

ODHA Town Hall

April 9th, 2016



Oregon

Dental Hygienists' Association

Why Are We Here?

- Provide History
- To Gather Feedback! Use feedback forms if you're uncomfortable speaking out loud
- Provide Resources
- Answer Questions
- Encourage working together to build our future!

What is Going On?

- ODHA has a new charter agreement with ADHA
- ODHA is charged to re-charter each component

What's a Charter?

- Tripartite Structure
- Legal Agreement with requirements; examples:
 - ODHA and ADHA must be organized in complementary alignment with the fundamental principals and goals of ADHA (Tripartite)
 - ODHA Bylaws must not conflict with ADHA Bylaws
 - Must be Not-For-Profit Corporation 501(c)(6)
 - Must file federal taxes

ADHA Charter Process

- Decision thoroughly researched
 - 2009 Lang Report
 - Tripartite Structure Inefficient/not as effective as possible
 - Volunteer liability
 - ADHA BOT worked diligently 2009-present
 - Guiding Principals
 - New Charter Agreements
- ADHA HOD 2013

Where is ODHA in This?

- ODHA Charter Received Late October 2015
 - Reviewed with management company for compliance
- BOT meeting at ODHC November 2015
 - Unanimous approval
- Not-for-Profit legal council Dec 2015-Jan 2016
 - Zero legal issues to practice in Oregon
 - Multiple issues with Oregon By-laws found
- Executed Charter prior to Feb 1st, 2016 deadline

What is Next?

- Just as ADHA evaluated its structure, ODHA is evaluating its structure
- Hosted component leadership webinars
- Completed all-member governance survey
- Completed all-member component survey
- Today's Town Hall

Did You Miss the Surveys?

- Trustees informed Jan 2016
 - Meeting reviews to trustees and component leaders
- Links to surveys directly emailed
- Available on ODHA.org
- Posted multiple times on Facebook
- ODHA Transformation Page
- Please reach out to your leadership for information!

Presenting Survey Results

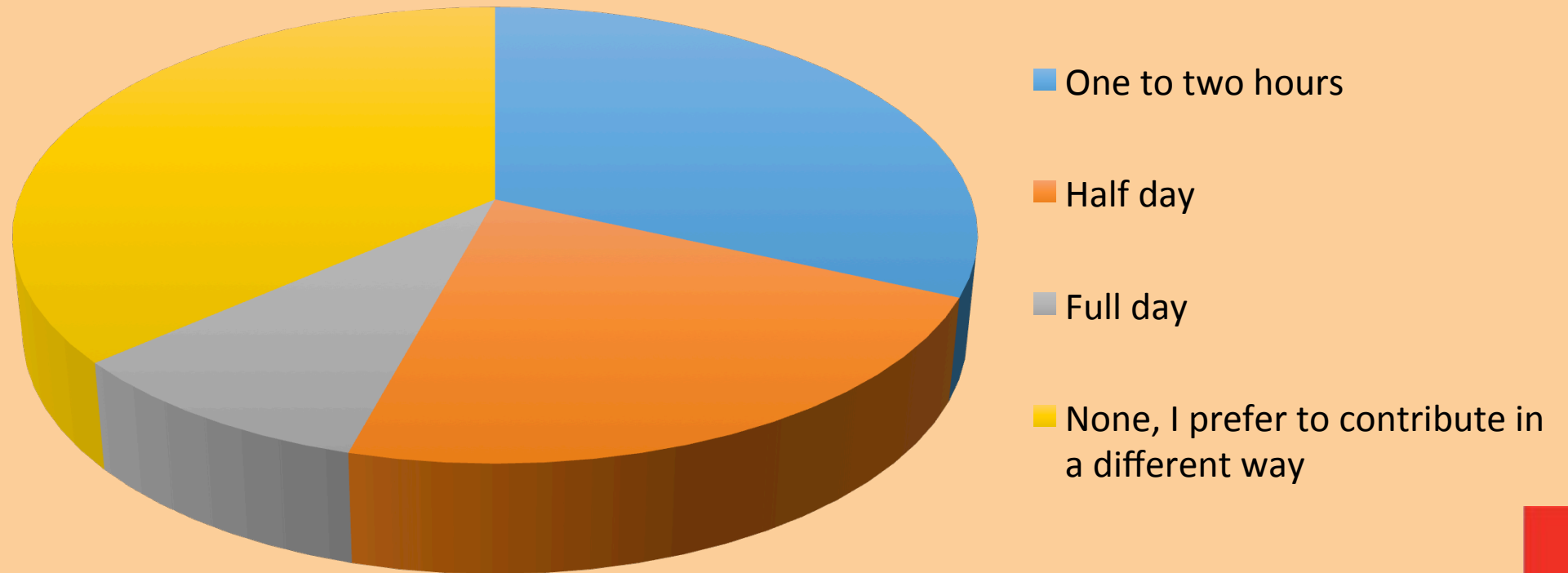
- 25% Member Response
 - Every component represented
- Jot down notes!
- Everyone gets first comment before giving second comment
- Annual Session
- Board of Trustee Composition
- Components

