

1 **Res. #1 (Bylaws change)**
2 **First Year Trustee Voting Rights on Executive Committee**

3
4 *Submitted by: ISDS Board of Trustees*
5 *Financial Impact: None to ISDS*

6
7 **Background:**

8 Since the Finance and Planning Committee was merged into the Executive Committee at the 2021
9 ISDS House of Delegates, there has been ongoing monitoring of whether it makes sense for the first-
10 year trustee of the Executive Committee to serve in a non-voting capacity (as indicated in the ISDS
11 bylaws). For historical perspective, the first-year trustee served as a voting member on the Finance
12 and Planning Committee. While the Executive Committee grew from seven members to eight
13 members with this change at the 2021 House of Delegates, a thought at the time was that critical
14 decisions could result in a tie with an even number of committee members, thus part of the rationale
15 to make one position not possess voting rights. In reality, it is possible for a voting member of any
16 committee to abstain from voting, so a tie vote is possible regardless of an odd or even number of
17 members. The first-year Trustee has provided valuable insight and fresh perspective oftentimes and
18 participates in committee meetings to the same extent as the other committee members – simply
19 without the right to cast a vote. After much consideration, it is time to add voting rights to this
20 position.

21 **Resolved:** That the Constitution and Bylaws be amended as follows (additions underscored; deletions
22 ~~stricken~~):

23 Chapter XIII – BOARD OF TRUSTEES

24 Section 4. Committees of the Board of Trustees:

25 E. Executive Committee. The Executive Committee shall consist of the president, vice president,
26 president-elect, treasurer, secretary and three (3) appointed members of the Board of Trustees. The
27 president will preside over meetings of the Executive Committee as chair. The term of office of the
28 Trustees shall be for three (3) years, with the senior Trustee acting as vice-chair and presiding over
29 the financial duties of this Committee. ~~The trustee in the first year of his or her term will serve in a~~
30 ~~non-voting capacity.~~ Actions of the Executive Committee must be reported to the Board of Trustees.

31 **Board Recommendation:** Adopt

1 **Res. #2 (Bylaws change)**
2 **Requirements in ISDS Bylaws to Serve on 8th District Delegation**

3
4 *Submitted by: ISDS Board of Trustees*
5 *Financial Impact: None to ISDS*
6

7 **Background:**

8 The ISDS bylaws have stipulations included in it for serving on the 8th District delegation from the
9 Chicago district and downstate caucus. The intent of this resolution is to remove those from the ISDS
10 bylaws and clarify that each may establish their own criteria. This allows for flexibility based upon
11 what qualifications, terms or term limits, and reimbursements are desired by each to best represent the
12 8th District delegation to the American Dental Association.

13 To factor in how the CDS leadership groups each select a portion of the Chicago District allotment of
14 delegates and alternate delegates, the term “or its designee(s)” was added after Chicago Dental
15 Society in this Chapter of the ISDS bylaws. Since the CDS leadership groups are not defined in the
16 ISDS bylaws, this verbiage allows the Chicago Dental Society the ability to designate and charge the
17 leadership groups with this responsibility.

18 **Resolved:** That the Constitution and Bylaws be amended as follows (additions underscored; deletions
19 ~~stricken~~):

20 **CHAPTER XV - ADA TRUSTEE AND DELEGATION TO THE AMERICAN DENTAL**
21 **ASSOCIATION**

22
23 Section 1. Election of Nominee for ADA Trustee. The nominee for Trustee to the
24 American Dental Association from the 8th District shall be elected by the combined
25 vote of the 8th District elected delegates and alternate delegates to the ADA House
26 of Delegates. This election shall take place at the second caucus of the 8th District
27 one (1) year in advance of the beginning of the new trustee term.

28
29 Section 2. Allocation and Election of Delegates and Alternates. Delegates and
30 alternates to represent this Society in the House of Delegates of the American
31 Dental Association shall be allocated between the Chicago Dental Society ~~area~~ and
32 the ~~rest of the state~~ downstate caucus according to a plan adopted by the Board of
33 Trustees. The Chicago Dental Society, or its designee(s), will elect its portion of the
34 delegation in a manner it determines, and the downstate caucus will elect its portion
35 in a manner that caucus determines. The election shall be completed and reported
36 to the Executive Director of this Society no later than March 1 of each year.

