



# CDAC ACTIVITY REPORT TO RDACS

September 2025

## **CDAC Progress Report**

This report outlines CDAC's key milestones since becoming independent in 2022, including leadership changes, operational renewal, accreditation updates, and the development of new unified standards for dental professions.

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## CDAC Progress Report: Organizational Milestones and Strategic Updates

### Organizational Overview

The Commission on Dental Accreditation of Canada (CDAC) became an independent not-for-profit organization in December 2022. While independence marked a significant milestone, many operational processes and internal functions initially carried over from our parent organization remained unchanged. As a result, several functions were misaligned with our new mandate, highlighting the urgent need for modernization, policy renewal, and systems development to support future growth.

Between October 2023 and May 2024, the CDAC Board of Directors assumed direct operational oversight, ensuring stability during a critical transitional phase. This intervention culminated in a leadership change, with a new CEO appointed in April 2024. Establishing leadership, effective operations, and strategic direction has been vital to CDAC's progress.

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### Key Milestones Since Independence

The following achievements mark CDAC's organizational renewal and strategic progress:

- **Leadership and Governance**
  - Appointed interim leadership (Oct 2023 – May 2024)
  - Hired and onboarded a new CEO
  - Developed a new strategic and operational plan
  - Appointed Dr. Nancy Auyeung as CDAC Chair (June 2025)
  - Severed Service Agreement with Canadian Dental Association (March 31, 2025)
- **Operations and Infrastructure**
  - Complete overhaul of operational services:
    - Finance and financial reporting
    - IT support
    - Insurance, benefits, and brokerage
    - Website redevelopment

- Policy development in finance, governance, and accreditation
- Implemented a new investment strategy
- Released updated standards for:
  - **Dental Anaesthesia (new)**
  - **Dental Hygiene (updated)**
  - **Dental Assisting (updated)**

## Important Staffing Updates

As part of CDAC's Strategic Plan — specifically **Pillar 3: Sustainability** (focused on building organizational capacity and expertise) — we have continued to advance our staff restructuring efforts. These changes aim to better support the organization's expanding scope of work and ensure the long-term sustainability of our accreditation processes.

To meet the increasing complexity of accreditation activities, CDAC has introduced several dedicated roles. This includes expanded support within the accreditation team, the addition of a project coordinator role, and strengthened oversight in standards development. These enhancements allow CDAC to respond more effectively to program needs, uphold the quality and consistency of accreditation reviews, and provide greater operational support to programs and survey teams.

In early 2025, two key management roles were filled:

- **Manager of Standards Development**
- **Manager of Accreditation**

Building on this progress, we are pleased to announce the appointment of two new Accreditation Specialists, effective August 11, 2025.

These specialists will serve as primary liaisons for accredited programs, ensuring:

- Consistent and timely support between survey cycles
- Oversight of the accreditation survey process
- Accurate and high-quality documentation of survey findings
- Ongoing guidance to programs to maintain alignment with accreditation standards

This additional capacity reinforces CDAC's commitment to:

- **Transparency**

- **Fairness**
- **Continuous improvement**

These staffing investments directly support the priorities of our strategic plan and align with the expectations of our regulatory and stakeholder partners. They represent a critical step forward in enhancing the quality and impact of CDAC's accreditation services.

## New Staffing Structure

As CDAC continues to strengthen its organizational capacity, the following staffing structure has been established to support our strategic goals and operational needs:

- **Chief Executive Officer (CEO):** Dawn Wilson
    - **Executive Assistant:** Cheryl Beaupre
  - **Manager of Accreditation:** Mireille Cyr
    - **Accreditation Specialist:** Shanna Scarrow
    - **Accreditation Specialist:** Saab Singh
    - **Accreditation Coordinator:** Susie Presutti
  - **Manager of Standards Development:** Ester Williams
  - **Project Coordinator:** Kelly Bray (*currently on leave, returning March 2026*)
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## Governance and Board Updates

CDAC is pleased to announce the appointment of Dr. Nancy Auyeung as Chair of the Board of Directors, effective June 2025. Dr. Auyeung has served on the CDAC Board since 2023 as the representative of the Association of Canadian Faculties of Dentistry (ACFD). As Chair, she will lead the organization in the continued implementation of its strategic plan and support CDAC's progress into its third year as an independent accrediting body. We are grateful and excited to welcome Dr. Auyeung into this leadership role and her guidance will be instrumental as CDAC moves forward!

We extend our sincere appreciation to Jennifer Tewes, outgoing Chair, for her leadership and contributions over the past 18 months.

