

The JOURNAL  
of the  
AMERICAN COLLEGE  
of DENTISTS

PROFESSIONALISM  
FACT OR FANTASY  
WHO NEEDS IT?

JANUARY 1974



**MEMBER PUBLICATION  
AMERICAN ASSOCIATION OF DENTAL EDITORS**

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# NEWS AND COMMENT

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## AWARDS COMMITTEE SOLICITS RECOMMENDATIONS

Any Fellow of the College may submit recommendations for any of the awards presented at the annual convocation, according to Regent William P. Humphrey, chairman of the Awards Committee. Recommendations should be sent to the Executive Office and must be accompanied by a curriculum vitae, complete bibliography and brief descriptive comment indicating the basis for the recommendation. The deadline is February 1, 1974.

The Award of Merit is given to recognize outstanding contributions made to the dental profession by persons other than dentists. The William J. Gies Award recognizes exceptional service to the profession or the community by a Fellow of the College. Honorary Fellowship is conferred upon a person, not a dentist, who has made nationally significant contributions to the arts, sciences, health, or in public service.

## BOARD ACTIONS AT HOUSTON MEETING

The Board of Regents, at the annual meeting in Houston, Texas in October, took the following actions:

- Approved new bylaws for the College. These are to be printed in the January issue of the Journal, and the membership will be asked to vote on them by mail ballot to be distributed early in 1974 by the Executive office.
- Approved the reorganization of the College into eight Regencies, on a geographic and numerical basis.
- Referred to the Research Committee a motion to study the continuance of the Institutes for Advanced Education in Dental Research, which was being discontinued for lack of funding.
- Requested each College committee to develop a statement of policy.

- Requested the Publications Advisory Committee to draft a statement of principles on dental journalism as related to publications by Fellows of the College.
- Approved the request of the Self Assessment and Continuing Education Program committee that registration be kept open, to allow as many dentists as possible to enroll.
- Approved a recommendation to study and reorganize the Memorial Book program.
- Designated the president-elect of the College to act as parliamentarian.
- Approved the motion of the Awards Committee that Fellows be asked to submit recommendations for various awards made by the College each year.
- Accepted the report of the successful activities of the Project Library Committee. Sixty sets of books and pamphlets on dentistry and dental health have been contributed to public and high school libraries by Fellows of the College.

*OFFICERS OF THE COLLEGE 1973*



*(left to right) Executive Director, Robert J. Nelsen; Editor, Robert I. Kaplan; President, Ormonde J. McCormack; Vice-President, Joseph B. Zielinski; President-elect, Louis G. Terkla; Treasurer, Fritz A. Pierson.*

## LIFE MEMBERS TO RECEIVE JANUARY ISSUE OF JOURNAL

Because the proposed new bylaws are printed in this issue, life members of the College will receive it, whether or not they have subscriptions for 1974.

The very substantial increases in the costs of printing and mailing make it necessary to charge a modest subscription rate of \$5.00 per year to life members who wish to continue to receive the Journal. This sum is half of the subscription rate paid by active Fellows as part of their dues.

## SECTION NEWS

### New England Section

The Spring meeting of the New England Section of the American College of Dentists was held at the "57" Restaurant on April 30, 1973. The speaker of the evening was David K. Willis, American News Editor of the Christian Science Monitor. His subject was: "America's Role in Asia and the Pacific after Viet Nam". There was also a most interesting and lively discussion of the Watergate Case following President Nixon's speech, which we all watched together on television during the meeting. Mr. Willis very ably commented on the speech and answered questions.

Then election of officers was held with the following results:

Chairman — *H. Martin Deranian, Worcester, Massachusetts*

Vice-Chairman — *Ira S. Colby, Pittsfield, Massachusetts*

Secretary-Treasurer — *Orrin Greenberg, Chestnut Hill, Massachusetts*

On October 10, 1973, the New England Section of the American College of Dentists met for a luncheon meeting at the Yankee Silversmith Inn in Wallingford, Connecticut. This meeting was held primarily for the convenience of our Connecticut members, many of whom find themselves somewhat remote from the Boston area which has been the center of our activities.

Those who were present formed an enthusiastic and friendly group. Our speaker was Regent Walt Mosmann, who gave an excellent and informative talk about the American College of Dentists. There was a good discussion following the talk. Dr. Mosmann was most gracious in his presentation, and with our members, and proved to be a very popular selection as our speaker.

### Maryland Section

The Maryland Section held its Second Annual "American College of Dentists Day" for the Graduating Class of 1974 of the Dental School, University of Maryland. Almost the entire class, together with invited guests and a good representation of Maryland Section members, began the day with a buffet lunch in the Student Lounge of the School. We then adjourned to one of the School's auditoriums where two papers were delivered: "Are You Prepared to Practice Dentistry?" by Clement C. Alpert, D.M.D., of the Executive Board of the Northeast Board of Dental Examiners, and "What Kind of Dentists Do I Want To Be?" by Marvin P. Sheldon, D.M.D., former Professor of Dentistry, Howard University. These papers were followed by a question and answer period conducted by Burt A. Jordan, Ph.D., the President of the Senior Class.

Our Section feels more and more that this is one of the finest projects we have ever sponsored. From the comment we have received, from our members and students alike, this day gives a great deal of satisfaction to both bodies, and answers a lot of questions that appear in or out of dental education. The students get the chance to talk with a group of dental practitioners, very few of whom have any connection with the School, and they seem to enjoy this type of dialogue.

### Hawaii Section

The first joint breakfast meeting of the Hawaii Section of the American and International College of Dentists was held on Tuesday, November 6, 1973 at Waikiki-Sheraton Hotel during the Pan Pacific Dental Conference which is the 71st Annual Scientific Session of the Hawaii Dental Association. There were thirty-three present including the guest speaker, Dr. Wilfred E. Shute of Port Credit, Ontario, who spoke on "Heart Disease and the Importance of Vitamin E and C." Among the guests present were Dr. Gordon Watson, Executive Director of the American Dental Association and Dr. Eugene Savoie of Tucson, Arizona, Trustee of the 14th ADA District.

*(Continued on Page 79)*

# the JOURNAL of the AMERICAN COLLEGE of DENTISTS

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A QUARTERLY PRESENTING IDEAS IN DENTISTRY

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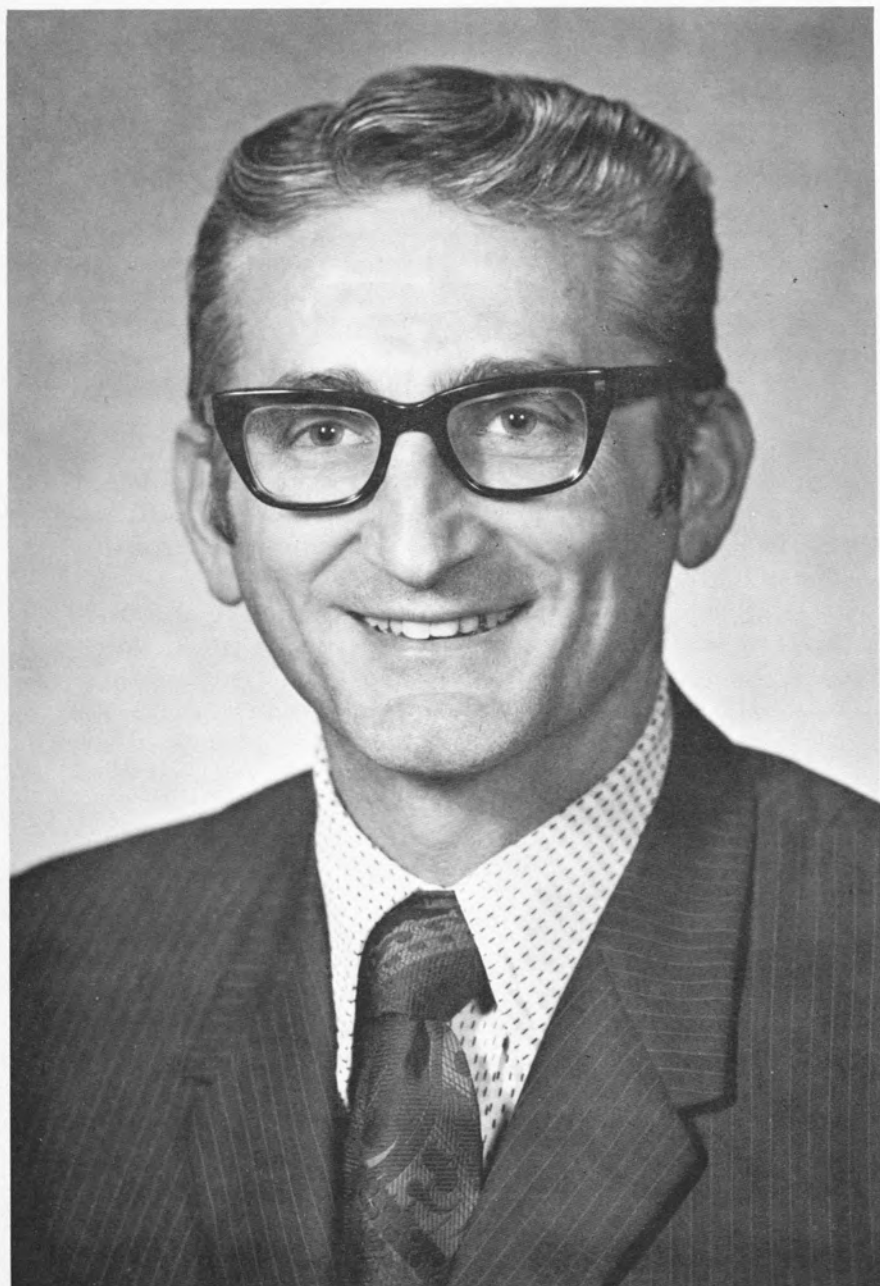
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LOUIS G. TERKLA  
*President, 1973 - 1974*

## The President of The College

Dr. Louis G. Terkla, dean of the University of Oregon Dental School is the 1973-74 president of the American College of Dentists. Over the past twenty years, Dean Terkla has won renown as a teacher, clinician, lecturer, researcher, writer and administrator.

He was born and received his early education in Anaconda, Montana. As a young man just out of high school, he entered military service in World War II, serving as a front line company radioman (T/5) with the 10th Mountain Division of the United States Army in Italy, where he won two battle stars and the combat infantryman's medal. Honorably discharged in 1946, he entered Montana State University for pre-dental studies and took his dental education at the University of Oregon Dental School.

Following his graduation in 1952, he accepted an appointment as an instructor at his alma mater, and during the next fifteen years, rose through the positions of assistant professor, associate professor, professor of Dentistry, and assistant dean for academic affairs. He was named dean in 1967. Dr. Terkla also holds appointment as clinical professor of dentistry at the University of Oregon Medical School.

He is a member of many dental organizations, among which are the Multnomah County Dental Society, Oregon Dental Association, American Dental Association, International Association for Dental Research and Sigma Xi. He is a life member of the American Association for the Advancement of Science.

Dr. Terkla has served on the Executive Council, the Publication Committee and in the House of Delegates of the Oregon Dental Association. He has been chairman of the Curriculum Committee, chairman of the Section on Continuing Education, and member of the Academic Affairs Committee of the American Association of Dental Schools. He headed the Planning Committee for the National Symposium on Curriculum sponsored by the American Association of Dental Schools and the Council on Dental Education of the American Dental Association. Dr. Terkla has also served on the Dental Education Review Committee of the Education and Facilities Branch of the Division of Educational and Research Facilities of the National Institutes of Health.

He is the co-author of a widely used textbook on Partial Dentures, has written a number of chapters for other texts, and is the author of more than thirty articles published in local, state and national dental journals on various dental topics. He also served as editor of "Caementum", the dental school alumni publication.

Dr. Terkla was the recipient of the Alpha Omega Scholarship Award, and the University of Oregon Dental School Alumni Award. He is a member of Omicron Kappa Upsilon Honorary Dental Society and holds Honorary Fellowship in the Academy of General Dentistry.

In his community, he has been cubmaster for the Cub Scouts, advisor to a Dental Explorer Post of the Boy Scouts, secretary of the Oregon Health Careers Council and chairman of the Dental School Health Careers Day. He organized the Junior Dentists Institute at the University of Oregon Dental School, formulated the curriculum for the dental assistants and dental laboratory technicians programs at Portland Community College and served as an instructor to the Girls' Polytechnic High School Dental Assistants Program.

Dr. Terkla has a strong interest in outdoor life — fishing, hunting, boating and camping — but still finds time for indoor hobbies such as woodworking, furniture refinishing and general shop work. Music, art and reading fill his quiet hours. He and his charming wife, Phyllis, have two children, David, age 21 and Linda age 19. The entire family shares many interests together.

In 1960, he was inducted into Fellowship in the College, and has served as secretary of the Oregon Section, chairman of its Planning Committee, and Regent of the College for four years, and member of its Editorial Board, prior to his elevation to the office of president-elect last year.

The College is fortunate to have as its president this year a person as well-qualified as Louis G. Terkla. His service on the Board of Regents and the Coordinating Committee was outstanding, and his keen, incisive manner of thought and expression made his selection for higher office by the nominating committee a most commendable choice. The College is presently undergoing a period of reorganization and change. We expect that under Dr. Terkla's leadership, the significance of the College to the profession of dentistry will grow and flourish in the coming year, in a measure greater than in any other year of its long history. We endorse his efforts and wish him success.

## The State of The College

LOUIS G. TERKLA, D.M.D.

The uniqueness of the American College of Dentists is that it is dedicated to the highest forms of professional attitude and that it maintains a steadfast refusal to allow erosion of its distinctive tenets. For 53 years now, the College has stood the test of time in grouping within a system of high-principled doctrine a selection of individuals known as Fellows who possess exceptional personality characteristics and who, through their meritorious contributions, represent a large segment of leadership in dentistry. This mass of extraordinary human talent known as the American College of Dentists is distinguished further by the absence of parochial or political objectives. Its primary interests focus on the continued improvement of our profession and its services to society with individual human integrity as the basic building block.

With these characteristics, the American College of Dentists can be an effective resource in helping our profession to steer its ship through troubled seas kept turbulent by ferment from within and influence from without. Such crucial times are labeled "crises", and we have our share under the titles of the health care delivery crisis, the manpower crisis, the licensure crisis, the crisis in dental education, and the leadership crisis in dentistry to name a few. These may or may not be true crises. Upon dissection, some may emerge as problems of considerable magnitude but short of crisis proportions. Although the key to effective involvement by the American College of Dentists is the harnessing of its collective talents and energies, it is easier said than done. Early in its history, the profession was not organized as it is today into dozens of associations, societies and academies, each addressing one or more specific problems. Given that

condition, the College could attack effectively any number of issues that were begging for attention and in so doing be recognized for its leadership role. Today, conditions are different. There are few, if any, significant problems floating around that some organization is not already trying to resolve, and the time of an average professional person is spread so excessively thin among many activities that harnessing even the most dedicated of them is a difficult task.

This should not — and has not — discouraged the Board of Regents in trying to find ways of utilizing this professional resource. In fact, the Board has been examining a proposal for the reorganization of the college in such a way that the personal involvement of each Fellow in College activities will be self-evident. For years, the so-called “grass roots” — the individual Fellows wherever they may be — have felt the absence of close ties with both the Board of Regents and the activities of the College. Such a relationship is the antithesis of unity and an effective deterrent to the development of a leadership organization. This condition must change in the years ahead so that the unique characteristics of the College can be exploited to assist our profession in the constant challenge of problem-solving. Each fellow must have the opportunity to become part of the process and to be represented in the governing body by a Regent from his geographic area. Only then can we expect the opportunity to utilize this vast manpower resource in offering guidance to our profession.

Until that time comes, the Board of Regents will continue to search for ways to help within the limited resources at its disposal. In this regard, it sponsored the Self-Assessment and Continuing Education in Dentistry program in the belief that, as compulsory continuing dental education grows, each dentist could utilize a personal, private assessment of his knowledge to identify his areas of strength and weakness and to custom-design his continuing education program to reduce the deficiencies. Only three per cent of the dentists in America enrolled in the program.

Our disappointment with the professional response to the Self-Assessment program was exceeded only by the shock of the attitudes expressed by some Fellows of the College with the question, “What’s in it for me?”. The participation of College Fellows was poor, and the question when asked was painful to hear. Although a careful examination of the Self-Assessment program would reveal that there is *everything* in it for the participant, the question itself implies a self-interest which must be curbed within our profession. Self-interest is a form of professional pollution that

runs counter to the pledge which we made when Fellowship was conferred upon us. Although not rampant in our profession, it does exist, and it is insidiously dangerous because of its bit by bit accumulative effect. Today's program has been planned around this concern, and it should give us pause to reflect on the importance of individual integrity as the only real and lasting sustenance to any profession.

Throughout this past year as President-Elect, I have heard of Fellows who have deviated from College principles by not keeping nominations inviolate, by authoring papers in proprietary publications, and by exploiting the continuing education circuit for personal financial gain. I know some of these Fellows and continue to believe in them as honorable people, but the question gnaws, "why have they done these things?". Could it be that they have placed their own interpretations on the value of certain College principles and think that a small transgression here and there is insignificant and does not reflect on character — or could it be that they forgot the bases upon which the College was founded and they were invited to Fellowship — or could it be that they do not consider such firm guides to conduct relevant any more? Whatever the answer, one cannot respect their judgment in pledging one thing and doing another. They could be respected, however, in trying to change — within the system — a principle that is considered out of step with current professional beliefs.

