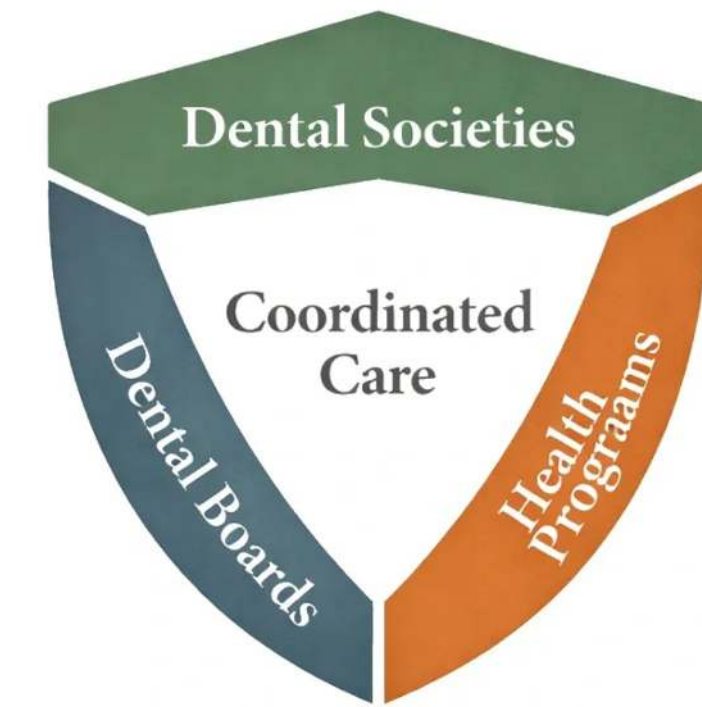




1st Annual Conference of the **National Council of Dentist Health Programs**

August 21, 2026

Zoom Virtual Platform



North Carolina Caring Dental Professionals: ***Program Model & Outcomes***

Bill Claytor, DDS, MAGD-LLSR, FACD
Executive Director, NCCDP



Nothing to Disclose



The North Carolina Caring Dental Professionals



*“When You Need
Someone To Care”*

A Well-Being Program for North Carolina Dental Professionals



North Carolina Caring Dental Professionals

Who We Are and How We Can Help

Lauren Haarlow, LCSW, LCAS, CCS

NCCDP, Clinical Director

Bill Claytor, DDS, MAGD-LLSR, FACD

NCCDP, Executive Director



NCCDP

Mission and Purpose

Mission

- To **identify**, **intervene**, and **assist** members of the dental profession and their families who suffer the consequences of alcohol or other drug abuse or addiction, stress and professional burnout, or other impairments.

Purpose

- To prevent a career from being ruined or a professional reputation from suffering harm. The NCCDP offers confidential peer support and professional assistance, including **advocacy** through assessment, treatment, recovery, and **monitoring** activities. Following these processes, the NCCDP can assist dental professionals in license retention.



How Did The NCCDP Start?

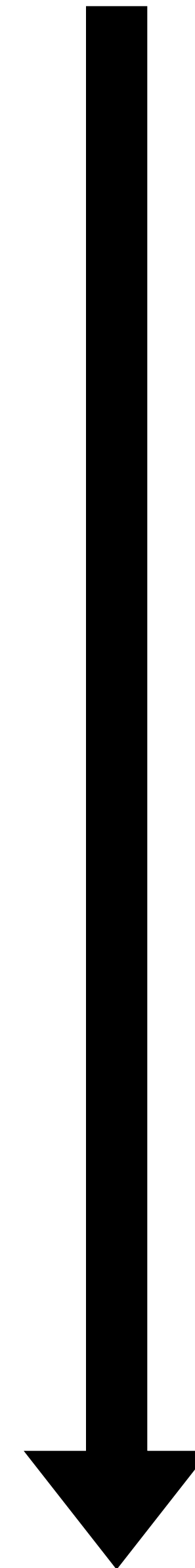
1956 Alcoholism was classified as a disease by AMA

