

# Don't Forget Your Power

By Ryan Rutar, NDHA President

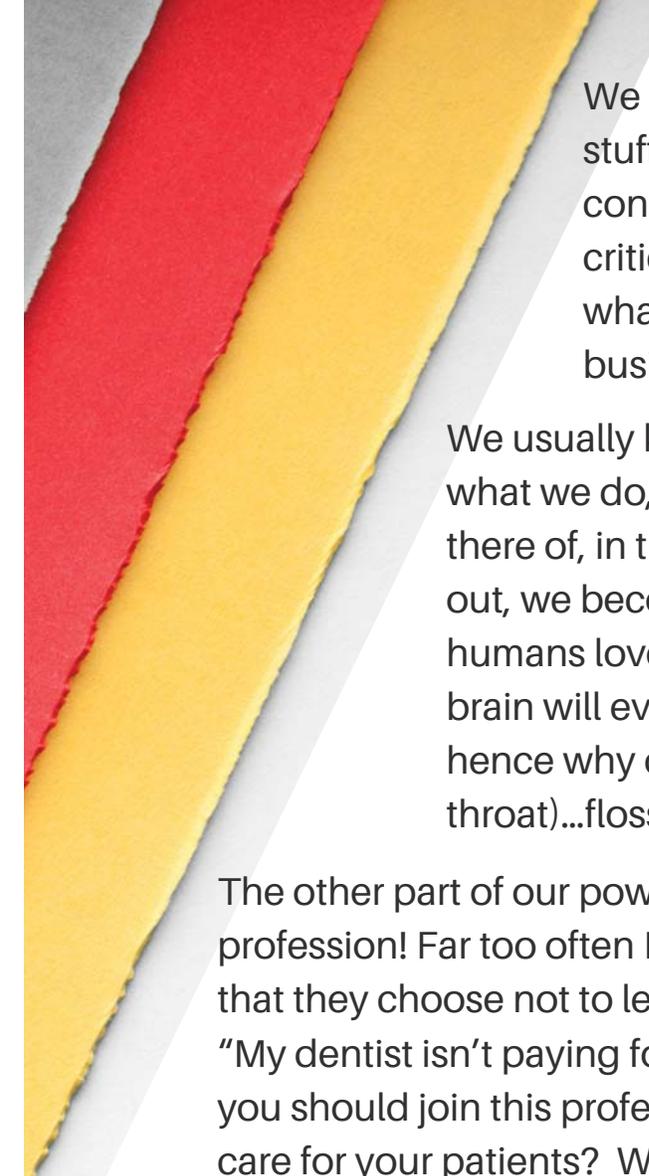
As my last message as your President I want to say thank you to all that have helped me along the way. It's never a position that can be handled completely by itself and the support has not gone unnoticed. This has been a wonderful experience! With each experience in life there is always something that can be learned and hopefully applied. There have been a lot of rough waters, but there has been some smooth sailing as well!



When thinking of what my last words should be I couldn't help but notice that Erin Haley-Hitz message is on membership. No, my last words will not be on membership, but know there is a reason that she is mentioning it and maybe it should be given some notice. There is definitely something to learn there, so please do so!

My thoughts are going to drift more on hygienists remembering their power in this world. That does not mean for you to think that you are too good to take out the trash, because that type of power can be sent out with it. I don't want us to think about how we are abused, have no time, don't get paid enough, but I want you to keep an open mind to what I have to say. As a hygienist we know we are getting into a profession to serve.

To serve comes in many forms. You can serve by doing the prophylaxis on a patient, lending an ear, helping your assistants, or educating the next patient on what good oral health care is. However, I feel we all know this fairly well. The power that I want hygienists to take back is their ability to be a provider within their practice and remember they are a profession.



We are taught in school to take charge, know your stuff, and be vocal to your patients about your concerns. When in school we are taught to use our critical thinking skills. Then over time, I'm not sure what happens, but I feel we aren't prepared for the business side of things.

We usually know nothing about how insurance can control what we do, and we lose our power to the systems, or lack there of, in the work place. Then when we finally figure it out, we become comfortable and settle into a rut. We humans love comfortably and our need to sustain it. Our brain will even fight us on change even if it's good for us, hence why developing a good habit is so hard...(clears throat)...flossing.