ODHA Structure Eval: Annual Session

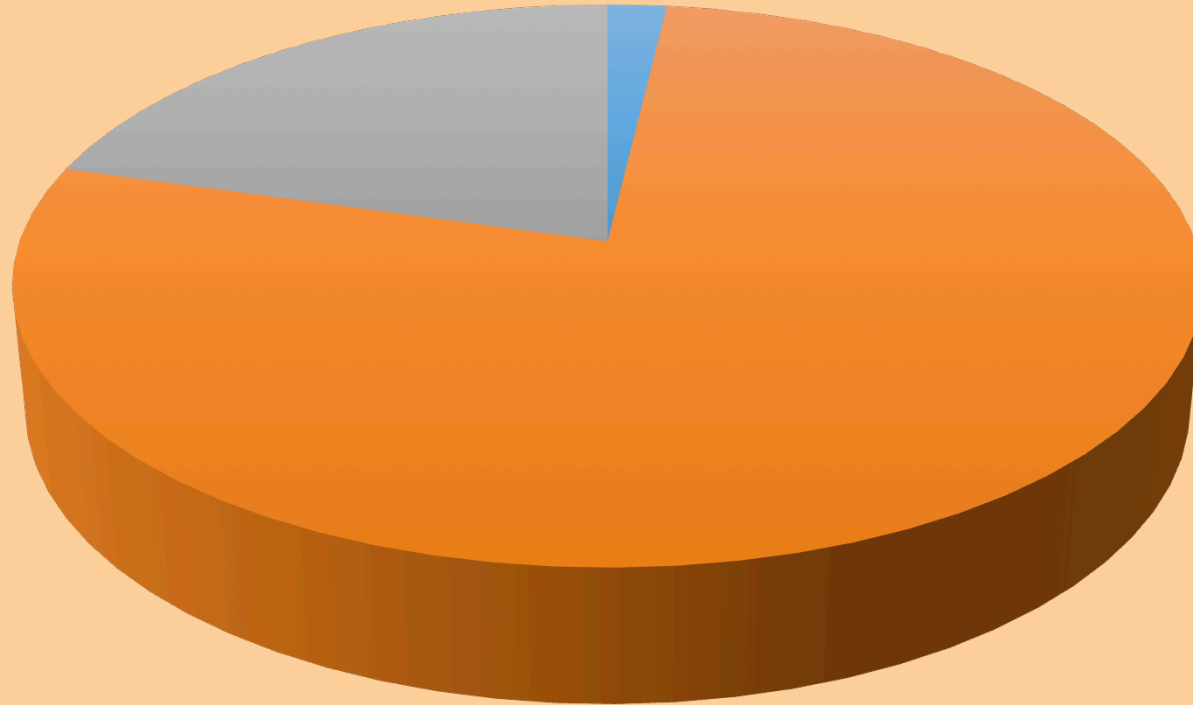
- How it's supposed to work:
 - Delegates elected and informed about issues
 - Officers and trustees elected and informed
 - Members get excited about OUR organization
 - HOD guides the organization
- This is what's happening:
 - Delegates are recruited last minute/uninformed
 - Nominations from the floor-unaware of responsibilities
 - Components making conflicting plans, competing for CE credits, leadership not present at meetings, "YOUR organization"
 - Members disengaged, frustrated, overwhelming negative feedback

Annual Session Survey Results

How much of your time would you be interested in devoting to organizational and business operations of ODHA at an annual meeting?

