# American Board of Forensic Odontology Committee Reports for 2013 and early 2014

# Ad Hoc Archives Committee

August 25, 2013

The ABFO collection of donated materials is held in:
The National Museum of Health and Medicine (NMHM), a division of the
U.S. Army Medical Research and Materiel Command, Silver Spring, MD.
There are no costs to the ABFO for storage, preservation, or organizational integration services by archival personnel.

Since the January 28, 2013 report and as expected, the ABFO collection remains packed and has been transport to the expanded 77,000 square foot storage facility across the street from the NMHM building. Staff continues to supervise the move of other collections to the new facility.

There have been no new donations to the ABFO collection since January 2013.

Respectfully submitted,

Warren Tewes, DDS, MS Chairman, Ad Hoc Archives Committee

# **American Board of Forensic Odontology**

# **Ad Hoc Archives Committee**

January 21, 2014

The ABFO collection of donated materials is held in:
The National Museum of Health and Medicine (NMHM), a division of the
U.S. Army Medical Research and Materiel Command, Silver Spring, MD.
There are no costs to the ABFO for storage, preservation, or organizational integration services by archival personnel.

Since the August 25, 2013 report, the ABFO archived materials have been moved to an adjacent, recently renovated NMHM building. The materials are unpacked, but will not be accessible until the chain of custody has been transferred from the company contracted to manage the move. This should occur in the next few months.

The NMHM have not received any new donations to the ABFO collection.

Respectfully submitted,

Warren Tewes, DDS, MS Chairman, Ad Hoc Archives Committee



#### **DEPARTMENT OF THE ARMY**

U.S. ARMY MEDICAL RESEARCH AND MATERIEL COMMAND NATIONAL MUSEUM OF HEALTH AND MEDICINE 2500 Linden Lane Silver Spring, MD 20910

MEMORANDUM FOR: American Board of Forensic Odontology (ABFO) SUBJECT: Procedure for donating to the ABFO Archives curated at the NMHM DATE: December 14, 2012 (updated from Memorandum dated 23 April 2010)

# 1. Principle and Intent

This document establishes best practice for the safe transfer of material from individual ABFO members wishing to add to the ABFO Archives (hereafter referred to as Archives) curated at the National Museum of Health and Medicine (NMHM).

# 2. Purpose and Scope

- a. In accordance with prearranged memorandum of agreement between the ABFO and the NMHM, the NMHM requires that the donor of record for all ABFO-related materials remains the ABFO, rather than individual parties.
- b. The NMHM insists that all materials be administratively turned over to the ABFO prior to inclusion in the Archives. Adherence to these guidelines facilitates record keeping and ensures integrity of the Archives for future generations.

## 3. Donation Procedure

- a. An individual/private party donor should contact the ABFO and provide a written inventory/description of potential items for donation.
- b. The President of the ABFO or his/her designee should indicate the ABFO's intent to (1) accept, (2) accept with modification, or (3) decline the donation.
- c. Once a decision is made to accept a donation, the ABFO should forward the correspondence between the donor and the ABFO to the NMHM Registrar, indicating interest in accepting the donation. Electronic-mail is an appropriate medium for sharing this information.
- d. The ABFO should then forward NMHM contact information to the donor to arrange shipment. The NMHM will notify the ABFO when it receives material.
- e. At the end of every calendar year a formal Deed of Gift will be provided to the ABFO from the NMHM Registrar, detailing all received donations for the year.

## 4. Additional Considerations

- a. By serving as the conduit through which all materials are vetted, the ABFO administrative review is an integral step for maintaining the integrity of the ABFO Archives. In short, this process prevents the ABFO Archives from becoming overburdened with unnecessary items.
- b. The physical transfer of objects may occur directly from the donor/private party to the NMHM; however, a donation will not be accepted by the NMHM without official prior authorization from the ABFO.

ELIZABETH EUBANKS Museum Registrar 301-319-3305 http://www.medicalmuseum.mil/ **ABFO Civil Litigation Committee Report – Summer 2013** 

**To: Executive Committee** 

From: Dr. Paula Brumit, Chair, Civil Litigation Committee

2013 Progress on Old Goals:

The deadline for registration for the 2014 Expert Witness Workshop is September 15, 2013.

The Civil Litigation Committee to date has received one (1) registrant as an expert witness participant and one (1) registration as an observer for the 5th Workshop in Seattle in 2014.

A firm commitment was received by Christine Funk and Ted Vosk from the Jurisprudence section to serve as attorneys and Judge Haskell Pitluck for the courtroom portion of the workshop. Mr. Vosk has inquired for securing a Seattle courtroom venue for day 2 of the workshop. The reservation has been put on hold pending final decision to proceed with the workshop as planned.

2013 New Goals:

When the 4th Workshop was held 2012 in Atlanta, commitments (followed by paid registrations) for all ten (10) participant slots were received by May of that year. An additional seven (7) registrations for observers were accepted up until the week of the workshop.

It is this committee's opinion that hosting the 2014 Expert Testimony Workshop in Seattle is cost prohibitive without 10 expert witness participants. Expenses to be considered for the workshop include but are not limited to: secure cloud third party site for download of the standard of care case materials, \$750 honorarium each for the two (2) attorneys and \$500 Judge Pitluck, hotel classroom for the Friday evening didactic portion of the workshop, chartered bus transportation to and from the courtroom for the Saturday practical portion, box lunches for registrants, committee members, attorneys and judge, and hotel reimbursement for the seven (7) Civil Litigation Committee members.

This committee requests advice from the EC as to postponing this workshop due to the necessary registration to financially support the event.

Respectfully submitted,

Paula Brumit, DDS

# ABFO Civil Litigation Committee Report – Winter 2013

**To: Executive Committee** 

From: Dr. Paula Brumit, Chair, Civil Litigation Committee

#### 2012 Progress on Old Goals:

The Civil Litigation Committee will hold the 5th Workshop in Seattle in 2014. The Workshop planned for 2014 will include a 3 hour evening didactic session followed by an all day mock trial exercise. A firm commitment was received by Christine Funk and Ted Vosk from the Jurisprudence section to serve as attorneys for the courtroom portion of the workshop. Both professionals bring considerable trial experience to assist this committee with the practical exercise. Mr. Vosk is from the Seattle area and has agreed to help secure a courtroom venue for day 2 of the workshop. Lessons learned from the 2012 Atlanta Civil Litigation Workshop will be implemented for Seattle 2014.

