



2024

Annual Report

Vision

We are the recognized leader in the accreditation of oral health education.

Mission

We set standards and accredit oral health professional programs to promote quality education and practitioner readiness.

Integrity

We uphold ethical standards in all our processes and decisions, ensuring they are fair and free from undue influence.



Transparency

We are committed to being proactively open, clear, and accessible in every aspect of our work.



Values



Innovation

We foster new ideas and embrace creativity.



Accountability

We take responsibility for the work that we do.



Diversity

We strive to integrate equity, diversity, inclusion, and accessibility into our culture.

Message from the Board Chair



The Board started out the 2024 year cautiously optimistic and with determination and resolve to move forward. Through the collective efforts of the Board and staff we made it through the year hitting some key milestones in CDAC's journey.

The Board Vice Chair, Mandy Hayre, and I continued to co-lead operations and the Board for the first four months of the year as the CEO Search Committee achieved their mandate and the Board appointed Dawn Wilson as our new CEO. Dawn started with the organization on April 25 and brought with her a range of leadership experience and talent. It was a pleasure for Mandy and I to onboard Dawn and watch her immediately jump into the work of the organization.

Dawn's hard work and vision were consistent throughout the year. She quickly identified and began addressing several areas that required attention and refinement to improve efficiencies and save costs. The Board appointed a Strategic Planning Working Group which Dawn led through developing a robust and forward-thinking strategy. Our 2025-2028 Strategic Plan focuses on change and collaboration to enable a systems approach in support of the delivery of safe, competent, and ethical oral care for Canadians.

Hiring a new CEO and developing a strategic plan were the highlights of the year for me personally. Additional Board activities resulting from five Board meetings worth mention include:

- New policies to support the finance and administration of CDAC
- Updated our Expense Policy to ensure fiscal responsibility
- Nominating a representative to serve on the National Dental Assisting Examining Board
- Acceptance of the Knowledge, Skills, and Abilities for a Beginning Dental Practitioner in Canada for the inclusion in the DDS/DMD Accreditation Standards
- Receipt of the Operational Plan for 2025; Corporate Risk Profile; results of the Accreditation Review Committee Meetings

- Learnings about Indigenous Peoples
- Approval of the 2025 Budget; revised mission, vision, and values
- Discussions about the Association of Canadian Faculties of Dentistry (ACFD) Dentistry Gap Assessment and Training Program; international accreditation; reciprocal agreements; accreditation partner relationships; use of the term stakeholder.

Early in the year with the support of Jerry Zhang, the Chair of our Finance, Audit and Risk Management Committee (the FARMC), CDAC had a successful first audit. Under Jerry's leadership the FARMC met with the auditors to plan for the audit, then again after the audit to discuss their findings and assessment of our financial position. The FARMC discussed the auditor's recommendations and is monitoring Operation's progress in meeting the recommendations.

In 2024 the Board also welcomed two new Directors. Dr. Nancy Auyeung joined us as the new nominee from the ACFD. And, Diane Theriault joined as the nominee from the Federation of Dental Hygiene Regulators of Canada.

At our last Board meeting of the year, Mandy Hayre left her role as Vice Chair, effective December 31, 2024. We sincerely thank Mandy her for strategic thinking, dedication and leadership during her time on the Board. She was instrumental in CDAC's governance and operational successes in 2024.

In closing I wish to express my sincere gratitude to the entire Board and Dawn and her team for their efforts and support in what I'd call a successful year. And many thanks to all the partners and stakeholders of accreditation. Your patience and support are appreciated. **Together we are advancing oral health in Canada, and I hope you join me in my enthusiasm for the implementation of our 2025-2028 Strategic Plan.**



Best regards,
Jennifer Tewes
Chair, Board of Directors



CEO Message

It is my pleasure to introduce our first Annual Report as an independent organization for the 2024 year. This past year marked a significant chapter in CDAC’s journey, as we embraced our new identity as an independent accrediting body dedicated to advancing oral health education and standards across Canada.

Having stepped into the role of CEO in late April, I had the privilege of guiding the organization through a pivotal period of operational transformation. In just eight months, we laid important groundwork for our future, including the release of our first Strategic Plan in October –an ambitious and thoughtful blueprint that sets our direction and priorities for the years ahead.

This year also saw us take full operational control of our activities, building the systems, relationships, and governance foundations needed to support our mission. These efforts reflect our commitment to transparency, quality, and collaboration as we work with educators, professionals, and the wider oral health community to ensure excellence in education and accreditation.

