

**Members Present:** Drs. DC Holmes (Chair), David A. Jones, Natalia Restrepo-Kennedy, Brian J. Howe, Leonardo Marchini, Sandra Guzman-Armstrong, Michael Murrell, Wayne Johnson, Lily T. Garcia, Michelle Krupp, Cody Glass (D2)

**Absent:** Drs. Zeina Al-Salihi, Tad Mabry, Paula Weistroffer, Nidhi Handoo, Sherry R. Timmons, John Schaeffer (D1), Tanner Brolsma (D3), Kathleen Bohr (D4)

**Guests:** Dr. John Syrbu

Meeting called to order 12:05 p.m.

- I. **Approval of April 3, 2019 Minutes:** – Dr. DC Holmes  
**MOTION:** to approve the April 3, 2019 minutes as submitted. Motion seconded.  
**MOTION APPROVED.**
- II. **Hail & Farewell**  
Dr. Michael Murrell is retiring May 2019. The committee would like to thank Dr. Murrell for his contributions to this committee, to the predoctoral curriculum, and for his work in support of accreditation.
- III. **Updates** – Ms. Krupp
  - Faculty development sessions for course directors are scheduled for May 15, 21, 23 and June 11, 2019. The same material is presented for all 4 sessions to allow faculty scheduling options. Office for Education is requesting that every course director attend one session.
  - Dr. Darren Hoffmann and Michelle Krupp will work with departments this summer to help link clinical relevance to key biomedical concepts. Department meetings will be scheduled to meet with all faculty, for 1-2 hours in length.
  - The workgroup for curriculum renewal will present a conceptual framework during the next Curriculum Committee meeting June 10<sup>th</sup> to prepare for their Administrative Staff presentation in July. Curriculum committee members will be asked to provide feedback to ensure the case statement for renewal is evident.
- IV. **Nomenclature: defining “remediation, et al.”** – Ms. Krupp/Dr. Garcia (handout)  
Michelle Krupp presented terminology to help align all faculty in understanding terms and definitions, as well as how specific designation can impact grades on a transcript. The goal is to have standard nomenclature for both student and faculty to understand and use appropriately. The handout will be shared with students during orientation; the handout with definitions will be available on the Intradent. If anyone has suggestions or feedback, please contact Ms. Krupp.

- V. **Review: Practice Management Curriculum** – Dr. Syrbu (presentation)  
Dr. Syrbu presented the revised Practice Management curriculum; copy of the presentation attached. Dr. Syrbu proactively meets student clubs outside of his class to share resources. It was suggested that Dr. Syrbu add questions to the alumni survey that the Office for Education manages in order to obtain more feedback regarding what students need more or less of in practice.
- VI. **Round Table Comments** – Committee
- Dr. Marchini asked if the Office for Education knew how many students were currently in an altered curriculum. Dr. Garcia and Ms. Krupp estimated there to be less than 5%.
  - Dr. Garcia and Ms. Krupp met with the Tippie College of Business to explore options for a business/leadership track dental students.
  - It was mentioned that the University of California system has dissolved business agreements with Elsevier Publishing. Elsevier is one of the largest publishers of professional, scientific journals which could impact other university systems. Ultimately, this could impact what is available to students in the future.

**Next Meeting: Monday, June 10, 2019**

Minutes recorded: Ms. Brenda Selck

## Nomenclature Defining 'Remediation'

TERM	DEFINITION	OCCURS	GRADE IMPACT
<b>Intervention</b>	Individualized instruction within a course to address deficiency (student or instructor identified) to support student success, e.g., tutoring.	Within a course.	None.
<b>Remediation</b>	Individualized focused instruction (determined by instructor) in which specified area of course is re-taught and re-learned to address identified student deficiency to prepare student for retake.	After a failed course or exam and before a retake occurs.	None.
<b>Retake</b>	A repeat of a failed course in its entirety (content not altered) OR a second/third attempt of a failed exam.	When student fails a course or exam. Failed exam retakes at the discretion of each instructor.	Final grade for both courses (original and retake) will show on transcript. A retaken exam grade will be a percentage less than full credit and determined by instructor.
<b>Incomplete</b>	An official and designated letter grade of 'I' that is given to a student when work has not been completed for a course.	Letter grade 'I' given under the following conditions: 1) used only if the unfinished part of the student's work is small, 2) work is unfinished for reasons acceptable to the instructor, and 3) student's standing in the course is satisfactory.	Final grade will post as an 'I' on transcript, until work is completed and instructor changes final grade.
<b>Altered Curriculum</b>	Accommodation that is asynchronous to the prescribed 4-year curriculum due to personal circumstance, but not for academic difficulty that can result in off-cycle graduation.	At any time with approval from CAPP, Office for Education and Office of Student Affairs.	None.
<b>Reassessment Plan</b>	An individualized assessment on request as a result of an academic appeal process, e.g., student fails retake of course x2 and subject to dismissal.	After CAPP and/or administrative review of academic probation.	None.