The other part of our power that we sometimes forget is that we are a profession! Far too often I have heard from hygienists around the state that they choose not to learn new things, point fingers, or will even say, "My dentist isn't paying for it, so I can't." When did the dentist decide that you should join this profession? When did the dentist decide for you to care for your patients? When did the dentist decide that you should learn as much as you can to be the best hygienist you can be? The answer to all these questions is, he or she didn't.

Dentists every day make decisions on what's best for them. Why is it that we as a profession don't say the same thing? If your dentist isn't paying for new instruments then buy some yourself. Write it off on your taxes, and save yourself the headache of hurting your wrists or your patients with dull old instruments.

Same goes for your continuing education! You are allowed to spend your own money to make yourself great.

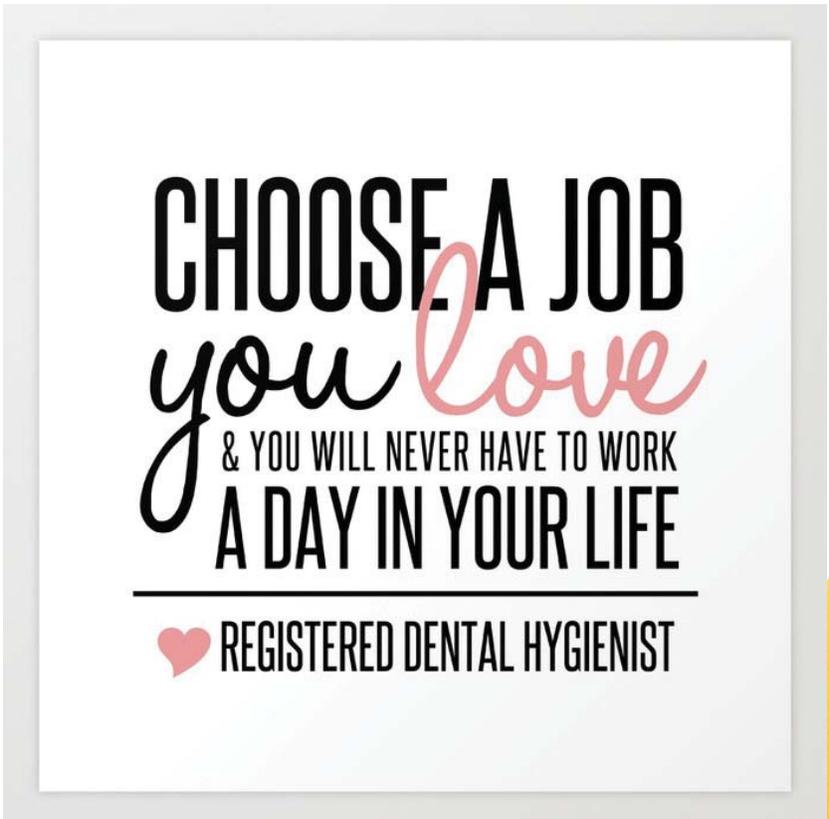
Don't let others hold you back. Own your power as a dental hygienist. Don't be afraid to ask for things in your office! You need things to do your job well, and some responsibility is on you to do it well. I'm not saying that it wouldn't be nice for dentists to pay for things, but remember you are a profession, and you control how great you want to be.

I do know that words have meaning and power. So I don't say these things lightly. I bring up power for us to remember, because NDHA helps to build that power. When you volunteer to be apart of NDHA, you are pushing yourself outside your comfort zone. You start remembering your power, building confidence, and choosing to want more and be more in your career! It can be scary to do something uncomfortable. Nothing is ever gained inside our comfort zone. We already know everything in our comfort zone and no one likes a know it all. ha ha. So make your own waves and step in the water!

When you remember your power, you get to learn, you get to grow, and you get to meet so many new people, ideas, and feel that there is more out there then whats in your office window. I look forward to talking with you at annual session and have enjoyed this journey of making waves with you. Now go start your own wave, and remember your power!

