



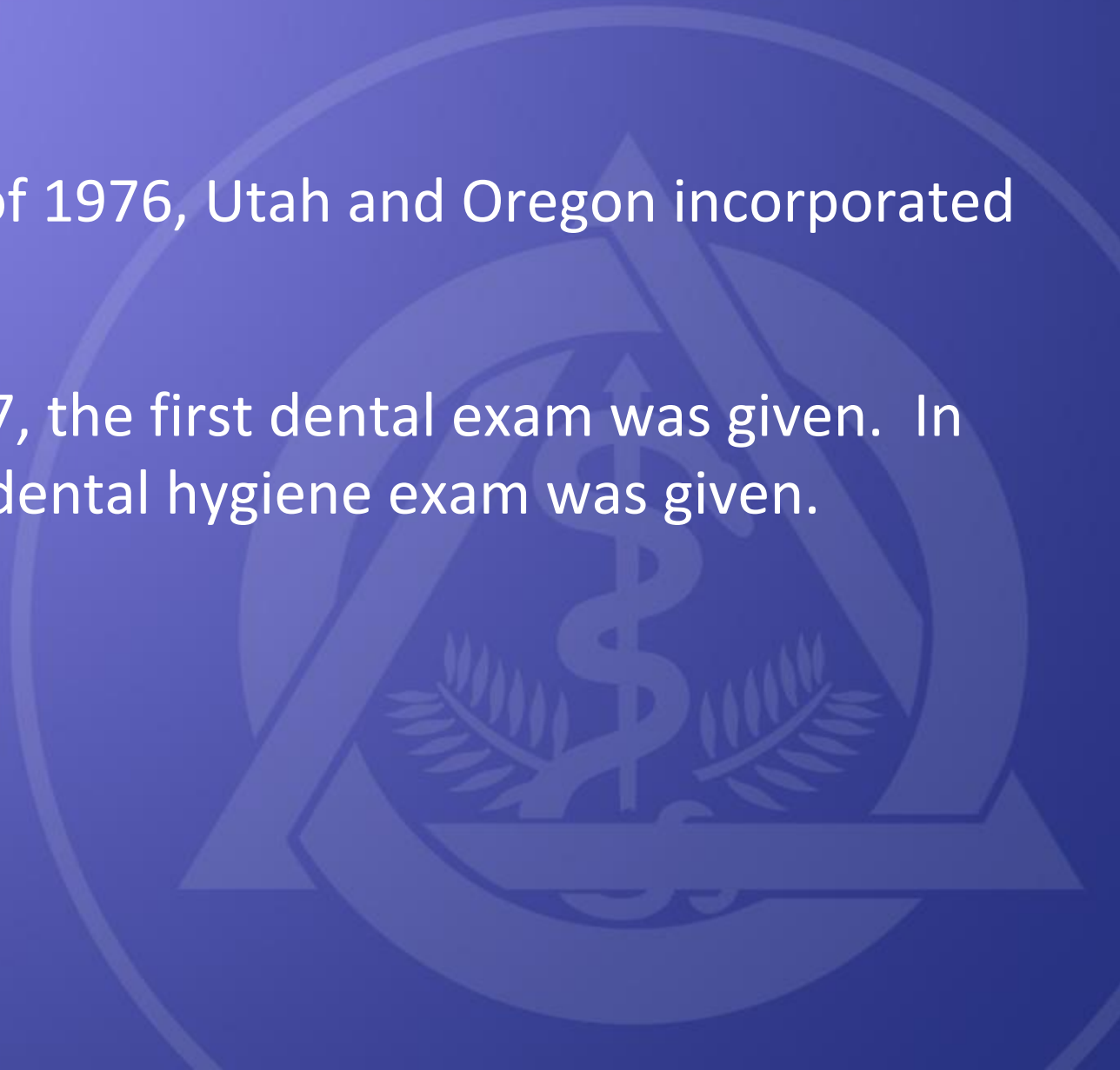
# Utah Board of Dentistry

**September 8, 2016**

**Dr. Mark Christensen**

# 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



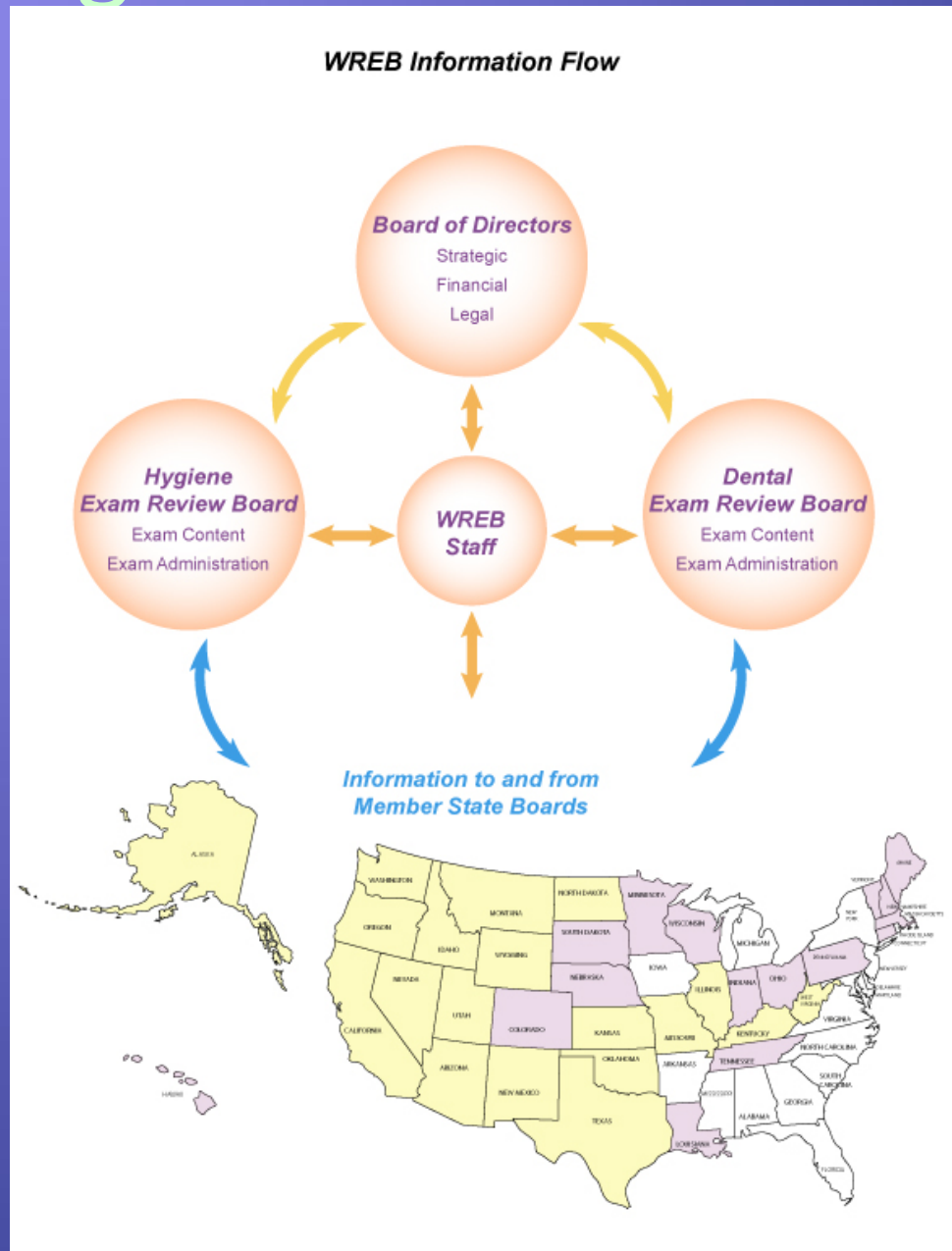
Sharon Osborn Popp  
Testing  
Specialist/Psychometrician