# *practice management*



JOHN SYRBU | FAMILY DENTISTRY

# *practice management*

LECTURE

DAU

TILE TECH

LAB VISIT

# *practice management*

## LECTURE

July 26, 2018  
October 5, 2018  
February 8, 2019  
February 11, 2019  
April 26, 2019

EXAM

## DAU

2-week clinical  
rotations

EXAM

Production Report, Evals  
& Job Desc Assignment

## TILE TECH

2 small group  
meetings and  
presentation  
(P/F)

## LAB VISIT

*practice management*

# LECTURE

[illegible]

Department of Family Medicine

February 6, 2019

# PRACTICE MANAGEMENT

"We're a team of doctors and students who are 'doing' it" — Dr. Lisa Moriaki

**Dr. Lisa Moriaki, MD**  
Olympic Strategy

**Dr. Lisa Moriaki, MD**  
Olympic Strategy

**Dr. Lisa Moriaki, MD**  
Olympic Strategy

**Dr. Lisa Moriaki, MD**  
Olympic Strategy

**Dr. Lisa Moriaki, MD**  
Olympic Strategy

## CEO Salary

A third survey on CEO treatment will be administered by Dr. Lisa Moriaki.

## Research on the Effects of the 2018 Olympic Strategy

An independent and peer-reviewed research study, led by Dr. Lisa Moriaki, focuses on service to assist the research of the Olympic strategy while emphasizing scientific development in higher academic care, and focuses naturally in these topics.

## Research on the Effects of the 2018 Olympic Strategy

With one of the world's largest research centers in health and one of the most innovative, they bring a wealth of knowledge and experience for the use of the Olympic strategy and the research of the Olympic strategy.

## Research on the Effects of the 2018 Olympic Strategy

Dr. Lisa Moriaki's research is a significant and a significant one to the Olympic strategy and a significant one to the Olympic strategy.

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4:00-6:00 | CRDTS Check-in / Orientation

[illegible]



**John Syrbu, DDS**  
*Family Dentistry*



**Peter Ackerman**  
*ADS Transitions*



**Brian Howe, DDS**  
*Family Dentistry*



**DC Holmes, DDS**  
*Family Dentistry*

# JULY 26, 2018

8:00 - 8:30 | Introduction to Practice Management

8:30 - 11:00 | Practice Transitions and Valuations

11:00 - 12:00 | Electric Handpiece Exercise

1:00 - 2:00 | Licensure

2:00 - 5:00 | CRDTS Orientation

**Table 17. Seniors' perceptions of preparedness for practice in selected areas of education and training, by percentage of total 2013 respondents**