Additional recent appointments to the CDAC Board of Directors include:

- **Mme. Caroline Daoust**, nominated by CDRAF and approved by the Board, will serve the remainder of the term previously held by Dr. Randall Croutze, ending December 31, 2025.
  - **Dr. Doug Mackey** has been appointed by the National Dental Examining Board (NDEB) as their representative to the CDAC Board, effective September 4, 2025.
  - **Joanne Gibbons-Smyth** has been appointed as an educator representative for Dental Assisting.
  - **Dean Lefebvre** has been appointed as an educator representative for Dental Hygiene.
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## Program Accreditation and Strategic Initiatives

### Accreditation of the Dental Anaesthesia Program – University of Toronto

CDAC is currently reviewing the application for accreditation of the University of Toronto's Dental Anaesthesia Program. The Accreditation Review Committee will consider the program for preliminary approval in November 2025. A site survey is scheduled to take place in February 2026 and a final decision regarding full accreditation is expected by the end of the first quarter of 2026.

### National Dental Specialist Examination (NDSE) Committee Representation

CDAC maintains a seat on the NDSE Committee, previously held by Dr. Mintoo Basahti. Following Dr. Basahti's departure from the CDAC Board in June 2025, Dr. Nancy Auyeung has been appointed to the committee. Moving forward, this position will be filled exclusively by a CDAC Board Director, and external appointments will no longer be considered for this role.

### Royal College of Dentists of Canada (RCDC) Representation on CDAC Board

CDAC is actively evaluating bylaw amendments to formally include RCDC representation on its Board of Directors. At the time of CDAC's independence in 2022, the National Dental Examining Board (NDEB) still administered the NDSE, and RCDC representation was not incorporated into the governance structure. CDAC recognizes the importance of this connection and will provide further updates as the evaluation process progresses.

### CDAC Funding Model: Transition to Long-Term Sustainability

CDAC is undertaking a review and evolution of its funding model to reinforce organizational independence and ensure long-term sustainability.

Currently, CDAC receives funding support from both regulatory authorities and examining bodies, which allows us to function as an impartial third-party accreditor. However, in alignment with common accreditation practices, CDAC plans to gradually reduce reliance on regulator contributions and shift a greater proportion of costs to accredited programs.

This project will occur over the remainder of 2025 and into the first half of 2026, with extensive consultation planned with stakeholders, including the RCDC, to ensure transparency, fairness, and continued alignment with CDAC's strategic priorities.

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## Standards Development Updates

### Integration of Knowledge, Skills, and Abilities (KSAs)

The Knowledge, Skills, and Abilities (KSAs) for a Beginning Dental Practitioner in Canada have now been fully integrated into the CDAC DDS/DMD accreditation standards. Programs undergoing accreditation — including the University of Toronto and its associated specialist programs in 2026 — will be held accountable to these KSA requirements as part of the evaluation process.

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### ACFD Bridge Training to Dental Practice in Canada (BTDPC) Program

In support of the Association of Canadian Faculties of Dentistry's (ACFD) Bridge Training to Dental Practice in Canada (BTDPC) program, CDAC has initiated the development of an addendum to the DDS accreditation standards.

This work is being led by Ester Williams, Manager of Standards Development, in collaboration with Dr. Arun Misra and Dr. James Posluns, under the guidance of the CDAC Standards Committee.

Key milestones for the development of the addendum include:

1. Three working group meetings held to date
  2. Final draft submission was completed as of August 15, 2025
  3. Stakeholder consultation period: August 25 to September 26, 2025 (30 days)
  4. Review and evaluation of stakeholder feedback by the working group
  5. Presentation of recommendations to the Standards Committee on October 29, 2025
  6. Final approval by the CDAC Board of Directors anticipated in November 2025
  7. Publication of the final version scheduled for December 2025
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## New Standards Development

Recognizing that existing CDAC core standards are outdated, the organization is prioritizing the modernization of core standards before proceeding to a full review of specialist standards, including DSATP programs.

A new draft core standard, applicable to dentistry, dental hygiene, and dental assisting programs, is expected to be circulated for public comment between November and December 2025.

## Standards Development Process: Modernized Core Standards

The following outlines the approved process for the development of CDAC's new modernized core standards. This phased approach was endorsed by both the CDAC Standards Committee and the CDAC Board of Directors and is designed to ensure the resulting standards are evidence-informed, stakeholder-driven, and aligned with national competencies.

Phase	Steps and Activities	Timeline
<b>1. Identify</b>	<ul style="list-style-type: none"> <li>- Conduct a needs assessment to determine the scope and format of new standards, considering regulatory changes, best practices, and technological advances.</li> <li>- Research and propose new domains, deliverables, timelines, and budget.</li> </ul>	May – June 2025 (1–2 months)
<b>2. Committee</b>	<ul style="list-style-type: none"> <li>- Draft the initial version of the standards, including new domains, scope, outcome-based requirements, and indicators.</li> <li>- Form Subcommittees and/or Working Groups from the Standards Committee or via external calls for experts.</li> </ul>	July – September 2025 (3 months)
<b>3. Review</b>	<ul style="list-style-type: none"> <li>- CDAC staff conduct internal reviews, including legal and policy checks, and refine draft content.</li> </ul>	October 2025 (1 month)
<b>4. Public Consultation</b>	<ul style="list-style-type: none"> <li>- Circulate the draft standards for public review and stakeholder input across the dental education and regulatory community.</li> </ul>	November – December 2025 (1–2 months)
<b>5. Editing</b>	<ul style="list-style-type: none"> <li>- Revise draft based on stakeholder feedback.</li> <li>- Finalize layout, format, and French translation.</li> </ul>	January – February 2026 (1–2 months)

