WREB History

• In November of 1976, Utah and Oregon incorporated the WREB

• In June of 1977, the first dental exam was given. In 1979 the first dental hygiene exam was given.
Mission Statement

The Mission of WREB is to develop and administer competency assessments for state agencies that license dental professionals.
Guiding Principles

• Candidate friendly approach
• Do the right thing, for the right reason
Governance

• 501(3)(c) Nonprofit Organization

• Membership: individual state boards, sign a formal agreement.

• No cost to the member states.

• Each member state has one vote on each of the DERB and HERB, where exam content and administration is determined.
WREB Staff

Beth Cole, CEO

Robin Yeager
Director of Dental Hygiene Operations

Denise Diaz
Director of Dental Operations

Sharon Osborn Popp
Testing Specialist/Psychometrician

WREB Currently has Twenty Employees

623-209-5400
WREB Organizational Structure

WREB Information Flow

Board of Directors
- Strategic
- Financial
- Legal

Hygiene Exam Review Board
- Exam Content
- Exam Administration

Dental Exam Review Board
- Exam Content
- Exam Administration

WREB Staff

Information to and from Member State Boards
Non-Voting Ex-Officio Members

- Chief Executive Officer
- Director of Dental Examinations
- Assistant Director of Dental Examinations
- Directors of Dental Hygiene
- Development and Administration (2)

Board of Directors (13-15 total members)

Voting Members (9-11 members)
- President
- President-Elect
- Treasurer
- Dental ERB Chair
- Hygiene ERB Chair
- At-large Hygiene Member
- 3-5 at-large members (up to 2 may be public)

Hygiene Exam Review Board
- Chair (appointed by President)
- 1 vote per active member state
- Elects Hygiene At-large member

Dental Exam Review Board
- Chair (appointed by President)
- 1 vote per active member state
- Elects President*, President-Elect* and Treasurer
* from those already serving on the Board
Advantages of a Regional Independent Testing Service

- Test development is shared
- Elimination of staff administrative functions
- Reduction of time spent by Board members in conducting licensing examinations.
- Allows State Boards more time to focus upon other Board responsibilities.
- Minimize or eliminate exposure of the State Board to lawsuits
- Minimize or eliminate political pressures upon Board members
Cost to Join WREB

• No financial cost to become a member
• However, other *non-financial* resources must be committed
Active Membership

• Responsibilities:
  – Participate on the ERBs and committees and provide examiners

• Rights:
  – one seat on each ERB,
  – eligible for election to BOD,
  – right to participate in election of officers,
  – vote for changes to bylaws
Examination Quality
Fidellity

• Realistic assessment of clinical knowledge and competence
  – Clinical skills assessed optimally in authentic patient care context

• Patient-based Performance
  – Dental Operative, Periodontal Sections
  – Hygiene Examination
  – Local Anesthesia Clinical Section

• Realistic Alternatives to Live Patients
  – Dental Endodontics Section: Human teeth in arch/mannequin
  – Dental CTP Section: Patient-based case materials
  – DH Restorative: Dentoform in natural treatment position
  – Local Anesthesia Written Section: Patient-based case materials under development
Technical Quality

• High level of documented evidence for validity
  – Presented regularly to WREB DERB, HERB, and BOD
  – Available online and/or upon request

• On-going psychometric review
  – Sharon E. Osborn Popp, Ph.D.

• Independent psychometric audits (every 5 yrs)
  – Thomas M. Haladyna, Ph.D.
  – State of California
Dental Clinical Sections
Examiner Agreement 2015
110 Grading Examiners

Each marker = one examiner’s % agreement for the year
Examiner Performance by Exam Site
Dental 2015

• Exam sites have an extremely high level of comparability with respect to examiner grading

• Candidates can expect no systematic differences among sites

• Very high average level of agreement; low and highly consistent levels of harshness/lenience
Exam Site Averages
Percentages of Agreement, Harshness, Lenience

Dental 2015
Number of Candidates 2015

Total WREB
4,690 individual candidates (6,687 exam attempts)

Dental
2,217 individual candidates (2,562 exam attempts)