37
38 Any vacated delegate or alternate delegate position that occurs before May 1st will
39 be filled by the Chicago Dental Society, or its designee(s), or the downstate caucus,
40 depending on who originally elected the vacated position. If a vacancy occurs after
41 May 1, the ISDS President will appoint a currently elected alternate delegate to fill
42 the position of a vacant delegate. No alternate delegate position will be filled on or
43 after May 1, leaving the vacancy.

44
45 Section 3. ISDS Officers and Speaker. The president, president-elect, vice
46 president, and treasurer shall be delegates, ex-officio. The Speaker of the House
47 shall be a delegate or an alternate delegate, ex-officio.

48

49 Section 4. Qualifications. Only an active, life or retired member of the Society may
50 be eligible for election as a delegate or alternate. The following requirements shall
51 apply to members in order to serve in the ADA delegation:

52 ~~— a. A member must have served previously as an ADA delegate or alternate~~
53 ~~delegate, an ISDS officer or trustee, or have served as a delegate to the Society’s~~
54 ~~House of Delegates before becoming eligible to serve as an alternate delegate to the~~
55 ~~ADA.~~

56 ~~— b. A member must have served a minimum of one (1) year as an ADA~~
57 ~~alternate delegate, or served as an ADA delegate previously in order to serve as an~~
58 ~~ADA delegate.~~

59 a. The Chicago Dental Society, or its designee(s), and the downstate caucus
60 shall each establish qualifications to serve as a delegate or alternate delegate.

61 eb. Current members of ADA Councils, Committees, and Commissions,
62 except the ADA Council on ADA Sessions and International Programs, shall be
63 strongly considered for positions in the ADA delegation.

64
65 Section 5. Term of Office. Delegates shall be elected for a two-year term.
66 ~~Delegates may serve a maximum of three consecutive two-year terms. Alternate~~
67 ~~delegates shall be elected for a one-year term. Ex-officio members shall serve one-~~
68 ~~year terms.~~

69 The Chicago Dental Society, or its designee(s), and the downstate caucus
70 may each establish limitations on how many terms, or consecutive terms, a delegate
71 or alternate delegate may serve.

72 ~~Members may serve a maximum of six (6) consecutive years, after which time~~
73 ~~a member may not serve as a delegate or alternate delegate for at least one year.~~

74 This Section shall not be construed to prohibit ex-officio delegates from
75 serving as delegates or alternate delegates, ~~no matter how many consecutive years~~
76 ~~of service they have incurred. However, ex-officio delegate years of service, as well~~
77 ~~as any consecutive years immediately prior to and /or immediately following ex-~~
78 ~~officio years, shall be counted in determining the number of consecutive years~~
79 ~~served.~~

80
81 Section 6. Official Representatives. The delegates and alternate delegates shall be
82 the official representatives of this Society in the House of Delegates of the American
83 Dental Association, empowered to act individually on any matter that comes before
84 that body. It shall be the duty of each delegate to attend each meeting of each
85 House during ~~his/her~~ their term of office and to participate in the deliberations and
86 actions thereof in a manner that will promote the best interests of the American
87 Dental Association and this Society.

88
89 Section 7. Alternate Delegates’ Duties. It shall be the duty of each alternate to
90 attend sessions of the House of Delegates of the American Dental Association
91 during the alternate’s term of office, and to succeed to the office of delegate and
92 assume those duties in case of a vacancy.

93
94 Section 8. Reimbursement. The Chicago Dental Society, or its designee(s), and the
95 downstate caucus may each establish policies that reduce or eliminate ISDS
96 budgeted funding for delegates or alternate delegates. The Executive Director of this
97 Society shall be informed of any delegate or alternate delegate who is not to receive
98 the full budgeted reimbursement.

