

# NEW DENTIST COMMITTEE

2024

## **Committee Purpose**

It is the duty of this committee to:

1. Identify the special needs of new dentists and propose practical and feasible activities which will enable the Minnesota Dental Association to meet these needs.
2. Identify the needs and concerns of new graduate dentists and make recommendations for any programs to assist with their transition into practice.
3. Enhance communications with component new dentist networks.
4. Stimulate the increased involvement and active participation of new dentists in organized dentistry.
5. Identify the needs and concerns of the dental students at the University of Minnesota and oversee and review the activities and benefits that the MDA provides to the students throughout the year.

## **Mission Statement**

To enhance the personal and professional lives of new dentists in Minnesota, adding value to membership within the tripartite.

## **Member Responsibilities**

1. Committee meetings
  - a. The New Dentist Committee (NDC) holds several meetings each year, usually in September/October, January, March, May, and July (if needed).
  - b. Committee members are expected to attend all committee meetings. Half of the meetings are held via teleconference. Committee members serve a one-year term. Committee members are selected at large based on their eligibility (graduation within the last ten years) and their interest and willingness to become involved.
2. Individual responsibilities for committee members:
  - a. The chair of the committee is responsible for calling the meetings, participating in the development of the meeting agenda, running the meetings, and facilitating any necessary follow-up efforts. The chair is expected to attend the ADA New Dentist Conference, held during the ADA Annual Conference, usually in October.
  - b. Committee members are responsible for attending events the committee hosts and providing input on current issues affecting new dentists.
3. Special events and activities to attend:
  - a. Any seminars or social events the New Dentist Committee sponsors. Members of the committee are also encouraged to attend and be ambassadors for their local districts.
4. Ideal committee members need to be: interested, willing to take the time, good communicators, organized, reliable, and willing to have fun. In short, be ambassadors to new dentists in their local districts.

## **Relationships**

1. Authority to act: The New Dentist Committee has authority to act on duties outlined in this manual.
2. Relationship to the Board of Trustees: One representative from the Board of Trustees serves as a liaison to the New Dentist Committee.
3. The committee works hard to develop and maintain positive relationships with the component dental societies, University of Minnesota Dental School, American Dental Association, and other state dental associations.
4. The New Dentist Committee has a liaison serving on the Membership Committee. This liaison represents the new dentists at these meetings and reports back to the New Dentist Committee on the meetings they're attending.

## **Goals and Objectives**

The Minnesota Dental Association's New Dentist Committee ranked the priorities and established the following strategies relative to those priorities.

### **Goal 1: Recruitment & Retention**

**Objective:** Increase membership market share among new dentists, dental students, and graduate students.

**Strategy 1:** Increase membership among recent dental student graduates.

**Tactic:** Conduct targeted retention activities, including direct mail campaigns, welcome letters, etc.

**Strategy 2:** Word of mouth - Maintain a list of all MDA new dentist members and non-members by district.

**Tactic:** Each committee member calls at least two non-members and two members to attend each New Dentist event. Contact district leaders to make sure they know of the new dentists in the area and request they also welcome the new dentists to the district.

### **Goal 2: Visibility**

**Objective:** Enhance awareness of the MDA New Dentist Committee and its activities to the following groups: new dentists, dental students, graduate students, internationally-educated new dentists, new dentists in non-private practice settings, leadership, members, and nonmembers.

**Strategy 1:** Have activities for new dentists.

**Tactics:**

1. Invite new dentists to local dental society meetings.
2. Sponsor new dentist idea exchange every other year.
3. Send new dentist members a district contact list of local leaders.

**Strategy 2:** Articles in MDA district newsletters.

**Tactic:** Quarterly promote member benefits for new dentists in local district newsletters and on MDA News & Views. Highlight a benefit that relates to new graduates and new dentists.

- Strategy 3:** Activities for dental students and graduate students.  
**Tactics:**
1. Offer “survival kit” to Board candidates.
  2. Recommend to Scientific Session Committee that the New Dentist Committee host a lecture, related to new dentists’ issues, for students and new dentists at the Star of the North Meeting.

**Goal 3: Dental Students**

**Objective:** Educate dental students about membership, assist in practice transition, integrate dental students into organized dentistry, and enhance two-way communication with the Minnesota Student District Dental Society.

- Strategy 1:** Educate dental students about the benefits of membership.  
**Tactic:**
1. Offer a Lunch & Learn on organized dentistry in early October.
  2. Inform students about the Minnesota Dental Association and the benefits of becoming a member while in dental school
  3. Explain the involvement of the students who serve on committees and the MDA Board.
  4. Discuss well-being issues and current hot topics in dentistry.

- Strategy 2:** Assist in practice transition.  
**Tactic:**
1. Organize New Dentist Lunch & Learns at the University of Minnesota.

- Strategy 3:** Integrate dental students into organized dentistry.  
**Tactics:**
1. Have dental students serve on all MDA Committees.
  2. Offer study materials for INBDE.
  3. Send first year students a welcome letter in the summer.
  4. Support student leadership functions such as ASDA, District 8 Regional, and annual meetings.

- Strategy 4:** Coordinate efforts between the Minnesota Student District Dental Society and the Minnesota Dental Association.  
**Tactics:**
1. Send dental students *MDA News*, updates and links to the MDA website via e-mail.
  2. Host a Dental Day at the Capitol.
  3. Participate in the Student Vendor Fair; recruit dentists to staff a new dentist booth.
  4. Obtain report from student district representatives at each committee meeting.

**Goal 4: Sponsorship**

**Objective:** Offer opportunities, activities, and events through sponsorship.

- Strategy:** Sponsor events.  
**Tactics:**
1. Continue to sponsor Freshman Orientation and Senior Recognition event.
  2. Sponsor MN ASDA.
  3. Continue to support student leadership functions such as ASDA, District 8 Regional, and annual meetings.

**Goal 5: Mentorship**

**Objective:** To promote camaraderie and a feeling of belonging in the dental community for dental students and new dentists. In the first few years of practice, a new dentist often does not have this feeling. The committee feels that experienced members can aid in the development of this feeling and attitude.

**Strategy:** The New Dentist Committee will reach out to new dentists in their districts and be willing to assist them with questions related to practice management and getting involved with organized dentistry.