2003-2004

Annual Report

The American Association of Endodontists
Dear Esteemed Colleagues,

It has been a distinct honor and privilege to serve as the 61st President of the American Association Endodontists—the premier endodontic organization in the world. My main goal this year was to explore the theme “Pathways to Success.” I felt that this theme was particularly important to our specialty and all of us individually, because success is a natural result of our ethical, personal, as well as professional accomplishments and beliefs, and we, as an Association, can influence our level of success.

Within the last year, the AAE’s Strategic Plan was my blueprint and the AAE’s Manual of Operations was my guiding light. The Board of Directors, committee members and Headquarters staff were my teammates. The goal of our team was to bring everyone closer to the AAE vision, while staying true to the Association’s mission. Our objectives were to: 1) Improve communication; 2) Actualize the Strategic Plan; and 3) Defend the profession. The results of this work are detailed within the pages of this Annual Report, yielding many benefits to each member.

I, however, cannot take credit for what we have accomplished this year—these events simply happened on my watch. I would like to sincerely thank all the players on the AAE’s 2003-2004 team. It is this team that made the AAE stronger, and I am proud to have been its coach for this year.

It has been an honor and privilege to serve you,

Mahmoud Torabinejad, D.M.D., M.S.D., Ph.D.

Leadership

The following members served on the AAE 2003-2004 Board of Directors.

Front row, left to right: Robert L. Reames—District V Director; Howard B. Fine—Secretary; Sandra Madison—President-Elect; Mahmoud Torabinejad—President; Marc Balson—Vice President; John S. Olmsted—Treasurer; Samuel O. Dorn—Immediate Past President; James M. Drinan—Executive Director.

Back row, left to right: Mitchell H. Davich—District II Director; Scott B. McClanahan—District III Director; Clara M. Spatafore—District I Director; Patrick E. Taylor—District VI Director; William T. Johnson—District V Director; Timothy A. Grubb—District III Director; Shepard S. Goldstein—District I Director; Frank J. Wilkinson—District VI Director; Richard R. Weiss—District II Director; Charles L. Steffel—District IV Director; and Robert A. Coleman—District IV Director.
Committee Members

The AAE would like to thank the following members who generously gave of their time to serve on committees:

AAE Board of Directors
Hamid R. Abedi
Robert A. Augsburger
Steven D. Baerg
James K. Bahcall
Leif K. Bakland
Rodrick L. Barden
Frederic Barnett
Kirk R. Baumgardner
J. Craig Baumgartner
Gary D. Behrend
Frank W. Benenati
Deborah S. Bishop
Anthony T. Borgia
Brian T. Bozeman
Nona I. Breeland
D. Gregory Chadwick
G. Garo Chalian
Sami M.A. Chogle
Grace T. Chu
Philip W. Cohen
Elisabetta Cotti
Kirk A. Coury
Charles J. Cunningham
Mario D’Addario
Ronald I. Deblinger
David J. Dickey
Gerald C. Dietz Sr.
Joel L. Dunsky
Rita Echevarria
Marvin A. Eichner
Paul D. Eleazer
Gregory B. Ellis
Gregory T. Engel
Christopher A. Ettrich
Mohamed I. Fayad
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Shimon Friedman
Arthur D. Gage
Richard J. Gardner
Chandurpal Gehani
Glen S. Gerdes
Gerald N. Glickman
Alan H. Giuskin
Robert A. Goldberg
Marshall E. Gomes
George T. Goodis
Randy W. Griffin
Phil P. Guba
James L. Gutmann
Kenneth M. Hargreaves
Gary R. Hartwell
John F. Hatton
Allen R. Helfer
M. Lamar Hicks
Larry K. Hildebrand
Charles F. Hine
Michael M. Hoen
Graham R. Holland
Jeffrey W. Hutter
Gregory T. Isermann
Allan Jacobs
Jeffrey M. Javelet
Billie G. Jeansonne
Bradford R. Johnson
James D. Johnson
Anthony P. Joyce
Roy N. Kaldedst
Charles P. Kass
Harmon R. Katz
Kevin M. Keating
Karl Kaiser
Anthony L. Korbar
Les H. Kravitz
Keith V. Krell
James C. Kujild
Sergio Kuttler
Roger R. Lacoste
Alan S. Law
Lawrence M. Le Vine
Linda G. Levin
Jeffrey P. Lilly
Jarshen Lin
Paul A. Lindauer
Robert J. Loushine
John R. Ludington Jr.
John P. Ludgren
Tanya K. Machnick
Darren Machule
Lloyd Marcum
Donna J. Mattscheck
Judy D. McIntyre
Steve N. McNicholas
R. Cary Mead
Edwin S. Melhman
Darlene C. Melton
Andre K. Mickel
Stuart O. Miller
Michael J. Mindiola
B. Ivan Moldauer
Heidi L. Moos
Peter A. Morgan
Bart B. Morrison
M. Sadegh Namazikhah
Carl W. Newton
W. Craig Noblett
Derick B. Nordeen
John M. Nusstein
Mark A. Odom
Stephen D. Pascal
Robert Pileggi
Jerome V. Pisano
Willaim D. Powell
Mary E. Rafter
John E. Regan
Eric M. Rivera
Robert S. Roda
Martin J. Rogers
Paul A. Rosenberg
Ilan Rotstein
Paula Russo
John L. Santopolo
Mark A. Schachman
Betty J. Schindler
William G. Schindler
Stephen F. Schwartz
Christopher M. Sechrest
Shahrokh Shabahang
Yuri Shamritsky
Asgeir Sigurðsson
Charles L. Siroky
Joel B. Singla
Adam Stabholz
H. Clayton Steams
Patricio J. Sumaza
Steven T. Swager
Robert A. Uchin
William A. Walker III
Richard E. Walton
I. Emily Wang
Julian Webber
J. Derek White
J. Derek White
Robert R. White
B. Harvey Wiener
Gary T. Wuchenich
Darrell W. Zenk
Kenneth J. Zucker
Stefan I. Zweig

AAE Mission, Vision and Core Values

Mission

The American Association of Endodontists is dedicated to excellence in the art and science of endodontics and to the highest standard of patient care. The association inspires its members to pursue professional advancement and personal fulfillment through education, research, advocacy, leadership, communication and service.

