



In the “2023 Status of the Nebraska Healthcare Workforce Report” the number of licensed dental hygienists in the state decreased in 2023 to 1,270 from 1,292 in 2021, although that figure was greater than the 2017 number of 1,220. The report also showed 16 counties with no dental hygienists. There were 24 counties with no dentists. Combining these figures, there were 11 counties with neither a dentist nor a dental hygienist. Five of these counties were in the Sand Hills.

To become a registered dental hygienist (RDH) in Nebraska, state statutes require a person to have passed the licensure examination given by the Joint Commission on National Board Dental Hygiene Examinations with a score of 75 or above; passed the practical examination administered by the Central Regional Dental Testing Services with a score of 75 or above, and passed the state’s jurisprudence examination with a score of 75 or above. An RDH license is required to practice in a dental office or clinic in Nebraska.

The need for dental hygienists exceeds the number of students graduating from Nebraska programs (see Section C).

**B. Demand for the Program**

High-----Low
√

The proposal cites Gray & Associates’ evaluation of student interest in a dental hygiene program. The program placed in the 97th percentile ranking of student demand. SCC states that the program would appeal to high school graduates as well as adult learners seeking to reskill or upskill in the industry.

SCC reports that the Health Sciences Division has had increasing inquiries for a dental hygiene program over the past five years. In 2023-2024 the division had 53 inquiries from prospective students interested in an associate degree in dental hygiene.

SCC anticipates beginning with 10 students in year two (the first year of enrollments), adding an additional 24 students in year three, and 14 more students in year four.

Although the projected enrollments are high, the number of inquiries regarding a dental hygienist program supports student demand.

**C. Avoidance of Unnecessary Duplication**

High-----Low
√

There are two AAS programs in dental hygiene in Nebraska and one BS degree. In 2022-23 Central Community College awarded 15 associate degrees, Western Nebraska Community College awarded three AAS degrees, and the University of Nebraska Medical Center awarded 24 BS degrees, for a total of 42 degrees. In 2021-22 there were 34 degrees granted, in 2020-21 there were 38 degrees, and in 2019-20 40 degrees were awarded.

Although there are three programs in the state, one is a baccalaureate degree. Even with the BS program included, the institutions are not producing enough graduates to meet the demand (see Section A). In addition, the proposal states that CCC and UNMC routinely have more applicants than they are able to accommodate. Consequently, the proposed program would not be an unnecessary duplication.

**D. Resources: Faculty/Staff**

High-----Low
√

SCC states that they have no faculty qualified to teach in a dental hygiene program. The college would conduct a national search initially for a program director who meets the Commission on Dental Accreditation requirements.

The director would need to be hired one year prior to student enrollment. At least one additional faculty member would be hired prior to initiating the program. Two to three adjuncts would also be needed as the program moves into its second year and beyond. The Health Science Division would provide support for staffing and administrative oversight.

The proposal included a timeline for the accreditation process, starting in spring/summer 2025 and ending in spring 2027 with the college's first report to CODA.

SCC reports that they have verbal commitments for clinical placements within dental offices for clinical rotations from over twenty-five dentists in the SCC 15 county service area. Formal affiliation agreements would need to be signed to ensure placement of accepted students prior to enrolling and the start of the program in 2026. The agreements would require accreditation review and approval.

**E. Resources: Physical Facilities/Equipment**

High-----Low
<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

SCC has a dental assisting program with a dental lab in the Health Sciences building on the Lincoln campus. The lab has the capacity for 24 students in the skills lab and 16 students in the operatory lab (2 per chair) that would be shared with the proposed dental hygiene program. The programs would coordinate scheduling to maximize utilization of the labs for students from both programs.

The didactic portion of the program would be delivered in an online/hybrid format. The Health Sciences building has eight engaged learning classrooms with seating for up to 30 students, which would provide enough space for a cohort of 20 dental hygiene students.

The program would require only minor equipment purchases since most of the major durable equipment is already installed in the dental lab. However, students would have fees of about \$6,900 for instrument kits, uniforms, books, etc.

**F. Resources: Library/Information Access**

Acceptable
<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

SCC reports that sufficient library staff, library resources, and information technology resources are in place at all campus locations to support the students and program. The program would utilize the current student services advising and support staff without the need to increase staffing.

**G. Budget—Revised by SCC on 1-23-25**

**PROJECTED COSTS AND ANTICIPATED REVENUES FOR THE FIRST FIVE YEARS  
As reported by SCC**

PROJECTED COSTS		ANTICIPATED REVENUES	
Faculty and Staff <sup>1</sup>	\$1,023,687	Reallocation of existing funds <sup>2</sup>	\$759,829
General Operating	\$341,000	New State Funds	
Equipment	\$26,500	New Local Funds	
Initial Accreditation	\$21,850	Tuition and Fees <sup>3</sup>	\$622,908
Annual Accreditation	\$10,700	Other: Perkins funds	\$41,000
Five-Year TOTAL	\$1,423,737	Five-Year TOTAL	\$1,423,737

<sup>1</sup> One full-time faculty/program director in year one, a second faculty member in year two, and adjuncts in years two through five.

<sup>2</sup> \$176,250 of internal funds.

<sup>3</sup> Based on 10 students in year two, 34 students in year two, and 48 students in years four and five; taking 33 credit hours per year at \$127 per credit hour with a 3% increase annually in tuition and fees (approximately \$139 in year five).

**Committee Recommendation: That the proposal be forwarded to the full Commission without a recommendation pending further details on revenues.**

First Program Review: Due June 30, 2025 (for this reporting year only, report solely on the progress of accreditation)

## Dental Hygiene, AAS

Course Number	Course Name	Credit Hours
ACFS 1015	Success@SCC	1.0
DENH 1000	Dental Hygiene Clinical 1: Pre-Clinic	4.0
DENH 1100	Dental Radiography	2.5
DENH 1200	Head & Neck Anatomy	2.0
DENH 1300	Dental Hygiene 1	3.0
DENH 1400	Dental Materials	2.0
DENH 1500	Dental Hygiene Clinical 2	4.0
DENH 1600	Dental Pathology	3.0
DENH 1700	Dental Hygiene 2	3.0
DENH 1800	Pharmacology for the Dental Hygienists	3.0
DENH 1900	Advanced Dental Pathology	2.5
DENH 2000	Dental Hygiene Clinical 3	5.0
DENH 2100	Dental Hygiene 3	3.0
DENH 2200	Advanced Dental Hygiene	2.0
DENH 2300	Dental Specialties	1.5
DENH 2400	Dental Hygiene Professions	2.0
DENH 2500	Dental Hygiene Clinical 4	6.0
	<b>Dental Hygiene Core</b>	<b>48.5</b>
	<b>General Education Core</b>	<b>17.0</b>
	<b>Total Credit Hours</b>	<b>66.5</b>

**Additional information requested from SCC, compiled from Commissioner questions, comments, and concerns.**

1. Please revisit the budget and numbers to ensure 100% accuracy.
2. Curriculum: please be more specific regarding the courses, display all necessary program requirements for accreditation, and indicate which courses meet the requirements.
3. Please address the ability of SCC to provide adequate clinical space for students to meet CODA requirements for direct patient care in the dental hygiene clinic while also accommodating the dental assisting students.
4. Please provide any letters of support or opposition you may have received.



**Dental Hygiene Follow-up Report**  
Nebraska Coordinating Commission for Post-Secondary Education  
February 10<sup>th</sup>, 2025

## Summary of Response to CCPE Request for Additional Information in Support of SCC's Proposed Dental Hygiene Program

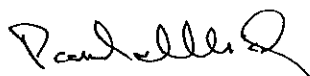
SCC is appreciative of the opportunity to provide additional information in support of its proposed Associate Degree Dental Hygiene Program. The below report includes additional data related to the existing gap between the need for dental hygienists and the number of graduates. Review of data from multiple national and local data sources indicate that this gap is expected to grow significantly with a high percentage of retirements among dental hygienists projected over the next two decades. In addition to high employer demand, there is strong student demand based on online search data related to dental hygiene programming. With approximately 80% of CODA approved programs offered at the associate degree level, the proposed 2-year Associate Degree Dental Hygiene Program is in direct alignment with the majority of dental hygiene programs in relation to the level of college degree.

SCC is committed to working collaboratively and proactively with the other providers of dental hygiene graduates to address the skilled workforce gap in the dental hygiene field. Although the addition of the proposed will still not fully address the significant gap, it will help to alleviate both the growing shortages in dental hygienists and the associated challenges facing our employers and the communities they support.

The following report contains the requested information, including updated budget information and additional curriculum details and course requirements. SCC conducted an analysis of 34 CODA approved programs within the mid-western states and found that the number of hours associated with dental hygiene coursework for the proposed program was approximately equal to the median number of hours required by the other programs in the peer comparison. The report also includes details on clinical space planning related to meeting CODA requirements. An Appendix section includes letters of support from local dentists, the Nebraska Dental Association, a future student, and Central Community College.

SCC looks forward to answering any questions in regard to this report and the proposed Associate Degree Dental Hygiene Program.

Sincerely,



Paul Illich, Ph.D.  
Southeast Community College, President

The following report is provided in response to the requested information. Please note that the page locations of the specific responses are highlighted below in yellow.

**Please revisit the budget and numbers to ensure 100% accuracy.**

- Updated Proposal for New Instructional Program Pages: 3-12
  - The budget table on Page 12 has been updated and corrected to reflect accurate accounting calculations.

**Curriculum:** please be more specific regarding the courses, display all necessary program requirements for accreditation, and indicate which courses meet the requirements.

- Curriculum Map Outlining CODA Accreditation Standards Pages: 13-15
- CODA Accredited Program Length of Program Report Pages: 16
- Dental Hygiene Educational Program Needs Pages: 17-18

**Please address the ability of SCC to provide adequate clinical space for students to meet CODA requirements for direct patient care in the dental hygiene clinic while also accommodating the dental assisting students.**

- SCC Dental Lab Utilization Report Pages: 19
- CODA Accreditation Standards Outlining Clinical Requirements Pages: 21-23
- CODA Report on Online/Hybrid Delivery Methods Pages: 24-25

**Please provide any letters of support or opposition you may have received.**

**Appendix:**

- Nebraska Dental Association Letter Requesting Additional Dental Hygienists (January 2023)
- Central Community College Letter of Support
- Antelope Dental Letter of Support
- Dr Nelson: Holdrege Family Dental Letter of Support
- Dr Philips Holdrege Family Dental Letter of Support
- Dr Sand Holdrege Family Dental Letter of Support
- Nebraska Family Dentistry Letter of Support
- Optimal Dental Letter of Support
- Pine Ridge Dental Letter of Support
- Ridge Point Dental Letter of Support
- Superior Dental Letter of Support
- Future Student Letter of Support



**COORDINATING COMMISSION  
FOR POSTSECONDARY EDUCATION**


140 N. 8<sup>th</sup> Street Suite 300  
Lincoln Nebraska 68508

Telephone: (402) 471-2847  
Fax: (402) 471-2886

**PROPOSAL FOR NEW INSTRUCTIONAL PROGRAM**

**Form 92-40**

Institution Submitting Proposal:	Southeast Community College
Title of Program:	Dental Hygiene
CIP Code	51.0602
SOC Code	29-1292
Organizational Unit in which Program will be located:	Health Sciences
Name of Contact Person in the event additional information is needed:	Bev Cummins, Vice President of Program Development and Lincoln Campus Director
Telephone:	402-437-2554
Degree, Diploma, or Certificate to be offered	Associate of Applied Science
Proposal date to initiate program:	Fall 2026
List the location(s) where this program will be offered:	Lincoln & Hybrid
If the program has a projected ending date, please so indicate:	N/A
Date Approved by Governing Board:	

Chief Executive Officer's or other Authorized Officer's signature: 

## I. Purpose and Description of the Dental Hygiene Program

Southeast Community College (SCC) proposes to establish an Associate of Applied Science in Dental Hygiene. This degree is designed to prepare students for a career as a licensed dental hygienist. Dental hygienists hold an integral role in assisting individuals and groups in attaining and maintaining optimal oral health. They provide educational and clinical dental services to people and populations of all ages in diverse settings and capacities. The program will prepare dental hygienists to assess, diagnose, plan, implement, evaluate and document treatment for prevention, intervention, and control of oral diseases. They work in close collaboration with other dentistry and healthcare professionals to deliver integrated care. Dental hygienists are employed in both clinical, corporate, public health, and research settings including private dental practices, community clinics and health services, hospitals, university dental clinics, prison facilities, nursing homes, sales, product development, and schools.

Course Number	Course Name	Credit Hours	New/Existing Course?
ACFS 1015	Success@SCC	1.0	Existing
<b>GENERAL EDUCATION CORE:</b>			
COMM 1090 COMM 1110/SPCH 1110 COMM 2100 COMM 2810	<u>Choose 1 of the following:</u> Fundamentals of Human Communication Public Speaking (Recommended) Communicating in Groups and Teams Business and Professional Communication	3.0	Existing
ENGL 1010 ENGL 1010H ENGL 1054 ENGL 1110	<u>Choose 1 of the following:</u> English Composition I (Recommended) Composition Honors I Writing and Communities Business Communication	3.0	Existing
BIOS 1140	Human Anatomy	4.0	Existing
BIOS 2130	Human Physiology	4.0	Existing
SOCI 1010	Introduction to Sociology	3.0	Existing
<b>General Education Credit Hours: 17</b>			
<b>DENTAL HYGIENE CORE:</b>			
DENH 1000	Dental Hygiene Clinical 1: Pre-Clinic	4.0	New
DENH 1100	Dental Radiography	2.5	New
DENH 1200	Head & Neck Anatomy	2.0	New
DENH 1300	Dental Hygiene 1	3.0	New
DENH 1400	Dental Materials	2.0	New
DENH 1500	Dental Hygiene Clinical 2	4.0	New
DENH 1600	Dental Pathology	3.0	New
DENH 1700	Dental Hygiene 2	3.0	New
DENH 1800	Pharmacology for the Dental Hygienists	3.0	New
DENH 1900	Advanced Dental Pathology	2.5	New
DENH 2000	Dental Hygiene Clinical 3	5.0	New
DENH 2100	Dental Hygiene 3	3.0	New
DENH 2200	Advanced Dental Hygiene	2.0	New
DENH 2300	Dental Specialties	1.5	New
DENH 2400	Dental Hygiene Professions	2.0	New
DENH 2500	Dental Hygiene Clinical 4	6.0	New
<b>Program Core Credit Hours:</b>		<b>48.5</b>	
<b>Total Credit Hours</b>		<b>66.5</b>	

The proposed AAS in Dental Hygiene is designed for individuals with a strong desire to work in the healthcare field and are passionate about improving patients' oral and overall health. They often possess good hand-eye coordination and fine motor skills, which are essential for performing precise dental hygiene procedures. They enjoy interacting with people and are capable of effectively educating patients on oral hygiene practices and the importance of dental care. They have an aptitude for critical thinking and clinical judgement as well as an interest in subjects such as anatomy, physiology, and chemistry, which are foundational to dental hygiene education. A career in dental hygiene provides graduates with strong job prospects and opportunities for growth, as dental hygienists are in demand in our communities. This program will provide students with the requirements to successfully complete the written National Board of Dental Hygiene Examination and complete regional and state clinical board examinations for professional licensure.