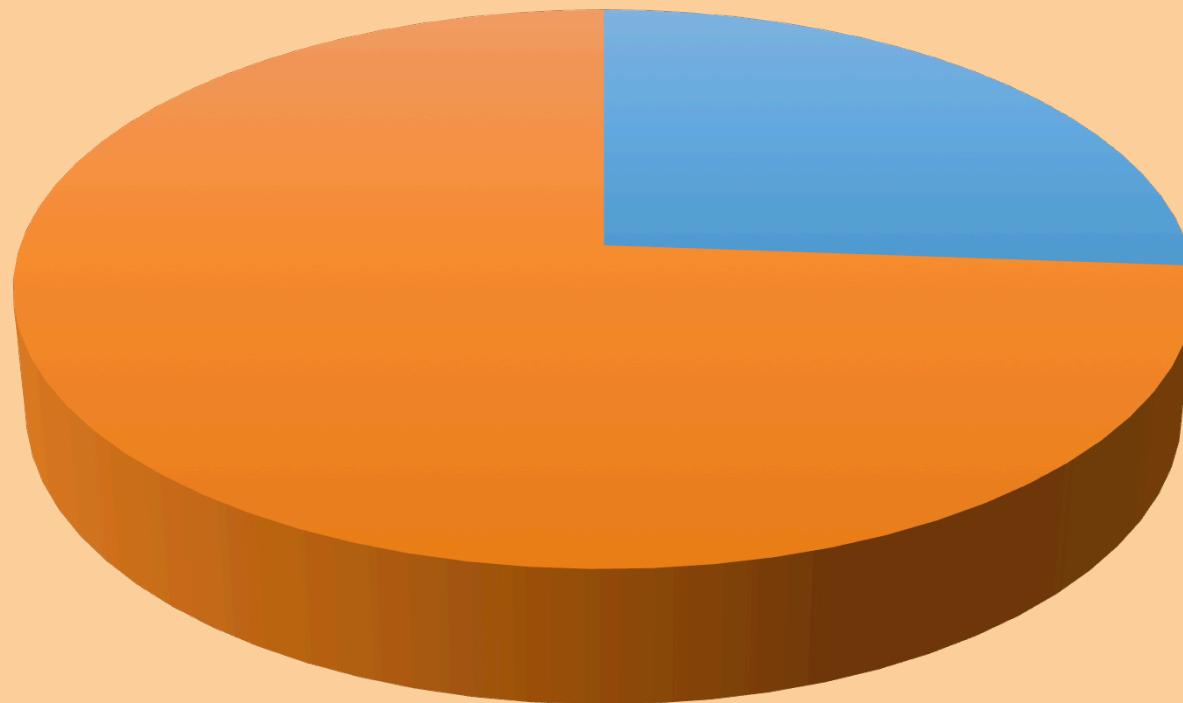


Would you rather elect a representative to work on your behalf throughout the year or have representatives selected to represent you at an annual meeting only?



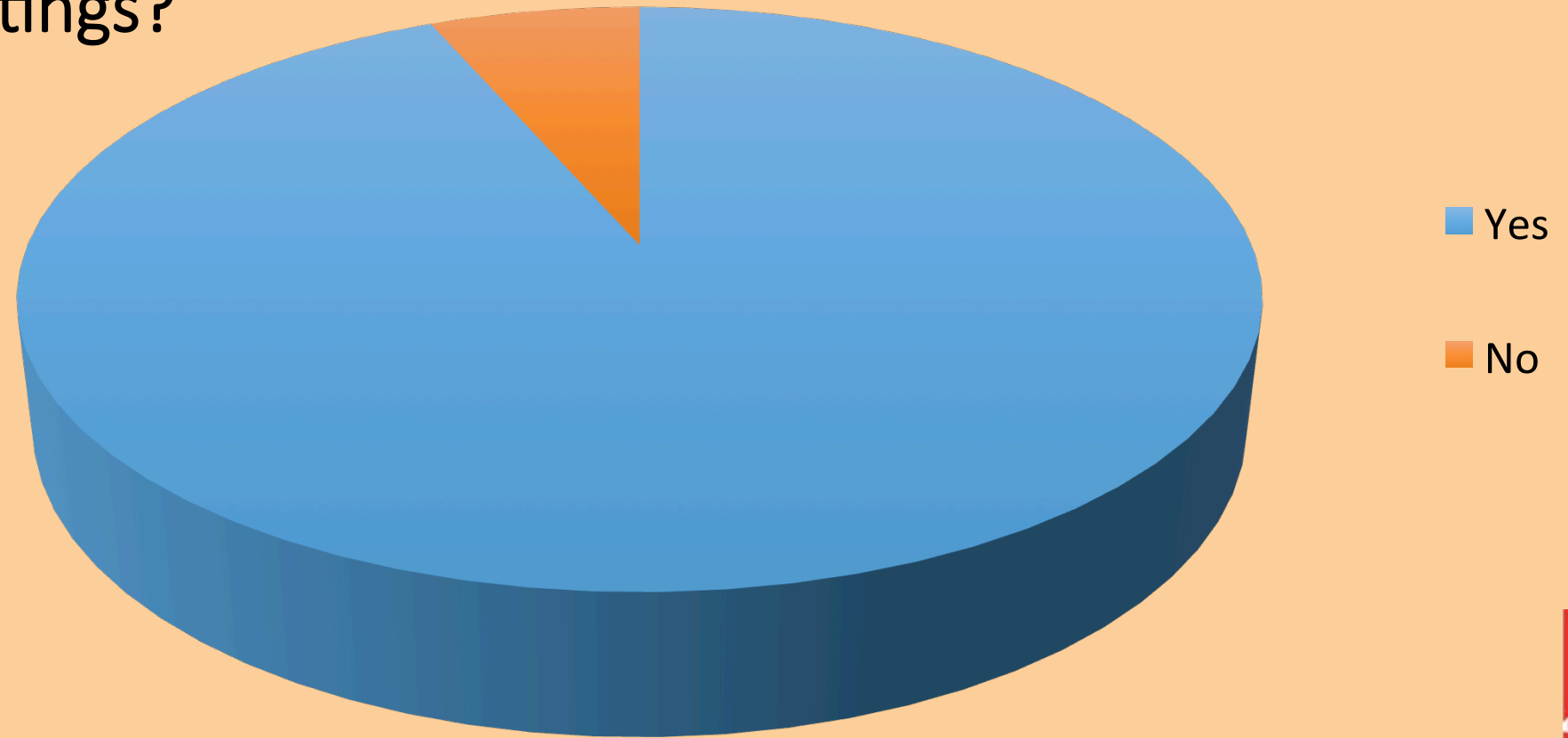
- Have representatives selected on your behalf to represent me at an annual meeting.
- Elect a representative to work on my behalf throughout the year
- Have representatives selected on my behalf to represent me at an annual meeting.

