Clinical Licensure Exam Committee
Meeting Minutes
February 16th 2017
4:30 p.m.
Conference Room A

Call to Order
Dr. Steven Sperling called the meeting to order at 4:30 p.m.

Board Members Present
Steven Sperling, DDS, Chair
Neal Benjamin, DDS
Nancy Kearn, DH

Board Staff Present
Bridgett Anderson, Executive Director
Joyce Nelson, Director of Licensing

Others in Attendance (Per sign in sheet)
Dick Diercks – Park Dental, Majda Hodzic – MDA, Lucy Coren – D3 UMN dental student, Allison Forbes – UMN dental student, Aaron Henderson – UMN dental student, Carmelo Cinqueonce – MDA, Gary Anderson – Interim Dean, UMN Dental School, Keith Mays – UMN Dental School, Todd Thierer – UMN Dental School, Carl Ebert – Board Member (present as public)

Review and Approval of Past Meeting Minutes

MOTION: Dr. Neal Benjamin made a motion to approve the Clinical Licensure Exam Committee minutes from the December 15th 2016 minutes as submitted. Ms. Nancy Kearn second.

RESULT: Motion Passed. Minutes approved.

Reports
a. CLE Report – The Clinical Licensure Exam Committee report that was submitted to the January 13th full Board meeting was reviewed, following the tabled motion.

Unfinished Business
a. NDEB/OSCE Examination -- Discussion took place on the following submitted motion from the CLE committee: “The Minnesota Board of Dentistry remove the Canadian OSCE examination as a pathway to dental licensure in Minnesota for the University of Minnesota graduates effective 2017.” The Minnesota Dental Association, the University of Minnesota dental faculty and current UMN dental students attended the meeting to express concern over the motion. Discussion included the ethics and validity of regional patient based clinical exams and the OSCE
exam. In addition, discussion included the efforts of development of a non-patient based exam by the ADA, who is soliciting input from several stakeholders such as ADEA and state dental boards. Dr. Sperling suggested that should the motion pass, that it should be amended to apply to all applicants, not just University of Minnesota graduates. Furthermore, it was determined that 2017 would be soon and may negatively impact current students that have registered for the examination. Dr. Mays suggested that it would take a few years to gather statistically significant data to make a determination regarding the removal of the OSCE exam as a pathway for licensure. The committee continuously expressed their position of support that a patient based exam was the best way to protect the public against the Board licensing incompetent dental professionals. Dr. Benjamin reiterated his position from the statement that was submitted to the Full Board regarding this committee recommendation. (See report, as included with minutes). The U of M dental students in attendance expressed their concern with this, suggesting that failures due to incompetence during a patient based exam could potentially harm patients, therefore making a patient-based exam unethical. Dr. Thierer expressed that the NDEB OSCE and CRDTS exams could be viewed as competing exams and expressed his concern over a perceived conflict of interest hindering a fair decision in this motion, due to the Board’s involvement with the CRDTS exam.

MOTION: Dr. Steven Sperling made a motion to vote down the initial CLE committee motion as submitted to the Full Board.

SECOND: Dr. Neal Benjamin

VOTE: For: 3
      Opposed: 0

RESULT: Motion Passed.

MOTION: Ms. Nancy Kearn submitted the following motion for consideration from the Full Board on April 21st 2017:

“The Clinical Licensure Exam Committee makes a motion to remove Canadian OSCE examination as a pathway for initial dental licensure in Minnesota, effective January 1st 2019.”

SECOND: Dr. Neal Benjamin.

VOTE: For: 3
      Opposed: 0

RESULT: Motion Passed.

New Business
None.
Announcements
The next Clinical Licensure Exam Committee meeting is scheduled for March 16th 2017 at 4:30 p.m.

Adjourn
MOTION: Dr. Steven Sperling made a motion to adjourn.

SECOND: Ms. Nancy Kearn.
VOTE: For: 3
Opposed: 0
RESULT: Meeting was adjourned at 7:10 p.m.

Reviewed by: ________________________________  04/13/17
Chair of Committee                        Date
Clinical Licensure Exam Committee Report

ADT Examination:
The committee is preparing for the January 2017 ADT examination.
There are seven Dental Therapists scheduled to take the examination on January 23, 2017. The committee continues to encourage our OT institutions to submit case studies and questions for consideration for the examination.

Licensure Pathway regarding the NDEB OSCE:
The Board of Dentistry is responsible for overseeing the pathway to licensure in the State of Minnesota. The challenge is to insure that the State has enough competent individuals to meet the needs of our population in the various areas and that the pathways chosen predictably demonstrate this competency.