The Commission on Dental Accreditation (CODA) requires program delivery to be a combination of classroom/online didactic instruction, with laboratory practice and clinical experiences to ensure students meet competencies and are well-prepared for the workforce. As shown in the curriculum plan below, the AAS in Dental Hygiene includes oral anatomy, pathology, regulatory standards, and public health principles.

The program learning outcomes for the AAS in Dental Hygiene are to prepare the graduate to:

- 1) demonstrate the clinical skills and judgement necessary to provide preventive oral health care and determine periodontal classifications to medically compromised and ethnically and diverse populations.
- 2) demonstrate ethical decision-making skills and adhere to state and federal laws and standards within the dental hygiene profession.
- 3) assess the oral health needs of individual patients and community groups, develop disease prevention and health maintenance strategies utilizing the basic principles of learning, promote the value of oral and general health and provides education and directs patients to appropriate and available resources.
- 4) demonstrate basic skills in operations of practice management to ensure equitable and fiscally responsible utilization of resources in dental practice.
- 5) demonstrate the ability to critically evaluate information and research pertaining to new products and techniques, take part in professional development activities, promote and identify career options within the dental profession

Graduates of the Southeast Community College Dental Hygiene program are eligible to take national and regional board examinations which are required to become a Registered Dental Hygienist (R.D.H.) An R.D.H. license is required in order to practice in a dental office or clinic.

## II. Review Criteria

### A. CENTRALITY TO ROLE AND MISSION

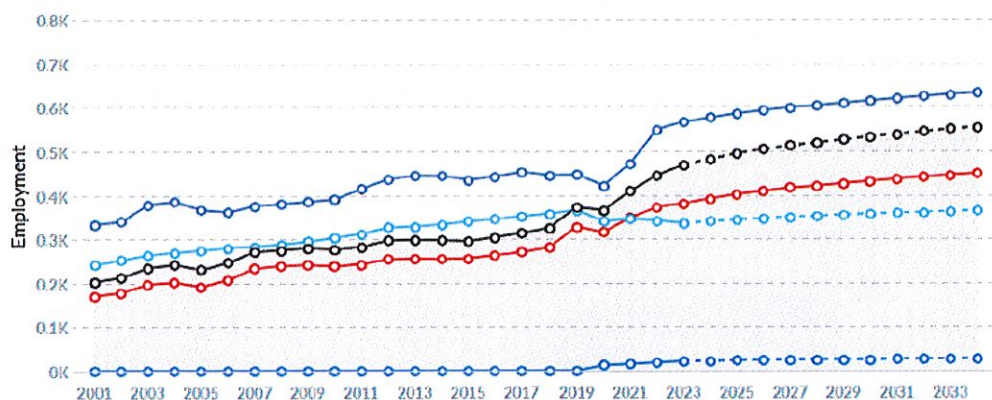
The mission of Southeast Community College is *to empower and transform the diverse learners and communities of southeast Nebraska through accessible lifelong educational opportunities. The College provides dynamic and responsive pathways to career and technical, academic transfer, and continuing education programs that contribute to personal, community, and workforce development.*

The creation of a/an AAS in Dental Hygiene aligns with SCC's mission to provide accessible and responsive pathways for students to attain a credential that best serves the employment pathway they determine. This Associate of Applied

Science degree will appeal to high school graduates as well as adult learners seeking to reskill or upskill in the industry. Another option for students is to continue their education to obtain a baccalaureate degree.

## B. EVIDENCE OF NEED AND DEMAND

**Workforce Need.** According to *Lightcast Q2 2024 Data Set*, ([www.economicmodeling.com](http://www.economicmodeling.com)), a company used by SCC to provide academic program evaluation data, in Nebraska, the regional employment data is above the national average as shown in the chart below. For the SCC service area, there has been a 32.1% growth in jobs between 2020 and 2024.



Region	2020 Jobs	2024 Jobs	Change	% Change
● SCC service area	365	482	117	32.1%
● National Average	339	339	0	0.1%
● Beatrice, NE	12	22	10	77.6%
● Omaha-Council Bluffs, NE-IA	421	576	155	36.8%
● Lincoln, NE	315	392	76	24.2%

There are currently two educational institutions in the state of Nebraska with a Dental Hygiene program as shown in the chart below from Lightcast (UNMC and CCC) for a total of 39 completions in 2023. Lightcast also indicates there are 365 jobs posted in 2020, with a salary of approximately \$88,432.

### Completions by Institution

Institution	Completions (2023)	Growth % YOY (2023)	Market Share (2023)	IPEDS Tuition & Fees (2022)	Completions Trend (2019-2023)
University of Nebraska Medical Center	24	9.1%	57.1%	\$14,720	
Central Community College	15	25.0%	35.7%	\$3,300	

### Light Job Posting Demand Over an Average Supply of Regional Jobs

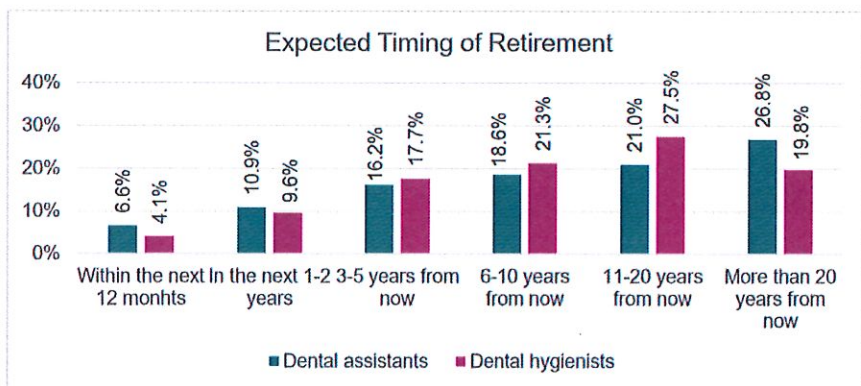


With the need for skilled hygienists outweighing the number of graduates in this field by a factor of nearly 5 to 1, another program in the eastern edge of Nebraska if necessary to meet workforce demand.

In the 2023 Status Nebraska Healthcare Workforce Report shows a decrease in 2023 in licensed dental hygienist in our state. The Department of Labor projects a 7% increase in demand within the profession by 2030.



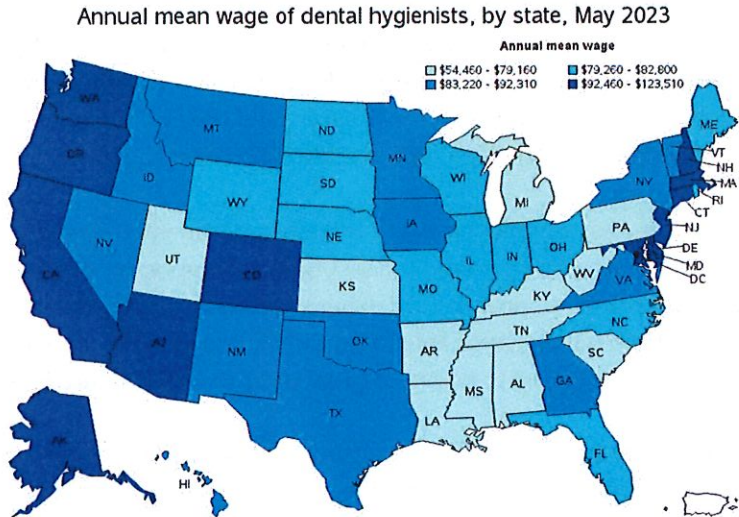
Approximately one-third of the dental assistant (33.7%) and dental hygienist (31.4%) workforce indicate they expect to retire in five years or less according to the 2022 Dental Workforce Shortage Report.



In addition, the report found staffing issues were cited as the most significant concern among dentists in January 2020 and remained the top concern in July 2022. The shortages have caused an estimated 11% reduction in dental practice capacity.

In July 2022, 4 in 10 dental practices indicated they were recruiting or had recently recruited dental assistants (DA), and nearly the same share indicated they were recruiting dental hygienists (DH). Among dentists recruiting for these positions, the vast majority – 9 in 10 – indicated it was “extremely” or “very” challenging. Additionally in July 2022, about 1 in 3 dentists who did not have full schedules indicated that vacant staff positions were at least part of the problem.

According to the Department of Labor statistics, Dental Hygiene is a profession with an annual mean wage above average in the state of Nebraska.



**Student Demand.** SCC utilizes the PES Markets Scorecard from Gray & Associates, to ascertain student demand for Dental Hygiene, with a 97% percentile ranking for the SCC service area as shown in the chart below. In the past three months, there were 3,790 searches for Dental Hygiene programs which are predicted to increase as the workforce demand increases.

**Student Demand**  
Score: 23 Percentile: 97

Category	Pctl	Criterion	Value	Score
Size	98	Google Search Volume (3 Months)*	3,790	8
	0	International Page Views (12 Months)	0	NS
	94	New Student Enrollment Volume (12 Mo.)	42	4
	91	On-ground Completions at In-Market Institutions	28	2
	95	Online Completions by In-Market Students	6	3
	91	Sum of On-ground and Online Completions	34	2
Growth	100	Google Search YoY Change (Units)*	1,760	2
	8	New Student Enrollment Vol. YoY Change (Units)	-3	0
	6	Completion Volume YoY Change (Units)	-4	0
	99	Google Search YoY Change (%)*	87%	2
	48	New Student Enrollment Vol. YoY Change (%)	-7%	0
	38	Completion Volume YoY Change (%)	-11%	0

Additionally, the Health Sciences Division has had increasing inquiries for a Dental Hygiene program over the past five years. In 2023-2024 the division had 53 inquiries from prospective students interested in an associate degree dental hygiene program.

By offering an A.A.S. in Dental Hygiene, SCC would provide a vital service to the state of Nebraska through high-quality care and positively contributing to the oral health and well-being of patients and communities.

### ADEQUACY OF RESOURCES

#### 1. Faculty and Staff Resources

Currently we do not have any faculty qualified to teach within the dental hygiene program so additional faculty will be needed. We have received inquiries as the community learns of our interest in developing a program. We would implement a national search as well to find the right candidate to develop the program and they would need to start at least 8 months prior to applying for accreditation. Per the Commission on Dental Accreditation (CODA) requirements, the program will need to hire:

- **Dental Hygiene Program Director:** the program director must have a full-time appointment and must be a dental hygienist or a dentist who is a graduate of a program accredited by CODA and possesses a master's or higher degree, who has background in education and the professional experience necessary to understand and fulfill the program goals. They must be currently licensed or able to become licensed in the state of Nebraska in the profession. The program director will need to be hired 1 year prior to student enrollment.
- **Program Faculty:** The program will need at least 1 additional full-time faculty prior to the enrollment of students. As the program enters its 2<sup>nd</sup> year, an additional 2-3 adjunct faculty will be needed to deliver the didactic, lab, and clinical courses effectively. Dental Hygiene faculty of a dental hygiene program must possess a baccalaureate or higher degree.

The Health Science Division will provide support for staffing and administrative oversight.

Dental Hygiene courses will be offered in hybrid, online, and face to face delivery methods throughout the academic year, and we will continue to enroll students each Fall term, with an anticipated first enrollment date in August 2026. The program will be two years in length including general education courses. It is difficult to forecast the exact impact on enrollment at this time, but we anticipate beginning with 18-20 students and/or the allotted maximum enrollment determined by accreditation (CODA). The minimum number of students to make the program viable is 8.

For CODA accreditation, it takes approximately 5-7 months from application to initial approval and a site visit in the first 6-8 months after student enrollment starts. Below is a tentative timeline for programmatic accreditation.

- Spring/Summer 2025: Begin to develop curriculum with potential program director as adjunct faculty.
- Fall 2025: Hire Program Director and submit application (Program Director must be hired prior to submit application).
- Fall 2025: Finalize curriculum and submit for the 2026-2027 catalog.
- Anticipate application reviewed and approved at the December/March CODA meetings
- Spring 2026: CODA site visit & advertise program.
- Spring/Summer 2026: Hire adjunct faculty & finalized clinical affiliation agreements.
- Fall 2026: Enroll students
- Spring 2027: Submit first CODA annual report.

While we do not anticipate this occurring, if the timeline for accreditation is delayed, the program chair would be able to teach within the Dental Assisting program. Additional cohorts will be added after the initial cohort and approval from the accrediting body for dental hygiene. The program will explore additional delivery models and/or

student flexibility options like online and part-time in additional cohorts other than the traditional two-year, face-to-face classroom model.

## 2. Physical Facilities and Instructional Equipment

The current dental lab in the Health Sciences building with the capacity for 24 students in the skills lab and 16 students in the operatory lab (2 per chair) will be shared with the dental assisting program. The programs will coordinate scheduling to maximize utilization of the labs for both the dental assisting and dental hygiene students.

The dental hygiene program will provide didactic coursework in an online/hybrid format to allow for flexibility for students and maximize the utilization of SCC online resources as well as classroom spaces. The Health Sciences building has eight engaged learning classrooms with seating for up to 30 students, which would provide enough space for a cohort of 20 dental hygiene students.

The dental hygiene program is highly desired by the Lincoln and surrounding areas dental community. Clinical placement within dental offices for clinical rotations should not be an issue with verbal commitments from over twenty-five dentists in the SCC 15 county service area. As the program is developed, opportunities for sponsorship will be an option for both dental offices and students for a portion of their clinical rotations. Formal affiliation agreements will be signed to ensure placement of accepted students prior to enrolling and the start of the program in 2026. These agreements will require accreditation review and approval.

### Instructional Equipment and Informational Resources

The program will require minor equipment purchases, as the current Health Sciences Building construction has most of the major durable equipment already installed in the dental lab and classroom spaces are current and available to the program.