#### New Goals for 2013 -2014:

- Choose an equivocal standard of care case that has been adjudicated.
- Materials will scanned and all identifying information redacted from treatment records, depositions and trial documents.
- All workshop materials will be transferred to a secure cloudsite dropbox for distribution to participants upon receipt of paid registration.
- Review past evaluation criteria from the Atlanta workshop. Revise as necessary to promote objectivity and fairness in grading. Consultation with Dr. Steven Clark if recommended by EC.
- The committee will continue to work towards developing guidelines for report writing for civil litigation casework. This information should also include resource material in preparation for depositions and trials.

Respectfully submitted,

Paula Brumit, DDS

# ABFO Civil Litigation Committee Report – February 1, 2014

**To: Executive Committee** 

From: Dr. Paula Brumit, Chair, Civil Litigation Committee

The 5th Civil Litigation Workshop planned for 2014 Seattle was cancelled in November, 2013 due to insufficient registration.

The number of participants registered for the witness portion of the workshop was not adequate to produce a quality 2-day workshop and courtroom experience as advertised. Also, the total registration income from participants and observers was significantly less than the projected workshop expenses.

The Civil Litigation Committee is receptive to an alternative format for future workshops.

Consideration should be given to how any curriculum changes would affect the current ABFO testimony requirements for board eligibility.

Projected future workshop dates TBA at the discretion of the EC and BOD.

# ABFO Image Series Committee Report – Summer 2013

**To: Executive Committee** 

From: Dr. Paula Brumit, Chair - Image Series Committee

This committee has been collecting case images from the diplomates at large for the new Image Series 4 product since the product presentation at the diplomates February business meeting in Washington D.C.

The image series effort continues to be an important mechanism for revenue to the ABFO. It will also serve as a valuable resource for less-experienced odontologists and other forensic and medical professionals for continued education from the leading organization in the field of Odontology.

# **Progress on Old Goals Since February:**

To date, fourteen (14) diplomates have submitted material for Image Series 4. While this committee is grateful for the cases received to date, the volume of case images is grossly inadequate to go live with the new product at present.

Image Series 3 has been in circulation for 5 years. There have been four (4) sales of Image Series 3 since February for a total of \$600.

## New Goals for 2013 - 2014:

- -Continue to collect exemplar material to populate IS4.
- -Creation of the content portion of the "new" audience driven presentations is underway, along with an "official" ABFO slide background, to be approved by the EC in October.

This should facilitate the committee's ability to get the image series up as soon as possible, pending the receipt of images/cases from the membership.

It is this committee's opinion that the Bonus PowerPoint/video for separate download: "Bitemark Photography Case Management" be put on hold to focus on completing the creation of IS4 as the deadline to place on the website for sale via paid download is the end of the 4th quarter.

Respectfully Submitted,

Paula Brumit, DDS

#### **ABFO**

# Image Series Committee Report – February 1, 2014

To: Executive Committee

From: Paula Brumit, Chair, Image Series Committee

Twenty-one (21) diplomates submitted case images with scenarios explaining the individual cases.

The Image Series 4 assembly phase has begun and involves the following steps:

- 1. Image quality evaluation and when appropriate, enhancing with Adobe Photoshop tools and filters.
- 2. Standardizing each image which requires cropping, resizing and watermarking each image and power point background slide with the ABFO logo.
- 3. Targeted presentations for the following audiences:
  - a. General Public Audience
  - **b.** Clinical Dentistry Audience
  - c. Legal Audience (attorneys, judges, JP)
  - **d.** Law Enforcement Audience (police, sheriff, detective, csi, photographers)
  - **e.** SANE & Child Protective Services Audience (Sexual Assault Nurse Examiners, Domestic Abuse Investigators)
  - f. Medical Examiner, Coroner Audience
- 4. Text and appropriate subject matter content for each presentation. Each presentation will have some background and history, but focus more heavily on scope and how cases require interdisciplinary teamwork.
- 5. A la carte Image Folder Library organized by theme. Each folder will contain images pre-formatted on generic power point slides to allow the speaker to 'drag-n-drop' into presentations when longer lectures are desired.
- 6. End User License Agreement requiring signature of the purchaser before downloading.

A final draft will be submitted to the EC and Committee Chairs (where appropriate) for review and necessary editing prior to uploading to the website for purchase.

Projected draft for EC and Committee Review – April 30, 2014.

\*\* Still accepting image submissions \*\*

# **ADA LIASION**

Regular communication with Pam Porembski at ADA CDP. Working with her req for current list of textbooks in FO and other issues. Open line of communication. ABFO is the Go To resource in odontology.

Jack Kenney

ADA -- I have been working with the ADA Librarian regarding disposition of textbooks on Forensic Odontology. I need to reconnect with her as there were to be some decisions made in December regarding timing of closure of the library and disposition of the books. Nothing is to happen for another 11 months or so at the earliest. Probably final time frame to be decided at the ADA in New Orleans in October. Dr. Barsley has suggested perhaps the dental library at LSU NO. Another possibility is the National Library of Health and Medicine, but access there could be a problem. The Council on Dental Practice has been quiet, no inquiries etc.

Adam, I spoke to the ADA librarian. Library still viable till next ADA HOD meets in New Orleans. No plans to split collection at this point. I know chair of ADA HOD committee tasked with decision making. They actually had phone conference today. Will advise any further info as I get it.

Jack

Hi Adam,

My only report is that the FSAB approved our application.

Thanks

David

To: ABFO Secretary

RE: FSAB Accreditation Board

The ABFO application for accreditation has been approved by the FSAB application review committee and will recommend that the FSAB continue with accreditation of the ABFO.

