to submit a letter of support to accompany a grant  
92 application being submitted by the state Department of Health.

93  
94 **Resolved** That PDA provide a letter of support for a grant application being  
95 **05/13BT01** submitted by the Pennsylvania Department of Health.

96  
97 (Yes: 2, 3, 5, 6, 7, 8, 9, 10) (No Response: 1, 4)

98  
99 A copy of the letter is included on page 3030-152, Appendix A of this report.

100  
101 **Governance**

102 Although historically the board has permitted guests to attend PDA board meetings,  
103 there exists no formal written policy enunciating that practice. The board, by unanimous  
104 vote, formalized its long-standing practice with resolution 01/14/BT26.

105  
106 **Resolved** That guests may be invited by the president to board meetings to  
107 **01/14/BT26** present information deemed important to PDA.

108  
109 The board made a very slight change in the wording of Section 9.3.1.1 of the PDA  
110 *Bylaws* in order to clarify the intent, and to eliminate unnecessary overlap of volunteer  
111 efforts within the Dental Benefits Advisory Group. As written, the *bylaws* specify that  
112 “each” member of the advisory group must act as a liaison to a particular insurance  
113 carrier. That wording potentially would establish an unlimited number of advisory group  
114 liaisons to every insurance company which would create confusion for all parties.  
115 Instead, the intent and the reality is that only one individual is appointed to each  
116 insurance company. The amended language remedies that concern. The following  
117 resolution was passed unanimously.

118  
119 **Resolved** That PDA *Bylaws* section 9.3.1.1 be amended as follows:  
120 **01/14/BT27** To act as the liaison between the PDA and/or its individual members  
121 and the insurance companies administering dental insurance plans  
122 in the Commonwealth of Pennsylvania. Each An advisory group  
123 member shall act as a liaison to an insurance carrier as deemed  
124 appropriate by the advisory group chair.

125  
126 **Membership**

127 The board adopted two bylaws changes recommended by the PDA Membership  
128 Committee. The first would increase life membership dues from 50 percent to 75  
129 percent. By a vote of 8-2 the board passed resolution 01/14/BT24.

130

131 **Resolved** That PDA *Bylaws* article 2.0, annual dues and special assessments,  
132 **01/14/BT24** section 2.2 be amended as follows: life membership dues for  
133 members who derive income related to dentistry shall be ~~50~~ 75  
134 percent of active membership dues and ~~50~~ 75 percent of special  
135 assessments. (Financial impact \$110,418)  
136

137 (Yes: 1, 3, 4, 5, 6, 7, 8, 9) (No: 2, 10)  
138

139 The second *bylaws* amendment would allow dentists residing outside Pennsylvania to  
140 be classified as affiliate members of PDA.  
141

142 **Resolved** That PDA *Bylaws* Article 1.0, Membership, Section 1.8.1 be amended  
143 **09/13MC1** as follows: an ADA member dentist in good standing who practices  
144 in another state ~~and who resides in Pennsylvania, upon application~~  
145 ~~to and approval by the Board,~~ may be classified as an affiliate member.  
146

147 By unanimous vote, the board amended 09/13MC1 and approved it as resolution  
148 01/14/BT25.  
149

150 **Resolved** That PDA *Bylaws* Article 1.0, Membership, Section 1.8.1 be amended  
151 **01/14/BT25** as follows: an ADA member dentist in good standing who practices  
152 outside the Commonwealth of PA in another state and who resides in  
153 Pennsylvania, upon application to and approval by the board, may be  
154 classified as an a PDA affiliate member.  
155

#### 156 **Pennsylvania Dental Foundation (PDF)**

157 The board unanimously approved an amendment to its policy of memorial contributions  
158 to the PDF in order to increase the amount from \$50 to \$100.  
159

160 **Resolved** That the amount of the memorial contribution to the Pennsylvania  
161 **09/13BT06** Dental Foundation upon the passing of any member or former  
162 member of the PDA Board of Trustees shall be \$100.  
163

#### 164 **State Board of Dentistry**

165 The board enthusiastically agreed to nominate Dr. Lisa Deem for a second term as  
166 president of the State Board of Dentistry. By unanimous vote, 12/13BTDA01 was  
167 adopted.  
168

169 **Resolved** That PDA send a letter to Governor Corbett nominating Dr. Lisa  
170 **12/13BTDA01** Deem for president of the State Board of Dentistry.  
171  
172  
173  
174  
175  
176

177 **Resolutions from the Board of Trustees to the House of Delegates**

178

179 **Resolved** That the 2014 PDA budget in the amount of \$2,885,479 be  
180 **3030#1** approved.

181

182 Resolution 3030#1 has been referred to the Informational Hearing on Budget, Finance  
183 and Property.

184

185 **Resolved** That the 2014 PDA Capital Budget of \$145,471 to be funded by the  
186 **3030#2** capital reserve fund be approved.

187

188 Resolution 3030#2 has been referred to the Informational Hearing on Budget, Finance  
189 and Property.

190

191 **Resolved** That HD 04-42 be rescinded.  
192 **3030#3**

193

194 HD 04-42: That the PDA establish a restricted reserve account to fund future  
195 ADA campaigns by a PDA member. Such account shall be funded  
196 annually with 10% of the audited annual net surplus in an account not to  
197 exceed \$15,000 per year, with a maximum account balance not to exceed  
198 \$100,000 and be it further resolved that upon endorsement by the PDA  
199 House of Delegates, a candidate seeking funding will provide a campaign  
200 expense proposal and a post-campaign financial report.

201

202 Resolution 3030#3 has been referred to the Informational Hearing on Budget, Finance  
203 and Property.

204

205 **Resolved** That PDA Bylaws section 9.3.1.1 be amended as follows:  
206 **3030#4** To act as the liaison between the PDA and/or its individual members  
207 and the insurance companies administering dental insurance plans  
208 in the Commonwealth of Pennsylvania. Each An advisory group  
209 member shall act as a liaison to an insurance carrier as deemed  
210 appropriate by the advisory group chair.

211

212 Resolution 3030#4 has been referred to the Reference Committee on Administrative  
213 Affairs.

214

215 **Resolved** That PDA Bylaws article 2.0, annual dues and special assessments,  
216 **3030#5** section 2.2 be amended as follows: life membership dues for  
217 members who derive income related to dentistry shall be 50 75  
218 percent of active membership dues and 50 75 percent of special  
219 assessments. (Financial impact \$110,418)

220

221 Resolution 3030#5 has been referred to the Reference Committee on Administrative  
222 Affairs.

223  
224 **Resolved** That PDA Bylaws article 1.0, membership, section 1.8.1 be amended  
225 **3030#6** as follows: an ADA member dentist in good standing who practices  
226 outside the Commonwealth of PA in another state and who resides in  
227 Pennsylvania, upon application to and approval by the board, may be  
228 classified as a PDA affiliate member.  
229  
230 Resolution 3030#6 has been referred to the Reference Committee on Administrative  
231 Affairs.

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232 **Appendix A**

233  
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March 4, 2013

Mr. Brian Wyant, Director  
Division of Health Risk Reduction  
Pennsylvania Department of Health  
625 Forester Street  
1008 Health and Welfare Building  
Harrisburg, PA 17120

RE: Grants to States to Support Oral Health Workforce Activities

Dear Mr. Wyant:

This letter represents my emphatic support for the proposed grant project which puts forward a plan to build the capacity of the Pennsylvania oral health workforce. The state of Pennsylvania has a total of 143 dental health professional shortage areas and is ranked fifth worst in the nation in regard to the need for additional oral health professionals. And many of the shortage areas have dentists who are nearing retirement age. In order to provide adequate access to oral health care for underserved residents Pennsylvania is in need of 347 practitioners. Over the last five years we have made efforts to attract younger dentists to relocate to these areas. Pennsylvania has a very progressive Dental Law which allows licensed dental auxiliaries to significantly increase the work output. We still feel that external support is necessary to achieve our goal of improving access to oral health care for vulnerable residents of Pennsylvania.

The primary purpose of the proposed grant project is to implement new and innovative strategies that have been proven effective in significantly increasing the oral health outcomes for low-income and uninsured residents in Pennsylvania. I am excited at the prospect of obtaining resources that allow for extensive reforms to our oral health care system, expanded oral health education, incentives for oral health professionals and the addition of new staff to facilitate the work of Pennsylvania's oral health community. I am confident that the proposed project will result in a long-term sustainable investment to promote oral health and prevent disease.

Sincerely,



Bernie P. Dishler, DDS  
President

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BYLAWS COMMITTEE	Dr. Peter P. Korch III, Chair, Speaker of the House (7) Dr. Jeffery B. Sameroff, Secretary (2) Dr. Anand V. Rao (1) Dr. John P. Grove (6) Dr. Wade I. Newman (7) Dr. Joseph E. Ross (9) Dr. Frederick S. Johnson, Consultant (4)	Clearfield Pottstown Philadelphia Jersey Shore Bellefonte New Castle Cleona
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1 **Meetings**

2  
3 A physical meeting was held at the PDA Central Office on Friday, January 24, 2014.  
4 Most work was done online in the PDA Social Networking (SoNet) website.  
5

6 **Response to Assignments from the 2013 House of Delegates (HOD)**

7  
8 The 2013 HOD assigned four resolutions to the Bylaws Committee:  
9

10 **HD 13-10** That the Reference Committee on Organizational Affairs (RCOA)  
11 governance model with 5 Trustee Regions be adopted. Be it further resolved, that the  
12 Bylaws Committee craft the bylaws changes necessary to implement this model and  
13 present those bylaws changes in time for the initial workbook mailing of the 2014  
14 meeting of the PDA House of Delegates. (Fiscal implication: \$0)  
15

16 **HD 13-11** That the Reference Committee on Organizational Affairs (RCOA) PDA  
17 HOD governance model be adopted. Voting shall be done via electronic means or in  
18 person at the Annual Meeting. Be it further resolved, that the Bylaws Committee craft  
19 the bylaws changes necessary to implement this model and present those bylaws  
20 changes in time for the initial workbook mailing of the 2014 meeting of the PDA House  
21 of Delegates. (Fiscal Implication: \$0)  
22

23 **HD 13-12** That the RCOA ADA HOD governance model be adopted. Be it further  
24 resolved, that the Bylaws Committee craft the bylaws changes necessary to implement  
25 this model and present those bylaws changes in time for the initial workbook mailing of  
26 the 2014 meeting of the PDA House of Delegates. (Fiscal implication: \$0)  
27

28 **HD 13-13** That the RCOA ADA Trustee election model be adopted and voting shall  
29 be done via electronic means or in person at the Annual Meeting. Be it further resolved,  
30 that the Bylaws Committee craft the bylaws changes necessary to implement this model  
31 and present those bylaws changes in time for the initial workbook mailing of the 2014  
32 meeting of the PDA House of Delegates. (Fiscal Implication: \$0)  
33

34 After the initial online work by the committee in the summer of 2013, the draft bylaws  
35 were reviewed by PDA legal counsel then distributed to the members of the Board of  
36 Trustees (BoT) in August. Additionally, presidents of the ten PDA districts were invited  
37 to submit the name of a 2014 delegation member to serve on a District Select Review

38 SoNet group to review and comment on the draft bylaws. All but one district complied.  
39 This group included the Speaker of the House of Delegates (as moderator), the PDA  
40 president, president-elect and chair of the Governance Task Force (as observers). The  
41 District Select group was quite active from September-December 2013. To complete the  
42 levels to which comment was solicited, the presidents of all PDA locals as well as the  
43 presidents of the three ASDA chapters in PA were invited to join a similar SoNet group.  
44 Only six local presidents and none of the ASDA chapters participated. PDA department  
45 directors were also given an opportunity to comment on the draft.

46  
47 The comments made by the various groups were incorporated into the draft bylaws  
48 where they did not conflict with the directives of the HoD. The second draft was  
49 presented to the BoT at its January meeting with instruction to comment by March 14,  
50 2014. This final draft appears on page 3030-155 of this workbook.

51

### 52 **Response to Assignments from the Board of Trustees**

53

54 No assignments were made by the BoT.

55

### 56 **Other Efforts by the Committee**

57

58 At its January 24, 2014, meeting, the committee felt that two areas needed to be  
59 addressed. The first involved guests at BoT meetings and the second offered a  
60 clarification to Bylaw 9.3.1.1. The results of the committee discussions and the  
61 associated BoT recommendations may be found in Board Report 3.

62

63 The chair wishes to thank the members and associated staff of the committee for their  
64 exceptional work this year.

65

66 This report is informational only. No resolutions are presented

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## **Appendix A**

Revised

### **Constitution and Bylaws of the Pennsylvania Dental Association**

Adopted by the 2004 House of Delegates  
April 25, 2004

Amended by the 2013 House of Delegates  
April 27, 2013

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ARTICLES OF  
INCORPORATION OF THE  
PENNSYLVANIA DENTAL ASSOCIATION

1. The name of the corporation is "Pennsylvania Dental Association," which name has been duly registered with the Department of State of the Commonwealth of Pennsylvania.
2. The location and post office address of the registered office of the corporation is Harrisburg, Dauphin County, Pennsylvania.
3. The corporation does not contemplate pecuniary gain or profit incidental or otherwise to its members. The purposes for which it is formed are: To improve oral and dental health services to the public by cultivating and promoting the art and science of dentistry; by encouraging and providing for dental research; by disseminating among the profession advanced scientific knowledge; by elevating and sustaining the education of dentists in formal institutions of learning, and by establishing devices that provide opportunities for continuing education after graduation; by promoting the enactment and enforcement of just dental laws, designed to serve the health interests of the people; by enlightening public opinion with respect to the prevention of oral diseases and the care of oral health, as it relates to general health; by directing the procedures and energies of the members of the profession in the interests of public health and welfare.
4. The corporation shall exist perpetually, or until lawfully dissolved.
5. The corporation is to be organized upon a non-stock basis.

WHEREFORE, petitioner respectfully requests your Honorable Court to order and decree that the Articles of Amendment of the said corporation restating the Articles of Incorporation in their entirety as hereinbefore set forth be approved.

**PENNSYLVANIA DENTAL ASSOCIATION**

**ATTEST:**

**/Sgd/ Charles F. McDermott, President**

**/Sgd/ Isaac Sissman, Secretary**

**DECREE**

**July 11, 1962**

That the articles as amended are approved and upon recording of the articles as amended and this Decree in the Office of the Recorder of Deeds in and for the County of Dauphin, which is hereby ordered, the Articles as amended shall become the Articles of Incorporation of the Pennsylvania Dental Association.

**BY THE COURT**

**/Sgd/Homer L. Kreider**

Recorded in the Office of Recorder of Deeds, in and for the County of Dauphin in Charter Book B Vol. 2, Page 469.

---

**CONSTITUTION  
OF THE PENNSYLVANIA  
DENTAL ASSOCIATION**

**ARTICLE I - NAME**

The Pennsylvania Dental Association will hereafter be referred to as "PDA."

**ARTICLE II - PURPOSES**

The purposes of PDA are: to improve oral and dental health services to the public by cultivating and promoting the art and science of dentistry; by encouraging and providing for dental research; by disseminating among the profession advanced scientific knowledge; by elevating and sustaining the education of dentists in formal institutions of learning, and by establishing devices that provide opportunities for continuing education after graduation; by promoting the enactment and enforcement of just dental laws, designed to serve the health interests of the people; by enlightening public opinion with respect to the prevention of oral diseases and the care of oral health, as it relates to general health; by directing the procedures and energies of the members of the profession in the interests of public health and welfare; by providing services for the advancement of the profession of dentistry.