These problems deserve mention because they strike at the very core of our strength and challenge our existence as a distinguished leadership organization composed of individuals honored, in part, for their demonstrated, deep sense of professional ethics. Every erosion of our strength as professional people weakens us for easier prey by materialistic opportunists in society who are not qualified to make professional value judgments in the best interest of the public.

As health professionals, we must exercise bold leadership in retaining decision-making prerogatives in the areas of our competence without becoming isolationist and without ignoring governmental and societal interests. We need a resurgence to a position of major influence in determining our own destiny. We have the capability, the knowledge and the experience to assume the driver's seat and remain there, exercising a form of professional control that serves the people well and is respected by them.

We have seen many examples of the encroachment of unqualified groups on the decision-making prerogative of the dentist, one of the best examples being insurance companies that insist on having a set

of x-ray films before authorizing patient treatment. Another is the desire of the Federal Government to influence the direction of health professions schools, clearly stated in the July 24, 1973 Congressional Record as part of the Department of Health, Education and Welfare document, "Health Program Memorandum — Fiscal Year 1975 Budget." The paragraph reads, "Capitation ensures some Federal leverage through which health professions schools can be stimulated to respond to societal objectives. Disaggregated student influence can exert little such direction."

These kinds of happenings and attitudes, if allowed to go unchallenged, will open wider paths for further ingress of larger numbers of the unqualified into the arena of health professions decision-making.

The high quality of our profession cannot be attributed to accident. It is the cumulative result of the exercise of critical choices, freely made over many years, by competent, experienced, knowledgeable and courageous leaders and their associates who have been the most qualified to retain control of our direction. Through this adherence to principles and process, public credibility and trust can be maintained, and our professionalism can prevail so long as we listen to all sectors of society and make a genuine effort to meet their oral health care needs.

The tenets of the American College of Dentists give strength to this process, and its Fellows — full of pride in profession and performing beyond their expected duties — must direct their exceptional talents to the bolstering of our professional leadership role.

The Officers and Regents of the College have a difficult challenge ahead to rally our Fellowship to active involvement in critical issues and to the support of those leaders in our profession who want us firmly settled in the driver's seat. Your past achievements are significant, but we count on your future achievements to keep the profession in a state of well-being. I extend my personal congratulations to the Fellows-elect and their sponsors. I ask all of you to help us to help dentistry.

# *Editorial*

## Third Party Programs

### IMPLICATIONS FOR THE FUTURE

It comes as a shock to most of us, in this Winter of our Discontent, that the supposedly invulnerable American economy is showing signs of stress. The energy crisis, the fuel shortage and threat of rationing, the sharp decline of the stock market, industry shut-downs, and the generally unsettled state of the world have shaken confidence in the future. Predictions of a recession add to the gathering gloom.

Dentists too have begun to feel the pinch, in shortages and higher costs of many of the materials and supplies we depend on. In the months ahead we can expect to be affected even further as unemployment increases and the cost of living escalates. Added to this is the severe limitation in the dentist's ability to raise fees commensurate with the increased cost of operating a practice. The prospect looks poor indeed.

In times of economic instability, patients are apt to forego or defer elective health services such as dental care, or choose the least costly method of treatment. Dentistry on credit becomes more popular as ways for deferring payment are sought.

It is not likely that times will ever get to be as bad as they were during the great depression of forty years ago, when many dentists had trouble making a living. There is one buffer that we now have, which did not exist then. The support provided by the presence of "third-party" programs, which now make dental treatment available to many people by acting as the fiscal intermediaries for such care. There are two main types of third party programs, those sponsored by insurance companies or dental service corporations, such as the Delta Dental Plans and those administered by government agencies, such as the Medicaid program. As third party programs have proliferated, the number of people who have some degree of dental coverage has increased immensely. These could be an influential factor in keeping dentists busy in hard times.

Dentists who have shied away from participating in dental service plans, or treating patients under programs such as Medicaid would do well to reevaluate their attitudes toward them. They will be an ever increasing source of dentists' incomes in days to come.

Those who have not yet come to understand what third party programs are all about will find a new pamphlet produced by the American Society of Dentistry for Children and the American Academy of Pedodontics quite informative. Titled, "Who Pays the Bill? Some Frank Answers to Your Questions on Third-Party Payment,"\* it provides a clear explanation of the main features of such programs.

Some of our readers, particularly those in industrial or metropolitan areas, where dental insurance plans and the Medicaid program are an accepted way of life, may wonder why comment about them is necessary. We find it needed because all too many dentists fail to understand the profession's stake in them. We cannot ignore them, if we are truly committed, as our leaders state, to finding ways of bringing dental care to everyone who wants it.

Third party programs are here to stay. Let us turn them to our advantage.

R.I.K.

\*Available from the central office of the American Society of Dentistry for Children, 211 East Chicago Avenue, Chicago, Illinois 60611. Single copies are 25¢ each; 100 or more, 20¢ each.



# Proposed Recommendation for Change In American College of Dentists, Inc. Bylaws

1 The American College of Dentists, Inc., a non-profit, non-stock  
2 society incorporated in Maryland, hereby designates the following  
3 rules and regulations as its corporate bylaws.

## 4 PREAMBLE

5 The American College of Dentists in order to promote the highest  
6 ideals, develop good human relations and understanding and extend  
7 the benefits of good dental health to all, declares and adopts the  
8 following principles and objectives as ways and means for the  
9 attainment of these goals.

- 10 a. To foster the extension and improvement of measures for the  
11 prevention and control of oral disorders;
- 12 b. To take whatever action is possible to improve oral health care;
- 13 c. To take an active role in the support of dental education and  
14 research;
- 15 d. To encourage qualified persons to enter the profession of  
16 dentistry;
- 17 e. To encourage graduate education and improve continuing  
18 educational efforts by dentists and auxiliaries;
- 19 f. To encourage the free exchange of ideas and experiences in the  
20 interest of better service to the patient;
- 21 g. To promote within the dental profession the highest ethical  
22 standards, stimulate interprofessional relationships, and urge  
23 upon the professional person recognition of his responsibility to  
24 participate in the affairs of society as a citizen of the  
25 community;
- 26 h. To confer Fellowship in the College on individuals in  
27 recognition of meritorious achievement and their potentials for  
28 contributions in dental science, art, education, literature,  
29 human relations, and other areas that contribute to human  
30 welfare and to give encouragement to them to further the  
31 objectives of the College.

ARTICLE I – ORGANIZATION

*Section 1. NAME:* The name of this corporation shall be the American College of Dentists, herinafter referred to as the “College.”

*Section 2. OBJECTIVES:* The College is a non-profit organization dedicated to the purposes and objectives stated in Article II of its Articles of Incorporation and the Preamble to these Bylaws.

*Section 3. MEMBERSHIP:* Membership in the College, hereinafter called “Fellowship,” shall consist of those persons, known as “Fellows,” who shall be selected in conformity with Article II of these Bylaws.

*Section 4. REGENCIES:* The College shall be organized into eight regencies as follows:

Regency 1	Regency 2	Regency 3
Connecticut	Delaware	Alabama
Maine	District of Columbia	Florida
Massachusetts	Maryland	Georgia
New Hampshire	New Jersey	North Carolina
New York	Pennsylvania	Puerto Rico
Quebec, Canada		South Carolina
Rhode Island		Virginia
Vermont		
Regency 4	Regency 5	Regency 6
Illinois	Iowa	Arkansas
Indiana	Kansas	Louisiana
Kentucky	Manitoba, Canada	Mississippi
Ohio	Michigan	Missouri
West Virginia	Minnesota	Tennessee
	Nebraska	Texas
	North Dakota	
	Oklahoma	
	Ontario, Canada	
	South Dakota	
	Wisconsin	
Regency 7	Regency 8	
Arizona	Alaska	
California (Southern)	British Columbia, Canada	
Colorado	California (Northern)	
Nevada	Hawaii	
New Mexico	Idaho	
Utah	Montana	
Wyoming	Oregon	
	Saskatchewan, Canada	
	Washington	

- 75 a. Composition — Each Regency shall consist of all Fellows (active  
76 and life) whose official address is within the Regency.
- 77 b. Purpose — The Regency shall nominate and elect a Fellow, from  
78 that Regency only, to the Board of Regents as provided in  
79 Article V, Section 2.
- 80 *Section 5. GOVERNMENT:* The Government of the College is  
81 vested in its Fellows, as exercised in their voting rights and in the  
82 groups named in Section 6 of this Article.
- 83 *Section 6. OPERATOR:* The operation of the College shall be vested  
84 in a Board of Directors, hereinafter called the “Board of Regents”  
85 (Article V, Section 1), and such Committees as may be from time to  
86 time appointed by the President and approved by the Board of  
87 Regents.
- 88 *Section 7. ELECTIVE OFFICERS:* The elective officers of the  
89 College shall be a President, a President-Elect, a Vice-President, and a  
90 Treasurer.
- 91 *Section 8. APPOINTIVE OFFICERS:* The appointive officers of the  
92 College shall be an Executive Director, an Editor, an Orator, and a  
93 Marshal, each of whom shall be appointed by the Board of Regents  
94 as provided in Article IV, Section 2 of these Bylaws.

95 **ARTICLE II — FELLOWSHIP**

- 96 *Section 1. CLASSES OF FELLOWSHIP:* The Fellowship of the  
97 College shall consist of Active, Life, and Honorary Fellows.
- 98 a. Active Fellows — Persons elected to be Active Fellows shall be  
99 those who, through unselfish devotion, have made notable  
100 contributions to the advancement of the dental profession.  
101 Such contributions may have been made in various fields of  
102 endeavor such as education, literature, science, organization  
103 activities, and community service — provided that the  
104 contributions have been in the interest of the public and/or the  
105 profession. Active Fellows of the American College of Dentists  
106 holding a dental degree must hold membership in the American  
107 Dental Association, the Canadian Dental Association, or other  
108 appropriate foreign equivalents; or, if an Active Fellow is a  
109 teacher in a dental school but does not hold a dental degree, he  
110 (she) must hold active membership in the special organizations  
111 representing his (her) particular field of interest. Active Fellows  
112 shall have all the privileges of Fellowship including the right to  
113 vote and to hold office.

- b. Life Fellows — On January 1st following the attainment of age seventy (70) and after at least five (5) years of Fellowship in good standing, an active Fellow shall be awarded Life Fellowship. He (she) shall have all the privileges of Active Fellowship, except that dues payment becomes voluntary instead of compulsory (See Article III, Section 4.c.)
- c. Honorary Fellows — Persons elected by the Board of Regents to be Honorary Fellows shall be individuals who, through eminent service, have promoted the advancement of dentistry and human welfare. Honorary Fellows shall have all the privileges of Fellowship except those of voting and office-holding.

*Section 2. METHOD OF SELECTION FOR ACTIVE FELLOWSHIP:*

Active Fellowship shall be conferred only after a proper nomination has been appraised by the Committee on Credentials, which shall measure it in terms of the nominee's outstanding professional qualities, his (her) contributions and unselfish devotion to the dental profession. The reports of the local consultants and the Section officers shall be considered before the Credentials Committee recommends to the Board of Regents that an invitation to Fellowship should be extended. By acceptance of the invitation to Fellowship, the person accepts the conditions thereof. PERSONAL APPLICATION FOR FELLOWSHIP SHALL NOT BE CONSIDERED.

*Section 3. NOMINATION PRIVILEGE:* Any Active Fellow of the College in good standing, joined by a second Active Fellow of the College in good standing, may nominate one individual per year for Active Fellowship.

*Section 4. NOMINATION PROCEDURE:* A nomination must be presented, on a fully executed copy of the official nomination form, to the Executive Director of the College before February 1 of the year in which it is to be considered. After a nomination has been received such name shall be submitted by the Executive Director of the College to selected local consultants and to the officers of the Section in which the nominee resides, or the Federal Service of which the nominee is a member, so that they may support the nomination or interpose possible valid objections with clear statements of fact, in writing, before action by the Committee on Credentials and final action by the Board of Regents. Knowledge of the nomination shall be shared only by the nominators, Executive Director, the Committee on Credentials, Local Consultants, Section officers and the Board of Regents until the invitation to Fellowship is extended.

156 *Section 5. ELECTION TO FELLOWSHIP:* After a nominee has been  
157 recommended for Active Fellowship by the Committee on  
158 Credentials, he (she) may be elected to Fellowship by a majority vote  
159 of the Board of Regents.

160 *Section 6. ADMISSION:* The procedures attending admission of  
161 Fellows and conferring of Fellowships shall be determined by the  
162 Board of Regents. The title of Fellow of the American College of  
163 Dentists (F.A.C.D.) may not be used by and the certificate of the  
164 College shall not be presented to an individual before Fellowship has  
165 been conferred upon him (her).

166 *Section 7. CONFERRING OF FELLOWSHIP:*

167 a. Fellowship shall be conferred by the President, or the  
168 Vice-President, or the President-Elect, acting in behalf of the  
169 total Fellowship of the College.

170 b. Fellowships shall be conferred during annual Convocations of  
171 the College at the place of the current meeting. In emergencies  
172 precluding annual Convocations, the Board of Regents may  
173 authorize and designate officers of Sections to confer  
174 Fellowships in the name of the College.

175 c. In an instance of the unavoidable absence of a Fellow-elect, or  
176 for any unusual reason, on recommendation of the Board of  
177 Regents, Fellowship may be conferred in absentia.

178 *Section 8. RECALL OF INVITATION TO FELLOWSHIP:* The  
179 Board of Regents may recall by 2/3 majority vote, an invitation  
180 extended to any individual who fails to complete all requirements for  
181 Fellowship by the close of the first annual meeting following the  
182 issuance of the original invitation, or over a reasonably extended  
183 period thereafter; recall also may occur following receipt of valid  
184 information which impairs the candidate's qualifications as initially  
185 appraised by the Committee on Credentials and the Board of  
186 Regents.

187 *Section 9. CODE OF CONDUCT GOVERNING THE FELLOWSHIP:*  
188 A Code of Conduct establishing principles of professional behavior  
189 for the Fellowship shall be maintained as a document separate from  
190 these Bylaws. Alleged infractions of this Code of Conduct shall be  
191 investigated according to the procedure described in Section 10 of  
192 this Article.

193 *Section 10. INVESTIGATION OF ALLEGED INFRACTION OF*  
194 *THE CODE OF CONDUCT:*

195 a. Infractions of the Code of Conduct shall be reported in writing

to the Committee on Conduct which shall make appropriate investigation including advising of the accused of the alleged infraction and securing a statement in writing from the accused. The Committee shall review all matters and report its recommendations to the Board of Regents.

- b. If the recommendation of the Committee on Conduct is for divestiture of Fellowship or a serious reprimand, the accused Fellow shall be entitled to a hearing before the Board of Regents where the opportunity to present a defense to the charges of infraction set forth shall be afforded. Failure of the accused to submit statements or attend hearings after due notice shall be deemed prima facie evidence of guilt.

### ARTICLE III – FEES, DUES, AUDIT

*Section 1. FELLOWSHIP FEE:* The amount of the Fellowship fee shall be determined by the Board of Regents.

*Section 2. ANNUAL DUES:* The amount of annual dues shall be determined by the Board of Regents.

*Section 3. ASSESSMENTS:* The Board of Regents may recommend special assessments to the Fellowship for specific purposes, but no assessments may become operative until approved by a majority vote of the Fellows as recorded by a mail ballot conducted as described in Article X of the Bylaws.

*Section 4. REMISSION OF FEES AND DUES:*

- a. For special cause in individual cases, the Board of Regents may remit Fellowship fees, annual dues, and special assessments.

- b. Honorary Fellows shall be exempt from the payment of Fellowship fees, annual dues, and assessments.

- c. Life Fellowship — In the case of Life Fellows, payment of annual dues shall be voluntary instead of compulsory beginning January 1st following the attainment of age seventy (70), and after five (5) years of Active Fellowship in good standing.

*Section 5. DELINQUENT FELLOWS:* Fellows who have not paid annual dues by July 1 shall be delinquent. Delinquency beyond six months shall result in forfeiture of Fellowship.

*Section 6. AUDIT:* An Audit shall be conducted by a Certified Public Accountant and presented to the Board of Regents at its first meeting after the end of each fiscal year.

233                   **ARTICLE IV – OFFICERS, DUTIES, VACANCY**234   *Section 1. ELECTIVE OFFICERS*

235       a. President – The President shall preside at all meetings of the  
236       College, the Board of Regents, and Executive Committee. He  
237       (he) shall preside at the Induction Ceremony for new Fellows.  
238       He (he) shall appoint the chairman and members of all  
239       committees, unless otherwise provided for in the Bylaws. He  
240       (he) shall serve as an ex officio member of all committees of  
241       the College. He (he) shall perform all functions necessary to  
242       the office of President, represent the organization, and fulfill  
243       those duties prescribed by the Bylaws or requested by the  
244       Board of Regents or Executive Committee.

245       b. Vice-President – In the absence of the President, the  
246       Vice-President shall perform the duties of the President. He  
247       (he) shall act as a liaison officer to promote good public and  
248       professional relations.

249       c. President-Elect – The President-Elect shall perform the duties  
250       of the President in the absence of the President and the  
251       Vice-President. He (he) shall assist the President as requested,  
252       and he (he) shall acquaint himself (herself) fully with  
253       procedures in preparation for his (her) subsequent duties as  
254       President.

