Meeting Notice

Missouri Dental Board
Workforce Assessment Ad Hoc

Committee Meeting
Friday, January 5, 2007
10:00 a.m.

Missouri Dental Association
3340 American Avenue
Jefferson City, Missouri 65109

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Please see attached tentative agenda for this meeting.

cc: Members, Missouri Dental Board
Laurie Morris, Office of Administration
Vickie Wilbers, Executive Director, Missouri Dental Association
President, Missouri Dental Association
President, Missouri Dental Hygienists’ Association
President, Missouri Dental Assistants Association
President, Missouri Dental Assistants Educators
Director, Division of Professional Registration
Open Agenda

Missouri Dental Board
Workforce Assessment Ad Hoc Committee Meeting

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1. Call to Order  Dr. Wallace
2. Roll Call  Dr. Wallace
3. Approval of the Agenda  Dr. Wallace
4. Discussion Topics for Committee  Dr. Wallace
   - Review of Proposal Presented by Karen Dent
   - Review of EFDA Proposal Presented by Dr. Wallace
   - Review of Educational Standards for Dental Assistants
   - Discussion of the “Scaling Assistant” Proposal
5. Next Meeting/Conference Call  Dr. Wallace
6. Adjournment
Open Minutes  
Missouri Dental Board  

Workforce Assessment Ad Hoc Committee Meeting  

January 5, 2007  10:00 a.m.  

Missouri Dental Association  
3340 American Avenue  
Jefferson City, Missouri  

The open meeting of the Missouri Dental Board’s Workforce Assessment Ad Hoc Committee meeting was called to order by Dr. Kevin Wallace, Chairperson, at approximately 10:02 a.m. on Friday, January 5, 2007, at the Missouri Dental Association, 3340 American Avenue, Jefferson City, Missouri.

AD-HOC COMMITTEE MEMBERS PRESENT:  
Dr. Kevin Wallace, Ad-Hoc Committee Chairperson, Missouri Dental Board  
Dr. Rolfe McCoy, Missouri Dental Board  
Ms. Patricia A. Lepp, R.D.H., Missouri Dental Board  
Ms. E. Maxine Thompson, Missouri Dental Board  
Ms. Deb Polc, R.D.H., Missouri Dental Hygienists’ Association  
Ms. Lori Bruce, R.D.H., Missouri Dental Hygienists’ Association  
Ms. Lee Ann Turnbaugh, Missouri Dental Assistants Association  
Ms. Mary Lou Young, Missouri Dental Assistants Association  
Dr. Matt Niewald, Missouri Dental Association  
Ms. Karen Dent, Missouri Primary Care Association  
Dr. Jake Lippert, Missouri Dental Association  
Dr. Harvey Eplee, University of Missouri – Kansas City, School of Dentistry

AD-HOC COMMITTEE MEMBERS NOT PRESENT:  
Mr. Harold Kirbey, Missouri Department of Health and Senior Services  
Ms. Kelly Tillery, R.D.H., Ozarks Technical Community College

STAFF MEMBERS PRESENT:  
Sharlene Rimiller, Executive Director  
Justin C. Smith, Executive I  
Brian Barnett, Investigator III

GUESTS:  
Mark R. Zust, D.D.S.  
Ms. Deb Gerecke, R.D.H.  
Ms. Diann Bomkamp, R.D.H.  
Ms. Barbara Bragg Meyer, R.D.H., Missouri Dental Hygienists’ Association  
Ms. Kim Wilson, R.D.H., Missouri Dental Hygienists’ Association
Ms. Pamela Wittmeyer, Missouri Dental Hygienists’ Association
Ms. Vicki Wilbers, Missouri Dental Association
Ms. Margie Kunze, Missouri Dental Association
Ms. Kathy Jeffries, Missouri Dental Assistants Educators
Mr. Joseph Pierle, Missouri Primary Care Association

To better track the order in which items were taken up on the agenda, each item in the minutes will be listed in the order it was discussed in the meeting.

**APPROVAL OF MINUTES**
A motion was made by Ms. Bruce and seconded by Dr. Lippert that the minutes of the November 17, 2006 meeting be approved as presented. Motion carried unanimously.

**APPROVAL OF AGENDA**
Ms. Bruce asked Dr. Wallace to add the Missouri Dental Hygienists’ Association (MDHA) response as an agenda item for discussion. There being no objections or further additions, the agenda was approved as amended.

**DISCUSSION TOPICS FOR THE COMMITTEE**
Dr. Wallace asked for any input or second thoughts regarding the proposals that were presented at the November Workforce Assessment Ad Hoc meeting. A summary of the comments provided is as follows:

- Ms. Dent stated that the proposal she presented was based on a best case scenario, with no limitations, that would help the shortage to access of care; and she still believes that it is a solid plan.

- Dr. Lippert stated the Missouri Dental Association (MDA) has not met since the last Workforce Assessment Ad Hoc Committee meeting; however, at this time his perception is that the MDA was adamant about allowing only a licensed dentist to perform irreversible procedures. He stated that at this time it is not an official position of MDA. Ms. Dent asked for a clarification as to what procedures would be defined as irreversible. Dr. Lippert stated examples of irreversible procedures would be cutting tooth structures, and extractions. Dr. Wallace asked if or when the Committee would be able to receive an official position from the MDA on these matters. Dr. Lippert stated the MDA will be having a meeting on January 18, 2007, at which time this matter will be discussed, and he believed an official stance will arise from this meeting.