Vision

The American Association of Endodontists is a global resource in endodontic knowledge and education for the profession, our members and the public. We promote dedication to service, respect for our members, the advancement of endodontics, and the highest standards of patient care.

Core Values

Service Education Fellowship Courage
Respect Advocacy Leadership
Throughout the year, a concerted effort has been made to implement the Applied Strategic Plan at all levels of the Association. The resulting activity and cooperation among leadership, committees, members and staff generated an abundance of new products and services, and contributed positively to the growing ranks of membership. The Annual Report focuses on a select group of achievements in three main areas: Membership, Education and Advocacy.

**Membership**

The AAE continues to work for its members at all levels, developing its governance structure, technological capabilities, product lines and services. The fruits of this dynamic growth are tangible benefits for each individual AAE member.

**Membership Trends**

- An impressive 97 percent of Student members transferred to Active 1st Year status due to new policies encouraging timely transition.
- Approximately 120 members transferred to the new Educator membership category. This category was created to honor full-time educators and provide them with significant savings on their AAE membership.
- New membership database software was implemented to enable member access to their records using the AAE Web site. The new software will also allow for improved management of member records and more sophisticated data collection.
- A new dues cycle was implemented to coincide with the AAE fiscal year.
- A plan to restructure the six AAE districts into seven was agreed to and reflects changing demographics and geographic trends among membership populations.
- The membership grew from 6,468 total members in 2003 to 6,586 members in 2004.

**Services**

- A Resident Communications Network was established to coordinate activities and facilitate information sharing throughout the resident community.
- The Find An Endodontist search engine was implemented on the AAE Web site for patients to locate AAE Active, Life and Educator members in their areas.
- New, online survey software tools allowed for efficient polling of AAE members by committees, AAE leadership and staff.
- The Journal of Endodontics debuted an online edition with access through the AAE Web site to reach www.jendodon.com. A Web-based manuscript submission system was established, and the backlog of articles was significantly reduced. The Journal was published with a new cover design for the first time in over five years.
Products

- The Marketing the Endodontic Practice Workbook, 2nd Edition was published and includes a CD-ROM of marketing tools and templates for member use.
- Two new brochures were introduced, one designed to provide a guide to the AAE history, values and mission, and the other to promote the benefits of AAE membership.
- The entire series of Your Guide patient education brochures was redesigned and updated with new tooth illustrations. Two brochures were added on the topics of post-treatment care and dental symptoms. New translations of the endodontic treatment brochure were posted on the Web site in Japanese, French and Portuguese, and a Spanish translation of the endodontic retreatment brochure was printed.
- The first AAE Dental Benefits Kit was introduced, with a CD-ROM including templates and tools for members to use in dealing with dental benefits and other insurance issues. The Kit also included a new patient education brochure titled Your Guide to Dental Benefits.
- A new poster identifying the steps for saving an avulsed tooth was printed for members’ use.
- New AAE apparel for women and children was introduced to the logo product line.

Education

The Association has dedicated staff and committee resources to increase the educational opportunities available to members throughout the year. Receiving continuing education credit and accessing additional resources is now easier than ever before.

Annual Session

The registration area for the 2004 Annual Session in Anaheim was busy on Thursday morning as various educational sessions and events opened.

Members had the opportunity to register for two hands-on workshops at this year’s meeting on the topics of endodontic microsurgery and retreatment.

- Real-time, online registration took place for the first time through the AAE Web site.
- The first online CE opportunity was offered in conjunction with an Annual Session program prior to the meeting.
- Live demonstration sessions were introduced as part of the standard educational program.

2004 Annual Session Attendance

- Professionals 1,792
- Exhibit Representatives 700
- Students 368
- Auxiliary Staff 307
- Spouse/Companion/Family 444

Educational Resources

- The Case Difficulty Assessment Form was revised defining the latest levels of treatment difficulty.
- A formal position paper on new methodologies was published to address the issue of advertising before demonstrating the effectiveness of new materials and techniques.
- Endodontic issues and experts who serve as resources on these topics were identified for member reference on the AAE Web site.
- A survey of members was conducted to identify the three most significant clinical questions facing the specialty. Research to address these topics will be funded by the Foundation.
**Other Educational Events**

An endodontic department chairs workshop was held to provide a forum for discussion of best practices in academia. More than 60 educators participated in the August 2003 meeting.

- Plans were approved to make the Fall Conference an annual event beginning in 2005.
- The Resident Communications Network promoted and supported APICES (Advanced Programs in Clinical Endodontics Symposium), the first educational and social event designed by residents for residents created in collaboration with students at Boston University. Their goal is to make APICES an annual activity.

**Advocacy**

Members of the AAE can be assured that the Association is representing their interests in the dental community; working on their behalf to address issues of importance to the specialty with a professional and results-oriented strategy.

- Revisions to the accreditation standards for advanced specialty education programs in endodontics were proposed.
- The AAE has begun communicating with other specialties to develop guidelines for doing root canals and the placement of implants. Articles were submitted to the ADA and the California Dental Association Journal on the state of the art in endodontics. Trends in implants continue to be closely monitored by the AAE through a new task force, and will be proactively addressed.
- The Step Up! grassroots program was initiated.
- Various legislative and regulatory issues of concern to the profession at the American Dental Association were supported.
- Frequently Asked Questions were developed to answer common questions on endodontics posed by the public through the AAE Web site.

**Public Awareness**

- An assessment to determine the need for a public awareness campaign was conducted. Results indicated that a campaign would prove helpful to raise awareness about endodontists, and a professional public relations firm was identified to implement the campaign.
- Two new issues of the ENDODONTICS: Colleagues for Excellence newsletter were published on the topics of contemporary endodontic treatment and restoration. Speakers kits on the same subjects were also developed.

**Award Winners**

The following individuals were recipients of the Association’s honors and awards, which were presented during the 2004 Annual Session:

**Major Awards**

The AAE’s highest honor, the Edgar D. Coolidge Award, was presented by Dr. Torabinejad to Eric J. Hovland, D.D.S., M.Ed., M.B.A., of Destrehan, La. This award is given to an individual who has displayed exemplary dedication to dentistry and to endodontics, and who has been active in the AAE throughout his professional lifetime. His dedication and service to the AAE throughout his career has been proven in his activity on various committees, where he worked on strategic planning and international relations, among other issues, as a member of the Board of Directors and as President in 1993-1994.