Phase	Steps and Activities	Timeline
<b>6. Approval</b>	- Seek formal endorsement and approval from the Standards Committee and the CDAC Board of Directors.	March 2026 (1 month)
<b>7. Publication</b>	- Publish and disseminate the final standards online and share with all relevant stakeholders.	April 2026 (1 month)
<b>8. Implementation*</b>	- Support implementation of the new standards by accredited programs. - Train and calibrate surveyors.	Ongoing
<b>9. Maintenance*</b>	- Monitor application of the standards and gather feedback for future refinements and updates.	Ongoing

**Note:** CDAC is using an accelerated development timeline to complete the new standards within 9 to 12 months. Annual reviews and revisions will be conducted until a formalized review cycle is established.

Ongoing phases in the table are marked with an asterisk and reflect continuous internal CDAC processes.

## Recommended Approach for Developing CDAC New Standards

The CDAC Manager of Standards Development (hereafter “CDAC Manager”) will lead the phased development of new standards in accordance with the established Standards Development Process. The goal is to create a single, unified base standard applicable across the Dentistry, Dental Hygiene, and Dental Assisting professions.

### Planning and Initiation (May – June 2025)

During this initial phase, the CDAC Manager conducted a comprehensive review of existing CDAC standards, international benchmarks, and emerging trends in dental education. This review informed the proposed deliverables and timelines, setting the foundation for the format of the modernized standards. An outcome-based framework was introduced to align with national competencies and the Knowledge, Skills, and Abilities (KSAs) that graduates must demonstrate to practice dentistry in Canada. In addition to mapping against KSAs for Dentistry, the new standards will also align with the Entry-to-Practice Canadian Competencies for Dental Hygienists (EPCCoDH) and the relevant competencies for Dental Assistants.



Key approvals for this phase included:

- CDAC Standards Committee: June 2, 2025
- CDAC Board of Directors: June 20, 2025

### **Development of Draft Standard (July – October 2025)**

In this phase, the CDAC Manager drafted a clause-based, outcome-oriented standard structured around six key domains:

- **Domain 1:** Public Safety and Risk Management
- **Domain 2:** Academic Governance and Quality Assurance
- **Domain 3:** Program Design, Delivery, and Resources
- **Domain 4:** Student Learning Experience and Support
- **Domain 5:** Assessment for Readiness and Professional Practice
- **Domain 6:** Cultural Safety and Community-Centered Care

A “Call for Experts” will be issued to establish working groups and subcommittees for each domain. These groups will include representatives from academia, regulatory bodies, students, public stakeholders, and industry professionals. The working groups will conduct targeted consultations and multiple sessions to validate content. The full draft is expected to be completed by the end of October 2025, with iterative reviews and refinements continuing through October in preparation for public consultation.

### **Stakeholder Consultation (November – December 2025)**

The draft standard will be circulated for a minimum 30-day public consultation period. Feedback will be solicited from accredited programs, regulatory partners, faculty, students, and other stakeholders via online submissions and potentially small group discussions. All input will be collected, categorized, and analyzed to identify areas for revision, focusing on clarity, feasibility, and alignment with CDAC’s mandate.

### **Finalization and Approval (January – March 2026)**

During this phase, the working groups will meet to review consultation feedback and resolve comments. The draft will be revised, finalized, formatted, and designed for formal submission. Supporting documentation summarizing revisions and consultation outcomes will accompany the submission to the Standards Committee and CDAC Board of Directors for review and approval. This ensures the standard is comprehensive, evidence-informed, and enjoys broad stakeholder support.

## Communication and Publication (April 2026)

Following formal approval, the new standard will be published on the CDAC website and disseminated to all relevant stakeholders and partners. The CDAC Manager will communicate key changes and expectations to accredited programs and develop guidance materials and implementation tools to support understanding and compliance with the new standards.



## Standards Development Process



## CDAC Meeting Schedule

### Board of Directors

- September 11, 2025 – Virtual Meeting
- November 26–27, 2025 – In-Person Meeting, Ottawa, ON
- March 5, 2026 – Virtual Meeting
- May 12-13, 2026 – BOD and AMM Meeting, Ottawa, ON
- September 9, 2026 - Virtual Meeting
- November 18-19, 2026 – In Person Meeting, Ottawa, ON

### **Accreditation Review Committees**

Accreditation Review Committee meetings are held virtually

- November 3, 2025 – Health Facilities and Internships
- November 4, 2025 – Dental Assisting
- November 5, 2025 – Dental Hygiene
- November 19, 2025 – Dentistry