

Council on Ethics, Bylaws and Judicial Affairs

Peters, Debra A., 2024, Michigan, chair
 Roth, Kelly A., 2025, Ohio, vice chair
 Adkins, Chris L., 2024, Georgia
 Foster, Karen D., 2025, Colorado
 Grant, Leslie E., 2025, Maryland
 Hansen, Scott, 2027, Oregon
 Howell, C. Danielle, 2026, Virginia
 Korch, Peter P., III., 2027, Pennsylvania
 Nichols, Kathleen M., 2024, Texas
 Osborne, R. Pierce, 2024, Arkansas
 Palo, Paul A., 2026, Florida
 Purvis, James T., 2024, North Carolina*
 Rawson, Kenneth, 2027, Illinois
 Rich, Jonathan W., 2027, Kentucky**
 Serchuk, Richard B., 2025, New York
 Torbett, Jennifer A., 2026, Rhode Island
 Tran, Amy, 2026, California
 West, Debra S., 2024, Nebraska

Elliott, Thomas C., Jr., director
 Lynch, Francine, senior manager
 Franklin, Daniel, manager

The Council's 2023–24 liaisons include: Dr. Jeffrey Kahl (Board of Trustees, Fourteenth District) and Dr. Joseph Linser (American Student Dental Association).

Areas of Responsibility as Set Forth in the *Bylaws or Governance and Organizational Manual of the American Dental Association*

As listed in Chapter VIII., Section K.6., of the *Governance and Organizational Manual of the American Dental Association (Governance Manual)*, the areas of responsibility of the Council on Ethics, Bylaws and Judicial Affairs (the Council) are:

- a. Ethics and professionalism, including disciplinary matters relating thereto;
- b. The governing documents of this Association, including:
 - i. Review of the constitutions and bylaws of constituents and components to ensure consistency with the Association's *Bylaws*; and
 - ii. To correct punctuation, grammar, spelling and syntax, change names and gender references and delete moot, and to correct article, chapter and section designations, punctuation, and cross references and to make such other technical and conforming revisions as may be necessary to reflect the intent of the House in connection with amendments to the Association's *Bylaws*, *Governance Manual*, *Manual of the House of Delegates*, *Principles of Ethics and Code of Professional Conduct* and *Current Policies* where such revisions do not alter the material's context or meaning upon the unanimous vote of the Council members present and voting; and
 - iii. To report to the House of Delegates any corrections made to the governing documents of the Association pursuant to subsection ii. of this section of the *Governance Manual*; and

* *New Dentist Member*

** *Replaced Dr. S. Bryan Whitaker, 2027, West Virginia*

- c. Hold hearings and render decisions in disputes arising between constituents or between a constituent and component.

Key Accomplishments and Outcomes: Agency Programs, Projects, Results and Success Measures

Initiative/Program: Provide high quality and trustworthy continuing education programming in ethics to members, constituents, and components.

Success Measure: Membership and other stakeholder access to excellent ethics education programming.

Target: Highly favorable participant evaluation of ethics continuing education programming and attendance at continuing education course offerings at the Annual Meeting or on demand.

Range: Favorable to highly favorable participant evaluation of continuing education ethics programming; registration from fifty to one hundred percent of venue capacity.

Outcome: On target at time of submission.

SmileCon® Continuing Education Programming. In 2023, the Council presented two (2) ethics continuing education offerings. The first discussed the ethical considerations arising from the treatment of children, while the second considered ethical issues that arise during the treatment of aged patients. The two continuing education offerings were judged to be highly successful. Attendance at the course presentations was judged to be acceptable, with one course having over fifty percent of the capacity of the venue used, while the other was filled to more than ninety percent of the venue's capacity. Overall satisfaction with the presentations was excellent; satisfaction ratings (respondents indicating that they were satisfied or very satisfied with the learning experience) were 85.2% and 75.2% for the two courses, and it was reported that the courses met expectations in 92.65% and 87.8% of the surveys returned.

The Council is developing two new continuing education presentations to be provided at SmileCon® 2024 in New Orleans, Louisiana. The first is entitled "Promoting Ethical Practices: Identifying Concerns Arising from Health and Wellness Issues," while the second is entitled "Professional Integrity: Addressing Inappropriate Behavior." Further information concerning these two continuing education offerings will be included in the Council's 2025 Annual Report.

On-Demand Ethics Programming. In the Council's 2023 Annual Report, it was reported that continuing education programs on interacting with patients via social media platforms and the ethical issues arising from responding to offensive comments by patients had been developed and presented at SmileCon® 2022. The Council is collaborating with the continuing education department of the ADA to recreate those offerings and the two continuing education courses presented at SmileCon 2023® for the ADA's continuing education portal.

The Council is also collaborating with the continuing education department to make available to the membership the two Ethics Toolkits prepared by the Council and reported on in the Council's 2023 Annual Report. As discussed last year, a presentation and discussion guide on an "Ethical Moment" article is paired with the Ethical Moment article and a podcast episode featuring the article to assist interested parties in developing continuing education presentations based on the scenarios presented in the article. In 2024, the Council is on track to prepare up to an additional six Ethical Toolkits.

Finally, the Council is facilitating discussions between the continuing education department and two former Council members concerning the development of a multi-installment continuing education course on the *Principles of Ethics and Code of Professional Conduct* ("ADA Code of Ethics") for inclusion in the on-demand continuing education portal of the ADA. Further information on this programming will be provided in the Council's 2025 Annual Report.

Initiative/Program: Provide programming that facilitates dental students learning the fundamentals of dental ethics and allows members and students to obtain information and advice on ethical issues and questions; suggest revisions to and clarifications of the *ADA Code of Ethics* and provide a creative vehicle to dental students to obtain exposure to real-life ethical situations and propose solutions to those ethical dilemmas by reference to the *ADA Code of Ethics*.

Success Measure: Dental student access to predoctoral-level ethics educational programming. Access to timely and topical advice and commentary concerning commonly arising ethical issues. Council consideration of suggestions for revisions and clarifications to the *ADA Code of Ethics*. Submission by dental students of videos depicting ethical outcomes to common situations.

Target: Favorable response and evaluation of ethics educational material by dental school administration and students. Favorable response to and evaluation of a published series on dental ethics and publication of those articles in issues of *The Journal of the American Dental Association* (“JADA”). Adoption by the House of Delegates of proposed amendments to the *ADA Code of Ethics* and adoption by the Council of Advisory Opinions to the *ADA Code of Ethics* as warranted. Submission of at least six student-created ethics videos. Completion and distribution of at least fifteen episodes of a podcast devoted to dental ethics.

Range: Neutral to positive responses on evaluations of predoctoral-level ethics educational programming created by the Council. Neutral to positive feedback regarding published ethics material created by the Council. Favorable consideration by delegates of resolutions recommending amendments to the *ADA Code of Ethics*. Positive responses by the Council to any Advisory Opinions proposed for inclusion in the *ADA Code of Ethics*. Publication of ethics column in at least fifty percent of issues of *JADA* annually. Receipt of at least three to six student ethics videos. Distribution of between twelve to fifteen ethics podcast episodes.

Outcome: On target at time of submission.

Advisory Opinion: Advisory Opinions are interpretations that apply *ADA Code of Ethics* to specific factual situations and are developed by the Council to provide guidance to the membership of how the Council might interpret the *ADA Code of Ethics* in a disciplinary proceeding. The Council has received one request that it consider how the *ADA Code of Ethics* would be applied to “dental influencers,” *i.e.*, individuals that provide information, opinions, testimonials, or endorsements on matters relating to dentistry, typically on social media channels. The Council is presently considering the request and whether the subject needs to be addressed by the issuance of a new Advisory Opinion, treatment via revisions to existing Advisory Opinions or a proposal to revise the *ADA Code of Ethics*.

Ethical Moment: The Council prepares a column for *JADA* entitled “Ethical Moment.” The topics covered are designed to be timely and topical and often receive favorable response from readers. Where the subject matter is appropriate, the Council collaborates with other agencies or experts to jointly develop “Ethical Moment” articles. Staff and members also write feature articles for *JADA* when a topic deserves more in-depth treatment than an “Ethical Moment” article can provide.

Regarding the Council’s “Ethical Moment” articles published in *JADA*, anecdotal feedback has been positive. Since May 2023, seven “Ethical Moment” articles have been published in *JADA* and several additional draft articles have been submitted to *JADA* and are under consideration and review.

Student Ethics Video Contest: Since 2014, the Council has sponsored a student ethics video contest that allows dental students to become familiar with the *ADA Code of Ethics* and provides an entertaining opportunity for students to engage in ethical decision-making as they prepare to start careers in dentistry. Last year, to boost awareness of the contest, the Council enlisted the

collaboration of the Student Professionalism and Ethics Association in Dentistry (SPEA). The contest creates greater awareness of the ADA *Code of Ethics* as predoctoral students create fictional scenarios and then apply the ADA *Code of Ethics* principles to achieve ethical solutions.

In 2023, the Council awarded the contest grand prize to students from the Boston University Henry M. Goldman School of Dental Medicine, while the honorable mention prize was awarded to a team of students enrolled at the Stony Brook School of Dental Medicine. The winning entries in 2023 and those from the past several years are available for viewing [here](#).

The entry period for the 2023 contest opened in March 2024 and will close in early September 2024. Videos received will be assessed by the Council and the winning videos uploaded to the ADA's [YouTube Channel](#). A report on the results of the contest will be reported in the 2025 Annual Report of the Council.