David C. Averill, DDS Chair Ad Hoc Committee on FSAB Accreditation Still working on the local arrangement things. Stephanie

Good Evening, Adam! There has been no activity or changes to report from this committee! I just had a nice visit with Robin last week and plan on seeing Rick, Amber and Frank for a dinner in Columbus in a couple weeks. Hope that you've had a Great summer, Adam, and looking forward to seeing everyone in Seattle! Best Wishes! Chuck

# Mid-Year Report of the Ad Hoc Bitemark Proficiency Test Development Committee

# 8/19/2013

## Frank Wright, Committee Chair

The committee chair (Frank Wright) and Gary Berman met with Dr. Steve Clark in Ann Arbor, MI this past spring to discuss the development and implementation of a bitemark proficiency exam. Dr. Clark indicated that it was possible to develop a proficiency exam in bitemark analysis and comparison.

He outlined a process that he would recommend following which was shared with the Executive Committee and my committee. I have not had any input from the committee to date, which is partially my fault as I haven't been pushing too much to get this moving forward. When I return from the IOFOS meeting in mid-September, I will start a final push to get this moving forward.

# Anthony R. Cardoza, D.D.S., D-ABFO 266 B Avocado Ave. El Cajon Ca. 92020

**September 30, 2013** 

**ABFO** 

**ID Workshop Committee Report** 

Anthony R. Cardoza, Chair

Dr. Peter Loomis (previous ID workshop chair) and I met in Albuquerque NM in June of this year and completed the transition of all workshop hands-on materials, ID cases, past lectures, etc. for preparation for the next ID workshop in Seattle 2014. At this time I am waiting for the EC to meet and decide the fate of the workshop due to a lack of enrollment.

Sincerely,

Anthony "Rick" Cardoza

# DAE Educational Series

# **DRAFT**

- 1. PPts
  - a. DAE Basics
    - i. Purpose & Value
    - ii. Statistical Basis
    - iii. DAE Guidelines & Standards
    - iv. Report Writing
  - b. Infant & Child Techniques
    - i. Scientific Rationale
    - ii. Neo-Natal Considerations
    - iii. Charts
    - iv. Radiographic
    - v. Examples
  - c. Adolescent Techniques
    - i. Third Molar
    - ii. Legal Age of Majority Considerations
    - iii. Examples
  - d. Adult Techniques
    - i. Scientific Rationale
    - ii. Non-destructive Techniques
    - iii. Destructive Techniques
    - iv. Examples
- 2. Decision Tree for Technique Selection
- 3. Staging Chart Collection
- 4. "How to Cookbook" for Selected Techniques
- 5. Collection of Population Specific Statistical Data Organized by Technique

# **ABFO DAE Committee Report**

To: ABFO BOD September 10, 2013

- 1. New dental age estimation articles have been collected for addition to the ABFO DAE library. By the ABFO Annual Meeting in February, an update will be available to replace the current version residing on the ABFO Website. The new version of the DAE library will have an additional search category entitled "DAE Techniques" that will organize published studies in folders that will contain population specific studies utilizing a given technique.
- 2. The ABFO DAE Repository is fully populated with cases and is ready to go online at any time. After discussion with the C&E Committee, it is likely that we will not have any new candidates applying for Board Certification in the next few months. As a result, the DAE Committee recommends delaying activating the DAE Repository until June 1, 2014.
- 3. Last February, the DAE Committee reported a need to provide educational material to the ABFO membership to promote dental age estimation and established guidelines and standards. A PowerPoint presentation is being drafted. However, another thought was proposed this year to create a "DAE Educational Series" that could be utilized by both Diplomates and others while creating a revenue stream for the ABFO. Attached is a supplemental document that is a rudimentary draft outline of the proposed project. If the EC desires for the DAE Committee to proceed with the creation of a DAE Educational Series, I see this project taking till the end of 2014.
- 4. The DAE Committee will be prepared to offer a DAE Workshop at the 2015 AAFS meeting at the pleasure of the ABFO BOD.

# **ABFO DAE Committee Report**

To: ABFO BOD January 2014

- 1. New dental age estimation articles have been collected for addition to the ABFO DAE library. By the ABFO Annual Meeting in February, an update will be available to replace the current version residing on the ABFO Website. The new version of the DAE library will have an additional search category entitled "DAE Techniques" that will organize published studies in folders that will contain population specific studies utilizing a given technique.
- 2. The ABFO DAE Repository is fully populated with cases and is ready to go online at any time. After discussion with the C&E Committee, it is likely that we will not have any new candidates applying for Board Certification in the next few months. As a result, the DAE Committee recommends delaying activating the DAE Repository until June 1, 2014.
- 3. The DAE Committee will be prepared to offer a DAE Workshop at the 2015 AAFS meeting at the pleasure of the ABFO BOD.

Hi Adam,
There is nothing to report from the research committee. There have been no applications for funding.

Thanks

Bob

The previous Ethics Committee received an ethics complaint in the Fall of 2012. All of the material related to the complaint was received by this committee in April 2013. Each member of the committee was provided with an electronic copy of all the material related to the complaint and the committee met via conference calls to discuss the case. The Ethics committee sent correspondence to the complainants and to the subject of the complaint requesting further information and the committee met again subsequent to their response. All committee members , ABFO President Greg Golden and counsel Haskell Pitluck participated in all discussions and subsequently , adhering to the principles and procedures prescribed in the ABFO Bylaws, the committee voted unanimously to dismiss the complaint. All parties were notified of the committee action.

These matters are considered confidential and no further discussion may be conducted outside of the Ethics committee.

Respectfully submitted.
William E. Silver, Chairperson
Franklin Wright
David Senn
Greg Golden
Haskell Pitluck

# **Ethics Committee Report**

During the year, February 2012-2013 there has only been one ethics complaint filed. Currently the status of this complaint is under preliminary review to determine if the complaint is well founded and requires further investigation.

At this time, the Ethics Committee makes no recommendations for Bylaw or Code of Ethics changes.