1970's The idea of NCCDP was first discussed

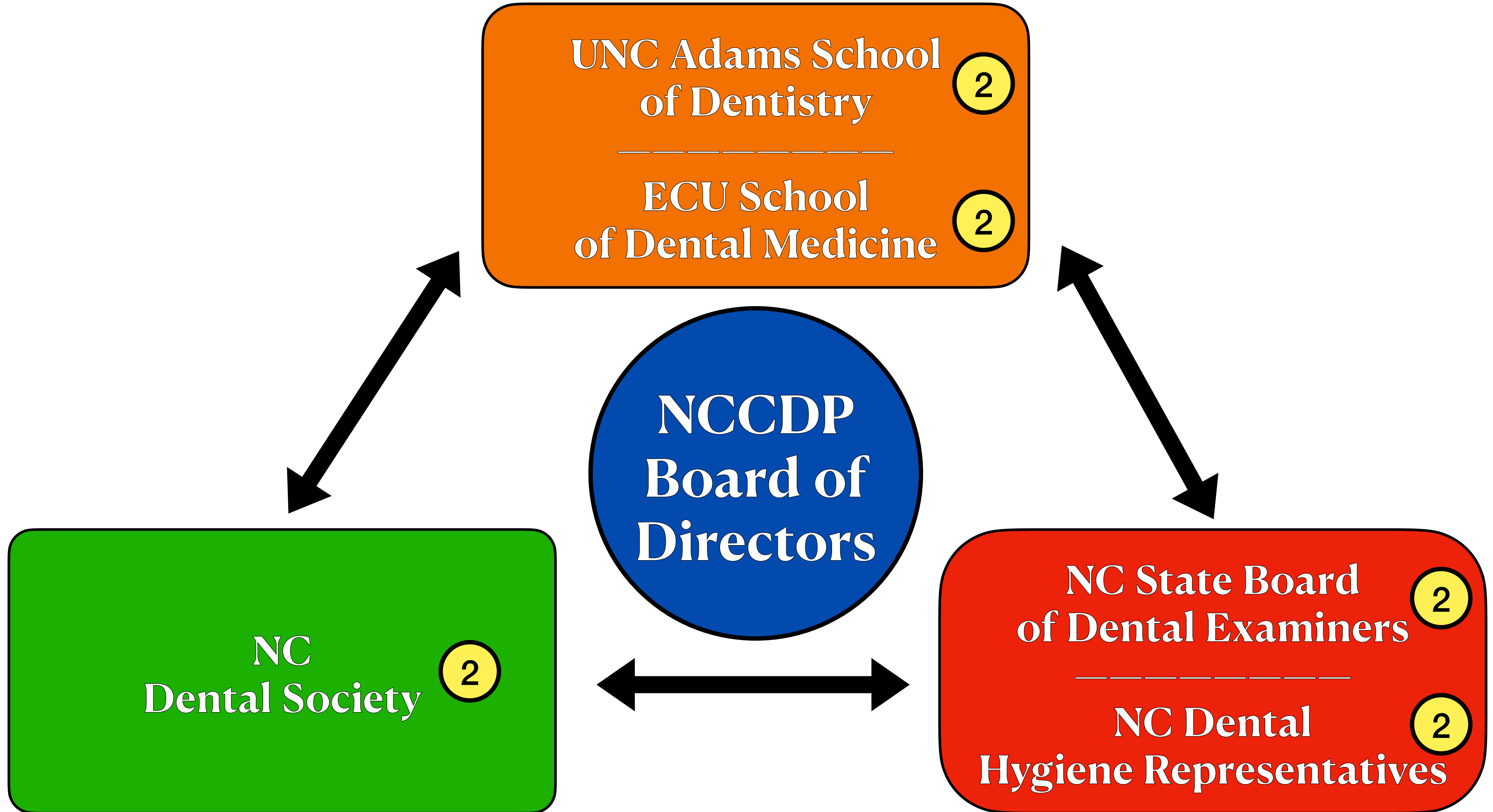
1994 Drs. CV Winter, Greg Chadwick, and Jake Thorpe campaigned to create our program