Ethics Podcast: In 2022, the Council began considering new and novel ways to provide ethics programming that would be appealing and attractive to Association members, particularly new dentists and dental students. To capitalize on the universal availability of “smart phones,” extract additional value from the “Ethical Moment” articles that have been authored by Council members since 2004, and introduce the “Ethical Moment” feature in *JADA* to newer dentists and dental students who may not be familiar with the “Ethical Moment” feature, the podcast format was chosen to reach students and dentists who may prefer to receive educational content via podcast platforms and smart phone technology. The Council, using available existing resources, launched the first season of its podcast in June 2022, with fifteen episodes. Season two of the Council's podcast, “Dental Dilemmas,” has recently completed, and fourteen episodes have been posted.

The “Dental Dilemmas” podcast was selected to participate in “Podcast Row” at SmileCon® 2022 and 2023. A live podcast was produced at each event; the 2023 live podcast was well-received, treating the issue of treating or referring a child in pain who uses a government-issued healthcare plan, and featured the chair of the Council on Advocacy for Access and Prevention and the immediate past president of the American Academy of Pediatric Dentistry.

The Council is collaborating with two other organizations actively involved with dental ethics, the American College of Dentists and the Student Professionalism & Ethics Association in Dentistry, concerning additional podcasts, with a pilot planned for summer 2024. An update on that collaboration will be included in the Council's 2025 Annual Report.

Initiative/Program: Periodic review of Council ethics-related statements to ensure continued accuracy and relevance.

Success Measure: Annually, on a five-year schedule, review statements previously developed and adopted by the Council on various ethical issues and providing detailed explanations for the need for Advisory Opinions for the ADA *Code of Ethics*.

Target: Annual review of statements issued by the Council to ensure that the statements remain current and sound, making necessary revisions and updating supporting references as needed. Rescind statements that are no longer relevant and remove such statements from ADA.org and the list of Council statements found as an appendix to the ADA *Code of Ethics*.

Range: One to four statements reviewed annually.

Outcome: On target at the time of submission. At the time of its Annual Report, five statements authored by the Council are under review.

Initiative/Program: Review ADA governance material to ensure that such material aligns with the current governance policies and operational procedures adopted by the House of Delegates and Board of Trustees, and assist tripartite members in amending governance material.

Success Measure: Annually review and revise ADA governance material to conform to amendments to the *ADA Constitution and Bylaws*, *Governance Manual* and *Manual of the House of Delegates* approved by the House of Delegates. Periodically review ADA governance material for technical and editorial revisions. Assist constituents and component societies with governance questions and revisions when requested and summarize for the constituent societies ADA governance amendments enacted by the House of Delegates.

Target: Conform the online versions and revise and order print versions of the *ADA Constitution and Bylaws* and *Governance Manual*; provide revisions to the *Manual of the House of Delegates* within 90 days of the adjournment *sine die* of the House of Delegates. Conduct a technical and editorial review of the ADA governance documents prior to the adjournment *sine die* of the Council meeting immediately preceding the ADA annual meeting. Provide a response to requests for governance assistance received from state and local dental societies within 60 days of receipt. Summarize House of Delegates governance actions within 60 days of the close of the House of Delegates.

Range: Conforming revisions to governance material completed within 60-120 days of the close of the House of Delegates. Editorial and technical review of 20-30% of the *ADA Bylaws* and *Governance Manual* performed annually. State and local society requests for governance assistance responded to within 45-75 days. House of Delegate governance amendment summaries distributed within 30-75 days of the conclusion of the ADA annual meeting.

Outcome: Successfully met target metrics. Updated versions of the *ADA Constitution and Bylaws* and *Governance Manual* were published online at ADA.org in January 2024; print versions were subsequently made available. The revised documents include revisions to conform the *ADA Constitution and Bylaws* and *Governance Manual* to the adopted resolutions of the 2023 House of Delegates. Subsequently, additional editorial and conforming revisions to these documents were unanimously approved by the Council in March 2024 and will be included in the next edition of those documents. These amendments are reported to the House of Delegates in Appendix 1 to this report pursuant to the requirements of Chapter VIII., Section K.6.b.iii., of the *Governance Manual*.

Emerging Issues and Trends

Member Conduct Issues: On several occasions during the past year, the Council has been sought out by volunteer leaders seeking advice on ways to manage situations involving members who allegedly engage in offensive, uncivil, or other types of divisive behavior or, in some instances, allegedly take actions that put the local or state dental society at risk. Varying degrees of dissatisfaction have been expressed when the options currently available to address such situations have been explained. The recent increase in the number of such inquiries and the dissatisfaction expressed in available remedies have been noted by the Council and are being addressed by proposed amendments in Association governance that will, essentially, allow the process of invoking and applying the ADA Member Conduct Policy to mirror the adjudication procedures alleged violations of the *ADA Code of Ethics*.

Board of Trustees Code of Conduct: In mid-January 2024, the Governance Committee of the ADA Board of Trustees requested that the Council develop a code of conduct that was suitable for the Board of Trustees. The Council tendered a draft board code of conduct in late January; with minor modifications, it was adopted by the Board of Trustees in May. Additionally, the Council developed a template Board Code of Conduct for use by constituent and component dental societies and has advised those organizations of its availability.

Board of Dentistry Ethics Continuing Education Requirements: Currently, the continuing education requirements issued by the Dental Boards in nineteen jurisdictions require completion of varying amounts of ethics continuing education during the reporting cycle, with several of those jurisdictions recently

adding the ethics requirements. Because of these requirements, the Council is collaborating with the department of continuing education to provide suitable on-demand presentations for members, as indicated in other areas of this report.

Responses to House of Delegates Resolutions

Revisions to ADA governance documents adopted by the House of Delegates in Resolution 212H-2023, Resolution 501H-2023 and Resolution 502H-2023 have been incorporated into the applicable documents, as detailed in Appendix 1.

Resolution: 217-2023—Amendment to the ADA Member Conduct Policy

217-2023. Resolved, that the ADA Member Conduct Policy (*Trans.*2011:530; 2020:335) item (1) be revised to include government officials and legislators as amended below (additions are underlined):

1. Members' discussions, social media activities, communications and interactions with other dentists, dentist members, Association officers, trustees and staff, government officials and legislators, should be respectful and free of demeaning, derogatory, offensive or defamatory language.

In response to the referral of Resolution 217-2023, the Council has proposed amendments to the Member Conduct Policy. These amendments have been submitted to the House of Delegates for consideration via Council on Ethics, Bylaws and Judicial Affairs Report 1 to the House of Delegates: Response to the Referral of Resolution 217-2023 and its accompanying resolution (Resolution 507).

Self-Assessment

In accordance with Resolution 1H-2013, the Council completed its next scheduled self-assessment in May 2024 and anticipates discussing the results at its next Council meeting in July 2024. A copy of the self-assessment survey results is appended to this report as Appendix 2.

Policy Review

Three policies assigned to the Council underwent review in 2024 pursuant to the directive of Resolution 170H-2012, Regular Comprehensive Policy Review (*Trans.*2012:370). The Council determined that two policies, Election of Delegates (*Trans.*1979:646) and The Dentist's Pledge (*Trans.*1991:598; 2014:479) should be retained as written. The Council found that the third policy, entitled ADA Dental Patient Rights and Responsibilities (*Trans.*2009:477), requires revision to conform with amendments to Commission on Dental Accreditation Standard 5-3 referenced in the policy. The amendments to the policy proposed by the Council are proposed by Resolution 502, entitled Amendment of the Policy Entitled ADA Dental Patient Rights and Responsibilities.

The Council also reviewed Professional Conduct Code Section 5.H. and found that it was out of date in that it did not include mention of dental specialties recently recognized by the National Commission on the Recognition of Dental Specialties and Certifying Boards. The Council is thus forwarding to the House of Delegates Resolution 504, entitled Amendment of Section 5.H. of the ADA Principles of Ethics and Code of Professional Conduct.

Council Minutes

For more information on recent activities, see the Council's [minutes](#) on ADA.org.

APPENDIX 1

**REPORT ON UNANIMOUSLY APPROVED AMENDMENTS TO GOVERNANCE DOCUMENTS
PURSUANT TO CHAPTER VIII., SECTION K.6.b.iii. OF THE GOVERNANCE MANUAL**

Amendments to Conform to Adopted 2023 Resolutions				
200 Series Resolutions: Reference Committee A (Budget, Business, Membership and Administrative Matters)				
500 Series Resolutions: Reference Committee D: Legislative, Health, Governance and Related Matters)				
Res. No.		Document		Location
212H-2023		ADA Bylaws		Chapter I., Section 20.A., page 2, lines 12-29
501H-2023		ADA Bylaws		Chapter III., Section 10.C.. page 5, lines 164-167
502H-2023		Governance Manual		Chapter VI., Section D., page 9, lines 484-486*
Editorial, Syntax and Conforming Revisions Pursuant to <i>Governance Manual</i> , Ch. VIII., § K.6.b.ii to be included in next published edition of the <i>ADA Constitution and Bylaws</i> and <i>Governance Manual</i>				
Chapters I-IV and XII Reviewed with Unanimous Approval of Revisions in March 2024				
Location	Page(s)	Line(s)	Revision (additions <u>underscored</u> , deletions stricken)	Rationale
ADA Bylaws				
Ch. I., Sec. 20.A.	2	12-14	A. ACTIVE MEMBER. Any person holding a D.D.S., D.M.D. or equivalent degree* or qualified faculty member** shall will be eligible to be an active member of this Association if they meet the following qualifications:	Grammar and syntax, clarity
Ch. I., Sec. 20.A.c.1., footnote	2	--	**** The term “federal dental services” as used herein shall means the dental departments of the Air Force, the Army, the Navy, the Public Health Service, the department of Veterans Affairs and other federal agencies.	Grammar and syntax, clarity
Ch. I., Sec. 20.B.	2	30-31	B. LIFE MEMBER. Any person holding a D.D.S., D.M.D. or equivalent degree shall will be eligible to be a life member of this Association if they meet the following qualifications:	Grammar and syntax, clarity
Ch. I., Sec. 20.C.a.	3	41-43	a. Has submitted to the individual's component and constituent and component or, if a direct member, to this Association, an affidavit attesting that the	Editorial; consistent hierarchical listing.

