

**DENTAL HYGIENE ADVISORY COMMITTEE - MINUTES**

**Monday, April 23, 2018 \* 6:00pm – 7:00pm**

**Health Sciences Center, Room 139**

**Members Present**: Jana Sarkkinen, RDH, Rose Family Dental (Committee Chair); Kramer Ragan, RDH (Vice Chair); Ann Gilbert, University of Washington; Richard Grabowsky, DDS, Retired; Steven Hokett, Salmon Creek Periodontics; Dr. Derek Michaud, NW Affinity Dental; Dr. Michael Rue, Minnehaha Family Dentistry; Kaili Rutkowski, RDH; Trisha Simcox, RDH;

**Members Absent**: Dr. Peter Lubisich, Vancouver Pediatric Dentistry;

**Guests:** Tasia Davis, Student

**Clark College**: Kristi Taylor, Program Director; Clark Instructors: Amy Johnson, Becky Herman, Glenna Afflerbaugh, Michael Ludwig; Brenda Walstead, Dean of BHS; Adam Hinkley, Advising; Cathy Sherick, Assoc. Dir. of Instructional Programming & Innovation; SueAnn McWatters, Program Specialist – Advisory Committees

Committee Chair Jana Sarkinnen called the meeting to order at 6:01pm and introductions were made.

**MINUTES OF THE PREVIOUS MEETING**

The minutes of *October 16th, 2017* were presented for approval; Steven first motioned, Kaili seconded and was then unanimously approved.

**NEXT MEETING DATE**

The committee will next meet on **Monday, October 15th at 6:00pm.**

**OFFICE OF INSTRUCTION ANNOUNCEMENTS**

Cathy Sherick made the following announcements:

**Welcome SueAnn McWatters,** for those who may not have met SueAnn, she is the new Advisory Coordinator. The position was formerly held by Nicola Farron, and she started in January of this year providing meeting coordination and support to the twenty-seven Career and Technical Education Advisory Committees in addition to administrative support in the Office of Instruction. Sue Ann comes to us most recently from WSU Vancouver where she worked in the College of Business, Finance and Operations, and Development and Alumni. She is a former Clark student and graduate of WSUV, attaining a Bachelor’s in Business Administration.

**Career and Technical Education Insert** was sent in February, unfortunately we were not able to produce the insert as a focus on the high school partnerships as we had originally envisioned. It is however, a very nice look at our professional technical education programs and the students they serve.

**Healthy Penguin Walkabout** Saturday June 2, 2018, registration opens at 9:00 with the event beginning at 10. Community members and anyone interested in good health are invited to participate in this FREE event to stroll the beautiful campus and receive free health assessments.

**Spring Recognition event** planned for Wednesday, June 13th the event will be held at Clark College in PUB 161. It is our opportunity to share some refreshments and acknowledge and thank each of our community advisory members for their service to the college. Watch for a save the date, coming to your email soon.

**Need for new Advisory Members** we are asking our advisory members to think about others in the community that you know that might be interested in being a part of building student success at the college. Our committees are shrinking and we are in need of folks to provide that employee as well as employer perspective.

**PPI Exercise and handout:** Academic plan Goal 6: *Infuse the study of* ***Power, Privilege and Inequity*** *throughout the curriculum.* Last year advisory members asked why this was happening at Clark. To answer that question, we have been working with the Office of Diversity and Equity to put together some basic information to share with everyone.

Clark believes this is a great business opportunity. We are recognizing the need that many industries serve a diverse customer as well as have a diverse staff. We have to make sure that our students feel like they belong.

Brenda mentioned that the Planning and Effectiveness and the Diversity departments did research and found that students of color do succeed better when they have someone who they can relate to. In dental hygiene; it is mainly white females. However, instructors are supposed to have a master’s degree so it’s somewhat difficult to navigate. Ann stated that this discussion needs to happen much younger.

**OLD BUSINESS**

Kristi talked briefly on accreditation for computers and encryption. It is an issue amongst all hygiene facilities but not specific to the Clark program.

Ann stated that she contacted Melody Scheer who is now back on the Hygiene Board.

*Dental Assisting Discussion with Kaiser*

Brenda spoke about how Kaiser has a program where they pay for employees to go to school and further their education. Workforce is also looking at high school students from lower income high schools who are less privileged to help them get jobs and employment. Dental assisting is a popular subject as you don’t need to have a license to work as one in Washington. Dr. Rue asked about anyone teaching dental assisting that is in the Vancouver Programs; Skills Center and Elite. Dr. Michaud stated that Charter has people come into the office as an educational opportunity; he has had 8 people in the last couple of years. Some worked out great, and for some, it was more of a character building exercise. As of now, there are three programs (Skills Center, Elite, and Vancouver Dental Assisting School). Charter is the most developed. It’s a for-profit system so it has a higher educational side. It seems to prepare students for the industry.

