

Board Candidate Guide

Your invitation to shape the future of the dental hygiene profession

The American Dental Hygienists' Association is seeking candidates from across the profession — clinicians, educators, researchers, corporate professionals, and public health advocates. The Association values diverse experience and encourages members from all practice settings and career stages to apply, including those who have not previously held national leadership roles.

If you are committed to advancing the profession of dental hygiene and are prepared to contribute your time and expertise, ADHA welcomes your application.

The Role of the Board

The ADHA Board of Directors provides strategic leadership and governance for the Association. Board members establish policy, set strategic priorities, and exercise oversight to ensure ADHA remains aligned with its mission and is positioned for long-term success.

The Board strengthens the organization's sustainability by safeguarding ADHA's financial health, managing risk, and advancing dental hygiene as an autonomous, prevention-focused profession within our evolving healthcare system.

Open Positions

ADHA is seeking candidates for the following elected positions. Terms align with ADHA's fiscal year (July 1 - June 30):

VICE PRESIDENT

A three-year leadership commitment

- ◆ Year One as Vice President
- ◆ Year Two as President Elect
- ◆ Year Three as President

TREASURER

A two-year term, elected in even years

DIRECTORS-AT-LARGE

- ◆ Nine (9) positions with staggered 3-year terms
- ◆ In this inaugural year, to establish staggered terms, the Governance Committee will assign three members each to a 1-year, 2-year or 3-year term
- ◆ All subsequent terms will be three years

Board Fiduciary Responsibilities

Serving on the ADHA Board of Directors requires an ongoing commitment of time and professional expertise. Prospective Board members should have the support of their employer and colleagues to meet the time and financial obligations associated with Board service. Board members must commit to the following:

Duty of Care

Board members are expected to act in good faith, with diligence, preparation, and sound judgment. This includes actively participating in decision-making to advance ADHA's mission and safeguard its resources.

Duty of Loyalty

Board members must place the interests of ADHA above personal, professional, or financial interests. This requires avoiding conflicts of interest, maintaining confidentiality, and acting solely for the benefit of the Association.

Duty of Obedience

Board members are responsible for ensuring that ADHA operates in compliance with applicable laws and in alignment with its mission, bylaws, policies, and Board decisions.

Competencies, Experience, and Expertise

Effective governance requires a Board with a broad range of skills, experiences, and perspectives. Candidates are not expected to demonstrate expertise in every area listed below. Rather, the Governance Committee evaluates the full candidate pool to build a Board that collectively represents and balances the competencies ADHA needs to advance its strategic priorities and fulfill its fiduciary responsibilities.

REQUIRED SKILLS & EXPERIENCE

Financial Literacy — Understanding of key financial documents including budgets, financial reports, and resource allocation; ability to interpret financial information and assess its implications for organizational sustainability

Governance — Understanding of governance structures and a commitment to fiduciary responsibilities

Digital Acumen — Proficiency with current technologies and a willingness to adopt new tools to advance ADHA's strategic priorities, including digital and social media

Strategic Communication — Ability to communicate clearly and constructively, practice active listening, and articulate priorities effectively across stakeholder groups

Advocacy — Demonstrates understanding of full-scope advocacy; has experience with policy development and the legislative process at the state or national level; shows a clear commitment to advancing professional recognition, protecting the scope of practice, and supporting evidence-based autonomous care by intentionally influencing decision-makers.

VALUED SKILLS & EXPERTISE

The Board also benefits from members who bring experience in the following areas:

Clinical Expertise — Deep knowledge and implementation of current dental hygiene practices and emerging clinical trends

Business Acumen — Understanding and application of business principles as applied to associations or organizational settings

Decisiveness — Accountable, results-oriented decision-making, supported by data analysis and critical thinking

Team Orientation — Collaborative approach to governance with the ability to build consensus on complex or challenging issues

Conflict Resolution — Ability to address and resolve disagreements constructively and professionally

Credential Stewardship — Commitment to maintaining and advancing professional credentials; holds advanced credentials (e.g., MSDH, BS, PHRDH, OMT) and/or has experience with credentialing or standards-setting committees

Education — Deep knowledge of academic and educational principles, with the ability to build communities of educators and trainers

Trustworthiness — Demonstrates integrity, ethical judgment, and accountability

Inclusivity — Commitment to diversity, equity, and inclusion; respect for and encouragement of diverse perspectives and ways of thinking

Workforce — Understanding of peer communities and the factors that influence workforce sustainability, well-being, and professional outcomes

Candidates are evaluated on the strengths they bring individually. The Governance Committee builds the slate to ensure the Board, as a whole, reflects the range of competencies ADHA needs.

Additional Qualifications for Officers

Candidates must have served at least one (1) year as a member of the Board of Directors prior to their election as an Officer.

VICE PRESIDENT

The Vice President role carries a three-year leadership commitment progressing through the presidency. In addition to the competencies expected of all Board members, candidates for the Vice President position should demonstrate strength in the following areas:

Professional Advocacy — Experience engaging with policy-makers at the state and national levels; a record of leading advocacy campaigns or coalitions that advance and protect the profession

Facilitation and Leadership — Ability to facilitate and lead productive meetings in both in-person and virtual settings

Public Speaking — Experience representing the profession in public forums and with news media

Risk Tolerance — Ability to assess and balance uncertainty and risk; willingness to lead in ambiguous or evolving situations

ADHA Experience — Demonstrates involvement in ADHA leadership and volunteer structures, with a strong understanding of the Association's mission, vision, values, and the tri-partite relationship

Strategic Vision — Ability to anticipate emerging trends and align organizational priorities with the future direction of the profession

Change Management — Experience guiding organizations through transitions, restructuring, or cultural change; understands and applies change management principles

TREASURER

In addition to the competencies expected of all Board members, candidates for Treasurer position should demonstrate strength in:

Financial Acumen — Ability to interpret financial information and translate it into strategic insight

Time Commitment

Serving on the ADHA Board of Directors requires an ongoing commitment of time and professional expertise. Prospective Board members should have the support of their employer and colleagues to meet the time and financial obligations associated with Board service. Board members must commit to the following:

BOARD MEETINGS

Preparation, attendance and active participation in four Board meetings per year, plus attendance at ADHA's Annual Conference

- One in-person meeting held in conjunction with the Annual Conference
- Three virtual meetings: Summer (July), Spring (March), and Early Summer (June) — schedule subject to change
- Additional Board meetings may be scheduled as needed

ADDITIONAL EXPECTATIONS

- Attend selected educational programs and association activities as requested
- Ability and willingness to serve as a formal or informal mentor within ADHA
- Board members may also be asked to serve on standing committees, task forces, or ad hoc committees, requiring preparation, meetings, and ongoing engagement
- Officers should expect additional time commitments to participate in regular leadership calls, meetings, strategic planning discussions, and other engagements related to their elected role

Governance Committee Selection Process

ADHA uses a competency-based approach to Board member and leadership selection. The Governance Committee oversees the nomination and vetting process, evaluates candidates against identified skills sets, and recommends a slate of qualified individuals in alignment with ADHA's Bylaws and strategic plan. This process ensures that the Board maintains a balanced composition of skills, experience, and perspectives needed to effectively govern the Association.

Application Timeline

March 2	Applications open
April 2	Applications due
April	Applicants notified; interview process begins (selected candidates will participate in a subsequent video interview)
May	Candidates notified of interview outcomes
June	Board of Directors reviews slate; announcement of slated candidates
July 1	Terms begin for new officers and board members

Applications open March 2. Visit adha.org/ApplyToLead to learn more and apply.

For questions, contact leadership@adha.net.