255       d. Treasurer – The Treasurer shall be accountable for keeping  
256       current records of all receipts and disbursements of the funds  
257       and financial transactions as furnished by the Executive  
258       Director. He (he) shall make periodic reports to the Board of  
259       Regents, and report to the Fellowship at the annual meeting.

260   *Section 2. APPOINTIVE OFFICERS:* The Executive Director, the  
261   Editor, the Orator and the Marshal shall be the appointed officers of  
262   the College. They shall be appointed by the Board of Regents, each  
263   for such periods and on such terms as the Regents may determine for  
264   the proper administration of their respective duties.

265       a. Executive Director – The Executive Director shall attend and  
266       keep records of all meetings of the Board of Regents, Executive  
267       Committee, and committees thereof. He (he) shall be an ex-  
268       officio non-voting member of said committees. All funds of the  
269       College received by him (her) shall be sent promptly to the  
270       Treasurer. He (he) shall issue orders on the Treasurer for all the  
271       bills that are presented in accordance with the policies of the  
272       Board of Regents, and shall perform such other duties as usually  
273       pertain to the office, or as the Board of Regents may direct. At

the expense of the College he (she) shall furnish a blanket bond as directed by the Board of Regents. He (she) shall have the responsibility for all details attending the annual convocation. He (she) shall serve as business manager of the Journal of the American College of Dentists.

b. Editor — Under the direction of the Board of Regents, the Editor shall be responsible for the Journal of the American College of Dentists. He (she) shall be an ex officio member of the Board of Regents and the Publications Advisory Committee, without vote.

c. Orator — The Orator shall perform such duties in conjunction with the conferring of Fellowships as are assigned by the Board of Regents.

d. Marshall — The Marshall shall perform such duties in conjunction with the conferring of Fellowships as are assigned by the Board of Regents.

*Section 3. OFFICE VACANCY:* In the event an officer is unable to serve, the remainder of his (her) term, the President, with the approval of the Board of Regents, will designate his (her) replacement.

## ARTICLE V — BOARD OF REGENTS

*Section 1. COMPOSITION:* The Board of Regents shall consist of the President, the President-Elect, the Vice-President, the Treasurer, and eight (8) additional active Fellows in good standing who shall be known as Regents. The Executive Director and the Editor shall be ex-officio members of the Board without vote.

*Section 2. NOMINATION OF REGENTS:*

a. Each Regency, whose Regent's term of office will be completed at the next annual meeting, must activate a Regency Nominating Committee.

b. The Fellow representing the Regency on the College's Nominating Committee shall have the responsibility of organizing the Regency Nominating Committee.

c. The Regency Nominating Committee shall consist of the College's Nominating Committee member who shall act as Chairman, one Fellow from each section in the Regency and one Fellow representing those Fellows, if any, who are in the Regency but who are members of the Section-at-Large.

d. This Committee shall nominate one Fellow, in good standing, for the position of Regent and this slate must be submitted to

314 the Executive Director at least ninety (90) days prior to the  
315 annual meeting in conformance with Article X, Section 1.

316 *Section 3. ELECTION:* Following nominations presented by the  
317 Regency Nominating Committees, or by petitions, or write-ins, two  
318 Fellows shall be elected as Regents annually (Article X, Section 1)  
319 each to serve for a period of four (4) years. Officers shall be elected  
320 in the manner described in Article VI, Section 1 e and Article X,  
321 Section 1, for a term of one year.

322 *Section 4. REGENT VACANCY:* In the event of a vacancy for any  
323 reason, such vacancy shall be filled for the remainder of the year by  
324 the most immediate past Regent who will serve. Appointment shall  
325 be made by the President and approved by the Board of Regents.  
326 The remainder of the unexpired term shall be filled according to the  
327 procedure of nomination in Section 3 of this Article and in Article  
328 X, Section 1.

329 *Section 5. ELIGIBILITY FOR RE-ELECTION:* For at least one year  
330 after the completion of a four year term, the retiring Regent shall be  
331 ineligible for re-election as a Regent.

332 *Section 6. DUTIES OF THE BOARD:*

333 a. The Board of Regents shall conduct the business of the College  
334 (except as otherwise provided), shall receive, consider, and act  
335 upon the report of the Committee on Credentials, shall issue  
336 invitations to Fellowship, shall review and vote upon  
337 recommendations for Honorary Fellowship and awards, and  
338 shall approve the manner in which Fellowships are to be  
339 conferred.

340 b. The Board of Regents shall review the purposes and objectives  
341 of the College at intervals to determine whether these purposes  
342 and objectives are abreast both of new developments within the  
343 field of dentistry and of national trends which touch the  
344 interests of the profession and the public. The Board of Regents  
345 shall evaluate current activities of the College against the  
346 attainment of these ends, and shall establish programs to serve  
347 the general purposes and objectives of the College.

348 c. The Board of Regents shall establish operating policies which  
349 shall be in harmony with the Bylaws of the College. A  
350 two-thirds (2/3) majority vote of the Board of Regents shall be  
351 required to change an operating policy.

352 d. The Board of Regents shall establish appropriate awards,  
353 consistent with the purposes and objectives of the College.

354 *Section 7. MEETINGS OF THE BOARD OF REGENTS:*

- 355 a. The Board of Regents shall have two (2) stated meetings each  
356 year, one of which shall be held during the annual meeting of  
357 the College.
- 358 b. Special meetings may be called by a majority vote of the Board  
359 of Regents.
- 360 c. A majority of the voting members of the Board of Regents shall  
361 constitute a quorum.
- 362 d. In special instances or to dispose of pending matters the  
363 President may authorize, with concurrence of the Executive  
364 Committee, a mail ballot to record the decisions of the Board of  
365 Regents.

366 *Section 8. COMMITTEES OF THE BOARD OF REGENTS:*

- 367 a. Executive Committee — The Executive Committee shall consist  
368 of the President, President-Elect, Vice-President, Treasurer, the  
369 two (2) Regents of Senior standing, and the Executive Director  
370 (ex officio without vote). It shall act for the Board of Regents  
371 in emergency matters requiring immediate decision and action.  
372 Meetings shall be called as needed by the President or upon the  
373 request of three (3) members of the Committee.
- 374 b. Financial Advisory Committee — The Financial Advisory  
375 Committee shall consist of the Treasurer and three (3) Regents  
376 appointed by the President with the Regent having the longest  
377 tenure on the Committee serving as Chairman. The appointed  
378 members shall serve for three (3) years with staggered terms, a  
379 new member to be appointed each year. This Committee shall  
380 meet at least once each year to review College fiscal and  
381 investment policy and to prepare a report to the Board of  
382 Regents.
- 383 c. Publications Advisory Committee — The Publications Advisory  
384 Committee shall consist of three (3) Regents appointed by the  
385 President with the Regent having the longest tenure on the  
386 Committee serving as Chairman. The appointed members shall  
387 serve for three (3) years with staggered terms, a new member to  
388 be appointed each year. This Committee shall meet at least once  
389 each year to review publications policies of the College and to  
390 prepare a report to the Board of Regents.
- 391 d. Awards Advisory Committee — The Awards Advisory  
392 Committee shall consist of three (3) Regents appointed by the  
393 President, with the Regent having the longest tenure on the

Committee serving as Chairman. The appointed members shall serve for three (3) years with staggered terms, a new member to be appointed each year. This Committee may be assisted by Fellows of the College, other than Officers and Regents, serving as consultants appointed each year by the President. This Committee shall submit a list of nominees for Honorary Fellowship and for Awards to the Board of Regents prior to the Spring meeting of the Board of Regents. The Awardees shall be determined by vote of the Board of Regents.

- e. Conduct Committee — The Conduct Committee shall consist of three (3) Regents appointed by the President, with the Regent having the longest tenure on the Committee serving as Chairman. The appointed members shall serve for three (3) years with staggered terms, a new member to be appointed each year. This Committee shall make a periodic review of the Code of Conduct and report on its investigations of alleged infractions as stated in Article II, Section 10.

## ARTICLE VI — STANDING AND SPECIAL COMMITTEES

### *Section 1. STANDING COMMITTEES:*

- a. Appointment — The membership of Standing Committees shall be appointed by the President, subject to approval by the Board of Regents.
- b. Personnel and Period of Service — Appointments to Standing Committees shall be for one term, not to exceed three (3) years. The term of a committee appointment shall be determined by the Board of Regents, with the exception of the Credentials Committee which shall be for five (5) years. All Fellows of the College in good standing are eligible for appointment to committees.
- c. Consultants — In instances where persons have unusual knowledge of a subject or activity, their services as consultants may be made available as required.
- d. Committee on Credentials —
1. The Committee on Credentials shall be composed of five (5) Active Fellows in good standing who shall remain anonymous. One (1) Active Fellow in good standing shall be elected annually to the Committee on Credentials to serve a term of five (5) years, unless additional vacancies have occurred. Upon the completion of his (her) term, the retiring member shall not be eligible for reappointment.

2. Annually, each Board member shall submit to the Executive Director the names of two (2) Fellows as nominees for this Committee. The Executive Director shall prepare a secret ballot of eligible nominees for the Board of Regents, and the Board shall vote on this slate. The Executive Director shall then ask the nominee receiving the highest number of votes to serve. If unable to serve, the nominee receiving the next highest vote shall be asked to serve, et cetera.
  3. In the event of a vacancy for any reason, such vacancy shall be filled for the remainder of the year by the most immediate past committee member who will serve. The remainder of the unexpired term shall be filled according to the normal procedure of nomination to the Committee on Credentials.
  4. The Committee on Credentials shall make careful study and appraisal of the character and attainments of all nominees for Active Fellowship, as submitted by the nominators through the Executive Director, on fully executed official nomination forms and from further information supplied by the Local Consultants and Section Officers. The Committee on Credentials shall submit its recommendations for Fellowship to the Board of Regents.
  5. Each year subsequent to the close of the period for receiving nominations for Fellowship, the Committee on Credentials shall hold a meeting for an appraisal of the nominations received. Special meetings may be held by the Committee on Credentials, if necessary, to carry on its duties. In special instances or to dispose of pending matters, the Committee on Credentials may use a mail ballot to record its decisions.
- e. Nominating Committee —
1. The Nominating Committee shall be appointed annually by the President and shall consist of one Active Fellow, other than a member of the Board of Regents, from each Regency. The immediate Past President shall be the chairman of the committee. The President and Executive Director shall be ex officio members without vote.
  2. Each Regent shall submit to the President the names of three (3) Fellows in good standing from his (her) Regency, one of whom the President shall appoint to the Nominating Committee.
  3. The names of the Nominating Committee members and the method of selecting nominees for the elective officer

475 positions on the Board of Regents shall be printed in the  
476 College publications immediately after the annual meeting.

477 4. The Nominating Committee shall meet in May on the call of  
478 the chairman. Each member of the Nominating Committee  
479 may submit two (2) names for each of the elective officer  
480 positions on the Board of Regents.

481 5. The Nominating Committee shall establish a slate of  
482 nominees consisting of one (1) Fellow in good standing for  
483 each elective office. The slate shall be submitted to the  
484 Executive Director at least ninety (90) days prior to the  
485 annual meeting. (See Article X — Election of Officers and  
486 Regents.)

487 *Section 2. SPECIAL COMMITTEES:*

488 a. Creation and Dissolution — Special Committees may be  
489 established by the Board of Regents and may be dissolved by  
490 the same body.

491 b. Appointment — The membership of Special Committees shall  
492 be appointed by the President subject to approval of the Board  
493 of Regents.

494 c. Personnel and Period of Service — Unless otherwise designated,  
495 Special Committees shall consist of at least three (3) persons,  
496 appointed for a stated period of time, or for the completion of  
497 a specific task, the completion of which shall terminate the  
498 period of service.

499 d. Duties — Each Special Committee shall perform such tasks as  
500 may be assigned to it by the Board of Regents and, upon  
501 request, shall present a full report of its activities to the Board  
502 of Regents.

503 **ARTICLE VII — MEETINGS OF THE COLLEGE**

504 *Section 1. ANNUAL MEETING:* The College shall hold a meeting at  
505 least once each calendar year.

506 *Section 2. CONVOCATION:* One of the sessions of the annual  
507 meeting of the College shall be the Convocation for the conferring of  
508 Fellowships.

509 *Section 3. SPECIAL MEETINGS:* The Board of Regents, by a  
510 majority vote, may call a special meeting of the College. No other  
511 person or group of persons has authority to call special meetings.

512 *Section 4. NOTICE OF MEETINGS:* Notice of the time and place of  
513 meetings, both regular and special, shall be given at least three weeks  
514 prior to the appointed date.

515 *Section 5. QUORUM:* Thirty-five (35) Fellows shall constitute a  
516 quorum for conducting business at an annual or special meeting of  
517 the College.

518 **ARTICLE VIII – SECTIONS OF THE COLLEGE**

519 *Section 1. FUNCTION OF THE SECTIONS:* The function of the  
520 Sections is to promote the purposes and objectives of the College at  
521 the local level. While the Sections are given broad latitude in the  
522 manner in which they function and carry on their activities, such  
523 activities, methods, and decisions must not run counter to the  
524 principles and policies of the College.

525 *Section 2. SECTION ORGANIZATION, APPLICATION AND*  
526 *APPROVAL:*

- 527 a. Each Fellow of the College must be a Fellow of a Section of the  
528 College.
- 529 b. Each Fellow of the College shall choose Fellowship in the  
530 Section preferred by him (her).
- 531 c. Local Groups of Fellows may petition the Board of Regents to  
532 be chartered as a Section of the College. (See Section 3 of this  
533 Article.)
- 534 d. In addition to regular organized Sections of the College, there  
535 shall be a Section-at-Large. Those Fellows located in areas  
536 where there is no organized Section available shall be termed  
537 Fellows-at-Large and shall be members of the Section-at-Large  
538 to participate in Section level activities.
- 539 e. The dues of Sections and the Section-at-Large shall be appro-  
540 priate to the requirements of the Sections.
- 541 f. It shall be mandatory that each Section have at least one (1)  
542 business meeting each year.

543 *Section 3. BYLAWS OF A SECTION:*

- 544 a. To be chartered as a Section, a local group of Fellows must  
545 adopt Bylaws for its government in harmony with the principles  
546 of the Articles of Incorporation and Bylaws of the College. A  
547 copy of the Section Bylaws and the charter petition must be  
548 submitted to the Executive Director of the College.
- 549 b. Amendments to Section Bylaws must be approved by the Board  
550 of Regents.

551 *Section 4. CHARTER:* Upon approval of the petition and the  
552 Section Bylaws by the Board of Regents, a Section Charter shall be  
553 issued.

554 *Section 5. JURISDICTION:* The Board of Regents shall have  
555 jurisdiction over the Sections on all matters affecting the College and  
556 the Fellows and shall have the authority to resolve any issue thereof.

557 *Section 6. DISSOLUTION OF A SECTION:* Any Section may be  
558 dissolved, either on official request of the Section, or for cause, by  
559 the Board of Regents; but dissolution of a Section shall not affect  
560 any individual rights and obligations of Fellowship in the College.

#### 561 **ARTICLE IX – RULES OF ORDER**

562 *Section 1. PARLIAMENTARY PROCEDURE:* In all cases where  
563 specific provisions have not been made, Sturgis Standard Code of  
564 Parliamentary Procedure shall apply to all meetings.

565 *Section 2. SPECIFIC RULES:*

566 a. The Board of Regents may establish rules on voting by mail  
567 ballot on ad interim matters, provided that no one of these rules  
568 establishes a margin of vote below that required for a decision  
569 at a regular meeting.

570 b. A recommendation for Active Fellowship in the College shall  
571 require at least four (4) favorable votes from among the five (5)  
572 members of the Committee on Credentials. The approval for  
573 Active Fellowship shall require at least a two-thirds (2/3)  
574 majority vote of the Board of Regents.

#### 575 **ARTICLE X – ELECTION OF OFFICERS AND REGENTS**

576 The selection of the elective Officers and Regents shall be made from  
577 names submitted by the Nominating Committee and the Regency  
578 Nominating Committees, respectively; and/or by petition signed by  
579 twenty-five (25) Fellows in good standing; and/or by writing in the  
580 name in a space provided on the official ballot for each elective  
581 office. Nominations for the elective offices and open Regent  
582 positions must be submitted to the Executive Director of the College  
583 at least ninety (90) days prior to the annual meeting. The official  
584 ballots carrying the names of these nominations shall be sent to all  
585 Fellows for the election of officers but only to Regency Fellows for  
586 the election of a Regent within sixty (60) days of the annual meeting  
587 and must be returned within thirty (30) days to the Executive  
588 Director of the College. The ballot shall be returned to the Executive  
589 Director in the sealed official ballot envelope, which is to be placed  
590 in another envelope with the voter's name on the outside envelope,  
591 so that his eligibility may be established. The sealed ballot envelopes  
592 shall be opened under the supervision of a Certified Public  
593 Accountant who shall record the votes and make a written report to

594 the Executive Director of the College at least fifteen (15) days prior  
595 to the annual meeting.

596 **ARTICLE XI – RIGHT OF INDEMNIFICATION**

597 Every director, or employee of the association shall be indemnified  
598 by the association against all expenses and liabilities, including  
599 counsel fees, reasonably incurred or imposed upon him in connection  
600 with any proceeding to which he may be made a party, or in which  
601 he may become involved, by reason of his being or having been a  
602 director, officer, or employee of the association, or any settlement  
603 thereof, whether or not he is a director, officer, or employee at the  
604 time such expenses are incurred, except in such cases wherein the  
605 director, officer, or employee is adjudged guilty of willful  
606 misfeasance or malfeasance in the performance of his duties. The  
607 foregoing right of indemnification shall be in addition to and not  
608 exclusive of all other rights to which such director, officer, or  
609 employee may be entitled.