In matters that come to a vote, would you prefer to have a designated number of representatives elected to speak for your component, or that each member have a vote?

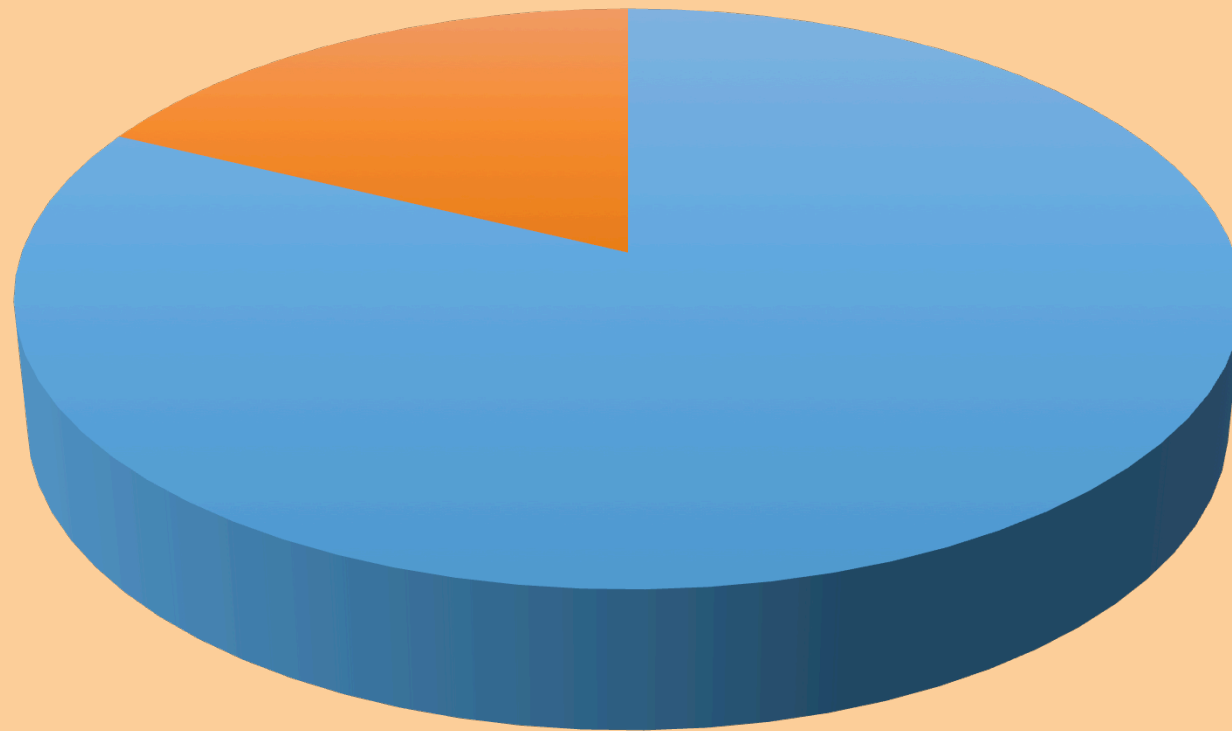


- Have a designated number of representatives elected to speak for my component
- Each member have a vote

Would you find more value in the Oregon Dental Hygiene Conference (ODHC) if the schedule included increased education, networking and professional development and less time was devoted to business meetings?