99
100 **Board Recommendation:** Adopt

1 **Res. #3 (Bylaws change)**

2 **Defining the term “Downstate” in ISDS Bylaws**

3
4 *Submitted by: ISDS Board of Trustees*

5 *Financial Impact: None to ISDS*

6
7 **Background:**

8 The term “downstate” is used numerous times and ways in the ISDS bylaws, but is never formally
9 defined. A best practice from a governance perspective is to define what this term means so that it is
10 clear to the membership and indicates who may be a part of the “downstate district” or “downstate
11 caucus”, as referenced in the bylaws. This simplify clarifies that the term “downstate” encompasses
12 all of the ISDS component societies besides the Chicago Dental Society.

13 **Resolved:** That the Constitution and Bylaws be amended as follows (additions underscored; deletions
14 ~~stricken~~):

15 CHAPTER XII – TRUSTEE DISTRICTS

16
17 Section 1. Organization of Trustee Districts.

18 This Society shall be divided into eight (8) trustee districts, composed of component societies
19 designated as follows:

20
21 Northwestern District. Component Societies: Winnebago, U.S. Grant, McHenry. Trustee, one (1).

22 Northeastern District. Component Societies: Fox River Valley, Will County, Kankakee. Trustee,
23 one (1).

24 Central Northern District. Component Societies: Whiteside-Lee, Rock Island, Illinois Valley.
25 Trustee, one (1).

26 Central District. Component Societies: McLean County, Prairie Valley, Peoria. Trustee, one (1).

27 Central Western District. Component Societies: Madison, G.V. Black, T.L. Gilmer. Trustee, one (1).

28 Central Eastern District. Component Societies: Illini, Eastern Illinois, Decatur. Trustee, one (1).

29 Southern District. Component Societies: Wabash, St. Clair, Southern Illinois.

30 Trustee, one (1).

31 Chicago District. Component Society: Chicago. Trustees, seven (7).

32 The term “downstate” referenced in the ISDS bylaws includes all of the component societies besides
33 the Chicago Dental Society.

34
35 CHAPTER II - HOUSE OF DELEGATES

36
37 Section 1. Composition:

38 B. The House of Delegates shall consist of delegates chosen from the components of the state. Except
39 for the Chicago Dental Society, delegates shall be allocated to the components based upon the total
40 membership of each component and based upon multiples of seventy-five (75): the first delegate
41 being awarded for a membership of one (1) to seventy-five (75) members, the second delegate being
42 awarded when the component has reached seventy-six (76) members, the third being awarded when
43 the component has reached one hundred fifty-one (151) members, and so forth. For the Chicago
44 Dental Society, delegates shall be calculated based upon the membership of each branch organization
45 according to the above methodology. The Chicago Dental Society will determine the distribution of
46 these delegates. Notwithstanding the foregoing calculations, should any component’s representation
47 exceed sixty-five percent (65%) of all components’ delegates, then the affected component’s
48 delegates shall be decreased to that percentage.

49 In addition, the Dean and one (1) student from each of the dental schools that has received its
50 “Initial Accreditation” or maintains “Approval Accreditation Status” from the Commission on Dental
51 Accreditation in the State of Illinois shall be delegates. Only active, life and retired members shall be
52 counted in determining total membership. For the purpose of this section, the number of active, life
53 and retired members of each component society shall be determined as of the last day of the calendar
54 year preceding an annual session as reported by the American Dental Association. Two (2) dental
55 hygienist members of the Society shall be appointed by the Board of Trustees as delegates, one (1)
56 from the Chicago district area and one (1) from the ~~rest of the state of Illinois~~ downstate districts.

57 CHAPTER XV - ADA TRUSTEE AND DELEGATION TO THE AMERICAN DENTAL
58 ASSOCIATION

59 Section 1. Election of Nominee for ADA Trustee. The nominee for Trustee to the American Dental
60 Association from the 8th District shall be elected by the combined vote of the 8th District elected
61 delegates and alternate delegates to the ADA House of Delegates. This election shall take place at the
62 second caucus of the 8th District one (1) year in advance of the beginning of the new trustee term.