610 **ARTICLE XII – AMENDMENTS**

611 Amendments to the Bylaws may be made upon the recommendation  
612 of a two-thirds (2/3) majority of the recorded vote of the Fellows, as  
613 expressed in the mail ballot, provided that the proposed amendment  
614 shall have been submitted in writing to the Executive Director for  
615 consideration by the Board of Regents at least six (6) months prior  
616 to the annual meeting. The Executive Director of the College shall  
617 notify, by mail, the Fellowship of the College of the proposed  
618 amendment at least thirty (30) days prior to the date of the effective  
619 voting period, which shall be at least ninety (90) days prior to the  
620 date of the annual meeting. The ballots shall be returned to the  
621 Executive Director and counted in the manner described in Article  
622 X, Section 1 of these Bylaws.

623 **ARTICLE XIII – EFFECTIVE DATE**

624 These Bylaws supersede previous Bylaws and were approved by the  
625 Board of Regents on October 25, 1973, adopted by mail  
626 ballot and became effective at 12:00 a.m. on  
627 1974.

(Appropriate dates to be inserted upon adoption.)

### SUMMARY OF SIGNIFICANT CHANGES IN THE BYLAWS

1. The present organizational documents of the American College of Dentists are the Articles of Incorporation and the Bylaws which were approved by the membership.
2. Only matters that should be policy have been removed from the current Bylaws and they will be compiled in a Board of Regents policy manual.
3. The American College of Dentists Fellowship has been organized into 8 Regencies. Each Regency shall consist of all Fellows (active and life) whose official address is within the Regency. Each Regency shall nominate and elect a Fellow, from that Regency only, to serve on the Board of Regents.
4. The Nominating Committee which establishes the slate of nominees for the elective offices will be composed of a Fellow from each Regency.
5. Rules for local Sections have been delineated. Every Fellow must belong to a Section of his preference; each Section must have at least 1 business meeting per year; each Section must adopt Bylaws in harmony with the Articles of Incorporation and Bylaws of the College and be approved by the Board of Regents in order to be chartered as a Section.
6. The method for investigating an alleged infraction of the Code of Conduct is provided in the Bylaws.
7. Upon attainment of age seventy (70) and after at least five (5) years of Fellowship in good standing, an active Fellow shall be awarded Life Fellowship.
8. Fellows who have not paid annual dues by July 1 shall be delinquent. Delinquency beyond six months shall result in forfeiture of Fellowship.

The major change in the proposed new Bylaws is the organization of the Fellowship into Regencies of the College. The inactivity of the Sections has concerned the Board of Regents for some time, and over the years, there has been increasing evidence of concern among Fellows because they have little voice in the decision-making process of the College. This new document will enhance meaningful involvement of every Fellow in College activities through the elected Regent in his own Regency. The eight Regencies proposed contain approximately the same number of Fellows and they will have the responsibility of nominating and electing a Regent to represent them on the Board.

Such reorganization will provide the Fellows and Sections of every area of the United States and Canada with equal representation on the Board of Regents. It will give them greater opportunity to have more involvement in the policymaking decisions, thereby giving them the feeling of being part of the action. The Board of Regents will benefit by having greater opportunity to be informed of the opinions of the Fellows in private practice.

If approval is granted by the Fellowship for the proposed reorganization, a period of transition will occur from the present composition of the Board of Regents to the new composition by Regencies. In 1974, Regencies 1 and 3 will elect Regents. In 1975, Regencies 7 and 8 will elect Regents. At that time, all 8 Regencies will have a Regent on the Board and thereafter, each year the elections for Regents will be held only in each of two Regencies where the Regent's term expires.

On October 25, 1973, the Board of Regents approved the reorganization of the College as well as the entire Bylaws document reprinted for you in this issue of the Journal.

Please study these Bylaws in order to cast an informed vote on a ballot which will be mailed to you soon from the Executive Director.



HOUSTON, TEXAS



# Professionalism – Fact or Fantasy – Who Needs It?\*

INTRODUCTION BY CHARLES F. McDERMOTT, MODERATOR

*In keeping with the meeting format of the past few years, the American College of Dentists presents for your consideration, a discussion of a current problem facing our profession.*

*The Bylaws of the College state that "The Board of Regents will review the purposes and objectives of the College at intervals to determine whether these purposes and objectives are abreast of new developments within the field of dentistry and of national trends which touch the interests of the profession and the public. The Board of Regents will evaluate current activities against the attainment of these ends and will establish programs to serve the general purposes and objectives of the College."*

*Our society today is faced with declining moral standards, a growing philosophy of permissiveness and a general lack of integrity which is having a marked effect on many people.*

*This general situation plus an increased affluency brought about by increasing demands for dental services, the intervention of third party carriers and governmental involvement, have caused changes in the practice of dentistry. Some of these changes have brought about the need for Pre-Authorization, Peer Review and now Professional Standards Review Organizations. These are methods of policing the practice of dentistry.*

*Many years ago, society granted certain privileges and bestowed certain responsibilities on well educated, highly skilled groups known as professionals. These groups were self-governed by codes of Ethics and Conduct commonly referred to as Professionalism. Is this concept still valid?*

*This is our topic for discussion today.*

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# The Nature of Professionalism – Its Value To Society\*

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The term “professionalism” in the context of this discussion pertains to: That quality of conduct which accompanies the use of superior knowledge, skill and judgment towards the benefit of another person or to society prior to any consideration of self-interest by the professional person or professional organization. This is not a simplistic definition.

However, there are additional qualities relating to ethics, responsibilities and obligations to which the professional person or organization must adhere to qualify as a true professional. Such qualification also requires a constant refinement of knowledge, skill and judgment to assure that professional service is appropriate to professional purpose. This is in contrast to the qualifications for a trade or craft which is followed in the sense that the craftsman or tradesman is directed or controlled by code, pattern, or specification and he is supervised, inspected and passed upon by some other responsible party or the consumer himself.

Dramatic changes in the interrelationships between professionals and society have precipitated a need to examine this concept of professionalism and determine: Is it fact or is it fantasy? Then, to quote from the litany of the cult of indifference, we may ask the rhetorical question, “Who needs it?”

Knowledge, skill and judgment are used by tradesman, craftsman and the financier in their affairs as well as by the professional in his. However, the consequences of a professional act are personal, not material, and because of this, the use of knowledge, skill and judgment by the professional has moral values. It is upon this basis singularly that society accords special privilege to the learned professions in areas of law, health, religion and engineering. In

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exchange for the special privileges of self government, control of its own educational requirements, its own literature, and the establishment of the credentials necessary for admittance to professional status, each profession vows that it shall always place the interest of persons and public before its interests. In this arrangement self-interest is the antithesis of professionalism. The reciprocity between patient or client and the professional is always in delicate balance because the moral values of responsibility, of obligation, and of mutual trust must rely upon a material exchange called the fee. This fee must always be the means, never the end, upon which the system operates. It is a plethora of means and a confusion of ends that have professions and society in a dilemma. The reciprocities of confidence and trust by all parties must be maintained in true balance if this system is to avoid being shaken apart by eccentric self-interest of persons or professionals, of society or professions. Fringe benefits, plans, negotiations, service contracts, preauthorization, peer review and professional standards review organizations reflect elements of commerce and consumerism which disturb the traditional attitudes between professionals and those they serve. It is quite necessary that all professions make careful appraisal of this situation, examine what has happened, what is happening, and take steps to avoid the future chaos of a society devoid of professionals.

It could be said that the idealist has promoted the notion that by law and collective action, the individual can be made free of financial insecurity and the harm of ill health.

There are good reasons to consider such programs of security and health insurance but not without asking how much and what can be afforded. No individual — no society — can afford a life style that includes all of everything. Those societies which have attempted something for nothing as a way of life are dormant, disconsolate or dead. Where will we find the answers to what do we need, what do we want, and how much can we afford. Certainly, answers are not to be found in the dreams of the idealist nor in the hucksterism of the *laissez faire* pragmatist.

One of the facts of professionalism in our American system is that society looks to the professions for the adjudication of the polarities which exist between the idealist or critic and the pragmatist or materialist. The roles of the professionals and the professions are to guide both persons and their society to the necessary compromises between the very best that can be imagined with that which can be attained.

In his speech to the Pacem in Terris Conference on October 8, 1973, Henry A. Kissinger, Secretary of State, said of the policy maker, "He has to act in a fog of incomplete knowledge without the information that will be available later to the analyst. He knows, or should know, that he is responsible for the consequences of disaster as well as for the benefits of success. He may have to qualify some goals not because they would be undesirable if reached, but because the risks of failure outweigh potential gains. He must often settle for the gradual, much as he might prefer the immediate. He must compromise with others and this means to some extent compromising with himself." The Secretary continues, "The outsider demonstrates his morality by the precision of his perceptions and the loftiness of his ideals. The policy maker expresses his morality by implementing a sequence of imperfections and partial solutions in the pursuit of his ideals."

The organization of our American society provides for systems of policy makers as bridges between the idealist and the pragmatist. This is the system of the professions which acts with a knowledge of the ideal solutions and an awareness of the compromises necessary to effect that which is attainable. This decision making, this prudent compromise, this moral value judgment which is the core of all professional actions has been subjected to insidious influences from outside the sphere of professionalism. These influences have origins in government, industry and the masked opportunist in the guise of a professional.

What are these influences and are they affecting the traditional reciprocities between citizen and professional, between society and the professions?

There are a number of factors which should be examined if the professions are to continue as a vital factor in our society. We shall consider singularly health care, although the analysis can be applied to other professional areas.

In recent years, material security has been assured by both government and industry through the promulgation of social security programs and the sale of personal and group insurance to guard against every imaginable financial hazard. The mail brings a new offering of insurance almost each day. With the saturation of the market for financial security insurance, both government and industry have now turned to insurance for health care either for political or for dollar profit. Witness now the contests among politicians pushing their bills and the hucksters of the insurance industry offering their plans. The "market" is programmed and

developed as follows: The political system declares a crisis in health care, the media gorges itself on this "news," a conference is called, the crisis is further established by decree, then a hearing is called, and well-chosen experts echo over the media the call of Chicken Little shouting the crisis is upon us. Immediately, the opportunist politician beats his breast and intones how he has solved the problem and the crisis can now be met under the stipulations of his bill and its accompanying dollar appropriations. The public is to be saved through the benevolent use of its own money.

Recognizing a new market, the insurance industry has also moved aggressively in establishing a retinue of plans, contract offerings, and fee schedules, applying the same expertise of promotional merchandizing and commission merchant philosophy that generated magnificent profits from life insurance.

The words and music of this duet of bureaucrat and actuary are numbers and statistics which depict needs which have existed since man first identified diseases and counted his sick. In this eagerness to shake out of the gross misery and fear of disease, the political and financial opportunists are making inferences regarding the delivery of care and exercising prerogatives which properly belong to the professions. Frequent derisive accusations of professional irresponsibility are made. They are able to do this because there are some very rusty holes in the professional armor of integrity by which professions are supposed to fend off; the self-interest of commercial and political influence.

Both the government and the insurance industry have the professions on the defensive because of the lack of discipline by professions of their deviate professionals. Permissiveness is as rampant within the professions as it is in other areas of society. The demand for quality control by so-called peer review and PSRO's is an index of the concern or mistrust of the health professional.

Now what are the givens in the present situation. What are facts? What are fantasies? And, finally, who needs professionals?

The facts are:

1. There is a considerable need for health care. This has been reduced now to numerical expressions of the distribution of disease. The relationship of need to demand has not been established.
2. There is no way of expressing numerically or statistically the want or desire to resolve these needs by patients or the public. They vary immensely with the individual's total life style.

3. In our pluralistic society, there is still a large factor of choice. Choice is a basic dimension of freedom; it is endemic in the American life style. Choice involves refusal as well as acceptance. Also, there is a choice not to choose; it is called apathy, which is a delusion of ignorance.
4. In situations of serious personal need wherein value judgments are beyond the ability of the individual, the professional systems in America provide for the assignment, by choice, of these judgments to others who have superior abilities and, most importantly, declare that the benefit of the individual shall be placed before their own self-interest.
5. In this country, this system of professionalism has helped to develop it into the best organization of man the world has seen. Much of current affairs seeks to destroy the confidence in this remarkable arrangement. By dupe or design, much harm is being done to it by selecting and amplifying only its faults including those of the delivery of health care.
6. Dangerous accommodations to self-interest are now evident within all professions. This is the most serious defect in the fiber of professionalism and should be the first ordered reform by every profession.
7. In those instances where self-interest has tampered with moral judgments in any area of health — law — journalism — engineering or religion, disorder has resulted. Too often, indulgence in the attraction of disorder interferes with the resolution of its cause.

Those are the givens — the facts — what are the fantasies?

Fantasy #1. Too many planners, those who themselves would not be doing the work, believe that systems work by simple declaration and that the important human relationships and moral exchanges of trusts, obligations and responsibilities can be established by law or code or the sale of a plan and that professional knowledge, skill and moral judgments can be assured by preauthorizations, peer reviews, and professional standards review organizations. They cannot.

Fantasy #2. Too many entrepreneurs believe that professional service is a commodity, that it is definable and bargainable in the dimensions of commerce. This cannot be done even though the language has been changed to fit the new politico-industrial commercialism now pervading health care. Patients are now considered consumers, the professionals are now providers and the entire system is to be considered an industry and its debased product reduced to a fringe benefit for crafts and trades. It is fantastic to

believe that such attitudes are compatible with the concept of professionalism.

Fantasy #3. That because most everyone joins, participates, approves, makes an action right. The popularity of a concept is no assurance of its validity.

Fantasy #4. That our system of professionalism can survive under political or commercial sponsorship. It cannot because the self-interest of the sponsoring parties will subvert the exercise of moral judgments and thereby destroy the profession.

Fantasy #5. That society, through government or industry, can manage the professions and govern them and still have access to the kinds of value judgments it wants and needs.

Fantasy #6. That professions can continue under the double standard. That self-interest by professions and professionals can be tolerated. Stated simply — shape up or ship out.

What to do — how to resolve the dilemma!

The fundamental attributes of obligation, responsibility, and trust have to be restored to the relationships between society and professions, between persons and professionals. This means that the public must realize its best buy is not something for nothing — that there must always be an exchange and that the exchange must always be equitable and it must be based upon moral values. The professions must remove themselves from positions of self-interest and look to ideals. This will require of each, a most serious examination of performance standards within the professional concept and the rejection of those who fail or simply refuse to meet or comply with profession-established standards of competence and attitude. Only thus will the credibility of the professions be maintained before society.

The professions must stand firm and not relinquish authority in their respective areas. The assignment of tasks to auxiliaries does not release the professional from the responsibility of establishing and maintaining performance standards, nor does it imply the release by delegating the professional's authority, no matter how aggressive the auxiliaries are in seeking their independence in the performance of tasks. The advantage and benefit to the public of undiluted professional responsibility must be stated forthrightly and unequivocally. The professional is the authority and is the responsible agent in this system. The task may be assigned, but not authority and responsibility.

The reasons for professionals in our society are not very well understood by the public or the professions. The doctrine of

professionalism must be taught in schools. Unless a student is given to understand the reason for professionals in our society, he has not been educated — he has been merely trained. Without a knowledge of professionalism, he cannot develop professional attitudes, and without those, he is craft or trade subject to industrialization or socialization.

There is a great need to seek out the new graduate and bring him actively into professional affairs. When the school sets him out the door, who is there to meet him — what overtures are made to welcome him into the system of professionals. The young dentist, by necessity, must become overnight a business man first, then a professional man. His orientation to professional life needs a welcoming hand immediately upon entering the profession or his ideals of service will sour and he soon develops contrary ideas of profit. The American College of Dentists, and better yet, the American Dental Association, should establish vigorous programs to welcome new graduates on a one-to-one basis. The professional in society will disappear if professions abandon their young.

Professions, to continue to be viable, must monitor very vigorously the criteria for accessibility to professional status. This includes a stringent review of educational requirements, certifications and licensures. An experience within the past month involving an American College of Dentists section-sponsored meeting with the senior claws of a dental school brought out the startling comment by many of the soon-to-be-dentists that they felt they were not competent to practice. It was reassuring that they were concerned. It indicated an inherent moral fiber that eventually, with help, they will become good professionals. Relaxed standards and permissiveness in education, certification, and licensure will certainly contribute to the demise of the professional.

Now, in conclusion — Who needs professionalism?

The answer is simple. Singularly, anyone who needs help in making value judgments regarding his personal<sup>\*</sup> wellbeing needs the professional. This is your wife, your neighbor, the affluent and the poor, the young and the old, who have need of help for an answer to their problem. Collectively, society needs the professionals as the source for those moral value judgments which are so necessary today in areas such as pollution control, energy conservation, housing, and public health.

The value of the professional to the development of America into the most successful system society has yet conceived, should be publicly proclaimed as an important theme of the Bicentennial

Celebration of the Declaration of Independence. Current attempts to deride everything good about America should be countered by all the professions proclaiming that the greatest portion of our society and its peoples are in good order, that artificial but artful declarations of crisis be recognized for what they are.

I would urge the organization of a consortium of all professional organizations be established and that recommendations be made to the Bicentennial Committee that its media programs include the important role of professionals in the organization and function of an ordered society and that superior knowledge, skill and moral value judgments are best made available through the professions.

