



## 2026 AACD American Board of Cosmetic Dentistry Nominee Application Materials

[Erik R. Haupt, FAACD](#)

[Zachary S. Sisler, DDS, AAACD](#)

[Ryan Springer, DDS, AAACD](#)

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### Erik R. Haupt, FAACD

**AACD Member Since**  
2003

**What position are you applying for?**  
American Board of Cosmetic Dentistry

**Are you an Accredited Member?**  
Yes

**Provide your condensed bio in one paragraph**

Erik Haupt earned his degree in Business Management from California State University Fullerton. Since 1991 he has been learning the different aspects of dental technology while working for Haupt Dental Laboratory. He began specializing in anterior ceramics in 2002. His training includes functional dentistry with Bio-Esthetics following the OBI standards. He has served as an advisor for the San Diego affiliate of the Seattle Study Club for over 10 years. Lecturing both nationally and internationally has allowed him to share the knowledge he has gained from his experience. He has been a member of the national AACD since 2003, achieving Accredited status in 2007. His latest title is that of Fellow within the AACD, which he earned in 2017. He currently works with his family at their dental lab in Brea, California managing production as well as building cosmetic cases daily.

**List your education**

B.A from Fullerton University  
Participated in several hands-on ceramics classes

**List your employment history**

Worked for Haupt Dental lab for 34 years

**List current or previous volunteer leadership positions (committees/boards) you've held within the AACD**

Written test committee 2011-present  
ABCD board 2023-present

**Describe any leadership experience you've had within your community or other dental organizations**  
Continually managed dental technicians for 15+ years

**Have you served on boards in the past? If so, what have you learned from this experience?**

Yes, I learned that the board members have strong feelings for the way the Academy is run. The boards are not of the "rubber stamp" type.

**Why are you applying for this position?**

I have enjoyed my prior experience and look forward to continuing to serve the Academy. The credential is the key component of the AACD and I want to do what I can to preserve it.

**What is your vision for the future of the AACD?**



The future of the AACD will continue to encourage members to strive for Accreditation. Along with providing top tier educational events.

**We are interested in learning about your leadership skills and organization style. Tell us what we could expect and how you work with others. Be specific.**

It's clear it takes a team to run most businesses. I have managed a dental lab for many years with multiple employees. I work with a mentality of kindness as opposed to being a harsh manager

**Serving the AACD requires people to take on projects and see them to completion, often working with others to accomplish specific goals. Tell us about your accomplishments and approach to fulfilling obligations.**

Being a lab technician involves deadlines of each case. There are multiple departments in the lab the work on each step. I work within the departments to make sure the final product is completed within the provided time frame.

**The AACD offers our members a superb opportunity to form friendships which could be brought into conflict when policy decisions or approaches must be addressed. Tell us about how you might balance those friendships when policy or ethical issues create such a conflict.**

Conflicts within friendships can happen for many reasons. The needs of the international organization with thousands of members need to come first over a friendship.

**What do you bring to this position that is unique or distinctive? How will you make a difference? \***

My personality tends to me more reserved. I bring a think before you speak attitude. Working with family in business with differing personalities has taught me the value of patience

**Please give us an idea of where you see your interests and expertise supporting the advancement of the AACD strategic plan and reflecting an alignment with the Academy's core purpose.**

I have had the honor of assisting several doctors work toward Accreditation. I encourage dentists working with me to strive for that accomplishment.

**Ultimately, the purpose of serving the AACD is to support our membership. Tell us how you see yourself relating to the membership and forming a bridge between the Board and our members.**

By engaging membership at the annual conference, I continue to promote the Written exam and offer encouragement. When talking with members I ask what the board can do better for them

**What unique ideas do you have to build and grow our membership?**

I wish I had the answer to grow the membership. I feel it comes down to value of benefits. The annual session needs to give the feeling of FOMO for those who miss it. Thus encouraging membership and desire to attend.

**Please list any leadership courses or webinars taken. Leadership training is highly recommended.**

I cant recall taking any leadership courses. It is something I would look into.