*Ryan Rutar*

Ryan D. Rutar, RDH, BSDH, MA  
NDHA President & Delegate



**CHOOSE A JOB**  
*you love*  
& YOU WILL NEVER HAVE TO WORK  
**A DAY IN YOUR LIFE**

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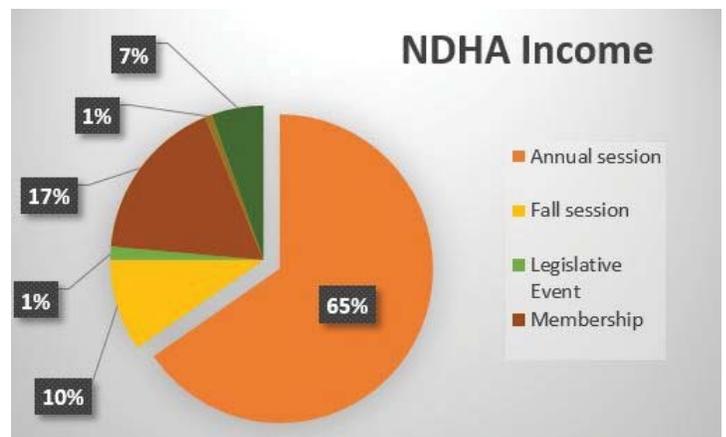
♥ REGISTERED DENTAL HYGIENIST

# NDHA TREASURER'S REPORT

Erin Haley-Hitz, RDH, MS, PHRDH, OM  
NDHA Treasurer

As Treasurer of NDHA, I was asked to review our membership numbers and give an overall picture of NDHA's operations. Membership dues paid to ADHA and NDHA are currently at \$270. This means that \$50 of the \$270 is sent from ADHA in Chicago to NDHA. In addition, \$10 is sent by ADHA for the component that you are located within.

As you can see in the graph, Membership dues make up only 17% of our operating budget. This means that NDHA relies heavily on the success of the education programs for a good portion of our income. NDHA has recently experienced a decrease in the number of people participating in our educational activities.



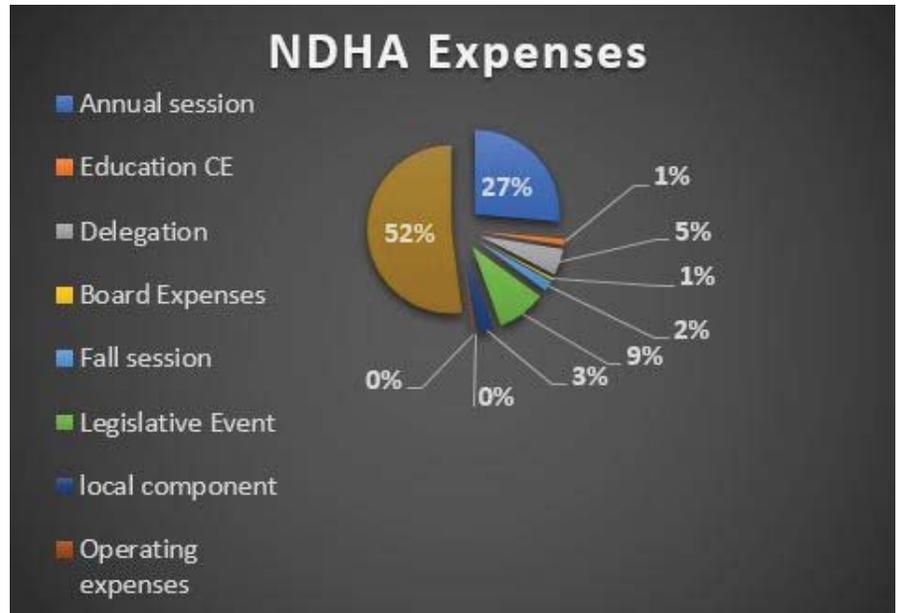
This year NDHA cancelled the Legislative Event/ breakfast due to lack of attendance by members or non-member hygienists. The 2017 Fall Session experienced a decrease in attendance from the previous year. Local component events have not been heavily attended throughout the year as well. As a result, these changes have impacted the operating income for NDHA. The board has decided to develop more types of educational programs and to make these innovative programs available in new formats.

By doing this there will be an increase in the Education (CE) line item within the proposed NDHA annual budget. These changes will hopefully help offset the losses in income. Regarding membership, the number of NDHA members has declined over the past year. We currently stand at 311 members which is an eight percent reduction from the previous year.

## EXPENSES

The funds sent to NDHA via ADHA combined with the streams of income are used in many ways, are represented on this graph of all the expense categories for NDHA. I have listed the largest expenses below. The challenge for NDHA is to manage a balanced budget and to control expenses. This is especially difficult

when there is loss in membership, and decreased attendance to events. Fifty-two percent of our expenses go towards two expense items:



### 1. Management Firm Contract

Our management firm takes control of the day to day operations of NDHA. This provides our organization with a central location for our members and the general public to access. This has given our association the ability to accomplish a lot more goals than what was possible when our organization was run solely by volunteers. The management firm also provides our Executive Director. There are a lot of moving parts that go into running NDHA that now more than ever our management firm is indispensable.