The Louis I. Grossman Award recognizes an author for cumulative publication of significant research studies that have made an extraordinary contribution to endodontics. Dr. Torabinejad presented the award to this year’s recipient, Larz S.W. Spångberg, D.D.S., Ph.D., of Avon, Conn. In his highly productive career, he has contributed an impressive array of significant publications in endodontics, including more than 140 original full research papers, review articles and book chapters published since 1966.

The I.B. Bender Lifetime Educator Award is given to acknowledge an AAE member who has demonstrated his status as an outstanding full-time educator and mentor for at least 15 years by earning the esteem and respect of his colleagues and students, by the quality of former students and their impact on endodontics, and by earning a national reputation as an outstanding contributor to the art and science of endodontics as evidenced by invited presentations, the extent of scholarly research and continuing education involvement. Dr. Torabinejad presented the award to this year’s recipient, Leif K. Bakland, D.D.S., of Loma Linda, Calif. Dr. Bakland has spent the majority of his educational career at Loma Linda University where continues as chair of the department of endodontics and recently stepped down from his position as associate dean for advanced education.
The recipient of the Edward M. Osetek Educator Award must have taught for less than six years, but within that time, must have earned the esteem and respect of students and faculty associates, received invitations to present endodontic lectures, seminars and workshops at other educational or research institutions, and must have had an impact on former students by the quality of their impact on endodontics. This year, Dr. Torabinejad presented the award to two recipients, Stephen J. Clark, D.M.D., of Louisville, Ky., and Karl Keiser, D.D.S., M.S., of Boerne, Texas. Dr. Clark entered full-time endodontic education in 1998 at the University of Louisville School of Dentistry after maintaining a full-time endodontic practice for 23 years. Dr. Keiser has been an associate professor in the department of endodontics at the University of Texas Health Science Center at San Antonio since 2000, and has served as the director of the graduate endodontic program since 2002.

Honorary Membership recognizes individuals who are not eligible for Active membership in the AAE but have significantly contributed to the advancement of endodontics. Dr. Torabinejad presented the award to this year’s recipient, Ivar A. Mjör, B.D.S., M.S.D., M.S., of Gainesville, Fla., who was recognized for his significant contributions to endodontic science and education as a teacher, researcher, international lecturer and leader.

The President’s Award is presented to a member who, behind the scenes, has actively participated in the AAE during his or her lifetime. The recipient is nominated by the AAE president and approved by the Board of Directors. Dr. Torabinejad made the surprise announcement during the Opening Session Breakfast, presenting the award to Wm. Ben Johnson, D.D.S., of Tulsa, Okla. Dr. Johnson has been a member of the AAE since 1971 and has been actively involved with the AAE Foundation. He was named Philanthropist of the Year in 1996, and currently serves on the Foundation’s Board of Trustees.

AAE/DENTSPLY Resident Award Program Inaugurated

Winners of the first AAE/DENTSPLY Resident Awards pose with AAE and DENTSPLY representatives during the Colleagues Luncheon.

The AAE/DENTSPLY Resident Award Program was inaugurated at the Annual Session in Anaheim. The competition is designed to foster excellence in research and to encourage residents to present projects at the Annual Session. DENTSPLY International provided $30,000 in sponsorship to support prizes of $1,000 for each of the top ten oral, poster and table clinic presentations. The winners are listed below in rank order:

**Oral Presentations**

Louis Z. Stromberg, Loma Linda University
Asma A. Khan, University of Texas, San Antonio
Stuart E. Garber, Loma Linda University
Nancy S.T. Wang, University of Toronto
Adam J. Sipp, University of Louisville
Mathew B. Tonioli, University of Texas, San Antonio
Hesham A. Youssif, Harvard School of Dental Medicine
Brian L. Wilson, Oregon Health & Science University
Tushar B. Patel, University of Texas, San Antonio
Margaret J. Martin, University of Texas, Houston

**Poster Presentations**

Michael J. Mindiola, Case Western Reserve University
Anne E. Williamson, University of Iowa
Jeffrey T. Shell, University of Texas, San Antonio
Kumar Subramanian, Case Western Reserve University
Jiten B. Patel, Case Western Reserve University
M. Scott Monts, Virginia Commonwealth University
Rachel S. Hecht and Theron D. Eichenberger (Co-Presenter) University of Washington
Scott I. Whitney, State University of New York, Stony Brook
Igor Kantoravich, Case Western Reserve University
Brett A. Rosenberg, Nova Southeastern University

**Table Clinics**

David Y. Chow and Travis E. Cassie (Co-Presenter), Marquette University
Craig D. Johnson, Marquette University
Brent J. Crompton and Melissa L. Ruff (Co-Presenter), Naval Postgraduate Dental School
Christopher R. Sabourin and Timothy L. Gatten (Co-Presenter), University of Washington
Ellen A. Teverovsky, Albert Einstein Medical Center
Chris M. Muftezos and Jesse L. Arbaugh (Co-Presenter), Baylor College of Dentistry
Matthew B. Walsh, Albert Einstein Medical Center
Kavita Patil-Doddamane and T. Russell Dunavant (Co-Presenter), Baylor College Dentistry
Kristin M. Jabbs, Albert Einstein Medical Center
Monica M. Chamorro and Elie E. Ezzie (Co-Presenter) Baylor College of Dentistry
AAB Presents Student Achievement Awards

Each year the AAE presents the Student Achievement Award to senior dental students who showed a broad interest in endodontics and demonstrated exceptional involvement in their classes during dental school. These students must exhibit above-average grades in both the clinical treatment of endodontic problems and the didactic endodontic courses. We are pleased to announce the 2003-2004 award recipients and congratulate them on their achievements:

2003-2004 Recipients
Salwan Adjaj, Oregon Health & Science University School of Dentistry
Joey L. Adkins, West Virginia University School of Dentistry
Michael J. Allen, University of Iowa College of Dentistry
Craig Applestein, University of Medicine and Dentistry of New Jersey
Yoko Asahi, Osaka University
Val H. Bingham, University of Texas Health Science Center at San Antonio
Frank D. Bishop, Medical College of Georgia, School of Dentistry
Daniel Bitter, University of Louisville, School of Dentistry
Dorota Brynda, State University of New York at Buffalo School of Dental Medicine
Aaron Burleson, Medical University of South Carolina
Gregory Michael Soo Chan, University of Toronto
Matthew B. Chesler, University of Southern California, School of Dentistry
Stephanie Grace Chou, Harvard School of Dental Medicine
Derek C. Chu, Loma Linda University, School of Dentistry
David John Coon, TAMUSHSC, Baylor College of Dentistry
Kevin P. Cunningham, University of Missouri at Kansas City, School of Dentistry
Ilya Dayn, Case Western Reserve University, School of Dental Medicine
Gary Finkleman, University of Manitoba
Nestor Feronda, University of Pittsburgh, School of Dental Medicine
Michael Gelfand, State University of New York at Stony Brook, School of Dental Medicine
Anjanette Wolfe Gjertsen, University of Texas Health Science Center at Houston
Ryan K. Graver, University of Pennsylvania, School of Dental Medicine
Alana M. Hall, University of Florida Health Science Center, College of Dentistry
John Jensen, Virginia Commonwealth University, School of Dentistry
Courtney B. Kanive, Southern Illinois University, School of Dental Medicine
Daniel Kaplan, University of Illinois at Chicago College of Dentistry
Adel S. Khalil, University of Detroit-Mercy, School of Dental Medicine
Jason E. Lambert, University of North Carolina at Chapel Hill, School of Dentistry
Caroline Lorraine Lambert, University of California at Los Angeles, School of Dental Medicine
Amanda P. Lavorni, University of the Pacific, School of Dentistry
Chinh N. Le, Howard University, College of Dentistry
Bennet S. Lee, Boston University, Goldman School of Dental Medicine
Mireille Lessard, Faculté de Médecine Dentaire, Université Laval
Michael Patrick Lowery, University of Alabama, School of Dentistry
Kim Mahood, University of Kentucky, College of Dentistry
Katherine Majewska, McGill University
Melissa McCartney, University of Minnesota, School of Dentistry
Mark D. Nugent, Columbia University, School of Dental & Oral Surgery
Cameron D. Oler, University of Nebraska Medical Center, College of Dentistry
Gardiner M. Packer, Creighton University, School of Dentistry
Danny Pena, Tufts University School of Dental Medicine
Syed Quadri, Nova Southeastern University, College of Dental Medicine
Lawanda R. Rhodes, Meharry Medical College, School of Dentistry
Liana E. Medina Rivera, University of Puerto Rico
Caleb Robinson, Ohio State University, College of Dentistry
Christopher James Root, University of Connecticut, School of Dental Medicine
Jay "Carson" Rutz, University of Mississippi, School of Dentistry Medical Center
Timothy L. Skane, University of Maryland, College of Dental Surgery
Jack B. Smith, Medical College of Georgia, School of Dentistry
Sung Hwan Son, University of Michigan, School of Dentistry
Howard Justin Sorensen, University of Colorado, School of Dentistry
Scott J. Stanley, University of Washington, School of Dentistry

Sanjay Sumaria, University of Bristol
Bradley R. Swanson, Indiana University, School of Dentistry
Michael Jason Tabor, University of Tennessee, College of Dentistry
Charles Thomas, Tufts University School of Dental Medicine
Cameron James Townsend, Marquette University, School of Dentistry
Michael K. Tran, Faculté de Médecine Dentaire, Université de Montréal
J.J. van der Veen, UMC St. Radboud, College of Dental Sciences
Sadia Bakhtawar Zubairi, Temple University, School of Dentistry

Memorials

The AAE lost two of its founding fathers in the past year:

Dr. Samuel Seltzer, 90, passed away on February 13, 2004. Throughout his career, Dr. Seltzer generated numerous educational materials, authoring more than 100 publications on pulp biology, endodontics and pain control. An international lecturer and acclaimed teacher, Dr. Seltzer was named the Isaiah Dora Professor of Research and Teaching in Dental Science, and chairman of the department of endodontology at Temple University School of Dentistry where he was an active member of the faculty until his retirement in 2000. An AAE member since 1949, Dr. Seltzer became a Diplomate of the American Board of Endodontics in 1965. He served both organizations in various capacities throughout his career and was president of the ABE in 1975. In 1980, Dr. Seltzer was honored with the AAE’s Louis I. Grossman Award, and in 1983, he received the Ralph F. Sommer Award.

Sam Seltzer joins the other giant mentors of our time—Louis Grossman, Irving Naidorf and I.B. Bender—to live on in our memories. He was a lifetime teacher, a lifetime student and, above all, a superb scholar and mentor to many. (Comments submitted by Dr. Mahmoud Torabinejad.)

Dr. Jacob B. Freedland, 90, passed away January 1, 2004. A member of the AAE since 1950, Dr. Freedland served on the AAE Board of Directors for years, and in 1964, he was elected president. He also served as one of the early members of the American Board of Endodontics, and was one of the founding members and president of the AAE Foundation. In 1980, he received the Edgar D. Coolidge Award, the AAE’s highest honor.

A professor at the University of North Carolina, his association with the university culminated in the establishment of the Jacob B. Freedland Chair of Endodontics endowment.

He was the “gris eminence” of the AAE, always working behind the scenes for the betterment of the organization. Many of us in endodontics owe a great deal to Jake for his foresight, thoughtfulness and loyalty. (Comments submitted by Dr. John I. Ingle)
Financial Position

Following are the financial statements of the AAE for the fiscal year beginning July 1, 2003 and ending June 30, 2004. The annual audit of AAE finances, conducted by Legacy Professionals LLP will be completed on September 1, 2004. For further information about the AAE’s financial position or audit, members may contact AAE Treasurer Louis E. Rossman at 215/563-5181, Executive Director James M. Drinan or Assistant Executive Director for Business and Finance Jay N. Rosenblum at 312/266-7255 or 800/872-3636. For the fiscal year 2003-2004, actual revenue, including investment income, is approximately 10 percent above the previous year and about four percent below the budget period. Actual expense is approximately 14 percent above the previous year and close to budget.