As a member would you prefer to participate in an annual business meeting for one to two hours over a meal, or would you prefer to participate in a more in-depth process for one half to one full day?



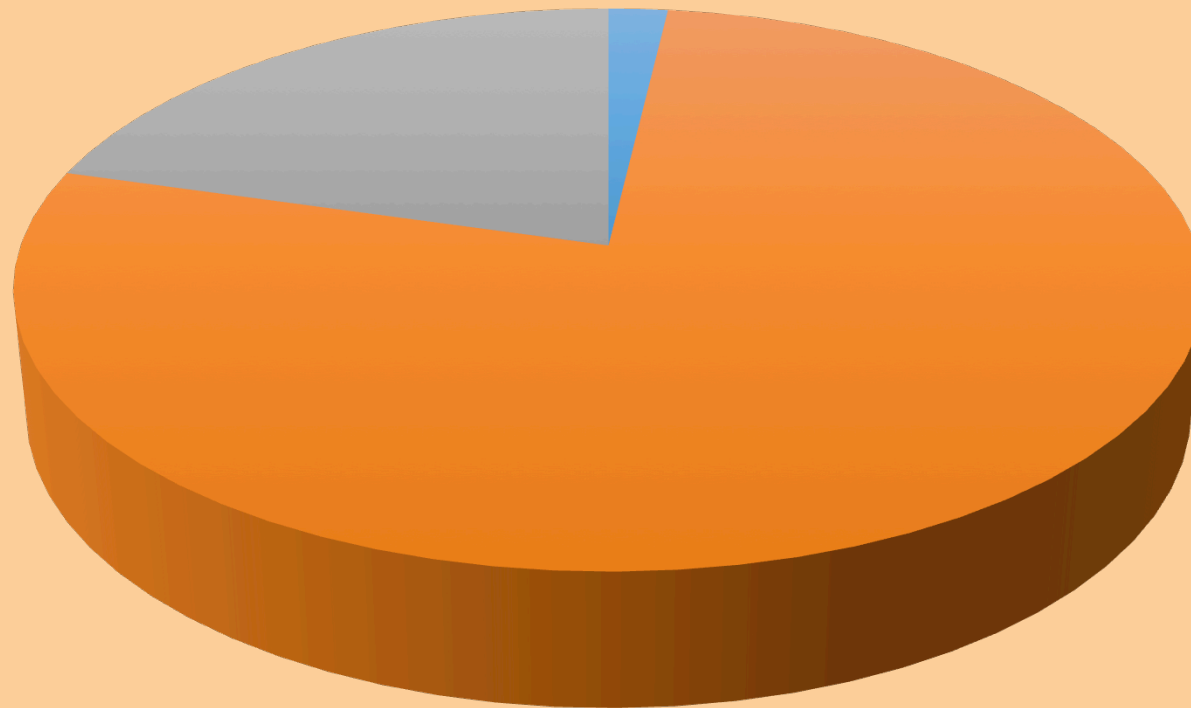
- One to two hours over a meal
- In-depth process for one half to one full day

ODHA Structure Eval: Board of Trustees

- How it's supposed to work:
 - Trustees have fiduciary responsibility to the organization
 - Trustees liaison between BOT and Components
 - Trustees are trusted elected officers charged with making the best decisions for the organization
 - Trustees share component concerns
- This is what's happening:
 - HOD can/has made bylaws in conflict with best practices
 - Information stopping at trustees/component leadership
 - At annual session, decisions and feedback throughout the year questioned
 - Trustees not at each board meeting

Board of Trustees Survey Results

Would you rather elect a representative to work on your behalf throughout the year or have representatives selected to represent you at an annual meeting only?



- Have representatives selected on your behalf to represent me at an annual meeting.
- Elect a representative to work on my behalf throughout the year
- Have representatives selected on my behalf to represent me at an annual meeting.