- Ms. Bruce presented the Ad Hoc Committee with a written response from the MDHA to the Workforce Assessment Ad Hoc Committee. The response has been made a part of the permanent record of these minutes and marked Attachment A.
Dr. Lippert asked if the MDHA meant to specify that hygienists would only be allowed to perform restorations on primary teeth as it is written in the proposal. Ms. Bruce and Ms. Lepp stated that it was the intention of the MDHA for hygienists’ to be allowed to perform restorations on all teeth and provide pulp therapy only on primary teeth. Dr. Niewald asked for the definition of restorations according to the MDHA. Ms. Bruce stated that she believed that restorations according to this model would include drilling and filling of teeth. Dr. Niewald asked if it would include all classifications of cavity preparations. Ms. Bruce stated for the purpose of this model, it would include drilling out decay and putting in a filling; however, this would only be at the Advanced Practitioner, Master’s Degree level. Dr. McCoy asked Ms. Bruce which states allow dental hygienists’ to perform restorative procedures, and what licensure certifications are required to do so. Ms. Diann Bomkamp stated that at this time, she is currently aware that Washington allows it, and Minnesota allows it with an additional eighty (80) hours of coursework for dental assistants and dental hygienists. Ms. Bruce stated that she will research the information on other states and provide the Committee with that information at the next meeting. Dr. Wallace asked if the only way to become an Advanced Practitioner would be to become a dental hygienist first. Ms. Bruce stated that was the intention of the MDHA. Dr. Wallace stated that he believed that was the most logical advancement; however, with only one pathway into the Advanced Practitioner field he questioned how these steps bring more people into the profession. Dr. Wallace asked if a dental hygiene program could create a valid program for an Advanced Practitioner, would the MDHA back such a program where a person could enter the school program and come out qualified to become an Advanced Practitioner. He believes that this program would help bring new people into the profession.

Dr. Lippert asked if Certified Dental Assistants (CDA) are the only dental assistants that the MDHA supported placing sealants, applying fluoride varnish/treatments, and placing temporary restorations. Ms. Bruce stated that the MDHA supports a minimal educational standard for assistants to perform procedures under general supervision.

Dr. Lippert asked if the MDHA believed that dental assistants did not have the knowledge to scale, and believes that they have the ability to scale Class I periodontal patients.

- Dr. Wallace stated that he agrees with a majority of what is in Ms. Dent's proposal.
- Dr. McCoy stated that he believes that the problem, especially in the Federally Qualified Healthcare Centers (FQHC), is a major shortage of manpower. He suggested only allowing qualified dental assistants the ability to scale in FQHC facilities where they can document a minimum percentage treating Medicaid patients. Ms. Bruce reiterated that the MDHA believes that the Oral Preventive...
Assistant (OPA) and Community Dental Health Coordinator (CDHC) are scaling assistants under a new name, and consider it as a method to eliminate dental hygienists.

- Dr. Wallace pointed out that at this time, the MDHA has taken the position that it does not support assistants scaling, and the MDA has taken the position that it does not support hygienists drilling and filling teeth. He stated that he believes that this is a turf battle, and until each of them can provide information to the Committee that shows that either cannot be performed efficiently, effectively, and safely, this Committee cannot move forward.

- Dr. Mark Zust stated that the position of the MDA is that nothing is off the table for discussion.

- Ms. Lepp asked how allowing dental assistants to scale Class I Periodontal patients helps the workforce problem in Missouri. She stated that the large majority of patients who are in need of oral healthcare would not fall within that classification. Dr. Zust stated that it puts another provider on the team to perform less qualified jobs, opening up time for the more qualified practitioners to perform higher skilled procedures. He stated that Missouri needs more providers.

- Ms. Deb Gerecke stated that she believes that a problem may be arising with the fact that there is no curriculum formulated for this mid-level provider. Dr. McCoy stated that the Committee needs to determine what they are going to do prior to a curriculum being developed.

- Dr. Lippert stated that the American Dental Association (ADA) is opposed to the Alaskan dental program’s Dental Health Therapist (DHT) because they are not under the supervision of any dental board and they do not have a licensure requirement.

- Ms. Young stated that prior to expanded functions being introduced; there were 300 Certified Dental Assistants (CDA) in the State of Missouri. Currently, there are in the neighborhood of 700 to 1,000. She stated that she would like to see the Basic Skills examination eventually eliminated.

- Ms. Turnbaugh stated that currently, there is no place for dental assistants to advance in a career by being able to perform more procedures.

- Ms. Bomkamp reviewed the requirements for the DHT that are currently in place in Alaska and 44 other countries. She stated that each provider is federally supervised, is assigned to a specific dentist, and has a well-defined scope of practice. She believes that a whole new program may be the answer and may solve the battle that exists between dentists and hygienists. Further, she stated...
that teledentistry is something that should be researched and explored by this Committee.