I’m proud of what we have accomplished together in such a short time and deeply grateful to the Board, staff, and stakeholders who have supported our journey. This report captures our progress over the past year, and the momentum we carry forward.



Warm regards,

Dawn Wilson, CAE
Chief Executive Officer

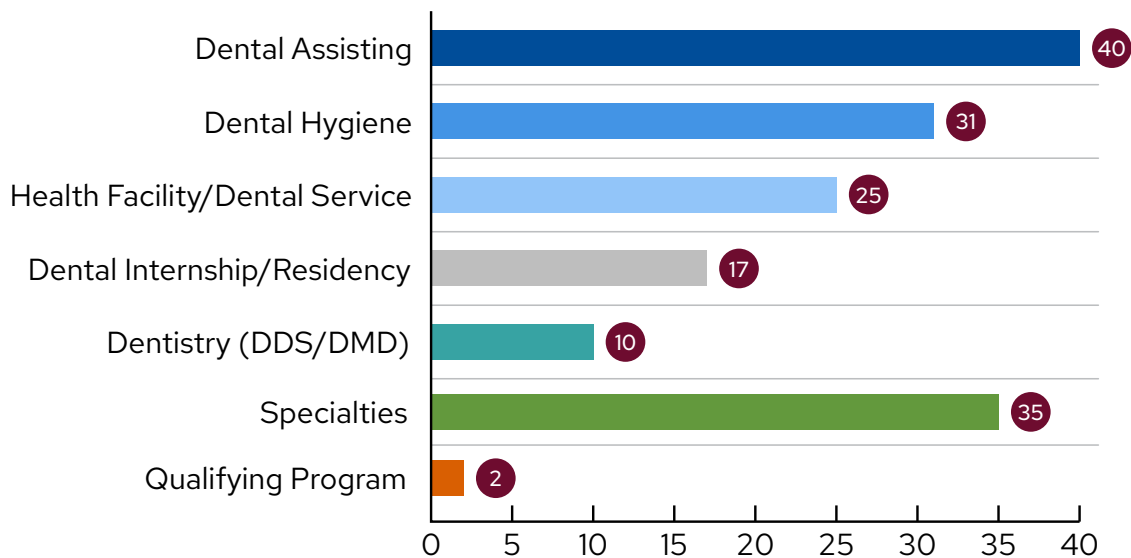
Accreditation

In this section we highlight the number of accredited programs under our purview and some key trends that are emerging from our past year of surveys.

Total Number of Accredited Programs as of December 31, 2024:

160

See the Table Below for the Number of Accredited Programs by the Program Type



Dentistry

CDAC accredits all 10 of Canada's undergraduate Doctor of Dental Surgery programs:

- | | |
|----------------------------------|-------------------------------|
| 1 University of Alberta | 6 Western University |
| 2 University of British Columbia | 7 McGill University |
| 3 University of Manitoba | 8 Université de Montréal |
| 4 Dalhousie University | 9 Université Laval |
| 5 University of Toronto | 10 University of Saskatchewan |

CDAC Accredits 25 health facilities and a further 17 dental residency programs.