Professionalism was defined in the introduction to this paper. However, without the individual, there can be no professionalism. Who then — is the professional? From where does he come? How would you identify him? What is his worth?

I think St. James refers to our concept of the professional man when he speaks in Chapter 3, verse 13 — “Is there a wise and understanding man among you? He is to prove it by his good life, by his good deeds performed with humility and wisdom.”

I conclude that such a man is of great value.

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# Professional Misconduct of Individuals\*

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The topic I have been assigned to discuss has caused me no end of soul-searching and if you expect that I can conclude with a definitive of pat answers, you are going to be disappointed. However, I believe I can place before you some thoughts and ideas which, if they do nothing more than excite you into some original thinking on the subject, I will be rewarded fully.

As you have noted in your program, my subject is "Professional Misconduct of Individuals."

By this time, I am sure you all are aware of what a professional person is and what is expected of him in our modern society. Several years ago while I was privileged to serve as president of the Michigan Dental Association I used "Professionalism" as the theme of my administration and used every opportunity to speak with my peers about the responsibilities which come with the rewards of being a professional person. Today, I am expected to discuss one facet of this broad and controversial subject, that is, "Professional Misconduct."

The definition of the word "misconduct" itself, if taken literally, would simplify my discussion since Mr. Webster indicates strongly that it means wrong or improper conduct according to certain laid out standards of behavior. These standards may be in the form of laws, codes of ethics or in written rules which we live by in order to escape criticism from our peers.

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In our profession, however, we have situations constantly arising which can be labeled misconduct by some and accepted behavior by others and there are no laws or ethical codes to cover them. Let me, now, pose some questions for your consideration.

Can you, for example, condemn a dentist who has restored a mouth with beautiful gold work crowns and bridges, but who neglected proper treatment-planning and failed to treat an existing and progressive periodontal problem?

Would you call it misconduct for a professional person to let nothing stand in the way of ambition? To be so indifferent to others that he scrambled to the top by stepping on others — in society, church, community and business?

How about being apathetic to the point where the professional refuses to become involved in community and church affairs and ignores the world as it passes him by?

Is it ethical misconduct to attack a profession from the outside to its total detriment instead of working within the established framework?

Most professional education is supported by tax money and the public expects professional persons to maintain high levels of knowledge by taking advantage of continuing opportunities. Is the professional who ignores these opportunities guilty of misconduct?

What about the careless practitioner whose short cuts are performed in the interests of saving time? I refer to clinical procedures such as the failure to recontour a proximal amalgam restoration, if it is necessary, before placing an adjacent new restoration. Misconduct? What about incompetency?

Where does incompetency end and misconduct begin? Where does poor judgment end and misconduct begin?

Is it professional misconduct to refuse care to a patient who is unable to pay? A patient who is difficult in the chair? One who is in great pain, and you are home on your day off?

How far does the practitioner stray afield who relegates the decision making process on case construction to auxiliaries? Are we as dentists misconducting ourselves if we charge fees far in excess of those charged by our colleagues? If we fail to recognize our own limitations by attempting procedures for which we have not been trained and have not obtained the experience?

How about the professional educator who lowers his standards to accommodate the less capable student? The educator who for various reasons is more concerned with fulfilling the ethnic mix than turning out the best possible product? Is he guilty of misconduct?

## MINORITY PROBLEMS IN DENTISTRY

I propose some very strong comments on this subject, because I personally have very strong but very sincere feelings on the minority student seeking a professional career.

I sincerely believe that the professional person from a minority background has far greater obligations, not more than he perhaps realizes, but more than the society that he is recruited from realizes.

He has the opportunity to set the example of what opportunity in America is all about. He has the opportunity to influence others from like backgrounds to have the desire and to put forth the extra effort to become a member of a profession which in turn can better serve all societies in this great country.

To get directly to the most important point, whether it be law, education, the health services, whatever field of professional endeavor — the minority groups deserve no less quality care than any of the other groups in our society. If we have double standards both for entrance and for graduation, the probability of these professional persons delivering the very best of care under the same codes of conduct we are discussing here today, could perhaps in some instances be questionable.

Lest I be misunderstood, I believe all possible emphasis should continue toward recruiting students from the minorities for training in the professions. What I do not believe in, is the lowering of standards to accommodate any student of lesser abilities, since this inevitably will result in poorer health care for the very people who probably need the most attention.

It is the responsibility of each of us to guard ourselves and our profession against any systems that are geared to bringing our citizens, our profession and in turn our country down to lower levels rather than bringing those below certain standards up to a higher level. This includes not only living standards but also politics, morality, education and professional endeavor.

Educators and occasionally those involved in the research fields have at times, taken liberties in fulfilling their responsibilities to the profession. These policies in turn may have far reaching effects upon the professional lives of each of us.

It is well that the educators look seriously to their reasons for following many of the so-called progressive educational policies. History will judge their conduct as beneficial or detrimental, good conduct or misconduct.

## NO EASY SOLUTIONS

By now, gentlemen of the American College of Dentists, you should be sharing with me the immensity of the problem of defining "Professional Misconduct." If you have ever been a member of a legislative body trying to lay down a set of laws, rules of conduct, code of ethics or whatever, you will readily understand what I am saying. There is no simple, easy way to put down on paper a simplified list of "Do's" and "Don'ts" which will serve as a guideline for the neophyte entering a profession.

It will come as no surprise to those of you who know me, that I have some rather definite ideas of what constitutes professional misconduct and I am not at all bashful about expressing them. If I do it in an abrasive manner, I will not be speaking out of character, for I feel very strongly about the responsibilities of being a professional person.

I have posed some question about misconduct. I have presented some examples of the kinds of conduct which to me are not only unethical, but in some cases and in some jurisdictions might even be illegal and grounds for the revocation of a license.

To me, it is no great problem to answer all of the questions I have put with a big, resounding "Yes, indeed." Any so-called professional person guilty of the practices mentioned previously are, in my opinion, conducting themselves unprofessionally.

But before you all condemn me for being too harsh, let me point out that I am aware of mitigating situations which can temper any overt action which on the surface may appear to be self-deciding. This is particularly true in the health fields and especially in dentistry where so much care is elective on the part of the patient. Some practitioners forget that all patients cannot sit in their chairs and agree to accepting the ideal treatment that has been prescribed and that such refusal may be laid to lack of dental I.Q., lack of funds, or perhaps even laziness, absence of time, or fear of pain. Certainly, any dentist can be said to have discharged his ethical obligation if he makes a sincere effort to educate his patient and warn him of the possible harmful results of neglect.

I have the reputation in Michigan of being conservative in my practice, in my interaction with people and in politics. But the existence of these three "P's" have not caused me to become blind to the facts of life. And while I am somewhat less than enthusiastic about the over-increasing Government encroachment upon what we

like to call the American way of free enterprise, I still recognize that Government control over *all* of our activities is on the increase and will continue to expand. Therefore, it will do no good for any of us to stick our heads in the sand and ignore the fact that eventually the Government will decide to a great extent who is to be cared for and by whom — what type of dentistry will be done and how much remuneration can be expected.

Whether the professions brought this upon themselves is debatable. Perhaps we professionals were too idealistic on one hand and too obsessed with financial success on the other. In any case, we should not become guilt-ridden as dentists, because our profession was not alone in being singled out for control. Price-fixing is a reality in many fields — in fuel — in food — in transportation — and there is more to come. The Congress of the United States has decreed that the privileges of good health care and legal services once enjoyed by the few are now the right of all.

My point is that so many of the practices of the profession that may be called misconduct today may disappear, not because of any radical change on our parts, but because of rules laid down by Washington.

The course we follow in the interim may well determine how long rigid controls are held back.

So, where do we as the leaders of our profession go from here? Do we attempt to lay down ground rules for day-to-day conduct? Do we invent penalties and fines for breaches of the code?

If we made the attempt, I daresay the list of possibilities would be infinite — and impractical. I believe, then, that we as professionals must turn to a higher authority — to our conscience. We must look deeply inward for self-examination and ask ourselves whether or not we really possess the integrity to wear the mantle of professionalism honorably.

### INTEGRITY

Now, if I may borrow some words of wisdom from a fellow professional from the State of New York, let us dwell on integrity for a moment. "Integrity" is a word that should go hand in hand with profession. Not to stretch a point too far, it should even be synonymous with dentist.

Integrity is a moral principle of soundness, — strictness in fulfilling contracts — freedom of corruption in rendering service. In the

practice of dentistry, it is often challenged by time limits, habit and outside influence of current trends.

Because of his comparative isolation, the lack of monitorship, the privacy of his ministrations and the very uniqueness of his possession of certain skills and knowledge, the responsibilities of the dentist cannot be shifted to the shoulders of another outside of his profession. Things dental begin and end with the dentist. There is no other recourse.

The boundaries of integrity are not limited in compass to pay-for-service category. In our domain it embraces every phase of dentist-patient relations, from examination through completion of treatment, including patient education and counsel in prevention of dental disease. It should pervade officer-membership kinship and dominate citizen-community esprit de corps.

The exercise of integrity requires courage and unselfishness and sometimes, the suppression of ego. Within the confines of our own immediate interest, it defies the attraction of the "fast buck" and places the welfare of the patient above all other considerations. It reaches its highest degree of perfection when dealing with children. The innocence of the child, in whose heart the seeds of prejudice and doubt have not yet germinated, is a disarming challenge to the honesty of all concerned.

Integrity draws a finer bead on conduct than legal restraint or the discipline of ethics. Flagrant violation of the law and wide detour around the principles of professional ethics may be dealt with by others. But lack of integrity is a matter to be judged by a court of conscience. If settled here it will never qualify for further judgment.

A man may be an expert in the use of firearms or operation of a motor vehicle, but if he lacks courtesy, honesty, and altruism he is a menace to society and a threat to the safety of others. By the same token, a dentist may be well educated and highly skilled in his field, but if he lacks integrity he is a discredit to his profession and obstructs the rights of those who entrust themselves to his care.

Integrity puts most other virtues to begging, for the latter are needed only to make life more bearable where the former ceases to exist. More than any other virtue, it is the one that has made our profession a noble one down through the years. It is a part of our heritage that should not be forgotten.

If, then, integrity is synonymous with dentist (and to me should be synonymous with any professional person) then professionalism, proper conduct and integrity should certainly be as one.

How could any one of us put it more eloquently or shed more light on our subject here today than the foregoing editorial by Dr. Raymond Brough. This editorial appeared in the Bulletin of the Fifth District Dental Society, State of New York and was chosen by the directors of the William J. Gies Foundation for the advancement of dentistry to receive it's 1958 Editorial Award. It is applicable today as it was then.

So what we are really discussing here is not a series of definable instances in the life of a practioner which can be labeled good conduct or misconduct, but a way of life itself. We are talking about integrity, morals, character and conscience. If these are not somehow inculcated into the formation of a professional person, then I say to you the entire effort has been a colossal waste of time.

How to do it in today's permissive world I will leave to the wise men of the age. Frankly, I do not believe the way to good moral character will ever be taught in the schools, but must have its genesis in the home environment.

I do believe, with all my heart, that wherever integrity is taught, it must include the handmaidens of high standards of moral conduct and a receptive conscience so that any action taken by a professional person can not only stand the light and glare of the public scrutiny, but be welcomed.

When we reach that point, we can say in all honesty we have become ethical.

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# Current Challenges to the Professions in America\*

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Are the professions really needed to meet the major objective of the people of the United States to preserve individual freedom? Professionals would certainly answer this question with an unequivocal "yes". But what are our credentials which will stand up in the public eye that allows us to make such a statement? What do we have that is so unique that we can help unravel some of the major dilemmas which face America better than anyone else?

In order to answer this question, a relationship must be established between these dilemmas and how the special qualifications of the professions can be applied more effectively, than is now recognized, to bring order out of our present chaos. The situation is so complex it is impossible to consider all of the ramifications involved. There are two areas of concern, however, which are unquestionably at the top of the list in which the professions can have great impact. Succinctly stated, these are: 1) the general moral degradation in many areas of our daily life all over America, and 2) the problems caused by the increasing pollution of our air, water, and land.

There is no question that professionals have strengths that can help improve conditions in these areas well beyond what the average person can accomplish. Many professionals as individuals and professional societies are trying to do this now. What we need is a grass roots ground-swell that will be really heard if we are to accomplish the result for which everyone is striving. This point cannot be over-emphasized. It requires the leadership of everyone of us.

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All of this can be boiled down to three fundamental challenges for the professions which we must recognize and really do something about if we are going to achieve our potential and deserve the public recognition to which we all aspire. These three challenges can be stated simply in order of importance as follows:

1. The individual professional must use his special knowledge, with continuous updating, for the best interest of the public which he serves and provide community leadership. He must abide by the oaths and codes of ethics to which he has sworn to uphold, regardless of personal consequences.
2. Professional societies must orient their thinking and allocate their resources toward the best interest of the public. They must encourage and aid their membership to be true professionals. And, of course, they must continue to supply their membership with the support and tools needed for them to practice with maximum effectiveness.
3. Professional societies must find a way to combine their resources in order to effectively cope with and provide the expertise of the professions to the extremely complex social problems.

All of these challenges can be worked on at the same time, but if significant results are not forth coming in the order of the priorities, the overall result will not have the impact required to establish the professions as necessary to the public welfare.

In order to develop the first challenge, let us consider a rather simplistic definition of a profession. At the Brown University commencement in 1912, Judge Louis D. Brandeis gave three characteristics which distinguish a profession:

1. A profession is an occupation for which the necessary preliminary training is intellectual in character, involving knowledge and to some extent experience, as distinguished from mere skill.
2. It is an occupation which is pursued largely for others and not merely for one's self.
3. It is an occupation in which the amount of financial return is not the accepted measure of success.

Although this definition was stated over a half a century ago, there is no reason to believe that these basic precepts should be changed now, even though conditions in America have changed drastically. There are many more people, there are many more laws that affect the professions, attitudes have changed, the world is effectively much smaller, and there are many more professions and professional societies. Available knowledge and technology in all areas is

expanding at an ever-increasing rate. And above all, as we can plainly see around us every day, and as vociferously expressed by our young people, there is a general degradation of moral behavior and the exhibition of more and more self-interest actions in this country which are being met, for the most part, by the public by apathy rather than corrective action. These conditions make it increasingly difficult for a professional to abide by his code of ethics and still earn a living. He must take the initiative and overcome these conditions.

#### PROFESSIONALISM AN INDIVIDUAL RESPONSIBILITY

It must be remembered that professionalism is an individual responsibility which cannot be transferred to another individual nor to a professional society. It involves a personal service motive and a relation of confidence with clients. Laymen must depend upon the integrity of the professions for correct application acts, since they act as individuals and not as groups. This type of responsibility is unique to the professionals, since only others in the same profession can determine the quality of their work. This condition places them in a relation of confidence to the users of their products, the employer of their services, and the public that must depend upon the care and responsibility with which they protect the public health, welfare, and safety.

In looking back on the stated definitions of professionalism, are we as individuals really trying to keep up with the knowledge required for us to do our best as professionals? Do we think of our work as truly for others and not just for ourselves? And, above all, do we really aspire to the higher motives of life rather than financial return as a measure of success as shown by our leadership in the community? These are questions which only you and other professionals can answer as individuals.

There is considerable evidence from society that collectively we are not viewed as meeting these requirements. There are self-generated fee schedules which reflect a non-competitive atmosphere. There are accusations that education is being restricted so that the law of supply and demand is biased in favor of the professional for financial reasons. A considerable number of professionals own farms which are considered by the public as a means of investing excess earnings in order to evade higher tax brackets. Because of these and other reasons, there is pressure in some states to require that laymen be required on registration

boards. We are apparently not being viewed as regulating our professions in the best interest of the public. These kinds of impressions, which are coming in from all sides, certainly support the highest priority challenge of self-analysis in terms of our ever-changing world and to get our own personal house in order.

Quite a few years ago, a prominent Dean of an Engineering College wrote what has become a classical paper entitled, "The Second Mile." This paper paraphrased the story of the second mile in the Bible as it would apply to the profession of engineering. It states that a truly professional engineer must think well beyond his day-to-day activities, use his time and effort to improve his profession for the public welfare, and actively participate in the civic and social affairs of his community. This idea is certainly not new and applies equally well to all professions. There is evidence every day in our papers that knowledge possessed by professionals is really needed to help solve many of the problems that face our cities, our states and even the Federal Government. This implies that we must develop and use our capabilities as leaders to a much greater extent than we are.

And yet there is a great deal of evidence that the individual professional is relying to an increasing extent and even demanding that his professional society take on these "extra-curricular" activities. Professional societies are expected to take the responsibilities of upholding the standards of the profession, provide for continuing education, updating and upgrading registration laws, monitoring legislation in general, and lobbying against laws that would interfere with the freedom of the professional to exercise his professional judgment. Professional societies are being asked to formulate and support legislation for the best interest of the profession and presumably for the public welfare. Traditionally they have supplied their membership with information and tools for them to practice more effectively. And yet, a complaint that is heard all too often is that professional society dues are too high!

#### ARE PROFESSIONAL SOCIETIES DEAD?

Not long ago, an article appeared in *Dun's Review* entitled "Are Professional Societies Dead?" Granted, the societies referenced were mainly in the areas of business and engineering, but the major point was that there is a growing dissatisfaction among the membership that they were not getting enough from their professional societies to justify their dues. The big argument was that unions are doing much

better for their membership. It has been reported in Canada by the British Columbia Provincial Government Medical Association that general practitioners receive twenty-four dollars for a house call for nights or weekends — regardless of time consumed. By contrast, industry sources say for off-hour calls, plumbers charge twenty-four dollars an hour — for a minimum of four hours! It is obvious that the complaints cited are self-interest and financially-oriented.