63
64 Section 2. Allocation and Election of Delegates and Alternates. Delegates and alternates to represent
65 this Society in the House of Delegates of the American Dental Association shall be allocated between
66 the Chicago Dental Society area and the ~~rest of the state~~ downstate districts according to a plan
67 adopted by the Board of Trustees. The Chicago Dental Society will elect its portion of the delegation
68 in a manner it determines, and the downstate caucus will elect its portion in a manner that caucus
69 determines. The election shall be completed and reported to the Executive Director of this Society no
70 later than March 1 of each year.

71
72 **Board Recommendation:** Adopt

1 **Res. #4 (Bylaws change)**

2 **ISDS Guest Editors**

3
4 *Submitted by: ISDS Board of Trustees*

5 *Financial Impact: None to ISDS*

6
7 **Background:**

8 With Dr. Milt Salzer retiring in 2023 as the ISDS Editor after 33 years of service, the ISDS Executive
9 Committee and Board of Trustees have been exploring the best approach to this position going
10 forward.

11 During this period of exploration, ISDS utilized a number of guest contributors, stories from
12 Committees chairs, Historian, republishing of stories from other periodicals, and the ISDS President
13 to provide editorial content. This structure has allowed for a wide range of viewpoints on topics
14 pertinent to dentistry and from those with specific knowledge on such topics. This approach has also
15 taken the burden off of one specific individual serving in the Editor role. Using numerous individuals
16 in a guest editor capacity has proven to be a successful model to implement moving forward to best
17 serve the membership.

18 **Resolved:** That the Constitution and Bylaws be amended as follows (additions underscored; deletions
19 ~~stricken~~):

20 **CONSTITUTION OF THE ILLINOIS STATE DENTAL SOCIETY**

21 Section 2. Appointive Officers: There shall be ~~two (2)~~ one (1) appointive officers of this Society: ~~an~~
22 ~~Editor and~~ an Executive Director, as provided for in Chapter XIV of the Bylaws.

23
24 **CHAPTER IV - STANDING COMMITTEES**

25 **Section 11. Duties:**

26 **D. Committee on Communications.** ~~The Editor shall be an ex-officio member of the committee.~~
27 When practical, appointments shall be made with geographic distribution. A representative of the
28 Chicago Dental Society Communications Committee shall be appointed annually to serve as a liaison.
29 The duties of the committee shall be:

30 a. To establish, coordinate and evaluate all programs designed to enhance the public image of the
31 profession.

32 b. To serve as the agent for other standing committees when public relations are involved.

33 c. To cooperate with its counterparts at the component level to ensure a well informed and
34 coordinated effort.

35 d. To assist component societies in the development of policies and programs for the improvement
36 of the dental health of the public within their jurisdiction.

37 e. To maintain close cooperation with the Dental Division of the Department of Public Health of
38 the State of Illinois.

39 f. To prepare and publish the journal

40 g. To publish the Transactions of the Society in such form as may be designated by the Board of
41 Trustees.

42 h. To print at the beginning of each number of the journal and each volume of the Transactions the
43 following disclaimer: "The Illinois State Dental Society is not responsible for the opinions, views, or
44 statements made in any essay, discussion, or in the proceedings which are presented before the
45 Society."
46

47 Chapter XIII – BOARD OF TRUSTEES

48

49 Section 3. Powers and Duties:

50 B. It shall appoint the Executive Director and may appoint the Historian. It ~~may appoint the Editor~~
51 ~~and~~ shall appoint all Standing Committees annually, except the Committee on Committees and
52 Committee on the Annual Session and shall also select the time and place of the annual session. It
53 shall determine the process to select guest editors to the Official Journal in an unfunded capacity.

54 CHAPTER XIV - APPOINTIVE OFFICERS

55

56 Section 1. Number and Titles: The appointive officers of this Society shall be ~~two (2)~~ one (1) in
57 number: The ~~Editor and~~ Executive Director, as provided in Article IV, Section 2 of the Constitution.