WREB Currently has Twenty Employees

623-209-5400



# WREB Organizational Structure





## **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)

### **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)



### **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



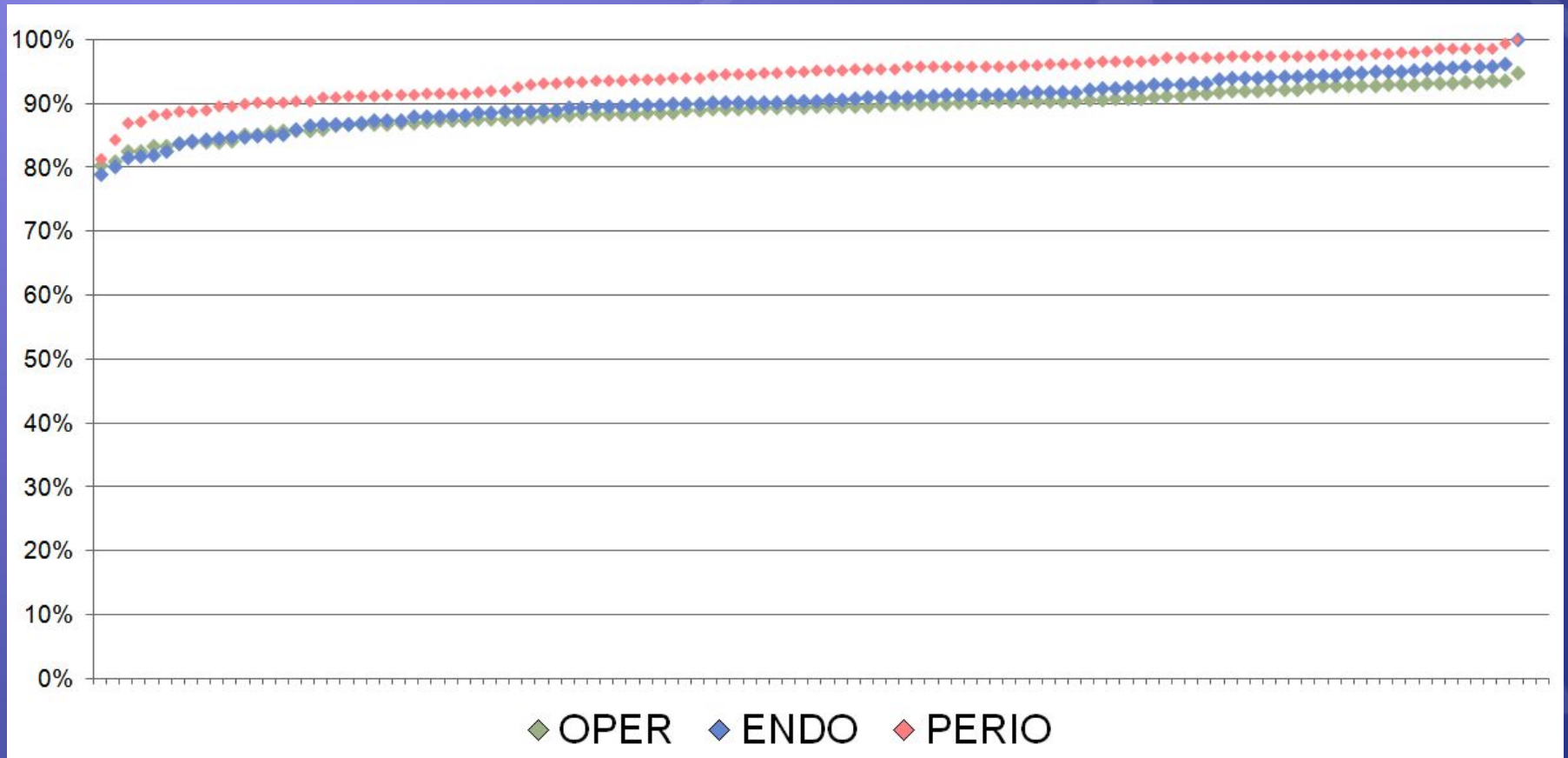
# Fidelity

- 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



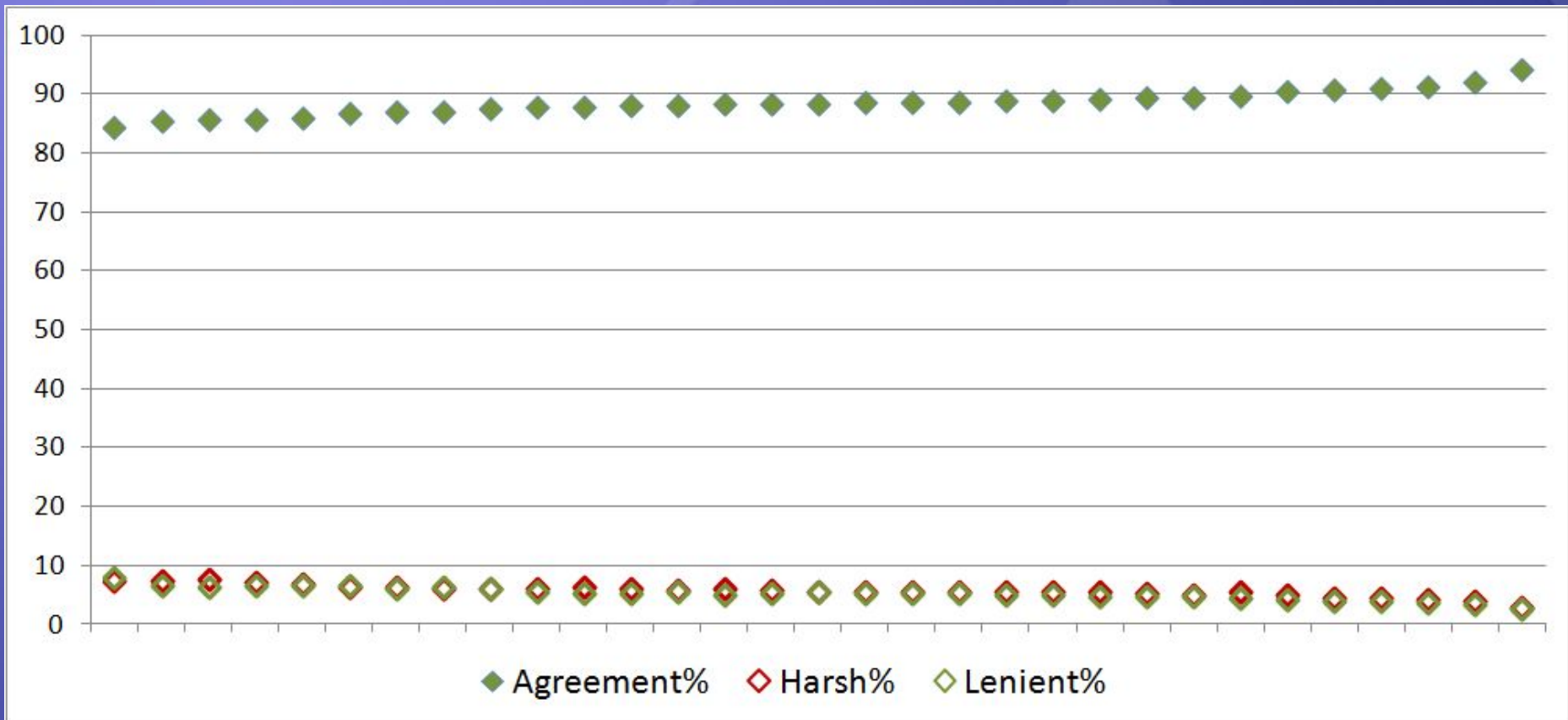
# Examiner Performance by Exam Site Dental 2015