	Under- prepared	Somewhat Under-prepared	Prepared	Well- prepared	Not Applicable
Practice Administration (4373 respondents)	16.4%	33.5%	38.2%	11.3%	0.7%
Patient Evaluation and Diagnosis (4374 respondents)	0.6%	4.2%	55.1%	39.9%	0.1%
Radiology (4374 respondents)	0.5%	3.5%	57.1%	38.8%	0.1%
Oral Pathology (4371 respondents)	2.0%	11.5%	59.0%	26.7%	0.2%
Occlusion / Temporomandibular Disorder (4371 respondents)	6.1%	27.2%	52.8%	13.8%	0.2%
Integrating Oral Health Care with Medical Care (4369 respondents)	2.3%	13.5%	62.9%	20.6%	0.6%
Providing Emergency Treatment (4371 respondents)	1.3%	8.5%	58.5%	33.5%	0.1%
Therapeutics and Prescription Writing (4371 respondents)	2.9%	17.5%	61.1%	18.3%	0.2%
Anesthesiology / Pain Control (4374 respondents)	0.7%	6.3%	53.2%	39.6%	0.2%
Preventative Practices and Patient Education (4373 respondents)	0.3%	2.5%	47.9%	49.1%	0.1%
Operative / Restorative Dentistry (4373 respondents)	0.3%	1.8%	38.0%	59.8%	0.2%
Fixed Prosthodontics (4372 respondents)	1.1%	7.0%	51.2%	40.4%	0.2%
Removable Prosthodontics (4371 respondents)	2.4%	15.9%	50.7%	30.8%	0.2%
Implant Dentistry (4373 respondents)	17.4%	32.0%	36.8%	13.5%	0.4%
Endodontics (4374 respondents)	6.7%	21.3%	47.3%	24.4%	0.2%
Periodontics (4374 respondents)	1.4%	6.7%	54.5%	37.2%	0.2%
Orthodontics (4372 respondents)	30.3%	32.0%	27.7%	8.6%	1.4%
Oral Surgery (4370 respondents)	1.4%	9.4%	53.2%	35.9%	0.1%
Epidemiology (4370 respondents)	3.4%	20.8%	59.8%	13.3%	2.6%
Evidence-Based Dentistry (4373 respondents)	1.9%	10.0%	56.1%	31.6%	0.4%
Pediatric Oral Health Care (4373 respondents)	2.7%	11.4%	60.2%	25.5%	0.2%
Geriatric Oral Health Care (4372 respondents)	2.3%	17.9%	57.9%	21.4%	0.5%
Oral Health Care for Patients with Physical or Mental Disabilities (4373 respondents)	3.9%	18.0%	58.7%	20.8%	0.5%
Oral Health for Patients with HIV/AIDS (4373 respondents)	1.8%	9.4%	61.0%	27.0%	0.7%
Adaptive Treatment Planning for Low Income Populations or an Individual's Ability to Pay (4373 respondents)	2.8%	11.4%	56.0%	28.8%	1.0%
Women's Oral Health Care (4370 respondents)	2.2%	10.3%	59.5%	22.4%	5.5%
Oral Health Care for LGBT (lesbian, gay, bisexual, and transgender) Groups (4372 respondents)	5.1%	11.0%	52.6%	21.4%	9.8%
Oral Health Care for Racially , Ethnically, or Culturally Diverse Groups (4370 respondents)	2.0%	6.6%	58.6%	28.6%	4.2%
Oral Health Care for Rural Communities (4373 respondents)	1.9%	9.9%	58.9%	27.2%	2.0%
Using Electronic Records (4373 respondents)	3.5%	5.3%	45.3%	45.3%	0.6%
Cultural Competency (4373 respondents)	1.3%	6.0%	57.3%	33.2%	2.2%
Interprofessional Education - Working With Other Professions (4373 respondents)	1.9%	9.7%	57.3%	30.1%	1.0%

Source: American Dental Education Association, ADEA Survey of Dental School Seniors, 2013 Graduating Class

Note: Percentages may not total 100% because of rounding.

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Key Performance Indicators   Office Dynamics   Workflow   Developing Systems   Employment Handbook

Continuing Education   Philanthropy   Office Policy Manual   Employment contracts   Performance Reviews

Office Morale   Ethics   **Leadership**   Interpersonal Communication   **Human Resources**   Sociology

Keeping Staff Motivated   Infection Control   Quality Assurance   Behavioral Sciences   Hiring and Firing   Psychology

Fraud in the Dental Office   **Risk Management**   Jurisprudence   Policy   Legal & Regulatory Concepts

Inventory   Informatics   Tracking ROI   **Marketing & Advertising**   Market and Demographic Analysis

Entrepreneurship   Associateship   Partnership   Ownership   Transition Strategies   Practice Valuation   Practice Brokers

Debt Management   Wealth Management   Investing Strategies   Retirement   Balance Sheets   Tax Planning

Real Estate   Personal Finance   **Finance**   Practice Finance   Payroll   **Accounting**   P&L Statements

Life Insurance   Health Insurance   Disability Insurance   Liability Insurance   Tail End Liability Insurance   Budgeting

Efficient Office Design   Time Management   Efficient Patient Scheduling   Credentialing   Writing a Business Plan

Practice Management Software   **Dental Insurance**   Contract Negotiation   Business Entity Legal Structure

Dental Auxiliary Utilization   Referrals   Revenue Management   Technology and Equipment   Advocacy