58

59 ~~Section 2. Duties of the Editor shall be:~~

60 ~~A. To be editor in chief of the journal and, as such, be free to editorialize his/her opinions on all~~
61 ~~subjects and to exercise full editorial control over such publication subject only to policies and~~
62 ~~procedures established by the Board of Trustees or these Bylaws.~~

63

64 CHAPTER XVI - OFFICIAL JOURNAL

65 Section 5. Guest Editors: ~~The editor of this Society shall be the editor of the journal. The Board of~~
66 Trustees shall select guest editors for the Official Journal, as provided in Chapter XIII, Section 3 of
67 the Bylaws.

68 **Board Recommendation:** Adopt

1 **Res. #5 (Bylaws change)**

2 **Process to be Nominated for ISDS Treasurer, Vice-President, or President-**
3 **Elect Without Having Been Elected into the Secretary Position**

4
5 *Submitted by: ISDS Board of Trustees*

6 *Financial Impact: None to ISDS*

7
8 **Background:**

9 Currently, there is no explicit criteria or process established in the ISDS Bylaws for being nominated
10 against an ISDS Officer who has previously been elected into the Secretary position by the House of
11 Delegates. There is language contained in the Bylaws for the House of Delegates to remove an
12 elective Officer for cause, which could address any situation where fiduciary duty is not being met by
13 that individual. However, the process for being nominated against an ISDS Officer who has already
14 been elected by the House of Delegates has minimal requirements. Given that any individual in one
15 of these positions has already been elected into the Secretary position, or higher, by the ISDS House
16 of Delegates, the threshold to do so should be raised.

17 **Resolved:** That the Constitution and Bylaws be amended as follows (additions underscored; deletions

18 CHAPTER V - ELECTION OF OFFICERS AND TRUSTEES

19
20 Section 1. The House shall elect a president-elect, vice-president, treasurer, secretary, speaker,
21 vice-speaker, and a trustee at-large. At the opening meeting of the House of Delegates, nominations
22 shall be made from the floor. No nominating speech shall exceed three (3) minutes in length.
23 Seconding speeches for any nominee shall be limited to one (1) minute in length and two (2) in
24 number. In uncontested elections, there shall be one (1) seconding speech limited to one (1) minute in
25 length. There shall be no nominating speeches for the position of trustee at-large, however notice of
26 intent to run for the position must be filed with the Secretary in advance to be included on the official
27 ballot. Voting shall be by official ballot and the Secretary shall provide facilities for voting and for the
28 certification of each voter. The vote in contested races shall be held on the day of the business
29 meeting. When there is only one candidate for an elective office according to this section, that
30 candidate shall be declared to be elected without the requirement of taking a ballot vote in the House
31 of Delegates.

32 To be nominated for the position of Treasurer, Vice-President, or President-Elect without
33 having been elected into the Secretary position, the potential candidate must complete all of the
34 following requirements:

- 35 a) Receive signatures of over half (50%) of the total possible number of delegates in support
36 of their candidacy for the desired position within two (2) weeks after the deadline for
37 delegates to be elected by a component or branch, as defined in Chapter II, Section 3 of
38 the Bylaws.
39 b) Proof of signatures in a) shall also be provided to the Secretary of the House within the
40 same two (2) week timeframe of the deadline for delegates to be elected by a component
41 or branch, as defined in Chapter II, Section 3 of the Bylaws.
42 c) Sign the “Guidelines Governing the Conduct of Campaigns for ISDS Offices”, which are
43 contained in ISDS House of Delegates Policies, only after completing the requirements in
44 a) and b), and submit to the Secretary of the House

45 A candidate receiving a majority of the votes cast for any office on any ballot shall be
46 considered elected. In the event no candidate receives a majority of the votes cast on any ballot, the
47 candidate receiving the least number of votes shall be eliminated and an additional ballot or ballots
48 shall be held until one candidate receives a majority of the votes cast for that office.