Perkins's funding will be utilized to support the curriculum development and program implementation.

Sufficient library staff, library resources and information technology resources are in place at all campus locations to support the students and program.

The program will utilize the current student services advising and support staff without the need to increase based on cohort size.

Students will have additional fees while in the program:

The student fees are expected to be approximately:

<u>Item</u>	<u>Approx. Cost</u>
Uniforms, lab coats, shoes:	\$200
Instrument kit	\$3,500
Books (total varies/semester):	\$1,500
Criminal Background Check:	\$45
10 Panel Drug Test	\$35
Dental loupes with light (recommended)	\$1,600

## 3. Budget Projections

2 Full time Faculty Positions (1 in year 1@223 days):	\$186,600 (includes benefits)
Minor Equipment:	\$35,000 (one time startup cost)
Disposable Equipment:	\$ 5,500 (yearly)
CODA Accreditation (initial application fee):	\$16,850
CODA Accreditation (initial site visit):	\$ 5,000
CODA Annual Fees:	\$ 2,100 (yearly)



The tuition rates are projections based on past trends as no rates have been set by the SCC Board of Governors for the 2026-2027 academic year. Salary increases are projections based on past trends of a 3% total compensation increase. Please see the Revenue and Expense Projections.

### C. AVOIDANCE OF UNNECESSARY DUPLICATION

As noted in the data from Lightcast, there are currently three Dental Hygiene programs in Nebraska (see below). Central Community College and UNMC-Lincoln Dental College offer dental hygiene programs. As the data indicates, there were 42 completions in 2023, and with 365 jobs posted annually in our service area, we would not be duplicating services or saturating the market.

#### Completions by Institution

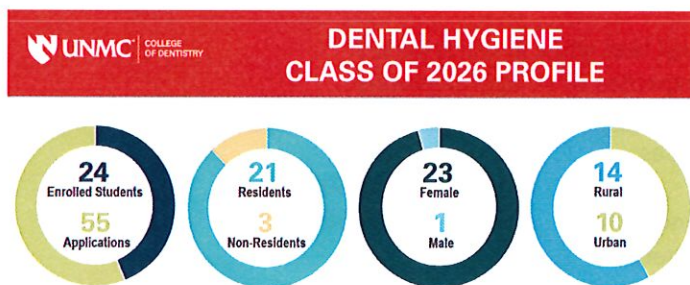
Institution	Completions (2023)	Growth % YOY (2023)	Market Share (2023)	IPEDS Tuition & Fees (2022)	Completions Trend (2019-2023)
University of Nebraska Medical Center	24	9.1%	57.1%	\$14,720	
Central Community College	15	25.0%	35.7%	\$3,300	

#### Central Community College Dental Hygiene Program (AAS Degree)

The CCC Dental Hygiene program is in Hastings, NE outside of the SCC service area. The program is 81 total credit hours compared to the proposed SCC program of 66.5 credit hours. The CCC dental hygiene program has had more applicants over the past three years than its allowed maximum enrollment and most of the students are from the CCC service area.

#### UNMC Dental Hygiene Program (BS Degree)

The UNMC Dental Hygiene program is in Lincoln and provides students with a bachelor’s degree requiring four years to complete. Their maximum enrollment is 24 students and for the past five years they have had more applicants than accepted enrollments while the demand for a dental hygienist has increased. In addition, there are no students of the 14 rural students found to be from communities south of Lincoln and the Omaha metro.



### D. CONSISTENCY WITH THE COMPREHENSIVE STATEWIDE PLAN FOR POSTSECONDARY EDUCATION

The proposed AAS in Dental Hygiene is consistent with Nebraska’s Comprehensive Statewide Plan for Postsecondary Education. The program will provide education “...that prepares students for productive and fulfilling lives...” and “...enhances workforce development...” Specifically, the Comprehensive Statewide Plan directs institutions to “provide specialized certification programs in professional, technical, and vocational fields that address regional and

state needs" (p. 3-3). Given the current demand for Dental Hygienists detailed previously, SCC's proposed AAS in Dental Hygiene is consistent with this goal.

## Revenue-Expense Projections 2025-2029

Dental Hygiene						
	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30	Total
	Year 1	Year 2	Year 3	Year 4	Year 5	Dental Hygiene
<b>Revenues</b>						
Tuition & fees	\$ -	\$ 41,910	\$ 146,982	\$ 213,840	\$ 220,176	\$ 622,908
Grants	41,000	-	-	-	-	41,000
Reallocation from existing programs	144,750	239,220	\$ 163,168	\$ 106,215	\$ 106,476	759,829
Miscellaneous	-	-	-	-	-	-
<b>Total Revenues</b>	<b>\$ 185,750</b>	<b>\$ 281,130</b>	<b>\$ 310,150</b>	<b>\$ 320,055</b>	<b>\$ 326,652</b>	<b>\$ 1,423,737</b>
<b>Expenses</b>						
Salary & Benefits	\$ 93,300	\$ 205,480	\$ 234,500	\$ 241,905	\$ 248,502	\$ 1,023,687
Operating	65,000	68,000	68,000	70,000	70,000	341,000
Equipment	3,500	5,500	5,500	6,000	6,000	26,500
Renovation	-	-	-	-	-	-
Initial Accred	21,850	-	-	-	-	21,850
Annual Accrediation	2,100	2,150	2,150	2,150	2,150	10,700
<b>Total Expenses</b>	<b>\$ 185,750</b>	<b>\$ 281,130</b>	<b>310,150</b>	<b>320,055</b>	<b>326,652</b>	<b>1,423,737</b>
<b>Net Program Income/(Loss)</b>	<b>\$ -</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
FTE Faculty	1.0	2.5	3.0	3.0	3.0	

Year 1 will utilize 41,000 of Perkins Grant funds to assist in curriculum development. Years 1-5 will also utilize reallocation of existing funds, specifically from programs that make more in tuition and fees than they cost to operate. Tuition & Fees determined by annual credit hours for first-(Year 2) and second-year students (Year 3 and later), Tuition/Fees with a 3% increase of prior year.

## Curriculum Map Outlining CODA Accreditation Standards

The following CODA Standards related to curriculum will be met in the corresponding SCC courses. CODA does not require specific courses or course names to be in a program. The CODA standards identify content required to be covered in the curriculum.

**CODA Standard 2-8:** *The curriculum must include content in the following four areas: general education, biomedical sciences, dental sciences and dental hygiene science. This content must be integrated and of sufficient depth, scope, sequence of instruction, quality and emphasis to ensure achievement of the curriculum's defined competencies.*

**CODA Standard 2-8a:** *General education content must include oral and written communications, psychology, and sociology.*

CODA Standard 2-8a Content Area	Content Area	Course Number	SCC Course Title	Credit Hour
<b>Oral Communication</b>	General Education	COMM 1090	Fundamentals of Human Communication	3.0
		COMM 1110	Public Speaking	
		SPCH 1110	Communicating in Groups & Teams	
		COMM 2100	Business and Professional Communication	
		COMM 2810		
<b>Written Communication</b>	General Education	ENGL 1010	English Composition I	3.0
		ENGL 1010H	Composition Honors I	
		ENGL 1054	Writing and Communities	
		ENGL 1110	Business Communication	
<b>Psychology &amp; Sociology</b>	General Education	SOCI 1010	Introduction to Sociology	3.0
		PSYC 1810	Communicating in Groups & Teams	
		COMM 2100	Introduction to Psychology	
		PSYC 1810	Interpersonal Relations	
		PSYC 1250		

**CODA Standard 2-8b:** *Biomedical science content must include content in anatomy, physiology, chemistry, biochemistry, microbiology, immunology, general and maxillofacial pathology and/or pathophysiology, nutrition and pharmacology.*

CODA Standard 2-8b Content Area	Content Area	Course Number	SCC Course Title	Credit Hour
<b>Anatomy</b>	Biomedical Sciences	BIOS 1140	Human Anatomy with Lab	4.0
<b>Physiology</b>	Biomedical Sciences	BIOS 2130	Human Physiology with Lab	4.0
<b>Chemistry</b>	Biomedical Sciences	DENH 1400	Dental Materials	2.0
<b>Biochemistry</b>	Biomedical Sciences	DENH 1400	Dental Materials	2.0
<b>Microbiology</b>	Biomedical Sciences	DENH 1300	Dental Hygiene 1	3.0
		DENH 1700	Dental Hygiene 2	3.0
		DENH 2100	Dental Hygiene 3	3.0
<b>Immunology</b>	Biomedical Sciences	DENH 1300	Dental Hygiene 1	3.0
		DENH 1700	Dental Hygiene 2	3.0
		DENH 2100	Dental Hygiene 3	3.0
<b>General &amp; Maxillofacial Pathology &amp;/or Pathophysiology</b>	Biomedical Sciences	BIOS 2130	Human Physiology with Lab	4.0
		DENH 1600	Dental Pathology	3.0
		DENH 1900	Advanced Dental Pathology	2.5
<b>Nutrition</b>	Biomedical Sciences	DENH 1300	Dental Hygiene 1	3.0
		DENH 1700	Dental Hygiene 2	3.0
		DENH 2100	Dental Hygiene 3	3.0
<b>Pharmacology</b>	Biomedical Sciences	DENH 1800	Pharmacology for the Dental Hygienists	3.0

**CODA Standard 2-8c:** Dental sciences content must include tooth morphology, head, neck and oral anatomy, oral embryology and histology, oral pathology, radiography, periodontology, pain management, and dental materials

<b>CODA Standard 2-8c Content Area</b>	<b>Content Area</b>	<b>Course Number</b>	<b>SCC Course Title</b>	<b>Credit Hour</b>
<b>Tooth Morphology</b>	Dental Sciences	DENH 1200	Head & Neck Anatomy	2.0
		DENH 1300	Dental Hygiene 1	3.0
		DENH 1700	Dental Hygiene 2	3.0
<b>Head, Neck, &amp; Oral Anatomy</b>	Dental Sciences	BIOS 1140	Human Anatomy with Lab	4.0
		BIOS 2130	Human Physiology with Lab	4.0
		DEHN 1200	Head & Neck Anatomy	2.0
<b>Oral Embryology &amp; Histology</b>	Dental Sciences	DEHN 1200	Head & Neck Anatomy	2.0
		DENH 1600	Dental Pathology	3.0
<b>Oral Pathology</b>	Dental Sciences	DENH 1600	Dental Pathology	3.0
		DENH 1900	Advanced Dental Pathology	2.5
		DENH 2200	Advanced Dental Hygiene	2.0
<b>Radiography</b>	Dental Sciences	DENH 1100	Dental Radiography	2.5
		DENH 2200	Advanced Dental Hygiene	2.0
<b>Periodontology</b>	Dental Sciences	DENH 1700	Dental Hygiene 2	3.0
		DENH 2100	Dental Hygiene 3	3.0
<b>Pain Management</b>	Dental Sciences	DENH 1800	Pharmacology for the Dental Hygienists	3.0
<b>Dental Materials</b>	Dental Sciences	DENH 1400	Dental Materials	2.0

**CODA Standard 2-8d:** Dental hygiene science content must include oral health education and preventive counseling, health promotion, health promotion, clinical dental hygiene, provision of services for and management of patients with special needs, community dental/oral health, medical and dental emergencies, legal and ethical aspects of dental hygiene practice, infection and hazard control management, and the provision of oral health care services to patients with bloodborne infectious diseases.

<b>CODA Standard 2-8d Content Area</b>	<b>Content Area</b>	<b>Course Number</b>	<b>SCC Course Title</b>	<b>Credit Hour</b>
<b>Oral Health Education &amp; Preventive Counseling</b>	Dental Hygiene Sciences	DENH 1300	Dental Hygiene 1	3.0
		DENH 1700	Dental Hygiene 2	3.0
		DENH 2100	Dental Hygiene 3	3.0
		DENH 2200	Advanced Dental Hygiene	2.0
			All Clinical Courses	
<b>Health Promotion</b>	Dental Hygiene Sciences	DENH 1700	Dental Hygiene 2	3.0
		DENH 2400	Dental Hygiene Professions	2.0
<b>Clinical Dental Hygiene</b>	Dental Hygiene Sciences	DENH 2000	Dental Hygiene Clinical 3	5.0
		DENH 2500	Dental Hygiene Clinical 4	6.0
<b>Provision Services for/ &amp; Management of Patients with Special Needs</b>	Dental Hygiene Sciences	DENH 2200	Advanced Dental Hygiene	2.0
		DENH 2300	Dental Specialties	1.5
<b>Community Dental/Oral Health</b>	Dental Hygiene Sciences	DENH 2200	Advanced Dental Hygiene	2.0
		DENH 2300	Dental Specialties	1.5
<b>Medical/Dental Emergencies</b>	Dental Hygiene Sciences	XXX	AHA CPR Certification (admission req)	NA
		DENH 1000	Dental Hygiene Clinical 1: Pre-Clinic	4.0
		Clinical	Interprofessional Simulation: Dental Clinical Emergencies	
<b>Legal &amp; Ethical Aspects of Dental Hygiene Practice</b>	Dental Hygiene Sciences	DENH 1300	Dental Hygiene 1	2.0
		DENH 2400	Dental Hygiene Professions	

<b>Infection &amp; Hazard Control Management</b>	Dental Hygiene Sciences	DENH 1300	Dental Hygiene 1	3.0
		DENH 1700	Dental Hygiene 2	3.0
		DENH 2100	Dental Hygiene 3	3.0
			All Clinical Courses	
<b>Provision Of Oral Health Care Services to Patients with Bloodborne Infectious Diseases</b>	Dental Hygiene Sciences	DENH 1300	Dental Hygiene 1	3.0
		DENH 1700	Dental Hygiene 2	3.0
		DENH 2100	Dental Hygiene 3	3.0
			All Clinical Courses	

Upon approval of the proposed Dental Hygiene Program by the Coordinating Commission and the Higher Learning Commission, SCC will hire a Dental Hygiene Program Director to further develop the program curriculum based on CODA standards and the director's professional expertise and experience in the dental hygiene field.