In the recent past upon approach from Dean Patrick Lloyd, the Board of Dentistry investigated the potential for utilizing the examination constructed and given by the National Dental Examination Board (NDEB) of Canada. The result of the investigation and decision to use this examination was based upon the close relationship between the Board of Dentistry and the University of Minnesota School of Dentistry (SOD). After thoughtful discussion the decision was made to move forward and to offer this as an additional pathway to licensure.

From an historical perspective Canada went from having no post graduate examination for licensure to the current examination given by the NDEB. The legislative body of Canada felt that some form of examination was required and also made the political decision that graduation from one of their dental schools was sufficient proof of clinical competency. Thus the NDEB examination has eliminated the clinical phase and tests aspects of practice focusing more heavily on diagnosis and treatment planning. The Minnesota Board of Dentistry determined that this pathway was restricted to current graduates of the SOD and was not open to graduates from other schools. Other states have observed our process and to date have chosen not to include this pathway to licensure in their states. Graduates who choose this form of licensure are limited to practice in the State of Minnesota and, of significance, lack portability to obtain licensure in other states.

Concerns involving the patient based examination have surfaced throughout our country. Ethical issues have been raised. Alternative pathways to licensure are being sought.

Recently a modified examination has been developed that incorporates the patient based portion of the current examination and blends it with the competency examination given to all dental students at the SOD. The examination is referred to as the Alternative Curriculum Integrated Format (CIF), modeled after the "Buffalo Model." A version of this is currently being tested at several schools. The examination is currently being given and monitored to assure that it meets the requirements of the states requiring a patient based examination for licensure. Representatives of our Board have worked closely with the Central Regional Dental Testing Services, Inc. (CRDTS), and the SOD to develop this test within our state and to insure that it meets the requirements of our Board for licensure.

For those who are not intimately associated with these testing systems there is a distinct difference in these examinations. The CRDTS examination is evaluated by a psychometrician and is defensible in its pursuit to determine minimal competency in the areas to be tested. The candidate receives oversight by examiners, but receives no guidance during the examination, where-
as, the competency examination given by the school is designed to be a learning experience during which the candidate can receive guidance.

We have been involved with all of these examinations for the past eight years. Board members have helped to develop them, give them as an examiner and an invigilator and review their outcomes. Our goals were to insure that the outcomes met the requirements of the Board and were as efficient as possible and did not place undue burdens on the candidates.

At this time the committee is making the suggestion that the Minnesota Board of Dentistry eliminate the NDEB examination as a pathway to licensure. The reasons are as listed:

1. The CIF modified patient based examination meets the requirements of our State and the states which may in their statutes require a patient based examination.
2. The CIF format is being developed at multiple schools throughout the United States and is accepted by the American Dental Association (ADA) and addresses the ethical issues is enumerated by the ADA Council on Ethics, Bylaws and Judicial Affairs concerning a patient based examination.
3. The CIF examination is legally defensible if challenged.
4. The CIF examination is given during normal school hours and uses the existing patients of the students. Should immediate clinical oversight be required the school faculty are prepared to support the patient.
5. Giving multiple examinations creates a redundancy and a burden on our school.
6. Should a student fail either the competency or CRDTS portion of the examination remediation is predictable and in place.

The NDEB examination is an excellent examination. Again, it was developed because the Canadian government made the political decision, and there was agreement, that a graduate from one of their schools was clinically competent. Those of us who have travelled the United States and have been examiners at various schools can describe the lack of competency we have witnessed. We are no longer willing to make the same political decision that the Canadian government made.

Every student the past two years has been required to take the NDEB examination as a demonstration of global competency. This is a recent requirement of the Council On Dental Accreditation (CODA). Failure in this examination would require remediation prior to graduation.

Some students have taken the NDEB examination seriously and some have not. The results have not demonstrated the overall competency that is expected. Those reviewing the outcome of the NDEB examination have split out Minnesota from all others so that the overall results are not skewed. This is an embarrassment to our State. As board members have participated with the school in various ways we do not imply that the education is lacking. It is not. However, students are students. It might be said that on occasion the "tail wags the dog" and that the students drive the equation. We can assure you the faculty at the school has developed a curriculum that is exceptional.

We as a Board must provide the oversight on behalf of the people of our State. We have the expertise. We made a decision to try a different format. We believe the test has run its course and a new direction is required. It is our opinion that the NDEB examination pathway to licensure should be eliminated and the new CIF examination pursued.
Therefore,

The committee moves to the Full Board at the January 13, 2017 meeting:

The Minnesota Board of Dentistry remove the Canadian OSCE examination as a pathway to dental licensure in Minnesota for the University of Minnesota graduates effective 2017.