1994 The NC Legislature created the NC Caring Dentists Program from a loan from the NCDS

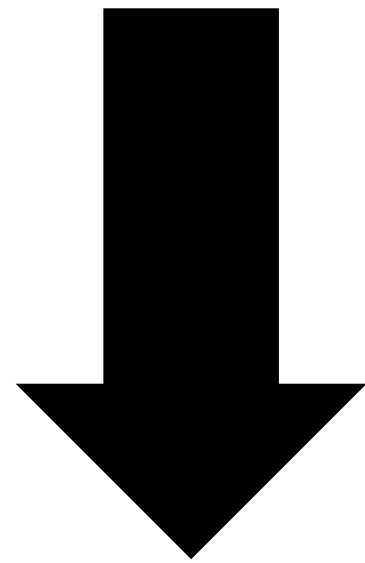
2002 Dental hygienists included and organization's name changed to the NC Caring Dental Professionals



Who We Are ... *A Tripartite*

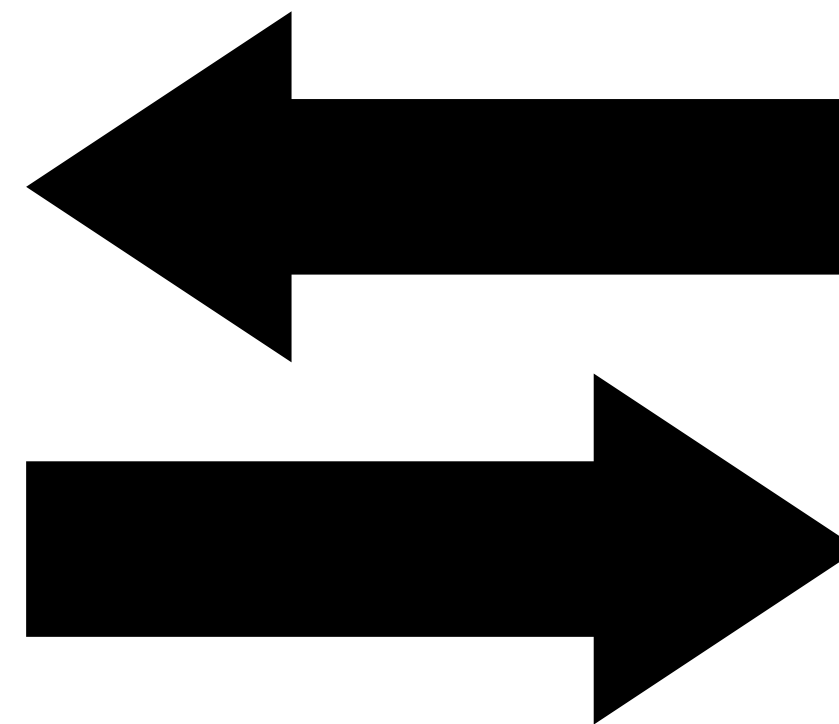


**NCCDP
Board of
Directors**



How We Are Related

NCCDP
Executive Director, Bill Claytor
Clinical Director, Lauren Haarlow



**NC State Board
of Dental
Examiners**



NCCDP Operation Funding



- Independent, 501(c)(3) Non-Profit Agency
- Annual license renewal fee portion is designated for the NCCDP general operations.
 - Dentists: \$40** (Maximum \$100)
 - Dental Hygienists: \$25** (Maximum \$80)
- Monitoring fees, fundraising and donations

NCCDP

Budgeted Expenses

- Administrative and office expenses
- Staff salaries
- Digital newsletter, *Caring Connections* (3 times per year)
- Annual Jake Thorpe Fall Conference on Addiction and Well-Being
- Consulting fees for medical and legal consultants
- Semi-annual meetings of the Board of Directors



NCCDP does *not* use budgeted funds to :



- ✗ Directly support impaired dental professionals
- ✗ Pay for treatment or aftercare treatment
- ✗ Help maintain a dental practice



**Who is eligible for help from the
N.C. Caring Dental Professionals?**

**All Licensed North Carolina
Dentists and Dental Hygienists**



NCCDP

Issues We Address

- ✓ Substance Use Issues
- ✓ Mental Health Issues
- ✓ Professional Burnout and Stress
- ✓ Professional Boundary or Behavioral Concerns