## CODA Accredited Program Length of Program Response

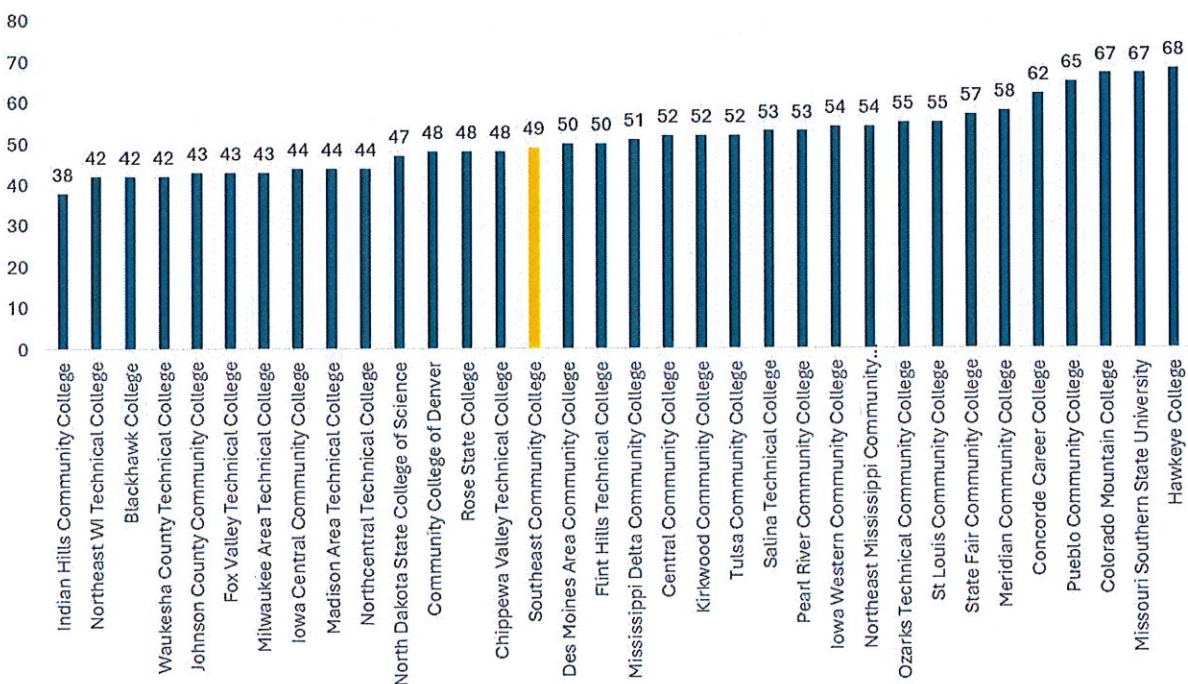
CODA does not have a required number of credit hours and/or clock hour for Dental Hygiene Programs. Standard 2-1 outlines program length CODA requirement.

**CODA Standard 2-1:** *The curriculum must include at least two academic years of full-time instruction or its equivalent at the postsecondary college-level. The scope and depth of the curriculum must reflect the objectives and philosophy of higher education. The college catalog must list the degree awarded and course titles and descriptions.*

**Source:** CODA Dental Hygiene Standards: page 17 [https://coda.ada.org/-/media/project/ada-organization/ada/coda/files/dental\\_hygiene\\_standards.pdf?rev=d03fdeaf50c24f608ead6ca293a0a240&hash=0256EC326670317E9CE0656B7B985505](https://coda.ada.org/-/media/project/ada-organization/ada/coda/files/dental_hygiene_standards.pdf?rev=d03fdeaf50c24f608ead6ca293a0a240&hash=0256EC326670317E9CE0656B7B985505)

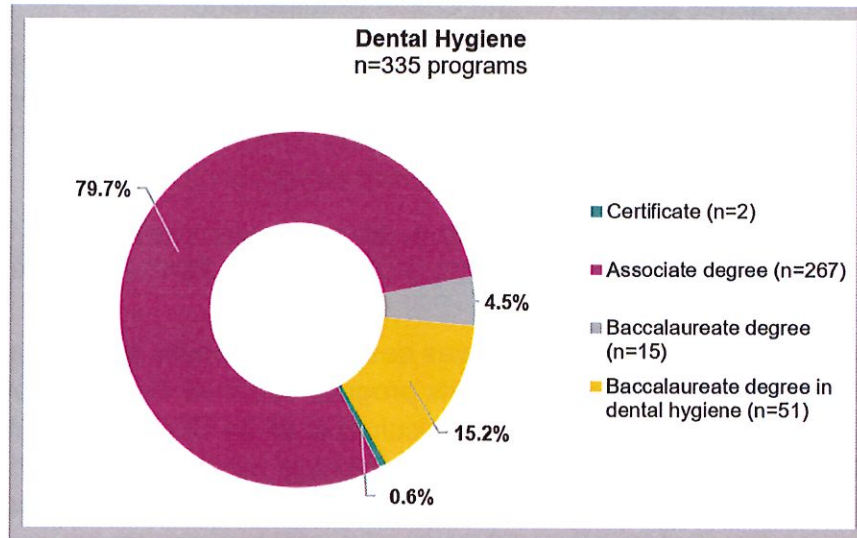
SCC's proposed 2-year dental hygiene program was designed to ensure its graduates are effective and safe dental hygienists. SCC is proposing that its program requires 49 credit hours in dental hygiene course work. The College reviewed the curriculum of all 34 CODA-accredited associate degree programs in the mid-west region and found the average number of required hours in dental hygiene coursework was 51, about the same as proposed by SCC. The results also showed more than 40% of the programs required less than 50 hours of dental hygiene coursework. SCC's proposed program also requires 17 hours of general education coursework, which exceeds the amount required by the College's regional accreditor, the Higher Learning Commission. SCC is committed to ensuring its proposed program includes the dental hygiene and general education coursework needed to prepare its graduates effectively. The figure below depicts the programs included in SCC's review with SCC highlighted in orange.

Dental Hygiene Programs by Number of Dental Hygiene Content Credit Hours



## Dental Hygiene In Nebraska Educational Program Need

### Types of Degrees Awarded by CODA Accredited Programs (2023-2024)

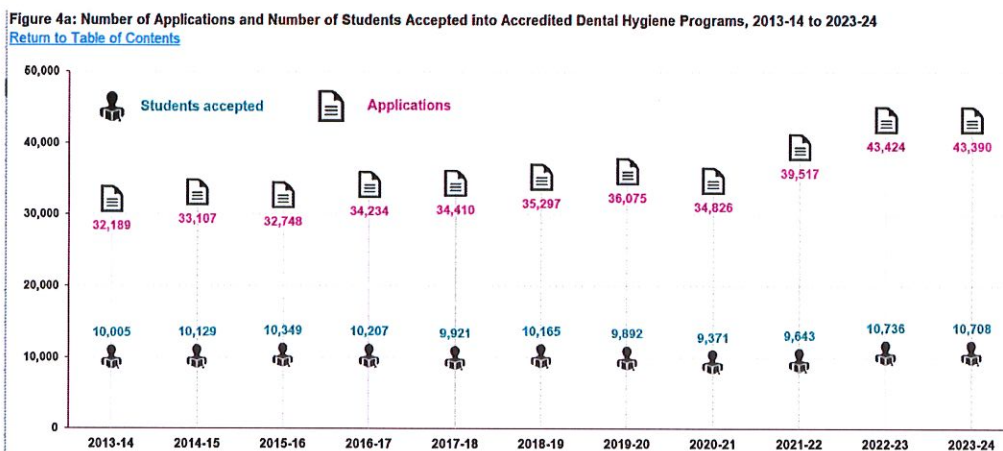


Nearly 80% of the CODA-approved Dental Hygiene programs are at the associate degree level rather than the baccalaureate degree level. SCC’s proposed Associate Degree Dental Hygiene Program is in alignment with the majority of the program degree type approved by CODA. SCC’s first statutory priority is to provide applied technology programs to meet the needs of its employers. The proposed Associate Degree Dental Hygiene Program directly addresses this priority.

### Dental Hygiene Applicants:

Per CODA’s Dental Hygiene 2023-2024 survey, there are more applicants nationwide than are being accepted into the current programs available to potential students (only 24% of applicants were accepted in 2023-2024).

In 2023-2024 on average 32.8 students were accepted into Dental Hygiene programs out of an average of 133.1 applicants received.



Source: American Dental Association, Health Policy Institute, Commission on Dental Accreditation Surveys of Dental Hygiene Education Programs  
 ©2024 American Dental Association

## Nebraska Dental Hygiene Profession Education Need:

In 2023, 30% of Nebraska counties are considered dental deserts experiencing a shortage in dental care.

- 29.1% of the Dental Hygiene workforce is  $\geq 55$  years old and by 2032 are expected to retire, increasing the professions workforce shortage.
- Since 2020, 3.75% of dental hygienists have left the workforce and not returned. The study found 74% of hygienists not working had left the profession for voluntary reasons. Of those, 37% say they decided to retire.
- According to the Bureau of Labor Statistics Nebraska, is projected to have 90-100 annual job openings for dental hygienists to meet the state's workforce need in 2032.
- There are 83 Dental Hygienist job postings in Nebraska as of February 2025. Multiple postings offering hiring bonuses of \$10-15,000.

Source: National Center for O\*NET Development. Nebraska Employment Trends: 29-1292.00 - Dental Hygienists. O\*NET OnLine. <https://www.onetonline.org/link/localtrends/29-1292.00?st=NE>

Source: <https://www.unmc.edu/familymed/documents/ahec/healthcare-workforce-2024.pdf>

Nebraska Dental Hygiene Program Enrollment	Max Yearly Intake Enrollment	Number of Potential Graduates 2023-2032 (if all matriculate & stay in NE)	2023 Dental Hygiene Workforce	Projected Hygienist Retirements by 2032	Estimated 2032 Dental Hygiene Workforce	Projected Additional Workforce Need in Profession by 2032
2 Dental Hygiene Programs	39	+351	1270	-381	1240 (30 less than 2023)	216

According to CODA surveys from 2018-2024, program enrollment in Nebraska in dental hygiene programs has not increased from the current capacity of 39 students.

Nebraska is in need of an additional dental hygiene program to increase enrollment to support the needs of the dental hygiene workforce and to prevent an increase in the expansion of the workforce gap in the dental industry. Supporting data included in the proposed program clearly shows the demand for dental hygienists in Nebraska far exceeds current capacity. This significant gap is projected to be amplified over the next couple of decades due to anticipated retirements. SCC is committed to working collaboratively and courageously with the other two providers of dental hygiene graduates, UNMC and Central Community College, to strengthen our communities via a qualified skilled workforce in this high demand, wage, and skill industry sector.

SCC has received strong letters of support from state-wide and local dentists, a future student planning to enroll in the proposed program, the Nebraska Dental Association, and Central Community College. An analysis of the letters submitted from local dental offices revealed the following primary themes: existing shortage of dental hygienists, anticipated benefits to local dentists, overall positive economic benefit, and a sense of urgency in relation to the launching of SCC's proposed Dental Hygiene Program.



## Dental Lab Utilization

**CODA Standard 4-1:** The program must provide sufficient and appropriately maintained facilities to support the academic and clinical purposes of the program that conform to applicable local, state and federal regulations.

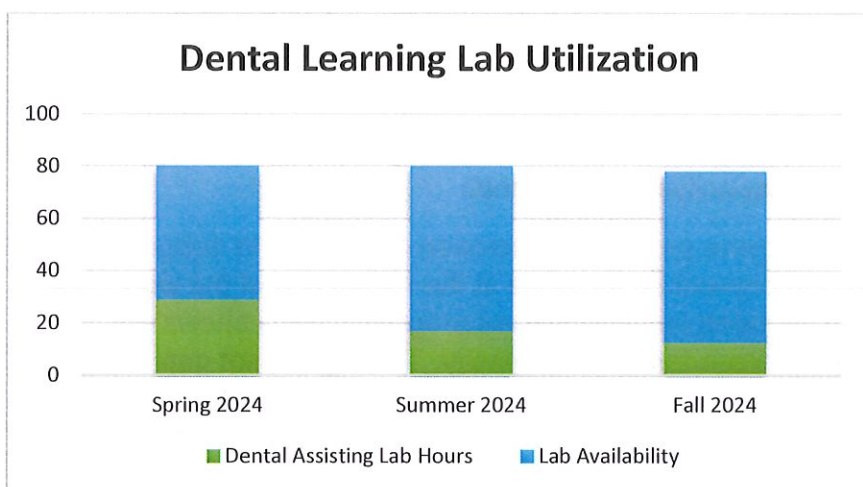
**CODA Standard 4-2:** Radiography facilities must be sufficient for student practice and the development of clinical competence.

**CODA Standard 4-3:** A multipurpose laboratory facility must be provided for effective instruction and allow for required laboratory activities. If the laboratory capacity requires that two or more sections be scheduled, time for all students to obtain required laboratory experience must be provided

**CODA Standard 4-5:** Classroom space which is designed and equipped for effective instruction must be provided for and readily accessible to the program.

Southeast Community College will meet these standards through strategically utilizing the two dental learning labs:

- Room 203 is a Dental Skills lab with capacity for 24 students.
- Room 305 is a Dental Clinic/Operator & Infection Control/Equipment Lab with eight fully operational operatories. This lab has the potential to increase to a ten operator lab if needed.
  - Each operatory is equipped with radiography equipment as well as additional imaging display equipment is accessible through the lab area.
- Eight traditional classrooms with the capacity for 24 students will also be utilized to meet CODA Standard 4-5 for didactic content delivery when the lab spaces are not needed.



Term	Dental Assisting Lab (hours)	Lab Availability (hours)
Spring 2024	29	51
Summer 2024	17	63
Fall 2024	12.5	67.5

The SCC Dental Hygiene program, in collaboration with the Dental Assisting program, will maximize the utilization of the lab.

SCC will utilize faculty and multiple lab sections to meet the CODA faculty to student ratio of 5:1 offered throughout the week including evenings and weekends. Proactive course scheduling will provide students with skill practice and clinical competence. The variety and accessibility of the lab schedule allows SCC to maximize space utilization.

## CODA Accreditation Standards Outlining Clinical Rotations

**CODA Standard 2-9:** *The basic clinical education aspect of the curriculum must include a formal course sequence in scientific principles of dental hygiene practice, which extends throughout the curriculum and is coordinated and integrated with clinical experience in providing dental hygiene services.*

**CODA Standard 2-10:** *Clinical experiences must be distributed throughout the curriculum. The number of hours of preclinical practice and direct patient care must ensure that students attain clinical competence and develop appropriate judgment*

*Sufficient practice time and learning experiences should be provided during preclinical and clinical courses to ensure that students attain clinical competence. The number of hours devoted to clinical practice time should increase as the students' progress toward the attainment of clinical competence.*

*The preclinical course should have at least six hours of clinical practice per week. As the first-year students begin providing dental hygiene services for patients, each student should be scheduled for at least eight to twelve hours of direct patient care per week. In the final prelicensure year of the curriculum, each student should be scheduled for at least twelve to sixteen hours of direct patient care per week in the dental hygiene clinic.*

SCC Clinical courses are outlined below. SCC will meet the CODA standards related to the clinical curriculum. The clinical courses are distributed throughout the program with a clinical course in each term of the program. The clinical competencies (see below) show progression of the student to meet graduation requirements and CODA standards related to competency. In addition, the clinical hours increase throughout the program curriculum and exceeds the average number of clinical hours report by CODA accredited programs in their 2023-2024 survey.