Statement of Financial Position
June 30, 2004

**ASSETS**

Current Assets:
- Cash and Cash Equivalents $756,104
- Accounts Receivable 131,252
- Accrued Income 182,875
- Prepaid Expenses 194,038
- Inventory 246,253
- Total Current Assets $1,510,522

Investments: CDs, Corporate Bonds, Mutual Funds $2,549,048

Equipment and Furniture–net $814,099

**TOTAL ASSETS** $4,873,669

**LIABILITIES AND NET ASSETS**

Current Liabilities:
- Accounts Payable $311,948
- Accrued Expenses 242,351
- Accrued Income Taxes 1,351,115
- Deferred Income 26,277
- Total Current Liabilities $1,931,691

Lease Incentive $98,534

Net Assets:
- Unrestricted $3,144,150
- Profit (Loss) YTD (300,706)
- Total Net Assets $2,843,444

**TOTAL LIABILITIES AND NET ASSETS** $4,873,669

Revenue
Fiscal Year 2003-2004

Statement of Activities
for the 12 months ending June 30, 2004

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<tr>
<th>REVENUE</th>
<th>Actual</th>
<th>Budget</th>
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<tbody>
<tr>
<td>Membership Dues</td>
<td>$2,256,658</td>
<td>$2,440,400</td>
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<tr>
<td>Annual Session</td>
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<td>Fall Conference</td>
<td>129,935</td>
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<td>Journal of Endodontics</td>
<td>324,263</td>
<td>349,300</td>
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<td>Continuing Education</td>
<td>224,785</td>
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<td>Professional Relations Products</td>
<td>213,917</td>
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<td>Royalties and Investments</td>
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<td>Other Income</td>
<td>112,037</td>
<td>132,100</td>
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<td><strong>TOTAL REVENUE</strong></td>
<td>$5,293,030</td>
<td>$5,531,400</td>
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<table>
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<tr>
<th>EXPENSES</th>
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<tbody>
<tr>
<td>General Operating</td>
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<tr>
<td>Annual Session</td>
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<td>Journal of Endodontics</td>
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<td>Board of Directors</td>
<td>345,245</td>
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<td>Committees</td>
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<td>Continuing Education</td>
<td>175,543</td>
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<td>Professional Relations Products</td>
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<td>163,500</td>
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<td><strong>TOTAL EXPENSES</strong></td>
<td>$5,593,736</td>
<td>$5,602,160</td>
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**CHANGE IN NET ASSETS** $(300,706) $(70,760)*

*Between October and April, members of the Executive Committee authorized additional expenses for legal and accounting fees, printing, communications and insurance, totaling approximately $50,000, bringing the budgeted deficit to $120,760.

Headquarters Staff

First row, left to right: Eva Wilczek—Meetings; Gigi M. Jason—Membership; Marlena Wojcik—Development; Annie Leong—Finance; and Natalie Islas—Policy. Second row, left to right: Carrie A. Gremer—Membership; Elizabeth A. Stone—Education; Jill E. Cochran—Policy; Juan Hernandez—Finance; Sylvia Jachymiak—Executive; Claire Abrams—Meetings; Debby E. Rice—Development; David Siegler—Technology. Back row, left to right: Kelly McNamara—Business; Lori B. Edmunds—Meetings; Beverly K. Albert—Education; James M. Drinan—Executive; Jay N. Rosenblum—Business and Finance; Thomas W. Lack—Finance; Harriet M. Bogdanowicz—Communications; and Stacy L. Bogard—Communications.
A Message From the President

Dear Colleagues:

As your new president, I am increasingly impressed by the Foundation’s potential to accomplish both what is best for endodontics and what is good for practitioners. The Foundation allows us to actualize our highest ideals and values. Its purpose is not to raise and disburse money but to inspire our dreams for the future.

Of course, dreams do not become reality without effort and planning. Each of us must contribute to this process. The Board of Trustees oversees the Foundation’s governance. We are responsible for securing funds, shepherding resources and sharing wealth wisely and equitably. Over the last 12 months, there has been significant progress in each of these areas.

At the 2003 interim meeting, the board adopted a revised mission statement and a new vision statement and core values. Specific goals and objectives for funding were finalized. These touchstones will guide our deliberations and provide benchmarks for evaluating progress. They are the framework for initiatives that will occur over the next several years.

The Foundation continues to enjoy remarkable fundraising success. Over $1.7 million was pledged between the Tampa and Anaheim meetings. Sixty-five percent of Active AAE members and 37 percent of current students are donors. Our campaign depends entirely on volunteers. Members devote incredible time and effort to educating their colleagues about the Foundation. Without this commitment, there would be no endowment fund. We owe the Friends of the Foundation and the Student Ambassadors an incredible debt of gratitude.

As of June 30, 2004, $14 million was invested in the fund. The Executive Committee meets with investment managers quarterly to review the portfolio. At the close of the first quarter of 2004, the portfolio had earned 9.06 percent since its inception in 1995.

As our investments grow, our ability to advance the specialty increases. The board currently has two primary goals for research. We will continue biannual support to projects that address the AAE research priorities, and we will initiate requests for proposals to address the clinical questions AAE members have identified as most important. In the educational arena, we believe that the Endodontic Educator Fellowship Awards provide a powerful return on our investment. Twelve fellowship awards have been granted to date. Each fellow has agreed to teach full-time for five years. Together, these grants represent a total of 60 teaching years.

Our goals are motivated by the need to transcend business as usual and excel. Being the best we can be is critical. If we limit our possibilities, we limit our future. I am proud and thankful that we need not settle for the status quo. If you have not already pledged your support, I invite you to do so today. Experience the joy of doing good and doing well.

Sincerely,

Charles L. Siroky, D.D.S.
Overseeing Governance

Mission

The AAE Foundation seeks to improve oral health by securing contributions, shepherding resources and sharing grant funds that support research, generate new knowledge and enhance endodontic education.

Vision

Quality oral health by preserving the natural dentition through endodontic therapy.

Core Values

Integrity Impartiality
Trustworthiness Prudence
Responsibility Accountability

Board of Trustees

The following members served on the 2003-2004 Foundation Board of Trustees.

First row, left to right: Paula Russo–Secretary; Denis E. Simon III–Vice President; Charles L. Siroky–President; Darrell W. Zenk–Treasurer; and Noah Chivian–Immediate Past President.