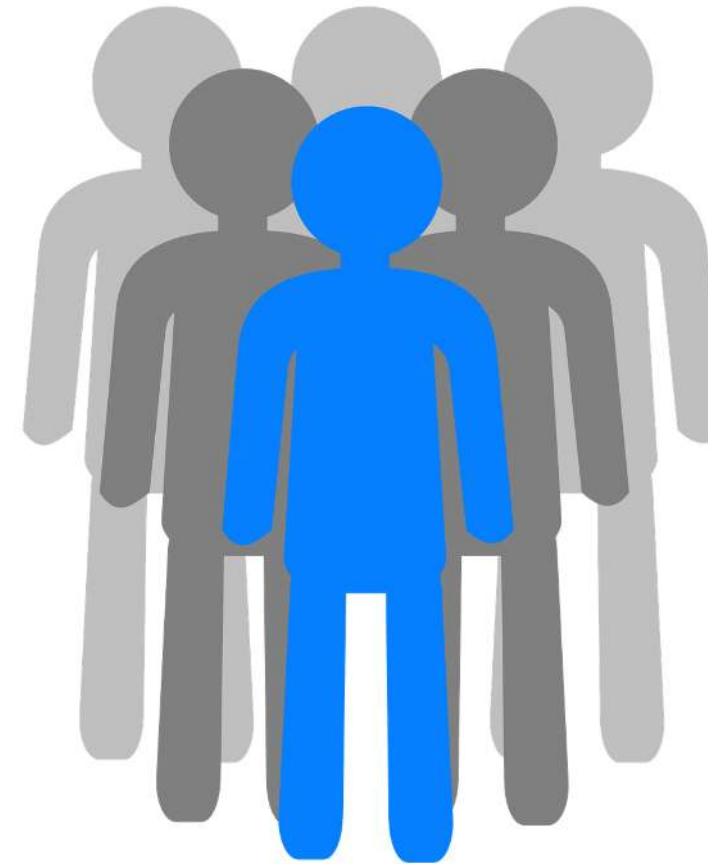
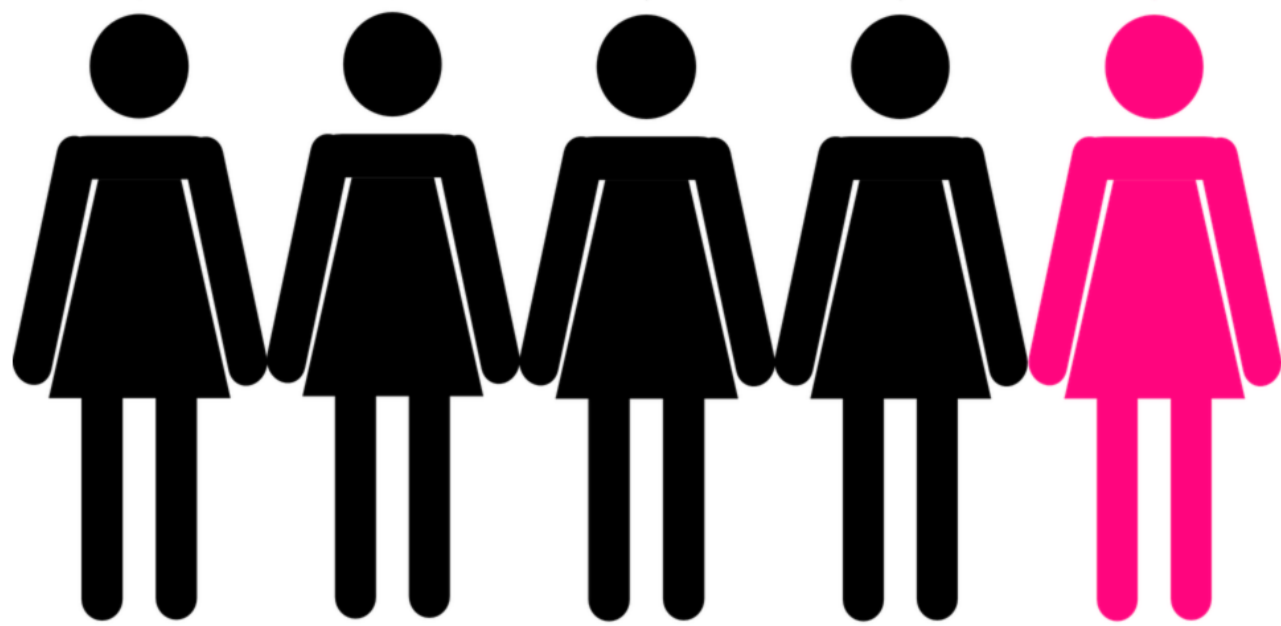
SAMHSA National Survey on Mental Health and Substance Abuse