Course Number	Course Title	Term/Hours	Credit/Clock Hours	CODA Outlined Site/Experience
DENH 1000	<b>Dental Hygiene Clinical 1: Pre-Clinic</b>	First Semester Clinical Practice: 6-8 hours/week	4.0 180 hours	SCC Clinical On-Campus Simulation
DENH 1500	<b>Dental Hygiene Clinical 2</b>	Second Semester Clinical Practice: 8-12 hours/week	4.0 180 hours	SCC Clinical On-Campus Interprofessional Simulation: Dental Emergency Extended Campus Facilities (per CODA Standard 4-4)
DENH 2000	<b>Dental Hygiene Clinical 3</b>	Third Semester Clinical Practice: 12 hours/week	5.0 225 hours	SCC Clinical On-Campus Extended Campus Facilities (per CODA Standard 4-4) Enrichment Experiences
DENH 2500	<b>Dental Hygiene Clinical 4</b>	Fourth Semester Clinical Practice: 12-16 hours/week	6.0 270 hours	SCC Clinical On-Campus Extended Campus Facilities (per CODA Standard 4-4) Enrichment Experiences

**Faculty:**

**CODA Standard 3** provides requirements for the programs administration, faculty, and staff.

**CODA Standard 3-5:** *The faculty to student ratios must be sufficient to ensure the development of competence and ensure the health and safety of the public.*

1. *In preclinical and clinical sessions, the ratio must not exceed one (1) faculty to five (5) students.*
2. *In radiography laboratory sessions, the ratio must not exceed one (1) faculty to five (5) students.*
3. *In other dental sciences laboratory sessions, the ratio must not exceed one (1) faculty to 10 students.*

**CODA Standard 3-6:** *Full-time and part-time faculty of a dental hygiene program must possess a baccalaureate or higher degree. All part-time clinical and dental science laboratory faculty appointed prior to July 1, 2022 are exempt from the degree requirement.*

*All dental hygiene program faculty members must have:*

- a) *current knowledge of the specific subjects they are teaching.*
- b) *documented background in current educational methodology concepts consistent with teaching assignments.*
- c) *faculty who are dental hygienists or dentists must be graduates of programs accredited by the Commission on Dental Accreditation. A dentist who was appointed as a faculty prior to July 1, 2022 is exempt from the graduation requirement.*
- d) *evidence of faculty calibration for clinical evaluation*

SCC will utilize full-time and adjunct faculty to meet the CODA standards of ratios in each educational environment outlined. Our posted job description for the full-time and adjunct positions will include the required degrees and experience outlined by CODA.

- The division has had four qualified dental hygienists with prior teaching experience inquire about the program faculty positions in the past four months and are interested in applying.
- In addition, two dentists with teaching experience have inquired about the program faculty position in the past month and requested to be notified if the positions are posted.

Calibration of all lab and clinical faculty is a consistent and on-going process already established for SCC Health Sciences programs. The Dental Hygiene program will utilize the outlined Inter-Rater Reliability process to ensure calibration for consistency and accuracy in evaluation of students in the lab/clinical setting by different observers or raters. This process occurs as a yearly assessment and all faculty participate from a program. The process includes: Initial education of the evaluation tool, individual rating using the evaluation tool by all faculty, data analysis of faculty ratings, discussion with the faculty team about the data and identification of inconsistencies and clarifications of ratings.

**Clinical Competency: Dentists reviewing**

**CODA Standard 2-11:** *The dental hygiene program must have established mechanisms to ensure a sufficient number of patient experiences that afford all students the opportunity to achieve stated competencies.*

**CODA Standard 2-12:** *Graduates must be competent in providing dental hygiene care for all patient populations including:*

- 1) *child*
- 2) *adolescent*
- 3) *adult*
- 4) *geriatric*
- 5) *special needs*

To meet the clinical competencies and ensure consistent number of patient experiences, in the clinical setting the student will complete the list of patient care competencies at a competent entry level performance to graduate from the program. In the list are the competencies related to standard 2-12 to provide dental hygiene care to patients of all populations.

Dental Hygiene Clinical Competencies	DENH 1000	DENH 1500	DENH 2000	DHY 2500	Totals
<b>Assessment</b>					
Attachment Loss	1	1	1	1	4
Medical / Dental History	2	1	0	1	4
Vital Signs	2	1	0	0	3
Dental Examination Documentation	2	2	1	1	6
Extra-oral Inspection	2	2	1	1	6
Index: Calculus	1	1	4	4	10
Index: Plaque	2	1	1	1	5
Index: Gingival Bleeding	0	2	1	1	4
Index: Periodontal	0	1	1	0	2
Intra-oral Inspection	2	2	1	1	6
Medication Administration	1	1	2	2	6
Saliva Testing	0	1	1	0	2
Periodontal Assessment	0	2	1	1	4
Intra-Oral Camera	0	1	1	1	3
Radiograph Interpretation	0	2	1	1	4
Exposure Radiographs	0	2	1	1	4
Dental Caries Risk Assessment	0	1	2	1	4
Periodontal Disease Risk Assessment	0	1	1	1	3
Tobacco Cessation	0	0	1	1	2
<b>Planning</b>					
Dental Hygiene Diagnosis	0	2	2	1	5
Dental Hygiene Care Plan	0	3	2	3	8
Case Study & Presentation	0	1	1	1	3
Informed Consent	1	1	1	1	4
Child Treatment Plan	0	2	0	0	2
Adolescent Treatment Plan	0	1	1	0	2
Adult Treatment Plan	0	0	1	1	2
Geriatric Treatment Plan	0	0	1	1	2
Complex Patient Treatment Plan	0	0	0	2	2
Special Needs Patient Treatment Plan	0	0	0	2	2
<b>Implementation</b>					
Application of Chemotherapeutic - Arestin	0	0	1	0	1
Air Polishing	0	0	2	0	2
Bleaching Trays - Imp/Fab/Del	0	0	1	0	1
Manual Subgingival Irrigation	0	2	0	0	2
<b>Care/Maintenance of Restoration</b>					
Care of Removable Oral Prosthesis	0	1	0	0	1
Care of Fixed Oral Prosthesis	0	1	0	0	1
Coronal Polishing	2	2	1	1	6
<b>Patient Education</b>					
Child	0	1	1	0	2
Adolescent	0	1	1	0	2
Adult	0	1	1	1	3
Geriatric	0	1	1	1	3

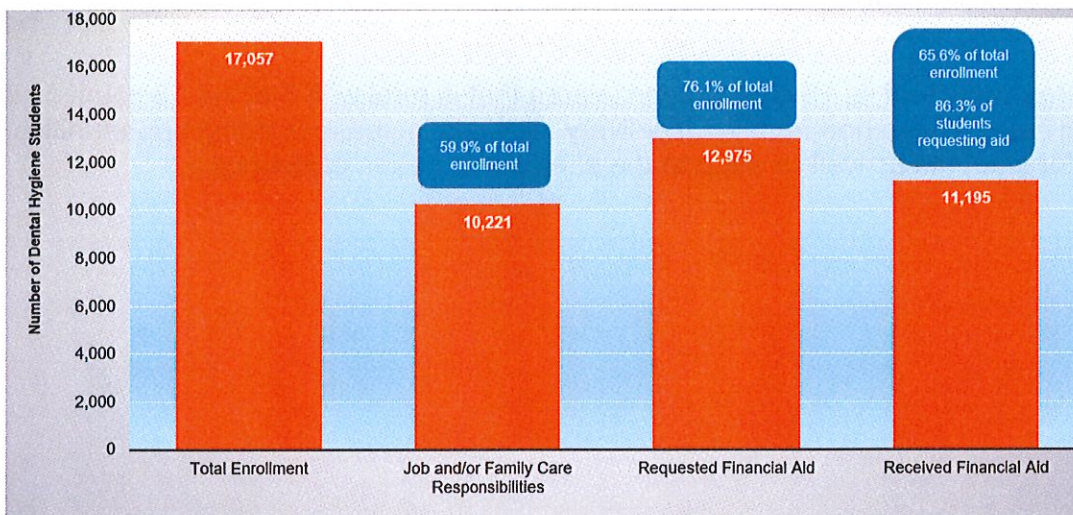
Complex Patient	0	0	0	1	1
Special Needs Patient	0	0	0	1	1
Nutritional Counseling	0	1	1	0	2
<b>Infection Control</b>					
Hand Washing	1	2	0	0	3
Ultrasonic Use	1	1	0	0	2
Unit Breakdown/Disinfection	1	0	0	1	2
Autoclave	1	0	0	0	1
Aerosol Management Extra Oral	0	1	1	0	2
Aerosol Management Intra Oral	0	1	1	0	2
Sterilization Duty	0	2	2	2	6
<b>Pain Management</b>					
Chemotherapeutics	0	1	1	0	2
Local Anesthesia: IA Block	0	0	1	1	2
Local Anesthesia: PSA	0	0	1	1	2
Local Anesthesia: MSA	0	0	1	1	2
Local Anesthesia: ASA	0	0	1	1	2
Local Anesthesia: Mandibular Infiltration	0	0	1	1	2
Local Anesthesia: Maxillary Infiltration	0	0	1	1	2
Nitrous Oxide	0	1	1	1	3
Oxygen Delivery	0	2	0	0	2
<b>Periodontal Debridement</b>					
Skill Development/Quad Scale/Direct Observation	0	2	2	2	6
<b>Prevention</b>					
Fluoride Trays	0	1	1	0	2
Pulp Vitality Testing	0	1	0	0	1
Pit and Fissure Sealants	0	1	3	2	6
Lesion Description	1	0	1	0	2
Tooth Brushing & OPT Aid Evaluation	0	1	1	0	2
Medical/Dental Emergency Simulation	1	1	0	1	3
<b>Instrumentation</b>					
Instrument Activation	1	2	1	1	5
Instrument Adaptation	1	2	1	1	5
Instrument Angulations	1	2	1	1	5
Instrument Design	1	2	1	1	5
Instrument Finger Rest	1	2	1	1	5
Instrument Grasp	1	2	1	1	5
Instrument Sharpening	0	2	1	1	4
Instrument Stroke	1	2	1	1	5
<b>Specific Equipment Competencies Added once Purchased</b>					
<b>Evaluations</b>					
Dental Dam Placement	0	0	1	0	1
Ultrasonic Scaling: Set Up/Use	0	1	1	0	2
Affective Clinical & Professionalism	1	3	3	3	10
Clinical Judgement & Critical Thinking	1	1	2	2	6
Interprofessional Communication	0	1	1	2	4
Professional Growth Portfolio	1	1	1	2	5

## Distance/Hybrid/Online Curriculum Delivery Method

(Source: American Dental Association, Health Policy Institute, Commission on Dental Accreditation 2023-24 Survey of Dental Hygiene Education Programs: Table 19 & 20)

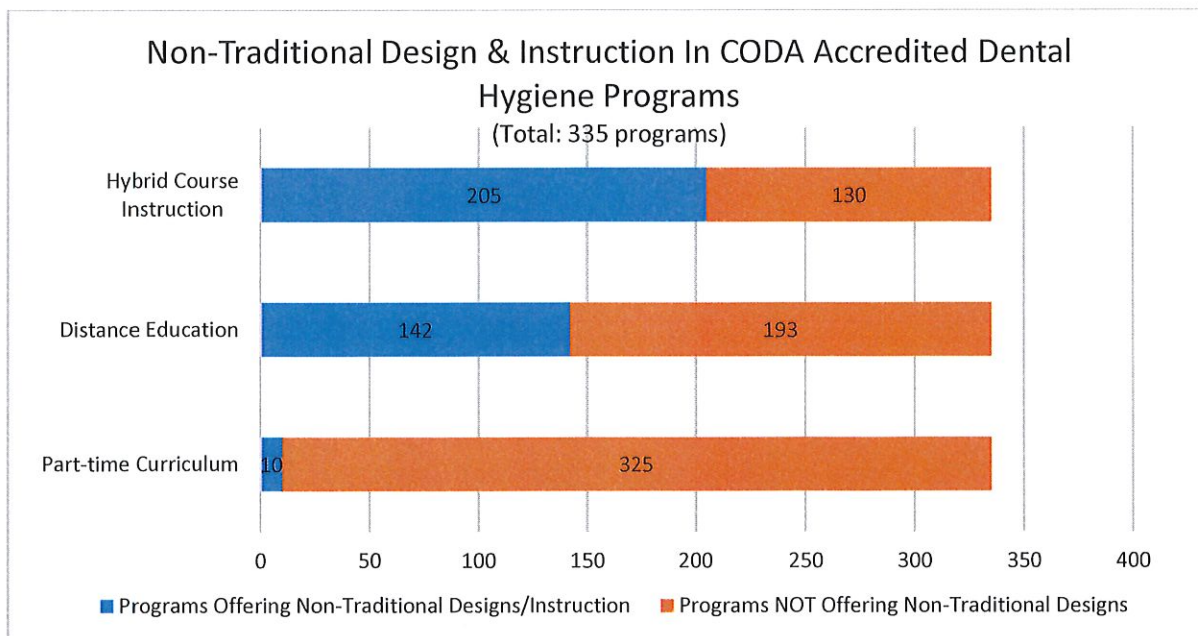
SCC Dental Hygiene plans to offer the curriculum in a distance/hybrid/online design. CODA Dental Hygiene survey identified students have outside responsibilities prompting us to consider innovative and non-traditional design and instructional delivery to increase access and affordability to students.

Figure 12: Number of Dental Hygiene Students with Job/Family Care Responsibilities and Financial Assistance, 2023-24



Source: American Dental Association, Health Policy Institute, Commission on Dental Accreditation 2023-24 Survey of Dental Hygiene Education Programs. ©2024 American Dental Association

CODA recognizes non-traditional designs and instruction and has a number of programs utilizing them as a way to increase access and provide learning opportunities within the profession to students.