Back row, left to right: Marc Balson–AAE Vice President; Mahmoud Torabinejad–AAE President; Gerald C. Dietz Jr.–Trustee; Daniel Even–Public Sector Trustee; Kirk A. Coury–Trustee; Samuel O. Dom–AAE Immediate Past President; Jerome V. Pisano–Trustee; Sandra Madison–AAE President-Elect; Debby E. Rice–Assistant Executive Director for Development; James M. Drinan–Executive Director; and Wm. Ben Johnson–Public Sector Trustee.

Securing Funds

As of June 30, 2004

<table>
<thead>
<tr>
<th>Number</th>
<th>Paid</th>
<th>Due</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,031</td>
<td>8,727,736</td>
<td>$3,966,405</td>
<td>$12,694,140</td>
</tr>
<tr>
<td>41</td>
<td>2,486,000</td>
<td>367,000</td>
<td>$2,853,000</td>
</tr>
<tr>
<td>3,072</td>
<td>11,213,736</td>
<td>4,333,405</td>
<td>15,547,140</td>
</tr>
<tr>
<td>2</td>
<td>0</td>
<td>1,181,000</td>
<td>1,181,000</td>
</tr>
<tr>
<td>3,075</td>
<td>$14,233,876</td>
<td>$5,514,405</td>
<td>$19,748,281</td>
</tr>
</tbody>
</table>

2003-2004 Fundraising Campaign

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Members (65%)</td>
<td>$755,000</td>
<td>$867,198</td>
<td>$767,633</td>
</tr>
<tr>
<td>Named Award</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Students (35%)</td>
<td>$150,000</td>
<td>$244,500</td>
<td>$153,000</td>
</tr>
<tr>
<td>Corporations</td>
<td>$50,000</td>
<td>$50,000</td>
<td>$45,000</td>
</tr>
<tr>
<td>Silent auction</td>
<td>$0</td>
<td>$0</td>
<td>$45,000</td>
</tr>
<tr>
<td>Live auction</td>
<td>$45,000</td>
<td>$67,300</td>
<td>$52,900</td>
</tr>
<tr>
<td>Total</td>
<td>$1,000,000</td>
<td>$1,728,998</td>
<td>$1,063,533</td>
</tr>
</tbody>
</table>

Friends of the Foundation and Student Ambassadors

It takes courage, passion, persistence and hard work to raise over $1 million in one year. Foundation volunteers have those qualities in abundance. Friends of the Foundation enlist support from their colleagues. Student Ambassadors educate residents in endodontic programs about the Foundation’s mission and activities. Both groups contribute substantial time and effort to ensuring the Foundation’s success. The following members volunteered in 2003-2004:
Shepherding Resources

Statement of Financial Position
Year Ended December 31, 2003

<table>
<thead>
<tr>
<th>Assets</th>
<th>2003</th>
<th>2002</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$98,096</td>
<td>$449,047</td>
</tr>
<tr>
<td>Due from AAE</td>
<td>161,327</td>
<td>120,046</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>3,358</td>
<td>3,002</td>
</tr>
<tr>
<td>Pledges receivable–net</td>
<td>2,619,086</td>
<td>2,339,961</td>
</tr>
<tr>
<td>Investments–mutual funds</td>
<td>13,560,993</td>
<td>10,628,050</td>
</tr>
<tr>
<td>Property and equipment–net</td>
<td>5,936</td>
<td>1,878</td>
</tr>
<tr>
<td>Beneficial interest in charitable remainder trusts</td>
<td>462,077</td>
<td>415,013</td>
</tr>
<tr>
<td>Total assets</td>
<td>$16,911,873</td>
<td>$13,956,897</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$3,505</td>
<td>$6,468</td>
</tr>
<tr>
<td>Unconditional promises to give</td>
<td>243,227</td>
<td>369,269</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>$246,732</td>
<td>$375,737</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net assets</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>$14,882,073</td>
<td>$12,208,706</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>1,783,068</td>
<td>1,372,454</td>
</tr>
<tr>
<td>Total net assets</td>
<td>16,665,141</td>
<td>13,581,160</td>
</tr>
<tr>
<td>Total liabilities and net assets</td>
<td>$16,911,873</td>
<td>$13,956,897</td>
</tr>
</tbody>
</table>

Statement of Activities
Year Ended December 31, 2003

<table>
<thead>
<tr>
<th>Revenue and other support</th>
<th>Temporarily Unrestricted</th>
<th>Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$110,575</td>
<td>$1,314,002</td>
<td>$1,424,577</td>
</tr>
<tr>
<td>AAE cash contributions</td>
<td>95,092</td>
<td>95,092</td>
<td>95,092</td>
</tr>
<tr>
<td>AAE noncash contributions</td>
<td>187,322</td>
<td>187,322</td>
<td>187,322</td>
</tr>
<tr>
<td>Investment income</td>
<td>2,120,031</td>
<td>2,120,031</td>
<td>2,120,031</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>200</td>
<td>200</td>
<td>200</td>
</tr>
<tr>
<td>Change in value of charitable remainder trusts</td>
<td>33,201</td>
<td></td>
<td>33,201</td>
</tr>
<tr>
<td>Total revenue and other support</td>
<td>$3,449,809</td>
<td>$410,614</td>
<td>$3,860,423</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Temporarily Unrestricted</th>
<th>Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative reimbursement–AAE</td>
<td>$187,322</td>
<td>$187,322</td>
<td>$187,322</td>
</tr>
<tr>
<td>Annual session</td>
<td>9,688</td>
<td>9,688</td>
<td>9,688</td>
</tr>
<tr>
<td>Credit card charges</td>
<td>7,983</td>
<td>7,983</td>
<td>7,983</td>
</tr>
<tr>
<td>Depreciation</td>
<td>2,085</td>
<td>2,085</td>
<td>2,085</td>
</tr>
<tr>
<td>Equipment maintenance</td>
<td>1,295</td>
<td>1,295</td>
<td>1,295</td>
</tr>
<tr>
<td>Fellowships</td>
<td>91,784</td>
<td>91,784</td>
<td>91,784</td>
</tr>
<tr>
<td>Grants–research</td>
<td>182,483</td>
<td>182,483</td>
<td>182,483</td>
</tr>
<tr>
<td>Grants–educator</td>
<td>50,765</td>
<td>50,765</td>
<td>50,765</td>
</tr>
<tr>
<td>Grants–other</td>
<td>11,206</td>
<td>11,206</td>
<td>11,206</td>
</tr>
<tr>
<td>Insurance</td>
<td>2,286</td>
<td>2,286</td>
<td>2,286</td>
</tr>
<tr>
<td>Investment fees</td>
<td>34,779</td>
<td>34,779</td>
<td>34,779</td>
</tr>
<tr>
<td>Loss on disposal of property</td>
<td>776</td>
<td>776</td>
<td>776</td>
</tr>
<tr>
<td>and equipment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>2,165</td>
<td>2,165</td>
<td>2,165</td>
</tr>
<tr>
<td>Postage and mail service</td>
<td>14,999</td>
<td>14,999</td>
<td>14,999</td>
</tr>
<tr>
<td>Printing</td>
<td>20,536</td>
<td>20,536</td>
<td>20,536</td>
</tr>
<tr>
<td>Professional fees</td>
<td>19,213</td>
<td>19,213</td>
<td>19,213</td>
</tr>
<tr>
<td>Provision for uncollectible pledges</td>
<td>81,037</td>
<td>81,037</td>
<td>81,037</td>
</tr>
<tr>
<td>Supplies</td>
<td>788</td>
<td>788</td>
<td>788</td>
</tr>
<tr>
<td>Telephone</td>
<td>5,379</td>
<td>5,379</td>
<td>5,379</td>
</tr>
<tr>
<td>Trustee meetings</td>
<td>49,883</td>
<td>49,883</td>
<td>49,883</td>
</tr>
<tr>
<td>Total expenses</td>
<td>$776,442</td>
<td>$776,442</td>
<td>$776,442</td>
</tr>
<tr>
<td>Change in net assets</td>
<td>$2,673,367</td>
<td>$410,614</td>
<td>$3,083,981</td>
</tr>
</tbody>
</table>