Our Annual Session and Fall Session are planned by our Executive director and his staff. Without their planning expertise it would be very difficult to negotiate contracts with venues, plan luncheons, contract professional speakers and make all the local arrangements. As many of our past leaders may remember this took a lot of time and energy. Now this process is even more difficult when contracts need to be made over a year in advance with both venues and speakers.

Our leadership changes yearly and we cannot wait to plan our sessions when a new Vice President comes into office. NDHA is already planning the Fall Session for 2018 and a better part of the 2019 Annual Session is being planned. Our management firm is already looking into locations and speakers for 2020. This is vital to the success of our biggest and most profitable events.

## 2. Lobbyist Contract

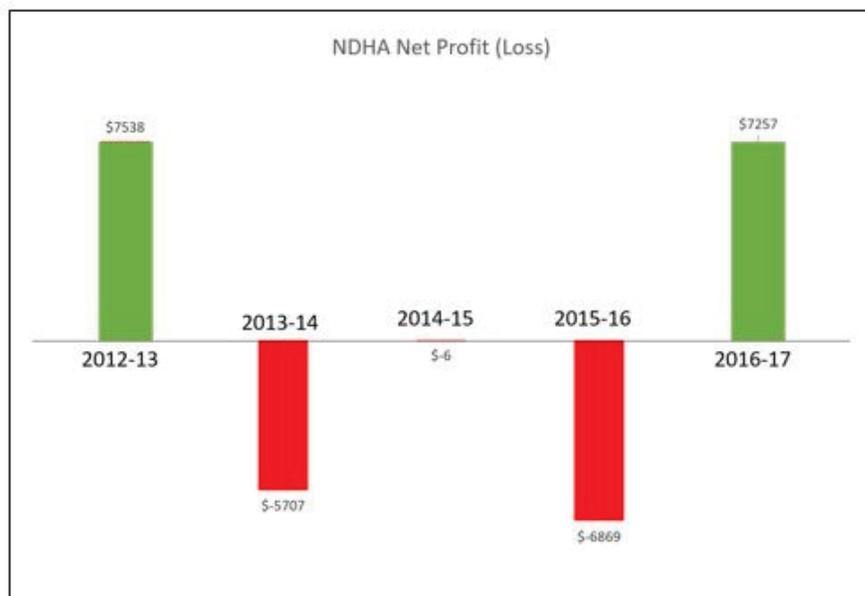
NDHA has kept a lobbyist contracted on a yearly basis for many years. Recently, our long time Lobbyist Ron Jensen retired in 2017 and handed the torch to Kent Rogert. Kent has done an exceptional job monitoring the legislative calendar and events that may affect Nebraska Dental Hygienists.

This year Kent has been influential in discussions regarding Dental Hygiene Public Health permits and Nebraska Medicaid. Last year Kent Rogert was helpful in the passing of LB18 that expanded the dental hygiene scope of practice in Nebraska. By keeping a Lobbyist in a contract, we are allowing NDHA to remain in a proactive position for Nebraska Dental Hygiene.

## The Bottom Line

As you can see from this chart, in the past five years, we have a net loss two years, a net profit two years and one breakeven year. If NDHA continues to lose membership and to experience a reduction in attendance by members, then NDHA will likely suffer great losses in organizational activities and legislative activities. Without

our legislative activities we will not have a voice at the state level to affect change in statutory regulations surrounding dental hygiene, and Nebraska Medicaid reimbursement. We need to maintain a healthy income to maintain our lobbyist contract and or managerial team.



The benefits of membership can be listed out in great length: (here are just a few...)

Free/discounted continuing Education

Free monthly Access magazine

Free access to The Journal of Dental Hygiene

Discounted car rental

Discounted supplies

Discounted scrubs

Discounted Auto insurance

Group rates for liability insurance

Disability insurance and term life insurance

Long Term care insurance

Short term medical

Hospital Insurance Income plan- *not available in all states...*

Professional Networking/collaboration

Leadership Development



20 hours of ceu free for entire year x  $\$35/\text{hr} = \$700$  in free continuing education either from NDHA or ADHA

15 hrs at NDHA annual session = \$385

Yearly membership = \$270

Total spent \$655/year

Actual value of ceu through ADHA/NDHA = \$1225.00

Savings with membership = \$569 per year

These calculations are based on my own personal continuing education numbers for 2017-2018.