In the United States:

1 in 5
have a Mental Health Issue
(20%)

1 in 6
have a SUD
(17%)

1 in 12
have Both
(8%)



Source: National Survey on Drug Use and Health 2023 Survey



North Carolina

Dentists: 7,870
RDH: 8,897
Total: 16,767

16.8%
Hazelden Betty Ford
2,817

< 50 NCCDP

Many N.C. Dental Professionals
may still be suffering

Source: 5/27/26
NCSBDE



Impairment Can Impact Your Practice

How?

Patient Safety

Loss of Productivity

Diminished Credibility

Damaged Public Image

Financial Consequences

Professional and Legal Risks



NCCDP Can Help

Services We Provide

- ☒ **Education for impairment**
- ☒ **Support for intervention**
- ☒ **Referrals for evaluation/treatment**
- ☒ **Professional reintegration to practice**
- ☒ **Monitoring/recovery support**
- ☒ **One-on-one support (PSV)**
- ☒ **Advocacy to the dental board**
- ☒ **Advocacy to other organizations**
- ☒ **Family/friends support of impaired professional**
- ☒ **Confidential Assistance Line 24/7**



NCCDP

Referral Sources

(% of current participants)



36%: Self Referral



18%: Family/friends/colleagues/staff/employer



46%: NC State Board of Dental Examiners

Confidentiality/Anonymity

Strict confidentiality *is maintained if* the dental professional follows the recommendations of NCCDP to prevent potential harm to the public.



Confidentiality/Anonymity

***** Confidentiality with the State Board *is not* protected if:**

- 1) The dental professional constitutes an imminent danger to the public or himself;**
- 2) The dental professional refuses to cooperate with the program (NCCDP), refuses to submit to treatment, or is still impaired after treatment and exhibits professional incompetence; or**
- 3) It reasonably appears that there are other grounds for disciplinary action.**

***** *This decision is made in conjunction with the NCCDP's Compliance Committee.***

Source:

NCSBDE Chapter 90. Article 2, Dental Practice Act

90-48.2(d) Board agreements with special peer review organizations for impaired dentists.



Dental License Application ... Honesty IS the Best Policy

- The Board of Dental Examiners requires applicants for licensure to be of “good moral character”. NCGS 90-224(a)
- Be honest on your license application!
- Call NCCDP with any questions/concerns.
- Check yourself!
(Ex: CastleBranch/BeenVerified®/Livescan)



NCCDP

Public Relations Video





The NCCDP: Seven (7) Essentials



The NCCDP: Seven (7) Essentials

1. Checks & Balances

- Funding occurs through state statutory law which authorizes licensure fees to be collected.
- Allows for the NC State Auditor to conduct a performance audit, which is checking to make sure that due process rights are protected under the law and are followed by the NCCDP.