Admittedly this article related to a small sample of the professions. Are there elements here, however, which pertain to all professions? Are professional societies meeting the true needs of their membership or is the problem one of the individual members not meeting their own challenge and trying to force the societies to accomplish more than is possible with their budgets? Professional societies should only be required to do those things which cannot be done by the individual, thus requiring collective action to see that clients and the public welfare needs are met by the professions as a priority. Is this the way we really operate?

Most professions affect public welfare in some way and, therefore, members are required to meet minimum requirements by law to become registered or licensed in order to practice their profession in a given state. How many of these registered professionals are members of their professional societies?

In the United States it is estimated that there are at least 600,000 qualified engineers. Because of the industry exemption in most state registration laws, many engineers are not required to be registered because the responsibility for their work is taken on by the company for which they work. In spite of this, about half of the qualified engineers are registered whether it is required for their job or not. Unfortunately, less than 100,000 belong to the National Society of Professional Engineers, and yet, many more belong to their respective technical societies. Many dedicated engineers have spent years trying to unify the profession. Much progress has been made in recent years, especially by N.S.P.E., but the profession of engineering is still not unified. This is undoubtedly an extreme case, since engineering is a relatively new and very diverse profession, and the problem is probably not as great in the older and better established professions.

There have been many statements in the news media that imply the public no longer has the trust and respect for the professions that once existed. We have lost our credibility that we truly have our client's and the public's interest at heart.

If members are losing faith in their professional societies and the public is losing faith in the professions in general, then the second major objective must be for the professional societies to continually re-examine their activities and programs to see that they are effective in meeting the true objectives of professionalism. There is no doubt that many societies have excellent programs in progress right now. Who knows about them? How do we get people and our own members to listen? How can societies help re-establish the integrity of their professions?

If we meet the challenge for a heavy thrust of individual professional leadership, and if professional societies regain public confidence, why do we need the third challenge of cooperative effort by the professions? The answer to this question lies in the effect of the depraving information that has come to the American people from the Watergate affair and the accusations against Vice-President Agnew. These kinds of activities in one form or another have been going on in society since the beginning of mankind. One of the basic reasons for the struggle to form what is now the United States of America was to break away from all of this rot and get a fresh start. Now, every man, woman and child in America knows we have failed to maintain the ideals set forth by our ancestors. This situation demands the highest order of magnitude of attention that can be given. The size of the problem is such that no one group or profession can hope to cope with it successfully.

Because of the Agnew investigations, last month the *Engineering News Record*, a construction weekly publication, presented an article entitled, "Public Construction Probed in Several States." As the scandal involving public construction work in Maryland continues to unfold, investigations are underway in a number of states. Most of the allegations involve bribery and extortion. Consulting engineers and architects in most of the states report that they feel obligated to make campaign contributions as a condition of obtaining commissions to do public work at all levels of government. Many examples are cited. Many professionals in this area have their future existence in jeopardy if they faithfully abide by their code of ethics. The National Society of Professional Engineers names its immediate past president to head a task force to recommend "effective action" to eliminate unethical or illegal activities by engineers involved with public work. Architects are taking similar action. But is not this type of problem bigger than these two professions alone? Basically, is not this a problem for all the professions to help solve?

## THE CHALLENGE OF POLLUTION

The challenge of pollution also ranks among the major social and technological issues of this century. The path toward solution, no matter how many turns it may take, will touch on virtually every form of human activity from scientific inquiry to lawmaking, from economics to esthetics, from education to health care.

The health and engineering professions are being accused of allowing the variety of pollution problems to develop to an alarming degree. For the most part the environmentalists have been the ones to blow the whistle in this area. There have been some very serious and far reaching reactions to their pressures. Laws have been passed, pollution limits developed, and deadlines for compliance have been established. On the other hand, a good part of our energy crisis can be blamed on these actions because of undue delay in the construction of nuclear energy power plants. A good thing, however, which has come out of all of this is that everybody is well aware of the problem and that it must be solved if life is going to survive.

Spaceship Earth, as R. Buckminster Fuller aptly called this planet, is a closed system with a serious and worsening defect — pollution. The defect is not new. Volcanic eruptions, silt of river basins, and decay of organic matter have polluted air, water, and land for millions of years. But the harmful effects of this natural pollution have been minimal, because nature is able to absorb and dilute pollutants, and change them into innocuous and even useful materials and a balance has been maintained.

Today the system is out of balance. Our environment is being subjected to a barrage of contamination that far outstrips the natural processes of self-cleaning. In some areas of the world the imbalance is so severe that not only natural pollution reservoirs, but also their self-restoring processes are being destroyed. The factors responsible for steadily mounting problems of pollution are numerous and complex. But they can be reduced fundamentally to three.

For one thing, advanced technology has radically increased man's ability to change and use the resources of the Earth. Within only a few generations, new knowledge and tools have changed the focus of man's energies from agriculture to manufacturing.

Without need for further elaboration, the second factor is the steady rise of urban populations.

But a third factor is perhaps of greatest importance. That factor is apathy. We face pollution problems today because society failed to heed the warnings of those scientists, engineers and conservationists

who understood the full impact of technology and rising technology on the environment. Tragically mistaken concepts about the capacity of the environment to absorb man-made contamination seemed to give man license to extract, produce, and discard ever-increasing amounts of materials and products. We speak of ourselves as consumers, without realizing that man consumes almost nothing, except perhaps energy, and that what he "consumes" he must eventually dispose of as waste.

Ideologically, the engineering profession will have to be prepared to accept a large share of the responsibility for contemporary pollution problems. The major sources of environmental pollution and disposal — combustion, manufacturing processes, solid and liquid waste production and disposal — are to a greater or lesser degree engineering activities, even though they are not under the direct supervision of trained engineers. But in a practical sense, engineers will carry great responsibility for pollution control simply because the elimination or abatement of most major environmental pollution sources is an engineering challenge. Legislators, economists, and others will participate in the process of deciding goals and objectives of pollution control efforts, but engineers will be called upon to develop and apply methods of reducing or eliminating pollution. One type of waste can be transferred to another. Recycling of materials is only practical to the extent that the public will accept the resulting products and must be accomplished in an economically sound framework to be practical.

In all of this, there is an extremely important fundamental fact the influence of which cannot be over-estimated. The billions of dollars that industry is now putting into pollution control in order to comply with existing laws, tax incentives and direct tax dollars spent in this direction do not add to the value of the products produced. This is a blunt way of saying that dollars spent for pollution control are, for the most part, inflationary dollars since they add to the cost of products in one way or another, without adding to the value of the products to the consumer.

There is no question that we need to correct past mistakes and develop ways of improving our environment. The real question is how fast can we afford to go in this direction. Present indications are that we are trying to move too fast. Although technically any of the pollution problems can be solved now, the cost-effectiveness is seriously in doubt. The longer we can practically postpone some of these actions the less costly the solutions can be. This judgment will have to be made in the context of the true seriousness of the

environmental problem as a whole and at any specific location that has excessive pollution. But why impose all the restriction on everybody?

#### THE CRISES OF THE PROFESSIONS

The crises of these times may properly be called the crises of the professions — not the professions individually, but collectively. The nation's moral and environmental problems are characterized by their demand for multi-disciplinary solutions. Little progress can be made toward substantially improving man's state until it is recognized that these problems are of such magnitude and are so multi-disciplinary that viable answers cannot be found within a single traditional discipline.

At the same time, the collective power of the professions to influence man and control his environments has not been recognized. Actually, the professions can now resolve almost any environmental problem which can be properly defined and to which society is willing to devote adequate resources.

A number of groups have already been organized in this same direction recognizing that no one of the present organizations can solve the problems and the government certainly does not have a good track record. Notably among these is "Common Cause" which has an impressive membership of concerned citizens. Another, less well-known group is called the "Roundtable." It is composed of the top executives of a number of the largest corporations in the United States. Their efforts are aimed at helping the Federal Government to devise laws which are more realistic with respect to the problems of big business.

The collective group of professions can do these same kinds of things with one exception which is our real strength. We have codes of ethics that put the public interests first which these other groups do not have. Professor Allen B. Rosenstein at the University of California proposed more than three years ago, a "National Professions Foundation" to cope with these problems. His recommendation is that a National Professionals Foundation should be established to provide direction for the discharge of the social responsibilities of the professions and to function in parallel with the National Science Foundation and the National Foundation on the Arts and Humanities. Although committees have been established to get this organization off the ground, little has been heard of its progress in recent years.

In conclusion, if we do not accept and meet these challenges, as professionals, there is serious doubt that we will be a vital factor in the future of America. We must take our ethics seriously and provide community leadership, our professional societies must re-establish public confidence, and we must cooperate as professions to help solve the overwhelming problems of society if we are really going to be heard.

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#### FELLOWS TO PARTICIPATE IN SPOKANE EXPO '74

Spokane, Washington, U.S.A. will be the site of a World Fair Exposition during the summer of 1974. The theme for this event will be "Celebrating Tomorrows Fresh New Environment". This worlds fair event is the only interntaional exposition currently scheduled in the United States during our Bi-centennial period.

The President of the United States has issued a proclamation endorsing Expo '74 and has directed the Secretary of State to write governments of all world nations to participate.

The University of Washington and Spokane District Dental Society are co-sponsoring forty eight mornings of dental seminars for continuing education specifically for the visiting dentists. Twenty four eminently qualified and widely known clinicians will be giving clinics during this time. Participants who are Fellows of the American College of Dentists are: Drs. Wilmer B. Eames, Daniel Strong, Charles Bolender, Thomas J. Starshak, Arnold D. Steinberg, Ralph W. Phillips, John J. Ingle, Richard C. Oliver, Gordon J. Christensen, Robert B. Shira and David Beaudreau.

Spokane members of the American College cordially invite all fellows to attend this event.

# Professional Misconduct of Organizations and Agencies\*

DAVID H. EHRLICH, D.D.S.

The title of this address probably strikes a responsive chord in every one of us. Which of us has not at one time or another said, "Go fight City Hall!" or "What can you and I do about General Motors (or General Electric or any number of other industrial giants)?" The phenomenal growth of our country and of our congenial living environment in what can be described almost as geometric proportion, has presented each individual one of us with the inside feeling if not the outspoken question, "Where do I, John A. Doe, DDS or DMD, stand in this modern world?" There is still some scene of action for the individual, but to attain his full competence and to receive his full and just reward for his talents and contributions, a group association is almost a requirement in our modern day, and let me say at the outset that I do not downgrade this trend. As a colonial society, pushed by circumstances into a national entity, our country in its early days could conceive, nurture and assimilate the Ben Franklins, the Eli Whitneys, the Morses, the McCormicks and all the other individual geniuses right down to Thomas Alva Edison as personal beacons to lead us to the future. But now, almost a quarter of a billion of us occupy our portion of the North American continent. Thousands of exceptional and aspiring intellects appear annually upon our national scene, in contrast to the occasional flash of individual brilliance which providentially, perhaps, gave us the impetus into our present high state of knowledge and power. It is not proper now at least to consider the results the mere pressure of numbers will have upon us and the comparative growth record of our profession in relation to the total population and the total economy? To put it more simply: (1) Where do we dentists stand now almost three-quarters of the way through the 20th century? (2) What have we been doing wrong? and (3) What should we be doing right?

I realize that these three questions can be criticized as being simplistic — that they apply to anyone, anytime and anywhere, but

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\* Presented at the Annual Session of the American College of Dentists, Houston, Texas, October 27, 1973.

they do not thereby forfeit their relevance and their demand upon our critical attention. Their very familiarity confirms their timeless wisdom, and whether we wish to or not, we must face their eternal logic.

#### WHERE DO WE STAND NOW ?

To the first of these questions, our College has applied itself most assiduously, exploring and extending the consciousness of the profession, and, we hope, the public, as to the importance of dentistry in the life of the nation, the contributions we dentists make to the public health and well-being, and in the responsible duty we have at least reasonably well performed in public health, in education and in the perfection of the profession as a service to all our fellow Americans. With a bit of a shock I realize that I have become a senior citizen — the House of Delegates will make me a life member this coming week, I am told — but with the years comes a perspective that only a very exceptional youth could even approximate. I know, from personal experience, the tremendous growth my profession has made in size, in knowledge, in the general level of skill and in public esteem, and all my contemporaries I am sure, will agree. I have seen us emerge from a true “cottage industry,” a term unknown in my salad days, to a very solid entity, not only in the health professions, but to a modest but notable extent in the national economy.

We are now a group, an occupational specialty in the national economy. We have demands upon the market place, and we place pressures upon it. Our interests are not always in harmony with those of other groups. After all the skirmishes and battles shall have been resolved, how well will we have done on the final balance sheet of history?

In the confrontations we inevitably face from here on, we must ask the classical military questions:

What is the situation?

What is our mission?

What are our resources?

What is our plan?

Misconduct of every kind seems undeniably to be rampant in our society. Each day's newspaper brings us fresh instances in which groups of people, as well as individuals, seem to behave in ways we immediately categorize as selfish, thoughtless, greedy and even malicious. Inherent in each incident is the concept that this action which we consider to be a transgression is authorized by the

consensus of the thought and the emotion of the group. Our current method of newswriting has encouraged us to think that this labor union, that corporation or some governmental body as an incorporated entity that embodies a single thought and will multiplied so many times. But still any one of them appeals to our mind's eye as a sort of super-person, expressing personally the general average of what the group thinks and feels and proposes to do.

There is good reason for us to make that deduction. Groups, in the most basic sense, exist to achieve results beyond the capacity of the individual. But in the command structure of every group there must be leaders to make the final decisions and executives to implement those decisions. There will be conferences with section chiefs, there will be consultants galore and research reports, accountants' analyses and lawyers' opinions, but the decision, right or wrong, will be the task of one person on whom rests that ultimate responsibility for success or failure, for good or evil.

Decision making has supposedly been reduced to a formula, a step-by-step technic such as those we dentists know very well. Its orderly sequence is excellent for organizing the pros and cons, the valuable and the trivial and all those mechanical palpable factors that yield to good common sense. But there are left the imponderables that are not solved by the formula book or by the computer. The group's interest and objective will always impinge to some extent upon the interests and objectives of individuals of other groups and of society at large.

Just one example that could be endlessly multiplied: A corporation president speaks: "My corporation's factory does pollute the air and the water to some extent. There are still certain hazards to the employees, but we are constantly evaluating them. On the other hand, we furnish employment for a great number of workers; we stabilize the economy of the city in which we operate. Our product is highly useful to our customers and to the economy at large. We make money for taxes, wages, salaries and dividends as well as for many corporate generosityes. On balance, can we not be forgiven our pollution and our employee hazards on our promise sincerely to strive to end them, or at least reduce them to a minimum? Are we not then a decent, responsible business?" This brief journey into economy and ecology may indicate that right and wrong are not always as clear as black and white, and no situation of this kind is as simple as it seems by a group.

## WHAT HAVE WE BEEN DOING WRONG ?

Another aspect of the questions is — what is misconduct? Is it negligence in observing and interpreting social forces? Is it an honestly mistaken analysis of a situation and an inept course of action? Must we confine the term misconduct to wilful wrong-doing? Are there degrees of misconduct? Extenuating circumstances? Even justification? Here, we, the students and examiners of this subject, find ourselves in somewhat the same quandary as our corporation president just alluded to.

However much we philosophize on the ultimate implications of our topic, we are here gathered to assess it as dentists. Undoubtedly, our mental alignment will be influenced by our own interests, but if we cling securely to the mantle of professionalism we have earned — and must constantly justify — we shall resolve this question with an equity that many another business or professional group in our society could well emulate.

As we all know, and as the previous speakers have emphasized so well, we enjoy a professional status because of our education above the usual level, our primary commitment to the service of the public and our right to self government. Dr. Youngs has well stated that each of us must labor constantly to keep these banners bright and clean, but it is my sad duty to follow his essay with the report that our multiple individual dereliction in that duty constitutes the largest and the most important of the cases of misconduct of groups — and this one is our own.

Our general economy has grown unbelievably affluent, and we dentists have shared in that affluence — and most honorably, may I add. However, with the vigorous bread and butter economic disciplines removed, too many of us have become complacent and apathetic. Other interests — our families, our hobbies, our community life absorb all our time after office hours. "Continuing education? I pick up all I need from my journals, from my supply house man and my technician. Service to the public? Sure! How else do I earn my living? Self-government? Those politicians down at the society office are doing pretty much all right; they don't need me, just my dues money." So many have settled into this attitude of comfort and satisfaction that the manpower and brainpower we need down at the society office are in short supply; so that we do not have dental societies capable of reacting to, let alone taking the initiative against, the social forces of our day that value our talents and plan to capture our profession for their uses.

As aggressive, well-informed and motivated majority of the dentists in all our component societies would give us a position of strength with which to handle most of the exterior group misconducts directed against us. Our collective failure to take advantage of this resource within our own profession is the greatest of these group misconducts as far as our own interests are concerned.