- 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)

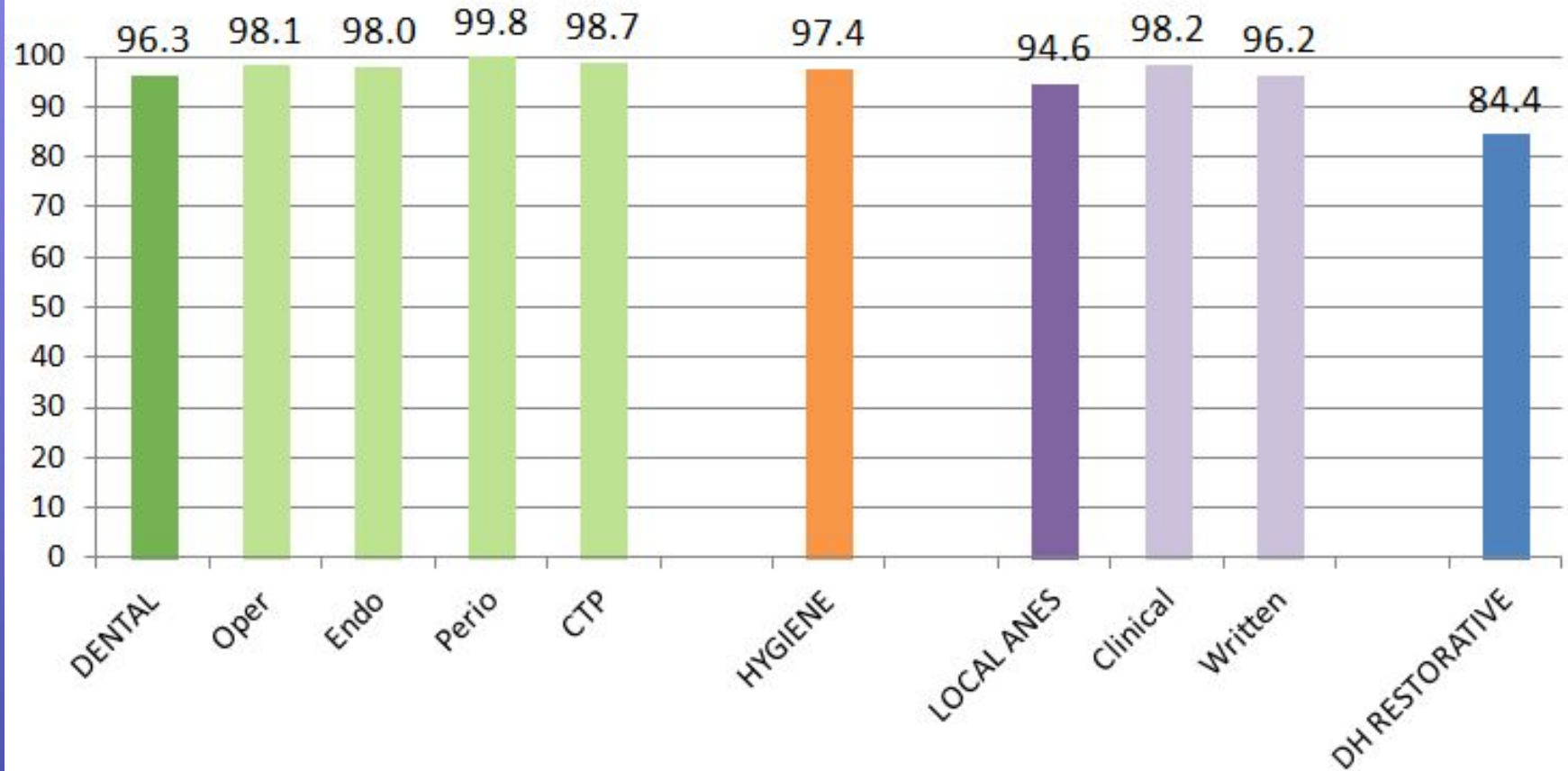
## **Dental Hygiene**

(Hygiene/Local Anesthesia/DH Restorative)

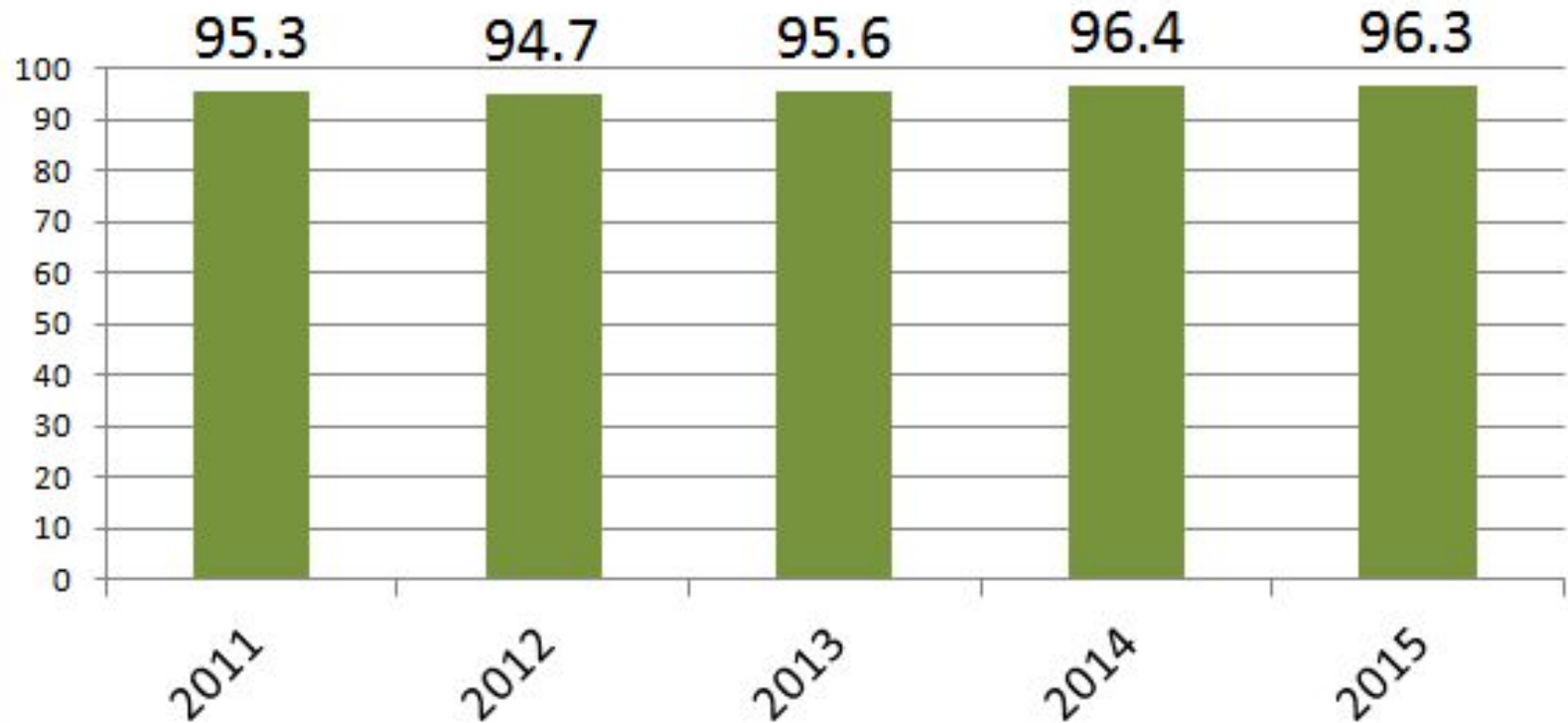
2,473 individual candidates (4,125 exam attempts)