**John Syrbu, DDS**  
*Family Dentistry*



**Peter Ackerman**  
*ADS Transitions*



**Brian Howe, DDS**  
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**Jonathan Napier**  
*BrownWinick Attorney*



**Denisse Campbell**  
*Metro Dentalcare*



# OCTOBER 5, 2018

8:15 - 10:00 | Employment Contracts

10:00 - 11:00 | HR Perspectives: Climate, Culture, and Feedback

1:00 - 2:30 | Associate/DSO/CHC Discussion Panel

2:30 - 4:00 | Practice Owner Discussion Panel

4:00 - 5:00 | CRDTS



**Jonathan Napier**  
*BrownWinick Attorney*



**Denisse Campbell**  
*Metro Dentalcare*



# OCTOBER 5, 2018

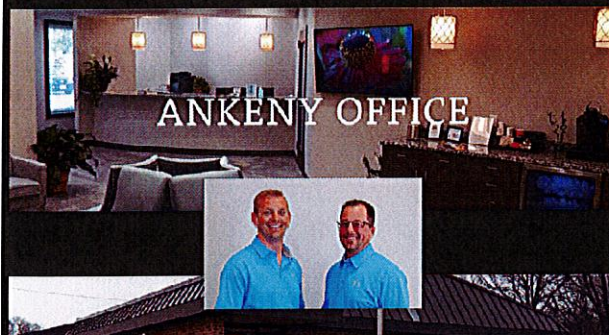
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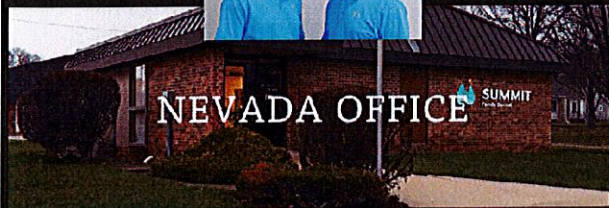
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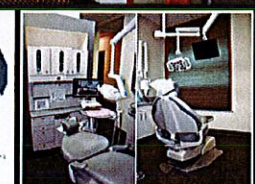
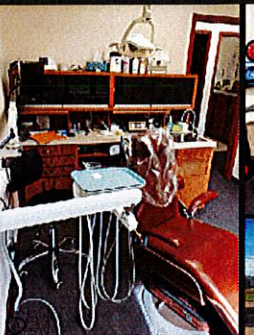
4:00 - 5:00 | CRDTS



ANKENY OFFICE



NEVADA OFFICE



# OCTOBER 6, 2017

## Dentist Panel: Associateship, GPR, DSO, CHC



Jered Vislisl, DDS



Eric Snyder, DDS



Erin Guttormson, DDS

- **Jered Vislisl, DDS**  
The Dentists of Owatonna Family Dentistry | Owatonna, MN  
Apple Valley Dental Care | Apple Valley and Hastings, MN  
Midwest Dental | Chisago City, MN
- **Eric Snyder, DDS**  
John Martin and Associates | St. Louis, MO  
Northpoint Health and Wellness Center | Minneapolis, MN  
Metro Dentalcare | Eagan, MN
- **Erin Guttormson, DDS**  
General Practice Residency | Bangor, ME  
Apple Tree Dental | Mounds View, MN

# OCTOBER 6, 2017

## Dentist Panel: Practice Owners



Amy Scallon, DDS



Mikki Johnson, DDS



Drew Carrell, DDS

- **Amy Scallon, DDS**  
Palisades Family Dental | Mount Vernon, IA  
Previous experience:  
Family Dentistry!!!
- **Mikki Johnson, DDS**  
Marshalltown Family Dentistry | Marshalltown, IA  
Previous experience:  
Westdale Dental | Cedar Rapids, IA
- **Drew Carrell, DDS**  
Lakeview Family Dentistry | Hugo, MN  
Previous experience:  
Midwest Dental | Dubuque, IA  
Northwoods Dental | Plymouth, MN  
Metro Dentalcare | Maplewood, MN