In the state of Nebraska delivery of content and/or courses in a hybrid/online format would increase access in dental shortage areas and opportunity for students to pursue a degree in Dental Hygiene that is currently not available.

**Table 19: Non-Traditional Designs Offered by Accredited Dental Hygiene Education Programs, 2023-24**

State	Institution	Type of Institutional Sponsor	Evening section	Part-time curriculum	Modular curriculum	Distance education technology	Hybrid content or course	Other program innovation
NE	Central Community College	Public	No	No	No	Yes	No	No
NE	University of Nebraska Medical Center College of Dentistry	Public	No	No	No	Yes	No	No

SCC has a large portion of its 15-county service area that is rural with 5 of the 15 counties identify as lacking dental care. These non-traditional delivery methods increase learning opportunities and accessibility for students as well as support the dental care needs of Nebraska.



January 24, 2023

Rowen Zetterman, MD  
Interim Dean  
UNMC College of Dentistry  
[rzetterman@unmc.edu](mailto:rzetterman@unmc.edu)

Jenny Kruger, Ph.D.  
V.P. Academic Affairs  
Iowa Western Comm. College  
[jkruger@iwcc.edu](mailto:jkruger@iwcc.edu)

Ms. Sarah Kort  
Dean of Instruction  
Central Comm. College  
[sarahkort@cccneb.edu](mailto:sarahkort@cccneb.edu)

*Sent via email only*

Dear Drs. Zetterman and Kruger and Ms. Kort:

Nebraska, along with the rest of our nation, is facing a severe shortage of dental hygienists and assistants; this shortage has been exacerbated by the COVID-19 pandemic. The [ADA's Economic Outlook and Emerging Issues in Dentistry Report](#) states that currently, 95% of dentists seeking to hire a hygienist and 87% of dentists seeking to hire an assistant find the hiring process to be extremely or very challenging. [A 2020 study](#) by the American Dental Hygienists' Association (ADHA) found that the pandemic resulted in a voluntary contraction of the U.S. dental hygiene workforce by an estimated 3.75%, or approximately 7,500 dental hygienists.

UNMC updated their [Status of the Nebraska Healthcare Workforce: Update 2022](#) which tells us that the number of dental professionals decreased between 2019 and 2021. The number of dentists per 100,000 population fell from 56.2 to 53.6, while the number of dental hygienists decreased from 73.8 to 65.8 per 100,000 population. The supply of dental hygienists has decreased significantly in Nebraska since 2019, from 1,423 to 1,292 dental hygienists in 2021, a 9% decline.

Furthermore, an [October 2022 study](#) by the American Dental Association (ADA), ADHA, and the Dental Assisting National Board found one-third of the hygienists and assistants workforce indicated they expect to retire in five years or less. These retirement rates outpacing dental hygiene school output are compounding the ongoing dental labor shortage.

The severe shortage of hygienists and assistants is having a negative impact on access to care, with patients having to wait months to receive preventative dental care in both private practice and public health settings. This shortage and the need to make impactful, timely changes cannot be overstated.

Across the country, states are taking a multifaceted approach to increase the dental hygiene and assisting workforce. For example, seventeen state dental associations recently wrote CODA, asking CODA about their methodology or rationale for specifically setting the faculty to student ratios used in its various Accreditation Standards. CODA leadership was unable to articulate any specific methodology or rationale for determining the faculty to student ratios for dental hygiene (1 to 5), or dental assisting (1 to 6) other than their "long-standing history" in the Accreditation Standards. It is clear that CODA believes that faculty to student ratios are necessary, but there is no apparent criteria for why 1 to 5 or 1 to 6 is appropriate for dental auxiliary education and a ratio of 1 to 4, 1 to 7, or some other ratio is inappropriate.



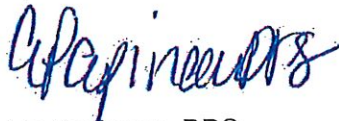
While we believe our request will not, by itself, eliminate the current workforce shortages, we do believe these changes will be a catalyst in expanding workforce in alignment with CODA's articulated Mission, Vision, and Values of collegiality, consistency, integrity, quality, and transparency.

Considering other efforts to increase workforce, the most effective would seem to be increasing the capacity of your institutions to graduate more hygienists. Central Community College's website states that the wait list for hygiene is approximately three years. Are your institutions considering increasing the class size for your hygiene programs? If not, why not? If so, how can the NDA help in your effort?

Hopefully, this letter will begin a dialogue – as the previously cited *Dental Workforce Shortages* report states:

*Shoring up the workforce pipeline will require long-term changes. The numbers of new dental hygienists and dental assistants graduating from allied education programs may not be enough to compensate the losses of team members who permanently left the profession during the pandemic. There may be another wave of retirements in the next few years that will put additional pressure on the workforce pipeline. Innovations are necessary to shore up the pipeline for long-term sustainability of the dental workforce.*

Thank you for your consideration.



Liz Papineau, DDS  
President

C: Merlyn Vogt, DDS, UNMC – [mvogt@unmc.edu](mailto:mvogt@unmc.edu)  
Dr. Wanda Cloet, DHSC, RDH - [wcloet@cccneb.edu](mailto:wcloet@cccneb.edu)  
Laura Grabow, Dental Hygiene Department Chair IWCC - [lgrabow@iwcc.edu](mailto:lgrabow@iwcc.edu)  
Bev Cummins, M.Ed., Southeast Community College - [bcummins@southeast.edu](mailto:bcummins@southeast.edu)  
Tom McDonnell, Metro Community College - [jemery1@mccneb.edu](mailto:jemery1@mccneb.edu)



February 11, 2025

Dr. Kathleen Fimple  
Coordinating Commission for Postsecondary Education  
140 N. 8th Street  
Suite 300  
Lincoln, NE 68508

*Sent via email only - [kathleen.fimple@nebraska.gov](mailto:kathleen.fimple@nebraska.gov)*

Dear Dr. Fimple:

The Nebraska Dental Association represents 70% of Nebraska dentists. The NDA Board of Trustees is pleased to *support* Southeast Community College's proposed Dental Hygiene Program, with programmatic accreditation from the Commission on Dental Accreditation (CODA).

The workforce needs outlined in our January 23, 2023, letter to UNMC College of Dentistry, Iowa Western Community College, Central Community, Southeast Community College and Metro Community College, have not changed. Shortly, we will ask our members to email letters of support for SCC's proposed program.

The severe shortage of hygienists and assistants continues to have a negative impact on access to care, with patients having to wait months to receive preventative dental care in both private practice and public health settings. This shortage and the need to make impactful, timely changes cannot be overstated.

We are happy to answer any questions the Commission may have for us.

Thank you for your consideration.

A handwritten signature in blue ink, appearing to read "David J. O'Doherty".

David J. O'Doherty  
Executive Director

C: Bev Cummins, M.Ed., Southeast Community College - [bcummins@southeast.edu](mailto:bcummins@southeast.edu)

February 4, 2025



Louis M. Hedlund DDS

Joshua M. Svoboda DDS

Vicki L. Treat DDS, FAGD

4940 Normal Blvd.  
Lincoln, NE 68506

402-486-1200  
402-486-1317 (Fax)  
[info@antelopecreekfamilydentistry.com](mailto:info@antelopecreekfamilydentistry.com)

Subject: Letter of Support for the Establishment of a Dental Hygiene Program

To: Southeast Community College,

We are writing to express our strong support for the establishment of a Dental Hygiene program at Southeast Community College. Our community is experiencing a critical shortage of dental hygienists, and the implementation of this program would be instrumental in addressing the growing demand for qualified professionals in the field.

Access to quality dental care is a fundamental component of overall health. However, many dental offices in Lincoln and the surrounding areas face significant challenges in hiring skilled hygienists to meet patient needs. This shortage is even more pronounced in rural Nebraska, where the availability of dental care professionals is limited. By developing and maintaining a CODA-accredited Dental Hygiene program, Southeast Community College can play a pivotal role in training and equipping future dental hygienists, ensuring that local dental practices have the workforce necessary to provide essential services.

Beyond filling a crucial gap in the dental workforce, this program would offer students the opportunity to pursue stable and rewarding careers in the dental field. Additionally, it would contribute to the overall health and well-being of our community by expanding access to preventive and therapeutic oral healthcare. The economic benefits of this initiative cannot be overlooked, as it would create job opportunities and help retain skilled professionals within our region.

We strongly encourage Southeast Community College to move forward with the implementation of this much-needed program. Your leadership in this endeavor would demonstrate a steadfast commitment to addressing the evolving needs of both students and the broader community.

Thank you for your time and consideration. Please do not hesitate to contact us if we can provide further support for this initiative.

Sincerely,

Louis M. Hedlund, DDS  
Joshua M. Svoboda, DDS  
Robert Kirkland, DDS



## **HOLDREGE FAMILY DENTAL**

---

Dr. Thomas J. Nelsen, Dr. Jonathan C. Sand, Dr. Nicole A. Phillips

**Subject:** Letter of Support for the Establishment of a Dental Hygiene Program

**To:** Southeast Community College,

I am writing to express my strong support for the establishment of a Dental Hygiene program at Southeast Community College. Our community is facing a significant workforce shortage in the dental hygiene profession, and this program would provide a vital solution to address the increasing demand for qualified dental hygienists.

Access to quality dental care is essential to overall health, yet many dental offices in our region struggle to find skilled hygienist to meet patient needs. By developing and maintaining a CODA accredited Dental Hygiene program, Southeast Community College can play a critical role in training and equipping future dental hygienists, ensuring that our local dental practices have the workforce necessary to provide essential services.

This program would not only benefit students seeking stable, rewarding careers in the dental field but also enhance the overall health and well-being of our community by expanding access to preventive and therapeutic oral healthcare. Additionally, it would strengthen the local economy by creating job opportunities and retaining skilled professionals within our region.

I strongly encourage Southeast Community College to move forward with the implementation of this much-needed program. Your leadership in this endeavor would demonstrate a commitment to meeting the evolving needs of both students and the broader community.

Thank you for your time and consideration. Please do not hesitate to contact me if I can provide further support for this initiative.

Sincerely,

Thomas J. Nelsen, DDS

Holdrege Family Dental, LLC



## **HOLDREGE FAMILY DENTAL**

---

Dr. Thomas J. Nelsen, Dr. Jonathan C. Sand, Dr. Nicole A. Phillips

**Subject:** Letter of Support for the Establishment of a Dental Hygiene Program

**To:** Southeast Community College,

I am writing to express my strong support for the establishment of a Dental Hygiene program at Southeast Community College. Our community is facing a significant workforce shortage in the dental hygiene profession, and this program would provide a vital solution to address the increasing demand for qualified dental hygienists.

Access to quality dental care is essential to overall health, yet many dental offices in our region struggle to find skilled hygienist to meet patient needs. By developing and maintaining a CODA accredited Dental Hygiene program, Southeast Community College can play a critical role in training and equipping future dental hygienists, ensuring that our local dental practices have the workforce necessary to provide essential services.

This program would not only benefit students seeking stable, rewarding careers in the dental field but also enhance the overall health and well-being of our community by expanding access to preventive and therapeutic oral healthcare. Additionally, it would strengthen the local economy by creating job opportunities and retaining skilled professionals within our region.

I strongly encourage Southeast Community College to move forward with the implementation of this much-needed program. Your leadership in this endeavor would demonstrate a commitment to meeting the evolving needs of both students and the broader community.

Thank you for your time and consideration. Please do not hesitate to contact me if I can provide further support for this initiative.

Sincerely,

Nicole A. Phillips, DDS

Holdrege Family Dental, LLC



## **HOLDREGE FAMILY DENTAL**

---

Dr. Thomas J. Nelsen, Dr. Jonathan C. Sand, Dr. Nicole A. Phillips

**Subject:** Letter of Support for the Establishment of a Dental Hygiene Program

**To:** Southeast Community College,

I am writing to express my strong support for the establishment of a Dental Hygiene program at Southeast Community College. Our community is facing a significant workforce shortage in the dental hygiene profession, and this program would provide a vital solution to address the increasing demand for qualified dental hygienists.

Access to quality dental care is essential to overall health, yet many dental offices in our region struggle to find skilled hygienist to meet patient needs. By developing and maintaining a CODA accredited Dental Hygiene program, Southeast Community College can play a critical role in training and equipping future dental hygienists, ensuring that our local dental practices have the workforce necessary to provide essential services.

This program would not only benefit students seeking stable, rewarding careers in the dental field but also enhance the overall health and well-being of our community by expanding access to preventive and therapeutic oral healthcare. Additionally, it would strengthen the local economy by creating job opportunities and retaining skilled professionals within our region.

I strongly encourage Southeast Community College to move forward with the implementation of this much-needed program. Your leadership in this endeavor would demonstrate a commitment to meeting the evolving needs of both students and the broader community.

Thank you for your time and consideration. Please do not hesitate to contact me if I can provide further support for this initiative.

Sincerely,

Jonathan C. Sand, DDS

Holdrege Family Dental, LLC



"Changing Dentistry,  
Changing Lives"

Date: 2/5/2025

## Letter of Support for the Establishment of a Dental Hygiene Program

Dear Coordinating Commission of Post-secondary Education,

I am writing to express my enthusiastic support for the establishment of a Dental Hygiene program at Southeast Community College. Our community is currently facing a significant shortage of dental hygienists, and this program would be an essential step toward addressing the growing demand for qualified professionals in this field.

Access to quality dental care is crucial to overall health, yet many local dental practices are struggling to find skilled hygienists to meet the needs of their patients. By offering a CODA-accredited Dental Hygiene program, Southeast Community College would play a pivotal role in training and preparing the next generation of dental hygienists, ensuring that our local dental offices have the workforce required to deliver critical care.

This program would not only provide students with the opportunity to pursue stable and rewarding careers, but it would also improve the health and well-being of our entire community by expanding access to preventive and therapeutic dental care. Furthermore, it would contribute to the local economy by creating job opportunities and retaining skilled professionals in our region.

I strongly encourage Southeast Community College to move forward with the development of this vital program. Your leadership in this initiative would demonstrate a commitment to meeting the evolving needs of both students and the broader community.

Thank you for your time and consideration. Please feel free to reach out if I can provide any additional support for this important endeavor.