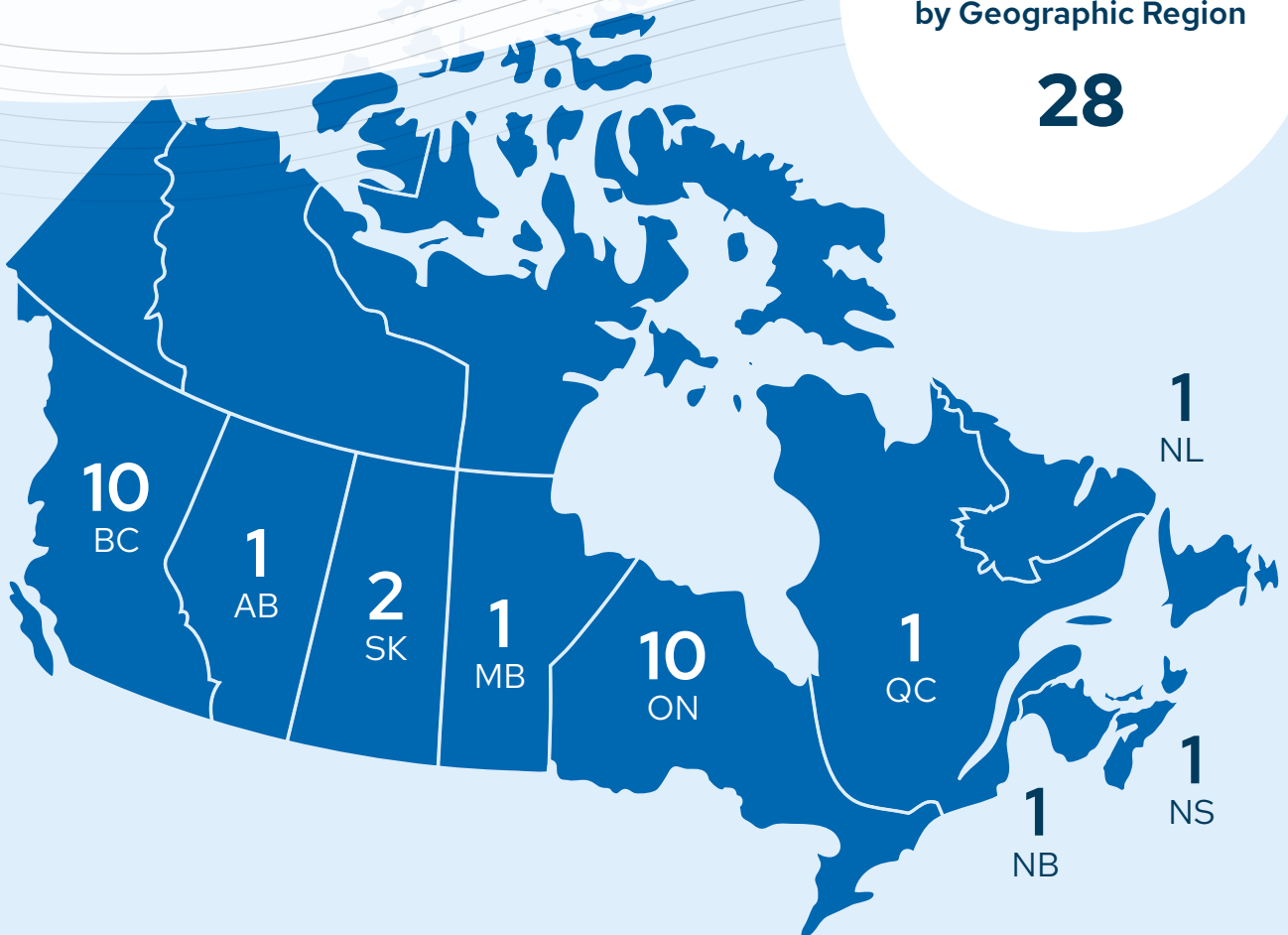
Accreditation Surveys for 2024

As part of our ongoing monitoring requirement and commitment to quality assurance, we conduct regular accreditation surveys for our accredited programs on a fixed cycle. These surveys serve to verify that accredited programs continue to meet our standards, address any significant changes within the programs, and ensure ongoing compliance. The survey process provides an objective, onsite evaluation that supports continuous improvement and accountability in oral health education.

In 2024 CDAC conducted 28 onsite surveys. Refer to the map below for the geographic spread of surveys conducted across Canada.

**Total Number of
Accreditation Surveys
Conducted in 2024,
by Geographic Region**

28





Dental Assisting by the Numbers

8 programs surveyed in 2024.

A total of 103 recommendations between these programs.

- Section 5 – *Clinical Administration* of our Standard comprised 41% of all recommendations
 - 19 recommendations (18.4% of total recommendations) were made for Standard 5.2.2
 - 13 recommendations (12.6% of total recommendations) were made related to Standard 5.1.3
 - 10 recommendations (9.7% of total recommendations) were made related to Standard 5.2.1
- 8 recommendations (7.8% of total recommendations) were made in Standard 2.3.4 – *Curriculum Content*



Dental Hygiene by the Numbers

4 programs surveyed in 2024.

A total of 25 recommendations between these programs.



