



Executive Director's Report

Human Resources

The three musketeers are doing great at the CDSS.

- Jess has started to take on more of an EA role to assist me with some things such as council and meeting organization, minutes, and other admin tasks. Third year summer licensing is coming up, which she is coordinating with C.o.D. on. She has also taken on the task of bringing our website into the 21st Century, working closely with 5by5 to keep them on track. Online licensing, CE self submission, and now the Standard page and rebranding, are just a few of the projects she took and executed flawlessly.
- Lisa is doing fantastic with PCC and was able to pivot after Gerry's departure and change over to Sean. She and I had her 3-month review in April and set her performance goals and objectives for the year and is a full-fledged employee of CDSS! She and Sean keep me well informed of any challenges with PCC without a Registrar, but that has been going very well. While the PCC is quiet, she is working on organizing and preparing for the PEP Coordinator role, which we hope to begin hiring once our Registrar is settled.
- Meagan, too, is excelling in her position. She is making great progress on the conference and organizing CE courses. She is very cost conscious and has put together an incredible tradeshow/conference guidebook. She is the in office go-to-gal for making things look fantastic in our CDSS branding.
- Future additional team considerations: PEP Coordinator summer 2023. Future addition of one more admin staff after the Registrar is hired so Jess can move to a full EA role, with cross training for both positions. I also would like the PEP Coordinator to cross train with Lisa's role.

For a staff that has only been here a short time (Jess—7 months, Meagan—6 months, Lisa—5 months), with only my guidance and limited knowledge to train them, I am beyond pleased with their hard work and ability to take on their roles and make them even better! My motto is: teamwork makes the dream work, and they have taken that to heart.

Finance

Betty is still working on the year end, fine tuning some things. We anticipate things will be ready by Council in June. She will also be working with Jess and I this month to redo the Sage accounting GL codes, which may mean there will be some re-entry. But, once that is fixed up, the accounting should be a lot simpler and smoother to report on. Payroll and banking have no issues. No major bills or sudden expenses to report on.

Economics/Negotiations

- Payment Schedule for Specialists. I am currently working with Drs. Humber and Wagner on these negotiations with the Ministry. The concern is that the fees are not on par with the Medical Doctors, and our Specialists feel it is time to equalize that. I have been tasked to lead a working group of specialists, one from each speciality, to discuss and decide on the



proposal. The meetings are to be at least once/twice per month and over the next 6 months. It has been tough to get off the ground, but in progress.

- SS/FHB Fee Guide negotiations. I am also currently working with Drs. Graham and Prestie on the negotiations for the SS/FHB. Again, inadequate fee compensation for all members who are treating these patients. The letter from Council that was sent in March is still under review by the Ministry, with only one initial meeting had On May 9th. They are looking for further data from us, so am trying to solicit info from other provinces, but proving difficult to obtain.
- Annual Fee Guide. I meet once a month with the fellow Consortium and with Impact, primarily to discuss data collection to be used for the Federal Dental Care Plan modeling. The fee guide meetings are set to happen June 12-17 in Parksville, BC. I will be attending along with Drs. Graham and Prestie.
- CDSPI AGM. Dr. Prestie and I attended the CDSPI AGM on May 13th, with Dr. Prestie as our voting delegate. After the AGM, an informal presentation and discussion was had on CDIC SCC, their offshore account. A great explanation was made on the reasoning behind it.

Communications

Things are going very well in the Comms Dept. – Meagan’s report attached.

Meagan and I are planning a Communications Strategy planning session in October/November of this year, for 2024. Two additional projects we are looking at bringing back is the formal *President’s Gala* and *Day of Giving*. Both are large events that require a lot of additional planning hours and budgets for, which we were not prepared to take on in this restructuring year.

Grad Breakfast

Grad breakfast 2023 will look a little different this year without a Registrar, so we have asked, and Dr. Bazylak has kindly agreed, to give a welcome speech to the new graduates. We will hold off on the ceremonial licensure signing this year to a future date when the Registrar can take this on. I will be the EmCee for this event. We plan to give a simple presentation, introducing them to staff and their respective roles, and explain how licensure, PCC, etc. all works. I feel this will be a great onboarding process for new members to see that the CDSS is not “scary”. We will also be giving out the CDSS Scholarship award to that recipient, once it has been decided on by the CoD. In discussion with the CoD, they have told us they will not be presenting any additional awards from their College, as this is our event.

Renovations

I will provide a current update at the Council meeting.

Executive Director

You may wonder, how am I doing? Every day is a learning curve for me but I’m trying to take each challenge with a positive approach. Losing so many staff in such a short period of time has not been



easy, and now we search for a Registrar. Thankfully, this has afforded us to bring in a fresh approach to the CDSS and bring in line a lot of things that have fallen to the wayside far too long. My staff is hardworking and sees the goals we want to achieve and have rallied when things change on a dime. These past 4 months without a Registrar has also allowed me to dive into understanding the regulatory side, which I am grateful for in expanding my knowledge. One area we do struggle with in the office is our limited dental knowledge. While Lisa is a Dental Asst by training, we do rely on our connections on council for assistance.

Next I will be jumping head first into some public speaking, which is a fear I need (and hope!) to overcome. These challenges push me to keep going for all the hard work we have done to date. I am beyond proud of how the operations of the CDSS have progressed under these circumstances, and in such short period of time.

On behalf of the staff at the CDSS I also give major thanks/shout from the rooftops to Sean Sinclair/Dr. Krainyk for answering any and all unusual member questions that come in (we get a lot!), Dr. Bazylak for working with Jess on the licensing, and Dr. Jay Lalli for answering our Specialist and sedation questions. Plus, each of our Council and Public Reps for their support and offering of suggestions along the way. It takes a village. Thank you all.