## ARTICLE III - ORGANIZATION

**Section 10. INCORPORATION:** PDA is a nonprofit corporation organized under the laws of the Commonwealth of Pennsylvania. If this corporation shall be dissolved at any time, no part of its funds or property shall be distributed to, or among, its members but, after payment of all indebtedness of the corporation, its surplus funds and properties shall be used for dental research in such manner as the then governing body of PDA may determine.

**Section 20. AFFILIATION:** PDA is a constituent of the American Dental Association (ADA) within the tripartite structure as outlined in the ADA Bylaws.

**Section 30. CENTRAL OFFICE:** The registered office of PDA shall be known as the Central Office, the location of the Central Office will be determined by the Board of Trustees.

**Section 40. MEMBERSHIP:** The membership of PDA shall consist of dentists and other persons whose qualifications and classifications shall be as established in the Bylaws.

**Section 50. COMPONENT SOCIETIES:** PDA shall have component societies which shall be organized into ten (10) districts and their respective local societies chartered in conformity with the Bylaws.

## ARTICLE IV - GOVERNMENT

**Section 10. GOVERNING BODY:** The legislative, administrative and governing body of PDA shall be a Board of Trustees, which may be referred to as the "Board", as provided in the Bylaws.

## ARTICLE V - OFFICERS

**Section 10. ELECTIVE OFFICERS:** The elective Officers of PDA shall be: President, President-Elect, Secretary and Treasurer.

**Section 20. APPOINTIVE OFFICERS:** The appointive officers of PDA shall be Vice President, Editor and Associate Editor, each of whom shall be appointed by the Board as provided in the Bylaws.

## ARTICLE VI - SESSIONS

**Section 10. BUSINESS SESSIONS:** Business sessions of PDA shall be conducted annually by the President.



## **ARTICLE VII - PRINCIPLES OF ETHICS AND CODE OF PROFESSIONAL CONDUCT**

PDA shall follow the ADA Principles of Ethics and Code of Professional Conduct.

## **ARTICLE VIII - AMENDMENTS**

This Constitution may be amended by a three-fourths (3/4) affirmative vote of the members of the Board.

**BYLAWS OF THE  
PENNSYLVANIA DENTAL ASSOCIATION**

1 **ARTICLE 1.0 MEMBERSHIP:** The membership of PDA shall be composed of Active  
2 Members, Honorary Members, Life Members, Retired Members, Affiliate Members,  
3 Associate Members and Student Members. All members are entitled to attend the annual  
4 meeting of the PDA. All active, life and retired members in good standing as well as each  
5 American Student Dental Association chapter in Pennsylvania are entitled to cast a ballot  
6 for the offices of President Elect and Treasurer, ADA Trustee nominee and ADA  
7 delegates/alternates.  
8

9 1.1.1 A member shall be considered in good standing whose dues and special  
10 assessments for the current calendar year have been paid by the last business day  
11 of January, or who is participating in the monthly electronic dues payment program,  
12 and who has not been determined to be ineligible for membership pursuant to  
13 procedures in the PDA Bylaws.  
14

15 1.1.2 An active member whose dues for the current year have not been paid by March 31  
16 of the current year, except those members participating in the monthly electronic  
17 dues payment program whose dues must be paid by December 15 of the current  
18 year, shall cease to be a member.  
19

20 1.1.3 A member of PDA, while receiving assistance from the PDA relief fund, shall be  
21 exempt from the payment of dues and shall be considered to be in good standing  
22 during the period of such assistance.  
23

24 1.1.4 An active member of PDA who qualifies for exemption of dues under the waiver  
25 provision of the ADA Bylaws, Chapter 1, Section 30, shall automatically be exempt  
26 from PDA dues for the same period of time, and shall be considered to be in good  
27 standing during the period of such assistance.  
28

29 1.2 ACTIVE MEMBER  
30

31 1.2.1 Active members shall be dentists whose professional address is within the  
32 Commonwealth of Pennsylvania, and who are licensed by or registered with the  
33 Pennsylvania State Board of Dentistry. Active membership shall originate in any  
34 local society in which the member practices.  
35

36 1.2.2 Any dental officer while serving in an active duty status in any of the armed forces  
37 of the United States who has had a professional address in Pennsylvania or  
38 declares a Pennsylvania address on being separated from the service may become  
39 an active member of PDA while on active duty for a period of time not to exceed  
40 three years.  
41

42 1.2.3 Any dentist eligible for active membership in ADA who is not licensed to practice in  
43 Pennsylvania, but who is teaching or practicing dentistry in Pennsylvania under  
44 circumstances legally permitted under the Dental Practice Act, shall be eligible for  
45 active membership in PDA, its component societies and the local societies.

46  
47 1.2.4 An active member in good standing shall receive annually a certification of  
48 membership, the *Pennsylvania Dental Journal*, and receive other PDA member  
49 benefits and services.

50  
51 1.2.5 An active member in good standing shall be eligible for election or appointment to  
52 any office, committee, advisory group, board or similar position in PDA.

### 53 54 1.3 LIFE MEMBER

55  
56 1.3.1 An active member of PDA, upon being qualified for Life Membership by ADA, shall  
57 automatically become a life member of PDA.

58  
59 1.3.2 A life member in good standing shall receive annually a certification of life  
60 membership and the *Pennsylvania Dental Journal*, and receive other PDA member  
61 benefits and services.

62  
63 1.3.3 A life member in good standing shall be eligible for election or appointment to any  
64 office, committee, advisory group, board or similar position in PDA.

### 65 66 1.4 RETIRED MEMBER

67  
68 1.4.1 An active member of PDA upon being qualified for Retired Membership by ADA,  
69 shall automatically become a retired member of PDA.

70  
71 1.4.2 A retired member in good standing shall receive annually a certification of life  
72 membership and the *Pennsylvania Dental Journal*, and receive other PDA member  
73 benefits and services.

74  
75 1.4.3 A retired member in good standing shall be eligible for election or appointment to  
76 any office, committee, advisory group, board or similar position in PDA.

### 77 78 1.5 STUDENT MEMBER

79  
80 1.5.1 American Student Dental Association members who are not licensed to practice  
81 dentistry and who are engaged in full time pre-doctoral or post-doctoral study in  
82 accredited dental educational institutions in the Commonwealth of Pennsylvania  
83 shall automatically be student members.

84  
85 1.5.2 A student member shall be entitled to receive other PDA member benefits and  
86 services as the Board may determine.

87

- 88 1.6 HONORARY MEMBER  
89  
90 1.6.1 Honorary members shall be individuals who have made an outstanding contribution  
91 to the advancement of the art and science of dentistry. They shall be elected by a  
92  $\frac{3}{4}$  vote of the Board, provided their nomination has been initiated by the written  
93 request of ten active members of PDA.  
94  
95 1.6.2 An honorary member shall receive a certificate of honorary membership, the  
96 *Pennsylvania Dental Journal*, and receive other PDA member benefits and services  
97 as the Board may determine.  
98  
99 1.7 ASSOCIATE MEMBER  
100  
101 1.7.1 A person, not eligible for any other type of membership in PDA, who contributes to  
102 the advancement of PDA and has not met the educational requirements for  
103 licensure as a dentist anywhere in the United States, upon application to and  
104 approval by the Board, shall be classified as an associate member of PDA.  
105  
106 1.7.2 An associate member in good standing shall receive annually a certification of  
107 associate membership and the *Pennsylvania Dental Journal*.  
108  
109 1.8 AFFILIATE MEMBER  
110  
111 1.8.1 An ADA member dentist in good standing who practices in another state and who  
112 resides in Pennsylvania, upon application to and approval by the Board, may be  
113 classified as an affiliate member.  
114  
115 1.8.2 An affiliate member in good standing shall receive annually a certification of affiliate  
116 membership, the *Pennsylvania Dental Journal*, and receive other PDA member and  
117 services as the Board may determine.  
118  
119

## 120 **ARTICLE 2.0 ANNUAL DUES AND SPECIAL ASSESSMENTS**

- 121  
122 2.1 Dues and special assessments shall be determined by the Board and shall be  
123 payable by January first of each year. Passage shall require a two-thirds (2/3)  
124 majority vote.  
125  
126 2.1.1 Active members shall be exempt from the payment of dues and any special  
127 assessments for the remaining period of that year and the following first full  
128 calendar year in which they were awarded a DDS or DMD degree or upon  
129 completion of an accredited advanced training program.  
130  
131 2.1.2 Active members shall pay 25 percent of dues and special assessments for the  
132 second full calendar year following the year in which the DDS or DMD degree was  
133 awarded or advanced training program was completed, 50 percent of dues and

134 special assessments in the third year, 75 percent in the fourth year and 100 percent  
135 in the fifth year and thereafter. Eligibility for this benefit shall be conditioned on  
136 maintenance of continuous membership or payment of reduced dues and special  
137 assessment(s) for the years not previously paid, at the rates current during the  
138 missing year(s).  
139

140 2.2 Life membership dues for members who derive income related to dentistry shall be  
141 50 percent of active membership dues and 50 percent of special assessments.  
142

143 2.3 Life members who derive no income related to dentistry shall be exempt from the  
144 payment of dues and special assessments.  
145

146 2.4 Retired membership dues shall be 25 percent of active membership dues and 25  
147 percent of special assessments.  
148

149 2.5 Student members shall be exempt from the payment of dues and special  
150 assessments.  
151

152 2.6 Honorary members shall be exempt from the payment of dues and special  
153 assessments.  
154

155 2.7 Associate membership dues shall be 25 percent of active membership dues and 25  
156 percent of special assessments.  
157

158 2.8 Affiliate membership dues shall be 25 percent of active membership dues and 25  
159 percent of special assessments.  
160

161 2.9 The annual dues shall be determined by the Board at the time that the Board  
162 approves the budget. Passage of dues shall require a two-thirds (2/3) majority vote  
163 of all trustees.  
164

165 2.9.1 The Board may authorize limited dues reduction, up to fifty percent (50%) of active  
166 member dues and any special assessments for the purpose of promoting active  
167 membership in Pennsylvania through marketing campaigns recommended by the  
168 Membership Committee. This reduction of active member dues and any special  
169 assessments shall be on a one-time only basis.  
170

171 2.10 PDA dues and special assessments for any member called to active duty in the  
172 uniformed forces of the United States shall be waived during the period of service.  
173

174 2.11 SPECIAL ASSESSMENTS  
175

176 2.11.1 The Board may levy a special assessment for the purpose of funding a specific  
177 project of limited duration.  
178

179 2.11.2 Such assessment shall be for a specific project to be funded by the proposed  
180 assessment, the time frame of the project, and the amount and duration of the  
181 proposed assessment shall be clearly presented in giving notice to the members  
182 at the annual meeting.

183  
184 2.11.3 The Board may consider only one (1) specific project to be funded by a proposed  
185 assessment at any session; however, two (2) or more special assessments,  
186 adopted at different sessions, may be in force at the same time.

187  
188  
189 **ARTICLE 3.0 COMPONENT SOCIETIES**

190  
191 **3.1 DISTRICT SOCIETIES**

192  
193 3.1.1 District societies shall be organized geographically within the Commonwealth of  
194 Pennsylvania and shall be chartered by PDA to provide for the representation of the  
195 members of the component societies to PDA.

196  
197 3.1.2 The districts shall be organized by counties as follows:

198  
199 **DISTRICT 1:** Philadelphia

200  
201 **DISTRICT 2:** Bucks, Chester, Delaware, Lehigh, Montgomery and Northampton

202  
203 **DISTRICT 3:** Carbon, Columbia, Lackawanna, Luzerne, Monroe, Pike, Susquehanna,  
204 Wayne and Wyoming and the area of Schuylkill County which is east of  
205 Route 309 between McAdoo and Tamaqua and north of Route 443 between  
206 south Tamaqua and the Carbon County border.

207  
208 **DISTRICT 4:** Berks, Lebanon and Schuylkill except that area of Schuylkill County which is  
209 east of Route 309 between McAdoo and south Tamaqua and north of Route  
210 443 between Tamaqua and the Carbon County border.

211  
212 **DISTRICT 5:** Adams, Cumberland, Dauphin, Franklin, Fulton, Juniata, Lancaster, Mifflin,  
213 Perry and York

214  
215 **DISTRICT 6:** Bradford, Clinton, Lycoming, Montour, Northumberland, Snyder, Sullivan,  
216 Tioga and Union

217  
218 **DISTRICT 7:** Bedford, Blair, Cambria, Centre, Clearfield, Huntingdon and Somerset

219  
220 **DISTRICT 8:** Cameron, Clarion, Elk, Forest, Jefferson, McKean, Potter and Warren

221  
222 **DISTRICT 9:** Crawford, Erie, Lawrence, Mercer and Venango

223

224 **DISTRICT 10:** Allegheny, Armstrong, Beaver, Butler, Fayette, Greene, Indiana,  
225 Washington and Westmoreland  
226

227 3.1.3 POWERS AND DUTIES  
228

229 3.1.3.1 Each district society shall elect its officers.  
230

231 3.1.3.2 Each district society shall adopt and maintain a constitution and bylaws, which  
232 shall not be in conflict with the Constitution and Bylaws of PDA and shall file a  
233 copy thereof and any subsequent changes with PDA.  
234

235 3.1.3.3 Each district society may organize its members into local societies within the limits  
236 imposed by the Bylaws.  
237

238 3.1.3.4 Each district society shall provide for its financial support.  
239

240 3.1.3.5 Each district society shall have the power to initiate disciplinary proceedings as  
241 provided by the Bylaws in Article 12.  
242

243 3.1.4 MEMBERSHIP  
244

245 3.1.4.1 Members shall be dentists practicing or residing within the district, dentists  
246 engaged in education or research or other activities furthering the purpose of  
247 PDA, retired dentists who reside in the district and federal dental officers. Retired  
248 dentists who no longer reside in Pennsylvania may retain membership in the  
249 district in which they maintained membership prior to retirement. A member of a  
250 trustee district must also be a member of a local society.  
251

252 3.1.4.2 Any member may petition the PDA Board to be considered for membership in a  
253 district other than as authorized in Article 3.1.4.1.  
254

255 3.1.5 RESOLUTION OF DISPUTES: Disputes arising between component societies  
256 may be referred to the PDA Board for hearing and decision, whose decision shall  
257 be final.  
258

259 3.2 LOCAL SOCIETIES  
260

261 3.2.1 Local societies shall be organized within each district in conformity with a plan  
262 approved by the district society of which they shall be recognized entities.  
263

264 3.2.2 POWERS AND DUTIES  
265

266 3.2.2.1 Each local society shall elect officers.  
267

268 3.2.2.2 Each local society shall adopt and maintain a constitution and bylaws, which shall  
269 not be in conflict with the Constitution and Bylaws of PDA and shall file a copy  
270 thereof and any subsequent changes with PDA.