The NCCDP: Seven (7) Essentials

2. Voluntary vs. Referred Participants

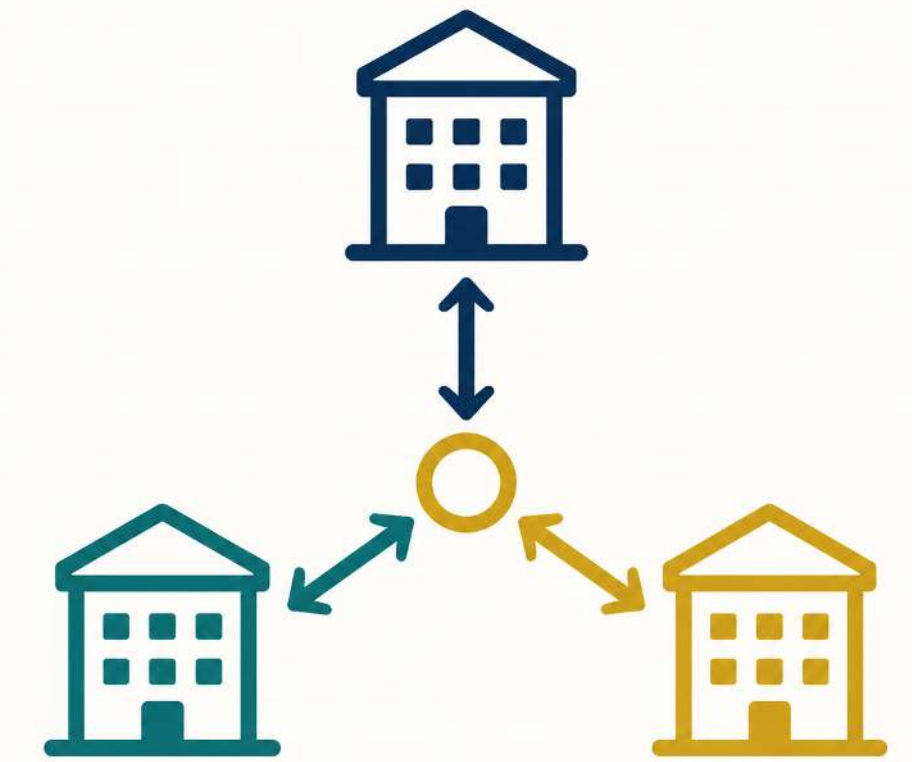
- Dental hygienists joined ~ 2002.
- Protects Anonymity for self-referred and relationship with State Board when board-referred.
- 3 Key Components with the State Board:
Trust ↔ Relationship ↔ Presence



The NCCDP: Seven (7) Essentials

3. Tripartite Organizational Format

- Importance of separation of powers.



4. NCCDP Executive Committee

- Creation and Purpose: Daily operational issues.



The NCCDP: Seven (7) Essentials

5. Other Committees

- Compliance
- Investment
- Loan
- Fundraising
- Personal
- Grievance
- Outreach
- Disaster Relief Fund (Hurricane Helene)
- Pathways for Students



The NCCDP: Seven (7) Essentials

6. Fundraising

- Providing no-interest loans from donations from state and dental community for NCCDP participants in need.



7. Volunteers

- Dentist Volunteer Coordinator.
- Dental Hygiene Volunteer Coordinator.
- Peer Support Volunteers (PSVs).



Jake Thorpe Fund



Jake Thorpe Fund

Loans for Participants

Loans

- 5-year, no interest loans.
- RDH: Up to \$5,000.
- DDS/DMD: Up to \$10,000.
- Paid directly to caregiver (treatment center, lab, etc.).



Donations

- Caduceus, individuals, study clubs, foundations, organized dentistry.



Jake Thorpe Fund

Loans for Participants

NC Community Foundation

- Interest taken each year from investments.



Annual Fall Conference Fundraiser

- Silent auction, raffle, 50/50, bake sale, personal assistance conference donations.



Resesarch & Education



Research & Education

Burnout Survey

- 2020, 2023, & 2026 (Sept./Oct 2026 - 3 weeks).
- ~ 16,767 DHCWs will be sent.



NCCDP Jake Thorpe Annual Fall Conference

- NCCDP participants, families, sponsors.
- Up to 13 hours of Addiction CE.



Website

- Helpline/Suicide Hotline & Video



Research & Education

Caring Connections

- Digital newsletter produced 3X/year.
- Executive and Clinical Director articles.
- Articles: Experience, Strength, and Hope.



In Development for 2026 / 2027

- Revamp NCCDP website (nccaringdental.com).
- Ongoing data collection for eventual outcome study.



Contact Info:

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Clinical Director

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Shelby, NC 28151



Thank You

Lauren Haarlow & Bill Claytor

Questions & Conversation