David W. Johnson, DDS, D-ABFO

David W. Johnson, 2008, Drabbo

Chairman, Ethics Committee

Articles and ByLaws Committee has no report. John Berk

# **Articles & Bylaws Report for Year 2012:**

Chairperson: Dr. Cynthia Brzozowski

Members:
John Berk
Anthony Sur
Kim Look
Ken Cohrn
Jan Westberry
EC liaison Tom David
Haskell Pitluck (non voting)

The committee reviewed the Bylaws as per the request of the President and EC and for any changes necessary with the purpose of keeping the Bylaws relevant, current and effective. Suggestions made included the following modifications of existing documents as well as the evaluation of current bylaws compliance by ABFO committees:

- A motion was initiated to the SPC and President to include Age Estimation, Metrology, PR and Second Opinions committees as Standing Committees in Article V, Section 3. Standing Committees for Standards, Methods and Procedures.
- 2. All committee chairpersons were asked to review their respective committee guidelines to evaluate if they are in compliance with bylaw "composition" and "duties" as currently written. It was determined that the following committee's were not in compliance as follows:

#### The SPC committee:

Insufficient number of members serving the SPC

Members were not designated by the President with the advice and consent of the majority of the BOD

# The Research Committee

Chairperson of the research committee not selected by the majority of committee members

BOD has not designated a new member each year to replace outgoing member Insufficient number of members serving the Research committee

Members were not designated by the President with the advice and consent of the majority of the BOD

## The Bylaws committee

Some of the Bylaw committee members have served more than the 3 year consecutive term

Members were not designated by the President with the advice and consent of the majority of the BOD

The President has not designated the newest members

In addition to the above violations for those mentioned committees, no new members to any of the ABFO committees were being voted on or approved by the BOD. It was suggested that the BOD vote on new members via email rather than at the BOD meetings.

- 3. Emails had been sent to the Ethics Committee Chair regarding the following items as per the request of the President for clarification:
- a. Article II Section 5. Investigation Initiating Action, "that no committee should initiate an ethics complaint" versus "only the EC cannot issue an ethics complaint" and if there should be a distinction made between initiating an ethics complaint and investigating an ethics complaint
- Article II Section 3 Grounds for Discipline
   Regarding the topic of a diplomat's "therapeutic resignation" from the ABFO and ethics complaints already filed against them.

The President had asked that a motion be put before the membership in DC that conforms with the Articles & Bylaws of the ABFO and clearly defines this ethics dilemma. The Bylaws committee was not asked to review these bylaw changes prior to the motions made and emailed to the Diplomats at large on October 31, 2012.

## Other recommendations included:

- 1. Suggest changing the term "chairmen" to a more politically correct "chairperson" within the bylaw body.
- 2. Eliminating the word "Planning" committee from title Section 2. Standing committees for Administrative Purposes (pg31) as well as Section 2 b Duties and Responsibilities (3) (pg32) since Planning committee no longer exists (has been replaced by Strategic Planning Committee Section 6 (pg 34).

Prepared By Dr. Cynthia Brzozowski

1	Committee Report for the ABFO Certification & Examination Committee
2	Mid-year Committee Meeting
3	Aug 16-17, 2013, Fort Worth, Texas
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5	23 Sept 2013
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7 8	Dear Mr. President, Secretary, and distinguished members of the Board of Directors and the Executive Committee:
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10 11 12	The ABFO Certification and Examination (C&E) Committee recently met in Fort Worth, Texas, at the Tarrant County Medical Examiner District's Human Identification Laboratory, hosted by Committee Chair Roger D Metcalf DDS, D-ABFO.
13 14 15	Attendees were: Committee members Drs. Ed Herschaft, Roger D Metcalf, Jim Lewis, Steve Lojeski, and Bruce Schrader. Guests were Drs. Adam Freeman, ABFO Secretary/liaison to ABFO BoD, and Steve Clark of ORA, Inc.
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17 18 19 20 21	1. The Certification & Examination Committee meets annually, usually in August, to consider various issues related to the ABFO Certification Examination, which is traditionally scheduled for the following February during the week of the American Academy of Forensic Sciences annual meeting. The Committee also considers applications from current ABFO Diplomates for required recertification, as well as other certification issues.
<ul><li>22</li><li>23</li><li>24</li><li>25</li><li>26</li><li>27</li></ul>	The Chair is very proud of the job the Committee did this year—the members worked long and hard on both days of our meeting, adjourning at approximately 8:30 p.m. on the 16 <sup>th</sup> and 7:00 p.m. on the 17 <sup>th</sup> . For the first time since establishment of the ABFO Certification Exam Part I computerized "test bank," every question in this repository for <i>Part I was reviewed and vetted by every member of the Committee</i> for accuracy and use of proper ABFO terminology. This was a tedious and demanding job, as there are approximately 500 questions in the test bank pool (210 questions from the test bank pool are quasi-
28 29 30 31 32 33	randomly selected within particular guidelines for each year's Exam. Thus, Part I of the Exam may change from year to year, but all candidates in a particular year are challenged with the same questions. The order of the questions and the order of the answers for each particular question are randomized individually for each Candidate by the ORA software. A number of questions from the test bank—among those which have appeared most frequently—are now routinely designated for temporary "rotation out" of the pool from which questions are randomly drawn for Part I of the Exam, and other
34	new questions are selected to replace those for possible selection for future use on the Exam, as one

measure to keep the Exam from being predictable or repetitive from year to year). In addition, as has been planned, a separate, stand-alone section on Dental Age Estimation was added to Part I of the Exam in order to comport with new Certification requirements.

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2. The C&E Committee Chair addressed concerns that have been raised over the last two or three years by several recertifying ABFO members. The recertifying members have expressed concerns they believed several of the questions on the Recertification Self-Assessment were either not well written or that the indicated answer(s) were simply incorrect. To clarify: the Recertification Self-Assessment is used as a "test-bed" by C&E in order to evaluate potential new questions that may be included in the Part I test bank pool for possible use on the actual Certification Exam. The questions are presented to the Diplomates in "raw" form—just as they were received from submitting members, with no editing or correction. Using the recertifying Diplomates' valuable feedback, these questions may then be edited, "fixed," and evaluated for possible inclusion in the Certification Exam test bank pool. ABFO members may rest assured the submitted questions will not be used on the Certification Exam in the "raw" state and without careful consideration.

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3. After completing review of the questions on Part I of the Exam, the Committee turned its attention to reassessing Parts II A and II B—the Identification Component and the Bitemark Component of the ABFO Practical Exam. The entire Practical was reviewed by the Committee, and the questions were evaluated for accuracy and use of current ABFO terminology. The Committee opined that many of the current questions have appeared on several consecutive Exams, and, therefore, felt questions on the practical needed to be "refreshed" in order to combat Candidates' potential efforts at compiling exam questions or sharing the test content with others (please note: we have not had a known breach of exam security, we are simply considering several prudent preventive measures). Several of the Practical questions were edited by the Committee, and the Chair was tasked to continue further updating the Practical by adding several new questions and photographs to the test, and to share his suggested additions and revisions with the C&E Committee for approval before inclusion on the Practical.