*32% of DH candidates take  
more than one DH exam*

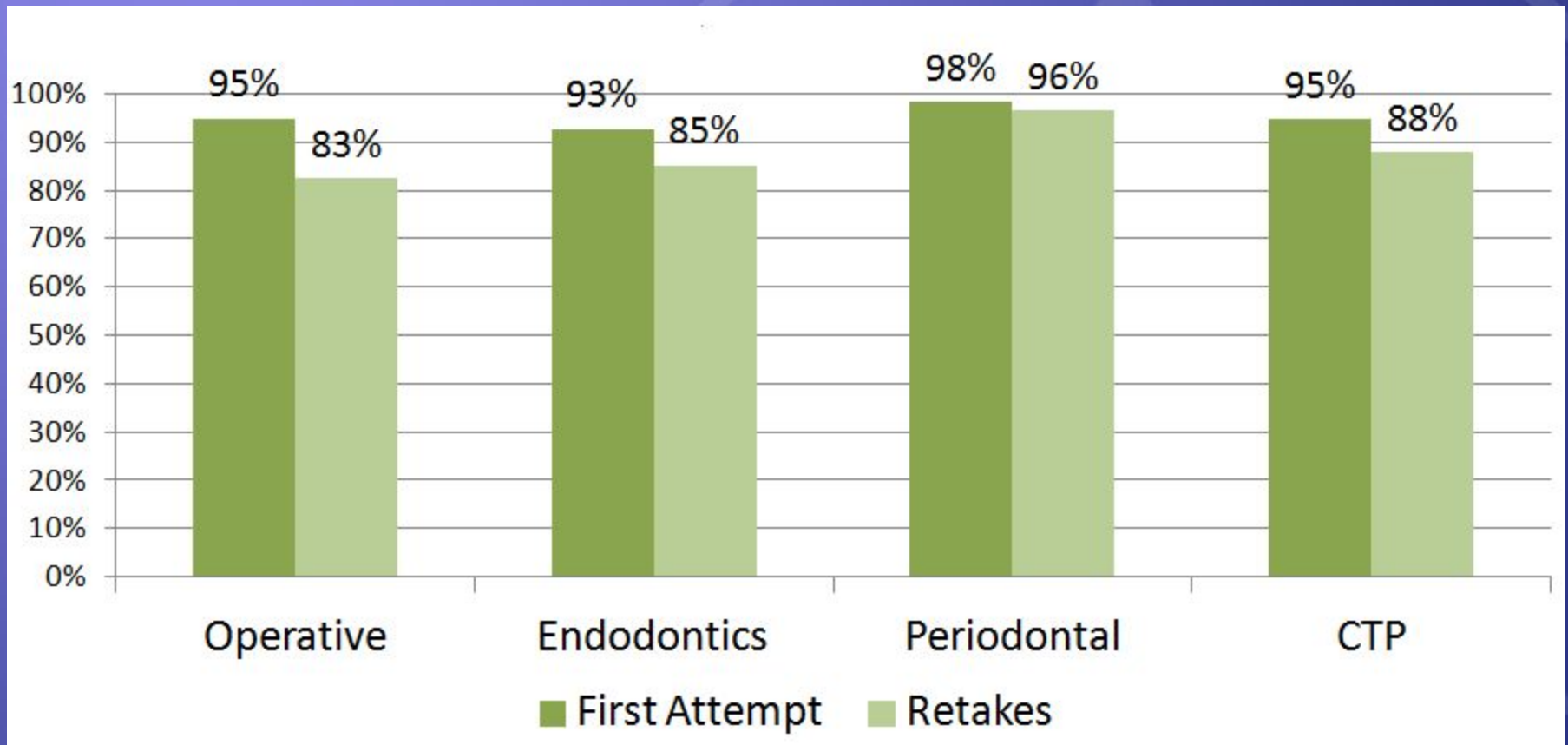
# Passing Percentages 2015 By Individual Candidates



## Dental Pass Rates By Individual Candidates Past Five Years



# Dental Exam Sections by First Attempt and Retakes



# Passing Percentage Over Time

## Seven Years of Data 2009 to 2015

### Dental

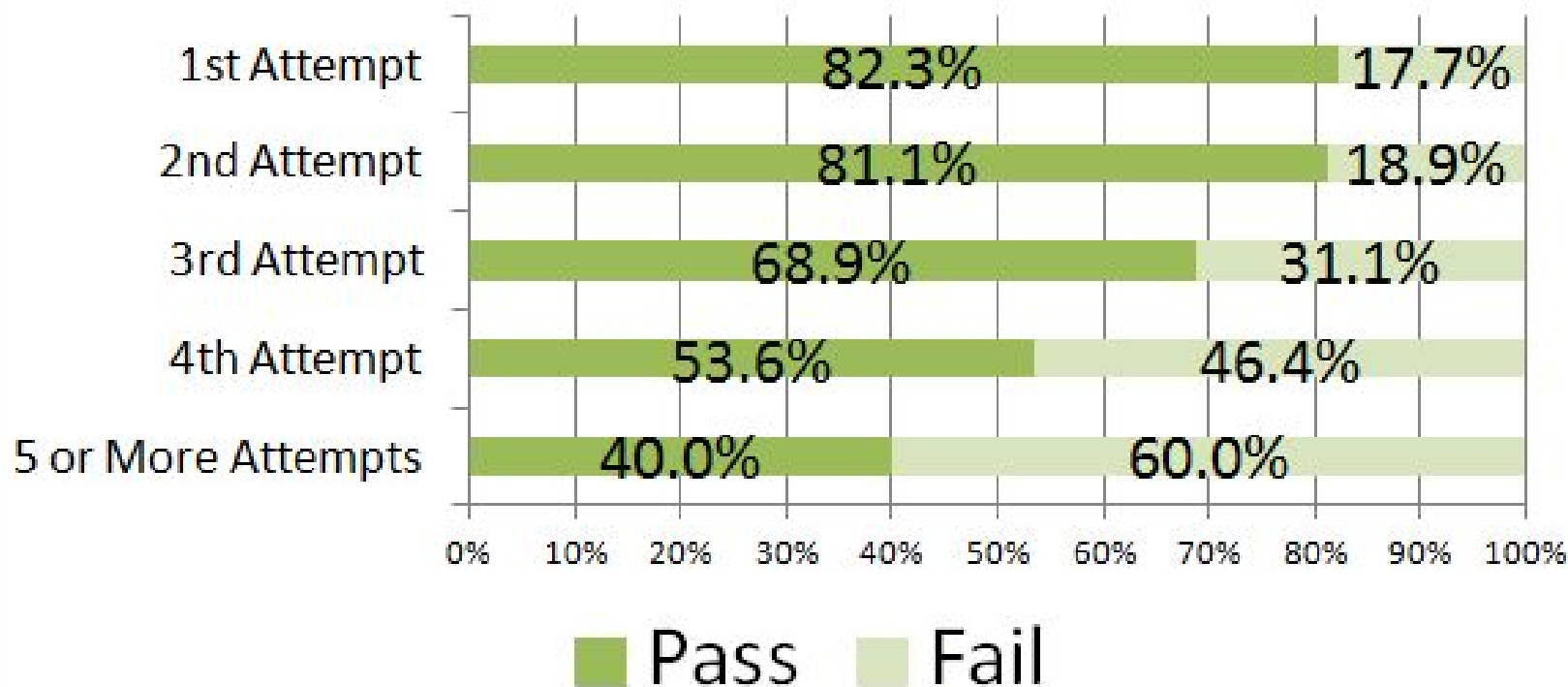
- 14,915 candidates with 17,912 attempts
- 97.9% Passed

