

Report No.	28	New <input checked="" type="checkbox"/>	Substitute <input type="checkbox"/>	Amendment <input type="checkbox"/>
Submitted By:	Mr. Michael J. Herrmann, Executive Director			
Date Submitted:	June 5, 2026	Reference Committee <input type="checkbox"/>	Direct to House <input checked="" type="checkbox"/>	
Total Financial Implication:	\$ none			
Amount One-time	\$ none	Amount On-going	\$ none	

Report of the Executive Director

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2 It's been another active year in your association and I'm proud to say that your Board
3 has worked well together to manage the affairs of the association.
4
5 Membership retention continues to be a struggle at NYSDA and across the whole
6 tripartite. Dentists continue to question the value proposition of association
7 membership. As I'm prone to say, our benefits will likely never be tangible price
8 discounts. Our real benefits are macro-level profession representation. Our
9 government advocacy; our public relations to media; it's our speaking with one voice to
10 the rest of the healthcare industry including dental schools, residencies, hospitals and
11 medical associations. It's when our leaders get together and develop licensure
12 standards, and practice standards, and parameters of care. It's when we educate and
13 inform our members to keep them abreast of important developments. That's why you
14 belong to a professional association! Because you can't do that on your own. At least
15 not effectively.
16
17 The drop in membership continues to stress our financial situation. We've cut a few
18 senior staff positions the past couple of years but are still struggling with operating
19 deficits. Everybody knows that our Board incurred some large nonrecurring
20 expenditures the past couple of years, but I'm happy to say that we were able to pay for
21 these out of the General Fund, and didn't have to dip into Reserves to cover them. But
22 that won't be the case moving forward since we are now quite broke in our general fund.
23 I do believe, however, we've taken the right steps the past couple of years to reduce
24 spending and we're poised to continue doing that.
25
26 As most people know, I will be retiring at the end of the year. And I have great
27 confidence that our Board will select a good person to next lead our office. I do hope
28 that our entire leadership embraces that person and gives them their full support. I do
29 trust that the Board will make a good selection in this process and that process is set up
30 for success. The full Board will interview the final two or three candidates and make a
31 selection. And we have a good professional search firm assisting them to ensure
32 competency and fit.
33

34 In my 36 years here, I've been fortunate to meet so many good people. And have so
35 enjoyed spending time with them in enjoyable conversations, meals together, and just
36 joking around at meetings. And I so admire all the time and effort our volunteers give
37 back to their profession. It's so much time away from your family, time away from
38 patients, and money out of your pocket. Yet, fortunately we have a lot of good
39 professionals that are willing to do it.

40

41 So, yes, I will certainly miss the people part of this job. But the time comes for everyone
42 to move on and this is my time.

43

44 I look forward to continue working with our new Board through the end of the year as we
45 still have much to do. But I wanted to take this opportunity to thank you all so much and
46 I wish you all the very best. God bless you all.