Dental Hygiene
(Hygiene/Local Anesthesia/DH Restorative)
2,473 individual candidates (4,125 exam attempts)

32% of DH candidates take more than one DH exam
Passing Percentages 2015
By Individual Candidates

Percentage by Specialty:
- DENTAL: 96.3%
- Oper: 98.1%
- Endo: 98.0%
- Perio: 99.8%
- CTP: 98.7%
- HYGIENE: 97.4%
- LOCALANES: 94.6%
- Clinical: 98.2%
- Written: 96.2%
- DH RESTORATIVE: 84.4%
Dental Pass Rates By Individual Candidates Past Five Years

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>95.3</td>
</tr>
<tr>
<td>2012</td>
<td>94.7</td>
</tr>
<tr>
<td>2013</td>
<td>95.6</td>
</tr>
<tr>
<td>2014</td>
<td>96.4</td>
</tr>
<tr>
<td>2015</td>
<td>96.3</td>
</tr>
</tbody>
</table>
Dental Exam Sections by First Attempt and Retakes
Passing Percentage Over Time
Seven Years of Data  2009 to 2015

Dental
• 14,915 candidates with 17,912 attempts
• 97.9% Passed

Dental Hygiene
• 11,905 candidates with 13,700 attempts
• 97.5% Passed
Overall Dental Outcome By Attempt #, Over Time

Dental Passing Percentage By Attempt
17,912 Attempts from 2009 to 2015

- **1st Attempt**:
  - Pass: 82.3%
  - Fail: 17.7%

- **2nd Attempt**:
  - Pass: 81.1%
  - Fail: 18.9%

- **3rd Attempt**:
  - Pass: 68.9%
  - Fail: 31.1%

- **4th Attempt**:
  - Pass: 53.6%
  - Fail: 46.4%

- **5 or More Attempts**:
  - Pass: 40.0%
  - Fail: 60.0%
Where are WREB Dental exams held?

The number of examinations and their location may vary according to demand. In 2016, Dental exams have been or will be conducted in the following 23 locations:

- Glendale, Arizona
- Mesa, Arizona
- Loma Linda, California
- Los Angeles, California
- Pomona, California
- San Francisco, California
- Aurora, Colorado
- Louisville, Kentucky
- Boston, Massachusetts
- Kansas City, Missouri
- Omaha, Nebraska
- Las Vegas, Nevada
- New York, New York
- Cleveland, Ohio
- Oklahoma City, Oklahoma
- Portland, Oregon
- Philadelphia, Pennsylvania
- Dallas, Texas
- Houston, Texas
- San Antonio, Texas
- Salt Lake City, Utah
- South Jordan, Utah
- Seattle, Washington
Mechanics of Testing

• The WREB is conducted in an anonymous manner

• Scores of three independent examiners are used to judge the quality of treatment rendered.

• The examiners work in assigned teams with representation from different states. Teams are also built to be balanced between those who tend to be harsh vs. lenient in scoring.
The Exam Team

• Chief Examiner

• Floor Examiner

• Endo Floor Examiner

• Team Captain

• Grading Examiners
Exam Preparation – How WREB helps you.
Exam Preparation - What you need to do.

About a month prior to an exam, examiners are sent an email containing:

- The dates of the exam
- The hotel
- Ground transportation
- Drivers at the exam site

- Call Janet Nepute, WREB’s Corporate Travel Manager
- All travel MUST be made with Janet
Exam Preparation – How WREB helps you.

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**Final Travel Summary Memo**