271  
272 3.2.2.3 Each local society shall review applications for membership from dentists  
273 practicing within its jurisdiction and forward any comments to the district and PDA.  
274

275 3.2.2.4 Each local society shall provide for its financial support.  
276

277 3.2.2.5 Each local society shall have the power to initiate disciplinary proceedings as  
278 provided by the Bylaws in Article 12.  
279

### 280 3.2.3 TRANSFER OF LOCAL SOCIETY

281  
282 3.2.3.1 Local societies may be transferred from one district to another by filing a written  
283 request with PDA containing signatures of two-thirds (• ) of the members of the  
284 local society. Said request shall contain the reasons supporting the transfer  
285 request.  
286

287 3.2.3.2 The district in which the local society is located must provide written consent to  
288 PDA.  
289

290 3.2.3.3 The district with which the local society desires to affiliate must provide written  
291 consent to PDA.  
292

293 3.2.3.4 The request shall be brought before the Board for approval.  
294  
295

## 296 **ARTICLE 4.0 MEMBERSHIP MEETINGS**

### 297 298 4.1 ANNUAL MEETINGS

299  
300 4.1.1 The Board shall convene a meeting of the membership annually within 30 days of  
301 May 1. Such annual meetings shall convene for not less than one (1) day nor  
302 more than four (4) consecutive days, as determined by the Board.  
303

304 4.1.2 Official notice of the time and place of each annual meeting shall be sent to each  
305 PDA member in good standing not less than thirty (30) days before the opening of  
306 such meeting and be published in the *Pennsylvania Dental Journal*.  
307

### 308 4.2 SPECIAL MEETINGS

309  
310 4.2.1 A special meeting of the membership shall be called by the president to consider  
311 only such business as shall be mentioned in the call:  
312



- 313 4.2.2 If so directed by a resolution adopted by vote of three-fourths ( $\frac{3}{4}$ ) of the members  
314 of the Board present and voting at any meeting of the Board. The time and place  
315 of such special meeting shall be determined by the president, who shall fix a date  
316 not later than forty-five (45) days after the date the vote was taken.  
317
- 318 4.2.3 Official notice of the time and place of each special meeting shall be sent to each  
319 PDA member in good standing not less than thirty (30) days before the opening of  
320 such meeting.  
321

## 322 **ARTICLE 5.0 DELEGATES TO THE ADA HOUSE OF DELEGATES**

- 325 5.1 The delegates shall be the official PDA representatives in the ADA House of  
326 Delegates.  
327
- 328 5.1.1 The PDA president, president-elect and regional trustees shall be delegates to  
329 ADA. The president shall act as chair of the delegation, and report the activities of  
330 the delegation to the Council of District Presidents within 30 days of the last  
331 meeting of the ADA House of Delegates.  
332
- 333 5.1.2 In addition to those individuals named in Article 5.1.1, the attendees of the  
334 annual meeting shall elect by ballot, from among the PDA membership, any  
335 remaining delegates and alternates. Those receiving the highest number of  
336 votes will be elected as delegates. The order of service of alternate delegates  
337 shall be determined by the results of the election.  
338
- 339 5.1.3 Following the election, the President shall announce the delegates and alternate  
340 delegates to serve for the following ADA annual meeting.  
341
- 342 5.1.4 In the event of a vacancy of a PDA trustee serving as ADA delegate, the trustee  
343 region may select a replacement delegate as permitted by ADA.  
344
- 345 5.1.5 ADA delegates will be limited to 5 (five) consecutive 1 (one) year terms. Elected  
346 officers may serve additional terms as outlined in these bylaws. No delegate may  
347 serve more than 7 (seven) consecutive 1 (one) year terms.  
348
- 349 5.2 ADA DELEGATION  
350
- 351 5.2.1 The PDA president shall chair the delegation and shall, in advance of the first  
352 called meeting of the ADA House of Delegates, issue a call for a caucus of the  
353 delegation, to consider such matters as may be considered by the ADA House of  
354 Delegates. The PDA delegation shall elect a Secretary from the delegation. In  
355 the absence of the Secretary, the delegation shall elect a clerk as acting  
356 Secretary.  
357

358 5.2.2 Should the PDA president be absent from any caucus or meeting of the ADA  
359 House of Delegates, the Secretary shall act as chair. In the absence of the  
360 President and Secretary, the clerk shall act as chair.

361  
362 5.2.3 The PDA Board and the delegation shall have the authority to submit resolutions  
363 to the ADA House of Delegates.

364  
365

## 366 **ARTICLE 6.0 TRUSTEES**

367  
368 6.1 QUALIFICATIONS: A trustee must be an active, retired or life member, in good  
369 standing, and a member of one of the local societies which compose the regional  
370 trustee district the member is elected to represent. Should the status of any trustee  
371 change in regard to the preceding qualifications during the term of office, that  
372 office shall be declared vacant and the president(s) of the district society(ies) which  
373 the regional trustee represents shall determine who shall fill such vacancy as  
374 provided in the Bylaws.

375  
376 6.2 TERM OF OFFICE: The term of office of the trustee shall be three (3) years.

377  
378 6.2.1 No trustee shall serve consecutive terms.

379  
380 6.2.2 No trustee may serve concurrently as a PDA officer except as PDA Secretary.

381  
382 6.2.3 A member who has previously served a full term as trustee may serve an additional  
383 term after a hiatus of three years.

384  
385 6.2.4 A member who has previously served a full term as trustee may be eligible to fulfill  
386 any unexpired term.

387  
388 6.2.5 A member who has fulfilled an unexpired term shall be eligible to serve a full term  
389 as trustee.

390  
391 6.3 ELECTIONS: Each trustee shall be elected by the trustee region immediately  
392 preceding the expiration of the term of office of the predecessor. Each district  
393 within the trustee region shall certify that this election was held in accordance with  
394 these provisions, and shall forward this certification in writing to the PDA secretary  
395 prior to the opening of the PDA annual meeting.

396  
397 6.4 VACANCY

398  
399 6.4.1 In the event of a vacancy in the office of a trustee, the president(s) of the district(s)  
400 from which the vacancy occurs shall appoint a member in good standing from that  
401 region to fill such office until a successor is elected by that region for the remainder  
402 of the unexpired term.

403

404 6.4.2 In the event that a regional trustee district will not be represented for an entire  
405 regular or special meeting of the Board, the district president(s) shall appoint an  
406 active, retired or life member in good standing from that trustee region as the  
407 trustee to serve until the final adjournment of the regular or special meeting. PDA  
408 officers, except the president, may serve in this limited capacity  
409  
410

## 411 **ARTICLE 7.0 OFFICERS**

412  
413 7.1 ELECTIVE OFFICERS: The elective officers of PDA shall be president, president-  
414 elect, secretary and treasurer.  
415

416 7.1.2 The President-Elect and Treasurer are elected by the membership at the Annual  
417 Meeting; the Secretary is elected by the Board from one of the Regional  
418 Trustees.  
419

420 7.1.3 Only an active, retired or life member, in good standing, shall be eligible to serve as  
421 an elective officer.  
422

423 7.1.4 In the event the office of president becomes vacant, the president-elect shall fulfill  
424 the unexpired term. The president-elect shall succeed to the office of president  
425 without other election at the next annual meeting.  
426

427 7.1.5 In the event the office of the president-elect becomes vacant, the office of president  
428 for the ensuing year shall be filled at the next annual meeting.  
429

430 7.1.6 In the event both the offices of president and president-elect become vacant, the  
431 trustees shall elect from among the trustees and other elective officers a president  
432 to serve the unexpired portion of the term.  
433

434 7.1.7 In the event of a vacancy in the office of treasurer the Board shall elect an active,  
435 retired or life member in good standing to fulfill the unexpired portion of the term.  
436

437 7.1.8 The elective officers shall serve for a term of one (1) year. The president and  
438 president-elect shall serve one (1) term. The treasurer may serve three (3)  
439 consecutive one year terms.  
440

441 7.2 APPOINTIVE OFFICERS: The appointive officers of PDA shall be vice president,  
442 editor and associate editor, each of whom shall be appointed by the Board.  
443

444 7.2.1 Only an active, retired or life member, in good standing, shall be eligible to serve as  
445 an appointive officer.  
446

447 7.2.2 The vice president shall serve for a term of one year.  
448

- 449 7.2.3 The editor shall serve an initial term of four (4) years. Thereafter that person shall  
450 be eligible for appointment to not more than four (4) consecutive one (1) year  
451 terms.  
452
- 453 7.2.4 An associate editor may be appointed annually or when necessary.  
454
- 455 7.3 DUTIES  
456
- 457 7.3.1 PRESIDENT  
458
- 459 7.3.1.1 To serve as an official representative of PDA in its contacts with governmental,  
460 civic, business and professional organizations for the purpose of advancing the  
461 objects and policies of PDA.  
462
- 463 7.3.1.2 To serve as chair and ex officio member of the Board and to perform such duties  
464 as are provided in the Bylaws.  
465
- 466 7.3.1.3 To provide the membership with a report of the activities of the office and the  
467 matters which may be deemed important to the public and the dental profession at  
468 the association's annual meeting  
469
- 470 7.3.1.4 To call special meetings of the membership and the Board as provided in the  
471 Bylaws.  
472
- 473 7.3.1.5 To appoint the members of advisory groups, committees, and trustee liaisons  
474 unless otherwise provided for in the Bylaws.  
475
- 476 7.3.1.6 To cast the deciding vote in the case of a tie, as provided in the Bylaws.  
477
- 478 7.3.1.7 To make provisional decisions in emergency situations, when the Bylaws and  
479 Policy are silent, until the Board can act.  
480
- 481 7.3.1.8 To appoint a vice-president.  
482
- 483 7.3.2 PRESIDENT-ELECT  
484
- 485 7.3.2.1 To assist the president as requested.  
486
- 487 7.3.2.2 To serve as an ex officio member of the Board and to perform such duties as are  
488 provided in the Bylaws.  
489
- 490 7.3.2.3 To succeed to the office of president without other election at the conclusion of the  
491 annual meeting following election as president-elect.  
492
- 493 7.3.2.4 To address the membership at the association's annual meeting and propose a  
494 course of action for the coming year.

- 495  
496 7.3.2.5 To annually compile the CEO evaluation and report the results to the Board.  
497  
498 7.3.3 SECRETARY  
499  
500 7.3.3.1 Elected for a one year term to serve as a member of the Board and to perform  
501 such duties as are provided in the Bylaws.  
502  
503 7.3.3.2 To cause a complete record of all proceedings of PDA to be kept and to cause to  
504 be published the attendance records of all meetings.  
505  
506 7.3.3.3 To notify all officers and committees of their election or appointment.  
507  
508 7.3.3.4 To keep the seal of PDA and cause it to be affixed to the district society charters,  
509 ADA delegate certificates, and to other official documents after they have been  
510 properly accredited and signed.  
511  
512 7.3.3.5 To give a full and detailed report on Board proceedings to the membership during  
513 the annual meeting.  
514  
515 7.3.3.6 To cause one issue of each of the unbound volumes of the proceedings of PDA  
516 and of the *Pennsylvania Dental Journal* to be bound and filed with those  
517 previously bound as permanent records of PDA.  
518  
519 7.3.3.7 To examine the Constitution and Bylaws and suggest to the Board any changes  
520 that will advance the administrative efficiency of PDA.  
521  
522 7.3.3.8 Immediately following the annual advisory from ADA, to compute the ADA district  
523 delegate entitlement and to cause the district secretaries to be advised.  
524  
525 7.3.4 TREASURER  
526  
527 7.3.4.1 To serve as an ex officio member of the Board and to perform such duties as are  
528 provided in the Bylaws.  
529  
530 7.3.4.2 To cause all funds of PDA to be kept in depositories selected with the approval of  
531 the Board.  
532  
533 7.3.4.3 To cause monies to be paid out for all appropriate expenses as outlined in the  
534 annual budget or by direction of the Board.  
535  
536 7.3.4.4 To give a bond in an amount as requested by the Board.  
537  
538 7.3.4.5 To give a full and detailed report on PDA's financial state to the membership  
539 during the annual meeting.  
540

- 541 7.3.5 VICE PRESIDENT  
542  
543 7.3.5.1 To serve as general chair of the annual meeting.  
544  
545 7.3.6 EDITOR  
546  
547 7.3.6.1 To serve as editor of the *Pennsylvania Dental Journal*.  
548  
549 7.3.6.2 To perform such other duties as provided in the *PDA Policy Manual* or as directed  
550 by the Board.  
551  
552 7.3.7 ASSOCIATE EDITOR  
553  
554 7.3.7.1 To serve as associate editor of the *Pennsylvania Dental Journal*.  
555  
556 7.3.7.2 To perform such other duties as provided in the *PDA Policy Manual* or as directed  
557 by the editor.  
558  
559  
560 **ARTICLE 8.0 BOARD**  
561  
562 8.1 TRUSTEE REGIONS  
563  
564 8.1.1 The following Districts will be combined into Trustee regions  
565  
566 TRUSTEE REGION 1: District 1 and District 3  
567 TRUSTEE REGION 2: District 2  
568 TRUSTEE REGION 3: District 4 and District 5  
569 TRUSTEE REGION 4: District 6, District 7 and District 8  
570 TRUSTEE REGION 5: District 9 and District 10  
571  
572 8.1.2 Each Trustee Region shall adopt and maintain a system to elect a trustee to the  
573 PDA Board  
574  
575 8.2 COMPOSITION  
576  
577 8.2.1 The Board shall consist of one (1) member elected from each of the five (5) trustee  
578 regions, the president, president-elect, and treasurer.  
579  
580 8.2.2 The five (5) elected regional trustees shall constitute the voting membership of the  
581 Board.  
582  
583 8.2.3 The president shall cast the deciding vote in the case of a tie.  
584  
585 8.2.4 The five (5) elected regional trustees shall be divided into two (2) groups of two (2)  
586 and a group of one (1) respectively, one group to be elected annually.

587  
588 8.3 POWERS AND DUTIES  
589  
590 8.3.1 The Board shall be the managing body of PDA, vested with full power to conduct all  
591 business of PDA subject to the laws of the Commonwealth of Pennsylvania, the  
592 Articles of Incorporation, the Constitution and Bylaws.  
593  
594 8.3.2 It shall have the power to hire a chief executive officer, determine the salary and  
595 tenure of the chief executive officer.  
596  
597 8.3.3 It shall have the power to establish rules and regulations not inconsistent with the  
598 Bylaws to govern its organization, procedure and conduct.  
599  
600 8.3.4 It shall have the power to direct the president to call a special meeting of the  
601 membership as provided in the Bylaws.  
602  
603 8.3.5 To provide for the supervision and maintenance of the Central Office and all other  
604 property or offices owned or operated by PDA.  
605  
606 8.3.6 To appoint members in good standing to the office of editor and associate editor.  
607  
608 8.3.7 To determine the time and place of each annual meeting within the limits set forth in  
609 these Bylaws.  
610  
611 8.3.8 To cause to be bonded by a reliable surety company any officer or PDA employee  
612 entrusted with PDA funds.  
613  
614 8.3.9 To cause all PDA accounts to be audited annually by an independent auditor and to  
615 furnish a copy of the audit to the membership at the annual meeting.  
616  
617 8.3.10 To prepare a budget for the activities of PDA for each fiscal.  
618  
619 8.3.11 To provide for the publication and distribution of all official publications of PDA.  
620  
621 8.3.12 To review the annual reports of all PDA advisory groups and committees.  
622  
623 8.3.13 To submit an annual report to the membership during the annual meeting  
624 concerning its activities.  
625  
626 8.3.14 To approve and/or remove advisory group and committee members.  
627  
628 8.3.15 To select and forward nominee(s) for the PA State Board of Dentistry.  
629  
630 8.3.16 To review and evaluate, not less than once each five years, every PDA advisory  
631 group and committee (Sunset Review).  
632

- 633 8.3.17 To maintain a relationship with the Alliance of the PDA (APDA).  
634
- 635 8.3.18 To strengthen and maintain relations between PDA and other dental and health  
636 related organizations.  
637
- 638 8.3.19 To present nominee(s) for ADA Trustee for election.  
639
- 640 8.3.20 To perform such other duties as are prescribed by these Bylaws.  
641
- 642 8.4 MEETINGS  
643
- 644 8.4.1 The Board shall hold a minimum of three (3) scheduled meetings each year. The  
645 number of scheduled meetings to be held in excess of three (3) shall be determined  
646 by the Board.  
647
- 648 8.4.2 Special meetings of the Board may be called at any time by the president on  
649 request of three (3) Board members. Notice of any such meeting shall be given to  
650 each Board member at least ten (10) days in advance. No other business shall be  
651 considered except as provided in the notice, unless unanimous consent is obtained  
652 from the members present and voting.  
653
- 654 8.4.3 The Board may conduct its business by meeting in person, telephonically, by mail,  
655 or through any form of electronic communication. All actions will require majority  
656 vote unless otherwise specified in the Bylaws.  
657
- 658 8.4.4 A majority of the voting members of the Board shall constitute a quorum for the  
659 transaction of business at any meeting unless otherwise specified in the bylaws.  
660
- 661 8.4.5 PDA legal counsel shall handle matters of parliamentary procedure.  
662
- 663 8.5 OFFICERS  
664
- 665 8.5.1 The PDA president shall be the chair.  
666
- 667 8.5.1.1 The chair shall set the agenda for all meetings of the Board.  
668
- 669 8.5.1.2 The chair shall cast the deciding vote in the case of a tie.  
670
- 671 8.5.1.3 In the absence of the secretary, the chair shall appoint a secretary pro tem.  
672
- 673 8.5.2 In the absence of the president, the president-elect shall serve as chair. In the  
674 absence of both the president and the president-elect, the Board shall elect a non-  
675 voting member as chair pro tem.