* The section entitled “Installation of New Officers and Trustees” contained in the *Rules of the House of Delegates* will be revised pursuant to Res. 502H-2023 when the 2024 edition of the *Rules of the House of Delegates* is compiled by the ADA Department of Board and House Matters.

			individual does not receive or earn income from any dentally-related activity; and	
Ch. I., Sec. 20.D.d.	3	54-55	d. Student membership shall is not be considered in the calculation of membership tenure needed to achieve life membership.	Grammar and syntax, clarity
Ch. I., Sec. 20.E.	3	56-57	E. HONORARY MEMBER. Any person shall be is eligible to be an honorary member of this Association if they meet the following qualifications:	Grammar and syntax, clarity
Ch. I., Sec. 20.F.a.	3	62-66	a. Have received a D.D.S. or D.M.D. degree within the past twenty-four (24) months from a dental school accredited by the Commission on Dental Accreditation of this Association and are not eligible for tripartite or any other direct category of membership because they have not established a place of practice. The provisional membership awarded under this alternative shall terminates December 31 of the second full calendar year following the year in which the degree was awarded; or	Grammar and syntax, clarity
Ch. I., Sec. 20.F.b.	3	67-71	b. Are a graduate of an unaccredited dental school who has been licensed within the past twenty-four (24) months to practice dentistry in a jurisdiction in which there is a constituent and has not established a place of practice. The provisional membership awarded under this alternative shall terminates December 31 of the second full calendar year following the year in which the license was awarded.	Grammar and syntax, clarity
Ch. I., Sec. 50.	4	86-89	Section 50. DUES AND SPECIAL ASSESSMENTS. Except for International members, the dues of members shall be the amount are established annually by the House of Delegates in accordance with the procedure set forth in these <i>Bylaws</i> . In addition to annual dues, members shall pay any outstanding special assessment that may be levied by the House of Delegates in accordance with the procedure set forth in the <i>Governance Manual</i> .	Grammar and syntax, clarity
Ch. I., Sec. 60.B.	4	95-96	B. A member under a disciplinary sentence of suspension shall be is designated as "in good standing"	Grammar and syntax, clarity

			temporarily under suspension” until the disciplinary sentence has terminated.	
Ch. I., Sec. 70.A.	4	98-100	A. LAPSE OF MEMBERSHIP. Any member whose dues and any special assessment have not been paid by March 31 of the current year or shall otherwise fails to meet the eligibility requirements for membership shall ceases to be a member of this Association.	Grammar and syntax, clarity
Ch. II., Sec. 10.A.	4	109-113	A. A constituent may be organized and chartered, subject to the approval of the House of Delegates, upon application of at least one hundred (100) dentists, practicing in any state or other jurisdiction of the United States. These dentists must be active, life or retired members of the Association in good standing. Only one chartered constituent shall <u>will</u> exist in each state and territory of the United States and in the District of Columbia. A constituent shall take its name from the jurisdiction where it is located.	Grammar and syntax, clarity
Ch. II., Sec. 10.B.	4	114-117	B. The constituents chartered by this Association are set forth in the <i>Governance Manual</i> . The provisions of Chapter II of the <i>Governance Manual</i> shall be <u>are only</u> amendable by a two-thirds (2/3) affirmative vote of the delegates present and voting provided that the proposed amendment(s) shall have been presented in writing at a previous session or a previous meeting of the same session of the House of Delegates.	Grammar and syntax, clarity
Ch. II., Sec. 20.	4	118-120	<i>Section 20. CONSTITUTION AND BYLAWS.</i> Each constituent shall adopt and maintain a constitution and bylaws which shall <u>must</u> not be in conflict with, or limit, the <i>Constitution and Bylaws</i> of this Association. Each constituent shall keep a current version of its constitution and bylaws on file with the Executive Director of this Association.	Grammar and syntax, clarity
Ch. II., Sec. 30.A.	5	122-125	A. A constituent shall assume such powers and duties that are consistent with the laws of the jurisdiction under which it is organized and shall be <u>are not be</u> in conflict with the <i>Constitution and Bylaws</i> of this Association and that are necessary for fulfilling the object and	Grammar and syntax, clarity

			purpose of the constituent, including a plan for organizing its members into local geographically based components.	
Ch. II., Sec.30.B.	5	126-128	B. The governance and organizational documents of any component authorized by a constituent under this section of the <i>Bylaws</i> shall <u>must</u> be consistent with the laws of the jurisdiction in which the component is organized and shall <u>must</u> not be in conflict with the <i>Constitution and Bylaws</i> of this Association.	Grammar and syntax, clarity
Ch. II., Sec.30.C.	5	129-130	C. Each constituent shall <u>will</u> have the duty to provide for a method for the collection of dues and special assessments.	Grammar and syntax, clarity
Ch. II., Sec.40.A.	5	132-134	A. The active, life and retired membership of each constituent, except as otherwise provided in these <i>Bylaws</i> , shall <u>will</u> consist solely of members in good standing of this Association who either live, practice or are employed within the jurisdiction of the constituent.	Grammar and syntax, clarity
Ch. II., Sec. 40.B.	5	135-138	B. MULTIPLE JURISDICTIONS. A member, if not a direct member of this Association, shall <u>will</u> hold active, life or retired membership in only a single constituent and, if one exists, in a component of that constituent. A member may hold one or more other membership categories in other jurisdictions where the member either resides, practices or is employed.	Grammar and syntax, clarity
Ch. II., Sec.40.C.	5	139-146	C. TRANSFER FROM ONE JURISDICTION TO ANOTHER. A member who has changed the location of the member's residence, practice or place of employment from the jurisdiction of one constituent to that of another constituent may maintain active membership in the constituent in which membership is held for the calendar year following that of the member's transfer from the jurisdiction of such constituent. The same privilege shall <u>will</u> apply to a member who is separated from a federal dental service. A member shall be <u>is</u> permitted to maintain membership in the constituent and component to which the member belonged upon retirement from active practice or employment for the period of retirement regardless of where the member may establish residence.	Grammar and syntax, clarity

Ch. II., Sec.50.	5	147-150	Section 50. CODE OF ETHICS. A constituent or component may adopt a code of ethics governing the professional conduct of its members in addition to the <i>Principles of Ethics and Code of Professional Conduct</i> of this Association. Such a code of ethics shall <u>must</u> not be in conflict with, or limit, the <i>Principles of Ethics and Code of Professional Conduct</i> of this Association.	Grammar and syntax, clarity
Ch. III., Sec.10.A.	5	157-159	A. VOTING MEMBERS. The voting members of the House of Delegates shall <u>must</u> be composed of the officially certified delegates of the constituents and of the federal dental services, who shall be <u>are</u> active, life or retired members and officially certified delegates of the American Student Dental Association.	Grammar and syntax, clarity
Ch. III., Sec.10.C.	5	164-167	C. NON-VOTING MEMBERS. The Speaker of the House of Delegates and members of the Board of Trustees of this Association shall <u>must</u> be members of the House of Delegates without the power to vote and shall <u>will</u> not serve as delegates. Past presidents of this Association shall be members of the House of Delegates without the power to vote unless designated as delegates.	Grammar and syntax, clarity
Ch. III., Sec.10.D.	5-6	168-169; 174-177	D. ELECTION OR SELECTION. A constituent's delegates shall <u>are</u> be elected or, in the case of a constituent's alternate delegates elected or selected by one or more of the following methods: * * * Each federal dental service and the American Student Dental Association may establish its own method for electing or selecting delegates, except that the American Student Dental Association shall <u>will</u> select its five (5) delegates from its even numbered regions in even numbered years, and the odd numbered regions in odd numbered years, with their alternate delegates selected from the opposite groups of regions.	Grammar and syntax, clarity
Ch. III., Sec.10.E.	6	178-180	E. TERM, CERTIFICATION AND CREDENTIALING. The terms, and process for certifying and credentialing delegates and alternate delegates shall	Grammar and syntax, clarity