Grants to Education

Endodontic Educator Fellowship Awards

These awards provide tuition and a $1,000 monthly stipend to students who agree to teach full-time for five years following graduation. Four new fellowships were awarded in 2003-2004. A total of 12 fellowships have been granted since the program’s inception.

Class of 2004

Marie Gosselin, D.M.D.
Boston University

Asma A. Khan, B.D.S., Ph.D.
John and Joyce Ingle Fellow
University of Texas, San Antonio

Nancy Medina, D.M.D., M.S.
Nova Southeastern University

Christopher B. Owatz, D.M.D.
University of Texas, San Antonio
Grants to Research

Total funding of $212,504 was awarded between June 1, 2003 and July 1, 2004:

**Fall 2003**

<table>
<thead>
<tr>
<th>Grantee Name</th>
<th>University</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tatiana M. Botero</td>
<td>University of Michigan</td>
<td>Signaling pathways of VEGF expression in caries-induced pulp angiogenesis</td>
</tr>
<tr>
<td>Hong Chen</td>
<td>University of North Carolina</td>
<td>The effect of intracanal anti-inflammatory medications on external root resorption of replanted dog teeth after extended extra-oral dry time</td>
</tr>
<tr>
<td>Mario D’Addario</td>
<td>University of Toronto</td>
<td>Tensile force application to periodontal ligament fibroblasts through cell surface receptors alters the actin cytoskeleton and induces rearrangement through an adaptive response</td>
</tr>
<tr>
<td>Jin Jiang</td>
<td>University of Florida</td>
<td>Role of toll-like receptors in osteoclast regulations</td>
</tr>
<tr>
<td>Blythe Kaufman</td>
<td>University of Connecticut</td>
<td>Relationship of Enterococcus spp. and endodontic treatment failure</td>
</tr>
<tr>
<td>Kumar Subramanian</td>
<td>Case Western University</td>
<td>Clonal analysis of the periradicular lesion and resected root end of surgically managed endodontically treated teeth</td>
</tr>
<tr>
<td>Roberta Pileggi</td>
<td>University of Texas at Houston</td>
<td>Propolis: An innovative treatment for dental resorption</td>
</tr>
<tr>
<td>Mohammad Sabeti</td>
<td>University of Southern California</td>
<td>Significance of human cytomegalovirus and Epstein Barr virus co-infection in cytokines induction and pathogenesis of symptomatic and asymptomatic periradicular lesions</td>
</tr>
<tr>
<td>Shahrokh Shabahang</td>
<td>Loma Linda University</td>
<td>Attraction of circulating viruses to existing periradicular lesions in ferrets</td>
</tr>
<tr>
<td>James H. Simon</td>
<td>University of Southern California</td>
<td>Differential diagnosis by digital volume tomography (newton) in endodontic periapical pathology: A retrospective study</td>
</tr>
</tbody>
</table>

**Spring 2004**

<table>
<thead>
<tr>
<th>Grantee Name</th>
<th>University</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Margaret Byers</td>
<td>University of Michigan</td>
<td>Pulp Cell Excitability and Pulp-Nerve Interactions</td>
</tr>
<tr>
<td>Edward Y. Chan</td>
<td>University of California, San Francisco</td>
<td>Fracture Resistance of Endodontically Treated Immature Teeth Obturated with MTA</td>
</tr>
<tr>
<td>Jianing He</td>
<td>Baylor College of Dentistry</td>
<td>The Effect of COX-2 Deficiency on Inflammatory Cytokine Expression and Osteoclast Formation in Response to Lipopolysaccharide and Root Canal Obturation Materials</td>
</tr>
<tr>
<td>Peter E. Murray</td>
<td>Nova Southeastern University</td>
<td>Endodontic Tissue Engineering</td>
</tr>
<tr>
<td>Warren E. Nesbitt</td>
<td>University of Southern California</td>
<td>Adherence of Actinomyces Species to Type I Collagen</td>
</tr>
<tr>
<td>Christine M. Sedgley</td>
<td>University of Michigan</td>
<td>Influence of Sealer on Survival of Enterococcus Faecalis in Obturated Root Canals In Vitro</td>
</tr>
</tbody>
</table>

Class of 2003

Mario D’Addario, M.Sc., D.D.S., Ph.D.  
University of Toronto

Josef S. Bringas, D.D.S.  
University of Detroit Mercy

Class of 2002

Ayman Aboushala, D.D.S., M.S.  
John and Joyce Ingle Fellow  
Tufts University

Mo K. Kang, D.D.S., Ph.D.  
University of California, Los Angeles

Hesham A. Youssef, D.D.S.  
Harvard School of Dental Medicine

Class of 2001

Tamara C. Gravely, D.M.D., M.S.  
University of Tennessee

Mychel M. Vail, D.D.S.  
Indiana University

Anne E. Williamson, D.D.S., M.S.  
University of Iowa
A Message From the President

Dear Colleagues:

The Directors of the ABE are pleased to provide an update on many of the Board’s accomplishments in the 2003-2004 fiscal year.