**Brent Ludens, DDS MS**  
*Olympic Dentistry*



**Troy Larkin**  
*Patterson Dental*



**Chris Graw**  
*Northwestern Mutual*



**John Syrbu**  
*Family Dentistry*

## FEBRUARY 8, 2019

8:00 - 8:15 | SDF Survey

8:15 - 11:00 | Anterior Implants and Technology Implementation

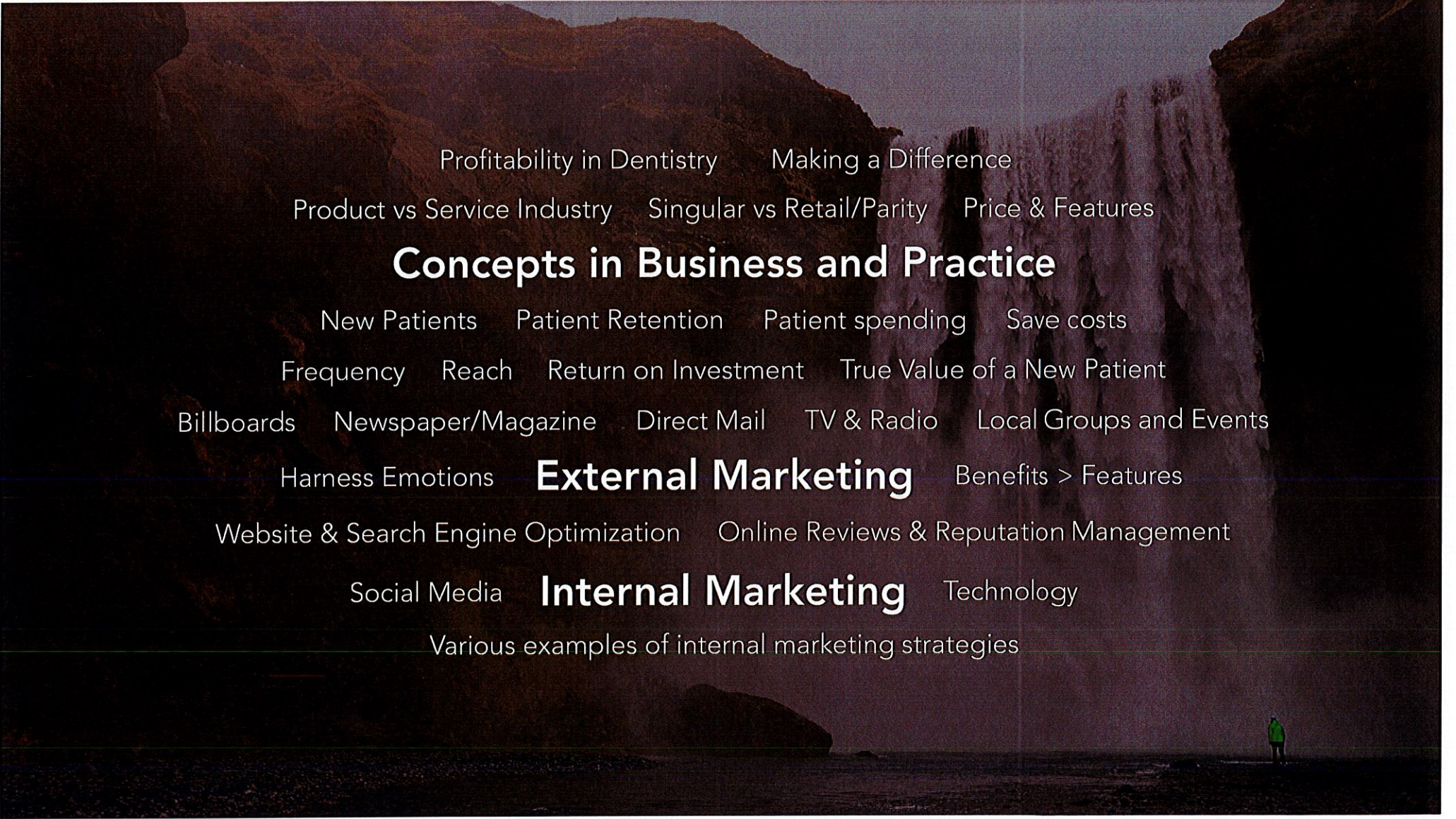
11:00 - 12:00 | Practice Pearls for the Recent Graduate

1:00 - 1:30 | AGD Presentation

1:30 - 2:30 | Personal Finance

2:30 - 4:00 | Marketing and the Patient Experience

4:00 - 5:00 | CRDTS



Profitability in Dentistry    Making a Difference  
Product vs Service Industry    Singular vs Retail/Parity    Price & Features

## **Concepts in Business and Practice**

New Patients    Patient Retention    Patient spending    Save costs  
Frequency    Reach    Return on Investment    True Value of a New Patient  
Billboards    Newspaper/Magazine    Direct Mail    TV & Radio    Local Groups and Events