- Ms. Bruce stated that there has already been an established history that documents proof that hygiene school requires a minimum of two years of education. She reiterated that the hygienists are against a shortcut to answer dentist needs, which is what has always been proposed, and believes that the Committee is making good progress.

- Dr. McCoy stated that access and low cost dentistry should be the focus of this Committee.

- Dr. Lippert stated that the DHT program encompasses many duties within their eighteen (18) month program including scaling, fillings, and extractions, which is proof that the education can be done well in a smaller period of time. The ADA is currently developing a curriculum for the CDHC which includes a scaling assistant for Class I Periodontal patients. The concern of the MDA is the regulating agency for these types of practitioners. Dr. Lippert stated in regards to a sliding fee schedule for dentists that the MDHA should consider a similar schedule for dental hygienists, which has not yet been addressed. Further, Dr. Lippert stated in regards to the possibility of mimicking the healthcare professional model, that while physicians assistants (PA) and nurse practitioners have more qualifications, they are not allowed to perform surgical procedures and cavity preparation and extractions are surgical procedures in the mouth.

- Dr. Wallace stated that while the scaling assistant has been proposed a number of times by the MDA, he is unaware that any specifics relating to education, regulation, and licensure have been introduced in accompaniment.

- Ms. Kathy Jeffries of the Missouri Dental Assisting Educators (MDAE) stated that as an instructor of dental assisting, she believes that dental hygienists would lose the identity of what defines their profession if assistants are allowed to scale. She stated that the people in the outlying areas are the dilemma, and simply adding the ability for assistants to scale will not increase the access to care.

- Ms. Young stated that she has received many phone calls throughout the years from dental hygienists trained in the military because they do not qualify for licensure in Missouri due to not taking any type of examination. She believes that this would be an opportunity to fill the oral healthcare need.

- Ms. Dent stated that there are thousands of Missourians who are deficient in oral healthcare, and if we merely create a scaling assistant we will do nothing to help the access to care issue. The emphasis needs to be on creating a mid-level provider who can provide the oral healthcare that is needed.
Dr. Wallace stated that he hoped the Committee could get guidance from the University of Missouri – Kansas City School of Dentistry (UMKC) as a non-political expert. Dr. Harv Eplee stated that the school is lacking a clear direction as to what kind of curriculum to examine. He stated that students in the dental school are scaling the first year, and later are performing irreversible procedures. He further stated that he has an idea of what kind of training should be required for the new provider that is being discussed. Dr. Wallace asked Dr. Eplee how this Committee could receive information from UMKC regarding a general idea of the educational process for a scaling assistant and a mid-level provider between the current dental hygienist and dentist. Dr. Eplee stated that currently, the dental school has competency examinations to show that the student has obtained the knowledge, and that may be what the prospective practitioner could do. Dr. Wallace stated that he believed that the next step is showing how this new practitioner would be trained in order to fit them into the current workforce model.

Dr. Wallace asked the Committee how they can move forward using the progress that they have made in the meeting today. Dr. Lippert stated that the MDHA and MDA need to work together on a common goal if they plan to accomplish anything legislatively.

Dr. Matt Niewald asked Ms. Bomkamp if the American Dental Hygienists’ Association (ADHA) has developed a curriculum for their proposed Advance Dental Hygiene Practitioner (ADHP). Ms. Bomkamp stated that there was a ten (10) person Committee that was formed consisting of educators, hygienists, and dentists that formulated their information from experts and comments nationwide. Currently, they are examining a simple credential that could be used by the states but it would not be a requirement.

Ms. Gerecke suggested the possibility of a small group consisting of two (2) representatives from the MDA and two (2) representatives from the MDHA to establish a more defined model and bring it back to the Ad Hoc Committee to submit to the UMKC to create a curriculum. Dr. Wallace stated that two (2) representatives from the Missouri Dental Assistants Association (MDAA), and Ms. Dent from the Missouri Primary Care Association should be involved in the group as well. Dr. Wallace asked for an approximate timeframe to expect a report from this group. Dr. Lippert suggested a three-month window, which will give the group time to create a report for distribution prior to the next Ad Hoc Committee meeting. The group will consist of the following participants: Dr. Jake Lippert and Dr. Matt Niewald representing the MDA, Ms. Deb Polc and Ms. Lori Bruce representing the MDHA, Ms. Lee Ann Turnbaugh and Ms. Mary Lou Young representing the MDAA, and Ms. Karen Dent representing the Missouri Primary Care Association.
• Dr. Wallace stated since the Committee had a very productive meeting, the focus at the next meeting will be a discussion of the expanded functions dental assistants (EFDA).

**FUTURE MEETING SCHEDULE**
The Ad Hoc Committee set its next meeting at 9:00 a.m. on Friday, May 4, 2007, in Jefferson City, Missouri.

**ADJOURNMENT**
A motion was made by Dr. McCoy and seconded by Dr. Niewald that the meeting adjourn. The motion carried unanimously. The meeting adjourned at approximately 12:25 p.m.

Respectfully submitted,

Justin C. Smith

Sharlene Rimiller, Executive Director

Approved by Board on: ____________