### 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**





# 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.



## new EXAMINER bulletin



**WREB** Dental Examiner Training

## Welcome to the 2014 Dental Examiner Training

**WREB** Dental Examiner Training

WREB ESS 1.1.5 Home Test Database: DESBETA Current Exam: 21032 - Houston, TX - 8/9/2014

**WREB Dental Electronic Scoring**

Candidate Number: 4122

Anterior Teeth 7 Accept for Treatment? <input type="radio"/> Yes <input type="radio"/> No Restoration present may modify access?	Posterior Teeth 17 Canal? <input type="radio"/> Yes <input type="radio"/> No Accept for Treatment? <input type="radio"/> Yes <input type="radio"/> No Restoration present may modify access?
--	--

**Debug Information**

**WREB Endodontic Worksheet**  
Candidate ID #: A101  
Date: Today

2nd Submission  3rd Submission

Radiographs submitted on computer

Anterior Teeth #: \_\_\_\_\_  
 Approved for Treatment  Grading Examiner  
 Rejected for Treatment

Posterior Teeth #: \_\_\_\_\_ Canal to treat: P  
 Approved for Treatment  Grading Examiner  
 Rejected for Treatment

Setup Check  
Proper positioning of the arch and proper simulation of patient head position

Anterior Teeth \_\_\_\_\_ "Final Examiner"  
Posterior Teeth \_\_\_\_\_ "Final Examiner"

Radiographs submitted on computer

Acceptance Check - Note to Grading Examiners	Grading Examiner Initials
Treatment - Note to Grading Examiners	Grading Examiner Initials

This worksheet must be turned in at the end of the exam.

2013 - Revised

Copyright © 2014 WREB

# 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



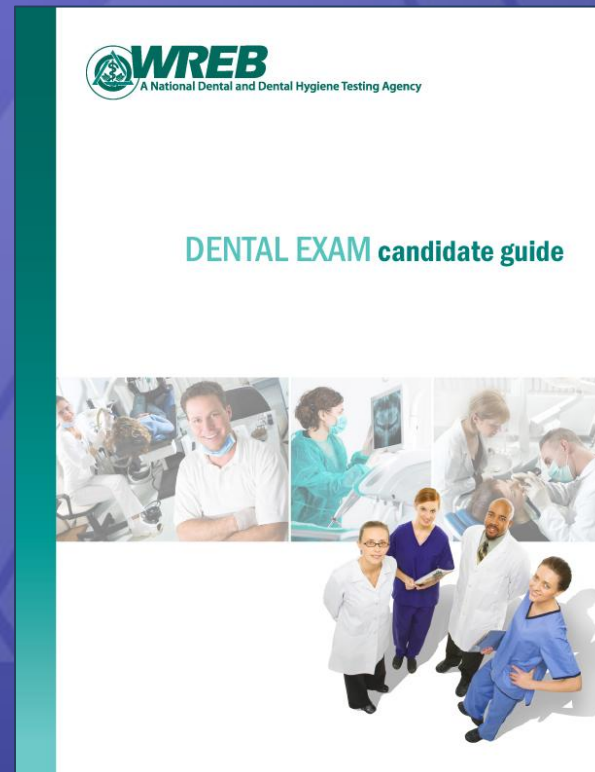
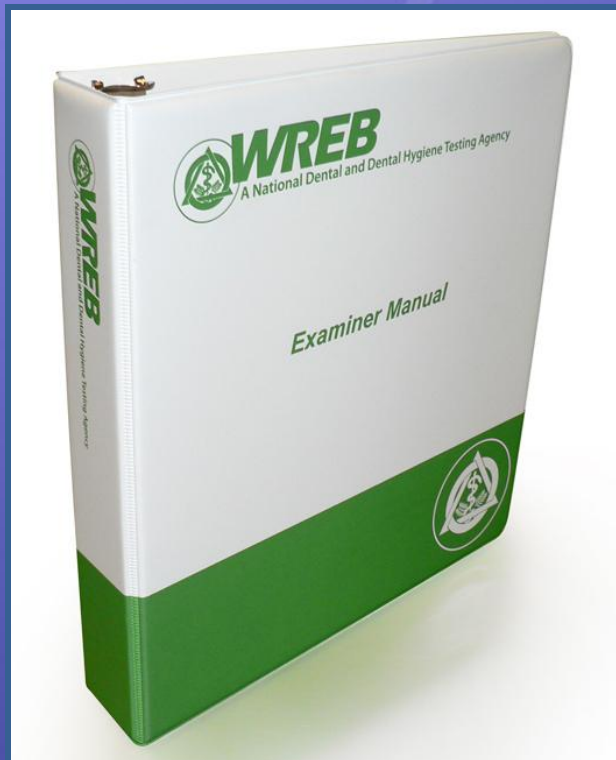


# Travel Policy and Guidelines

- 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.

WREB ESS 2.0.22 Current Exam: **Baylor College of Dentistry 5/2/2014**

2014 Oper PrepT1 case 1 of 20 **2014 Oper PrepT1**

- Modification Requests were approved for a 0.5 mm extension of the lingual proximal wall and a 1.5 mm extension of the axial wall.
- The dentin is not penetrable.

Maxillary 1st Molar MO Amalgam - Outline & Extension


5  4  3  2  1

Maxillary 1st Molar MO Amalgam - Internal Form

5  4  3  2  1

Maxillary 1st Molar MO Amalgam - Operative Environment

5  4  3  2




WREB ESS 2.0.22 Current Exam: **Baylor College of Dentistry 5/2/2014**

2014 Endo AcceptT1 case 1 of 10 **2014 Endo AcceptT1**

Mandibular Molar

Mandibular Molar

Accept  Reject



[Home](#) [Calibration](#) [Previous](#) [Next](#)



2016 Dental Statistics  
University of Oklahoma  
May 6 - May 9 2016  
Oklahoma City, OK

## RE: Examiner Scoring for Recent Examination

Examiner Name (1234)

