

AADOOCR Policy for Nominations

Purpose

The American Association for Dental, Oral, and Craniofacial Research (AADOOCR) seeks nominees for the positions of AADOOCR Vice-president, AADOOCR Treasurer, and AADOOCR Representative to the IADR/AADOOCR Publications Committee. The AADOOCR retains the right to use its judgment and discretion to grant, defer or decline a nomination for any person.

When AADOOCR elects a candidate, the candidate reflects the AADOOCR's judgment that an individual's contributions to, and effect on, the field are exemplary. When making decisions regarding nominations, AADOOCR considers the effect of the individual's work as well as professional and ethical conduct and reputation. It expects those who are nominated demonstrate that participation in and recognition by AADOOCR are privileges. AADOOCR expects that its nominees will serve as leaders of the field and embody highly professional and ethical conduct in their work and personal lives that does not cast serious doubt on their core ethics.

References to conduct in this policy include professional as well as personal conduct.

Unethical conduct includes, among other acts, harassment and discrimination based on other factors unrelated to ability and promise (e.g., race and ethnicity), whether in isolation or intersecting with sexual harassment. These acts perpetuate longstanding structural and systemic barriers to participation of all talent in the field, have an immediate and adverse effect on individuals and undermine excellence in the field. AADOOCR takes unprofessional and unethical conduct seriously, whether such conduct occurs in research, learning/teaching, practice or at AADOOCR Annual Meetings. (See Section 3 of [AADOOCR's Professional Conduct at Meetings Policy](#) for a list of unacceptable behaviors.)

Ethics Considerations in Nominations

The AADOOCR finds that determined unethical conduct of a nominee, as well as credible, but undetermined, questions about the ethical conduct of such an individual, can contribute to longstanding structural and systemic barriers in the field. Consequently, *for the purpose of placing heavier weight on what is best for excellence in the field rather than what is best for any individual* when the two must be balanced, the AADOOCR Nominating Committee may eliminate from consideration any individual whose conduct has been determined to be unethical. That determination will be based on AADOOCR's own review and AADOOCR's consideration of any others' determinations (with supporting information) made available to AADOOCR.

AADOOCR will not nominate any individual whose ethical conduct is the subject of a credible question known to AADOOCR, so long as the question has not been finally and favorably determined to the AADOOCR's satisfaction, and in its discretion. When applying *this policy in situations of credible but undetermined questions, AADOOCR will withhold judgment and refrain from making a statement or determination regarding any individual. Rather, AADOOCR will use this policy as a precautionary measure to support the broader field's efforts to tackle longstanding barriers to excellence.*

Awareness of Conduct Issues—Required Disclosures

Anyone who makes a nomination or recommendation and knows that the nominee has been determined to have engaged in unprofessional or unethical conduct, or that a credible but undetermined question exists about the nominee's conduct, is required to make a disclosure to the AADOCR Nominating Committee as part of the nomination process.

A person who is being considered for a nomination (upon becoming aware of being considered), has a continuing duty to disclose to the AADOCR Nominating Committee the existence of any fact, situation or circumstance that could be considered relevant to the AADOCR's decision on whether to bestow or revoke a nomination under provisions of this Nomination Policy. Failure to make a disclosure may result in the AADOCR withholding, suspending or revoking a nomination, per the AADOCR's discretion.

Beginning with the 2024 nomination cycle, each nominator/applicant must agree to the **Professional Conduct Disclosure**. (See at end of policy).

Process for Suspension or Revocation of Existing Nominations

Upon notice by AADOCR to a person already nominated, a suspension or revocation shall take effect. At least 30 days before a notice of revocation or suspension, AADOCR will give the nominee a notice of intent to revoke or suspend the nomination. The notice of intent will include a statement of the interests of the field served by the proposed revocation or suspension, in AADOCR's judgment. The nominee will have an opportunity to submit to AADOCR, within 14 days of receiving a notice of intent, a written statement of any reasons why s/he believes it would not be in the best interests of the field for the revocation or suspension to be affected. After that 14-day period, whether a statement has been submitted, AADOCR will act in its discretion. AADOCR, at any time, may review and act on pertinent information that was not available or known to it at the time of its decision.

Restoration of a Nomination

In the event of determined conduct inconsistent with a nomination, or in the event of a credible but undetermined question about such conduct, the AADOCR may provide opportunities for restorative remedies. AADOCR would generally endeavor to consult the accused and consider, among other factors:

- (a) the egregiousness, prevalence, effect, and age of such conduct, and the stage of career when it occurred;
- (b) whether an individual with determined unprofessional and unethical conduct takes responsibility for the conduct and demonstrates through action (non-repetition) that s/he learned the necessary lesson and is unlikely to repeat similar conduct; whether an individual appears to be sincerely committed to demonstrating professional and ethical conduct, understanding how the determined conduct or questions of conduct occurred, avoiding a repetition, and restoring relationships—not just to qualify for receipt of a nomination, but recognizing the importance of professional and ethical conduct to excellence

PROFESSIONAL CONDUCT DISCLOSURE

I, the nominator/applicant, agree to comply with the AADOCR Policy on Nominations.

I certify that, to the best of my knowledge, the nominee, or myself as applicant, has not been the subject of a filed allegation, complaint, investigation, sanction or other legal, civil or institutional proceeding, where there was a finding of misconduct; or, is currently the subject of such a professional conduct allegation, complaint or investigation.

Further, I agree to notify AADOCR promptly if there are any changes to my response. I acknowledge that failure to comply with the AADOCR Policy on Nominations, may result in my, or the nominee's, ineligibility to receive any AADOCR nomination or the revocation of an AADOCR nomination.

Name: _____