**What else should we know in order to consider you as an applicant for this position?**

The academy is important to me. I continue to volunteer for multiple aspects with hope that it will continue to strive

## Zachary S. Sisler, DDS, AAACD

**AACD Member Since**  
2014

**What position are you applying for?**  
American Board of Cosmetic Dentistry

**Are you an Accredited Member?**

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Yes

**Provide your condensed bio in one paragraph**

Dr. Zachary Sisler received his Doctoral of Dental Surgery degree from West Virginia University School of Dentistry in 2010. He has multiple publications in the Journal of Cosmetic Dentistry, Inside Dentistry, Compendium and Dental Economics. Dr. Sisler was an Associate Faculty Member for The Dawson Academy from the years 2018-2021. Throughout this time he has lectured nationally on functional esthetic dentistry. In 2021, he founded Smile Design by Sisler Continuing Education, that focuses on next level cosmetic dentistry procedures for participants. He currently maintains a private practice in Shippensburg, Pennsylvania that focuses on Cosmetic, Implant & Restorative Dentistry.

**List your education**

WVU School of Dentistry Graduate(DDS) - 2010

**List your employment history**

Friedman & Grater(Associate Dentist) 2010-2012

Zachary S Sisler DDS LLC(Owner) 2013-Present

**List current or previous volunteer leadership positions (committees/boards) you've held within the AACD**

ABCD for the past 3 years. ABCD Chair for the past year.

**Describe any leadership experience you've had within your community or other dental organizations**

Harrisburg Area Dental Society CE Chair – 2013

Dawson Academy Associate Faculty - 2018-2021

**Have you served on boards in the past? If so, what have you learned from this experience?**

Yes, I learned the importance of having a cohesive voice on the BOD and the ABCD is paramount for the success of this Academy. I have witnessed over the last three years a BOD and an ABCD that has worked tremendously hard together to promote and grow the Academy.

**Why are you applying for this position?**

In my last year of this term on the ABCD, I have been the chair and I recognize the importance of continuity, so I hope to be renewed for a second term on the ABCD as well as a second one year term as the chair.

**What is your vision for the future of the AACD?**

My vision for the Academy is bright! I do not view it as a doom and gloom mentality that has may be lingered in the past, but more a sense of optimism and with the right leadership I think this Academy can be thriving for years to come.

**We are interested in learning about your leadership skills and organization style. Tell us what we could expect and how you work with others. Be specific.**

I have worked in multiple organizations in various leadership capacities from school boards to dental organizations. I have learned how to work with a team even when you don't see eye to eye by recognizing the organization is bigger than myself. I'm a detail oriented person who's not afraid to roll up their shirt sleeves in order to get the job done. I have seen this over the last three years on the ABCD working in a collaborative approach with Kim and Lisa.

**Serving the AACD requires people to take on projects and see them to completion, often working with others to accomplish specific goals. Tell us about your accomplishments and approach to fulfilling obligations.**

When working with others, I try to always remember that we are guiding lights for the AACD in the importance that responsibility is to our members at large. That is also why I'm running for a second term on the ABCD because I'm excited about the future and I want to continue to fulfill what we have started

**The AACD offers our members a superb opportunity to form friendships which could be brought into conflict when policy decisions or approaches must be addressed. Tell us about how you might**

**balance those friendships when policy or ethical issues create such a conflict.**

As I have alluded to an earlier answers, whether it's myself or friends, the goal has to be keeping the AACD at the priority of our decision-making process. I fully believe friends can disagree and still be friends on the other side of the disagreement.

**What do you bring to this position that is unique or distinctive? How will you make a difference? \***

I feel that I bring innovative ideas to the ABCD to promote the accreditation status. I want to continue to lead the board for the next year to ensure continuity for those ideas and then remain on the board to see them through.