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The Committee voted to present Parts II A & B (the Practical) of the upcoming 2014 Exam in Seattle to the Candidates via ORA's "TaskScope" program. This is a secure, on-line computer program that will provide for, we predict, faster and more accurate grading of the exam, and allows for real-time grading simultaneously by all Committee members. TaskScope is an Internet-based service, and we expect that "hard copy" exams will no longer be necessary (though we, of course, will have them for back-up in case of computer malfunction). The Candidates will need to be able to access the Internet to log on to the ORA website in order to take the Exam, and the C&E Committee will therefore need to insure there is adequate wireless Internet access in the testing room. Committee members volunteered to make their portable "hot spots" available for Candidates' wireless access, if necessary, and Dr. Freeman advised he would also check with the hotel to determine what other wireless Internet access there might be. The Committee is still discussing the possibility of administering the exam on ABFO-provided laptop

- 73 computers rather than having the Candidates use their own. This would allow for uniform technology to
- be available to all the Candidates, and also would allow for better monitoring of any surreptitious
- 75 attempts at copying Exam materials. Dr. Freeman also graciously volunteered to check on the cost and
- 76 logistics of the ABFO providing laptops for the Exam. The Candidates will notice very little difference in
- 77 presentation of the Exam via TaskScope vs. former delivery of Exam content via DVD or "jump" drive.
- 78 The primary difference is that answers will be entered and uploaded to the computer program rather
- 79 than being written on a hard-copy answer sheet.
- \*\*Output of the C&E Committee requests authorization from the Board to rent 4 laptop computers locally in
- 81 Seattle to administer Parts II-A and II-B to the Candidates, and to arrange for "wi-fi" Internet access in
- the Exam room.
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- 84 4. We expect to host four Candidates for Parts II and III of the 2014 Certification Exam in Seattle, WA.
- 85 Dr. Phyllis Ho will be challenging the Exam for her first attempt, and Drs. Robin Scheper, Richard
- 86 Serchuk, and Ruth Smith will each be making his/her second challenge (Dr. Scheper will be re-taking Part
- 87 II A & B, and Drs. Serchuk and Smith will be re-taking Parts II A & B, and III). As is traditional ABFO
- practice, Diplomates in good standing are welcome to sit in and to observe the Exam, if they wish to do
- 89 so.
- 90 The Candidate pool for the 2014 Exam is composed of three Candidates who are re-challenging the
- 91 Exam, plus one Candidate who was approved to take the Exam last year, but was granted a one year
- 92 extension due to valid extenuating circumstances—i.e. there are no completely "new" Exam Candidates
- 93 for the 2014 Exam. The C&E Committee is hearing informally that there may be no new bona fide Exam
- 94 Candidates "in the pipeline" for a while to come. We attribute this to the expanded requirements in
- 95 bitemark analysis and age estimation cases. Therefore, the Committee discussed contingency plans in
- 96 the event there are no Exam Candidates for a year or two; we also considered the scenario that there is
- 97 only one Candidate to take/retake the Exam, as in that instance the C&E Committee may have the
- 98 prerogative not to offer an Exam.
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- 100 5. The ABFO has 21 members eligible for the opportunity to recertify this year. Dr. Steve Lojeski has
- done a great job and is to be commended for his work as Chair of Recertification. Of the 21 Candidates,
- it is the opinion of the C&E Committee the following 17 have successfully completed the requirements
- to be **recommended to the Board for recertification**: Drs. Freeman, Hampl, Kaiser, Lipton, Lojeski,
- 104 Loomis, McDowell, McGivney, Metcalf, Norlander, Schrader, Smith, Sobel, Westberry, James Wood,
- 105 Robert Wood and Wright (please note: in order to avoid appearance of a Committee member approving
- 106 his own application, or other potential conflict of interest, Past-Recertification Chair Metcalf reviewed
- 107 Dr. Lojeski's application for recertification, and Immediate Past-Recertification Chair Lewis reviewed Dr.
- 108 Metcalf's application for recertification).

- 6. The C&E Committee also considered these certification issues:
- a. Drs. Morlang and Holt have timely requested and, in the opinion of the C&E Committee, have met the conditions required to be *recommended by the C&E Committee for "Retired" status.* 
  - b. The Recertification Chair has made every reasonable effort to encourage Dr. Silverstein to complete requirements for recertification, but to no avail. With the C&E Committee's additional understanding Dr. Silverstein has not paid current ABFO dues, the C&E Committee would endorse a Board decision that Dr. Silverstein's certificate be "Revoked."
    - c. As of the time of this report, Dr. Averill has indicated to the Recertification Chair that he does not wish to and does not intend to seek recertification as a Diplomate of the ABFO. The Recertification Chair has made every reasonable effort to encourage Dr. Averill to complete requirements for recertification, but to no avail. The C&E Committee understands, however, Dr. Averill has paid current ABFO dues. It is unclear to members of the C&E Committee what certification status to recommend for a member-in-good-standing who intentionally declines to recertify--whether the status should be "Suspended," "Inactive," "Resigned," "Revoked," or some other. As a somewhat similar situation arose when the current C&E Chair was Recertification Chair, the
    - C&E Committee respectfully requests guidance from the Board as to what a Diplomate should be advised when he/she is in good standing, but voluntarily simply declines to undertake the recertification process.

7. The Study Guide Working Group under Dr. Janice Klim-Lemann has made much progress and is to be commended for their work in implementing the on-line Certification Exam Study Guide. The C&E Committee has explored the idea of housing the Study Guide on the ORA website, rather than on the ABFO website, as this will tend to keep all Exam-related materials in one place, and allow ORA to update the materials for ABFO as necessary when there are any future revisions of the ABFO *Diplomates Reference Manual*. The C&E Committee has, for some time, been working towards a totally electronic application process for both certification and recertification, with Exam Candidates and Diplomates each having their own secure file area on the ORA website for storage and organization of, for example, continuing education certificates and other materials required in the application and the recertification processes.