ODHA Structure Evaluation: Components

- How it's supposed to work:
 - Tripartite
 - Support each other's mission
 - Local arm of the association
- This is what's happening:
 - Members feel loyalty to one part over another
 - Competition for CEs, non-member dollars, information
 - Lack of structure leads to leader confusion, burnout

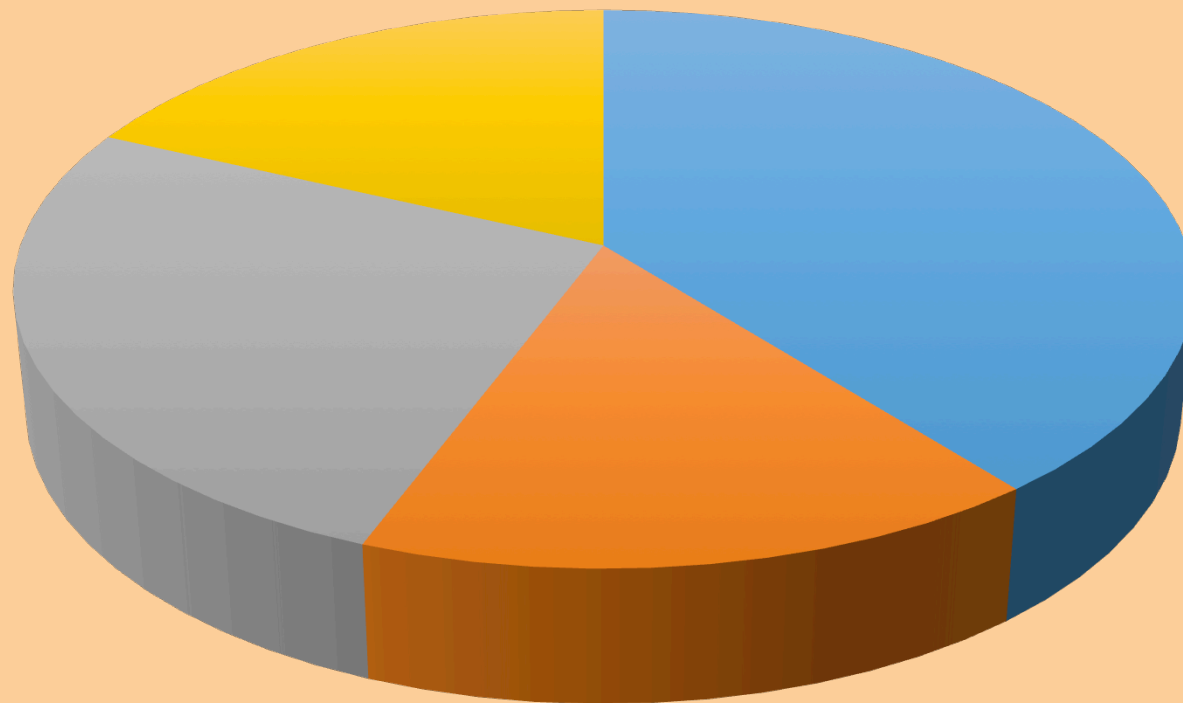
ODHA Structure Evaluation: Components

- How it's supposed to work:
 - Communicate to general membership
 - One organization "We"
 - Members have breadth of leadership options
- How it's working
 - General members feel disconnected and uninformed
 - Lots of "You" and "Your"
 - Limited member involvement means members are holding multiple positions/conflict of interest