**Please give us an idea of where you see your interests and expertise supporting the advancement of the AACD strategic plan and reflecting an alignment with the Academy's core purpose.**

My interests with being involved on the ABCD align with the Academy core principle of helping others achieve the accreditation standard. As an examiner, I work with MIPs who are striving towards that standard and mentor them along as they're going through the process.

**Ultimately, the purpose of serving the AACD is to support our membership. Tell us how you see yourself relating to the membership and forming a bridge between the Board and our members.**

I hope to be able to be that bridge where members can bring ideas or concerns and in turn relay that to the board. I want our membership to feel heard and that they're receiving value from their membership

**What unique ideas do you have to build and grow our membership?**

1-Establishing the scientific session as the Premier dental meeting for cosmetic dentistry.

2-Focusing on our best fit member, which means quality rather than quantity

3-An accredited only meeting to keep those who have been through the process engaged within the Academy

**Please list any leadership courses or webinars taken. Leadership training is highly recommended.**

John Maxwell Leadership Executive Coaching, Brad Olson Executive Coaching

**What else should we know in order to consider you as an applicant for this position?**

I have been on the board for the last three years and would like to renew for a second term.

**Ryan Springer, DDS, AAACD**

**AACD Member Since**  
2019

**What position are you applying for?**  
American Board of Cosmetic Dentistry

**Are you an Accredited Member?**  
Yes

**Provide your condensed bio in one paragraph**

Dr. Ryan Springer received his undergraduate degree from Indiana University and then continued his dental education at Indiana University School of Dentistry. He is the owner and lead clinician of a group practice in suburban Chicago, Illinois. 2019 was the first year that he attended an AACD scientific session and has attended every meeting since. He achieved accredited status in 2022. He has coached for the AACD's Esthetic Skill Studio for the past 2 years and will be lecturing for the ESS in 2026. His passions outside of dentistry include scuba diving, underwater photography, golf as well as spending time with his wife and 2 children.

**List your education**  
Indiana University 2005  
Indiana University School of Dentistry 2009

**List your employment history**  
Ley Dentistry-Associate 2009-2011  
Webster Dental Care-Associate 2011-2019  
Arlington Advanced Dentistry-Owner 2019-Present



**List current or previous volunteer leadership positions (committees/boards) you've held within the AACD**

Current volunteer coach for the Esthetic Skills Studio (2024 and 2025) American Board of Cosmetic Dentistry (2025) Professional Education Committee (2025)

**Describe any leadership experience you've had within your community or other dental organizations**

My primary leadership experience within the dental community has been organizing and leading several local study clubs including coordinating collaboration between other outside study clubs

**Have you served on boards in the past? If so, what have you learned from this experience?**

Yes, I have learned that a board or committee is capable of tremendous accomplishments when you combine a diverse variety of skill sets to tackle projects that no individual member could accomplish on their own. This is especially true when the goals and values of all members are aligned. While disagreements and dissenting opinions are extremely valuable and frankly imperative, if the goals and values of the members are not aligned then it can make it very difficult to accomplish the most basic projects.

**Why are you applying for this position?**

I believe that dentistry is a profession that can only evolve and progress if you give back as much as you receive. The AACD has been incredibly influential not only in my professional career but also in my personal development. I think that the AACD has a reputation of setting the bar for cosmetic excellence and has tremendous positive momentum at the moment even though we are going through a transition period. I would like to be a part of ensuring that the positive momentum continues and that we get the academy back on a stable foundation

**What is your vision for the future of the AACD?**

I would like to see the AACD as well as accreditation become the symbol of excellence in dentistry while not losing touch with "every day dentistry". I would like to see the annual scientific session become the "must attend" continuing education event of the year.

**We are interested in learning about your leadership skills and organization style. Tell us what we could expect and how you work with others. Be specific.**

I feel that I perform well as part of a team. I have primarily found myself in leadership roles in the past but also do not mind being a role player responsible for accomplishing simple tasks to contribute to project completion. I always keep an open mind and attempt to see problems from others' perspectives which makes it much easier to work with others.