			be as are set forth in the <i>Manual of the House of Delegates</i> .	
Ch. III., Sec.30.	6	184-190	<i>Section 30. REPRESENTATION.</i> Each constituent, each federal dental service and the American Student Dental Association shall be <u>is</u> entitled to representation as set forth in the <i>Manual of the House of Delegates</i> . The House of Delegates may, by a two-thirds (2/3) affirmative vote of the delegates present and voting suspend the representation of a constituent in the House of Delegates upon a determination by the House that the constitution or bylaws of the constituent conflicts or limits the <i>Constitution</i> or <i>Bylaws</i> of this Association. Such suspension shall be <u>is</u> not be effective until the House of Delegates has voted that the constituent is in violation and has one year after notification of the specific violation to correct its constitution or bylaws.	Grammar and syntax, clarity
Ch. III., Sec.50.	6	203	<i>Section 50. DUTIES.</i> It shall be <u>is</u> the duty of the House of Delegates to:	Grammar and syntax, clarity
Ch. III., Sec. 50.E.	6	208-209	E. Establish, in collaboration with the Board of Trustees, the strategic direction of the Association in alignment with the mission and vision of the Association, which shall be <u>is</u> established by the House of Delegates.	Grammar and syntax, clarity
Ch. III., Sec. 60.A.	7	220-228	A. TRANSFER OF POWERS AND DUTIES OF THE HOUSE OF DELEGATES. The powers and duties of the House of Delegates, except the power to amend, enact and repeal the <i>Constitution and Bylaws</i> or the <i>Governance Manual</i> , and the duty of electing the elective officers may be transferred to the Board of Trustees of this Association in time of extraordinary emergency. To the extent not inconsistent with any provision of <i>Bylaws</i> CHAPTER III., <i>Section 60.C.</i> , Emergency Bylaws, provisions of the <i>Bylaws</i> and <i>Governance Manual</i> shall <u>will</u> remain in effect during the duration of the extraordinary emergency. Upon the conclusion of the declaration of the time of extraordinary emergency adopted by the House of Delegates or Board of Trustees, the emergency bylaws set forth in CHAPTER III, <i>Section 60.C.</i> of	Grammar and syntax, clarity

			these <i>Bylaws</i> shall <u>will</u> cease to be effective.	
Ch. III., Sec. 60.B.a.	7	232-236	a. By the House of Delegates. A time of extraordinary emergency may be declared by mail vote of the current members of the House of Delegates on recommendation of at least four (4) of the elective officers.* A mail vote to be valid shall <u>will</u> consist of ballots received from not less than twenty-five percent (25%) of the current members of the House of Delegates. A majority of the votes cast within fourteen (14) days after the date declared for the commencement of the balloting shall <u>will</u> decide the vote.	Grammar and syntax, clarity
Ch. III., Sec. 60.C.	7	246-248	C. EMERGENCY BYLAWS. In the event that a time of extraordinary emergency is declared pursuant to <i>Section 60.B.</i> of this Chapter, the provisions of this <i>Section 60.C.</i> of the <i>ADA Bylaws</i> shall <u>will</u> be implemented and continue in effect until such time as the declaration of extraordinary emergency is withdrawn.	Grammar and syntax, clarity
Ch. III., Sec. 60.C.a.	7	249-251	a. Provisions if the Annual Session of the House of Delegates Convenes During an Extraordinary Emergency. In the event the House of Delegates is convened during the period when an extraordinary emergency has been declared, the following provisions shall <u>will</u> apply:	Grammar and syntax, clarity
Ch. III., Sec. 60.C.a.2.	7	254-256	2. Quorum. A quorum for the transaction of any business at any meeting of the House of Delegates convened during a time declared as an extraordinary emergency shall <u>will</u> be the same as stated in CHAPTER III, <i>Section 80.</i> of the <i>Bylaws</i> .	Grammar and syntax, clarity
Ch. III., Sec. 60.C.a.4.	8	260-274	4. Suspended Elections. Any elections to be held during a session of the House of Delegates during the period that an extraordinary emergency has been declared may be suspended by the Board of Trustees upon a two-thirds affirmative vote of the voting members of the Board of Trustees present and voting at a regular or special session of the Board of Trustees. In the event the	Grammar and syntax, clarity

* As used with respect to the declaration of an extraordinary emergency, the term "mail vote" shall mean any vote permitted pursuant to Illinois law, including an electronic vote.

			elections are suspended, the terms of office of the President and the trustees shall will end on the date previously scheduled for the adjournment <i>sine die</i> of the House of Delegates. Vacancies in the offices of President, President-elect, First Vice President, Second Vice President, Speaker of the House of Delegates and Treasurer shall will be filled in accordance with the provisions of CHAPTER VI, <i>Section 80</i> . of these <i>Bylaws</i> . The outgoing President shall will install the President and any incoming trustees who have been elected by their districts. If a district has not elected a trustee to fill an expiring position, the incumbent trustee shall will remain in office until a successor is duly elected and installed. All other ADA office holders in office immediately prior to commencement of the meeting of the House of Delegates shall will remain in their respective offices until the first session of the House of Delegates following the withdrawal of the declaration of an extraordinary emergency	
Ch. III., Sec. 60.C.b.1.(a)	8	285-287	(a). Any such election shall will be valid provided that the certified delegates are duly notified, are given an opportunity to vote, and the number of certified delegates casting votes would constitute a quorum as defined in Chapter III, <i>Section 80</i> , of these <i>Bylaws</i> .	Grammar and syntax, clarity
Ch. III., Sec. 60.C.b.1.(b)	8	288-289	(b). The method for such elections set forth in CHAPTER III, <i>Section 120</i> , of these <i>Bylaws</i> shall will govern.	Grammar and syntax, clarity
Ch. III., Sec. 60.C.b.1.(c)	8	290-291	(c). Announcement of the election results shall will be provided to the House of Delegates by the Speaker.	Grammar and syntax, clarity
Ch. III., Sec. 60.C.b.1.(d)	8	292-294	(d). Any candidates elected pursuant to this provision shall will be installed as soon as practical after their election, provided that such installation is no sooner than the previously scheduled adjournment of the House of Delegates.	Grammar and syntax, clarity
Ch. III., Sec. 60.C.b.2.	8	295-297	2. Incumbent Trustees. In the event that a district has not elected a trustee to fill an expiring trustee office, the incumbent trustee shall will remain in office until a successor is duly elected and installed.	Grammar and syntax, clarity

Ch. III., Sec. 60.C.b.3.	8	298-300	3. Extension of Tenure. Except as otherwise provided in these Emergency <i>Bylaws</i> , limitations on tenure of officers, trustees, council, committee and ADA commission members shall will not apply during an extraordinary emergency.	Grammar and syntax, clarity
Ch. III., Sec. 60.C.b.4.	8	301-307	4. Approval of Association Budget and Active Member Dues. If the annual session of the House of Delegates is suspended during an extraordinary emergency, the Board of Trustees shall have the authority to approve a final annual budget and active member dues for the succeeding year so long as the active member dues do not exceed the prior year's dues. Any such budget dues approved by the Board shall be presented to the House for ratification if the House convenes following the end of the emergency with more than six months remaining in the fiscal year for which the budget has been established <u>Board of Trustees has approved active member dues.</u>	To conform to Res 205H-2022
Ch. III., Sec. 70.A	9	314-315	A. ANNUAL MEETING. The House of Delegates shall will meet annually pursuant to an official call as required by the <i>Governance Manual</i> .	Grammar and syntax, clarity
Ch. III., Sec. 70.B.	9	316-318	B. SPECIAL SESSIONS. A special session of the House of Delegates shall will be called upon the request of the Board of Trustees or the House of Delegates in accordance with the procedures set forth in the <i>Governance Manual</i> .	Grammar and syntax, clarity
Ch. III., Sec. 90.A.	9	323, 329	A. SPEAKER OF THE HOUSE OF DELEGATES. The Speaker of the House of Delegates shall will: * * * In the absence of the Speaker the office shall will be filled by the President.	Grammar and syntax, clarity
Ch. III., Sec. 90.B.	9	330-334	B. SECRETARY. The Executive Director of this Association shall will serve as Secretary of the House of Delegates. The Secretary of the House of Delegates shall will serve as the recording officer of the House of Delegates and the custodian of its records, and shall will cause a record of the proceedings of the House to be published as the official transactions of the House. In the absence of the	Grammar and syntax, clarity

			Secretary of the House of Delegates the Speaker shall will appoint a Secretary of the House of Delegates <i>pro tem</i> .	
Ch. III., Sec. 100.	9	335-226	<i>Section 100. RULES OF ORDER.</i> Except as otherwise stated in this Chapter, the conduct of business at any meeting of the House of Delegates shall will be subject to the following:	Grammar and syntax, clarity
Ch. III., Sec. 100.B.	9	339-341	B. PARLIAMENTARY PROCEDURE. The parliamentary procedure governing the House of Delegates shall will be the rules contained in the parliamentary authority of this Association where applicable and not in conflict with these <i>Bylaws</i> , the <i>Governance Manual</i> or the <i>Standing Rules of the House of Delegates</i> .	Grammar and syntax, clarity
Ch. III., Sec. 110.	9	342-245	Section 110. COMMITTEES. The standing committees of the House of Delegates shall will be the Committee on Constitution and Bylaws, the Committee on Credentials, Rules and Order, the Strategic Forecasting Committee and such Reference Committees as shall in the determination of the Speaker of the House of Delegates be necessary to complete the business of the House of Delegates.	Grammar and syntax, clarity
Ch. III., Sec. 120.	9	346-348	<i>Section 120. METHOD OF ELECTION:</i> Elective officers and members of councils and committees shall will be elected by ballot, except that when there is only one candidate, such candidate may be declared elected by the Speaker of the House of Delegates. The Secretary shall will provide facilities for voting.	Grammar and syntax, clarity
Ch. III., Sec. 120.A.	9	349-352	A. When one is to be elected, and more than one has been nominated, the majority of the ballots cast shall will elect. In the event no candidate receives a majority on the first ballot, the candidate with the fewest votes shall will be removed from the ballot and the remaining candidates shall will be balloted upon again. This process shall will be repeated until one (1) candidate receives a majority of the votes cast.	Grammar and syntax, clarity
Ch. III., Sec. 120.B.c.	10	358	c. The candidates receiving the greatest number of votes shall will be elected.	Grammar and syntax, clarity