8. Dr. Metcalf presented to the C&E Committee the proposed bitemark case for Part III of the 2014 Exam. He assured the C&E Committee this bitemark case has been adjudicated. The bitemark was not a "witnessed" bitemark, but, when confronted with the bitemark evidence, the suspect agreed to a plea bargain. The defense attorney admitted to the assistant D.A. that he "knew" the bitemark analysis would "come back showing his guy did it."

146 147 148 149	9. The Chair would like to commend all the Committee members and Drs. Freeman and Clark for their professionalism and dedication to the tasks at hand, and their work done on behalf of the ABFO at this meeting. He sincerely appreciates being associated with such a fine group, and extends thanks to all for the opportunity to have served as Chair of the C&E Committee this year.
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151 152 153	10. The Chair of the C&E Committee realizes the meeting expenses went somewhat over budget, but, in his defense, there was a Dwight Yoakam concert in town the same weekend, and the hotels were at capacity and not willing to negotiate room rates. He apologizes profusely.
154	
155	
156	Respectfully submitted,
	Roger Ahrteay mrs
157	
158	Roger D Metcalf DDS, D-ABFO
159	2013-14 C&E Committee Chair

# American Board of Forensic Odontology, Inc. Certification & Examination Committee Report Feb 09, 2014

Dear Mr. President, and esteemed members of the Board of Directors and the Executive Committee:

The Certification and Examination Committee is preparing to begin the most important function of the year for the Committee—administering the A.B.F.O. Certification Examination.

There are four candidates who will be examined by the Committee in Seattle, Washington, on Saturday and Sunday, Feb. 15-16, 2014. Dr. Phyllis Ho will be challenging the Exam for the first time, and Drs. Richard Serchuk, Robin Scheper, and Ruth Smith will be retaking various parts of the Exam on their second attempt (Serchuk and Smith will be retaking both Parts II and III, and Scheper will be retaking only Part II). Written reports on the patterned injury case from the three candidates (Ho, Serchuk, Smith) were all received on time, and are being evaluated by C&E Committee members.

I am very pleased to report that Parts II A & B of the Exam (the ID and bitemark practical exams), will be administered this year via the "TaskScope" program from ORA, Inc. This is a major advance for the Exam, in my opinion. This system is completely web-based, and does not require the candidate to install any programs or download any files to his/her personal computer (in fact, as a security measure, nothing can be copied from the exam to a candidate's computer). A substantial amount of time was spent this year working with ORA in preparing the images and questions/answers for uploading the Exam to the TaskScope program. The Committee members have access to the online Exam, and have been evaluating this version of the Exam to insure all the materials were uploaded correctly by ORA, and that all seems to be working properly. As this is the first year for ABFO to use TaskScope, there may be unforeseen "glitches" to deal with, but, on the other hand, ORA has been using TaskScope with other organizations for some time, so the program is proven and ORA has much experience with it.

Importantly, the TaskScope program will make future editing of the Exam much easier, will make grading faster and possibly more accurate, provides additional layers of security for the Exam, and moves this part of the Exam nearer to being completely graded objectively so as to reduce any issue of potential bias in grading. The ABFO has made arrangements to provide wireless internet access to the candidates in the exam room to assure a stable, reliable connection to the ORA website for the candidates. Some members of the various ABFO Workshop committees have expressed interest in presenting Workshop materials and tests via TaskScope, as well, and I would heartily endorse that. Steve Clark PhD and his staff at ORA have done a very commendable job for the ABFO, I believe.

Part II of the Exam (ID and Bitemark practical exams) will be administered on Saturday, Feb. 15<sup>th</sup>. Part III, the patterned injury case presentation, will be on Sunday, Feb. 16<sup>th</sup>, and is open to all ABFO Diplomates in good standing. The Exam results will be presented by the C&E Chair for consideration at the Board of Directors meeting Monday, Feb. 17<sup>th</sup>, and candidates will be notified of the Exam results Monday afternoon after the Board of Directors vote. Successful candidates will be invited to the annual business meeting Monday evening for introduction to the ABFO membership and presentation of their certificates.

Dr. Steve Lojeski is the current Recertification Chair, and he has done an admirable job in assisting the Diplomates who are due to recertify this year complete the process. The final list of Diplomates eligible for recertification will be presented at the Monday Board of Directors meeting for approval, and certificates presented to the successfully recertified Diplomates during the Monday evening annual business meeting.

Dr. Bruce Schrader is the incoming Recertification Chair. He has already been in contact with the Diplomates who are in the next recertification cycle, and has done a great job in assisting them to begin the process.

Dr. Jim Lewis is the incoming C&E Chair; he has been an invaluable collaborator, and he will do a commendable job as Chair. His counsel and advice have been a great help to me this year.

And…Dr. Ed Herschaft—mentor extraordinaire. What can I say? This is Dr. Herschaft's fifth and final year of dedicated service on the C&E Committee, and he will now be rotating off the Committee. His wise guidance and humor and wit will be sorely missed.

Respectfully submitted,

Roger D. Metcalf, DDS, D-ABFO 2013-14 C&E Committee Chair

For use at the Fall EC Meeting and at the February 2014 ABFO annual meeting.

The ABFO Nomination Committee met extensively via email and telephone (when required) over the past 60 days. The following individuals were nominated in accordance with ABFO Bylaws and policy. I have personally received a verbal agreement from each to run for the indicated office. Dr. Greg Golden automatically assumes the role of Immediate Past President and Dr. Peter Loomis automatically ascends to the presidency of the ABFO. The Nominations Committee is not obliged to (and this year chose not to) slate any candidates to oppose our nominees for President-elect or for Vice-President. There is no election for Treasurer in 2014.

The chair provided the committee what is believed to be a comprehensive list of all active ABFO diplomats who are currently serving, or have in the past have served, as a member of the ABFO Board of Directors. In some cases that service was brief as they were "promoted" off of the BoD to other duties. Some who have not served on the BoD are serving in positions that preclude service on the Board. From the 105 active members, 35 have never served on the Board and of those, eight were nominated this year (only seven accepted their nomination). I have attached a copy of that document to this report.