676 **ARTICLE 9.0 COMMITTEES AND ADVISORY GROUPS**

677  
678 9.1 GENERAL RULES

679  
680 9.1.1 The purpose of the committee structure is to carry out the policies established by  
681 the Board, to perform the duties as provided in these bylaws, and to advance the  
682 strategic plan of the PDA under the direction of the Board.

683  
684 9.1.1.1 The purpose of the advisory group structure is to perform the task as defined by  
685 the Board and to assist in advancing the strategic plan of the PDA.

686  
687 9.1.2 All members of committees, except as provided for elsewhere in the Bylaws, shall  
688 be selected based on experience and interest. Committee members shall be  
689 appointed by the president after approval by the Board.

690  
691 9.1.2.1 All members of all advisory groups shall be selected based on experience, skill  
692 set and interest. Advisory group members shall be appointed by the president after  
693 approval by the Board.

694  
695 9.1.2.2 Advisory group members shall be members in good standing in the PDA.  
696 Advisory groups may invite consultants as deemed necessary. Consultants can be  
697 persons who are not dentists as well as dentists who are not PDA members. Only  
698 appointed PDA member dentists of the advisory group shall be entitled to a vote  
699 within the advisory group. All actions and/or decisions of an advisory group shall be  
700 managed by a simple majority of the voting members of that group.

701  
702 9.1.3 A committee member shall serve no more than five (5) consecutive one-year terms  
703 and may be reappointed to the same or any other committee after a one (1) year  
704 hiatus.

705  
706 9.1.3.1 A member who initially is appointed to a committee by the Board via an  
707 association midyear appointment shall retain the eligibility to serve the full  
708 complement of no more than five (5) consecutive one-year terms to that committee.

709  
710 9.1.3.2 Advisory group members shall serve up to one-year or until the defined task is  
711 complete, whichever comes first. There shall be no appointment term limits for  
712 advisory group members. Advisory group members may be reappointed to the  
713 same or any other advisory group via the adopted current process as often as  
714 deemed appropriate by the Board to meet the needs of PDA.

715  
716 9.1.3.3 Advisory group members may not serve as a voting member on more than one  
717 advisory group at any time. An advisory group member may concurrently serve on  
718 a different advisory group as a non-voting consultant or a non-voting liaison.

719  
720 9.1.4 Committee chairs shall be elected by majority vote at the last meeting of each year  
721 for the following year except as otherwise provided in these Bylaws. The term of the

722 committee chair, as chair, shall be one year; the chair may be reelected for a  
723 maximum of three consecutive one-year terms. Years of service as chair are  
724 included in the term limitation. In the event that the chair can no longer serve, the  
725 committee will elect a chair.  
726

727 9.1.4.1 Advisory group chairs shall be appointed by the President. The term of the  
728 advisory group chair shall be up to one year with a one year extension at the  
729 discretion of the President. In the event that the chair can no longer serve, the  
730 advisory group members will select a new chair in consultation with the President.  
731

732 9.1.5. PDA Trustees and PDA Officers shall not serve as advisory group members,  
733 except as otherwise specified in the Bylaws. The PDA President shall assign at  
734 least one Trustee and/or Officer to each advisory group as liaison between the  
735 advisory group and the Board.  
736

737 9.1.6 Committees shall outline their annual agenda and submit it to the Board within sixty  
738 (60) days of the completion of the PDA Annual Meeting. Annual agendas shall be  
739 reviewed and/or amended by the Board in order to ensure the activities of  
740 committees are in concert with PDA directives and the strategic plan. Committees  
741 shall report their activities annually to the Board or whenever requested by the  
742 Board.  
743

744 9.1.6.1 Advisory groups shall submit update reports to the Board within fifteen (15) days  
745 of a regularly scheduled Board meeting or whenever requested by the board.  
746 Advisory groups shall provide a final report of their activities to the Board.  
747

748 9.1.7 Advisory groups and committees shall plan only electronic or telephonic meetings  
749 to achieve their stated purpose. Electronic business conduct shall follow the  
750 adopted format for e-business conduct of PDA committees.  
751

752 9.1.7.2 A member of an advisory group may be removed by a majority vote of the Board  
753 at any time as deemed necessary. Any member removed shall not be eligible to  
754 serve on a PDA advisory group for a period of at least one year.  
755

756 9.1.7.3 A member of an advisory group may resign at any time as deemed necessary.  
757 Any member who resigns shall be immediately eligible to serve on a PDA advisory  
758 group as deemed appropriate by the board.  
759

760 9.1.8 Exceptions to 9.1.1 through 9.1.7.3 may be made by a two-thirds (2/3) vote of the  
761 Board.  
762

763 9.2 COMMUNICATIONS AND PUBLIC RELATIONS ADVISORY GROUP  
764

765 9.2.1 DUTIES  
766

767 9.2.1.1 To promote quality oral care in the Commonwealth of Pennsylvania through  
768 member and public communication initiatives.  
769

770 9.2.1.2 To maintain primary responsibility and to assist in the development of content and  
771 design of the PDA website and the publications of the PDA.  
772

773 9.3 DENTAL BENEFITS ADVISORY GROUP  
774

775 9.3.1 DUTIES  
776

777 9.3.1.1 To act as the liaison between the PDA and/or its individual members and the  
778 insurance companies administering dental insurance plans in the Commonwealth  
779 of Pennsylvania. An advisory group member shall act as a liaison to an insurance  
780 carrier as deemed appropriate by the advisory group chair.  
781

782 9.3.1.2 To advocate for PDA on health care related legislative efforts.  
783

784 9.4 GOVERNMENT RELATIONS ADVISORY GROUP  
785

786 9.4.1 DUTIES  
787

788 9.4.1.1 To encourage the improvement of the health of the citizens of Pennsylvania and  
789 to promote the art and science of dentistry through appropriate legislative or  
790 regulatory activities.  
791

792 9.4.1.2 To review legislative proposals, regulatory issues and government agency  
793 programs and to recommend actions to the Board.  
794

795 9.4.1.3 To assist individual members, component societies and the PDA lobbyist with  
796 issues that concern dental law and regulation.  
797

798 9.4.1.4 To maintain a working relationship with PADPAC, ADPAC and the State Board of  
799 Dentistry.  
800

801 9.5 MEMBERSHIP COMMITTEE  
802

803 9.5.1 This committee shall be composed of eleven (11) members, one (1) from each  
804 district and one (1) member from the New Dentist Committee.  
805

806 9.5.2 DUTIES  
807

808 9.5.2.1 To develop and implement initiatives for membership recruitment and retention.  
809

810 9.5.2.2 To improve and communicate membership benefits to members and non-  
811 members.  
812

- 813 9.6 ANNUAL AWARDS COMMITTEE  
814
- 815 9.6.1 This committee shall be composed of the five (5) living immediate past presidents  
816 with the senior in service acting as the chair.  
817
- 818 9.6.2 The duty of this committee shall be to select the recipients of the PDA Annual  
819 Award, the PDA Recognition Award and the PDA Public Service Award.  
820
- 821 9.7 CONCERNED COLLEAGUE ADVISORY GROUP  
822
- 823 9.7.1 DUTIES  
824
- 825 9.7.1.1 To disseminate information, after review and approval by the Board, to dental  
826 professionals, component societies and dental students concerning impairment.  
827
- 828 9.7.1.2 To offer assistance to impaired members of the dental team.  
829
- 830 9.7.1.3 To utilize a Health and Well-Being Program to provide monitoring, support and  
831 education as dental professionals re-enter practice and continue to recover from  
832 impairments.  
833
- 834 9.8 NEW DENTIST COMMITTEE  
835
- 836 9.8.1 This committee shall be composed of up to ten (10) members, each representing a  
837 different district if possible, who meet the requirements of a “New Dentist” as  
838 defined by ADA.  
839
- 840 9.8.2 DUTIES  
841
- 842 9.8.2.1 To recruit and retain new dentists as members.  
843
- 844 9.8.2.2 To identify the needs and concerns of new dentists and make recommendations  
845 to the Board to address those needs and concerns.  
846
- 847 9.8.2.3 To provide information to assist new dentists in establishing a practice.  
848
- 849 9.8.2.4 To support the activities of the American Student Dental Association chapters in  
850 Pennsylvania dental schools.  
851
- 852 9.8.2.5 To communicate the value of organized dentistry to students at the Pennsylvania  
853 dental schools.  
854
- 855 9.9 ENVIRONMENTAL ISSUES ADVISORY GROUP  
856
- 857 9.9.1 DUTIES  
858

859 9.9.1.1 To monitor environmental legislation and regulation at all levels and disseminate  
860 information to PDA members and component societies.  
861

862 9.9.1.2 To build and maintain relationships with regulatory agencies involved in  
863 environmental issues.  
864

865 9.10 ACCESS TO ORAL HEALTH ADVISORY GROUP  
866

867 9.10.1 DUTIES  
868

869 9.10.1.1 To identify barriers to accessing dental care in Pennsylvania.  
870

871 9.10.1.2 To offer recommendations to the PDA Board on how PDA may effectively  
872 address access to care issues in Pennsylvania.  
873

874 9.10.1.3 To monitor all access to care-related projects as deemed appropriate by the PDA  
875 Board.  
876

877 9.11 SPECIAL COMMITTEES  
878

879 9.11.1 Special committees or task forces may be created by the Board, for the purpose of  
880 performing duties not otherwise assigned by these Bylaws. Such special  
881 committees or task forces shall serve until final adjournment of the next annual  
882 meeting unless otherwise specified.  
883

884 9.12 COUNCIL OF DISTRICT PRESIDENTS  
885

886 9.12.1 This council shall be composed of the Presidents from each of the ten districts.  
887

888 9.12.2 This council shall elect annually a chair from among its members.  
889

890 9.12.2 DUTIES  
891

892 9.12.2.1 To meet in person at the PDA Annual meeting and to conduct their business by  
893 actively participating via the Social Network and to advise the Board of petitions  
894 from the membership.  
895

896 9.12.2.2 To submit an advisory report to the Board two (2) weeks prior to any  
897 prescheduled Board meeting.  
898

899 9.12.2.3 To serve as the Disciplinary Appeals Review board.  
900

901 9.12.2.4 To review, vet, and refine the issues submitted for Board action or for the PDA  
902 annual meeting issues agenda.  
903

904 9.12.2.5 To communicate regularly with the presidents of local dental societies within the  
905 district to inform them of board actions during the year.

906  
907 9.12.2.6 To communicate information from members and component dental societies in  
908 both a lateral and vertical direction throughout PDA.

909  
910 9.12.2.7 To identify and encourage potential new volunteer leaders.

911  
912 9.13 ELECTION COMMITTEE

913  
914 9.13.1 This committee shall be composed of five (5) members, one from each Trustee  
915 Region. The President shall appoint these committee members at least sixty (60)  
916 days prior to annual meeting.

917  
918 9.13.2 DUTIES

919  
920 9.13.2.1 To determine and oversee the election process and validate the results.

921  
922  
923 **ARTICLE 10.0 CONFLICT OF INTEREST**

924  
925 10.1 POLICY

926  
927 10.1.2 Those who serve in elective or appointive offices or positions shall do so in a  
928 representative or fiduciary capacity requiring loyalty to PDA. At all times while  
929 serving in such offices or positions, these persons shall further the interests of  
930 PDA as a whole.

931  
932 10.1.3 The following situations shall be avoided by those individuals who are covered  
933 under this policy.

934  
935 10.1.3.1 They shall avoid placing themselves in a position where personal or  
936 professional interests may conflict with their duty to PDA;

937  
938 10.1.3.2 They shall avoid using information learned through such office or position for  
939 personal gain or advantage; and

940  
941 10.1.3.3 They shall avoid obtaining by a third party an improper gain or advantage.

942  
943 10.1.4 The Board shall render a final judgment on what constitutes a conflict of interest.

944  
945 10.2 COMPLIANCE

946  
947 10.2.1 Each nominee, candidate and appointee, as a condition for selection, shall disclose  
948 any situation which might be construed as placing that person in a position of  
949 having a conflict of interest with the individual's duty to PDA.

- 950  
951 10.2.2 While serving, said individual shall sign and comply with the adopted PDA conflict  
952 of interest policy applicable to the respective office or position.  
953  
954 10.2.3 Any situation in which a potential conflict of interest may arise shall be reported.  
955  
956 10.2.4 The Board shall approve the compliance activities to implement the requirements of  
957 this Article.  
958

959  
960 **ARTICLE 11.0 INDEMNIFICATION**  
961

- 962 11.1 Personal Liability of Trustees Generally: A PDA trustee shall not be personally  
963 liable for damages for any action taken or any failure to take any action, except to  
964 the extent that exemption from liability damages is not allowed under the laws of  
965 the Commonwealth of Pennsylvania which are now or may hereafter be in effect.  
966 The provisions of this subsection are intended to exempt the Trustees for  
967 monetary damage to the maximum extent allowed under the Pennsylvania  
968 Directors' Liability Act (42 Pa. C.S. § 8361 et seq.) or under any other law now or  
969 hereafter in effect.  
970  
971 11.2 Specific Rule Under the Directors' Liability Act: Without limitation of the above, a  
972 PDA trustee shall not be personally liable for monetary damages for any action  
973 taken or any failure to take any action, unless: (i) the trustee has breached or  
974 failed to perform the duties of this office under Section 8363 of the Trustee's  
975 Liability Act, and (ii) the breach or failure to perform constitutes self-dealing,  
976 willful misconduct or recklessness. The provisions of the preceding sentence  
977 shall not exempt a trustee from: (i) the responsibility or liability of a trustee  
978 pursuant to any criminal statute; or (ii) the liability of a trustee for the payment of  
979 taxes pursuant to local, state or federal law.  
980  
981 11.3 Modification or Repeal: Any of the provisions of this Article may be modified,  
982 amended or repealed in accordance with the procedures as set forth in this  
983 Bylaws, provided, however, that any such modifications, amendment or repeal  
984 shall not have any effect upon the liability of a Trustee relating to any action  
985 taken, any failure to take any action, or events which occurred prior to the  
986 effective date of such modification, amendment or repeal.  
987  
988 11.4 Indemnification Generally: Subject to the limit hereinafter set forth, PDA shall, to  
989 the fullest extent permitted under the laws of the Commonwealth of Pennsylvania  
990 as are now or hereafter will be in effect, indemnify any person (including heirs,  
991 executors and administrators) who was or is a party, witness or other participant  
992 or is threatened to be made a party, witness or participant to any threatened,  
993 pending or completed action, suit or proceeding, whether civil, criminal,  
994 administrative or investigative (including, without limitation, actions by or in the  
995 right of PDA) by reason of the fact that he is or was serving in a Leadership