#### IS DENTAL CARE THE RIGHT OF EVERYONE?

Next, and only slightly, if any, less significant, is the general public feeling that dental care is somehow the right of every citizen and that government should and will provide that care and pay for it — on government's terms. A semantic labyrinth opens wide when we try to digest that word "rights" and to assess its implications. You and I unquestionably have rights to life, liberty and the pursuit of happiness because it is declared so in our federal Constitution, and it is reasonable that the armed forces, the police, the judiciary and other agencies be maintained at public expense to protect those rights of all of us, or at least to give us reasonable assurance of the enjoyment of those rights. But we look in vain for the constitutional guarantee of a right to food, clothing, shelter and dental and medical care. Yet by some philosophical synthesis, it has been repeatedly chanted in classrooms, in the public media, in legislative halls and by every other conceivable method that this is so.

Then government, that amorphous, relentless agent of the peoples' will, creeps step-by-step into the "father role" of health service, inevitably accompanied by a host of administrators and volumes of regulations. Here the individual miscreant is impossible to pinpoint: officials come and go, but the theme of the invasion is increased and fortified by the speeches and slogans of politicians outpromising their rivals for their constituents' votes and by the silent, continuous pressure of the immortal and ever-expanding bureaucracy. As an example every administrator on every level will seek to improve the dental service to the public in the way he sees proper. He will consult with a dentist or two, usually chosen carefully for their agreement with his thinking. He will possibly send a carefully composed letter to the dental society concerned and then "lose" their reply. But the power of decision is his and he knows it. If the decision is wrong, harmful or even disastrous, he has scapegoats selected in advance. If the dentists don't like it, they have access to the courts, at their expense, of course. Even if he is miraculously fired, and/or disgraced, the bureaucracy will remain, and its mindless devotion to its own

preservation and expansion above all other considerations will always be with us. Here again, we face the seeming contradiction: these clerks and section chiefs and regional administrators are fine, decent fellows, taken one or a few at a time; they are intelligent, they are personable and well-mannered. We easily like them as people, but they are part of the mechanism, the hard-to-describe, hidden malevolence that flows on to engulf us.

### THIRD-PARTY PROGRAMS

Another group that, intentionally or otherwise, is seeking to subvert the ideals of the dental profession and its service to the public is in the private sector of our economy. Among the managers and the underwriters of third-party-payment plans, there has arisen a very strong tendency to use the power of the purse-string to shape the course of the dental treatment of the beneficiaries of the plans they manage. This is explained as good, tight business practice, so that the plan will remain solvent and all its beneficiaries will receive at least the "least expensive alternate treatment". These men are not villains. They are perfectly sincere and they are surprised when we tell them that they are engaging in dental diagnosis and treatment planning. They are business men, well trained in production, sales, management and finance. They are accustomed to reducing problems to common denominators, making decisions on the basis of the greatest profit for the least expense. Their experience, their training and their deepest beliefs impel them toward the objective of a uniform product. They fervently hope that it will be impeccably designed; but they know that, however well or ill-designed, that product will be infallibly duplicated by the assembly line ad infinitum. They cannot understand us when we insist that the man upstairs has made every one of us different, and that selecting the proper treatment for one individual dental patient is a delicate and tedious and mind-searching activity that just cannot be reduced to a formula, even if books of regulations ten feet high are written to cover every possible situation. We appreciate that these managers are pressed on their other side by the need to make so much money do so much much work and still show a profit. There is nothing wrong with that — by and large, that is the way our country has sprung from an upstart rebel state to a world power in 200 years. But it is certainly not professionalism, and we professionals are duty bound to resist the crunch they put on us, to educate these managers and administrators to heed the lofty preambles of service written into

their corporation charters as the principal determinant of their primary endeavors. We must do this not to protect our own livelihoods; we certainly could be clever enough to learn to live with these regulations and to adapt our practices to them, and still pay our bills and send our children to college just as well as we do now. That way — conciliation, accommodation and compromise — would be much easier and more comfortable, but that way is not professionalism. To be professionals, we must continually demand our right to use our knowledge and our skills exclusively for the objective we have set forth for ourselves as a profession — the health and well-being of the patients under our care.

#### THE APATHY OF THE PROFESSION

While we are being so loud in denouncing the evils that press us from outside, let us not neglect some flaws in our own house. We have allowed ourselves to drift with the high tide of affluence and self-indulgence that has become the outstanding characteristic of our times. We tell ourselves, "Everybody else is doing it. It must be all right," and thereby we fall into the devil's trap. Rather, in the present low estate of morals and conscience in our country, and indeed in our whole world, a more reasonable opinion and operating slogan would be, "If everyone thinks it is all right, it must be wrong." Consider for one thing the travel programs set up by our district and state societies primarily, if I correctly understand the prospectus brochure, for rest, pleasure and recreation and seeing strange and thrilling sights in fascinating faraway places. Purchasing these junkets economically through the combined buying power of the group is certainly not to be criticized, but proposing to the Internal Revenue Service that a 20-minute lecture on a dental subject, sandwiched somewhere into the week's itinerary make the entire trip expense non-taxable, is hardly the straightforward kind of honest conduct we think of a representative of professionalism. "Primary objective of service to the public," remember?

We dentists are the best organized of all the professions — about 90% of the dentists in the United States are members of the American Dental Association. The Association itself is admirably organized for just about any need for thought or action that might arise, and it is flexible enough to change its structure to meet any real need for alteration. The system of constituent and component societies is well designed to connect the lowliest member in the remotest hinterland to the highest councils of the Association in a

well-knit line of government procedure. With each local society led by its best men, each component society led by the best men of its locals, each constituent society manned by the cream of the crop from its components and the national body at the very apex of this selection process, we should have a total mobilization of dentistry's brain and muscle that would more than fill our needs. Our schools are demanding better intellects each year for admission to dentistry. They are filling the profession's ranks with people much more endowed initially than was the case with those who now depart from our ranks at the end of their careers. We should be more than adequately equipped in numbers, brain and muscle. But we are not.

As a group, we have excellent organization and many fine leaders and executives, and for these positive assets, let us all be grateful. But our thinkers and our action men are far too few and certainly not well distributed among our 400-odd component societies that the American Dental Association comprises. These district societies are the logically designated administrative agencies or organized dentistry. They are next to the closest echelon to the individual member, and they are still large enough to speak with authority for a significant membership and geographical area. Alertness and energy are the principal virtues to be looked for in a district society; they result only from the insistent activity of alert and energetic individual members. Once again is brought home to us the importance of the individual in the group and his influence on the wisdom and the effectiveness of the group. Michel Ney, Napoleon's great field commander, was asked to what he attributed the success of his armies. He replied that every private soldier carried in his knapsack the baton of a marshal. Some fraction of that complete training and expertise would certainly improve dentistry's posture, performance and potential.

There is our largest flaw. If we correct that big one, a chain reaction of blessings will automatically accrue to us.

#### A CHALLENGE TO ORGANIZED DENTISTRY

What, then, is our plan? I earnestly wish that here and now I could read one to you as precise and as complete as the 5-paragraph Army field order for a combat situation. I wish I could even name some dramatically effective actions that, if vigorously undertaken, could turn that tide, could restore sanity and integrity to the relationships of the American dental profession; and could enable us better to attain our objectives and our ideals.

We who are gathered in this room today have given of our devotion, our talents and our energies in behalf of the common goal above and beyond what is considered to be normal and expected. Our College has members in every one of the important and decisive positions of the profession — the schools, the state boards, the policy-making offices of all echelons of organized dentistry, in public life, in the dental specialty groups, in research and in public health. We, I propose, are an elite corps of the profession. We 3000 have the ability to guide, influence and even lead the other 100,000 if we adopt the will and the tenacity to do so. Perhaps it is possible that a sort of super-government can emerge in all these different headquarters of the varied operations of our profession. It will be the complete antithesis of the conspiratorial infiltrations of existing governments that are well known in history: it will be quite open and non-secret in every way. The dentist with the FACD degree will be elevated to leadership by acclamation because of his superior vision, know-how and hard work and in so doing, we will stimulate by his example many others to see the wisdom of adding their strengths to the attainment of our common objective. He will mix evangelism with conscription. Thus another group will have entered the complex interplay of the forces of our day, and potentially it will be the most talented of them all. Policy, liaison and coordination between the sections of the College and its national headquarters are but the first of the requirements for an aroused and invigorated College. It is even possible that a sort of military discipline will be needed.

It will be difficult, it will at the outset be discouraging, but if we are loud enough and insistent enough and honest and sincere enough, it will not be very long until here and there, and then in many places at once, it will be realized that there are people who see and understand what is going on and are able to do things that will point the way out of the wilderness.

To be the activators of this badly needed quest, we must become a group with the cohesiveness and the effectiveness and the single mindedness of our best profitmaking corporations. Even more, we must somewhere find the power and the impetus that derive from our belief in ourselves and our cause.

7026 Jenkins Arcade  
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# Honors and Awards

## CITATION FOR THE WILLIAM JOHN GIES AWARD TO FREDERICK C. ELLIOTT

Presented by Regent Ralph A. Boelsche

President McCormack, members of the Board, Fellows of the College, ladies and gentlemen, I am indeed particularly pleased to present to you this citation for Fellow Frederick C. Elliott of Houston, Texas. Dr. Elliott was born October 26, 1893 in Pittsburgh, Kansas and was graduated from the Kansas City Dental College in 1918. He began an unusually productive career in his chosen profession as a young instructor in histology at the Kansas City Dental School in 1918. In 1928, he became Associate Professor of Crown and Bridge Prosthesis at the University of Tennessee and from there went to the Texas Dental College in 1932 where he was Professor of Dental Prosthesis and the Dean of the College until 1952. Dr. Elliott's administrative abilities have been applied in many areas. For eleven years, he was the Executive Director and Secretary of the Board of Directors of the Texas Medical Center, and Secretary of the Joint Administrative Committee of Baylor University College of Medicine for eight years.

His hospital service includes service as consultant in Oral Pathology to the Kansas City General Hospital, and, since 1941, he has been a consultant in Stomatology to the M.D. Anderson Hospital and Tumor Institute. From 1963 to date, he has been a consultant to the University Cancer Foundation of the University of Texas. These and many other affiliations with the medical profession attest to his willingness to make his competence available in many areas. He has been chairman of the Houston Board of Health from 1938 to 1941 and a member of the Texas State Board of Health. He has been a consultant to the War Manpower Commission and a member of the Dental Deans Screening Committee. He has served on the Dental Committee of the National Research Council from 1947 to 1949. He has been a consultant of the Veterans Administration Dental Service and chairman of the Governor's Committee on the Survey of Mental Health Training and Research for many years.

Dr. Elliott holds active membership in many national and international organizations as the American Dental Association since 1981, the Federation Dentaire Internationale, the International Association for Dental Research, Academy of Denture Prosthetics, the American Association for the Advancement of Science, and is a Fellow of the American College of Dentists and a Fellow of the American Association for the Advancement of Science. He has served in government and civic organizations over his entire lifetime. He is a founding member of the Alumni Association of Kansas City-Western Dental College, a member of the council of Social Agencies, chairman of the Health Committee of the Houston Chamber of Commerce, and is on the Board of Directors of the Houston Rotary Club.

Dr. Elliott has been instrumental in the founding of several organizations. He is a founding member and secretary of the Board of Directors of the Texas Medical Center. He is a founding member and president of the Torch Club of Houston, and a founding member of the American Board of Prosthodontics. He has been a member of the Metropolitan Area Committee of Houston Chamber of Commerce and an honorary member of the Texas Academy of General Practice. He has received several honors including the Houston Rotary Club Man of the Month, and Man of the Year of the Alumni Association of the University of Kansas City Dental School. He was selected Dentist of the Century by the Houston District Dental Association at the time of the ADA Centennial.

Dr. Elliott has had articles published in most of the ethical journals of Dentistry and has appeared before practically all component societies in Texas, and before every major dental organization and many medical and public health organizations in the United States.

For these and many other significant professional and civic contributions, it is my privilege to present Dr. Frederick C. Elliott for the William John Gies Award of the American College of Dentists.

CITATION FOR THE WILLIAM JOHN GIES AWARD TO  
STANLEY D. TYLMAN

Presented by Vice-President Joseph B. Zielinski

President McCormack, members of the Board, Fellows of the College, ladies and gentlemen, I am privileged to day to present to you this citation for Fellow Stanley D. Tylman, prosthodontist researcher, teacher, author, editor, leader of men, and an inspiring example of a truly professional man.

Dr. tylman was born in Chicago, Illinois on May 15, 1893. He received the Doctor of Dental Surgery degree from Northwestern university in 1918 and the Bachelor of Arts and Science from Illinois Institute of Technology in 1937. He received the Master of Science degree in 1930 and is licensed in the State of Illinois as a specialist in Prosthodontics. For forty-one years, Stanley Tylman was Professor and Head of the Clinical Department of Crowns and Fixed Partial Dentures at the University of Illinois. He is well known for his outstanding work as an ambassador and an educator and excellent representative of the American professional man at universities in South America, Europe and Japan where he has given courses both to the faculty and to students. In addition, he has given clinics and presented post graduate courses for practitioners in this country and over the world beyond count.

Dr. Tylman has been and still is a dedicated student and has been most successful in his long career in inspiring his students and co-workers with a willingness to improve and expand their professional competence. In addition to this, Dr. Tylman is a superb clinical dentist. During all his years of teaching, writing, editing and lecturing, he has conducted a very successful and very busy private dental practice.

Several important publications have enjoyed the excellent journalistic abilities of Dr. Tylman as he has served as Editor of the Bulletin of the Chicago Dental Society and an Editor of the Yearbook of Dentistry. And he still is, at 80 years young, an Associate Editor of the Journal of Prosthetic Dentistry. His editorial abilities have not been restricted to the profession for, in addition to being a skillful clinical dentist, he has two green thumbs. Dr. Tylman has been Editor of the Dahlia Magazine for many years.

His essential contribution and one of the classic textbooks of dentistry in the area of Crown and Bridge Prosthodontics, now in its 6th edition, is his "Theory and Practice of Crown and Bridge

Prosthodontics." He is also the author of "Acrylics and Synthetic Resins in Dentistry." Dr. Tylman has received the Doctor Honoris Causa Odontologia degree from the University of Buenos Aires, Argentina, and the same degrees from the University of Brazil and the Universities of Bolivia and Venezuela. He has memberships in the dental societies of Mexico, Uruguay, Chile, Cuba, Japan, Argentina, Brazil, Peru, Bolivia, Venezuela, Puerto Rico and Costa Rica. He has received the Italian Dental Society medal, the Odontological Academy of Brazil medal and the Government of Argentina President's medal. He holds memberships in twenty major organizations in this country and the world, and is listed in "Who's Who in America" and "American Men of Science." His contributions to literature and research and education are beyond measure.

Truly, Stanley D. Tylman, you have exemplified and objectives and purposes of a Fellow of the American College of Dentists most significantly. For your exceptional leadership and your dedicated service to the profession, I do take it a great privilege to present you for the William John Gies Award of the American College of Dentists.

CITATION FOR AWARD OF MERIT TO  
VIOLET L. CROWLEY

Presented by Editor Robert I. Kaplan

Mr. President, Members of the Board of Regents, Fellows of the College, Ladies and Gentlemen, I have the privilege of presenting Mrs. Violet L. Crowley of Houston, Texas for the Award of Merit. The American College of Dentists gives this award in recognition of unusual contributions made toward the advancement of the profession of dentistry and its service to humanity by persons other than Fellows of the College.

This lovely, lively lady has had a distinguished career as an educator, editor and dental association executive. She has been an elementary school teacher, a dental assistant, a dental office manager, and lecturer on dental assisting at the University of Texas Dental School. She has also held the presidency of the Houston and the Texas Dental Assistants Associations, was a district trustee of the American Dental Assistants Association, and president of the Texas State Association of Parliamentarians, but her most significant

achievements have been made in the field of dental journalism. For twelve years she was the editor of the Journal of the American Dental Assistants Association, following which she was chosen to be Secretary-Treasurer of the American Association of Dental Editors, a post which she has filled with great distinction for the past ten years. During this period, the Association made significant advances in the development of guidelines and advertising standards for dental publications, and played a prominent part in the continuing education seminars for dental editors held annually at the Ohio State University School of Journalism. Throughout her tenure of office, Violet Crowley has rendered service far above and beyond the ordinary level of responsibility of a secretary. The beneficial influence upon dental journalism of the American Association of Dental Editors has been in no small measure a reflection of her diligence, devotion and dedication to its interests.

Violet, as the American College of Dentists pays tribute to the quality of your services, by presenting you with its Award of Merit, we are reminded of those beautiful words of the Proverbs, which seem so appropriate at this moment — “Many daughters have done valiantly, but thou excellest them all.”