**The University of TX School of Dentistry at Houston Dental Exam**

**May 14-17, 2014**

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tuesday, May 13</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4:30 p.m.</td>
<td>Dr. Kevin B. Stork talks with Dr. Michael Moriarty.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>This meeting will be held in Dr. Moriarty’s office.</td>
<td></td>
</tr>
<tr>
<td><strong>Wednesday, May 14</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6:45 a.m.</td>
<td>All Examiners orientation/calibration at the school.</td>
<td></td>
</tr>
<tr>
<td>8:30 a.m.</td>
<td>Examiners meet at the hotel lobby.</td>
<td></td>
</tr>
<tr>
<td>12:30 p.m.</td>
<td>All Examiners orientation/calibration at the school.</td>
<td></td>
</tr>
<tr>
<td>1:30 p.m.</td>
<td>Dr. Brian Lundberg and Dr. Duane Orchard meet with Dr.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moriarty at the school.</td>
<td></td>
</tr>
<tr>
<td>2:30 p.m.</td>
<td>Drs. Moriarty and Gregory Walde check endo lab.</td>
<td></td>
</tr>
<tr>
<td>3:30 p.m.</td>
<td>Drs. Lundberg, Orchard, Walde and Moriarty attend Candidate Orientation.</td>
<td></td>
</tr>
<tr>
<td><strong>Saturday, May 17</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11:00 a.m.</td>
<td>Candidate packets distributed following Candidate Orientation.</td>
<td></td>
</tr>
<tr>
<td>2:30 p.m.</td>
<td>The exam ends.</td>
<td></td>
</tr>
</tbody>
</table>

**Contact Details**

WREB Travel Agent: Debra Waddell (866) 528-8526, dwaddell@wreb.com
WREB Office: Cheri Watson, 623-208-8488
WREB Site Coordinator: Tammy Slater, 803-765-2548
WREB IT Specialist: Sony McCauley, 803-201-6750
Career: Dorothy Roberts-Goff, 803-236-8195
School Coordinator: Dorothy Roberts-Goff, 803-236-8195
School Address: 750 Cambridge St., Houston, TX 77054

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**Final Travel SUMMARY.**

**CARRY IT WITH YOU TO THE EXAM!**
Travel Policy and Guidelines

• Examiners’ expenses for transportation and lodging are covered by WREB and booked thorough WREB’s travel agent.

• In addition, an honorarium of $304 per day is paid. (reportable to the IRS)

• Per diem of $46 per day for food (not reportable)

• Note: a continental breakfast and lunch are provided at the exams.
Exam Preparation - What you need to do.

Examiners are provided with written materials and workshops prior to each exam to adequately prepare them for the grading procedure.
After the exam ends:

• WREB provides you with your calibration stats after each exam so you can see how you did in scoring relative to other examiners

• If you consistently fall outside the recommended range you will get a letter from the Examiner Review Committee with suggestions on what areas need improvement

• You may also hear from them in the unlikely event that there are any behavioral issues
Exam Preparation – How WREB helps you.
Your future with WREB

How long will I be an examiner?

• Need for examiners fluctuates from year to year depending on a variety of factors

• BOD is committed to making examiner assignments available to sitting member state board members

• You *may* be thanked for your service when your state board term expires to make way for new board members

• This is not a reflection of your performance or value

• It is a need for WREB to maintain it’s vitality
The Hallmark of WREB: Professional Courtesy to Candidates

• Very shortly after examination, 96% of the dentists and 97% of dental hygienists will become licensed.

• These new licensees will develop into the future leadership of our profession; locally, statewide, and nationally.

• WREB’s philosophy is that they deserve respect and courtesy during the examination process, without exception.
The Hallmark of WREB: Caliber of our people

• WREB is a great organization because of the quality of those individuals who give their time and energy to make us successful.

• We truly appreciate you.

Thank you for being part of the WREB Family!
WREB Website

hygieneinfo@wreb.org
dentalinfo@wreb.org
Dental Hygiene Exams

• Restorative Clinical Examination
• Local Anesthesia Written & Clinical
• Dental Hygiene
Candidates Taking WREB Exam

Number of Individual Candidates 2015

- Dental: 2217
- DH Hygiene: 1950
- DH Local Anesthesia: 1127
- DH Restorative: 409
32% of Candidates Take Multiple Exams

- Hygiene (HYG 1162)
- Local Anesthesia (H+A 450)
- Restorative (A+R 3)

- Hygiene + Local Anesthesia (H+R 61)
- Local Anesthesia + Restorative (H+A+R 277)
- Restorative + Hygiene (RESTO 68)

- Hygiene + Local Anesthesia + Restorative (H+A+R 277)
Dental Hygiene 2015
Passing Percentages
First Attempts and Retakes

89.1% First Attempts
78.6% Retakes
Candidate Identification Required

Two valid forms of Identification
Candidate Orientation

• Online Candidate tutorial (exam process)
• On-site Candidate Orientation and Clinic Tour
• Positive feedback from Candidates regarding orientation/helped prepare for exam
• Interact with Candidates prior to exam
• Candidate-friendly
The Professional Background Information Services (PBIS) Process
For those who have been in practice for years, and wish to relocate their practice to another state.