49 A candidate for the trustee at-large position shall not formally announce for office until the
50 final day of the ISDS Annual Session House of Delegates meeting immediately preceding their

51 candidacy. Candidates announcing after the final day of ISDS Annual Session House of Delegates
52 must inform the Secretary of the House of their intent to run for the trustee at-large position.
53 Campaign activities for the trustee at-large position will be limited to only a three-minute speech at
54 the Opening Meeting of the House of Delegates in the year of the election.
55
56 **Board Recommendation:** Adopt

1 **Res. # 6 (Bylaws change)**
 2 **Student Liaisons to Serve on the Diversity, Equity, and Inclusion**
 3 **Committee as Non-voting Members**

4
 5 *Submitted by:* ISDS Diversity, Equity, and Inclusion (DE&I) Committee
 6 *Financial Impact:* \$1,000 increase in expenses (per diem, mileage, meeting costs)
 7

8 **Background:** The Diversity, Equity, and Inclusion (DE&I) Committee was formed in 2022 to give
 9 guidance and make recommendations to the Board of Trustees on matters related to diversity, equity,
 10 and inclusion. To do that, they monitor ISDS policies and bylaws and recommend amendments and
 11 public policy that ensure alignment with the Society’s diversity, equity, and inclusion efforts. In an
 12 effort to promote the voices of the next generation of dentistry, the committee proposes that one
 13 student from each of the three Illinois dental schools serve as a non-voting committee member. The
 14 ISDS Membership Committee and Committee on New Dentist and Leadership Development both
 15 have students serving in this similar role, with this same language below.

16 **Resolved:** That the Constitution and Bylaws be amended as follows (additions underscored; deletions
 17 ~~stricken~~):

<p>Current: CHAPTER IV – STANDING COMMITTEES Section 11. Duties: G. Committee on Diversity, Equity, and Inclusion. The duties of the committee shall be:</p> <ul style="list-style-type: none"> a. To give guidance and make recommendations to the Board of Trustees on matters related to diversity, equity, and inclusion. b. To monitor ISDS policies and bylaws and recommend amendments and public policy that ensure alignment with the Society’s diversity, equity, and inclusion efforts. c. To collaborate with component societies on behalf of the ISDS Board of Trustees to offer assistance to promote diversity, equity and inclusion. d. To provide leadership training and mentorship. 	<p>Proposed: CHAPTER IV – STANDING COMMITTEES Section 11. Duties: G. Committee on Diversity, Equity, and Inclusion. In addition to the voting members of the committee, <u>each Illinois dental school shall have one non-voting dental student member serving one two-year term. Dental student members shall not be counted to determine a quorum. Non-voting dental student members shall have all the privileges of committee membership other than the right to vote.</u> The duties of the committee shall be:</p> <ul style="list-style-type: none"> a. To give guidance and make recommendations to the Board of Trustees on matters related to diversity, equity, and inclusion. b. To monitor ISDS policies and bylaws and recommend amendments and public policy that ensure alignment with the Society’s diversity, equity, and inclusion efforts. c. To collaborate with component societies on behalf of the ISDS Board of Trustees to offer assistance to promote diversity, equity and inclusion. d. To provide leadership training and mentorship.
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18
 19 **Board Recommendation:** Adopt

1 **Res. #7 (Bylaws change)**
2 **Investment in Early Career Dentists**

3
4 *Submitted by:* ISDS Membership Committee
5 *Financial Impact:* \$100,000 decrease in dues revenue
6

7 **Background:**
8

9 As part of the ongoing American Dental Association’s (ADA) Membership & Engagement Model
10 Pilot Program actively in the works, much research has been conducted regarding the “Early Career
11 Dentist” segment of membership. By definition, Early Career Dentists encompass those who are 0
12 (year of graduation) through their fifth full calendar year of membership. In 2019, the ADA House of
13 Delegates voted in favor of streamlining the association’s dues, which included dues for new dentists,
14 thus eliminating two years of discounts for this member group. The ADA officially eliminated the
15 25% and 75% discounts for recent graduates starting the 2021 membership year. ISDS followed suit,
16 but it is becoming increasingly difficult to recruit and retain this group with a shortened discount
17 window.
18