Sincerely,

Jonathan Isaacson, DDS

Kelly Antholz- O'hara, DDS

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[dentalsouthpointe.com](http://dentalsouthpointe.com)



Coddington Dental  
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[coddingtondental.com](http://coddingtondental.com)



Preserve Family Dentistry  
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[preservefamilydentistry.com](http://preservefamilydentistry.com)



Northstar Dental  
402 - 742 - 0000  
[northstardentalne.com](http://northstardentalne.com)



Lincoln Family Dentistry  
402 - 467 - 1000  
[lincolnfamilydentistry.com](http://lincolnfamilydentistry.com)



**OPTIMAL DENTAL**

Dustin J. Bailey, D.D.S.  
Steven Wirth, D.D.S.

Plaza Mall South  
1919 South 40th St.  
Suite 104  
Lincoln, NE 68506

402-489-1262  
[www.dentistsinlincoln.com](http://www.dentistsinlincoln.com)

February 6, 2025

Subject: Letter of Support for the Establishment of a Dental Hygiene Program

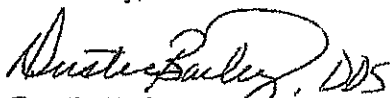
To: Southeast Community College,

I am writing to express my strong support for the establishment of a Dental Hygiene program at Southeast Community College. Our community is facing a significant workforce shortage in the Dental Hygiene profession. There was a significant decrease in the Dental Hygiene workforce post COVID. Many didn't return. Our primary source of new graduates is UNMC. They have not increased their student numbers to make up for this recent change nor for the increasing population of Lincoln and our surrounding communities.

My office is looking for a Full Time Hygienist. I would consider our office highly desirable for employment. We have had an ad posted on indeed for 3 weeks, reached out to Hygiene contacts, and contacted the UNMC school of Dentistry. We have received ZERO resumes. Prior to 2020 when we had an opening in the Hygiene department we would receive and interview 10-15 applicants. Currently there are 20 offices with Hygiene positions posted on indeed alone. I have heard from other offices they have been trying to hire a Hygienist for over a year.

I strongly encourage Southeast Community College to move forward with the implementation of this much needed program. In my 26-year career as a Dentist some of my best Hygienists received their education through a Community College Hygiene program. I have always been impressed by the high standards of the Southeast Community College Dental Assisting program. I have no doubt a Hygiene program delivered by Southeast Community College would achieve those same standards. I am requesting your leadership in support of this endeavor to support the needs of our local students and the local Dental Profession.

Sincerely,

  
Dustin Bailey, DDS

Optimal Dental, PC





To: Southeast Community College

Subject: Support For the Establishment of a Dental Hygiene Program

I am a Lincoln dentist writing to express my enthusiastic support for the creation of a Dental Hygiene program at Southeast Community College. Our community is experiencing a critical shortage of dental hygienists, making it increasingly difficult for local dental practices to meet patient needs. Establishing this program would be a significant step toward addressing this gap and ensuring the availability of well-trained professionals in the field.

Quality dental care is a vital component of overall health, yet many dental offices in our region struggle to find qualified hygienists to provide essential services. By offering a CODA-accredited Dental Hygiene program, Southeast Community College would play a pivotal role in preparing students for a rewarding career while simultaneously strengthening the local healthcare system.

This initiative would not only create valuable educational and career opportunities for students but also have a lasting impact on our community's health and economy. A strong dental workforce leads to better preventive care, improved patient outcomes, and increased retention of skilled professionals within our area.

I encourage Southeast Community College to take action in implementing this much-needed program. Your commitment to addressing workforce needs and advancing healthcare education would be greatly appreciated by students, dental professionals, and the broader community alike.

Thank you for your time and consideration. Please feel free to reach out if I can offer additional support for this initiative.

Sincerely,

Richard Nolte, DDS

Ridge Pointe Dental -- Todd W. Hohlen, DDS PC

2/1/2025

Letter of Support for the Establishment of a Dental Hygiene Program

Southeast Community College,

I am writing to express my strong support for the establishment of a Dental Hygiene program at Southeast Community College. Our community is facing a significant workforce shortage in the dental hygiene profession, and this program would provide a vital solution to address the increasing demand for qualified dental hygienists.

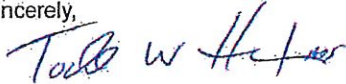
Access to quality dental care is essential to overall health, yet many dental offices in our region struggle to find skilled hygienists to meet patient needs. By developing and maintaining a CODA accredited Dental Hygiene program, Southeast Community College can play a critical role in training and equipping future dental hygienists, ensuring that our local dental practices have the workforce necessary to provide essential services. Post-COVID, my practice has been desperately struggling to find hygienists to fill the hygiene hours at our office. I just cannot overstate the fact that we have a SIGNIFICANT SHORTAGE of hygienists.

This program would not only benefit students seeking stable, rewarding careers in the dental field but also enhance the overall health and well-being of our community by expanding access to preventive and therapeutic oral healthcare. Additionally, it would strengthen the local economy by creating job opportunities and retaining skilled professionals within our region. I currently have two very qualified SCC students working in my office doing sterilization and some dental assisting so they can get dental office experience because they have an intent and desire to pursue a dental hygiene program. They have been told that the current "wait list/time" at Hastings CCC hygiene program is 2 years. This is too long given the current shortage and need our dental community has right now for hygienists.

I strongly encourage Southeast Community College to move forward with the implementation of this much-needed program. Your leadership in this endeavor would demonstrate a commitment to meeting the evolving needs of both students and the broader community.

Thank you for your time and consideration. Please do not hesitate to contact me if I can provide further support for this initiative.

Sincerely,



Todd W. Hohlen, DDS

Ridge Pointe Dental

6825 S 27, Ste 203 Lincoln, NE 68512

thohlen@gmail.com

402-429-2217



1/31/2025

Subject: Urgent Need for a Dental Hygiene Program at Southeast Community College

To Whom It May Concern,

I am writing to express my strong support for the establishment of a Dental Hygiene program at Southeast Community College. As a dental practice owner, I have been searching for a qualified hygienist for years, and the ongoing shortage is directly impacting my patients' health. This is not just a hiring challenge—it's a crisis that affects the well-being of our community.

Preventive dental care is critical to overall health, yet many dental offices, including mine, struggle to find skilled hygienists to meet patient needs. Without enough trained professionals, patients experience longer wait times, missed preventive care, and, ultimately, worsening oral health conditions. A CODA-accredited Dental Hygiene program at SCC would provide a much-needed pipeline of well-trained hygienists to serve our community and improve access to essential care.

Beyond patient health, this program would also offer tremendous benefits to students, providing them with a stable, rewarding career path while strengthening our local workforce. It would keep talented professionals in our region, ensuring that Nebraska communities continue to have access to the care they need.

I strongly urge Southeast Community College to take action in developing this program. The need is immediate, and your leadership in this initiative would make a meaningful difference in the lives of both patients and future dental professionals. Please feel free to reach out if I can offer further insight or support.

Thank you for your time and consideration.

Judd Smith  
President  
Superior Dental Health

**From:** Summer S  
**Sent:** Sunday, February 9, 2025 12:32 PM  
**To:** Bev Cummins <[BCummins@southeast.edu](mailto:BCummins@southeast.edu)>  
**Subject:** Checking In on the Dental Hygiene Program

This message is from a student email account.  
If you are not expecting this message, please be cautious and do not click links or follow instructions to copy and paste a URL into a browser.  
Never give out your username and password to anyone.  
SCC will never ask you for your password.

---

Good afternoon, Bev!

I hope you're doing well! I wanted to check in and see how things are going with the dental hygiene program. You mentioned that you should hear back about whether it's been accepted by the end of February, and I imagine you're waiting on a few federal and state approvals. As for me, I'm currently working as a dental assistant while attending school part-time to complete my prerequisites for the UNMC DH program. However, if the program at Southeast Community College does move forward and starts in Fall 2026, that would align perfectly with my current academic schedule. I would much rather continue my education in the friendly and comfortable environment at SCC, where I've had such a positive experience so far. I look forward to hearing how things are progressing with the program and hope all is going smoothly on your end.

Thank you!  
Summer



**Central Community College maximizes student and community success**

January 29, 2025

**Coordinating Commission  
for Postsecondary Education**

Coordinating Commission for Postsecondary Education  
140 N. 8<sup>th</sup> St, Suite #300  
PO Box 95005  
Lincoln, NE 68509-5005

**JAN 31 2025**

**Received**

Dear Dr. Bamgartner,

Central Community College welcomes the addition of another associate degree dental hygiene program in the state of Nebraska due to the tremendous need by employers and high wages that graduates can earn. Thus, CCC has no objection to Southeast Community College pursuing this program as long as it meets the standards for accreditation from the Commission on Dental Accreditation (CODA) or a related accreditor. Dr. Wanda Cloet, CCC's dental hygiene program director, is willing to host a tour or discussion with SECC personnel should they desire.

Sincerely,

Matt Gotschall, PhD  
President, Central Community College

**College Administration**  
3134 W Highway 34  
PO Box 4903  
Grand Island, NE 68802  
(308) 398-4222

**Columbus**  
4500 63rd St.  
PO Box 1027  
Columbus, NE 68602  
(402) 564-7132

**Grand Island**  
3134 W Highway 34  
PO Box 4903  
Grand Island, NE 68802  
(308) 398-4222

**Hastings**  
550 S Technical Blvd  
PO Box 1024  
Hastings, NE 68902  
(402) 463-9811

**Holdrege**  
1308 2nd St.  
PO Box 856  
Holdrege, NE 68949  
(308) 995-8133

**Kearney**  
1215 30th Ave.  
PO Box 310  
Kearney, NE 68848  
(308) 338-4000

**Lexington**  
1501 Plum Creek Pkwy.  
PO Box 827  
Lexington, NE 68850  
(308) 324-8480

**Ord**  
1514 K St.  
Ord, NE 68862  
(308) 728-3299

*Central Community College is an affirmative action/equal opportunity institution.*

**Toll-free all locations: 1-877-222-0780 • www.cccneb.edu**

## Pope, Helen

---

**From:** Samantha Blaha <sami.blaha@gmail.com>  
**Sent:** Wednesday, February 12, 2025 12:17 PM  
**To:** Bev Cummins  
**Subject:** Support for SCC's New Dental Hygiene Program

You don't often get email from sami.blaha@gmail.com. [Learn why this is important](#)

Hello Bev,

I am writing to express my strong support for the new dental hygiene program at Southeast Community College set to launch in 2026.

As a general dentist in Bennington, I have personally experienced the ongoing shortage of dental hygienists, making it increasingly difficult to meet the growing oral health needs of our community. This program could play a crucial role in addressing the workforce gap, ensuring that more well-trained hygienists enter the field and allowing dental practices like mine to continue providing high-quality care. Additionally, expanding access to dental hygiene education will benefit not only practitioners but also countless patients who rely on preventative care to maintain their oral health.

I encourage all efforts to support the construction and successful implementation of this program. Thank you for your time and dedication to strengthening Nebraska's dental workforce.

Best regards,

Samantha McKenna, DDS  
Quality Dental Care Bennington

## Pope, Helen

---

**From:** Terri Ford-Wolfgram <tfordwolfgram@ecdhd.ne.gov>  
**Sent:** Wednesday, February 12, 2025 1:44 PM  
**To:** Bev Cummins  
**Subject:** support for the dental hygiene program

You don't often get email from tfordwolfgram@ecdhd.ne.gov. [Learn why this is important](#)

Good Afternoon Bev, I am the CEO of Good Neighbor Community Health Center in Columbus and Fremont. I received note from our PCA regarding challenges with both expanding and starting additional hygiene programs. I would like to add a letter of support if you still need them. We are a Federally Qualified Health Center and have struggled to find Hygienist for several years. We have been looking at our Fremont site for over three years. It both concerning and frustrating given we serve the majority of the Medicaid population as well as those without insurance. If you have a form letter with specific information you use or if you would like me just to write something I'm happy to do either. Thank you Terri

## Pope, Helen

---

**From:** Candi Filbrandt <candidds@hotmail.com>  
**Sent:** Tuesday, February 11, 2025 6:59 PM  
**To:** Bev Cummins  
**Subject:** Support of a hygiene program

You don't often get email from candidds@hotmail.com. [Learn why this is important](#)

Bev

I am in strong support of a hygiene program. Let me know if and how I can help.

I am a general dentist. Since covid it has been impossible to get help, esp in the hygiene area. I have not been able to find another hygienest part time or full time. There are so few candidates even available.

The few that are moving around to different offices are asking a crazy amount of money. Sometime more than we are getting from ins from there hygiene appt.

I know I am not the only dentist in a difficult position. I have been told of many dental offices that the Dr's have to do there own hygiene.

Thank for your help to help the dental community and the patients the are being affected from a lack of hygienest

Dr Candi Filbrandt  
402-960-5974

Sent from my Verizon, Samsung Galaxy smartphone  
Get [Outlook for Android](#)



## Pope, Helen

---

**From:** Alex Mayhan <wamayhan@gmail.com>  
**Sent:** Wednesday, February 12, 2025 12:02 PM  
**To:** Bev Cummins  
**Subject:** Support for SCC's New Dental Hygiene Program

You don't often get email from wamayhan@gmail.com. [Learn why this is important](#)

Dear Bev Cummins,

I am writing to express my strong support for the new dental hygiene program at Southeast Community College set to launch in 2026. As a general dentist in Omaha, I have personally experienced the ongoing shortage of dental hygienists, making it increasingly difficult to meet the growing oral health needs of our community.

This program will play a crucial role in addressing the workforce gap, ensuring that more well-trained hygienists enter the field and allowing dental practices like mine to continue providing high-quality care. Additionally, expanding access to dental hygiene education will benefit not only practitioners but also countless patients who rely on preventative care to maintain their oral health.

I encourage all efforts to support the construction and successful implementation of this program, and thank you for your time and dedication to strengthening Nebraska's dental workforce.

Best regards,  
W. Alex Mayhan, DDS  
Quality Dental Care Bennington; Plattsmouth Dental

## Pope, Helen

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**From:** Kristine Harris <rsfharris@charter.net>  
**Sent:** Tuesday, February 11, 2025 7:08 PM  
**To:** Bev Cummins  
**Subject:** Dental hygiene program

[You don't often get email from rsfharris@charter.net. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification> ]

My name is Kris Harris and I am a practicing dentist in Grand Island, NE. I want to encourage you to do everything possible to get this program going! We have been suffering as a profession for 4 years and we need more hygienists in this state. Our patients are not receiving the timely care they deserve because we simply can't provide hygiene appointments without dental hygienists.

Please understand that there are many dentists that aren't even posting job openings for hygienists because we know there are none available. The number of listed jobs for hygiene is a fraction of the true number that dentists in this state need. Many have given up looking. Please move forward with this program !