996 capacity as defined in Article 12.1.1, or as an employee or agent of PDA, or is or  
997 was serving at the request of PDA as a director, trustee, officer, employee or  
998 agent of another corporation, partnership, joint venture, trust or other enterprise,  
999 against all expenses (including attorneys' fees, court costs, transcript costs, fees  
1000 of experts and witnesses, travel expenses and all other similar expenses),  
1001 judgments, fines, penalties and amounts paid in settlement actually and  
1002 reasonably incurred in connection with such action, suit or proceeding. Such  
1003 indemnification, however, shall not be provided in any case where the conduct  
1004 giving rise to the claim for indemnification is determined to constitute willful  
1005 misconduct, recklessness or self-dealing.  
1006

1007 11.5 Advance Payment of Expenses: PDA shall advance all reasonable expenses  
1008 (including attorneys' fees, court costs, transcript costs, fees of experts and  
1009 witnesses, travel expenses and all other similar expenses) reasonably incurred in  
1010 connection with the defense of or other participation in any action, suit or  
1011 proceeding referred to in Article 12.4 above upon receipt of a written undertaking  
1012 by or on behalf of the person seeking the advance to repay all amounts  
1013 advanced if it shall ultimately be determined upon final disposition of such action,  
1014 suit or proceeding that said person is not entitled to be indemnified by PDA  
1015 hereunder.  
1016

1017 11.6 No Duplication of Payments: PDA shall not be liable to make any payment of  
1018 amounts otherwise indemnifiable hereunder if and to the extent that the person  
1019 seeking indemnification has actually received payment therefore under any  
1020 insurance policy, contract, agreement or arrangement. In the event that PDA has  
1021 made payment of expenses to a person, such person shall repay to PDA the  
1022 amount so advanced, if and to the extent that subsequent payment is received  
1023 therefore under any insurance policy, contract, agreement or arrangement.  
1024

1025 11.7 Insurance: PDA, upon direction of the Board, may purchase and maintain at its  
1026 own expense one or more policies of insurance to protect itself and those serving  
1027 in a Leadership capacity, employees or agents of PDA or a director, trustee,  
1028 officer, employee or agent of another corporation, partnership, joint venture, trust  
1029 or other enterprise against any expense, liability or loss which may be incurred  
1030 by such persons in such capacity, whether or not PDA would have the authority  
1031 to indemnify such persons against any such expense, liability or loss under this  
1032 Article or under the then current laws of the Commonwealth of Pennsylvania.  
1033

1034 11.8 Indemnification Agreements: PDA Board shall have the authority to enter into an  
1035 Indemnification Agreement with any person who may be indemnified pursuant to  
1036 the provisions of this Article. Any such Indemnification Agreement may contain  
1037 such terms and conditions as the Board shall in the exercise of their discretion  
1038 determine to be necessary or appropriate. Such terms and conditions may  
1039 include provisions for greater or lesser indemnification than provided for in this  
1040 Article, and provisions establishing procedures for the processing or approval of  
1041 indemnification claims. The fact that PDA has not entered into an



1042 Indemnification Agreement with any person, however, shall not in any way limit  
1043 the indemnification rights of such person.  
1044

1045 11.9 Non-Exclusivity: The right to indemnification and to the payment of expenses  
1046 incurred in defending against or otherwise responding to any action, suit or  
1047 proceeding in advance of its final disposition as set forth in this Article shall not  
1048 be exclusive of any other rights which any person may now have or hereafter  
1049 acquire under any agreement, or under any applicable law or under the Articles  
1050 of Incorporation of PDA.

1051  
1052 11.10 Survival of Rights: The indemnification rights provided to a person under the  
1053 provisions of this Article shall continue after such person ceases to serve in such  
1054 capacity, as to any action taken, any failure to take action, or any events which  
1055 occurred while such person was so serving.  
1056

1057 11.11 Modification or Repeal: The provision of this Article may be modified, amended  
1058 or repealed under the procedures as set forth in these Bylaws; provided,  
1059 however, that any such modification, amendment or repeal shall not have any  
1060 effect upon the indemnification rights of any person as they relate to any action  
1061 taken, any failure to take action, or events which occurred prior to the effective  
1062 date of such modification, amendment or repeal.  
1063

1064

## 1065 **ARTICLE 12.0 MEMBER AND LEADERSHIP DISCIPLINARY PROCEDURE**

1066

### 1067 12.1 DEFINITIONS

1068

1069 12.1.1 Leadership: For purposes of these Bylaws, leadership shall include elective  
1070 officers, appointive officers, trustees, delegates and alternate delegates to the  
1071 ADA House of Delegates, the trustee from PDA to ADA and any member of a  
1072 PDA advisory group, committee or task force.  
1073

1074 12.1.2 Disciplinary Review Board: Annually, at the first Board meeting following the end  
1075 of the annual meeting, the president shall appoint three (3) trustees to serve as  
1076 the Disciplinary Review Board. It shall be the responsibility of the Disciplinary  
1077 Review Board to make the initial determination of what disciplinary action, if any,  
1078 will be taken against a member.  
1079

1080 12.1.3 Disciplinary Appeal Board: The Council of District Presidents shall serve as the  
1081 Disciplinary Appeal Board. It shall be the responsibility of the Disciplinary Appeal  
1082 Board to entertain a timely request for review of a decision of the Disciplinary  
1083 Review Board.  
1084

1085 12.2 OFFENSES: A member of PDA or of a component or local society shall be  
1086 subject to discipline by censure, probation, suspension, expulsion, removal from

- 1087 a position of Leadership or prevented from holding such a position, upon  
1088 determination of commission of any of the following:  
1089
- 1090 12.2.1 Final conviction of a felony in any court of law.  
1091
- 1092 12.2.2 Final determination of any violation of any Dental Practice Act to which the member  
1093 is subject.  
1094
- 1095 12.2.3 Violation of the Principles of Ethics adopted by PDA or by a component or local  
1096 society of which the accused is a member.  
1097
- 1098 12.2.4 Violation of the Constitution or Bylaws adopted by ADA, PDA or by a component or  
1099 local society of which the accused is a member.  
1100
- 1101 12.2.5 A violation of any conflict of interest provision or policy adopted by PDA. This  
1102 subsection shall only be applicable to elective officers, appointive officers, trustees  
1103 and members of any PDA committee or advisory group.  
1104
- 1105 12.3 REVIEW PROCEDURE  
1106
- 1107 12.3.1 Any member, any district or any local society can initiate a review of a member  
1108 by filing a signed written complaint with the PDA Chief Executive Officer (CEO).  
1109 The name of the person making the written complaint shall be confidential and  
1110 not subject to disclosure. The complaint must contain sufficient detail for the  
1111 accused to ascertain the nature of the allegations. A written statement of  
1112 allegations shall be provided to the accused within ten (10) days of receipt by the  
1113 CEO. Notice of the hearing shall be provided to all interested parties at least  
1114 twenty (20) days prior thereto. A review of the allegations shall be heard by the  
1115 Disciplinary Review Board within ninety (90) days.  
1116
- 1117 12.3.2 The accused shall have the right to attend the review and be represented by  
1118 counsel. The accused shall have the right to offer testimony, call witnesses  
1119 and/or introduce documentary evidence in defense of the allegations. The  
1120 Disciplinary Review Board shall have the right to have an attorney present for  
1121 consultation during the hearing. The proceedings will not be recorded or  
1122 transcribed. The complainant shall have the right to attend and testify.  
1123
- 1124 12.3.3 Within thirty (30) days of the review, the Disciplinary Review Board shall render a  
1125 written determination setting forth what disciplinary action, if any, is to be taken  
1126 against the member. The determination shall contain specific numbered findings  
1127 upon which the Review Board relied in rendering the decision. The  
1128 determination shall have attached to it a synopsis of the testimony received  
1129 during the review and any documentary evidence or exhibits provided. For any  
1130 action short of expulsion, the determination must be agreed to by at least two (2)  
1131 out of the three (3) Review Board members. For an expulsion to occur, all three  
1132 (3) Review Board members must agree. The determination shall be signed and

1133 dated and provided to the accused and the complainant within five (5) days of  
1134 issuance and shall include a copy of Article 12.4. Disciplinary action will take  
1135 effect thirty-five (35) days after the determination is rendered unless an appeal is  
1136 filed.

1137  
1138 12.4 APPEAL

1139  
1140 12.4.1 The accused shall have the right to request a review by the Disciplinary Appeal  
1141 Board by submitting a written request to the CEO within thirty-five (35) days of  
1142 the date of the determination. No appeal submitted thereafter shall be  
1143 considered. The written request shall specifically identify those findings that the  
1144 accused disputes and the basis for the disagreement.

1145  
1146 12.4.2 The Disciplinary Appeal Board shall hear the appeal within ninety (90) days.  
1147 Notice of the hearing shall be provided to all interested parties at least twenty  
1148 (20) days prior thereto. The accused shall have the right to attend and be  
1149 represented by counsel. The Disciplinary Appeal Board shall have the right to  
1150 have an attorney present for consultation during the hearing. The accused shall  
1151 have the right to offer testimony on his or her own behalf and call witnesses.  
1152 Except for good cause shown, the accused shall not be allowed to introduce new  
1153 documentary evidence unless the same was not available at the time the  
1154 Disciplinary Review Board considered the matter. The complainant who filed the  
1155 initial complaint shall be provided a copy of the request for review and notice of  
1156 the appeal hearing and shall have the right to attend and testify.

1157  
1158 12.4.3 The proceedings will not be recorded or transcribed. The Appeal Board shall  
1159 render a written decision within thirty (30) days. A majority of the members must  
1160 agree on the decision which can affirm, reverse or modify the decision of the  
1161 Review Board. Copies of the decision shall be provided to the accused and the  
1162 complainant within five (5) days of issuance.

1163  
1164 12.4.4 There shall be no further rights of appeal to PDA. The accused shall have the  
1165 right to appeal from the decision of the PDA Appeal Board to ADA as prescribed  
1166 in the ADA Bylaws.

1167  
1168 12.5 CONFLICT: If a case presents a conflict to any member of the Review or Appeal  
1169 Board, as a result of the members' familiarity with the accused, the complainant,  
1170 or the underlying facts of the situation giving rise to the review, the member shall  
1171 recuse himself/herself and the president shall appoint a replacement from the  
1172 remaining ex officio members of the Board.

1173  
1174 12.6 CONDUCTING BUSINESS: Other than the initial hearing or any hearing on the  
1175 appeal, which shall be conducted in person, any business under this article may  
1176 be conducted in person, telephonically, by mail, or through any form of electronic  
1177 communication.

1178

- 1179 12.7 REMOVAL FROM LEADERSHIP: For offenses under 12.2.1 and 12.2.2  
1180 involving a member of Leadership, the person shall immediately be removed  
1181 from the position of Leadership upon receipt by PDA of certified copies of the  
1182 final conviction or determination, pending resolution of the review and appeal  
1183 process.  
1184
- 1185 12.8 VACANCY: Any vacancy created by removal pursuant to this Article 12.0 shall be  
1186 filled as otherwise provided in the bylaws: officers (Article 7.0), trustees (Article  
1187 6.0), ADA delegates (Article 5.0), advisory group and committee members  
1188 (Article 9.0).  
1189
- 1190 12.9 REINSTATEMENT TO LEADERSHIP: The Review or Appeal Board may  
1191 reinstate the accused to leadership as part of its decision.  
1192
- 1193 12.10 DUES: No member who receives disciplinary action against his or her  
1194 membership under this Article shall be entitled to any refund of dues and special  
1195 assessments.  
1196  
1197
- 1198 **ARTICLE 13.0 AMENDMENTS:** These Bylaws may be amended by a two-thirds (• )  
1199 majority vote of the Board.

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**Pennsylvania Dental Association  
2014 Annual Session  
President's Report  
Submitted by Dr. R. Donald Hoffman**

Metamorphosis: **met-a-mor-pho-sis** met-uh-mawr-fuh-sis

1. A profound change in the form, structure, or substance;
2. Any complete change in appearance, character, circumstances;
3. A form resulting from any such change.

1 After the brilliant light and intensive energy of summer, the natural world cools and  
2 contracts. The dimming days of autumn are all too soon followed by the descent into the  
3 dark months. In January frigid masses of North Pole air spun south. In addition to sub-  
4 zero temperatures, disruption of travel and general misery, a new phrase, Polar Vortex,  
5 was introduced to describe extreme winter weather. Winter brings powerful storms, but  
6 also radiant clear days with azure skies and deep vistas. Unlike most animals, human  
7 activity seems to increase as the temperature drops. As the fall progressed to winter, all  
8 manner of hustle and bustle occurred at 3501 North Front Street.

9  
10 **Organizational Restructuring**

11 In April 2013, the PDA House of Delegates passed HD 13-09 which directed that a  
12 "Governance Task Force be appointed ... in order to assist in the transition to a new  
13 governance structure." From this resolution, GTF 2.0, chaired by Dr. D. Scott Aldinger  
14 (3), was established. Parallel with this effort, as directed by HD 13-10, HD 13-11, HD  
15 13-12 and HD 13-13, Speaker Korch (7) worked with the Bylaws Committee and  
16 established the "District Select Bylaws Review Group" to "craft the bylaw changes  
17 necessary to implement" the governance model proposed by the 2013 Reference  
18 Committee on Organizational Affairs. Over the past months, both groups have worked  
19 assiduously to fulfill their charge.

20  
21 As the country adjusts to the New Normal economics of the post 2009 Great Recession  
22 era, it is becoming increasingly obvious that organizations, be they your local Rotary or  
23 Lions Club, golf course, or any other organization, cannot continue to conduct business  
24 as they did in the 2000's or before. Even a casual review of the membership trend data  
25 provided by Ms. Donlin or the financial data provided by Treasurer Selcher (5) shows  
26 that there is a need for the PDA to change its governance and operational models. The  
27 pressing issues facing dentistry require the PDA to be a strong advocate for dentistry,  
28 facilitated by a strong financial foundation, without being compromised by cutting  
29 valuable member programs or by forgetting who we are and what we value as a  
30 profession. While you may or may not approve of all, or parts, of the restructuring  
31 reports that will be put forth at this year's Annual Session, the need for the PDA to  
32 change is evident. I urge you to approach this process with an open mind, work towards  
33 compromise, and develop a governance structure that will take the PDA into the future.  
34 Your deliberations on a new governance model for the PDA cannot afford to experience  
35 the unwillingness to compromise that is so prevalent today in D.C.

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**Legislative/Advocacy Activities**

PDA’s legislative activities began on June 4 with our annual Day on the Hill meetings. Subsequent to this, the following occurred:

- As part of the Commonwealth’s FY14 budget, full funding for the Donated Dental Service (DDS) program was restored. The restored funding allowed the Dental Lifeline Network to restore one regional coordinator position in the eastern part of the state while maintaining the coordinator already existing in Western PA. This program, funded by the Dental Lifeline Network, provides dentistry to individuals with disabilities or without financial means.
- Volunteer License: HB 1056 would allow the State Board of Dentistry to issue temporary volunteer licenses to dentists who are in good standing in other states or territories, so that they may volunteer at charitable events, or provide care during emergencies in Pennsylvania. HB 1056 passed the House in April 2013 and the Senate in January 2014; and was signed by Governor Corbett in February. The bill (Act 7) now must make a convoluted journey through the regulatory review process, which can take up to 18 months. Efforts are being made to expedite this process.
- Assignment of Benefits (AOB) – Efforts to achieve Senate approval of AOB have been unsuccessful. On January 25 the PDA Board met with Ms. Callahan of the Winter Group to discuss strategy. At this meeting a decision was made to change our approach from seeking initial approval in the Senate to seeking initial approval in the House of Representatives. A meeting with Majority Leader Mike Turzai (R-28) was scheduled for March 10.
- The Fluoride Now Coalition evolved into the PA Coalition for Oral Health (PCOH). During 2013 Immediate Past President Bernie Dishler (2) was appointed by the PCOH steering committee to serve as its Chair. The PCOH advocates for many of the policies supported by the PDA – streamlining Medicaid credentialing and billing; loan forgiveness and tax incentives for dentists; oral health campaigns focused on prevention and care for children – and the PDA intends to take an active role in their implementation.