I have also included an Excel page that I would like to use during the elections/nominations portion of the annual meeting to clarify the issues for the voters. It depicts graphically the makeup of the current ABFO Board of Directors. Since the election for the Ethics Committee member will occur between two members of the current board who are in the same "class" of directors (a class with six current members), that election will solve the unbalanced nature of the board (along with the fact that the "senior / retiring" class is also unbalanced (only 4 members). Should Dr. Weems be elected Secretary, his "class" will then become unbalanced and I propose that should that occur, that the person who comes in 6<sup>th</sup> in the balloting for BoD be assigned that slot with only 2 years remaining — or the tellers could simply draw lots to select a designee from the six highest vote getters to that slot.

No nominee for office was made aware of his or her opponents in the election, they were informed that the entire slate would be announced by the EC.

For President-elect – Dr. Gary Berman

For Vice President – Dr. Adam Freeman

For Secretary – Dr. Lillian Nawrocki and Dr. Richard Weems

For the C & E Committee member – Dr. Stephanie Kavenaugh and Dr. Tom David

For the Ethics Committee member – Dr. Jan Westberry and Dr. Ken Cohrn

For the five 2014-2017 Board of Director slots (and the remainder of a 2013-16 term if needed):

Dr. Cynthia Brzozowski

Dr. Kathy Kasper

Dr. Laura Keiser

Dr. Jack Kenney

Dr. Cathy Law

Dr. Holland Maness

Dr. Peter Marsh

Dr. Jackie Reid

Dr. Mike Sobel

Dr. Ned Turner

		Feb 2014	Feb 2015	Feb 2016	Feb 2017	Feb 2018	Feb 2019
Pres	Golden, G						
Pres-elect	Loomis, P						
Vice-pres	Berman, G						
Sec	Freeman, A						
Treas	Brummit, P						
Im Past Pres	David, T						
BoD (14)	Dailey, C	1st					
BoD (14)	Filippi, J	1st					
BoD (14)	Kavenaugh, S	1st					
BoD (14)	Nawrocki, L	1st		_			
BoD (15)	Cardozo, A		1st				
BoD (15)	Cohrn, K		1st				
BoD (15)	Klim-Lemann		1st				
BoD (15)	Piakis, J		2nd				
BoD (15)	Souviron, R		2nd				
BoD (15)	Westberry, J		2nd				
BoD (16)	Berner, C			1st			
BoD (16)	Hahn, S			1st			
BoD (16)	Murman, D			1st			
BoD (16)	Spencer, D			1st			
BoD (16)	Weems, R			1st			
		member in "final" 2nd term					
		member in current 1st term					
	theoretical re-eclection eligibity						

# Ordinary Income/Expense

# Income

	Annual Dinners	
	2013 Diplomates Dinner	4,880.00
	Total Annual Dinners	4,880.00
	Annual Dues	
	2014 Annual Dues	9,750.00
	Total Annual Dues	9,750.00
	Donation	300.00
	Exam and Application Incomes	
	Re-Application Fee	800.00
	Total Exam and Application Incomes	800.00
	Image Series	
	Image Series III	900.00
	Total Image Series	900.00
	Interest ABD-958859-40	188.56
	Product Sales	
	Pin Sales	20.00
	Total Product Sales	20.00
	Recertification fees received	
	2013 Recertification fee	2,250.00
	Total Recertification fees received	2,250.00
	refund	116.20
	Royalty, ABFO #2 ruler	680.21
	Transfer funds-PAYPAL	11,782.14
Total Incom	ne	31,667.11
	••	31,007.11
Gross Profit	-	31,667.11
Gross Profit Expense		
	2013 Annual Meeting	31,667.11
	2013 Annual Meeting 2013 Diplomates Dinner	31,667.11 4,641.05
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other	31,667.11 4,641.05 6,096.79
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other Total 2013 Annual Meeting	31,667.11 4,641.05 6,096.79 10,737.84
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other Total 2013 Annual Meeting AAFS Management Fees	31,667.11 4,641.05 6,096.79
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other Total 2013 Annual Meeting AAFS Management Fees Accounting	31,667.11 4,641.05 6,096.79 10,737.84 1,856.82
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting  AAFS Management Fees  Accounting  Tax Return Fee	31,667.11 4,641.05 6,096.79 10,737.84 1,856.82 350.00
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting  AAFS Management Fees  Accounting  Tax Return Fee  Total Accounting	31,667.11 4,641.05 6,096.79 10,737.84 1,856.82
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting  AAFS Management Fees  Accounting  Tax Return Fee  Total Accounting  Bank Service Fee	31,667.11 4,641.05 6,096.79 10,737.84 1,856.82 350.00 350.00
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting  AAFS Management Fees Accounting  Tax Return Fee  Total Accounting  Bank Service Fee Canadian Chk Fee	31,667.11 4,641.05 6,096.79 10,737.84 1,856.82 350.00 350.00
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting AAFS Management Fees Accounting Tax Return Fee  Total Accounting Bank Service Fee Canadian Chk Fee Bank Service Fee - Other	31,667.11 4,641.05 6,096.79 10,737.84 1,856.82 350.00 350.00 5.00 21.55
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting  AAFS Management Fees  Accounting  Tax Return Fee  Total Accounting  Bank Service Fee Canadian Chk Fee Bank Service Fee - Other  Total Bank Service Fee	31,667.11 4,641.05 6,096.79 10,737.84 1,856.82 350.00 350.00
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting  AAFS Management Fees  Accounting  Tax Return Fee  Total Accounting  Bank Service Fee  Canadian Chk Fee Bank Service Fee - Other  Total Bank Service Fee  C & E Committee	31,667.11  4,641.05 6,096.79  10,737.84 1,856.82  350.00  350.00  5.00 21.55  26.55
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting  AAFS Management Fees  Accounting  Tax Return Fee  Total Accounting  Bank Service Fee  Canadian Chk Fee Bank Service Fee - Other  Total Bank Service Fee  C & E Committee  2012 C & E Meeting August	31,667.11  4,641.05 6,096.79  10,737.84 1,856.82  350.00  350.00  5.00 21.55 26.55
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting  AAFS Management Fees Accounting  Tax Return Fee  Total Accounting  Bank Service Fee  Canadian Chk Fee Bank Service Fee - Other  Total Bank Service Fee  C & E Committee  2012 C & E Meeting August 2013 ABFO Exam - C&E Committee	31,667.11  4,641.05 6,096.79  10,737.84 1,856.82  350.00  350.00  5.00 21.55 26.55  389.80 3,073.17
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting  AAFS Management Fees  Accounting  Tax Return Fee  Total Accounting  Bank Service Fee  Canadian Chk Fee Bank Service Fee - Other  Total Bank Service Fee  C & E Committee  2012 C & E Meeting August 2013 ABFO Exam - C&E Committee 2013 C&E Committee meeting Aug	31,667.11  4,641.05 6,096.79  10,737.84 1,856.82  350.00  350.00  5.00 21.55 26.55  389.80 3,073.17 6,202.48
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting  AAFS Management Fees  Accounting  Tax Return Fee  Total Accounting  Bank Service Fee Canadian Chk Fee Bank Service Fee - Other  Total Bank Service Fee  C & E Committee  2012 C & E Meeting August 2013 ABFO Exam - C&E Committee 2013 C&E Committee meeting Aug  Total C & E Committee	31,667.11  4,641.05 6,096.79  10,737.84 1,856.82  350.00 350.00  5.00 21.55 26.55  389.80 3,073.17 6,202.48 9,665.45
	2013 Annual Meeting 2013 Diplomates Dinner 2013 Annual Meeting - Other  Total 2013 Annual Meeting  AAFS Management Fees  Accounting  Tax Return Fee  Total Accounting  Bank Service Fee  Canadian Chk Fee Bank Service Fee - Other  Total Bank Service Fee  C & E Committee  2012 C & E Meeting August 2013 ABFO Exam - C&E Committee 2013 C&E Committee meeting Aug	31,667.11  4,641.05 6,096.79  10,737.84 1,856.82  350.00  350.00  5.00 21.55 26.55  389.80 3,073.17 6,202.48