**\$1225 spent on CEU for 35 hrs for non-member hygienists**

If I were to decide to terminate my membership to ADHA, the cost for the same education would be much higher. I would not be able to afford the same amount of education that I have received over the course of this last year as a member of ADHA .

## My Final Thoughts

I have had the privilege of serving on the NDHA board of directors for several years and have worn many hats. Within those several years I have received many comments from members regarding what NDHA should be providing as a service to member hygienists and what NDHA is not doing well enough as an organization.

As a result, the NDHA board has developed many new ways to do business and provide benefits. We have gone to an electronic newsletter to conserve our precious funds that were being spent on printing and mailing our newsletter, we have cut reimbursements to board members for time and travel, we have cut board expenses to almost nothing. Most board meetings have been conducted in an online format except at fall session and annual session.

The NDHA board has used a free and private online social media platform for board communications. This has provided a quick way for the board to make decisions in a quick fashion. The NDHA website was redesigned to make it easier to use and mobile friendly. There is an online member only location on our website, there is an online chat link for members to communicate directly with the NDHA President. There is a virtual calendar available to see what the plans are for components and for NDHA.

NDHA did make one change to the registration process for all continuing education events, NDHA began using an online registration and CE storage platform called CE Zoom. This was first begun as a test run and cost the association no money.

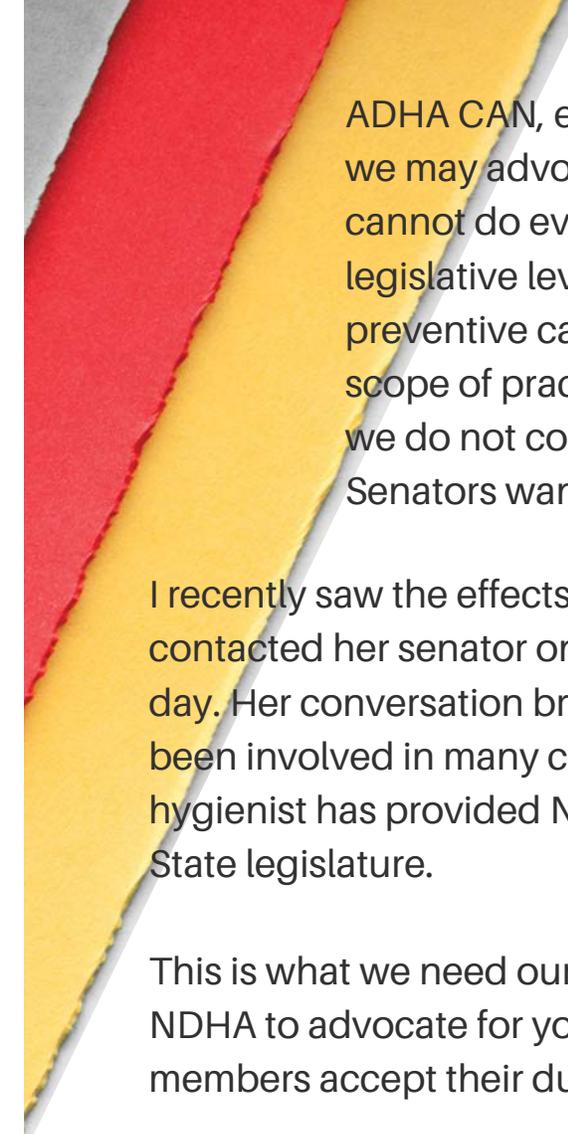
One valuable lesson was learned that year. NDHA had been unknowingly giving away free continuing education credits to hygienists or dentists that were attending our sessions without paying the registration fees. This was a valuable lesson for the NDHA board to learn, therefore the decision was made to continue using CE Zoom for the betterment of the association and the attendees that did register for the events and paid the expected fees. All the while a small group was taking advantage and walking out with CE credit without paying any fees at all.

Despite the difficulties and frustration that has come with using this platform it has been found to be essential to the survival of NDHA. I would like to point out is that NDHA as an organization has been evolving and changing even when members and non-members have not been embracing these changes. Still the questions come in... why don't you do more? Why do you do it that way? Why can't NDHA communicate better with members? What has NDHA done for me? My membership dollars do nothing for the state I live in, why should I pay ADHA so much money? NDHA isn't doing enough for me. The education and membership are too expensive.