Component Survey Results

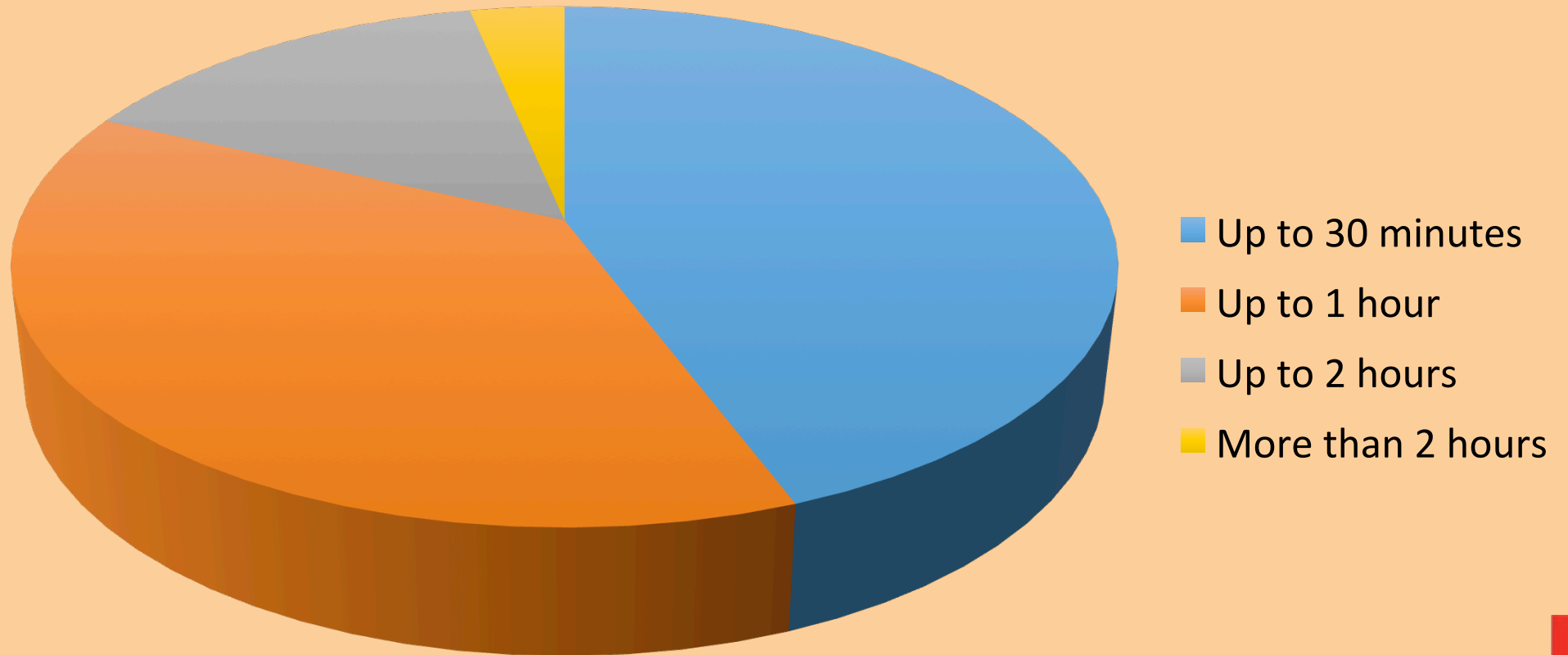
- Board of Trustees voted January 2016 to have a maximum of six components
- Purpose of a component: Purpose of the component: a local community of support for dental hygienists that conducts local meetings, service, and provides a reciprocal connection to the constituent and national organizations.

What do you think would be the best strategy for redrawing component boundaries?

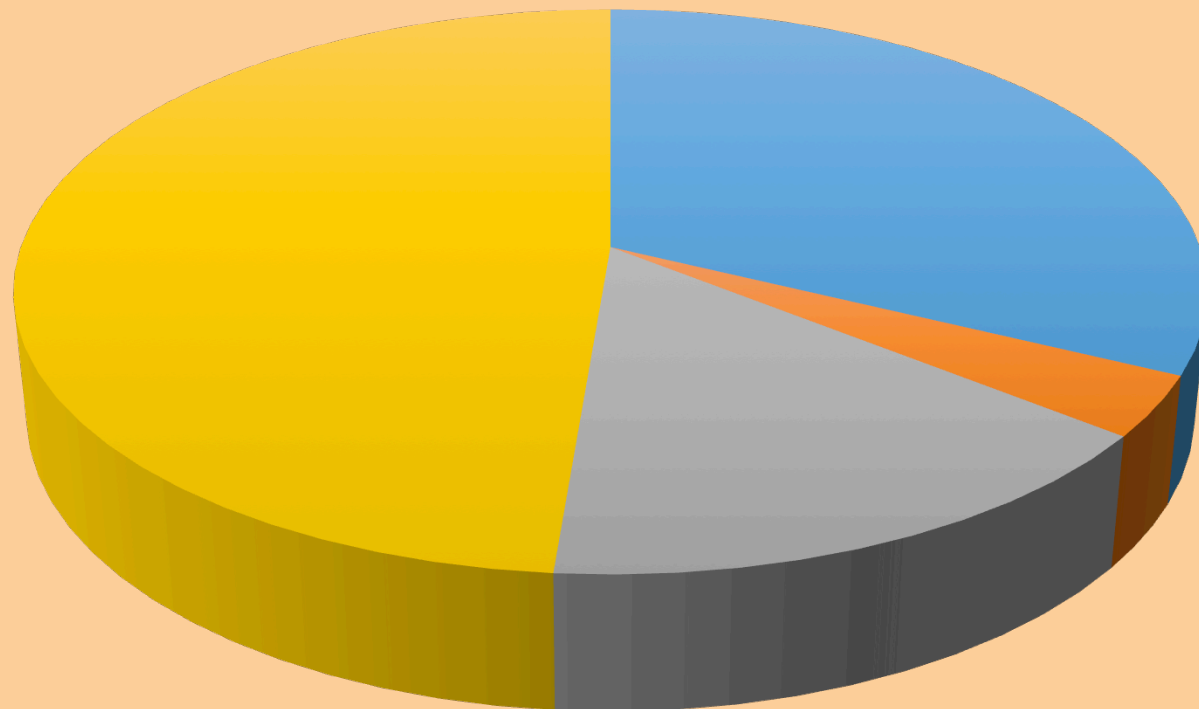


- Components centered around metropolitan areas
- Components centered around dental hygiene schools
- Divide the state into equal quadrants/geographic areas
- Other

How far would you drive to attend a quality component event?