Neal Benjamin DDS MAGO FACD
Steven Sperling, DDS MAGO FICO
Nancy Kearn, DH
Member Minnesota Board of Dentistry CLE Committee
February 15, 2017

Minnesota Board of Dentistry
University Park Plaza
2829 University Ave SE, Suite 450 II
Minneapolis, Minnesota 55414

Dear members of the Minnesota Board of Dentistry & Staff:

This letter addresses the concerns of the School of Dentistry with the motion taken on December 15, 2016 by the Clinical Licensure Exam Committee (CLEC) which approved a motion to remove the National Dental Examining Board of Canada (NDEB) examination as a clinical licensure pathway for University of Minnesota graduates. Specifically, the motion stated, "The Minnesota Board of Dentistry remove the Canadian OSCE examination as a pathway to dental licensure in Minnesota for the University of Minnesota graduates effective 2017." The School of Dentistry would like to speak against this motion with the following points as justification.

Since 2010, graduates from the University of Minnesota have been able to use the NDEB examination as a pathway to initial licensure in the state of Minnesota, similar to graduates of Canadian dental schools. In 2014, the school established a course to facilitate this exam as a means to evaluate overall (global) competency and fulfill a Commission on Dental Accreditation standard. The resulting Global and Integrated Competency course required students to successfully complete the NDEB examination or remediate prior to graduation if they did not pass one or both parts of the exam.

This course proved to be not practical as a measure of global competence in our curriculum, as the NEDB examination content is not controlled by or available to the course faculty making remediation for those students failing the exam difficult, and timing to allow retake of the NEDB prior to graduation impossible as part of a remediation process. In addition, an unintended consequence, noted by the CLEC in removing the pathway, was that students intending to take other recognized licensing examinations had little motivation to prepare for the exam, which was reflected in declining passing rates.

In summary, the timing constraints and course content challenges limited the School of Dentistry's ability to use the course as a graduation requirement and overall competency evaluation and the course will not be provided for the graduating class of 2017. This is for pedagogical reasons and is not related to the legitimacy of the NDEB as a pathway to clinical licensure.

Driven to Discove r sM
In support of the NDEB as a component of the pathway to clinical licensure, Gerrow, et al, 2003, demonstrated a high correlation between academic achievement and performance on the NDEB.1 This article demonstrates that for a six year period from 1995-2000, the top 30% of graduates (based upon academic performance) were also the top performers on the written and OSCE examination. These high correlations and the level of validation provide strong evidence that the NDEB is an excellent examination for licensure. As the Minnesota Board of Dentistry currently recognizes the NDEB for Canadian dental school graduates, it is reasonable that this be the case for graduates from the University of Minnesota.

We would also like to inform you that at the present time there are students in the Doctor of Dental Surgery Class of 2017 with plans in place to pursue licensure in Minnesota using the NDEB examination. Removal of the NDEB examination as a pathway to licensure would delay the ability of these graduates to care for patients in the state. We therefore request that the motion approved on December 16, 2017 not be moved forward for Board approval and that the current licensure options available to our graduates remain in place.

Thank you in advance for your careful consideration.

Gary rson, DDS, MS  
Interim Dean  
Associate Professor

Keith A. Mays, DDS, MS, PhD  
Associate Dean for Academic Affairs  
Associate Professor

February 16, 2017

Steven Sperling, DDS, Chair
Clinical Licensure Exam Committee
Minnesota Board of Dentistry
2829 University Ave SE, Suite 450
Minneapolis, MN 55414-3249

Dear Dr. Sperling,

On behalf of the Minnesota Dental Association, I write to express concern regarding the December 15th, 2016 motion by the Clinical Licensure Exam Committee to remove the Canadian OSCE examination as a pathway to licensure.

The reasons cited by the committee in moving the elimination of the OSCE lists the qualities of the Central Regional Testing Service (CRDTS) Exam with a Curriculum Integrated Format component, all of which we agree with. However, espousing the qualities of one exam without sufficient and or considerable evidence for the elimination of a competing exam seems illogical. In fact, the committee's motion contradicts the Board's practice of granting licensure through reciprocity to Canadian trained dentists; dentists who have successfully passed the Canadian OSCE. This practice in and of itself points to the Board of Dentistry's belief in the validity of the OSCE exam as an appropriate pathway to dental licensure in Minnesota.

The Minnesota Dental Association maintains a position in support of non-patient based examinations as clearly articulated by its 2001 House of Delegates through passage of the following resolution:

RESOLVED, that the Minnesota Dental Association support the elimination of the use of human subjects in the clinical licensure examination process, and be it further
RESOLVED, that the Association transmit this policy to all clinical testing agencies.

As we believe there is insufficient evidence to abandon the OSCE Examination, the Minnesota Dental Association, therefore, respectfully refutes the committee's motion and would urge the full Minnesota Board of Dentistry to oppose any such motion.

Sincerely,

Carmelo Cinque, MBA
Executive Director