Sincerely,  
Kris Harris, D.D.S.  
Sent from my iPhone

## Pope, Helen

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**From:** Marty Matz <martymatz@mac.com>  
**Sent:** Wednesday, February 12, 2025 9:07 AM  
**To:** Bev Cummins  
**Subject:** Dental Hygienist Shortage

You don't often get email from martymatz@mac.com. [Learn why this is important](#)

To Whom it may concern,

My name is Marty Matz. I have been practicing dentistry for 37 years and have been a solo private practice owner for 32 years. I don't believe I have ever seen a bigger drought in dental hygienist profession than what we are experiencing now. I remember a time when an Iowa community college was proposing a doubling of their class size. All my dentist friends were wondering how they all would get jobs.

Recently I have had a reduction in my hygiene staff of 50% due to a two hygienists retiring and another taking a contract offered by a nearby dentist that promised an unreasonably high wage. I have reports of large hiring bonuses and excessive hourly wages. I don't believe a dental hygienist should receive a wage higher than a NICU nurse. Additionally, I have first hand reports of more dentists performing their own hygiene appointments. My partner and I are performing several hygiene appointments every day to accommodate the shortage.

In addition to reaching out to the dental grapevine we have used online hiring websites for several months to no avail. We have not even received one inquiry.

The bottom line is: Demand is high and supply is low.

Respectfully submitted,

Marty J. Matz, DDS



**The Tooth Doc**  
*Anxiety Free Family Dentistry*

Marty J. Matz, D.D.S  
15751 W. Dodge Rd.  
Omaha, NE. 68118  
Mobile: (402)616-7577  
Work: (402)397-8050

## Pope, Helen

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**From:** Paula Cohen <paulacohen.dmd@gmail.com>  
**Sent:** Tuesday, February 11, 2025 6:59 PM  
**To:** Bev Cummins  
**Subject:** Hygiene program at SCC

[You don't often get email from paulacohen.dmd@gmail.com. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification> ]

Hello,  
My name is Paula and I'm a periodontist in Lincoln, NE. We desperately need to graduate more highly trained hygienists. As one of the 5 practicing periodontists in Lincoln, I see periodontal disease at a much higher rate than most general dentists and other specialists. As people are living longer and keeping their teeth, it's become even more important that we have hygienists that can properly treat gingivitis and periodontitis, as well as, help educate patients on their overall oral health.

At this time, if I see a new patient referred for periodontal disease, it is at least 2-3 months before we have an opening to begin their treatment with our hygienists. Many of our referring general dental practices have been struggling to hire their own hygienists and have thus had to refer even more periodontal patients to us. Moreover, while the UNMC COD has increased its dental student class size, it has not added any additional hygiene spots, despite their being an overwhelming need for more hygienists, not dentists (both locally and nationwide).

I fully endorse and support the formation of another program at SCC and would be happy to help in any way that I can.

Paula Cohen Schlemmer, DMD, MS

## Pope, Helen

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**From:** Tanya <tanyawanda@yahoo.com>  
**Sent:** Wednesday, February 12, 2025 8:14 AM  
**To:** Bev Cummins  
**Subject:** New hygiene program

[You don't often get email from tanyawanda@yahoo.com. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification> ]

The dentists in Lincoln need hygienists! Been needing one for over a year and they don't exist, We need a program at SCC  
Tanya Powell DDS Sent from my iPhone

## Pope, Helen

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**From:** Maribel Caudillo <maribel.caudillo@hotmail.com>  
**Sent:** Wednesday, February 12, 2025 11:14 AM  
**To:** Bev Cummins  
**Subject:** Re Hygiene Program

You don't often get email from maribel.caudillo@hotmail.com. [Learn why this is important](#)

Dear Dr Cummins,

I am in full support of another hygiene program to help w the shortage. I own a private office. It is extremely stressful finding new hygienists. The other concern is many of them do not want full time hours. The demands from hygienists are extremely high because of the continued shortage. The stress of it has led many dentists to retire or leave the field. I continue to hear from all my colleagues how stressful and expensive it is to find hygienists. It is a great career to go into and would be a great program addition to your school.

Thank you,

Dr Maribel Caudillo  
Inspired Dental

Sent from my T-Mobile 5G Device  
Get [Outlook for Android](#)

## Pope, Helen

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**From:** Sean Pauley <seanpauley@me.com>  
**Sent:** Wednesday, February 12, 2025 11:43 AM  
**To:** Bev Cummins  
**Subject:** SCC Hygiene Program

[You don't often get email from seanpauley@me.com. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification> ]

Hi Bev,

My name is Sean Pauley and I'm a dentist here in Lincoln. I graduated from UNMC in 2017 and back in October of 2023 I purchased my own practice. Upon purchasing this practice the existing hygienist had planned on retiring as well. I have been looking for a hygienist ever since October of 2023.

I look at the job postings on Indeed, LinkedIn, Facebook and I see that I am not the only practice looking for help in this area.

Nebraska could greatly benefit from more hygiene graduates. I am in support of the SCC Hygiene program and wanted to drop you a quick note.

Thank you for your time and please reach out if you would like to talk more.

Sean Pauley  
402.540.6124

Sent from my iPhone

## Pope, Helen

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**From:** Rachel Brown-McDonald <rachelbrowndds@gmail.com>  
**Sent:** Wednesday, February 12, 2025 11:50 AM  
**To:** Bev Cummins  
**Subject:** SCC Hygiene Proposal

You don't often get email from rachelbrowndds@gmail.com. [Learn why this is important](#)

Ms. Cummins,

Hello! My name is Dr. Rachel Brown-McDonald and I'm a general dentist in Grand Island. I am writing in support of SCC implementing a hygiene program as the shortage and need is significant. So many clinics, mine included, have struggled to find adequate hygiene coverage, both part time and full time. It's absolutely necessary to expand opportunities for students to enroll in dental hygiene otherwise this problem will continue and continue to restrict patient's access to care. Thank you.

*Rachel Brown-McDonald, DDS*  
Cottonwood Dental  
Biological and Functional Dentistry  
[cottonwooddentale.com](http://cottonwooddentale.com)  
308.382.1890



Subject: Opposition to the Proposed Dental Hygiene Program

Nebraska's Coordinating Commission for Postsecondary Education,

On behalf of the Nebraska Dental Hygienists' Association (NDHA), we are writing to formally express our opposition to establishing a new dental hygiene program at Southeast Community College (SCC) in Lincoln, Nebraska, as the current proposal stands. On January 24, 2025, a few NDHA members attended the meeting that was available on Zoom with the college and the Commission for Postsecondary Education, who reviewed the proposal for this program. From this meeting, the NDHA walked away with the following concerns:

- **Non-Compliant Clinical Experience Plan** – The proposal suggests placing students in local clinics for clinical experience. However, CODA requires properly calibrated faculty to supervise clinical training. The lack of structured oversight could result in non-compliance, jeopardizing the program's accreditation.
- **Inadequate Clinical Facilities** – The proposed plan to share a skills lab, operatory lab, and clinic with the dental assisting program raises concerns about insufficient hands-on training and clinical chair time due to limited operatories.
- **Deficient Curriculum** – The proposed curriculum lacks essential coursework, including periodontology, community health, and ethics, which CODA requires and cannot be omitted. An associate degree in dental hygiene requires an average of 84 credits per the American Dental Hygienists' Association. This program is well under that requirement with only 66.5.
- **Shortage of Qualified Educators** – UNMC has been without a permanent dental hygiene program director since July 2024, and faculty recruitment remains a challenge for maintaining a high-quality program with proper student-to-faculty ratios. This is a concern as SCC plans to enroll 48 additional students over the next three years.
- **Limited Patient Pool** – The influx of additional students in Lincoln will further strain the availability of patients needed for clinical training. Students are already facing challenges in securing patients to meet competency requirements.

While we acknowledge the workforce shortage and advocate for solutions such as reducing barriers for current hygienists and improving license portability, we must highlight several serious concerns with the current SCC proposal. We are willing to work with and advocate for other viable options or solutions, possibly another workforce study. However, we feel this program is not ready to be implemented as it will not meet accreditation standards.

Thank you for your attention to this important matter. We welcome any further discussion.

Respectfully,  
Marjean Stamm, RDH, BS, PHRDH, FADHA  
President, Nebraska Dental Hygienists' Association

Connie Kugel, RDH, BS  
President-Elect, Nebraska Dental Hygienists' Association

February 12, 2025

Mike Baumgartner  
Executive Director  
Nebraska State Board of Higher Education  
Coordinating Commission for Postsecondary Education  
PO Box 95005  
Lincoln, NE 68509-5005

Subject: Opposition to the Proposed Dental Hygiene Program

Dear Mr. Baumgartner:

On behalf of the American Dental Hygienists' Association (ADHA) we are writing to formally express our opposition to the establishment of a new dental hygiene program in Lincoln, Nebraska. Based on extensive research conducted by a task force in 2006 and subsequent analysis, we firmly believe that the circumstances that led to the original conclusion—that a new program would not be appropriate—remain relevant today.

The following points outline our concerns regarding this proposal:

1. **Insufficient Patient Pool** – The city of Lincoln does not have enough patients in the appropriate age groups to support the clinical requirements of a new program. UNMC has already experienced challenges in ensuring that its students obtain the necessary clinical competencies, requiring them to leave the area to complete their training. With no significant population growth in Lincoln, these challenges would only be exacerbated by the introduction of another program.
2. **Deficient Curriculum** – The proposed curriculum is lacking essential coursework, including periodontology, community health, and ethics. These subjects are fundamental to comprehensive dental hygiene education, required by the Commission on Dental Education (CODA) and should not be omitted.
3. **Questionable Financial Data** – The financial information provided to support this program's feasibility appears to be skewed, and the accuracy of cost estimates remains in question. It is critical to ascertain the actual cost of educating a dental hygiene student to ensure that the financial burden on the institution and students is fully understood.
4. **Inadequate Clinical Facilities** – The proposed plan to share a skills lab, operator lab, and clinic with the dental assisting program raises serious concerns. This could lead to an unacceptable student-to-patient ratio, potentially compromising the quality of clinical education and patient care. There are requirements that must be met by CODA in relation to facilities for dental hygiene student education.
5. **Non-Compliant Clinical Experience Plan** – The proposal to place students in local clinics for their clinical experiences does not align with CODA accreditation standards and would likely be deemed non-compliant, further jeopardizing the credibility and effectiveness of the program.

6. **Lack of Transparency** – There has been a notable lack of transparency in the decision-making process surrounding this proposal. Commissioners in Nebraska have raised concerns regarding the adequacy of advance notice for meetings on this topic, limiting opportunities for informed discussion and input from key stakeholders.

Given these substantial concerns, the ADHA strongly opposes the approval of this new dental hygiene program. We urge the Nebraska Coordinating Commission for Postsecondary Education to reconsider this proposal considering the potential negative impact on students, educators, and the broader dental community. We are committed to ensuring the highest standards in dental hygiene education and believe that adding a new program under the current circumstances would be detrimental to these standards.

We appreciate your time and consideration and welcome further discussions on this matter.

Sincerely,

*JoAnn Gurenlian*

**JoAnn Gurenlian, RDH, MS, PhD, AAFAAOM, FADHA**

Director, Education, Research & Advocacy

American Dental Hygienists' Association

444 N. Michigan Ave., Suite 400

Chicago, IL 60611

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[joanng@adha.net](mailto:joanng@adha.net)

[www.adha.org](http://www.adha.org)

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February 7, 2025

Michael Baumgartner, Ph.D.  
Executive Director  
Coordinating Commission for Postsecondary Education  
PO Box 95005  
Lincoln, NE 68509-5005  
mike.baumgartner@nebraska.gov

Dear Dr. Baumgartner:

Attached is a letter from Dean Gerard Kugel of the University of Nebraska Medical Center's College of Dentistry. Dr. Kugel expresses significant concerns regarding Southeast Community College's proposed Associates of Applied Science Degree in Dental Hygiene.

The University of Nebraska is not in support of this proposed offering. Please do not hesitate to contact me if you have any questions.

Sincerely,

David S. Jackson, Ph.D.  
Interim Executive Vice President and Provost

Enclosure

DSJ/ak

cc: Kathleen Fimple, Ph.D., CCPE  
Gerard Kugel, M.D., Dean, UNMC  
Jane Meza, Ph.D., Vice Chancellor, UNMC  
Joel Michaelis, Ed.D. Southeast Community College



February 5, 2025

Jane Meza, PhD  
Interim Vice Chancellor for Academic Affairs  
University of Nebraska Medical Center

**Subject:** RE: Dental Hygiene Proposal from Southeast Community College

Dear Jane,

After reviewing the Southeast Community College (SCC) dental hygiene program proposal, I cannot support its approval due to several significant concerns. SCC has submitted applications multiple times in the past, each of which has been rejected, and this most recent proposal still fails to meet essential accreditation and quality standards.

Key concerns include:

- The proposal suggests placing students in local clinics for training. CODA requires that clinical instruction be supervised by properly calibrated faculty. Without structured oversight, the program risks non-compliance and potential accreditation issues.
- The proposed curriculum is missing required coursework, including microbiology, periodontology, community health, and ethics. These are required by CODA. Additionally, the program only offers 66.5 credits—far below the American Dental Hygienists' Association's standard of 84 credits for an associate degree.
- The plan to share labs and clinics with the dental assisting program raises concerns about limited operatory access and required clinical hours.
- Lincoln's available patient base is already stretched thin, making it difficult for students to meet competency requirements. Adding more students will further strain this resource.
- Faculty recruitment is already a challenge, as UNMC has struggled to fill permanent faculty positions. With SCC proposing to enroll 48 additional students over three years, the shortage of dental hygiene educators will only be exacerbated. CODA presently requires a 5:1 faculty student ratio.

Additionally, I do not see how supporting a competing program just one mile from UNMC's School of Dental Hygiene would be beneficial. SCC's proposed program is a two-year associate degree at about one-quarter of UNMC's tuition cost, which would likely draw applicants away from our program and create unnecessary competition for faculty and clinical resources.

I acknowledge the ongoing workforce challenges in dental hygiene; however, the solution lies in enhancing opportunities for existing hygienists and streamlining licensure processes, rather than approving a program that falls short of accreditation requirements. I am open to exploring alternative strategies to address workforce needs, but this proposal, in its current form, is not viable for implementation.

Best regards,

A handwritten signature in cursive script that reads "Gerard Kugel". The signature is written in black ink and is positioned above the typed name.

Gerard Kugel, DMD, MS, PhD  
Dean