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#### WORDS OF WISDOM

*The spiritual perfection of man consists in his becoming an intelligent being; one who knows all that he is capable of learning; and such knowledge is obtained, not by virtue or piety, but through inquiry and research.*

Maimonides

## NECROLOGY REPORT

The following Fellows are deceased since the 1972 Convocation:

- \*Philip Adams, Fort Lauderdale, Fla.
- \*Stephen G. Applegate, Colorado Springs, Colo.
- Evert Archer, Chicago, Illinois
- Herbert Bartelstone, New York, N.Y.
- Walter R. Bell, Reno, Nevada
- \*Thomas E. Braly, Sr., Chattanooga, Tenn.
- Charles E. Broadrup, Frederick, Md.
- \*Sam H. Brock, Dallas, Texas
- Samuel H. Bryant, Baltimore, Md.
- James B. Bush, Ann Arbor, Mich.
- Francis L. Bushnell, San Francisco, Calif.
- Joseph R. Bustetter, Louisville, Ky.
- \*Donald S. Carnahan, Pittsburgh, Pa.
- \*Malcolm R. Chipman, Spokane, Wash.
- \*Charles F. Cannon, Providence, R.I.
- \*Bern DeVries, Minneapolis, Minn.
- Ernesto Davila Diaz, San Juan, P.R.
- Albert Little Davis, Terrell, Texas
- Alan Docking, Victoria, Australia
- Robert F. Eastman, Metairie, Louisiana
- \*Elzea O. Ellington, Big Springs, Texas
- \*Arthur L. Everett, Laguna Hills, Calif.
- Joseph W. Ewing, Akron, Ohio
- \*Henry W. Ernst, St. Paul, Minn.
- Leonard M. Eaton, Bronxville, N.Y.
- Everett M. Finger, Oakland, Calif.
- \*Willard C. Fleming, Oakland, Calif.
- Charles W. Forum, Jr., Fort Lauderdale, Fla.
- \*Willard H. Foss, Leonminster, Mass.
- M. Joel Freedman, New York, N.Y.
- \*Norman H. Fortier, Ventura, Calif.
- Wilby T. Gooch, Port Arthur, Texas
- George S. Harris, Detroit, Mich.
- \*Mort Henkin, Sioux City, Iowa
- Victor H. Hilgemann, Fort Wayne, Ind.
- \*Paul Z. Haus, Stamford, N.Y.
- \*Paul H. Jeserich, Ann Arbor, Mich.
- Lawrence H. Johnson, Chicago, Ill.
- Chester Landy, Boston, Mass.
- \*R. J. Larkin, Quincy, Mass.
- \*Francis I. Livingston, Bow, Wash.
- \*Karl H. Metz, Valhalla, N.Y.
- \*Charles Hyman Moses, Toronto, Ont.
- \*Harrison J. Mullett, Toronto, Ontario
- \*Lloyd E. Musberger, Jamestown, N.D.
- Frederick J. McGovern, Hayward, Calif.
- John T. Morrison, San Leandro, Calif.
- \*E. Carl Miller, Cleveland, Ohio
- Julio O. Novoa, San Salvador, C.A.
- \*Geston M. Platt, Houston, Texas
- John B. Puckett, El Paso, Texas
- Charles H. Patton, Philadelphia, Pa.
- R. Quentin Royer, Long Beach, Calif.
- Eugene A. Rothschild, New York, N.Y.
- Oscar J. Restrepo N., Medellin, Colombia
- \*William N. Salter, Houston, Texas
- \*Ralph B. Snapp, White Post, Va.
- \*E. J. H. Schneider, Maplewood, N.J.
- \*Benjamin Shapiro, Great Neck, N.Y.
- Peter A. Sciallo, Pittsburgh, Pa.
- \*Ralph F. Sommer, St. Augustine, Fla.
- \*Edward C. Stillwell, Sr., Upper Montclair, N.J.
- \*Clarence J. Schweikhardt, Maplewood, N.J.
- \*J. Ross Tucker, Atlanta, Ga.
- \*J. L. Walker, Louisville, Ky.
- Clifford Waller, Silver Spring, Md.
- \*Eldie S. Weyer, Billings, Mont.
- Henry John Walkotten, Grand Rapids, Mich.
- \*Henry M. Willits, Dubuque, Iowa
- \*Charles A. Wiethoff, Minneapolis, Minn.
- \*Don E. Woodard, Kansas City, Mo.
- \*F. Denton White, Edina, Minn.
- \*Rudolph Milton Weber, Kansas City, Mo.
- Maurice William, Los Angeles, Calif.

\*Life Member.

## FELLOWSHIPS CONFERRED

Fellowship in the American College of Dentists was conferred upon the following persons at the Annual Convocation in Houston, Texas on October 27, 1973.

- |  |   |
|--|---|
| Don Lee Allen, Gainesville, Fla.                   | Lawrence F. Halpert, Baltimore, Md.           |
| William Irvin Allen, Alton, Ill.                   | Taylor W. Hamilton, Huntsville, Ala.          |
| George S. August, Silver Spring, Md.               | Herman S. Harris, New York, N.Y.              |
| George Bailenson, Brooklyn, N.Y.                   | William E. Harris, Atlanta, Ga.               |
| David J. Bales, Tucson, Arizona                    | Warren J. Hickman, Cheyenne, Wyo.             |
| Neil Basaraba, Vancouver, B.C., Canada             | John F. Highfield, Princeton, Ill.            |
| Donald H. Baxter, Syracuse, N.Y.                   | Peter O. Holliday, Jr., Macon, Ga.            |
| Foster W. Bens, Whittier, Calif.                   | Frank R. Hopf, Rye, N.Y.                      |
| James Arnold Boyd, Petersburg, Va.                 | Samuel Henry Hoover, Timonium, Md.            |
| Morton R. Brenner, New York, N.Y.                  | Roger H. Howard, Washington, D.C.             |
| Robert B. Bridgeman, New Martinsville,<br>W. Va.   | E. Penn Jackson, San Antonio, Texas           |
| Donald L. Brunson, Baytown, Texas                  | Bailey N. Jacobson, Chicago, Ill.             |
| Walter C. Buchsieb, Dayton, Ohio                   | Aldo F. P. Jacobus, Lancaster, Pa.            |
| Gerald A. Bush, Knoxville, Tenn.                   | Archie Lovell Jenkins, Weslaco, Texas         |
| Herbert I. Calman, New York, N.Y.                  | Norman Kenneth Jensen, Denver, Colo.          |
| Harold G. Carter, Columbia, Md.                    | Dean L. Johnson, Bethesda, Md.                |
| Ernest L. Casares, San Diego, Calif.               | Wm. Robert Johnson, Jr., Hot Springs, Ark.    |
| Martin V. B. Colby, DeWitt, N.Y.                   | Robert H. Jordan, Atlanta, Ga.                |
| Vincent J. Cozza, El Remanso,<br>Rio Piedras, P.R. | Michael J. Joseph, Wheeling, W. Va.           |
| A. Harris Crowson, Ottawa, Ont.                    | Bertram A. Josephson, New York, N.Y.          |
| John J. Dann, Clayton, Mo.                         | Paul S. Kaufman, Hollis, N.Y.                 |
| Thomas J. DeMarco, Cleveland, Ohio                 | George A. Kentros, Worcester, Mass.           |
| Donald D. Derrick, London, England                 | Theodore Koulourides, Birmingham, Ala.        |
| Nicholas A. DiSalvo, New York, N.Y.                | I. Joseph Kunin, Los Angeles, Calif.          |
| Morton L. Divack, Jackson Heights, N.Y.            | Vincent V. LaBruna, New York, N.Y.            |
| Clifford W. Doeringer, Plainfield, N.J.            | Randall O. Laffre, Jr., Mobile, Ala.          |
| Walter A. Doyle, Lexington, Ky.                    | Joe M. Lambert, Shelbyville, Tenn.            |
| Joe B. Drane, Houston, Texas                       | Henry William Langheinz, Stuart, Fla.         |
| Stanley L. Drummond-Jackson,<br>London, England    | Jerry H. Leer, Indianapolis, Ind.             |
| Morton Franklin Dryden, Pasadena, Calif.           | Donald Wayne Legler, Birmingham, Ala.         |
| R. Thomas Dunkin, San Jose, Calif.                 | Ralph R. Lobene, Boston, Mass.                |
| Samuel F. Dworkin, New York, N.Y.                  | Lawrence Keong Low, Stockton, Calif.          |
| George Feldman, Brooklyn, N.Y.                     | Leopold P. Lustig, Boston, Mass.              |
| Philip T. Fleuchaus, Daytona Beach, Fla.           | James Robert Lyons, Lathrup Village,<br>Mich. |
| Milford C. Frnka, Bellaire, Texas                  | Alfred Charles Macaluso, Chicago, Ill.        |
| Darwin Forbes Fuller, Jr., St. Paul,<br>Minn.      | Elgene George Mainous, Long Beach,<br>Calif.  |
| James M. Funke, Hatboro, Pa.                       | Lee B. Malone, Atlanta, Ga.                   |
| William A. Gibson, Bethesda, Md.                   | Louis J. Marino, New York, N.Y.               |
| Calrence E. Dirod, Jr., Baton Rouge, La.           | Henry James Mathews, Chicago, Ill.            |
| John William Goering, McLean, Va.                  | Morris M. Matt, Shaker Heights, Ohio          |
| Juan Bautista Gonzalez, Rochester, Minn.           | Joseph Edward Maybury, Fairborn, Ohio         |
| Edwin L. Granite, Wilmington, Del.                 | David Boyd McClure, Anderson, Ind.            |
| Frederick W. Gray, Niagara Falls, N.Y.             | William W. McGrannahan, Kansas City, Mo.      |
|  | Alfred Leo Micinski, Flint, Mich.             |
|  | Pierino N. Mocchiario, Downey, Calif.         |

- Joseph P. Moffa, Greenbrae, Calif.  
 Philip J. Molloy, Boston, Mass.  
 Granville Fox Monroe, Chattanooga, Tenn.  
 Harold H. Morris, Long Beach, Calif.  
 Stephen J. Moss, Brooklyn, N.Y.  
 Jack D. Nassimbene, Denver, Colo.  
 John R. Nelson, Jackson, Tenn.  
 Bernard H. Olbrys, Trenton, N.J.  
 Erik D. Olsen, Chicago, Ill.  
 Clement S. O'Meara, Des Moines, Iowa  
 Walter M. Ormes, Jr., Richmond, Va.  
 Burton W. Osborn, Salina, Kansas  
 Vernon E. Osborn, Salina, Kansas  
 Robert M. Overbey, Memphis, Tenn.  
 Leo Willard Parker, Nashville, Tenn.  
 John A. Paterson, Wayne, N.J.  
 Harry J. Pearsall, Bay City, Mich.  
 Dan. C. Peavy, San Antonio, Texas  
 Harry C. Pebley, San Diego, Calif.  
 James R. Peltier, Thibodaux, La.  
 Jack H. Pfister, Wahpeton, N.D.  
 Chris Philip, New York, N.Y.  
 Thomas L. Phillips, Ft. Worth, Texas  
 Myron R. Porter, Dublin, Ohio  
 John H. Price, Medford, Ore.  
 Thomas DeCoursey Pryse, Knoxville, Tenn.  
 Thomas G. Pursiano, Jr., Castro Valley,  
 Calif.  
 Leonard E. Quitt, New York, N.Y.  
 Edward B. Rapson, Syracuse, N.Y.  
 William E. Rhinehart, Steubenville, Ohio  
 Garrett V. Ridgley, Sr., Washington, D.C.  
 Carl E. Rieder, Newport Beach, Calif.  
 Morris L. Robbins, Jr., Memphis, Tenn.  
 Douglas L. Roberts, Glen Rock, N.J.  
 William J. Roberts, Houston, Texas  
 Frederick A. Romberg, White Plains, N.Y.  
 Peter A. Rubelman, N. Miami Beach, Fla.  
 Herman R. Rutten, Devils Lake, N.D.  
 Emile C. A. Samaha, Concord, N.H.  
 Charles Santangelo, Plymouth  
 Meeting, Pa.  
 Edward Franklin Savio, San Francisco,  
 Calif.  
 Milton A. Schlein, Center Moriches, N.Y.  
 Mortimer L. Shakun, E. Setauket, N.Y.  
 Theodore A. Shell, Washington, D.C.  
 Luther Ray Shields, Charlottesville, Va.  
 George H. Siersma, Denver, Colo.  
 Robert S. Simon, Clayton, Md.  
 Marvin H. Sims, Livonia, Mich.  
 Lester M. Sitzes, Jr., Hope, Ark.  
 Sidney Slavin, Utica, N.Y.  
 Eddie Glenn Smith, Jr. Washington, D.C.  
 Ivan Ray Smith, Childersburg, Ala.  
 Robert L. Smith, West Palm Beach, Fla.  
 Roland C. Smith, San Francisco, Calif.  
 Richard Charles Snyder, Columbus, Ohio  
 Robert H. Sprigg, Denver, Colo.  
 Kenneth H. Stoll, Arlington, Va.  
 John William Stone, Topeka, Kansas  
 Loy Leo Strawn, Jr., Macon, Ga.  
 John D. Tabak, Miami, Fla.  
 Julius D. Tarshis, New York, N.Y.  
 John Robert Taylor, Long Beach, Calif.  
 James W. Tinkle, Portland, Ore.  
 Dan E. Tolman, Rochester, Minn.  
 Vincent R. Traپozzano, St. Petersburg,  
 Fla.  
 William H. Traynham, Jr., Hampton, Va.  
 William B. Trice, Erie, Pa.  
 Robert M. Unger, Chicago, Ill.  
 Ronald L. Van Swol, Olney, Md.  
 C. Robert Vander Voort, Aberdeen, N.C.  
 Robert Vernon Vining, Omaha, Nebr.  
 Lester Weiler, Bodds Ferry, N.Y.  
 John Q. A. West, Dallas, Texas  
 Isabel Whitehill-Grayson, Brooklyn, N.Y.  
 Clyde S. Whitman, London, Ontario  
 Canada  
 Sumner H. Willens, Lynn, Mass.  
 Robert M. Williams, Jackson, Tenn.  
 William T. Wilmot, Claremont, N.H.  
 George Wing, Sydney, N.S.W. Australia  
 Sheldon Winkler, Buffalo, N.Y.  
 Allan J. Wintner, Pittsburgh, Pa.  
 Gerald R. Wolfsehr, Portland, Oregon  
 Daniel R. Young, Pomona, Calif.  
 Charles J. Younger, Tampa, Fla.  
 Roman G. Ziolkowski, Pomona, Calif.  
 Jon Martin Zumsteg, Santa Barbara, Calif.

## NEWS OF FELLOWS

J. Howard Oaks, dean of the School of Dental Medicine, has been appointed acting vice president for the Health Services at the State University of New York at Stony Brook.

Morris Auerbach was the recipient of the Achievement Award of the New York University College of Dentistry Alumni Association.

Hubert D. Foglesong, Executive Director and Editor of the Iowa Dental Association has resigned to accept a position as associate professor in the Division of Health Ecology at the University of Minnesota School of Dentistry.

Homer Hake, former Regent of the College, has returned to the position of Executive Director and Editor of the Iowa Dental Association, replacing Dr. Foglesong.

Ray V. Smith, professor emeritus of the University of Iowa College of Dentistry was honored as "Dental Alumnus of the Year" by the Dental College Alumni Association.

*DR. BLACKERBY HONORED*

*The 1973 Callahan Memorial Award for outstanding contributions to dentistry was presented to Philip E. Blackerby (left) by Carl J. Stark. Both men are past-presidents of the American College of Dentists.*

Robert L. Kaplan, Miami Beach periodontist, received the John Carroll Award for contributions to dentistry, from the Georgetown University Alumni Association.

Carlton H. Williams of San Diego, California was named president of the American Dental Association at its recent meeting in Houston. Lynden M. Kennedy of Dallas, Texas was chosen as president-elect. Robert M. Unger of Chicago, Illinois became first vice president and Fred P. Barnhart of Seattle, Washington, second vice president. John J. Houlihan of Claremont, New Hampshire was elected trustee of the First District.

Lyall O. Bishop of Walnut Creek, California was the recipient of the 1973 William J. Gies Foundation Award in Oral Surgery.

Victor A. Frank of Philadelphia, Pa. was elected president of the American Society of Oral Surgeons, Charles A. McCallum, Jr. of Birmingham, Alabama was elected vice president, and S. Elmer Bear of Richmond, Virginia was re-elected speaker of the House of Delegates.

Clifton O. Dummett, associate dean, professor and chairman of the Department of Community Dentistry of the School of Dentistry, University of Southern California, was named president-elect of the American Association of Dental Editors at the organization's annual meeting in Houston, Texas, in October.

James Guttuso, associate professor and director of Post-Graduate Endodontics at the State University of New York at Buffalo School of Dentistry, presented a lecture on "Contemporary Endodontics in the United States" before the alumni and faculty of Nihon University School of Dentistry in Tokyo, Japan in November.

Joseph L. Henry, dean of the Howard University School of Dentistry was elected recently to the Board of Trustees of the Illinois College of Optometry.



## *The Objectives of the American College of Dentists*

The American College of Dentists in order to promote the highest ideals in health care, advance the standards and efficiency of dentistry, develop good human relations and understanding and extend the benefits of dental health to the greatest number, declares and adopts the following principles and ideals as ways and means for the attainment of these goals.

(a) To urge the extension and improvement of measures for the control and prevention of oral disorders;

(b) To encourage qualified persons to consider a career in dentistry so that dental health services will be available to all and to urge broad preparation for such a career at all educational levels;

(c) To encourage graduate studies and continuing educational efforts by dentists and auxiliaries;

(d) To encourage, stimulate and promote research;

(e) Through sound public health education, to improve the public understanding and appreciation of oral health service and its importance to the optimum health of the patient;

(f) To encourage the free exchange of ideas and experiences in the interest of better service to the patient;

(g) To cooperate with other groups for the advancement of interprofessional relationships in the interest of the public; and

(h) To make visible to the professional man the extent of his responsibilities to the community as well as to the field of health service and to urge his acceptance of them;

(i) In order to give encouragement to individuals to further these objectives, and to recognize meritorious achievements and potentials for contributions in dental science, art, education, literature, human relations and other areas that contribute to the human welfare and the promotion of these objectives—by conferring Fellowship in the College on such persons properly selected to receive such honor.

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