Some recent graduates use the service also, such as remotely located military.
Our mission statement: To protect the health, safety, and welfare of the dental consumer public by providing accurate, in-depth personal and professional background information on licensure applicants to state licensing agencies and professional health care organizations.
What We Do

• **Process Dental and Dental Hygiene Applications:**
  
  – Level II: Inclusive Credentialing Packets - PBIS gathers and obtains all required documentation
  
  – Level III: Contains only the Background Report, which reports Criminal Charges, Convictions, and Pleas. The Level III is most commonly used for new graduates
What We Do

• Collect Data: Level II:
  – Names/Addresses/DOB/Social Security Number/Place of Birth
  – Transcripts
  – Education History
  – Examination Board Certification
  – Licensing Information
  – Disciplinary Actions
  – Background Report which includes Criminal Charges, Convictions, and Pleas
  – Character & Professional References
  – Liability Insurance History
  – Malpractice Claims History
  – Professional Work History
What We Do

- Verification, Correction and Validation of Data:
  - Communication with Applicants, Schools, Boards, Exam Agencies, Licensing Agencies, Employers and References

- Summarize and Report Data Gathered:
  - Hundreds of pages of information are summarized into concise and accurate reports called *The Information Summary* (which summarizes all the information contained in the application packet) and *The Omission and Discrepancy Report* (which will note any omissions or discrepancies found within the packet)
Who We Serve

• The State Boards:
  – PBIS is currently contracted with 12 state boards: Alabama, Alaska, Arizona, Idaho, Guam, Louisiana, Montana, New Mexico, North Dakota, Texas, the Virgin Islands, and Wyoming
  – By providing the Dental Board a concise, accurate, and professional summary of each applicant’s personal and professional history
  – The PBIS packet contains PBIS sealed copies of all required verifications and a copy of the applicant’s PBIS application
  – By providing the Dental Board a professional, experienced team that works on your behalf
PBIS Online Application

• Provides a professional and much more readable application than that of the paper application

• Since the implementation of the online application, 97% of applications are completed via our secure, password protected website (www.pbisonline.com)
How Does This Benefit You

• **Saves You Time:**
  – PBIS collects, verifies and consolidates hundreds of pages of information into a single three page report

• **Provides Accurate Information:**
  – PBIS makes the calls, sends the emails and investigates any inconsistencies so as to insure the information gathered is as accurate as possible
  – All verifications are stamped with the PBIS seal, signifying to the Board that PBIS has obtained information directly from the specific agencies and that the originals are on file in the PBIS office
The State determines what forms and information are used and gathered.

The finished packet is specific to the state requirements.

PBIS will provide a no-cost, one time packet for a Utah candidate if you would like a sample.
Fast Results

• The average time to process a Level II file is 5 – 7 weeks
• The average time to complete a Level III file is 1 – 2 weeks
# Dentist Information Summary Sample

**Packet ID:** PBIS-11194

## Dentist Information Summary

### Personal Information

<table>
<thead>
<tr>
<th>Field</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NAME:</strong></td>
<td>Joseph James Dentist</td>
</tr>
</tbody>
</table>
| **ADDRESS:**            | **Home:** 111 Oak St, Jamaica, NY 11111  
                          | **Dental Office:** 111 Maple St, Jamaica, NY 11111 |
| **TELEPHONE:**          | **Home:** Cell: 123-456-7890  
                          | **Office:** 123-456-7890 |
| **OTHER NAMES USED:**   | None Given                     |
| **SSN:**                | 111-11-1111                    |
| **GENDER:**             | Male                           |
| **DATE OF BIRTH:**      | July 21, 1953                  |
| **PLACE OF BIRTH:**     | Dominican Republic             |

### Dental Education

- **INSTITUTION NAME:** New York University College of Dentistry
- **ADDRESS:** 123 E. 24th St, New York, NY 11111
- **GRADUATION/DEGREE:** January 2000 - DDS
- **UNUSUAL CIRCUMSTANCES:**
  - The applicant earned a dental degree in the Dominican Republic in 1994, and it appears he attended NYU in Advanced Standing for 3 years.
  - NYU’s transcript did not include course work for 1999, however they provided email confirmation of the applicant’s dates of attendance.