19 Research now indicates that dentists in their first five years after graduation are the most sensitive to
20 membership pricing. The tripartite experiences the largest drop-off in early career membership when
21 dues go from 0% to 50%, and then from 50% to 100%. By year 3 now, market share is at 50% or
22 below, with the cost of dues being the overwhelming reason cited by those who do not renew their
23 membership (please see Appendix A graphic from the ADA for more detail). After year 3 (year when
24 full dues are owed) the market share tends to stabilize or only very slightly decline, which means
25 retention rates are high as the value of membership has been realized. However, only half of all
26 dentists currently make it to that point, meaning our market share percentage, and therefore voice for
27 the profession, will continue to diminish without change.
28

29 The ADA’s Membership & Engagement Model Pilot Program is proposing a reduction of dues for
30 membership years 2-5 after graduation. Instead of steadily increasing dues each year as has been done
31 in current and past membership structures, the new goal is to establish a lower and consistent dollar
32 amount of dues that can remain continuous throughout this 2-5 year period. If all three levels of the
33 tripartite (ADA-ISDS-local components) were able to implement this change, overall tripartite dues
34 for this demographic of our membership could be a very palatable amount, particularly for those who
35 may pay in monthly installments.
36

37 The Membership Committee believes that by reducing dues for early career dentists, these members
38 will have more time to establish their careers and experience the benefits of membership. These more
39 involved dentists will have experienced organized dentistry and have had more time to foster
40 relationships, attend meetings, experience advocacy for the profession, programs offered, and have a
41 better understanding of the profession, overall – making them much more likely to renew. The current
42 value proposition offered by the tripartite is truly more geared towards dentists who own a practice,
43 which does need to change, but the current and future trends point towards early career dentists
44 starting first in associate positions before transitioning into ownership, if desired. ADA data and
45 research still shows that the overwhelming majority of dentists do desire practice ownership, just not
46 so immediately after graduation. This lower price point and at the initial phase of one’s career would
47 help better justify and align the tripartite value proposition at this time.
48

49 Under the Membership & Engagement Model Pilot Program, the ADA is intending to pilot the
50 decreased dues for the 2-5 year from graduation membership group in all states. While the ADA is
51 exploring a specific dollar amount, versus some percentage of full active dues, ISDS membership
52 categories have historically functioned as some percentage of full active dues. The dollar amount the
53 ADA has potentially referenced equates to approximately 25% of its full active dues. To align with
54 providing decreased dues to this important early career demographic of our membership, the ISDS

55 Membership Committee is proposing that this group owe 25% of the full active dues for years 2-5
56 after graduation. Years 0-1 would remain the same at \$0.

57

58 Understandably, this change will result in less dues revenue to ISDS in the short-term, with the
59 ultimate goal of increased membership and strengthening the profession in the long-term. There are
60 currently members in year 2 of membership who would go from paying 50% of active dues to 25% of
61 active dues, and then years 3-5 of membership who would go from paying 100% of active dues to
62 25% of active dues. It is very possible that ISDS add many members in this 0-5 year range as the dues
63 are lowered significantly, but a conservative gain of 60 members is being projected as the financial
64 impact is calculated. The Membership Committee is supportive of an overall dues increase to offset
65 the loss in revenue, but the amount of dues proposed is put forward by the Board of Trustees to the
66 House of Delegates for consideration and a vote. A dues increase of \$27 would offset the \$100,000
67 financial impact.

68

69 The Membership Committee believes this would be a strong and direct show of support by the
70 Society's "established" dentists for its early career dentists. Obviously, early career dentists are
71 entering the workforce today with far more obstacles than many have faced in the past, such as
72 increasing student debt, high interest rates, and changing practice models. If successful, this approach
73 will lead to overall increased membership for ISDS, which strengthens the profession for all dentists.
74 The Membership Committee is viewing this resolution as an investment in our future and hopes the
75 House of Delegates views it in the same manner.

76

77 ****It is important to note that the background language of this resolution may change as the ADA's
78 Membership & Engagement Model Pilot Program is being finalized.****

79 **Resolved:** That the Constitution and Bylaws be amended as follows (additions underscoring; deletions
80 ~~stricken~~):

81 Chapter I – Membership

82 Section 6. Membership Dues and Assessments

83 L. Temporary Dues Exemptions. Certain members of this Society shall be granted temporary
84 exemption from payment of dues.