I look forward to your participation in PDA’s upcoming Day on the Hill in Harrisburg which is scheduled for June 3, 2014. Dr. Stephen Radack (9), your incoming President, is a pragmatic individual. He is receptive to new ideas, and wise from his experiences as your former Treasurer and District Nine Trustee. His consensus-building skills will further advance PDA’s collaborative efforts. I extend my best wishes to STR3 as he begins his tenure as your President.

**Weber Campaign**

In 2012 Dr. Charlie Weber (2) declared his intention to be a candidate for ADA President-elect. Unfortunately, the result did not turn out as we had hoped. Thank you, Charlie, for conducting a professional, well-run campaign. Thanks also need to be expressed to Drs. Linda Himmelberger (2) and Ron Heier (2); and to Charlie’s campaign committee for its efforts on his behalf. Their efforts, along with those of the PDA

81 delegation during the ADA Annual Session, and the countless others who toiled in this  
82 effort are deeply appreciated.

83

84 **In Closing**

85 At the conclusion of the Annual Session, the Ferryman will transport me to the land of  
86 former officers. Before Charon takes me on this journey, I would like to thank you, the  
87 membership, for enabling me to participate in the leadership of the PDA as Trustee,  
88 Treasurer and President. I would also like to thank the members of District Ten and the  
89 current and former Board members for their support over the years. These are hard-  
90 working groups and they deserve recognition for the many hours they expend in serving  
91 the Association and dentistry. Also, I extend my heartfelt gratitude to the staff, present  
92 and those no longer with us, who have facilitated my efforts and the interests of the  
93 PDA. Thanks again for the honor of serving as your President.

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**Pennsylvania Dental Association  
2014 Annual Session  
President-elect's Report  
Submitted by Dr. Stephen T. Radack III**

1 What a year it has been since our last Annual Session. Who would have imagined the  
2 governance changes that were voted in by our House of Delegates (HOD) last year in  
3 Hershey? As a member of the Governance Task Force (GTF), I was hopeful, but as a  
4 member of the HOD who has seen some of the skepticism of the house for change, I  
5 was not completely optimistic the changes would be adopted. Since we adjourned last  
6 year, the Speaker of the House and the Bylaws Committee of the Board of Trustees  
7 (BOT) crafted the bylaws changes to implement the new governance model. The  
8 speaker vetted the changes through district and local leaders and the BOT. I was part of  
9 those various SoNet forums and of the debate regarding these bylaws changes. I am  
10 hopeful that this vetting process will have produced a final product that will pass this  
11 HOD with the required 2/3 majority.

12  
13 The GTF 2.0 has also been working hard on the details that need to be nailed down if  
14 our governance model is to change. At the pleasure of President Hoffman, I served as a  
15 consultant on the task force and believe they have done a good job. There were many  
16 issues that needed to be ironed out and questions that needed to be answered based  
17 on the model that was passed last April. Many of those questions had to do with the  
18 new annual meeting format. I believe the GTF's new Annual Session format will  
19 produce an exciting meeting that will attract members who have never attended our  
20 governance-based Annual Session in the past.

21  
22 With the loss of the HOD, there are some who have said we will be "disenfranchising"  
23 members or limiting leadership opportunities. I do not think so; I believe it is just the  
24 opposite, because we are opening our annual meeting up to ALL members who will now  
25 have a voice and a vote for our officers. I look forward to saying goodbye to an old  
26 friend, the House of Delegates, and hello to a new Annual Session and a new way of  
27 doing the business of our association.

28  
29 Since we last met, the PDA has moved forward and beyond the financial turmoil that we  
30 experienced in 2012. The association is living within its "means" spending only what we  
31 take in during the association's fiscal year and not using the dues money for the next  
32 year to pay the prior year's expenses. In 2013, we even finished with a surplus and  
33 were able to pay for upgrades in technology and infrastructure at the headquarters  
34 without tapping our reserves. We will continue to live on what we take in for 2014 and  
35 should thank the treasurer, the CEO, the controller, the finance staff and all the PDA  
36 staff for the great job they have done. I encourage you to read both the PDA treasurer's  
37 report and the PDAIS report for the good financial news of our association.

38  
39 And speaking of PDAIS, it has been my privilege to serve on the PDAIS board for the  
40 last six years, serving as both a director and the treasurer. The board is a dedicated



41 group and the staff has been wonderful to work with. I have also been a policyholder of  
42 PDAIS products since it was formed. I encourage all members to give PDAIS a look  
43 when it comes to your insurance needs. Also take a look at the products and services  
44 that have been endorsed by PDA and PDAIS. I believe you will be pleasantly surprised.  
45

46 This past year we have continued to provide the high quality member services with a  
47 smaller and very dedicated PDA staff as well as the outstanding staff at PDAIS. It  
48 continues to amaze me the work product they put out each and every day. Please make  
49 the effort to thank them. We have also been able to provide very timely and informative  
50 webinars dealing with the Affordable Care Act and changes to HIPAA. Thanks to  
51 Camille Kostelac-Cherry, Gil Davis and Tom Weber for their leadership in making these  
52 valuable member benefits happen. If we hope to retain our existing members and attract  
53 new ones we need to continue to provide our members with high value services that  
54 they cannot get anywhere else.  
55

56 You will be hearing much about this same theme in the coming year, if you have not  
57 already. Dr. Charles Norman, the ADA president, started his term off in New Orleans  
58 last November with the theme of the "Power of 3-Building Member Value." This is all  
59 about strengthening the unique tripartite structure that our organization has. In January,  
60 I attended the ADA President-elects' Conference in Chicago, hosted by the ADA  
61 president-elect, Dr. Maxine Feinberg of New Jersey. The underlying theme of that  
62 conference was also the "Power of 3." I am encouraged by the presentations and the  
63 discussions I had with my fellow president-elects from around the country. I am also  
64 encouraged by the solutions that came out of that conference. I look forward to seeing a  
65 stronger, more efficient, more cohesive and valuable tripartite relationship.  
66

67 As I wait in the wings to take the PDA stage, I realize how fast the next 12 months will  
68 fly by and know that there is only so much a PDA president can accomplish. My goal is  
69 to make sure we remain relevant and remain an association that every dentist wants  
70 and needs to belong. I want to make sure we reach out to the dental students and make  
71 sure they know that PDA is a partner with them now and in the future to make sure they  
72 are successful. Can we help them "work less stressfully, more productively, and more  
73 profitably?" (I had to throw in a "Race for Relevance" quote somewhere.) We need to  
74 show them early on what our association has to offer. We need to be in the dental  
75 schools early and often and make sure they know our organization is with them and will  
76 be with them through their entire careers.  
77

78 That being said we must not forget the new dentists who are finding their way through  
79 the challenges of those first few years of practice. I have been fortunate enough to meet  
80 many of these members and talk with them and learn from them. Their wants and needs  
81 are much different than mine and most of the members of this House. If the PDA, and  
82 for that fact all of the tripartite of the ADA, are to remain the premier dental association  
83 in the country, we must provide them with a value proposition. What will we offer, not  
84 only these members, but all of our members, that they can't get anywhere else? During  
85 lunch at the ADA Annual Session last October in New Orleans, I had lunch with one of  
86 my younger colleagues and asked her why she stayed in Pennsylvania when she had

87 the opportunity to go home and practice with her father. She said because PDA felt like  
88 her “family.” We need to make sure we keep the new dentist in the family or we will  
89 continue to see our family dwindle away.

90

91 Our member dentists are our MOST important assets and we have to ensure we make  
92 them the highest priority at all times.

93

94 In closing, I want to share my optimism for the future of PDA. We are on the precipice of  
95 a new and better organization that will be positioned for the future. I look forward to a  
96 meaningful, thoughtful and collegial debate of our issues at this meeting and once the  
97 debate is done, look forward to the changes this body will make. And I look forward to  
98 being the president of OUR Pennsylvania Dental Association!

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1 ***“Sometimes the questions are complicated and the answers are simple.”***

- 2 • Dr. Seuss

3  
4 In a few short weeks, on April 4, I will celebrate my 20<sup>th</sup> year as CEO of the  
5 Pennsylvania Dental Association. Rather than simply mark the date casually, I truly do  
6 **celebrate** my good fortune in having had the opportunity to work with this organization,  
7 its members and its issues for the past two decades.

8  
9 As the 2014 Annual Session approaches, I can’t help but reflect on the 1994 Annual  
10 Session and the cloud of uncertainty that prevailed as PDA readied itself for the  
11 transition from former PDA Executive Director Esther Richwine to me. A chapter in  
12 PDA’s history had ended, a new one was poised to be written, and the only certainty  
13 was that change was about to occur. PDA’s circle of life was about to begin again at the  
14 Central Office.

15  
16 I can say with confidence, and a great deal of pride, that the PDA of 2014 looks very  
17 little like the PDA of 1994. We have weathered many changes and have achieved many  
18 milestones since my first annual meeting.

- 19  
20 • Together we accomplished the passage of major legislation such as the  
21 establishment of continuing education, the creation of EFDAs, general  
22 anesthesia, insurance non-covered services, patient identification on dentures  
23 and orthodontia appliances, medical malpractice for dentists, and out-of-state  
24 volunteer dentistry.
- 25 • We established a full service insurance agency, PDAIS, which began as a  
26 service to our members, but which has expanded to do business as the Mid-  
27 Atlantic Insurance Resources in order sell to other states.
- 28 • We have developed many tools for our members such as hazardous waste  
29 manuals and radiology guidelines, a roadmap for new dentists “Practicing in  
30 Pennsylvania,” and countless webinars, seminars and programs designed to  
31 keep our dentists compliant with the myriad federal and state laws and  
32 regulations governing the profession.
- 33 • We have won an impressive number of state and national awards and have  
34 received much recognition for our many successes.
- 35 • We have been leaders in attempting and succeeding at cutting edge projects  
36 (such as the development of our component dashboard indicators, the CROP  
37 initiative, and issues-oriented webinars), as well as in bold internal developments  
38 (such as electronic communications through social media mediums, membership  
39 database infrastructure, member-friendly dues payment options, and radically  
40 different financial practices).

41 PDA has built an enviable reputation both nationally and statewide as a fiscally sound,  
42 organizationally innovative, legislatively active and member-focused association. I am

43 proud to have had a small role in forging that reputation. But we still have much work to  
44 do as our journey continues, and we have “miles to go before we rest.”

45  
46 Once again on the cutting edge of innovative actions, PDA is the focus of every state  
47 dental association, as well as the ADA, as the leadership considers the next leg of that  
48 journey – a much needed renovation of our governance structure. And, as is natural,  
49 impending change (especially at PDA!) is accompanied by uncertainty, fear and  
50 misgivings. There is a reluctance to leave the safe harbor to explore the unknown. But  
51 change itself is a certainty; reinvention is a necessity; and the way an organization  
52 anticipates, prepares for and embraces those changes can mean the difference  
53 between extinction or strategically engineered rebirth.

54  
55 PDA is poised on the cusp of rebirth as the House of Delegates (HOD) considers the  
56 recommendations of the Governance Task Force.

57  
58 Every group, every civilization, every organization experiences a recurring circle of life  
59 throughout its existence. Turning points in world history highlight instances of  
60 cataclysmic societal change. In ancient history, the Middle Ages gave way to the  
61 Renaissance period. In our own recent history, the Great War paved the road to the  
62 prosperity of the Roaring Twenties; followed by the devastation of the Stock Market  
63 Crash of October 1929, the Great Depression and a second world war. More often, a  
64 renaissance is occasioned not by cataclysmic events, but rather by a periodic of difficult,  
65 even turbulent, times. For PDA, as for most membership organizations worldwide, the  
66 turbulence has been most visible in the form of membership decline.

67  
68 Our own membership attrition has been chronicled thoroughly over the years in  
69 numbers, dollars, percentages and graphs. The financial impact of that attrition has  
70 been forecast by several treasurers, membership committees, and PDA staff. And while  
71 finances play a leading role in this drama, there are many other factors for membership  
72 decline that play an equally important role in PDA’s circle of life, but perhaps have been  
73 less clearly enunciated.



74 The starting point for our journey was clearly FINANCIAL. Our membership numbers  
75 have declined due to shifts in the economy, demographics, average age of practicing  
76 dentists, work/life balances, and generational priorities. Environmental factors such as  
77 fewer dental school graduates, new dentist debt load, electronic instant gratification,  
78 overall decrease in traditional volunteerism and many other elements also influence the  
79 decision to join organized dentistry. The specifics of these factors have been explained

80 in depth many times previously so are not elaborated in this report. Suffice it to repeat  
81 that the cumulative result of an aging and shrinking dentist membership, coupled with  
82 rising costs, negatively impacts our finances.

83  
84 As noted in other reports, in 2008 I presented to the board a three phase plan to corral  
85 finances by analyzing programs/projects, staff size and the PDA governance structure.  
86 Incorporated into the analysis were important elements of generally accepted  
87 accounting procedures (GAAP), audit features, IRS standards, and standard nonprofit  
88 business principles.

89  
90 In an effort to demonstrate to our HOD the impending shift that would be necessary, I  
91 presented the 2010 delegation with a snapshot of PDA's administrative costs. That  
92 included an analysis of fixed and variable costs, the percentage of program versus  
93 administrative costs to our overall budget as noted each year in the PDA audit, the  
94 major cost centers within PDA's annual budget, and the impact of our business model  
95 on the bottom line.

96  
97 It was very clearly emphasized that a radical change in PDA's governance system  
98 would become necessary. Along with staff salaries, the largest cost centers included  
99 expenses associated with the PDA House of Delegates, its Board of Trustees (BOT),  
100 and the ADA Annual Session – all defined as administrative costs.

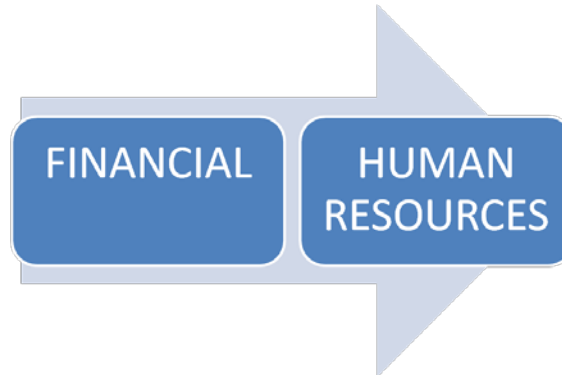
101  
102 So, what is the current state of the PDA in the financial world?

103  
104 I have much respect for the PDA leadership who, over the years, has exercised good  
105 stewardship of organizational resources.