**I can tell you that yes, your membership dues are sent to Nebraska and we need them so very much!**

I challenge each one of you reading this article to look outside of your box. Who have you become as NDHA has been changing? In an earlier article I wrote, I asked, Who is NDHA becoming? Who are you becoming? NDHA has become a nimbler association, and more proactive. NDHA and ADHA have renewed their spirit and renewed their commitment to members over and over, what has the membership done to change?

Instead of changing, hygienists nationwide appear more complacent than ever. I continually read of hygienists upset about poor working conditions, shorter treatment time, poor equipment, poor benefits, and too small of a scope of practice. The best thing we can do as a profession is to stop blaming everyone else for what is happening within our profession. ADHA cannot affect changes within small privately-owned dental offices that are poorly managed.



ADHA CAN, empower us with education, and leadership skills so that we may advocate for ourselves within these small businesses. They cannot do everything for us. ADHA and NDHA can advocate at legislative levels for better laws for dental hygiene care and access to preventive care. ADHA and NDHA can help lobby to expand the scope of practice for dental hygiene, however they cannot lobby if we do not contact our own senators and attend our lobby day events, Senators want to hear from YOU, their constituent member.

I recently saw the effects of a member hygienist's contact with her senator. She contacted her senator once she learned that NDHA was forced to cancel lobby day. Her conversation brought several issues to light, this senator has now been involved in many conversations with our NDHA lobbyist. This member hygienist has provided NDHA with a dental hygiene champion in the Nebraska State legislature.

This is what we need our members to do for us, this involvement has helped NDHA to advocate for you. NDHA cannot and will not succeed unless members accept their duties as members, to become involved.

Due to the ever-demanding need for more communication NDHA has developed a new private community for members with public health permits. If you are a public health permit holder there has been a postcard mailed to you with instructions on how to register. Please take advantage of this venue that NDHA has provided as another added benefit to your membership to NDHA.

ADHA recently did the same, once you are logged into your member profile at the ADHA member site there are online communities that you as a member can access and become involved in, sign up now to know what is going on within our District 8 and the ADHA House of Delegates. This new private community that NDHA is developing will soon be expanded to include all members, but to work out the kinks in the program the board decided to begin with a smaller group to help us develop good protocols for our member only site.

NDHA has provided all these changes at no cost to members, however membership has not taken full advantage of these new features.

Newsletters are not opened, email blasts are not opened, sessions are not attended, component events are not attended, the online chat is not utilized, the members site is not utilized.

Bravely, I am writing this editorial portion of my article to the membership and potential membership and I ask....

“Who Are YOU becoming?” Are you remaining IN YOUR BOX? If so, don’t you think it might be time to get out of your box and see what NDHA and ADHA has to offer. What do you have to lose?

To instill change in your life sometimes you are the one that must change your behavior. Once your behavior changes then there is wide range of amazing outcomes that occur. We are all products of our choices, “you are where you are today because of the actions you have taken or not taken.”

Recently listed in the March Issue of RDH magazine, author Catrina Houston RDH writes:

#### **4 Steps to be on your way to a career you’ve been dreaming of...**

##### **1. Take accountability**

- a. Growth does not just happen to you. You must take initiative. When you grow, you add value to yourself as a person and as an employee.

##### **2. If you want a better life or a fulfilling career, you have to increase your value.**

- a. Your boss is not paying you for your time, he/she is paying you for your value. If you bring more value to the workplace, you become more valuable. You can have more than you’ve got because you can be more than you are.

##### **3. Figure out your why.**

- a. We all have awesome ideas that run through our head every day, but that doesn’t mean we do all of them. Use your strengths to elevate your career.

##### **4. Make a decision.**

- a. You hear every day. “I’ve made the decision to stop smoking, as soon as I’m finished with this pack.” “We’ve decided to have a baby when I get a better job.” These examples are thoughts, not decisions. When you make a decision, you act in the moment. Action is the difference between a thought and a decision. Thoughts are useless unless you put them into action.

This is great start in self re-evaluation and to see and gain understanding if you are in a state of self-deception and if you are indeed stuck in your own box. Increase your professional value by investing in yourself.