85 a. Members on Relief. A member of this Society, while receiving assistance from the Relief
86 Fund of the Society, shall be granted temporary exemption from payment of dues.

87 b. Members in Federal Dental Service. An active member of this Society, temporarily on
88 active duty with a federal dental service on a non-career basis, shall be exempt from payment of dues
89 during the period of such duty.

90 c. ~~New Graduates~~ Early Career Dentists. On a one-time basis, the dentist, when awarded a
91 D.D.S. or D.M.D., shall be exempt from payment of active member dues for the balance of the year of
92 graduation and for the first full calendar year following the year in which the degree was awarded;
93 ~~fifty percent (50%) of active member dues in the second year, and one hundred percent (100%) of~~
94 ~~active member dues in the third year, and thereafter.~~ In the second, third, fourth, and fifth full years
95 following, the dentist shall pay twenty-five percent (25%) of active member dues.

96 d. Members Suffering Hardship. A member of this Society in good standing who has suffered
97 a significant financial hardship that prohibits payment of full dues may be excused from the payment
98 of fifty percent (50%), seventy-five percent (75%) or all of the current year's active member dues as
99 determined by the member's component dental society. The component society secretary shall certify
100 the reason for the waiver, and the component society shall provide the same proportionate waiver of
101 dues as that provided by this Society.

102 e. Disabled Members. A member of this Society in good standing who has been certified by
103 the component society as totally disabled shall be exempt from payment of dues during the period of
104 total disability.

105 f. Initial Membership. On a one-time basis, a licensed dentist who has never been member of

106 the ADA applying for initial membership and not otherwise eligible as a ~~New Graduate~~ Early Career
 107 Dentist under this section of the Bylaws, shall pay reduced dues at the rate of fifty percent (50%) of
 108 active member dues in the first year, and one hundred percent (100%) in the second year and
 109 thereafter.

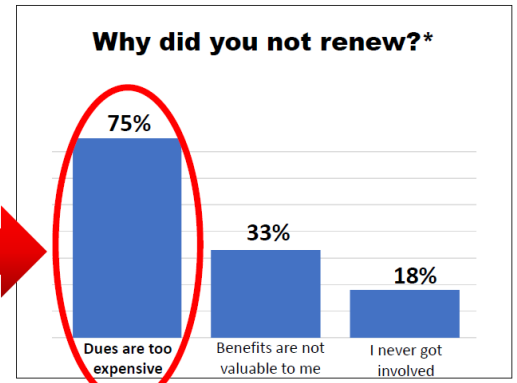
110 Appendix A

Early Career Dentists

Dentists in their first five years after graduation are the most sensitive to membership pricing. A low, flat rate would provide an opportunity to demonstrate value and build engagement and loyalty until they can afford to pay more.

Class	New Dentist Market Share									
	New Grad	1st	2nd	3rd	4th	5th	6th	7th	8th	9th
2014	91.8%	71.8%	61.7%	57.7%	58.0%	54.9%	51.3%	49.9%	48.7%	48.1%
2015	99.3%	92.5%	61.6%	58.7%	56.7%	51.3%	49.0%	47.0%	46.8%	
2016	99.8%	92.8%	67.7%	59.6%	53.8%	49.7%	47.4%	47.7%		
2017	98.2%	92.9%	65.0%	56.3%	49.9%	46.9%	46.6%			
2018	99.4%	97.0%	63.4%	54.2%	47.7%	46.1%				
2019	100%	98.8%	60.3%	49.8%	47.5%					
2020	99.8%	96.9%	60.0%	50.5%						
2021	99.6%	97.1%	61.3%							
2022	99.6%	98.1%								
2023	99.7%									

First year free
 Second year 50% discount
 Third year full dues
 Market share declines to 50% and below



*Top 3 responses in a 2023 survey to nonrenewing new dentists. They could select multiple answers.

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 112
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Board Recommendation: Adopt