Ethics Committee	65.84
Image Series Production	43.70
Interpol DVI Meeting	3,500.00
Memorial	80.07
Office Expenses	
CE AGD Acceditation	312.50
Office Supplies	211.06
Postage	39.97
Printing	52.22
Shipping	244.77
Office Expenses - Other	63.10
Total Office Expenses	923.62
ORA Annual Fee	6,400.00
Reconciliation Discrepancies	-6.71
Total Expense	33,818.18
Net Ordinary Income	-2,151.07
Net Income	-2,151.07

Paypal transfer included some payments for dues, recert, re-test and workshops less 3

# ABFO Ad Hoc Dental School Curriculum Committee Report to the Executive Committee

## April 24, 2012

#### **Committee Members:**

Ed Herschaft - Chairperson (13) David Senn

## Agenda for 2012-2013:

Working in conjunction with the editors of the ASFO Manual of Forensic Odontology, 5<sup>th</sup> edition, the committee will develop educational objectives in the affective, psychomotor, and cognitive domains for each chapter of the book.

This will assist course directors, using the book as a forensic dentistry text, to delineate significant learning objectives for their course.

Respectfully submitted,

Edward. E. Herschaft, DDS, MA, DABFO

Edward E. Markop

Chairperson

ABFO Ad Hoc Dental School Curriculum Committee 2012-2013

# Anthony R. Cardoza, D.D.S. D-ABFO 266 B Avocado ave. El Cajon Ca. 92020

February 2, 2014
ABFO Public Relations Committee Report
Anthony R. Cardoza, Chair

The following report is a summary of the ABFO website as well as the ABFO Facebook page. This has been an ongoing project since February 2012.

## Website:

The ABFO website has now been active for one year after its formal introduction at the Diplomate meeting in 2012. The member store component has been an active resource for the membership and was used for payment of dues, purchase of the annual dinner, and payment for recertification. In addition, the public store was used for payments of the ID Workshop, and payments for the application/board exam fee. Though the electronic payment window is not at our goal of 100% usage it is off to a good start for its first year of implementation. Other areas on the site have shown progress. Statistically the site has about 1,300 visits/month with 77% being a new visitor. The typical visitor spends 2-3 minutes visiting 3-3.5 pages/visit. The majority of Diplomates have updated their photo and bio information. Workshops, announcements and the President's messages were posted and updated throughout the year as well. I have pride in saying that the "buzz" I received from fellow Diplomates was very positive concerning the look, flow, and ease of navigation on the website. It is my belief that the new website goals put forth in 2012 have indeed been achieved!

# Facebook:

The activity on the ABFO Facebook page has not met its potential. My original concept was that this page would serve as a forum where member Diplomates can have upcoming events and/or announcements such as lectures, training, publications, awards or conferences posted to it. This would enable the ABFO to inform others within the Facebook community in a less formal way. Unfortunately, contributions and participation by fellow Diplomates was minimal and honestly, with the passing of four Diplomates in 2013, the page read more like an obituary. If this page is going to be successful we need members to contribute. This needs to be stressed at the annual Diplomate meeting. I have recently opened a new ABFO LinkedIn account. This is a closed site for members only or others who have been approved by the site administrators.

#### Lecture series:

I have been tasked by the president and the EC to produce and execute a continuing education lecture targeting dental health care professionals similar to the lectures that have been done in the past in California by the members of the California Society of Forensic Dentistry. The "Death Takes a Holiday" lectures use a multiple speaker format so that it is fast paced and does not act as a burden on a sole speaker. Historically these lectures have been well received and profitable for our group (CSFD). I believe that the ideal date would be the Friday before the next annual AAFS meeting in Orlando at a venue to be determined. I will select 3 or 4 Diplomates to speak as well as a guest lecturer who could be a local pathologist, death investigator, or Chief M.E. This person could act as a draw because of his name recognition. I will use the assistance of next year's local arrangements personnel to find and book the venue and the guest speaker. The diplomates will be asked to speak pro-bono and ideally the guest as well. The Board will cover the additional hotel nights and meals for the speakers.

# **Public Relations Agency:**

Finally, PR committee member Janice Klim-Lemann was tasked to research a professional PR agency to possibly help the Board improve its public image. The Board has been "reactive" in its public image and the EC feels that we as a group need to be "proactive" in the court of public opinion. Currently the search is ongoing and my hope is to have more information at the BOD meeting.

Sincerely, Anthony "Rick" Cardoza, D.D.S., D-ABFO