Invest in membership to ADHA and NDHA, this will give you access to amazing education and empowerment. Recently posted by Kris Potts, RDH, FAADH on LinkedIn, "The saddest phrase in dental hygiene- I was taught. Second saddest - I'm old school. Once you are out of school you have to relearn and update." When you commit to quality education there is a real change that can occur in the care you are providing for your patients and the value of your personal stock and professional value will skyrocket.

This means more value to your employer and could quite possibly result in more income for you and your family. NDHA is hard at work to for you, the passage of LB 18 was and still is exciting. We are advocating as members of the subcommittee to the Board of dentistry to help facilitate the development of the rules and regulations surrounding the newly added items to the scope of practice for dental hygiene in Nebraska. Again, patiently we ask you to wait to provide any of these new services until the Nebraska Board of Dentistry has completed the rules and regulations surrounding these items. I know it is difficult to be patient, this is a long and tedious process to go through. The exciting thing regarding in LB18 is that this will create more opportunity for education for dental hygienists and thus increasing our professional value for the dental practice.

I have been honored to have been able to volunteer my time as legislative chair, treasurer, and other leadership capacities for NDHA. I would like to thank the legislative committee for working on testimony when it was needed, for providing valuable opinions and expertise in writing the needed communications to Nebraska Medicaid and the Legislative Health and Human Services committee. NDHA is working for you. Now what can you do for NDHA?



*Erin Haley-Hitz*

Erin Haley, RDH, MS, PHRDH, OM  
NDHA Treasurer and Legislative  
Chair

## Are You Getting the Most Out of Your Reading Session?

By Karen Fiala RDH - Immediate Past President NDHA

How having a Code system for reading can help you overcome the information overload and incorporate reading into our daily lives. Okay, I have a confession to make. I have fallen off the wagon of reading articles in Hygiene journals. AHhhh. Glad to get that off of my chest. I am not proud of this, and it has bothered me for a long time. I want to stay on top of what is new and important in our profession. Now, I know that not all articles and research publications are super interesting page turners, but I think we can make reading them more meaningful and worth our precious time.



Brendon Burchard is one of the world's leading high-performance coaches and is a bestselling author. I know this man is busy, and if he can figure out a way to stay on top of his game I had better pay attention.

I had a hard time putting my finger on why I avoided reading articles, until I heard one of Brendon's podcasts that was offering tips on overcoming procrastination. I hit "listen now" immediately, because this is me! There was a section in his podcast that outlined the method the author has used to read a book a week for the past 20 years. During the podcast I had a light bulb moment. I realized that I avoided reading articles because I didn't have a way to take what I read and make it stick. It was gone as soon as I would close the cover. So, I gave up on it. The following section is a starting point that Brendon uses when he is reading for fun or for research. So here is the Strategy that Brendon outlines:

- Schedule a reading session and get rid of distractions  
(You get to decide what your reading session is. Could be 15 minutes, 30 minutes or longer. Set a timer and Go!)
- Have a notebook/journal to accompany a reading session
- Create a Code System  
(A coded system for reading helps you to keep your reading flowing)
- Don't constantly underline sentences - You won't remember why you underlined it in the first place

## ■ Make Your Code System Actionable

(Example Code System: by Brendon: use book margins and minimal underlining such as Q = Quote A= Article (a topic you may want to write your own article/blog about) B= Buy (a referenced product, book, etc you may want to purchase)

S= Share (to specific person or group. Something profound you just can't keep to yourself) M/I= Make or Invent (an idea or solution to a problem presented in an article/book)

- Take Action on your codes Immediately after your reading session (Write it in you notebook/journal and Archive your Favorite Quotes)
- Brendon uses a Spreadsheet to save quotes for example
- Your could use a note taker on your smartphone.

A person could apply this type of strategy for any kind of reading session be it work related or recreational. There are so many important and profound things and ideas we can learn anytime we read something. The above outline is just a starting point. Use the list that Brendon provides or create your own set of Codes that suits you and what your interests are when you are consuming articles. I think this could apply to some note taking when you attend your next CE course.

I am excited to try out this system for reading when I schedule my reading sessions. Work Smarter! Check out Brendon's podcast for the full episode. It is FREE!

iTunes, Stitcher, other Podcast apps

The Brendon Show

Season 3: Episode 2 (54min)

Best Of: Overcome Procrastination and Maintain Motivation

Or go to <https://Brendon.com/podcasts>

Have a wonderful spring NDHA!