Amalgam Prep						Amalgam Finish					
5 / 5 *						5 / 5 *					
	OUTEX	INTFRM	OPENV	TOTAL	TOTAL COUNT		AFRM	MARG	FFD	TOTAL	TOTAL COUNT
Calibrated	100.00 %	80.00 %	80.00 %	86.67 %	13	Calibrated	100.00 %	80.00 %	100.00 %	93.33 %	14
Harsh	0.00 %	0.00 %	20.00 %	6.67 %	1	Harsh	0.00 %	0.00 %	0.00 %	0.00 %	0
Lenient	0.00 %	20.00 %	0.00 %	6.67 %	1	Lenient	0.00 %	20.00 %	0.00 %	6.67 %	1
Posterior Composite Prep						Posterior Composite Finish					
33 / 35 *						34 / 34 *					
	OUTEX	INTFRM	OPENV	TOTAL	TOTAL COUNT		AFRM	MARG	FFD	TOTAL	TOTAL COUNT
Calibrated	76.19 %	80.95 %	92.86 %	83.33 %	105	Calibrated	100.00 %	97.30 %	89.19 %	95.50 %	106
Harsh	16.67 %	4.76 %	2.38 %	7.94 %	10	Harsh	0.00 %	0.00 %	8.11 %	2.70 %	3
Lenient	7.14 %	14.29 %	4.76 %	8.73 %	11	Lenient	0.00 %	2.70 %	2.70 %	1.80 %	2
Anterior Composite Prep						Anterior Composite Finish					
5 / 5 *						6 / 5 *					
	OUTEX	INTFRM	OPENV	TOTAL	TOTAL COUNT		AFRM	MARG	FFD	TOTAL	TOTAL COUNT
Calibrated	80.00 %	100.00 %	100.00 %	93.33 %	14	Calibrated	83.33 %	100.00 %	100.00 %	94.44 %	17
Harsh	0.00 %	0.00 %	0.00 %	0.00 %	0	Harsh	0.00 %	0.00 %	0.00 %	0.00 %	0
Lenient	20.00 %	0.00 %	0.00 %	6.67 %	1	Lenient	16.67 %	0.00 %	0.00 %	5.56 %	1
Cast Gold Prep						Cast Gold Finish					
/ *						/ *					
	OUTEX	INTFRM	OPENV	TOTAL	TOTAL COUNT		AFRM	MARG	FFD	TOTAL	TOTAL COUNT
Calibrated						Calibrated					
Harsh						Harsh					
Lenient						Lenient					
Operative Prep						Operative Finish					
43 / 45 *						45 / 44 *					
	TOTAL	TOTAL COUNT					TOTAL	TOTAL COUNT			
Calibrated	84.62 %	132				Calibrated	95.14 %	137			
Harsh	7.05 %	11				Harsh	2.08 %	3			
Lenient	8.33 %	13				Lenient	2.78 %	4			
Operative Overall						88 / 89 *					
	TOTAL	TOTAL COUNT					TOTAL	TOTAL COUNT			
Calibrated	89.67 %	269				Calibrated	95.14 %	137			
Harsh	4.67 %	14				Harsh	2.08 %	3			
Lenient	5.67 %	17				Lenient	2.78 %	4			

\* Number graded by you / Average at this site

# 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 Dental Hygiene



# WREB Website



The header features the WREB logo on the left, which consists of a green circle containing a white triangle with a caduceus symbol. To the right of the logo, the text "WREB" is displayed in a large, bold, white font with a green shadow. Below this, the tagline "A National Dental and Dental Hygiene Testing Agency" is written in a smaller green font. On the right side of the header, there is a photograph of four dental professionals (two women and two men) in white lab coats and blue scrubs, standing together. Below the tagline and photograph, there are five green rounded rectangular buttons with white text: "Dental Candidates", "Hygiene Candidates", "WREB Information", "Contact", and "LOGIN".

**WREB**  
A National Dental and Dental Hygiene Testing Agency

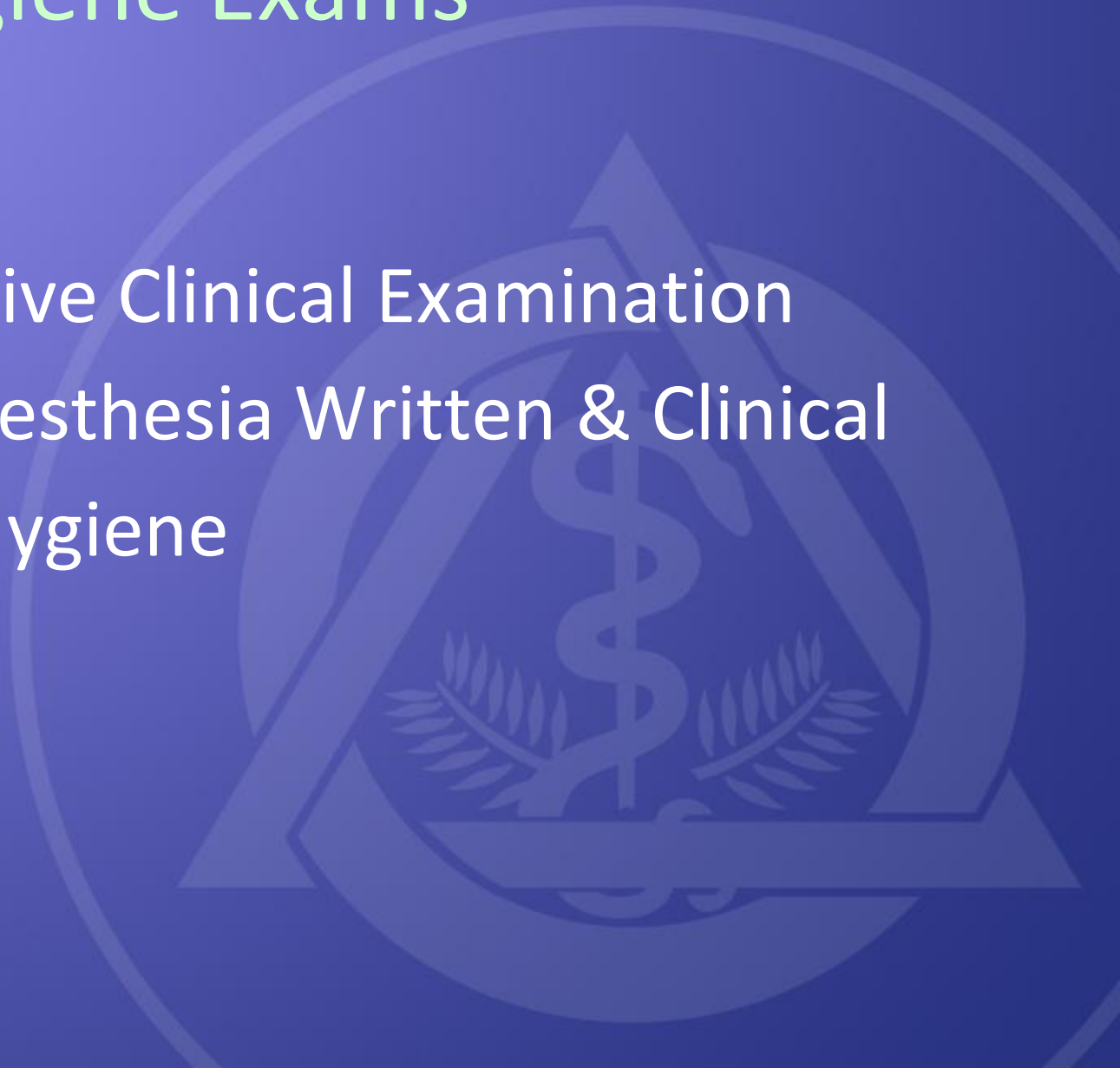
Dental Candidates   Hygiene Candidates   WREB Information   Contact   LOGIN

[hygieneinfo@wreb.org](mailto:hygieneinfo@wreb.org)

[dentalinfo@wreb.org](mailto:dentalinfo@wreb.org)