Brenda explained that it costs money to run the program. There is a request for jobs that don’t require the education we provide, so in the end, we lose out on the support for the program.

Dr. Michaud stated that his practice would not hire anyone with zero skill or ability. The system has become tighter with insurance reimbursement. To do that in your practice, that would be very difficult. Most places want some type of experience or education.

*Director Report*

Kristi confirmed that the credit revisions passed. Winter and spring increased by 1 credit hour. Spring quarter senior year decreased by 1 credit hour.

Students who took their board exams have all passed except one needs to retake local anesthesia, and two need to retake restorative.

Part of the senior class worked with Community Health Partners in Longview, Washington to treat adults. The other half will go in mid-May. They will have about an hour in a half to get through as many as they can.

The program is working with WSU Vancouver on translators; mainly for Spanish. They used to send 1 or 2 students and would come on specified days every week, however this semester, there have been 10 students who have signed up between us, the Free Clinic of Vancouver, and the Battle Ground Clinic. This has made scheduling difficult.

The program is not going to incorporate mock interviews this year. But moving forward, students have voiced they would be interested in doing so. Dr. Hockett inferred that knowledge of computers is important. The systems practices use are specific. Kristi stated that a representative from WorkSource is working to get Eaglesoft and Dentrix so that students can practice and get some familiarity with those systems. Clark uses axiUm, but it’s more of an academic tool.

Dr. Michaud mentioned that he is currently looking for a dental hygienist; one with certain qualities and characteristics in patient care, not so much about the processes. Dental hygiene is a relationship driven practice. If an employer is only looking for a mechanical person, there is potential to miss out with relationships with the office and their patients, which is very important. It is not just about the teeth; there are humans attached to the teeth. Dr. Hockett explained that many medical schools do interviews using scenarios. The program could do scenarios to test empathy and protocol.

**SADHA REPORT**

Tasia spoke about Children’s Dental Health Day in February. It was a great way for the students to meet those that don’t have as much access to care. Many people from last year returned this year. There were about 92-96 children who were treated. X-rays and referrals were conducted and made. Dr Lubisich and the Clark County Dental Society provided funding for those families that needed restorations. It was a very positive day.

**NEW BUSINESS**

Kristi mentioned that the results of the tenure track junior lead are still pending. They have done initial interviews and have final interview with Tim Cook on May 11th. The program had to bypass the 25% diverse applicate because there was zero diversity in the 2nd search.

Program selection criteria feedback is GPA point based. They have to take the HESI test (reading comprehension and math), which doesn’t take into account who the person is. There are situations where a student might have a 4.0 GPA and are amazing at taking classes, however they struggle to sit and have a conversation with a patient. Being in the community and working with the public, there needs to be a standard of communication and being able to interact. The program is figuring out different ways to draw that out while still being fair and equitable, as well as being as diverse as possible.

Dr. Hockett spoke about a form from OHSU. There are 8 or 9 key things they look for and are graded on a scale of 1-4. The students/applicants usually interview in pairs. The interviewers will collaborate ahead of time. The GPA’s are fluid. 1 = fair, 2 = okay, 3 = complete, but not astounding, 4 = Knock your socks off. The last five years, there has been a 90% success rate. Dr. Grabowsky stated that many people have already gone to college or have experience. A practice might rely more heavily on the weighted criteria of education. Kristi reiterated that the issue is the concern of turning out graduates that are good at clinical, but not good at interviewing and then can’t get a job. Dr. Michaud explained that they are not only interviewing for the position but also on behalf of all the people that trust them.

The committee discussed the fairness of this type of criteria and keeping is consistent. Dr. Hockett explained that he wants to make sure they feel comfortable, but they too need to make him feel comfortable. References are also very helpful. Also, having an application that is very detailed is a great way to see if they can write. Kramer Ragan agreed that is very important for applicants to be able to communicate well with teammates and patients. Amy mentioned the American Dental’s Association Conference where they provide visuals and scenarios on how they calibrate students based of the same questions.

Trisha Simcox asked about the accessibility to the processes of other schools. Kristi answered that other school conduct their selection in a variety of ways, including interviews, proctored essay tests, HESI test or reasoning test. Clark is the only school that bases criteria primarily off of GPA alone. There needs to be more diversity in the interviewing and program. Eye contact, posture, etc. are important parts of securing a job.

Dr. Michaud suggested no names but a candidate number. The application will have their GPA and their DAT (Dental Admission Test) score. Read their letter and referrals and look at their life criteria; working, family, credit hours, etc. It’s not realistic when a student is taking one class and getting 4.0. Possibly look at rigor for a tie breaker.

Action Item:

* Do more research on personality based criteria and bring back to next meeting; have discussion with Brenda, advising and the Office of Diversity and Equity.

Meeting adjourned at 7:16pm.

Prepared by SueAnn McWatters