**Serving the AACD requires people to take on projects and see them to completion, often working with others to accomplish specific goals. Tell us about your accomplishments and approach to fulfilling obligations.**

I am a task oriented individual. I am not happy unless I have a project to work on. If I commit to something then the only option is to see it to completion. I feel that it is best to be open and honest with any committee or organization with what you can realistically accomplish and not overextend your time or over commit to projects.

**The AACD offers our members a superb opportunity to form friendships which could be brought into conflict when policy decisions or approaches must be addressed. Tell us about how you might balance those friendships when policy or ethical issues create such a conflict.**

Some of my strongest personal friendships have developed through the AACD however I believe that true friendships shouldn't be affected by a difference in opinion or an opposing vote. I think that it is imperative that one can separate personal relationships from professionals responsibilities. I believe that any conflict can be resolved with an honest conversation and an open mind.

**What do you bring to this position that is unique or distinctive? How will you make a difference? \***

I believe that I offer a unique perspective and can relate to the majority of the membership from my past practice experience. I have practiced in a solo private PPO practice, I have been an associate in a large DSO group



practice as well as an owner of fee-for-service cosmetic practice. I feel that I can relate to most people regardless of where they are in their journey which can help encourage their future development

**Please give us an idea of where you see your interests and expertise supporting the advancement of the AACD strategic plan and reflecting an alignment with the Academy's core purpose.**

My diverse training background in multi-specialty, interdisciplinary treatment can hopefully support the academy's mission of being the preferred pathway for responsible minimally invasive esthetic dentistry that is also comprehensive in nature. I think that the addition of topics such as occlusion, perio, surgery, ortho, etc as it relates to esthetic dentistry will only enhance the scientific sessions and create more variety for attendees. One complaint that I have heard in the past from attendees is that "the topics and speakers are the same every year". By addressing esthetics more comprehensively we can offer a more well rounded educational experience and avoid the repetition that can discourage some clinicians from attending every year.

**Ultimately, the purpose of serving the AACD is to support our membership. Tell us how you see yourself relating to the membership and forming a bridge between the Board and our members.**

I see this as a major problem in the AACD at the moment. I feel that there is a major divide between more skilled, accomplished, accredited members and the rest of the younger or developing membership. Many young clinicians see some of the KOL's, speakers, and elite clinicians as unrelatable. I think it is important to make the education and leadership relatable to everyday general dentistry. Many young clinicians feel those on the podiums and even accredited members/fellows just do perfect dentistry all day everyday and never have failures or less than ideal outcomes. While it is important to be able to showcase excellence and set an example for everyone to strive for, I think that it is important for the general members to feel like they can relate to those that they are learning from. This is not a problem that is unique to the AACD but can be an issue throughout our profession. I loved Amanda and Adamo's headlining lecture in 2024 because it illustrated their journey and they shared their past shortcomings. I think this is important to continue to nurture the development of the membership and create more of a sense of a community.

**What unique ideas do you have to build and grow our membership?**

I believe that the AACD needs a "match making" program. I hear from so many young clinicians that have a desire to develop their clinical skillsets and are in search of mentors or better practice opportunities. Many of these young clinicians are part of DSO's or are associates in practices that do not support their desire to push for excellence. I also have conversations with more seasoned practitioners that are in need of an associate or would like to find a successor to transition their practice as they near retirement. The AACD really needs some sort of "match making" program to help these clinicians find each other. This can be an exclusive members-only service or it could be extended to those outside of the membership in an attempt to bring new members in through practice opportunities.

**Please list any leadership courses or webinars taken. Leadership training is highly recommended.**

My leadership training has primarily come from continuing education courses, professional coaches or practice consultants.

**What else should we know in order to consider you as an applicant for this position?**

I would be humbled to contribute to the academy in any way I can and I want to be part of leadership that gets the academy back on their feet and will begin to thrive again.