Ch. XII, Sec.10.	21	839-840	<i>Section 10. FISCAL YEAR.</i> The fiscal year of the Association shall begins <u>January 1 of each calendar year and ends December 31 of the same year.</u>	Clarity
Ch. XII, Sec. 20.	21	841-843	<i>Section 20. GENERAL FUND.</i> The General Fund shall consists of all monies received other than those specifically allocated to other funds by these <i>Bylaws</i> . This fund shall will be used for defraying all expenses incurred by this Association not otherwise provided for in these <i>Bylaws</i> .	Grammar and syntax, clarity
Ch. XII, Sec. 40.	21	846-848	<i>Section 40. APPROVAL OF ANNUAL BUDGET.</i> Following the adoption of a resolution on the Strategic Forecasting Plan, and by the end of the calendar year, the Board of Trustees shall will adopt a budget for the following year incorporating the Strategic Forecasting Plan as approved by the House of Delegates.	Grammar and syntax, clarity
Ch. XII, Sec. 50.	21	849-854	<i>Section 50. APPROVAL OF THE DUES OF ACTIVE MEMBERS.</i> The dues of active members of this Association shall be are established by the House of Delegates as the last item of business at each annual session. The resolution to establish the dues of active members for the following year shall will be proposed at each annual session by the Board of Trustees in conformity with these <i>Bylaws</i> and the procedures set forth in the <i>Governance Manual</i> . <u>The resolution</u> may be amended to any amount and/or reconsidered by the House of Delegates until a resolution establishing the dues of active members is adopted by a sixty percent (60%) affirmative vote of the delegates present and voting.	Grammar and syntax, clarity
Ch. XII, Sec. 60.B.	21	867-868	B. ACCOUNTING OF FUNDS. Revenue from a special assessment and any earnings thereon shall will be deposited in a separate fund as provided in this Chapter.	Grammar and syntax, clarity
<i>Governance Manual</i>				
Ch. I., Sec. A.1.	1	23	1. <u>Active Members.</u> Active members shall receive the following privileges and benefits, including:	Grammar and syntax, clarity
Ch. I., Sec. A.2.	1	37-38	2. <u>Retired Members.</u> Retired members shall receive the same privileges and benefits as active members, including:	Grammar and syntax, clarity

Ch. I., Sec. A.2.e.	1	47-50	e. Active <u>Retired</u> members in good standing are eligible for election as a delegate or alternate delegate to the ADA House of Delegates and, subject to any limitation adopted by the House of Delegates in the <i>Election Commission and Campaign Rules</i> , are also eligible for election or appointment to any office or agency of the ADA, except as may be otherwise provided in the <i>ADA Bylaws</i> or this <i>Governance Manual</i> .	Correction of error.
Ch. I., Sec. A.3.	1	51-52	3. <u>Life Members</u> . Except as noted, life members shall receive the same privileges and benefits as active members, including:	Grammar and syntax, clarity
Ch. I., Sec. A.3.f.	1-2	65-70	Life members who also meet the eligibility requirements for retired membership shall qualify for retired life membership. Retired life members shall receive all the privileges and benefits of active members, except that retired life members shall not receive a no cost print subscription to The Journal of the American Dental Association but shall receive a no cost subscription to the electronic version of The Journal of the American Dental Association. A reduced rate print subscription to The Journal of the American Dental Association is also available.	Conform to current practice (no cost print version of JADA ended)
Ch. I., Sec. A.4.	2	71	4. <u>Student Members</u> . Student members shall receive the following privileges and benefits, including:	Grammar and syntax, clarity
Ch. I., Sec. A.5.	2	81-82	5. <u>Provisional Members</u> . Except as noted, provisional members shall receive the same privileges and benefits as active members, including:	Grammar and syntax, clarity
Ch. I., Sec. A.5.f.	2	95	f. Provisional members shall are not be entitled to appeal a denial of active membership in the Association.	Grammar and syntax, clarity
Ch. I., Sec. A.6.	2	96	6. <u>Honorary Members</u> . Honorary members shall receive the following privileges and benefits, including:	Grammar and syntax, clarity
Ch. I., Sec. A.6.b.	2	98-99	b. A no cost subscription to the electronic version of The Journal of the American Dental Association with a reduced rate print subscription to The Journal of the American Dental Association available;	Conform to current practice (no cost print version of JADA ended)
Ch. I., Sec. A.7.	2	106-107	7. <u>International Members</u> . International members shall receive such products	

			and services as may be authorized from time to time by the Board of Trustees in collaboration with the Council on Membership.	
Ch. I, Sec. B.1.	2	109-112	1. <u>Dues</u> . Under the ADA <i>Bylaws</i> , the House of Delegates has the <u>annual</u> duty to annually set the dues of active members for the ensuing year. Dues are due and payable on January 1, except where a member has opted to pay dues in installments pursuant to a plan offered by the member's constituent, in which case, dues are paid according to the plan's requirements.	Grammar and clarity
Ch. I, Sec. B.1.c.	3	128-130	c. <u>Life Members</u> . The <u>dues</u> obligation of life members to pay dues is the same as for active members, except that life members who also meet the eligibility requirements for retired membership shall be exempt from the payment of dues.	Grammar and clarity
Ch. I, Sec. B.1.e.	3	134-135	e. <u>Provisional Members</u> : The <u>dues</u> obligation of provisional members to pay dues is the same as for active members.	Grammar and clarity
Ch. I, Sec. B.1.g.	3	137-138	International Members: The amount as set from time to time by the Board of Trustees. <u>Dues for international members are set by the Board of Trustees.</u> The Board of Trustees can, however, deviate from the established dues rate for international members in order to:	Clarity
Ch. I., Sec. B.2.c.	3	161-163	c. <u>Life Members</u> . The obligation of life members to pay any special assessment then in effect is the same as for active members. <u>Life members shall pay any special assessment then in effect at the same rate as active members, except</u> that members who also meet the eligibility requirements for retired membership shall be exempt from the payment of special assessments.	Clarity
Ch. I., Sec. B.2.e.	3	166-167	e. <u>Provisional Members</u> . The obligation of provisional members to pay any special assessment then in effect is the same as for active members. <u>Provisional members shall pay any special assessment then in effect at the same rate as active members.</u>	Clarity
Ch. I., Sec. B.3. (third paragraph)	4	181-184	Notwithstanding the forgoing, due to the effects of the COVID 19 pandemic in the U.S., members who resumed their ADA	Conform tense to date

			membership by June 30, 2023 after missing either or both of the 2020-2021 and 2021-2022 membership years shall be considered to have maintained continuous membership with regard to the requirements for all ADA membership categories.	
Ch. XII., Sec. A.	25	1339- 1343	A. <u>Installment Payments of Dues and Special Assessments.</u> Any constituent or component may establish a plan for the installment payment of dues and special assessments for active, life, retired and provisional members. This Association may establish a plan for the installment payment of dues and special assessments for active, life and retired members who are direct members of the Association. Any such installment plan shall require <u>The requirements of any such installment plan are:</u>	Grammar, clarity
Ch. XII., Sec. A.1.	25	1344- 1345	1.—Monthly installment payments that conclude with the current dues and any special assessment amount being paid by December 15 <u>A structure that allows for payment in full of annual dues and any special assessment no later than December 15.</u>	Grammar, clarity
Ch. XII., Sec. A.3.	25	1348- 1351	3. Any installment plan adopted under this provision of the <i>Governance Manual</i> may impose a reasonable transaction fee upon the member. Transaction fees collected shall to be prorated between this Association and the constituent and component, if any, based on the amount of dues and special assessment collected on each organization's behalf.	Grammar and syntax, clarity
Ch. XII., Sec. B.	25	1352- 1357	B. <u>Establishment of Funds.</u> At the direction of the Board of Trustees, other funds may be created for activities and programs requiring separate accounting records to meet governmental and administrative requirements. Such funds shall consist of monies and other assets received or allocated in accordance with the purpose for which they are established. Such funds shall will be used for defraying all expenses incurred in their operation, shall serve only <u>serve</u> as separate accounting entities, and continue to be held in the name of the American Dental Association as divisions of the General Fund.	Grammar and syntax, clarity

Ch. XII., Sec. C.1.	26	1359- 1365	<p>1. <u>Notice.</u> Notices of resolutions proposing a special assessment shall<u>will</u> be sent electronically to each constituent and posted on ADA Connect or its equivalent for the House of Delegates not less than thirty (30) days before such session. Notices of resolutions proposing special assessments shall<u>will</u> also be announced to the general membership in an official publication of this Association at least fifteen (15) days in advance of the session. The specific project to be funded by the proposed assessment, the time frame of the project, and the amount and duration of the proposed assessment shall<u>must</u> be clearly presented in giving<u>the</u> notice to the members of this Association.</p>	
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APPENDIX 2
COUNCIL ON ETHICS, BYLAWS AND JUDICIAL AFFAIRS 2024 SELF-ASSESSMENT

1. Please Rank CEBJA's Effectiveness at Carrying Out the Duties Assigned to It in the *Bylaws* and the Subject Matter Responsibilities Assigned to It in the *ADA Governance Manual*:

#	Question	Poor		Fair		Good		Total
1	Define, develop and oversee programming and projects that support and advance the strategic plan of the Association.	0.00%	0	6.67%	1	93.33%	14	15
2	Consider and investigate emerging issues.	0.00%	0	0.00%	0	100.00%	16	16
3	Respond to directives received from the House of Delegates or the Board of Trustees.	0.00%	0	0.00%	0	100.00%	15	15
4	Propose new policies, and rescission of and amendments to existing policies, for consideration by the House of Delegates.	0.00%	0	0.00%	0	100.00%	16	16
5	Collaborate with external and internal agencies, upon direction or approval of the ADA president, on initiatives or issues that are within the responsibility of the council and communicate appropriate information to the Association membership.	0.00%	0	15.38%	2	84.62%	11	13
6	Ethics and professionalism, including disciplinary matters relating thereto.	0.00%	0	0.00%	0	100.00%	16	16
7	Review of constitutions and bylaws of constituents and components to ensure consistency with <i>ADA Bylaws</i> .	0.00%	0	30.77%	4	69.23%	9	13
8	Correction of grammar and punctuation issues within <i>Bylaws</i> , <i>Principles of Ethics & Code of Professional Conduct</i> , and <i>Governance Manual</i> .	0.00%	0	0.00%	0	100.00%	16	16
9	Reporting to House of Delegates any corrections made.	0.00%	0	0.00%	0	100.00%	15	15
10	Hold hearings and render decisions in disputes arising between constituents or between a constituent and component.	0.00%	0	9.09%	1	90.91%	10	11

2. How Could Your Effectiveness Be Improved?

sharing of all constituent bylaws

I think that continuing to have good intercommunication with other councils is certainly a positive and should continue.

I'm not sure yet. I have only been a member a short time.

We are a deliberative and detail oriented council. A timed agenda at meetings will be helpful.

Continuing the strong work we are doing. In person meetings are a must!

At this point, not at all.

I feel that the council and subcommittees work well and I feel we are quite effective in what we do.

Greater clarity from various departments on initiatives that the Council elect to undertake, i.e. CE programming in ethics, podcast as a new outreach, cross-council collaboration when ethical issues arise. Basically, the effectiveness could be enhanced by other departments and councils utilizing the resources that CEBJA has developed or is willing to develop related to ethics.

Still learning

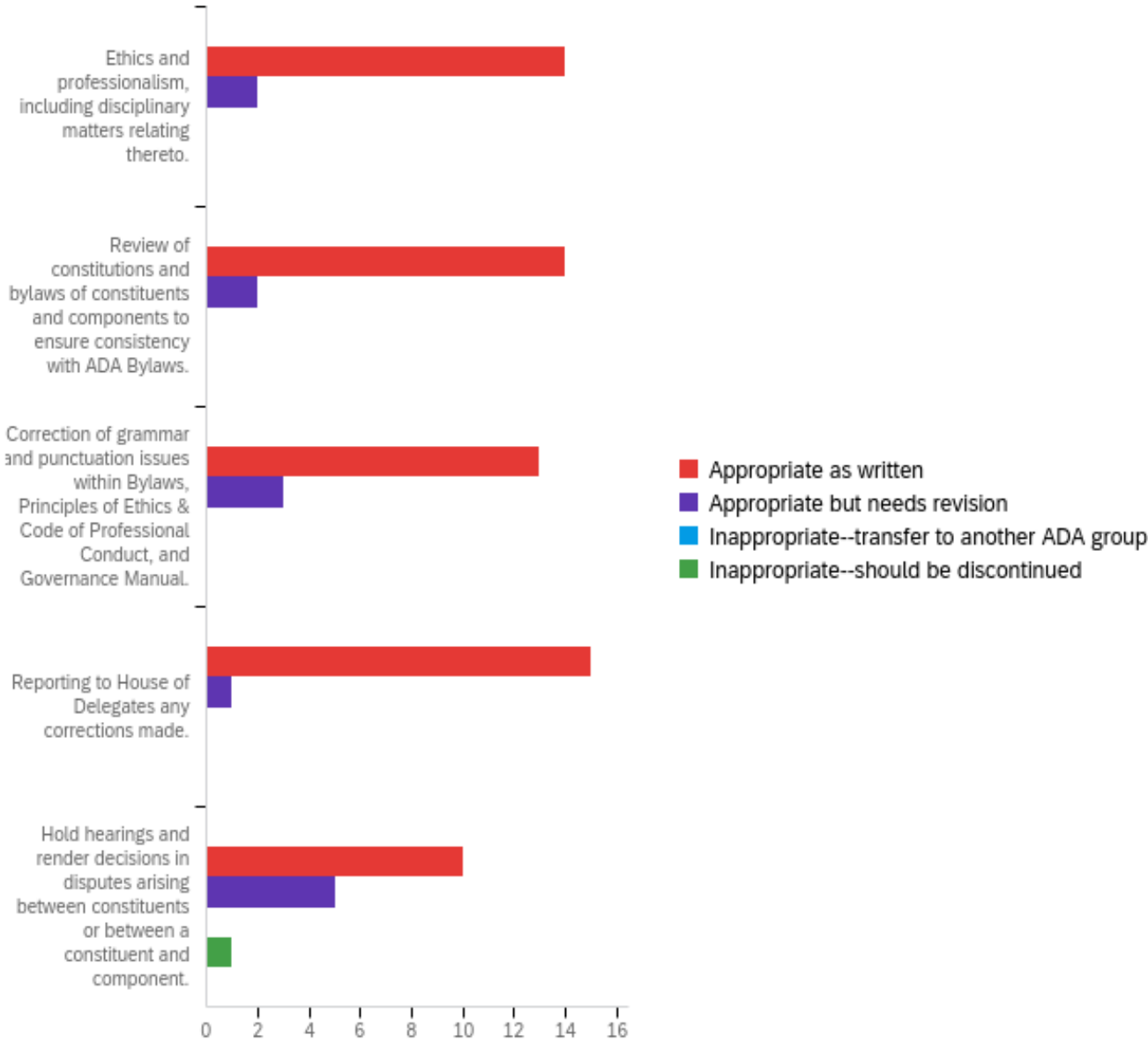
I don't believe there is a more effective, efficient or celebrated council at the ADA..... CEBJA by its very name and nature constitutes the essence of what being a professional member of the ADA embodies and it strives to uphold the highest standards through constant review and analysis and forward (visionary) thinking. The council is a volunteer army of dedicated, passionate individuals who are all singularly focused on whatever best serves the profession and its membership. It helps that this duty/ responsibility is a final tenet of the ADA staff and the council director....ADA is fortunate to have this council in play and at their service (and, I firmly believe that ADA hierarchy recognizes the value of this council).

In person meeting at the very beginning to understand responsibilities and duties more clearly. Zoom is a great way to stay on top of things but hard to get specific individually.

Maybe have liaison to other councils to help give ethics more exposure. Find away to interact more with states and components.

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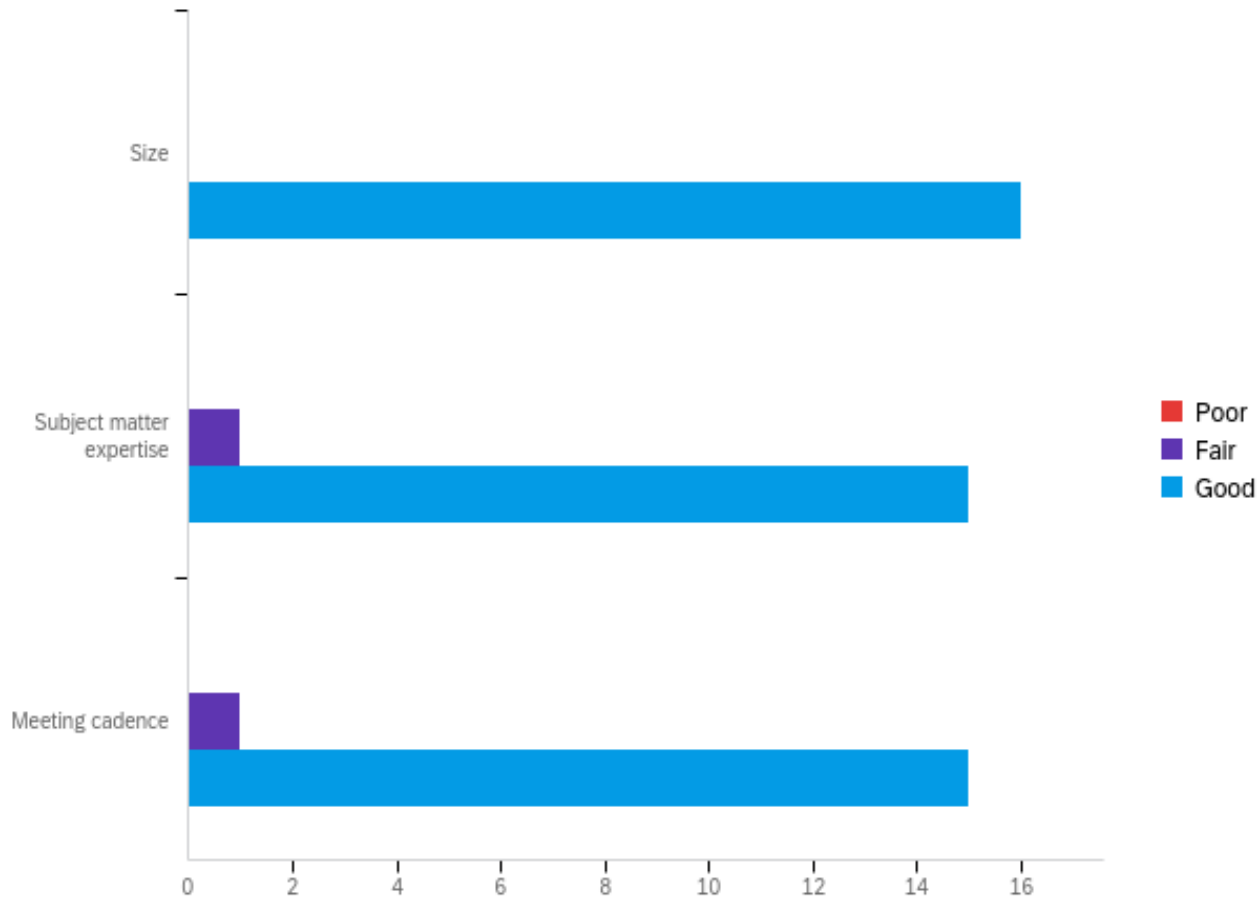
3. Please Rank the Appropriateness of the Below-Listed Subject Matter Responsibilities Assigned to CEBJA:



#	Question	Appropriat e as written		Appropriat e but needs revision		Inappropriate --transfer to another ADA group		Inappropriate --should be discontinued		Tota l
1	Ethics and professionalism , including disciplinary	87.50%	14	12.50%	2	0.00%	0	0.00%	0	16

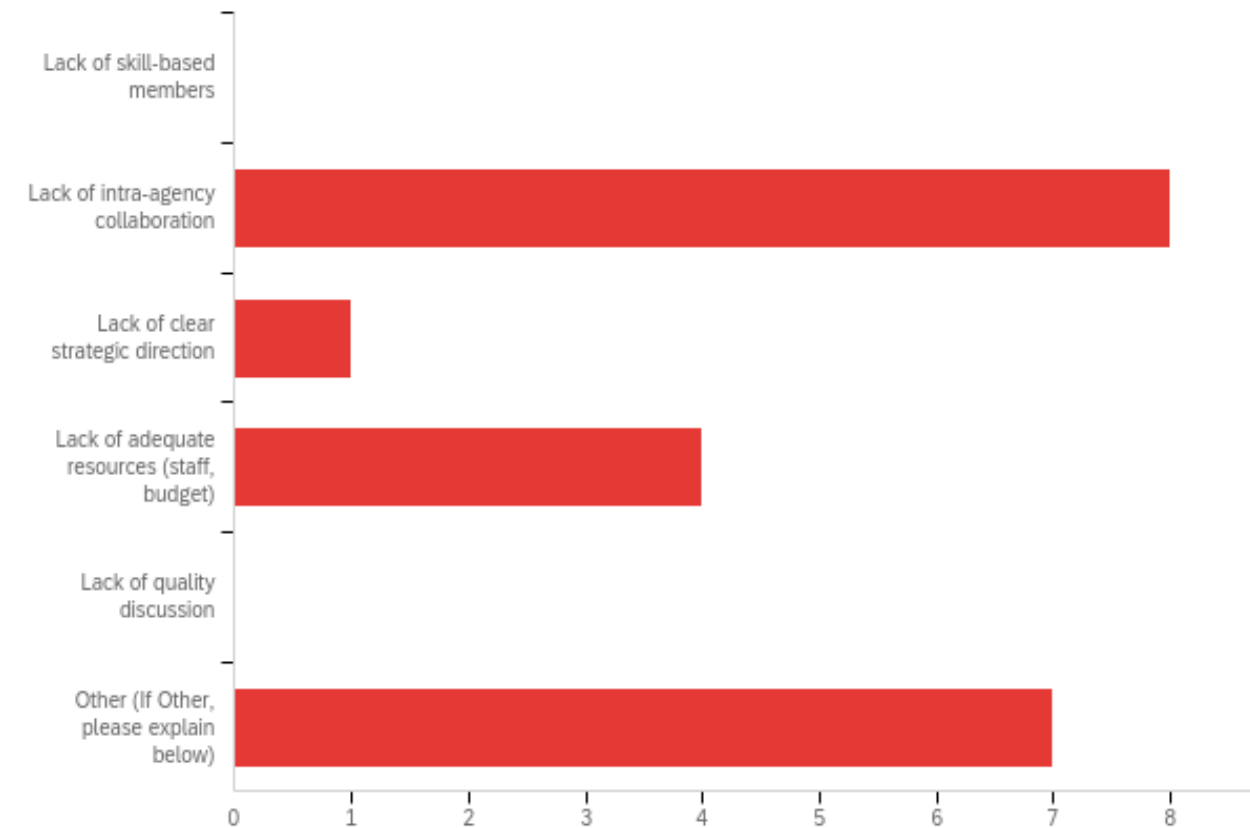
	matters relating thereto.									
2	Review of constitutions and bylaws of constituents and components to ensure consistency with ADA <i>Bylaws</i> .	87.50%	1 4	12.50%	2	0.00%	0	0.00%	0	16
3	Correction of grammar and punctuation issues within <i>Bylaws</i> , <i>Principles of Ethics & Code of Professional Conduct</i> , and <i>Governance Manual</i> .	81.25%	1 3	18.75%	3	0.00%	0	0.00%	0	16
4	Reporting to House of Delegates any corrections made.	93.75%	1 5	6.25%	1	0.00%	0	0.00%	0	16
5	Hold hearings and render decisions in disputes arising between constituents or between a constituent and component.	62.50%	1 0	31.25%	5	0.00%	0	6.25%	1	16

4. How Would You Rate the Following Attributes of Your Group for Efficiency and/or Productivity?



#	Question	Poor		Fair		Good		Total
1	Size	0.00%	0	0.00%	0	100.00%	16	16
2	Subject matter expertise	0.00%	0	6.25%	1	93.75%	15	16
3	Meeting cadence	0.00%	0	6.25%	1	93.75%	15	16

5. What Are Potential Barriers to More Efficient or Effective Work? (Select All That Apply.)



#	Answer	%	Count
6	Lack of skill-based members	0.00%	0
7	Lack of intra-agency collaboration	40.00%	8
8	Lack of clear strategic direction	5.00%	1
9	Lack of adequate resources (staff, budget)	20.00%	4
10	Lack of quality discussion	0.00%	0
11	Other (If Other, please explain below)	35.00%	7
	Total	100%	20

5. (Cont.) Other Potential Barriers

none of these

need more time together

Too early for me to know

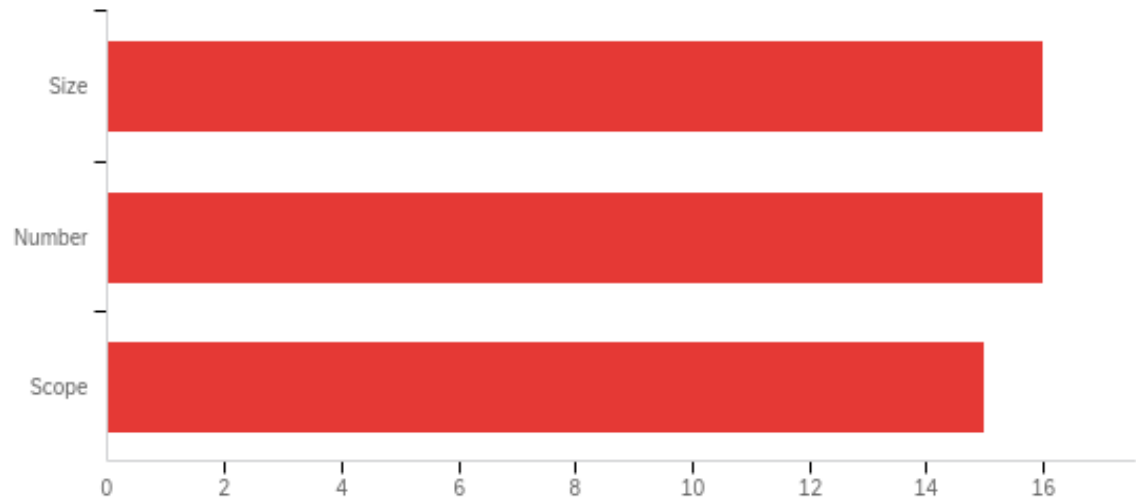
Uncertainty as to the direction of the organization in coming years.

getting ADA to help more with our podcast but understand the pull the communication and marketing staff has right now.

But this is not a hard difficulty, just sometimes cumbersome and CEBJA seemingly always takes the lead in directing these intra agency collaborative efforts.

This has been an ongoing issue in my opinion. This seems to be improving.