- 106
- 107 • Your leaders have identified early the impending diminution of financial resources  
108 – and have reported that annually.
  - 109 • They have studied, analyzed, developed and implemented many programmatic  
110 adjustments to ensure that PDA's resources are spent judiciously – and have  
111 reported those annually.
  - 112 • They have crafted and instituted sound financial and investment policies and  
113 procedures – and have reported those annually as well.
  - 114 • Your leaders have adopted new budgeting processes which have eliminated the  
115 necessity to balance the annual budget using reserves – and that also has been  
116 reported to the membership.
  - 117 • They have embraced technology to ensure efficiencies in communicating and  
118 engaging with a larger audience of members, and have gone paperless in  
119 response to the hunger for more instantly available information – that too has  
120 been reported (electronically!) to the membership.
  - 121 • And they have made some very difficult decisions to eliminate long-standing  
122 programs, outdated projects and veteran staff.

123 In short, since 2008 PDA has accomplished two of the three phases of the strategic  
124 financial plan. The last remaining item to be addressed definitively is our governance  
125 model.

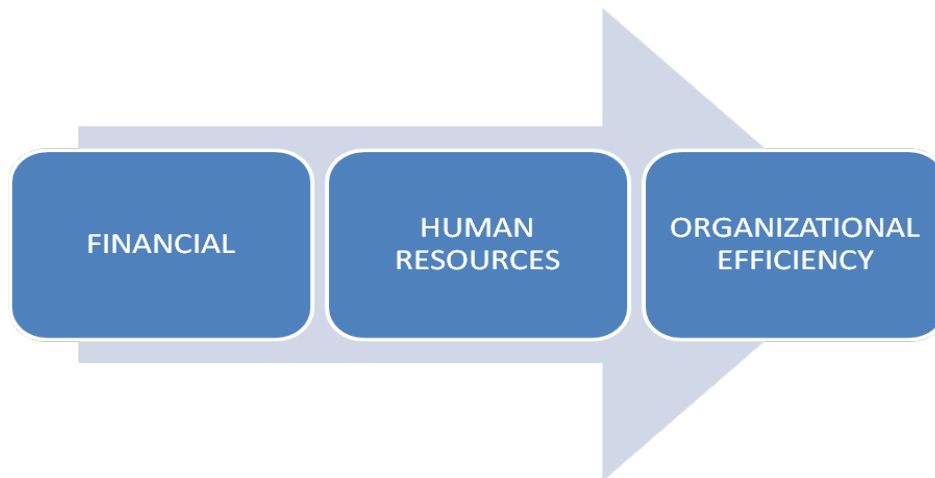
126  
127 While the future of our financial resources was clearly the primary impetus for a change  
128 in governance, it was by no means the ONLY impetus. Another driver was the  
129 availability and allocation of human resources, the second waypoint.



130 During the exercise, the board focused on the human resources (both staff and  
131 volunteer) needed to manage and maintain organizational goals and priorities. In  
132 accordance with audit recommendations, volunteer and staff time was calculated from  
133 both administrative and program perspectives. The study confirmed that, by far, the  
134 larger percentage of time is spent on administrative activities related to the governance  
135 of the organization, in particular PDA BOT and HOD activities. It quickly became clear  
136 that governance activities need to be streamlined in order to realign program and  
137 administrative percentages. (For example, the advance preparation for the HOD  
138 requires an approximate 883 hours of staff time, with an additional 193 staff hours on-  
139 site, totaling 144 workdays. Add to that staff time and cost involved in planning,  
140 preparing for and attending meetings of the BOT and the ADA Annual Session; and  
141 then add volunteer time and dollars spent on the activities of the three meetings.)  
142

143 Because there is a financial value associated with time, dollar value was assigned to the  
144 administrative hours. The board analyzed the costs representing the PDA BOT and  
145 House of Delegates over a five year period. (As an example, see page 3025-134 of the  
146 Governance Task Force report which includes dollar amounts for the PDA HOD,  
147 including staff time translated into dollars.)  
148

149 The result is that the allocation of human resources for administrative and governance  
150 activities represents the larger percentage of both hours and dollars spent. One way to  
151 lower that category of expenses was to reduce the size of the PDA staff; consequently,  
152 effective in 2013, four full time positions were eliminated saving approximately  
153 \$200,000. However, staff reductions cannot be the only method to decrease expenses.  
154 Minimizing the elements of our governance model that cost PDA the most in terms of  
155 both time and dollars – Organizational Efficiency – was identified as the third driver in  
156 this journey.



157 In order to downsize staff, it was necessary to create greater efficiencies in the tasks  
158 performed by the remaining staff. Among numerous other adjustments, much was  
159 accomplished by moving to greater use of online technology for both internal and  
160 external operations, including membership communication.

161  
162 The board began to set the stage for this transition to electronic efficiency as early as  
163 2010 with the creation of e-blast membership communications, online electronic dues  
164 payments, an interactive website, social network forums, and online meetings to name a  
165 few. Numerous communications audits and membership surveys have been conducted  
166 over the years to gauge the interest and preferences of our members. Even as this  
167 report is being written, upgrades to our database and website are being tested;  
168 upgrades necessitated by not only advances in technology, but also in response to the  
169 changing demands of our membership.

170  
171 The leadership recognized and responded to that very important membership  
172 demographic: our members' wants, needs and expectations have changed. They  
173 expect prompt, sometimes even immediate, service. They want to access their  
174 membership benefits and services when it is convenient for them to seek it, not  
175 exclusively during the PDA workday. They expect value to be delivered to them in the  
176 format that they prefer. And value is no longer defined in terms of "what's in it for me,"  
177 but also "how does it make sense for me to contribute value to organized dentistry."

178  
179 The characteristics of our newest generation of members mirror those of other  
180 organizations. They want to belong, and are eager to contribute their time and talents.  
181 But they prefer to participate within a framework that gives them a much better return on  
182 the investment of their time, and in a manner that does not take valuable hours away  
183 from family and other discretionary activities. And they want to see quicker results in  
184 terms of outcomes.

185  
186 And technology is only one small area in which members want quicker outcomes; our  
187 governance model is another arena in which members want more immediate  
188 gratification. The reaction from many "once-only" delegates to our HOD is that our  
189 Annual Session does not provide value. While they recognize the networking

190 possibilities available through participation in PDA's Annual Session, those  
191 opportunities come at too high a price in terms of the time commitment and produce too  
192 few meaningful outcomes.

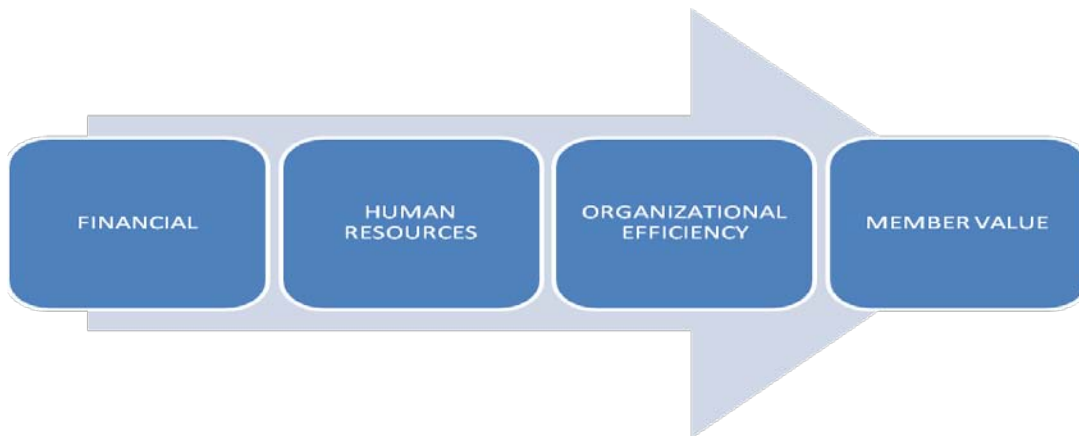
193  
194 Rising leaders express frustration with a formally structured and rigidly procedural  
195 framework that discourages them from participating in future PDA leadership activities  
196 rather than engaging them in the process. We have learned this from delegates who not  
197 only have been intimidated by the process, but who reported feeling "hazed" by the  
198 perennial delegates intent on initiating first-timers. They have told us that PDA has  
199 disrespected them by wasting their time and insulting their abilities simply because they  
200 question the value of a governance system that is blind to the new realities of its  
201 members. They have spoken loudly by declining subsequent invitations to become  
202 involved in PDA activities. At one time, our HOD may have been a fertile training ground  
203 for upcoming leaders. That time is a bygone era.

204  
205 Many potential leaders also are discouraged by the lengthy timeframes required before  
206 ascending into governance positions; most want more immediate opportunities to share  
207 their talents. Our governance methods are not member-friendly and very often are an  
208 identified obstacle to developing and engaging new leaders.

209  
210 Our governance model is an exclusive system whereby potential new leaders are  
211 overlooked for positions because of internal politics or the entrenchment of the old  
212 guard. They have cited unwritten codes whereby eager new leaders must "serve their  
213 time" in some chosen capacity before being granted the privilege of showcasing their  
214 individual talents. And they have reported that in some components, it is unlikely that  
215 they will ever be able to serve as a district president or trustee because of the  
216 organizational hierarchy and the length of time it takes for rotations to occur. But for  
217 occasional membership surveys, their voices are heard only through the representatives  
218 who are elected to speak for them. And they can only hope that the message is not lost  
219 in its translation, or tinted by the representative's own personal bias.

220  
221 Unfortunately, many of them lose interest in PDA and explore other organizations in  
222 which to invest their time, talents and treasure. Good volunteers will seek associations  
223 that they perceive as providing tangible value through the services and products it  
224 offers, as well as intangible value such as leadership, networking and professional  
225 development opportunities. They join organizations that value their contributions and  
226 that, in turn, provide member value *as it is defined by the volunteer*. Thus, member  
227 value was identified as another natural impetus driving change.





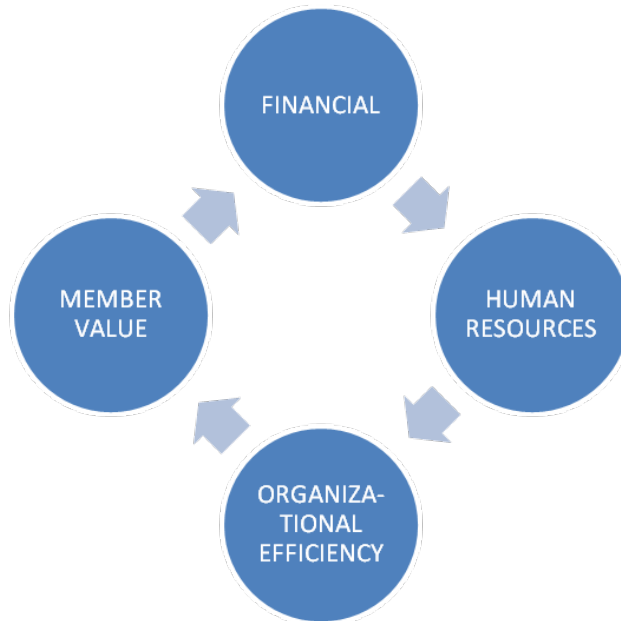
228 The era in which new graduates automatically joined their professional organizations  
229 because it was expected as the “right thing to do” has disappeared as noticeably as the  
230 British aristocracies vanished with post-World War II attitudinal changes. We now co-  
231 exist in an environment in which new graduates seek relevance before aligning  
232 themselves with any association, professional or otherwise. Ours is an era of many  
233 options and much competition for the same dues dollars.  
234

235 PDA’s challenge is to maintain its relevance and provide perceived value to both its  
236 current membership and to potential new members. It must constantly reinvent itself as  
237 dental demographics and the profession evolves, as social and environmental factors  
238 impact the profession, and as the economic climate shifts.  
239

240 I am certain that the PDA of 1994 did not contemplate that the PDA of 2014 might need  
241 to re-examine its value propositions to accommodate dentists who are employed by  
242 corporate entities. Or that dentists in 2014 would opt to participate in organizations  
243 which more closely parallel the different work/life balance sought by more recent  
244 generations. That the definition of dental “meetings” would include electronic meetings  
245 held online through group forums, and discussion would be done via electronic  
246 chatrooms. In 1994, the concept of a paperless meeting was unimaginable. And the list  
247 of unimaginations has become endless in just 20 short years.  
248

249 So what exactly is the state of PDA? We are at a crossroads in our journey. Your  
250 leadership has identified the drivers that are propelling this journey. The board has  
251 worked closely with committee and task force members along the way to map out the  
252 course. It has stopped to ask for directions from the membership through survey tools,  
253 and even has sought a professional “mechanic” (in the form of consultant Mary Byers)  
254 when the journey stalled and those directions seemed to be steering us off track. At  
255 times, it has re-calculated the route when the shortest, fastest or most direct “mapquest”  
256 suggestions did not provide the best guidance. Although the ride occasionally has been  
257 bumpy, your leaders consistently have exhibited an adventurous spirit by treating the  
258 exercise as an expedition *toward* a new PDA reality rather than as a flight *away from* a  
259 stagnant but comfortable safe harbor. At all junctures along the way, the drivers served  
260 as directional signposts leading PDA forward.  
261

262 So what do we do now that it appears that we have reached the last signpost? Have we  
263 arrived finally at **THE** destination? I believe we have arrived at **A** destination, but not a  
264 final end point. I know that over the next 20 years PDA will need to identify new  
265 signposts, drivers will change, new roadways will be created, and the vehicles for that  
266 change perhaps are unimaginable now. At this important juncture, I urge the 2014  
267 House of Delegates to rearrange our signposts into a different formation so that they  
268 represent for the organization a cycle of rebirth rather than an endpoint.



269 By examining our financial concerns we know that it is necessary to reallocate our  
270 resources to become more efficient internally and externally. Efficiencies increase  
271 member involvement and free staff to create more tools in response to member needs.  
272 That shift not only reallocates our resources to program development but also enhances  
273 member value. With renewed and redefined member value, PDA will continue to sustain  
274 existing members as their needs change, and can attract *and engage* new members.  
275 We create the potential to build our membership base, which in turn enriches our  
276 financial base. None can or should exist as a goal in itself, but rather as individual but  
277 codependent links in the circle of life, each necessary for the continued existence of the  
278 organization.

279  
280 Following evolutionary history, PDA must adapt continually to its new environment or face  
281 certain extinction. While the direction mandated by the 2013 House of Delegates and  
282 implemented by the Governance Task Force recommendations seems radically  
283 different from the comfort zone of the existing organizational framework, it represents a  
284 necessary change. We can approach that change and the inevitable unknowns with  
285 trepidation and fear, with apprehension and misgivings. Or we can welcome the change  
286 with a sense of anticipation and excitement that comes with the challenge. And with a  
287 secure equanimity rooted in the thoughtful due diligence performed, and the strategic  
288 positioning developed by PDA leadership over the past seven years.  
289

290 Is this particular model the **only** model? Perhaps not. But it is the model that your  
291 leadership believes will work best for this organization, at this time, after analyzing all  
292 available information from many sources, and after much honest effort and strategic  
293 thought. It is a model that is more inclusive of our rank and file members who can give  
294 voice publicly to their own ideas, expressed in their own words.  
295

296 The beauty of any association's life cycle is that its members are free to participate in  
297 making the changes necessary for its sustenance. As long as our organization  
298 anticipates, identifies, strategically prepares for and enthusiastically embraces each  
299 series of changes, it can ensure its longevity through a continual rebirth. We can  
300 change, and change again, and reinvent ourselves repeatedly as long as we focus on  
301 staying relevant to the members we hope to serve.  
302

303 What we cannot do is emulate Nero and "fiddle while Rome is burning." We cannot  
304 remain comfortably blind to the changing environment of organized dentistry or PDA's  
305 "empire" will fall as surely as Nero's Roman Empire. We are positioned now to renew  
306 PDA's circle of life.  
307

308 I urge the House to honor the rich significance of PDA's history by extracting from it the  
309 best of its lessons, and to embrace change as we move toward an organizational  
310 renaissance. Let us not emulate the Roman Senate that continued to meet,  
311 ineffectually, long after its civilization had crumbled.  
312

313 ***"Twenty years from now you will be more disappointed by the things that you  
314 didn't do than by the ones you did do. So throw off the bowlines. Sail away from  
315 the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover."***

316 • H. Jackson Brown Jr., P.S. I Love You

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ANNUAL AWARDS COMMITTEE	Dr. Thomas W. Gamba, Chair (1) Dr. Bernie P. Dishler (2) Dr. William T. Spruill (5) Dr. Dennis J. Charlton (9) Dr. Andrew J. Kwasny (9)	Philadelphia Elkins Park Carlisle Sandy Lake Erie
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1 Meeting

2 The Annual Awards Committee convened via the PDA Social Network. PDA *Bylaws*  
3 allow any committee to conduct business electronically.