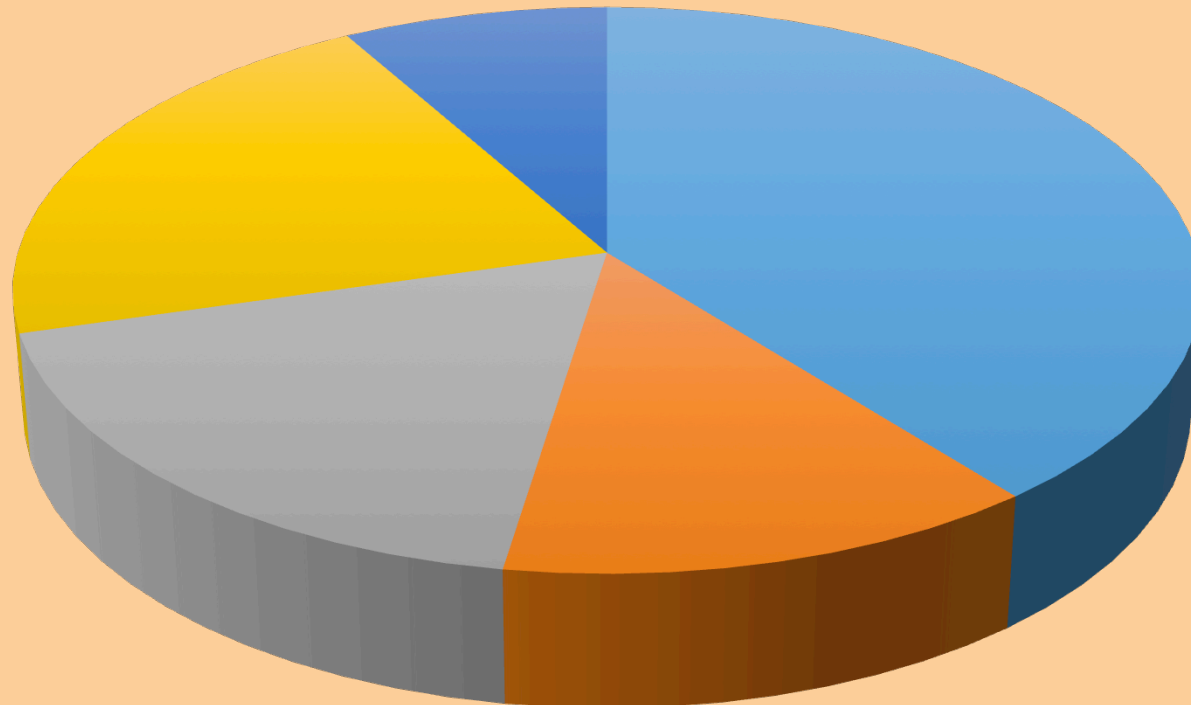


What type of events most interest you?



- Dental hygiene based community outreach
- Non-dental hygiene based community outreach
- Social/networking event
- Continuing education/Professional development

Would you be interested in membership in a virtual component?



- No, I would not be interested in a virtual component.
- Yes, due to my geographic location
- Yes, my schedule does not currently allow me to regularly attend meetings in person
- Yes, I would like the ability to interact with people across long distances

EPDH Conference Plug

- Awesome Speakers
- Member driven topics
- First place in Oregon to get Epi/Glucagon certification for hygienists
- Registration open now
- Please encourage all members and non-members to attend!
- Please reach out to your vendors and reps and ask for sponsorships
- We can only have great conferences with great support

Volunteer Opportunities

- Task forces
 - Recruiting conference sponsors
 - Increasing conference attendance
 - Silent auction
 - CEs for ODHC
 - Job Board Review
- Call to Action! Write down area of interest on feedback forms

Building Our Future Together!

- Our association is making huge positive strides
- After this transition, we will be:
 - More cohesive,
 - Less confusing for members,
 - The structure will be established with less grinding of wheels by members
- Change is difficult, but we can choose to make this a positive one!