**Gesica T. Horn, DDS, FAACD**

**AACD Member Since**  
2005

**What position are you applying for?**  
ABCD Special Election

**Are you an Accredited Member?**  
Yes

**Provide your condensed bio in one paragraph**

Dr. Gesica Horn, DDS, FAACD, is the owner and practitioner of Serene Oaks Dental in North Oaks, Minnesota, where she has built a reputation for excellence in complex restorative and aesthetic dentistry. As one of only a few Fellows of the American Academy of Cosmetic Dentistry worldwide, she is recognized as an influential leader and dedicated contributor to the profession. Dr. Horn is a published author in respected dental journals, an accomplished presenter at major dental meetings and a committed lifelong learner through continued involvement with many professional dental organizations.

**List your education**

Undergraduate: University of North Dakota

Post graduate: University of Minnesota School of Dentistry

**List your employment history**

2001-2002: Associate D.D.S Boger Dental, New Hope, MN

2002-Present: Owner Serene Oaks Dental, North Oaks, MN

**List current or previous volunteer leadership positions (committees/boards) you've held within the AACD**

2023-2025: NALCD

2025: Chair of NALCD

**Describe any leadership experience you've had within your community or other dental organizations**

Board of Advisors Focus Dental Study Club

**Have you served on boards in the past? If so, what have you learned from this experience?**

Listening before speaking, building trust and collaboration are pillars for success.

**Why are you applying for this position?**

I am passionate about providing and advancing cosmetic dentistry while helping this premier academy be on the forefront of doing so. I also would like to see the accreditation allow for cosmetic dentistry be a recognized specialty.

**What is your vision for the future of the AACD?**

My vision is for the AACD to be recognized globally as the elite authority in aesthetic dentistry—where the highest standards of clinical excellence, education, and mentorship are not only upheld, but continually elevated. I want the AACD to empower clinicians at every stage of their careers through transformative learning, hands-on experience, and collaborative communities that shape the future of cosmetic dentistry. Through innovation, scientific rigor, and an unwavering commitment to exceptional patient outcomes, the AACD should remain the organization that advances our profession, cultivates confident and capable leaders, and inspires the world with the art and science of beautiful, healthy smiles.

**We are interested in learning about your leadership skills and organization style. Tell us what we could expect and how you work with others. Be specific.**

You can expect my leadership to be intentional, engaged, and grounded in excellence. I lead by example—setting high standards for myself and the teams I serve—while creating an environment where others feel empowered to contribute their strengths. My organizational style is focused, proactive, and solution-driven; I value structure and accountability, but I also stay flexible and ready to adapt when needed. I listen first, communicate respectfully, and work collaboratively to align people toward a common goal. Above all, I build trust. I believe that when a group feels supported, inspired, and unified, we can elevate this academy further than any one of us could alone.

**Serving the AACD requires people to take on projects and see them to completion, often working with others to accomplish specific goals. Tell us about your accomplishments and approach to fulfilling obligations.**



Throughout my career, I have taken on demanding projects that require vision, discipline, and effective collaboration. Building and leading Serene Oaks Dental for nearly 25 years has strengthened my ability to organize complex initiatives, manage timelines, and ensure that each commitment is seen through to completion—whether that's delivering transformative treatment plans, guiding team development, or implementing new systems that elevate patient care. In my volunteer and professional roles, including achieving AACD Accreditation and Fellowship, presenting at national meetings, and publishing in respected journals, I have demonstrated persistence and accountability from start to finish. My approach is simple: set clear expectations, communicate openly, and work cohesively with others who share the goal. I lead with positivity and professionalism, and when challenges arise, I remain focused on solutions. I take pride in delivering what I commit to—and encouraging those around me to feel confident and successful in delivering their best as well.