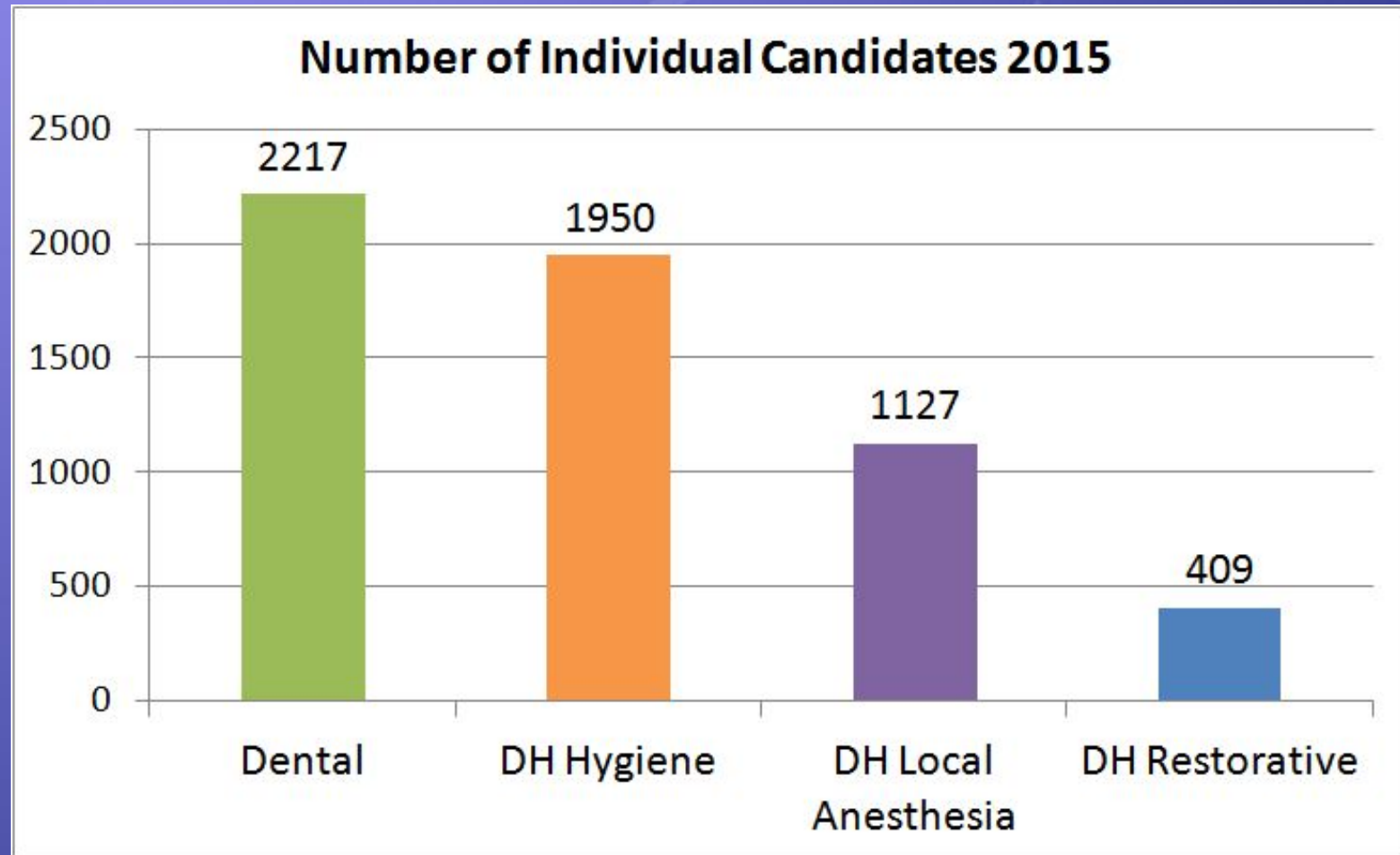
# Dental Hygiene Exams

- Restorative Clinical Examination
- Local Anesthesia Written & Clinical
- Dental Hygiene