Harness Emotions    **External Marketing**    Benefits > Features

Website & Search Engine Optimization    Online Reviews & Reputation Management

Social Media    **Internal Marketing**    Technology

Various examples of internal marketing strategies



**Sara Stuefen, Tom Sullivan**  
*Northwestern Mutual*



**Brad Schooler**  
*Northwestern Mutual*



**Jamie Katz, Justin Oleson**  
*BerganKDV*



**Jeramie Eimers**  
*US Bank*



**Thad Harker**  
*Primus Dental*

# FEBRUARY 11, 2019

8:00 - 9:00 | State of the Dental Profession

9:00 - 10:00 | Leadership and Ethics in Dentistry

10:00 - 11:00 | Practice Management for All Dentists

11:00 - 12:00 | Student Loan Repayment Options

1:00 - 3:00 | Key Performance Indicators

3:00 - 4:00 | Practice Finance & Loan Structure

4:00 - 5:00 | Office Design and Finance

ADA Success



**Jill Stuecker**  
*Iowa Dental Board*  
+  
*Iowa Pharmacy Board*



**Joe Bates, DDS**  
*IPRC Participant*



**Robert Peskin, DDS**  
*Dental Insurance Expert*



**Adam Unterbrunner, DDS**  
*Chicago Dental Studio*

## APRIL 26, 2019

8:00 - 8:15 | Graduation Distribution

8:15-8:30 | Digital Dentistry Survey

8:30 - 9:00 | Iowa Dental Board