**The AACD offers our members a superb opportunity to form friendships which could be brought into conflict when policy decisions or approaches must be addressed. Tell us about how you might balance those friendships when policy or ethical issues create such a conflict.**

I deeply value the friendships, mentorships, and professional relationships that the AACD fosters. Those bonds are a strength of this organization and I have personally experienced them all. However, I also recognize that leadership requires the ability to separate personal feelings from professional responsibility when policy or ethical issues arise. In moments of conflict, I believe transparency, fairness, and respect must guide decision-making. I listen first — ensuring all perspectives are understood — and then rely on the Academy's mission, values, and standards to determine the appropriate path forward. Being a true friend within a professional community sometimes means upholding accountability, even when it's uncomfortable. My goal is always to handle sensitive situations with discretion and empathy while protecting the integrity of the Academy and the trust our members place in it. I strive to create outcomes where relationships remain intact, and the ethical foundation of the AACD remains unwavering.

**What do you bring to this position that is unique or distinctive? How will you make a difference? \***

What I bring to this role is a rare combination of high-level clinical expertise, strong leadership experience, and a passion for lifting others up as I continue to grow myself. As one of a small number of AACD Fellows worldwide, I understand first-hand the rigor and commitment required to pursue excellence in cosmetic dentistry — and I want more clinicians to feel supported and confident in that journey. Having built and led a successful comprehensive and aesthetic practice for over two decades, I have developed the ability to execute projects effectively, collaborate across diverse personalities, and maintain focus on meaningful results. I am energized by innovation and deeply committed to mentorship, education, and advancing the visibility of our specialty. I will bring a thoughtful, strategic, and enthusiastic voice to the Academy — one that believes the AACD should always push the standard higher, expand access to world-class education, and inspire pride in what it means to be part of this organization.

**Please give us an idea of where you see your interests and expertise supporting the advancement of the AACD strategic plan and reflecting an alignment with the Academy's core purpose.**

My interests and expertise align strongly with the AACD's core purpose of advancing excellence in cosmetic dentistry through education, credentialing, and ethical patient care. I can best support the Academy by helping expand mentorship and education programs that guide dentists along the Accreditation and Fellowship pathways, strengthening the organization's reputation as the global standard for aesthetic excellence. With experience in leadership, clinical innovation, and practice development, I aim to contribute to initiatives that elevate member engagement, enhance educational access, and inspire the next generation of cosmetic dentists to uphold the artistry, integrity, and impact that define the AACD.

**Ultimately, the purpose of serving the AACD is to support our membership. Tell us how you see yourself relating to the membership and forming a bridge between the Board and our members.**

Our membership is the heart of the AACD, and I see my role as both a representative and an advocate for them. As a private practice owner who has grown through the AACD's education and credentialing pathways myself, I understand the challenges and aspirations of everyday clinicians—balancing patient care, business demands, and the pursuit of excellence. I relate to our members because I am our members: driven by passion, proud of our craft, and eager to grow. I believe that effective leadership listens first, then acts thoughtfully and transparently. I will prioritize open communication, ensuring that member feedback shapes Board decisions and that our strategic initiatives reflect the real needs of our community. By staying actively present—through study clubs, programming, and personal outreach—I will help create a stronger bridge



between the Board and our members, fostering connection, trust, and a shared belief that the AACD is where we thrive together

**What unique ideas do you have to build and grow our membership?**

To grow membership, the AACD should blend prestige with accessibility—making it both an honor and an essential resource for every dentist pursuing excellence. I'd focus on three key strategies: Structured Mentorship: Create guided pathways that connect new members with Accredited and Fellow mentors to support progress toward credentials. Micro-Credentials: Offer short, skill-based certifications (e.g., esthetic photography, digital smile design) that provide early wins and ongoing engagement. Meaningful Connection: Strengthen local study clubs and introduce regional ambassadors to foster belonging and collaboration. By deepening mentorship, celebrating growth, and showcasing member success, the AACD can continue to expand while reinforcing its position as the global leader in aesthetic dentistry.

**Please list any leadership courses or webinars taken. Leadership training is highly recommended.**  
I've taken many leadership courses throughout the years from several dental and non-dental organizations including John Maxwell and Masterclass.

**What else should we know in order to consider you as an applicant for this position?**

As my family has grown up, I have more time to offer to this organization that has been so good to me