6. Do You Feel Your Committees Are Effective/Efficient in:



#	Answer	%	Count
1	Size	34.04%	16
2	Number	34.04%	16
3	Scope	31.91%	15
	Total	100%	47

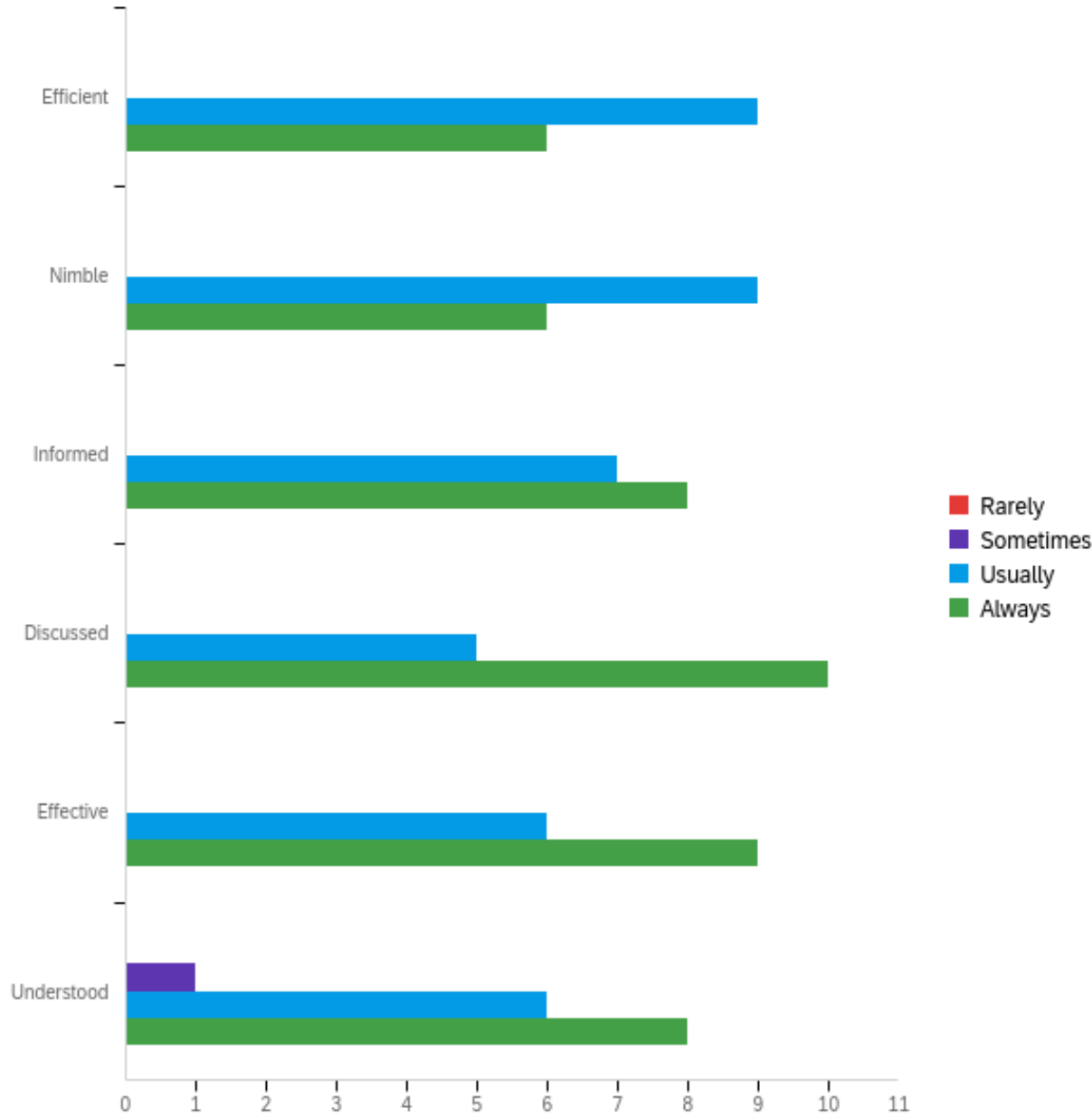
6. (Cont.) If Not, What Would You Change?

If not, what would you change?

Balanced and fully representative

Find away to inact with components and States

7. Processes: Is Your Decision-Making Process--



#	Question	Rarely		Sometimes		Usually		Always		Total
1	Efficient	0.00%	0	0.00%	0	60.00%	9	40.00%	6	15
2	Nimble	0.00%	0	0.00%	0	60.00%	9	40.00%	6	15
3	Informed	0.00%	0	0.00%	0	46.67%	7	53.33%	8	15
4	Discussed	0.00%	0	0.00%	0	33.33%	5	66.67%	10	15
5	Effective	0.00%	0	0.00%	0	40.00%	6	60.00%	9	15

6	Understood	0.00%	0	6.67%	1	40.00%	6	53.33%	8	15
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7. (Cont.) Please Explain:

our chair does an excellent job of leading!

Bylaws are time consuming and case scenarios take time

Our initiative related to the podcast was never truly embraced or promoted by the ADA powers that be. The goal was to keep ethics in the forefront for our members. From my perspective, it always felt like we were going against the grain when we tried to promote it so that it could be further developed.

We do this perfectly!

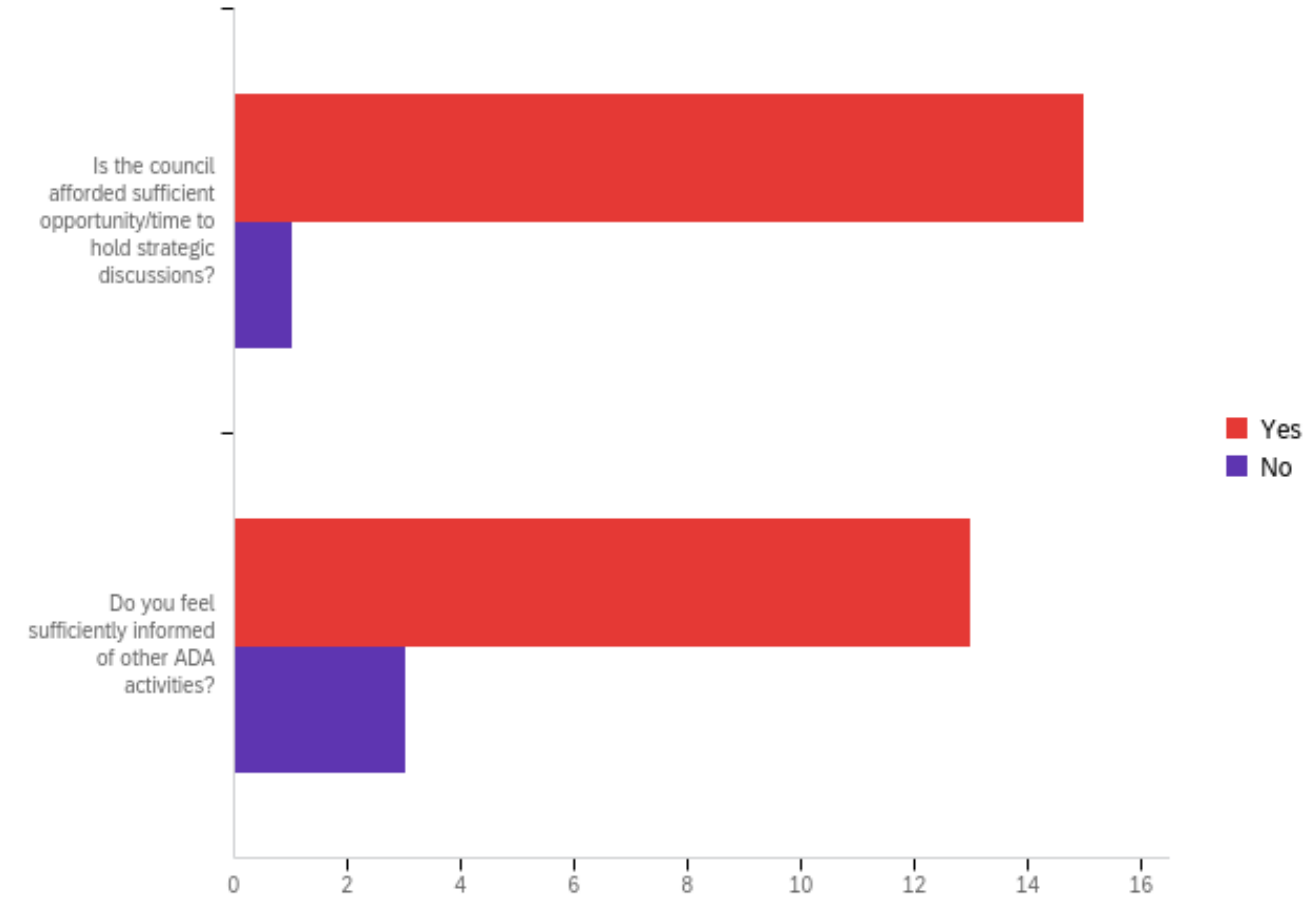
Our last meeting had great discussion and problem solving!

An example was the issue of the BOT Board Code of Conduct which the subcommittee, and then the full council approved in about 3 weeks displaying efficiency and nimbleness. The use of the consent agenda allows adequate time for full council discussion on topics that needing strategic conversation. The subcommittees are effective and individuals complete the work in a timely manner.

Top notch, enviable actually.

Is this talking about me individually, or the committees?

8. Strategy and Alignment



#	Question	Yes		No	Total
1	Is the council afforded sufficient opportunity/time to hold strategic discussions?	93.75%	15	6.25%	16
2	Do you feel sufficiently informed of other ADA activities?	81.25%	13	18.75%	16

9. What emerging issues do you think the ADA should address?

campaign reform and social media

The most important one is how to promote member value to help prevent the continuing decline in membership.

membership and relevance (as perceived by membership)

Infringement of social media, misinformation, unprofessionalism, Artificial intelligence

Member Conduct Issues, Workforce shortages, membership concerns/engaging new members, wellness

I appreciate the focus on membership and sustainability. I would add that the lens of ethics should be a factor when issues are addressed in order to honor our contract with society as a profession.

Duh..... wholesale implementation of ADA revision/ restructuring.... new vision

The overall governance of the ADA. It has the appearance of being more staff driven than member driven. Although non-dues revenue is important, it should not be the primary focus of our organization.

Insurance companies influence in profession

AI, new governance model,

membership recruitment and retention; AI