The ABE Board consists of nine Directors. Directors are Active or Life members of the American Association of Endodontists and are Diplomates of the American Board of Endodontics. The Directors are elected by the voting membership of the AAE for a term of three years and shall continue in office until their successors have been elected and qualified by the AAE. Each Director shall hold office for no more than two terms. Examination Committees composed of the ABE Board Directors prepare and conduct the annual Certification examinations.

The ABE serves the members of the AAE as the Certifying Board for the specialty of endodontics in accordance with the American Dental Association Council on Dental Education and Licensure’s requirements for dental specialties. The ABE contributes to the advancement of endodontics by elevating the standards of endodontic practice within the dental profession by establishing the requirements for Certification and recertification, designing and administering appropriate examinations, and certifying those Candidates demonstrating the highest level of knowledge and skills in the specialty of endodontics.

The Directors of the ABE are extremely appreciative of the support of the American Association of Endodontists. President Mahmoud Torabinejad, Executive Director James M. Drinan, the AAE Executive Committee and the Board of Directors have been responsive in a positive and helpful manner at all times. By sponsoring workshops, the AAE has been influential in encouraging department chairs, program directors and undergraduate endodontic faculty to act as mentors in promoting the Certification process. Each workshop has included updated information on the ABE. The College of Diplomates of the ABE has also been supportive in promoting the Board and in identifying mentors to assist Candidates as they proceed through the Board process. The ABE Central Office is constantly providing updated information directly to program directors, residents and prospective Candidates. The Board hopes that with the combined efforts of these various groups, more individuals will choose to pursue the Board Certification process. The result will be a strengthening of the Board, the AAE and our specialty of endodontics.

As President of the ABE, it is my distinct pleasure to thank the Directors of the ABE and our Executive Secretary, Ms. Margie Hannen, for their exceptional dedication to their individual responsibilities and to the collective responsibilities of the American Board of Endodontics.

Respectfully Submitted,

[Signature]
Gary R. Hartwell, D.D.S., M.S.
The increase of successful examination completion speaks to the commitment of the Directors of the ABE, to continually evaluate and implement changes that will enhance the examination process. Notable among the examination activities are:

• The Directors of the ABE are proud to report that during 2003, 41 Candidates were awarded Diplomate status.
• The Written Examination was administered at Prometric/Galton Technology regional testing centers to 92 Candidates. The pass rate was 92.39 percent, (a 10 percent increase over the 2002 examination).
• Thirty-eight Candidates passed the Case History Portfolio Examination (a pass rate of 90.5 percent).
• The November Oral Examination continued the positive trend of successful results with an 82 percent pass rate (an increase over the last two examinations).

We are also pleased to report that both the Preliminary and Final Application submission numbers for 2003 showed an increase over previous years.

• One-hundred Preliminary Applications were received in 2003.
• Sixty-two Final Applications were received in 2003.

Implementation of the Find a Board-Certified Endodontist search engine:

• Our goal of providing the public, as well as the health professions, with a directory of Board-Certified endodontists in good standing was enhanced with the implementation of the Find a Board-Certified Endodontist search engine available on the ABE Web site.

We are pleased to announce that the 2004 Written Examination will be administered in association with Measurement Research Associates, Inc., and Pearson Vue:

• Our six-year relationship with MRA in the Case History Portfolio and Oral Examination development, analysis and reporting services has provided a significant improvement in the Board Certification process. Therefore, the decision to have our three examinations (Written, Case History and Oral) under the umbrella of MRA was enthusiastically approved by the Board.

The Diplomate, the ABE newsletter, continues to be mailed to all members of the AAE:

• Copies are also sent to all of the endodontic program directors for distribution to their residents. The ABE Board of Directors strongly believes that the written testimonials given by the new Diplomates are positive reflections on the examination process and the character of the Directors. It is the Board’s hope that the dissemination of this information to all AAE members and endodontic residents will encourage others to become Board Certified.

Ideally, the process of preparing for Board Certification should begin during training in an advanced education program in endodontics:

• The Board sends each newly enrolled student a Certification packet, with Certification information and materials for preparing case reports. These packets have been enthusiastically received by the endodontic students.

New Diplomates and Their Effective Dates:

<table>
<thead>
<tr>
<th>Name</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>H Lee Adamo</td>
<td>11/7/2003</td>
</tr>
<tr>
<td>Peter J. Babick</td>
<td>11/7/2003</td>
</tr>
<tr>
<td>Orest Balytsky</td>
<td>5/3/2004</td>
</tr>
<tr>
<td>Francisco A. Banchs</td>
<td>5/3/2004</td>
</tr>
<tr>
<td>Steven J. Card</td>
<td>5/4/2004</td>
</tr>
<tr>
<td>Frank J. Cervone</td>
<td>11/8/2003</td>
</tr>
<tr>
<td>Frederick R Cho</td>
<td>11/8/2003</td>
</tr>
<tr>
<td>B Clark Dalton</td>
<td>11/7/2003</td>
</tr>
<tr>
<td>Judy DiDonato</td>
<td>11/8/2003</td>
</tr>
<tr>
<td>Mehran Fotovatjeh</td>
<td>11/8/2003</td>
</tr>
<tr>
<td>Vincent R. Jones</td>
<td>11/7/2003</td>
</tr>
<tr>
<td>Timothy C. Kirkpatrick</td>
<td>5/3/2004</td>
</tr>
<tr>
<td>Steven M Klayman</td>
<td>11/7/2003</td>
</tr>
<tr>
<td>Ming-Li Kuo</td>
<td>11/7/2003</td>
</tr>
<tr>
<td>Tom Massarat</td>
<td>5/3/2004</td>
</tr>
<tr>
<td>Ramin Neghshean</td>
<td>11/8/2003</td>
</tr>
<tr>
<td>Le Yen Thi O’Leary</td>
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