9:00 - 9:30 | Prescription Monitoring Program

9:30 - 10:30 | The Impaired Dentist

10:30 -12:00 | Risk Management

1:00 - 3:00 | Jurisprudence Exam / Practice Management Exam

3:00 - 5:00 | Getting Started

# practice management

## LECTURE

### PRACTICE MANAGEMENT

October 5, 2018

**8:00-8:15 Introduction**

**8:15-10:10 Employment Contracts and Legal Issues in Dentistry**

**10:15-11:00 The Business Plan: You're a Doctor... Now What?**

**11:00-12:00 The Business Plan: You're a Doctor... Now What?**

**12:00-1:00 Lunch**

**1:00-2:00 Advanced Dental Insurance Fundamentals**

**2:00-3:00 Owner/Operator Decision Making Panel**

**3:00-4:00 CREDITS Check-in / Orientation**

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# *practice management*

LECTURE

DAU

TILE TECH

LAB VISIT

# *practice management*

DAU



# *practice management*

LECTURE

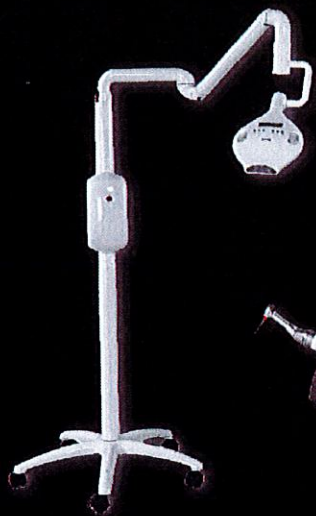
DAU

TILE TECH

LAB VISIT

*practice management*

TILE TECH



# *practice management*

LECTURE

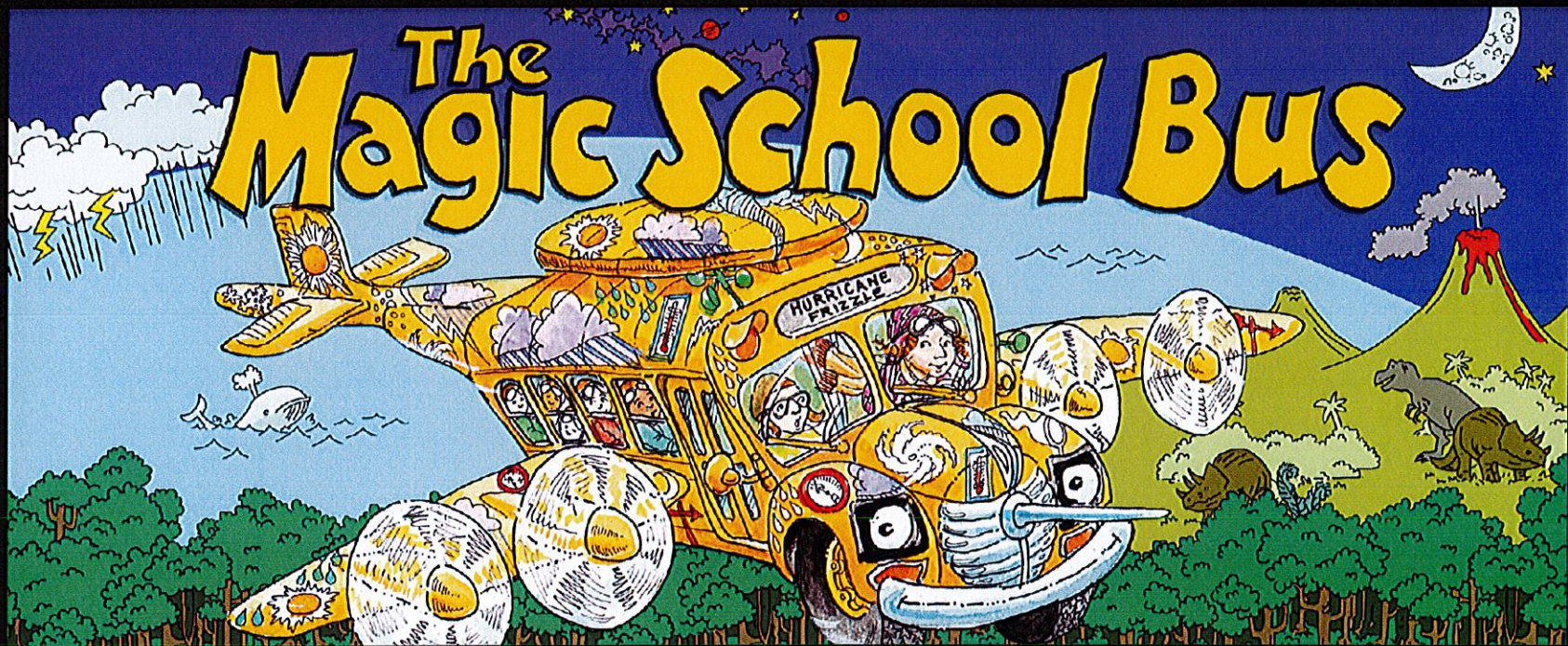
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TILE TECH

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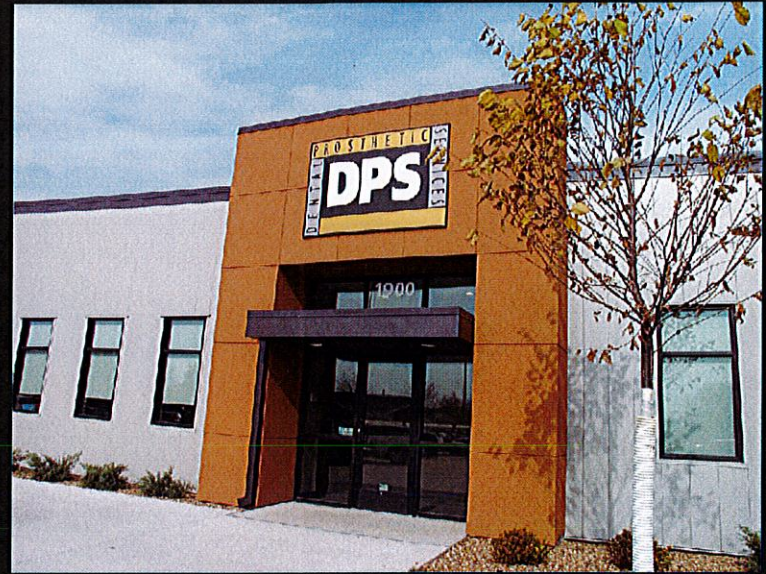
## LAB VISIT