### Examination History

<table>
<thead>
<tr>
<th>NATIONAL DENTAL BOARDS:</th>
<th>Part I</th>
<th>July 1995</th>
<th>Pass</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part II</td>
<td>June 1999</td>
<td>Pass</td>
<td></td>
</tr>
<tr>
<td>REGIONAL OR STATE DENTAL BOARDS:</td>
<td>NERB</td>
<td>April 1999</td>
<td>Fail</td>
</tr>
<tr>
<td></td>
<td>August 1999</td>
<td>Fail</td>
<td></td>
</tr>
<tr>
<td></td>
<td>December 1999</td>
<td>Fail</td>
<td></td>
</tr>
<tr>
<td></td>
<td>April 2000</td>
<td>Fail</td>
<td></td>
</tr>
<tr>
<td></td>
<td>August 2000</td>
<td>Fail</td>
<td></td>
</tr>
<tr>
<td></td>
<td>April 2001</td>
<td>Fail</td>
<td></td>
</tr>
<tr>
<td></td>
<td>August 2001</td>
<td>Fail</td>
<td></td>
</tr>
<tr>
<td></td>
<td>December 2001</td>
<td>Fail</td>
<td></td>
</tr>
<tr>
<td></td>
<td>April 2002</td>
<td>Pass</td>
<td></td>
</tr>
</tbody>
</table>

### Professional & Disciplinary History

- **STATE BOARD LICENSES:** Connecticut 1111 - Active  
  New York 111111 - Active
- **DISCIPLINARY ACTION:** None Reported

### Information Queries

- **CRIMINAL CHARGES, CONVICTIONS, PLEAS:** HR Plus reported a felony conviction in New York County, NY, matched by name and DOB: Arrest Date: 4/1983. Count: Attempted criminal possession of a weapon. Charge Disposition: 8/1983 - Guilty and fined $500.00. The applicant answered No on #27, but confirmed to PBIS this report was accurate and provided an email explanation for the case above.
- **MALPRACTICE CLAIMS, CIVIL, SETTLEMENTS, LAWSUITS:** None Reported
# Omission & Discrepancy Report Sample

Packet ID: PBIS-11194  
Applicant Name: Joseph James Dentist  
Date of Birth: July 21, 1953  
SSN: 111-11-1111

<table>
<thead>
<tr>
<th>PROBLEM</th>
<th>SECTION</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOTE</td>
<td></td>
<td>The application was originally started in April 2013, but was put on hold per the applicant’s request. The applicant reactivated the application in August 2013. All time sensitive information and reports have been updated.</td>
</tr>
<tr>
<td>OMISSION 1</td>
<td>12.</td>
<td>The applicant did not list failed NERB exams.</td>
</tr>
<tr>
<td>OMISSION 2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DISCREPANCY 1</td>
<td>2.</td>
<td>The applicant erred in reporting his place of birth. His passport copy verifies it to be the Dominican Republic.</td>
</tr>
<tr>
<td>DISCREPANCY 2</td>
<td>11. 15.</td>
<td>The NYU transcript does not include course work for 1999; however they did provide an email confirming that the applicant attended from 9/1996 through 5/1999, with the DDS being conferred in 1/2000. The New York license verification shows a graduation date of 11/1999.</td>
</tr>
<tr>
<td>DISCREPANCY 3</td>
<td>19.</td>
<td>The affidavit from Dr. Smith replaces that of Dr. Martinez. Dr. Smith did not provide his dental license number.</td>
</tr>
</tbody>
</table>
Thank you for your time