Meeting Notice

Missouri Dental Board
Workforce Assessment Ad Hoc

Committee Meeting
Friday, May 4, 2007
9:00 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

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Jefferson City, Missouri

1. Call to Order Dr. Wallace
2. Roll Call Dr. Wallace
3. Approval of the Agenda Dr. Wallace
4. Report from Subcommittee Ms. Dent
5. Discussion Topics for Committee Dr. Wallace
   • Review of EFDA Proposal Presented by Dr. Wallace
   • Review of Educational Standards for Dental Assistants
6. Next Meeting/Conference Call Dr. Wallace
7. Adjournment
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 9:03 a.m. on Friday, May 4, 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

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
Dr. Harvey Eplee, University of Missouri – Kansas City, School of Dentistry

STAFF MEMBERS PRESENT:
Sharlene Rimiller, Executive Director
Brian Barnett, Investigator III

GUESTS:
Mark R. Zust, D.D.S.
Ms. Barbara Bragg Meyer, R.D.H., Missouri Dental Hygienists’ Association
Ms. Vicki Wilbers, Missouri Dental Association
Ms. Kathy Jeffries, Missouri Dental Assistants Educators
Ms. Janet C. Sell, Ozarks Technical Community College
K.L. Young, D.D.S.
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 AGENDA**
A motion was made by Ms. Lepp and seconded by Ms. Thompson to approve the
agenda as written. The motion carried unanimously.

**REPORT FROM SUBCOMMITTEE**
Ms. Dent provided a report of the subcommittee that was established at the January 5,
2007 Workforce Assessment Ad Hoc Committee meeting. The subcommittee consisted
of Dr. Jake Lippert and Dr. Matt Niewald representing the Missouri Dental Association
(MDA), Ms. Deb Polc and Ms. Lori Bruce representing the Missouri Dental Hygienists' Association
(MDHA), Ms. Lee Ann Turnbaugh and Ms. Mary Lou Young representing the Missouri Dental Assistant's Association (MDAA), and Ms. Karen Dent representing the Missouri Primary Care Association (MPCA). Their responsibilities included
determining the duties, qualifications, and supervision of a mid-level oral health provider. At their meeting on March 9, 2007, the subcommittee recommended to ask the University of Missouri – Kansas City, School of Dentistry (UMKC) to explore curriculum to “fast track” certified dental assistants through abbreviated course work that would prepare them to test to become a dental hygienist in Missouri. Dr. Wallace
stated that he spoke with Dr. Harvey Eplee yesterday, and he stated that this type of program would be something that they are interested in providing.

The subcommittee also recommended to increase the duties that can be performed by
expanded functions dental assistants (EFDA), as well as establishing an experiential requirement for dental assistants who have prior work experience prior to enrolling in expanded function training, standardizing expanded functions training to ensure that all of the programs are teaching the same curriculum, provide registration to dental assistants, develop a system of collaborative agreement between dentists and dental hygienists to provide specific levels of dental care without the physical presence of the dentist, require formal approved training to allow dental assistants to apply fluoride varnishes and sealants, and change statutes and rules to allow dental hygienists to apply topical fluoride in all settings.

Dr. Wallace believes that the dentists still desire an assistant who can scale teeth, and the hygienists want to provide additional duties as well. Ms. Bruce stated that from her perspective, the MDHA is pleased with the outcome of the meeting, and do not desire any additional changes outside of what was reported by Ms. Dent. Dr. Niewald stated that the MDA reviewed the report that was completed by the subcommittee, and their policy is that the design of the new workforce model needs to be more globally inclusive, not pick and choose what to change. For example, he did not believe it was fair to have collaborative work agreements and not have a scaling assistant. Dr.
Wallace does not believe that the recommendations from the subcommittee address the access to care issue. He explained that Missouri has a shortage of provider numbers and provider hours. A collaborative practice agreement creates no new numbers or hours, rather, it simply shifts who provides the care and does not help meet the need that is required.