# LABORATORY VISIT

## SELECTION CRITERIA

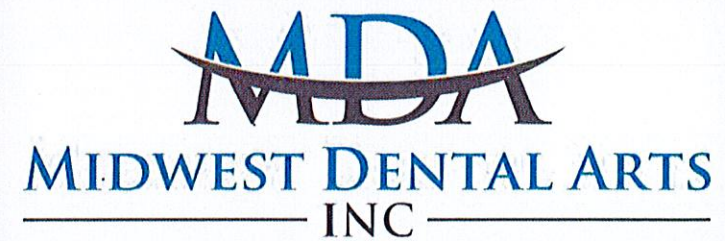
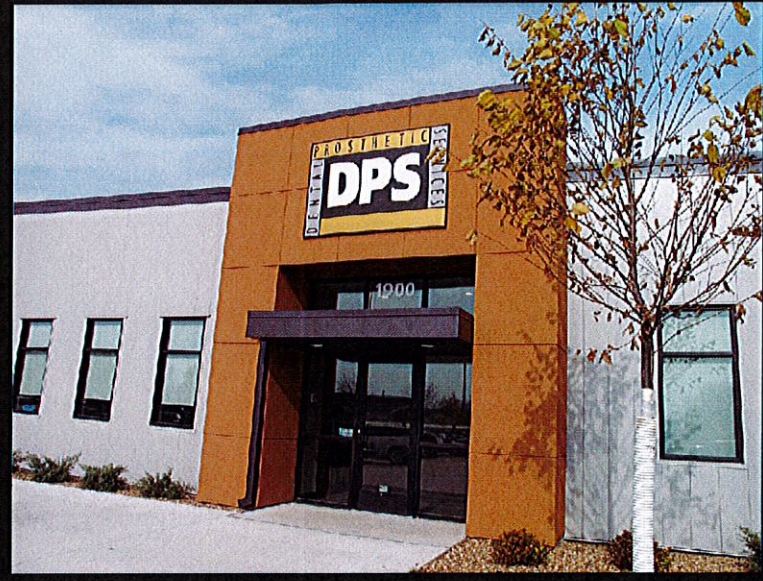
- Full service laboratory
- Educational component
- Local with parking



# LABORATORY VISIT

## SELECTION CRITERIA

- Full service laboratory
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# *practice management*

LECTURE

DAU

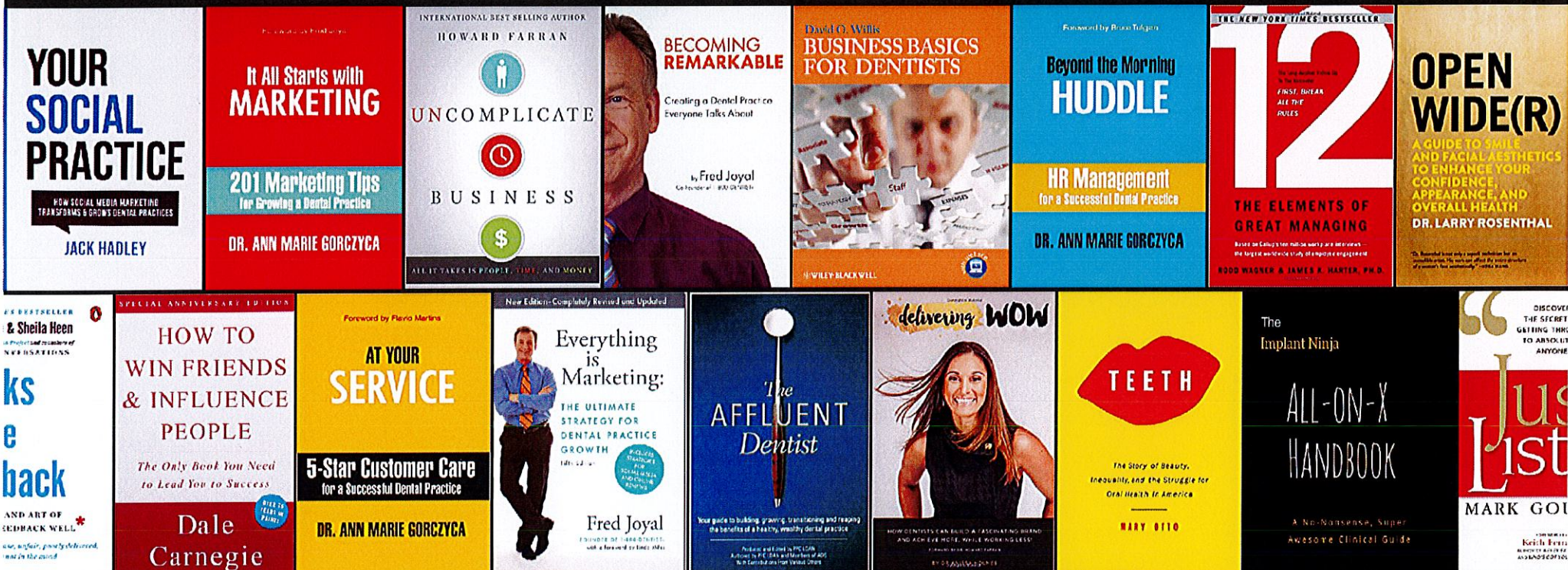
TILE TECH

LAB VISIT

ONE LAST THING...

# practice management

LEADERS ARE READERS





*thank you*