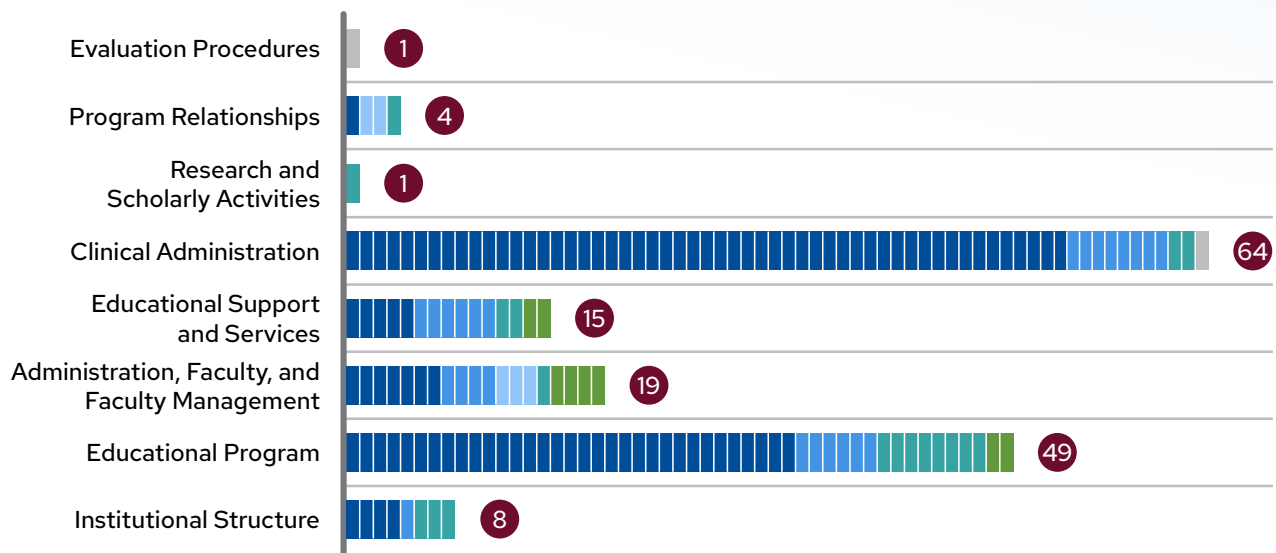
Dentistry by the Numbers including Specialty and Dental Services

16 total dentistry programs surveyed in 2024 (2 DMD/DDS, 1 General Practice Residency, 3 Dental Services, 9 Specialties, and 1 Qualifying Program)

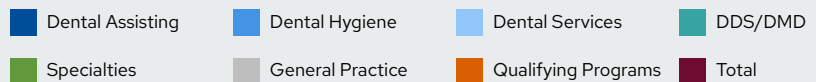
A total of **33 recommendations** between these programs.



Domains with Most Recommendations for Each Program



Dental Program Categories



Programs that Withdrew from Accreditation in 2024

Three Dental Hygiene programs in Quebec withdrew from accreditation in 2024.

Multiple factors contributed to the withdrawal of these programs including a significant overhaul of curriculum mandated at the provincial level in Quebec that will place significant requirements on educational programs in addition to ongoing accreditation requirements. Additionally, accreditation is not a requirement in the province of Quebec.

Stakeholder Engagement



Building strong, trust-based relationships with our stakeholders was a key priority during my first year as CEO. I attended numerous meetings across the sector—not simply as a representative of CDAC but as a listener and collaborator.



These conversations were essential to rebuilding confidence in our independence, improving transparency, and ensuring our work reflects the realities and needs of those we serve. As a result of being present, seeking input, and being open about our direction, we've begun to strengthen the relationships that are critical to our success as an accrediting body and as a partner in the future of oral health accreditation.

In 2024, CDAC CEO attended meetings with key stakeholders that included:

- Association of Canadian Faculties of Dentistry
- Canadian Dental Hygienists Association, Program Director Symposium
- Canadian Federation of Dental Regulatory Authorities
- Denturists Association of Canada
- Federation of Dental Hygiene Regulators of Canada
- National Dental Assisting Examining Board
- National Dental Examining Board
- Royal College of Dentists of Canada

Mutual Recognition Partners

CDAC currently has established reciprocity of the educational programs for General Dentistry in four countries. Ireland (The Irish Dental Council), USA, (Commission on Dental Accreditation, CODA), New Zealand (The Dental Council of New Zealand) and Australia (Australian Dental Council). Through our agreement with CODA, we also recognize dental specialty training, dental hygiene and level II dental assisting. CDAC began the process to renegotiate our agreements to modernize this important pathway for international professionals in 2024.

Operational Review

As a newly independent organization, it was essential to gain a clear understanding of our operations. Shortly after joining us, the new CEO, initiated a comprehensive operational review to assess our strengths, identify areas for improvement, and enhance financial efficiency. This review laid the groundwork for informed decision-making and significant progress in our first year of independence that helped lay the groundwork for strategic planning.