Ms. Young stated that she has a Missouri Economic and Research report, which shows the projection of staff that is needed between 2004 and 2014. The report states that dental hygienists are number two (2) on this list, requiring an increase of 43.2% or 873 hygienists by 2014.

Dr. Wallace stated that the current system and ability to perform procedures do not have the ability to produce additional workers. He stated it is very difficult to produce more workers in the oral health field. Ms. Lepp asked Dr. Wallace if he believed that the introduction of a new person, in the form of a mid-level provider, would help the workforce issue. Dr. Wallace believes that it would help, and it would cost less and would take less time to educate them.

Dr. Mark Zust believes that a career pattern would help draw people into the profession, and help with the workforce issue. Dr. Wallace agrees; however, he does not believe that the career path should have to be followed; rather, they could enter the path at different levels. Dr. Wallace stated that because of the limited numbers of dental schools and dental hygiene schools, it is very difficult to get into the schools and we lose a lot of perspective oral health professionals because of that.

Dr. Wallace stated that he was hopeful that Missouri could establish an innovative workforce model rather than having to adjust to a model that is developed on a national-level and may not be the best fit for our State.

Ms. Bruce stated that she was of the belief that the recommendations that the subcommittee prepared were what all of the members agreed would be good for the dental profession. She explained that, currently, the MDHA or the hygiene educators do not have anything in place to fast track hygienists through hygiene school and the Community Dental Health Coordinator that the American Dental Association (ADA) is exploring takes between twelve (12) and eighteen (18) months to complete. Dr. Niewald does not believe that the fast track for dental assistants or dental hygienists will have any impact on the workforce in Missouri because it would not be adding a worker to the profession. Dr. Wallace encouraged the MDA and MDHA to work together to accomplish associated goals whether it is a rule change or statute change.

Dr. Wallace asked if the ability for dental hygienists to apply topical fluoride treatments would require both a statute and a rule change. Ms. Bruce stated that she believed that there is a statute that only allows the treatment to be performed on Medicaid-eligible children. Dr. Wallace asked the MDHA to provide suggested rewording to the current statutes and regulations that prohibit a dental hygienist from applying topical fluoride treatments other than at public health settings prior to the next PRC meeting.
DISCUSSION TOPICS FOR THE COMMITTEE

Review of EFDA Proposal Presented by Dr. Wallace
The most basic element of Expanded Functions Dental Assistant (EFDA) is how to qualify to become an EFDA. Dr. Wallace explained that there are currently two pathways: through the Dental Assisting National Board (DANB) certified dental assistant coursework, and through the Missouri Dental Assistants Association’s basic skills examination. There are some concerns with the basic skills examination. He explained that he is very resistant to taking the ability to perform procedures away; rather, he wants to move the profession forward.

Ms. Young stated that a DANB report shows that the numbers are shifting from on-the-job trained dental assistants to those with more formalized training. She provided a copy of the report to the Committee. Dr. Wallace believes that the basic skills test, if designed correctly and efficiently, is a way to objectively decide who can become an EFDA, regardless to age or years of experience in a dental office. Ms. Young believes that a dental assistant should be required to work a certain amount of time in a dental office in order to be allowed to take the basic skills examination. Dr. Wallace disagreed, and reiterated that they simply would not be an EFDA if they did not pass that examination. Dr. Wallace believes that we have put an unfair burden on the Missouri Dental Assistants Association and the Missouri Dental Assistant’s Educators by having them administer and grade the basic skills examination, and suggested that the Dental Board provide the grading of the examinations and subsequent certification.

Ms. Dent stated that the basic skills examination needs to prepare the dental assistant to take EFDA courses in the future, and needs to include aspects of infection control as it did on the old test.

DISSOLUTION OF WORKFORCE ASSESSMENT AD HOC COMMITTEE
A motion was made by Dr. Niewald and seconded by Ms. Dent to dissolve the Workforce Assessment Ad Hoc Committee. The motion passed unanimously.

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, Executive I

Sharlene Rimiller, Executive Director

Approved by Board on: ____________