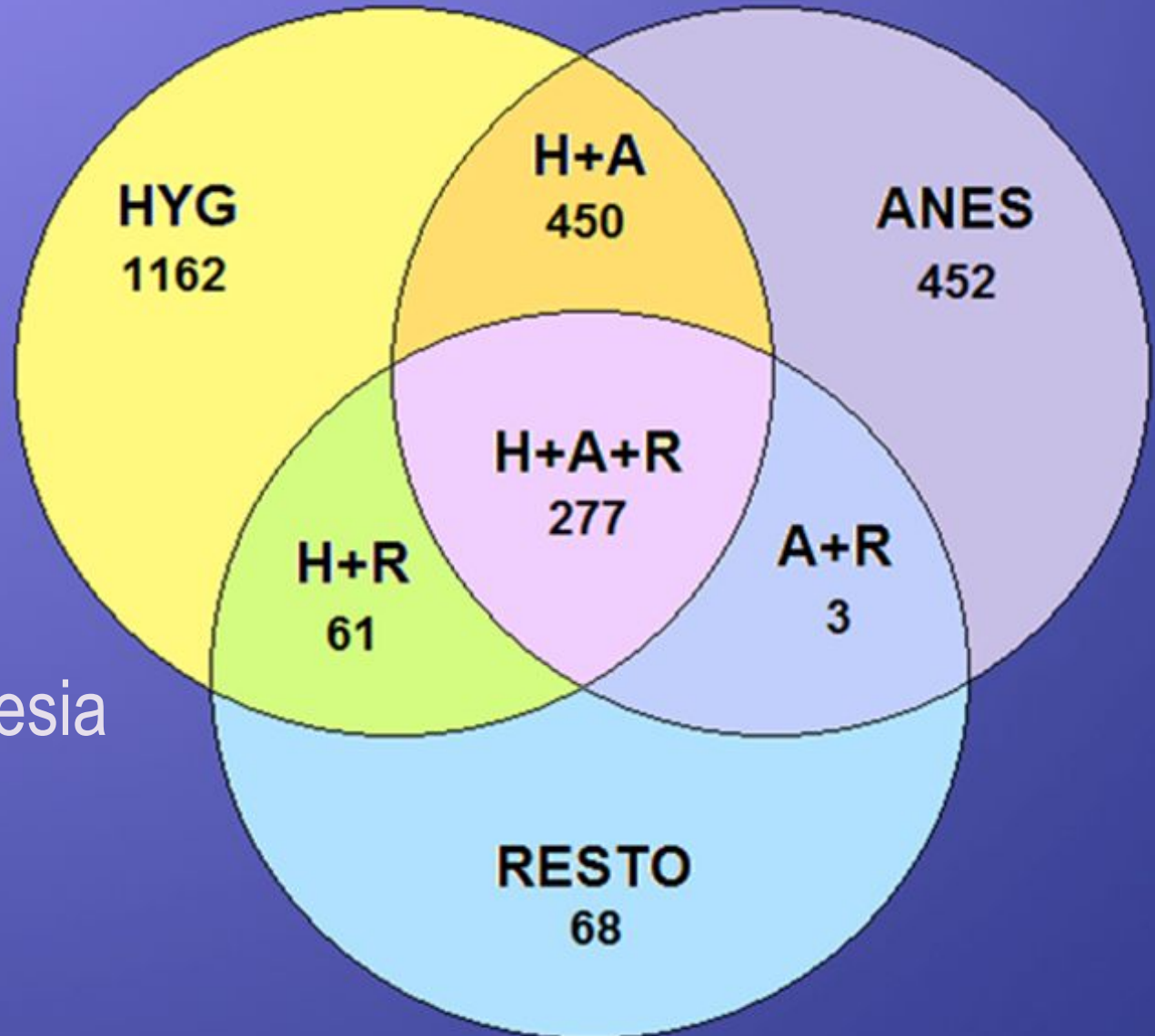




# Candidates Taking WREB Exam



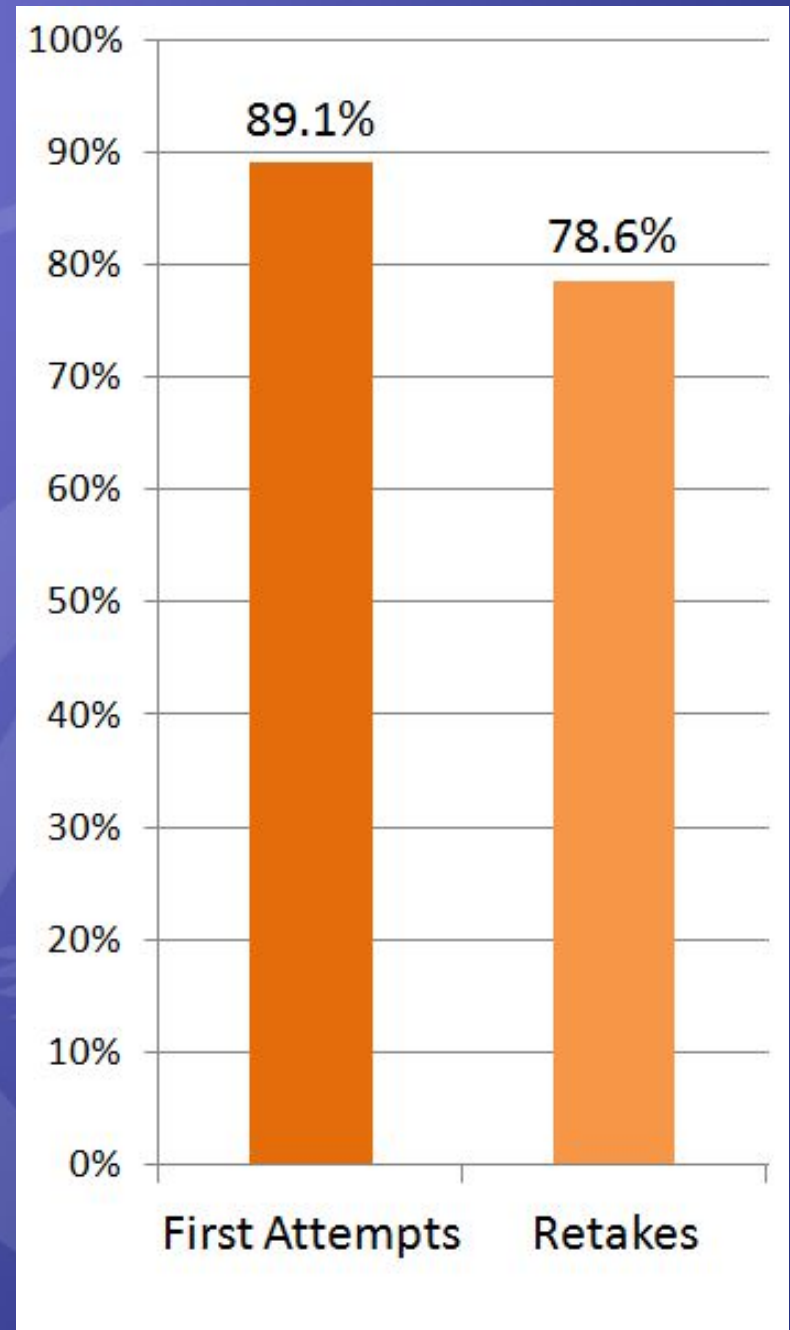
# 32% of Candidates Take Multiple Exams



- Hygiene
- Local Anesthesia
- Restorative

# Dental Hygiene 2015 Passing Percentages

## First Attempts and 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

# PBIS

## Professional Background Information Service



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

# PBIS Mission

- 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](http://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

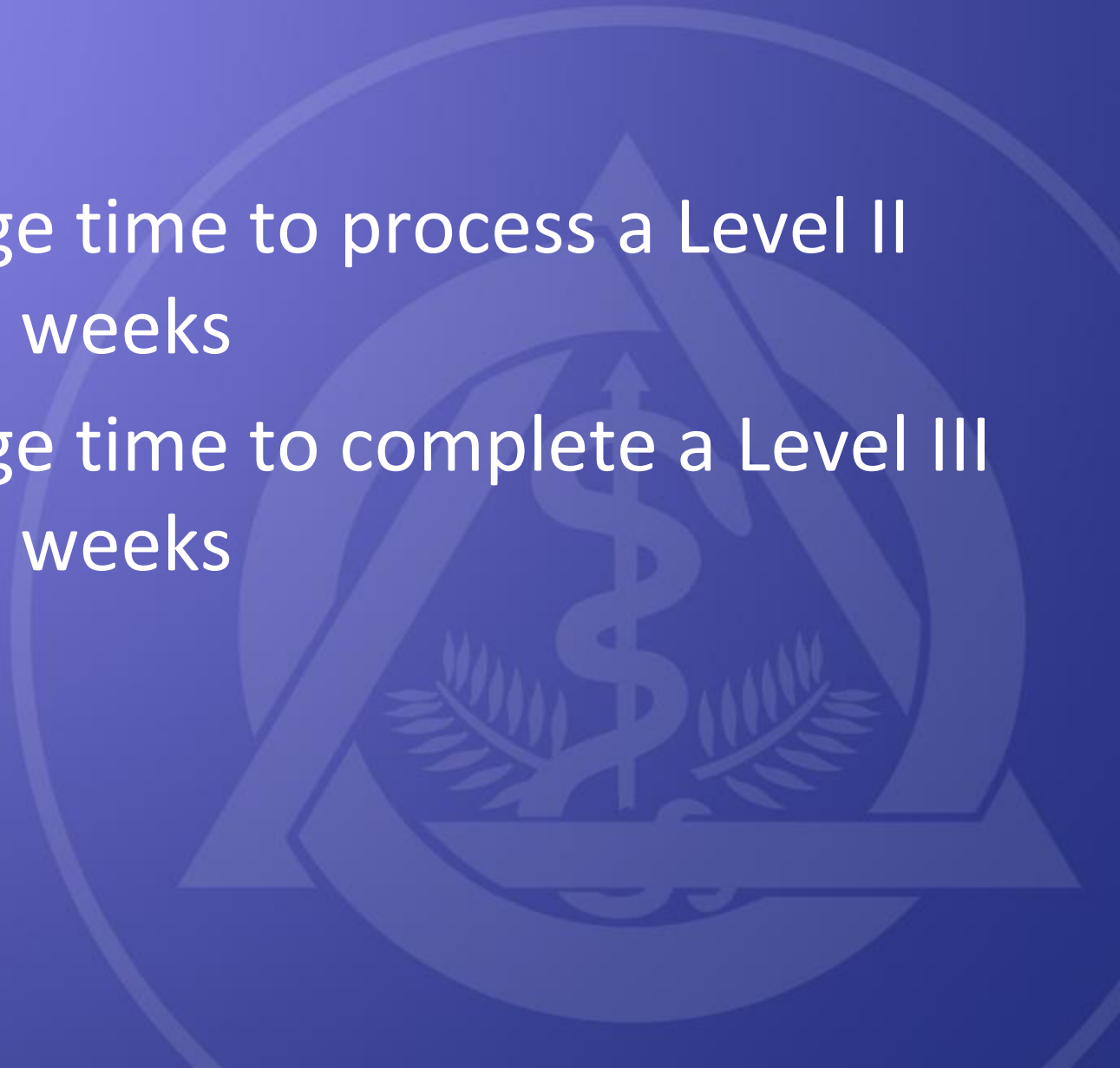
The State determines what forms and information are used and gathered.

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	
NAME:	Joseph James Dentist
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
	Fax: None Given
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. 24 <sup>th</sup> 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			
NATIONAL DENTAL BOARDS:	Part I	July 1995	Pass
	Part II	June 1999	Pass
REGIONAL OR STATE DENTAL BOARDS:	NERB	April 1999	Fail
		August 1999	Fail
		December 1999	Fail
		April 2000	Fail
		August 2000	Fail
		April 2001	Fail
		August 2001	Fail
		December 2001	Fail
		April 2002	Pass
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**

PROBLEM	SECTION	DESCRIPTION
NOTE		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.
OMISSION 1	12.	The applicant did not list failed NERB exams.
OMISSION 2		
DISCREPANCY 1	2.	The applicant erred in reporting his place of birth. His passport copy verifies it to be the Dominican Republic.
DISCREPANCY 2	11. 15.	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.
DISCREPANCY 3	19.	The affidavit from Dr. Smith replaces that of Dr. Martinez. Dr. Smith did not provide his dental license number.

Thank you for your time