4  
5 9.1.7 Committees shall plan electronic and physical meetings to achieve their stated  
6 purpose.

7  
8 2014 Awards

9 The committee received five (5) nominations that were submitted by the deadline of  
10 December 15, 2013, in compliance with the PDA AWARDS – RULES &  
11 REGULATIONS, Paragraph VIII.

12  
13 The committee is pleased to report to the 2014 House of Delegates that the following  
14 individuals will be honored at the House of Delegates Meeting on Saturday, April 26:

- 15  
16 • **Robert S. Runzo, DMD, BS, MEd**  
17 PDA Distinguished Service Award Recipient  
18  
19 • **Gary S. Davis, DDS**  
20 PDA Public Service Award Recipient  
21  
22 • The PDA Recognition Award was not awarded this year.

23  
24 This report is informational only and no resolutions are offered.

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ALLIANCE OF THE PENNSYLVANIA DENTAL ASSOCIATION	Jenny L. Zehner, President	Reinholds
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1 Best wishes to the Pennsylvania Dental Association (PDA) House of Delegates from the  
 2 Alliance of the PDA (APDA)! We hope you have an enjoyable and effective Annual  
 3 Session.

4  
 5 We are a tri-partite volunteer organization with the Alliance of the ADA (AADA). Our  
 6 mission is to support our members and to work in partnership with the American Dental  
 7 Association (ADA) in advancing the oral health of the public. At the state level this  
 8 makes it possible to support and work in partnership with the PDA.

9  
 10 This partnership advocates for your oral health and legislative issues and even for the  
 11 well-being of your members. The Alliance understands the importance of a successful  
 12 dental practice. Its members share your concerns about governmental regulations and  
 13 its effect on your ability to provide the best quality of care for patients.

14  
 15 Let your spouse or significant other know about the Alliance and encourage her/him to  
 16 join the Alliance and become involved with us. An Alliance membership doubles your  
 17 legislative impact. Voter numbers matter to legislators. Membership can be as a  
 18 checkbook member or a participating member. Both help the Alliance mission. Thank  
 19 you.

20  
 21 The Alliance members continue to support dental projects to advance the oral health of  
 22 the public:

23  
 24 The APDA and APDA Past Presidents will again make a donation to the MOM-n-PA  
 25 project. The amount will be approved at the 2014 Annual Session.

26  
 27 I appreciated being a volunteer at the first MOM-n-PA project. It was a wonderful  
 28 experience, enthusiastic participants and grateful patients. Dr. Deborah Grove (MAL)  
 29 was quite active throughout the year helping Dr. Julia Barna write grants to underwrite  
 30 costs for the project.

31  
 32 The Alliance of the Lancaster Dental Society always has a large oral health kit project.  
 33 This year the members held a poster contest for National Children's Dental Health  
 34 Month.

35  
 36 The Alliance of the Berks County Dental Society presented the Berks County Dental  
 37 Society with two thousand dollars (\$2,000) for audio/visual materials and toothbrushes  
 38 for Give Kids A Smile.

39

40 Legislatively, the APDA board approved a one hundred dollar (\$100) contribution to  
41 PADPAC. The Alliance ordered the oral health supplies for the Day on the Hill and was  
42 part of the dental team visiting legislators.

43  
44 At the 2013 AADA Conference in Branson, Missouri, the APDA donated oral health and  
45 personal items to The Caring People organization which offers a kind community to  
46 single mothers and gets them back into the community. The recipient of the Beulah K.  
47 Spencer Service Award was Stephanie Grambau from the Alliance of the Lancaster  
48 Dental Society.

49  
50 At the 2013 AADA Convention in New Orleans, Carol Reitz (Berks) and the AADA  
51 Membership Council organized the second Head to Toe project. It was a huge success!  
52 This project is a membership project to bring members and nonmembers together to  
53 share a community project. It creates awareness of the Alliance and identifies it with  
54 advancing oral health in the community. The Alliance donated over three thousand  
55 (3,000) oral health kits to the New Orleans Metropolitan Center for Women and Children  
56 plus over seven hundred dollars (\$700) for diapers and formula.

57  
58 Dr. Deborah Grove (MAL) and Carol Reitz (Berks) represented APDA at the 2013  
59 AADA Convention.

60  
61 Member project awards were presented at the convention. We received three awards:  
62 Communication, Legislation and Well-Being.

63  
64 **2013 AADA Member Project Awards:**

65  
66 **Communication:** Best published article about an alliance or its members in a dental  
67 publication: Alliance of Lancaster County Dental Society: "Alliance Packs Dental Kits,"  
68 article published in the *Handpiece*, submitted by Stephanie Grambau.

69  
70 **Legislation:** Support of a local, state or national political issue: Alliance of the  
71 Pennsylvania Dental Association, "Legislative Day on the Hill" submitted by Judith  
72 Worsley.

73  
74 **Well-Being:** Alliance of the Lancaster Dental Society: "Neighbors in Need," submitted  
75 by Shannon Bender.

76  
77 Carol Reitz (Berks) serves at the national level as the ADPAC Chair to ADA and is on  
78 the Membership Council. She attended the 2013 Washington Leadership Conference in  
79 Washington, D.C.

80  
81 The APDA is sending an e-blast to members about the upcoming MOM-n-PA project to  
82 solicit volunteers for the project. It will also announce the new AADA oral health project:  
83 Healthy Smiles from the Start, which is addressing the epidemic in childhood caries.  
84 Educational kits have been developed for hospitals and birthing centers with instructions  
85 for infant and prenatal oral health care. Five thousand (5,000) kits have been produced

86 courtesy of Henry Schein, Georgia Alliance and the Foundation for Dental Health. Kits  
87 are available to order at the AADA Central Office. Any alliance member may order a kit.  
88  
89 We are committed to stand in partnership with the PDA and its values and in advancing  
90 the oral health of the public. We hope that PDA members recognize this value and will  
91 support our partnership.  
92  
93 With warmest regards,  
94  
95 Jenny L Zehner  
96 2012-2013 APDA President

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CONCERNED COLLEAGUE ADVISORY GROUP	Dr. Bartley J. Morrow, Chair (10)	Pittsburgh
	Dr. Alfred S. Halas (2)	New Britain
	Dr. Matthew A. Zale (3)	Dickson City
	Dr. Harry P. Meyers (5)	Mechanicsburg
	Dr. John G. Lazur, Jr. (6)	Shamokin Dam
	Dr. J. Richard Oliver (9)	Titusville
	Dr. Bruce D. Cohen (10)	Pittsburgh
	Dr. Robert J. Smith (10)	Johns Island, SC
	Ms. Jean Morris, Consultant, PDAA	Hegins
	Ms. Kathy Schlotthauer, Consultant, PDHA	Harrisburg
Ms. Shirley Stuppy, Consultant, PHP	Harrisburg	
Dr. Anand V. Rao, Trustee Liaison (1)	Philadelphia	

1 **Meetings**

2 There were no formal meetings of the Concerned Colleague Advisory Group (CCAG)  
3 within the past year.

4  
5 The advisory group believes it best that sensitive information regarding dental team  
6 members with impairment issues continue to be communicated through phone calls  
7 and/or postage mail communications to avoid possibly compromising anonymity through  
8 electronic media.

9  
10 **Response to Assignments from the 2013 House of Delegates**

11 The CCAG received no formal assignments from the 2013 House of Delegates.

12  
13 **Activities**

14 The advisory group members, in cooperation with the Physicians Health Program (PHP)  
15 performed multiple interventions across the state.

16  
17 **Physicians Health Program**

18 The PHP, in conjunction with the CCAG, monitored 61 active cases throughout 2013; a  
19 total of 50 cases remain active at the end of 2013.

20

	<b>Total Active Cases</b>	<b>Remaining Active Cases</b>
Dentists	45 (13 PDA members)	37 (11 PDA members)
Dental Hygienists	13	10
Dental Assistants	3	3
<b>Total</b>	<b>61</b>	<b>50</b>

21 The PHP received a total of 53 new dental referrals in 2013. Of this total, 34 cases (23  
22 dentists, 7 hygienists and 4 dental assistants) were closed for one of the following  
23 reasons:

24

- 25
- No treatment or follow-up was necessary

- 26 • Refused any treatment (If the referral was from the Professional Health
- 27 • Monitoring Program, this would mean legal action from the state would follow.)

28  
 29 Fourteen of these referrals have developed into cases, and five are still in the pending  
 30 stage for any of the following reasons:

- 31
- 32 • Evaluation/meeting needs to be scheduled
- 33 • Results of evaluation not yet received
- 34 • In treatment

35

	<b>New Cases from Referrals</b>	<b>Pending Cases</b>
Dentists	8	3
Dental Hygienists	4	1
Dental Assistants	2	1
<b>Total</b>	<b>14</b>	<b>5</b>

36 As mentioned above, PHP is currently monitoring 50 active cases. PHP has received a  
 37 total of four new dental referrals in January 2014. All four (three dentists and one  
 38 hygienist) remain in the pending stage at this time for any of the following reasons:

- 39
- 40 • Evaluation/meeting needs to be scheduled
- 41 • Results of evaluation not yet received
- 42 • In treatment

43  
 44 In summary, PHP currently has nine dental professionals in the pending stage (six  
 45 dentists, two hygienists and one dental assistant). Three dentists are in treatment, one  
 46 dentist and one dental assistant are being evaluated and two dentists and two dental  
 47 hygienists remain pending with no contact as yet.

48  
 49 This report is informational only and no resolutions are offered.

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PENNSYLVANIA DENTAL FOUNDATION	Dr. R. Donald Hoffman, President Dr. Jeffrey B. Sameroff, Secretary Dr. Samuel Selcher, Treasurer	Pittsburgh Pottstown Middletown
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1 **Mission Statement**

2 The Pennsylvania Dental Foundation (PDF), as the Pennsylvania Dental Association's  
3 (PDA) philanthropic and charitable organization, enhances health by providing grants  
4 for sustainable programs in education, access to care and assistance for Pennsylvania  
5 dentists and their families in need.  
6

7 **Foundation**

8 Nine grant applications were considered during this association year.

- 9 • The PDF reviewed a request for funding to support Pittsburgh's American  
10 Academy of Pediatric Dentistry's (AAPD) Give Kids A Smile (GKAS) activities.  
11 The student chapter, along with the school's Department of Pediatric Dentistry,  
12 hosted a two-day "Sea of Smiles" themed program of free dental education and  
13 dental treatment for children living in the Pittsburgh area. The PDF approved  
14 funding in the amount of \$1,000 to the University of Pittsburgh Chapter of the  
15 AAPD, and \$1,000 each to the Kornberg School of Dentistry and the University of  
16 Pennsylvania (if requested) to support GKAS activities.
- 17 • The PDF reviewed a request for funding from Smile WISE, a student-run  
18 program at Kornberg School of Dentistry, to educate the homeless and  
19 underserved population in Philadelphia on proper preventative dental measures.  
20 The PDF approved funding in the amount of \$500 to Smile Wise.
- 21 • The PDF reviewed a request from a Pennsylvania student seeking financial  
22 assistance to attend Kornberg School of Dentistry. The request was denied.
- 23 • The PDF reviewed a request for additional funds from the Mission of Mercy in  
24 Pennsylvania in the amount of \$10,000 (if requested) to provide dental services  
25 to approximately 2,000 needy patients throughout Pennsylvania. In 2012, funds  
26 were approved in the amount of \$35,000 which were used for startup costs, fees  
27 and rental of portable dental equipment.
- 28 • The PDF reviewed a request for funding to be used to access children recruited  
29 as child-caregiver to participate in the longitudinal literacy intervention study  
30 Books, Brushing and Bedtime. This literacy project involves administering the  
31 Rapid Estimate of Adult Literacy in Dentistry (REALD-30) test and a short survey  
32 to parents of children in order to assess the level of dental health literacy of the  
33 primary caregiver. The request was denied.
- 34 • The PDF reviewed a request from Harrisburg Smiles for funds to serve the needy  
35 and uninsured patients with urgent dental care needs in central Pennsylvania.  
36 The PDF approved funding in the amount of \$7,500 to Harrisburg Smiles to be  
37 used for operating and administrative expenses incurred in the treatment of  
38 patients.
- 39 • The PDF reviewed a request for funding to provide services to the uninsured and  
40 under insured in Sullivan County. Patient waiting lists are long; so, two part-time

41 dentists will be hired providing eight additional days of dental service. Funds will  
42 be used for those individuals in need. The PDF approved funding in the amount  
43 of \$7,500.

- 44 • The PDF reviewed a request for funding from the Susquehanna River Valley  
45 Dental Health Clinic to provide preventative and corrective dental services to the  
46 underserved in the communities of Snyder, Union and Northumberland counties.  
47 The request was denied.
- 48 • The PDF reviewed a request from the University of Pennsylvania School of  
49 Dental Medicine and CHOP for funding to be used to access children recruited  
50 as child-caregiver to participate in the longitudinal literacy intervention study  
51 Books, Brushing and Bedtime. This literacy project involves administering the  
52 Rapid Estimate of Adult Literacy in Dentistry (REALD-30) test and a short survey  
53 to parents of children in order to assess the level of dental health literacy of the  
54 primary caregiver. The request was denied.

55

### 56 **Relief Fund**

57 The PDA Relief Fund grant program provides financial aid to dentists and their spouses  
58 who are faced with financial hardships. All PDA members are encouraged to continue to  
59 support this worthy cause by sending tax-deductible contributions made payable to:  
60 “PDA Relief Fund,” or earmarking a voluntary donation when paying yearly association  
61 dues.

62

63 One relief grant application was reviewed this association year.

- 64 • The PDF reviewed the relief fund grant request from an applicant in the amount  
65 of \$12,000. The request was for financial assistance to pay for a course  
66 required by the Pennsylvania State Board of Dentistry which updates new  
67 techniques and shows proficiency in diagnostic and clinical skills. The applicant  
68 submitted an emergency (single installment) relief grant application to the ADA  
69 Foundation Relief Grant Program for review and approval. The PDF was  
70 notified by the ADA Foundation the relief grant was approved in the amount of  
71 \$12,000. Constituent and component societies commit themselves to joint  
72 payment of one-half of any grant, which is made by the ADA Foundation Relief  
73 Grant Program upon making a request for the emergency grant. The PDF  
74 approved matching funds in the amount of \$6,000.

75

### 76 **Health & Well Being Fund**

77 The PDF provides financial assistance for monthly monitoring fees to dental  
78 professionals. The overall peer assistance program, which is currently funded through  
79 PDA’s general budget and overseen by the Concerned Colleague Committee, assists  
80 chemically-dependent dental professionals. The peer assistance program continues to  
81 be administered by the Pennsylvania Medical Society through its Physicians’ Health  
82 Program. Cases are handled confidentially and with compassion.

83

84 This report is informational only and no resolutions are offered.

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