Strategic Plan

In 2024 CDAC released its first strategic plan as an independent organization. Our plan lays out clear, measurable goals that will guide our work over the next four years beginning in 2025. This will allow us to hold ourselves accountable—not only to our internal mission but to our partners, accredited institutions, and the communities we serve.



Standards Development/ New Standards



CDAC released updated standards for Dental Hygiene and Dental Assisting. Both standards will be applicable to schools undergoing accreditation visits as of 2026.

In 2024, CDAC released new standards in Dental Anesthesia. We could not have done this without the contributions from Dr. Daniel Haas, DDS, PhD, FRCD(C), Professor; Dr. Michelle Wong, DDS, MSc, EdD, Assistant Professor, Teaching Stream, and Director of the Graduate Specialty Program in Dental Anaesthesia and Dr. Carilynne Yarascavitch, DDS, MSc, Assistant Professor, Teaching Stream, all with the University of Toronto, Faculty of Dentistry.

Governance

CDAC is supported by its Board of Directors



Jennifer Tewes,
Chair



Mandy Hayre,
Vice Chair



Dr. Nancy
Auyeung



Dr. Mintoo
Basahti



Dr. Randall
Croutze



Dr. Glenn Pettifer



Dr. Mel Schwartz



April Slotsve



Diane Thériault



Jerry Zhang

Paula Benbow (Retired June 2024)

Operational Committees

CDAC has several operational committees central to supporting the Board by overseeing key areas of our operations, from financial stewardship and risk management to governance best practices and strategic alignment. Each of these committees is made up of CDAC Board Directors (save for the Standards Committee that is made up of external representatives) and are supported by the CEO.

- 1 **Finance, Audit and Risk Management Committee**
- 2 **Executive Committee**
- 3 **Governance and Nominating Committee**
- 4 **Standards Committee** – The CDAC Standards Committee is a pivotal committee that oversees the maintenance and updating of CDAC's Accreditation Standards.

Accreditation Review Committees



CDAC has four (4) Accreditation Review Committees. These Committees review accreditation survey reports and subsequent progress reports pertaining to its mandate. Each Review Committee makes recommendations on the program's accreditation status to CDAC. Our committees met twice last year in June and November.

The four (4) Accreditation Review Committees are:

- 1 Dentistry Accreditation Review Committee**
(DDS/DMD, specialties and qualifying programs)
- 2 Dental Hygiene Accreditation Review Committee**
- 3 Dental Assisting Accreditation Review Committee**
- 4 Health Facilities and Internships Accreditation Review Committee**
(Health facility dental services and internship/residency education programs)

CDAC Surveyors

We could not do the work that we do without the dedicated support of our surveyors. Our volunteer surveyors are essential to the integrity and success of our accreditation process. These dedicated professionals bring their expertise to onsite surveys, helping to assess program compliance with our standards. Their contributions to survey reporting and evaluation not only support rigorous and fair assessments but also strengthen the overall quality of oral health education across the system. We are deeply grateful for their ongoing commitment and service. As part of our ongoing improvement, CDAC will be strengthening our calibration processes for surveyors in the next year.



CDAC Staff



Dawn Wilson,
CEO



Ester Williams,
Manager,
Standards
Development



Mireille Cyr,
Manager,
Accreditation

Kelly Bray,
Governance and
Administration
Coordinator (on leave)

Susie Presutti,
Accreditation
Coordinator

Diane Dumas,
Accreditation
Coordinator



Finance Summary

Summarized Statement of Revenues & Expenditures



Revenue	2024	2023
Contributions	\$1,305,886	\$1,070,631
Program Fees	\$267,798	\$232,297
Survey Fees - Self Funded	\$8,998	\$10,855
Interest Income	\$3,532	\$17,027
Total	\$1,586,214	\$1,330,810

Expenditures	2024	2023
Survey	\$238,342	\$192,201
Meetings	\$97,093	\$219,862
Administrative	\$987,176	\$1,500,608
Total	\$1,322,611	\$1,912,671

Excess of Revenue Over Expenditure	2024	2023
(Expenditures Over Revenue) Before Other Items	\$263,603	(\$581,861)

Other Items	2024	2023
Restructuring Costs	-	(\$140,417)
	\$263,603	(\$722,278)

Contribution from Canadian Dental Association	-	\$1,158,200
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Excess of Revenues Over Expenditures	\$263,603	\$435,922
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To learn more please visit:
www.cda-adc.ca/cdacweb/en/

To contact us please email:
cdac@cdac-cadc.ca