

**Follow In Her Footprints**

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**President's Message**

*Assume your responsibility as a member and exercise your right to vote* **p. 04**

**Practice Management**

*Attracting and Retaining Top Talent*  
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THE MAGAZINE OF THE AAPD

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AMERICA'S PEDIATRIC DENTISTS  
**THE BIG AUTHORITY on little teeth®**

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# PRESIDENT'S MESSAGE

## YOUR VOICE; YOUR VOTE



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### PRESIDENT

Dr. Amr M. Moursi

As we celebrate the 75th year of the American Academy of Pediatric Dentistry, it's a good time to reflect on our history. Before the Academy existed, the American Society of Dentistry for Children (**ASDC**) was the major professional organization dedicated to promoting children's oral health. This group of dedicated providers consisted of both pediatric dentists and general dentists. The ASDC and the AAPD coexisted for decades and many of our current members were members of both organizations. In 2002, the two organizations merged under the banner of the AAPD and the "Affiliate" member category was created to accommodate our general dentist colleagues. For over 20 years, general dentists have joined the AAPD in this category and supported our mission and vision by volunteering thousands of hours on Councils and Committees, helping to create our guidelines and policies, as well as advocating for children's oral health at the local, state and national level. They have also contributed generously to the AAPD Foundation to enhance access to care for underserved children.

General dentists provide care for approximately 70 percent of all children in the U.S. In order to achieve our vision of "optimal oral health for all children" and remain the "Big Authority on Little Teeth" we must acknowledge the important role general dentists play in the oral health of children. Of the approximately 150,000 active general dentists in the U.S., only about 450 are Affiliate members of the AAPD. While we would encourage all general dentists who care for children to be AAPD members, we understand that is unlikely. However, those who do choose to become AAPD members should be welcomed into an inclusive environment. That inclusion is challenged by the current restrictions in our Constitution and Bylaws which prohibit Affiliate (general dentist) members from using the Academy name or their membership status in any way, including on their practice website, social media and business cards. Although we are delighted to have our current Affiliate members, we would like to make them and other general dentists feel welcome under the "AAPD Tent". The restrictions on membership acknowledgment are an obstacle to this. For example, an AAPD Task Force survey found that nearly 40 percent of general dentists who were considering joining the AAPD would NOT join because of restrictions regarding the acknowledgment of AAPD membership status to the public.

We are not alone among dental specialty organizations that offer membership to general dentists. Of the twelve recognized dental specialties, nine welcome general dentists as members in their organizations. However, of those nine groups, we do stand alone in that only the AAPD has restrictions on acknowledging membership to the public. Such restrictions run counter to

our obligation to educate, mentor and support anyone that advances the mission of the Academy. So, we began to explore this issue to find an approach that would allow general dentists to acknowledge their AAPD membership without implying to the public that they have additional training similar to that of a pediatric dentist. In addressing this issue, it has *not* been our aim to recruit large numbers of new members or generate new dues revenue, but simply to find an equitable solution.

Membership recognition versus misleading advertising. These are two unrelated issues but it's easy to conflate them. There is a real problem of general dentists inappropriately promoting themselves with misleading phrases such as "Kids' Dentist" or "Children's Dentist". There are regulations that prohibit false advertising such as this in every state and they should be enforced. If a dentist is violating the rules, they should be reported to their State Dental Board. Also, if they are an ADA member, the AAPD will assist in notifying the ADA's Council on Ethics, Bylaws and Judicial Affairs and ask them to contact the dentist to address the issue and make them aware of the consequences of non-compliance. Unfortunately, the AAPD has no control or jurisdiction regarding violations of advertising practices of non-members. We do, however, feel that this is a critically important issue and have taken measures to address it (see the article "Summary of AAPD Efforts to Protect Specialty Advertising" <https://www.aapd.org/about/about-aapd/news-room/latest-news/protect-specialty-advertising/>).

The good news is that when violators are reported to the AAPD they are usually not an AAPD Affiliate (general dentist) member. And, when we are

informed of a member promoting themselves in a misleading way, the AAPD's general counsel has contacted the member informing them of their violation of our ethics standards and how they risk sanction or expulsion if they don't comply. This approach has been extremely effective and virtually every case has resulted in correction of the misleading advertising practices. Allowing for membership recognition will not put an end to misleading advertising practices. It will put the AAPD in a better position to promote and regulate appropriate advertising by general dentist members, and help enhance pediatric dentists' role as the experts in the field.

As I have travelled around the country meeting with members the last few months discussing this issue, I have often heard this question, "Well, if general dentists can say they are a member of the AAPD then how do I distinguish myself to the families in my community?" Fortunately, there are a number of ways. For one, only graduates of an accredited pediatric dental training program can call themselves a "Pediatric Dentist". In addition, only pediatric dentists can be Board Certified and advertise themselves as a Diplomate of the American Board of Pediatric Dentistry. Also, Fellow status in the AAPD is a distinction and privilege available to only pediatric dentists.

In light of all this, the Affiliate Advisory Committee, at the request of the AAPD Board of Trustees, has been researching the issue of AAPD membership recognition of the Affiliate Member for some time. After gathering information from a variety of stakeholders they have recommended that general dentist members be given the opportunity to publicly acknowledge their membership. The Board of Trustees has proposed that they use the term

"General Dentist member of the American Academy of Pediatric Dentistry" and that the "Affiliate" category be changed to the "General Dentist" category. Use of the AAPD logo would remain limited to pediatric dentist members. Adoption of this proposal would entail a change to our Constitution and Bylaws. At its January 2023 meeting, the Board of Trustees voted to support the proposed change to the Bylaws (officially posted in this edition of *PDT*). The Board of Trustees consists of trustees representing members in all five geographic Districts, as well as constituencies in Academics and the Federal Services. The Board has forwarded the proposed change to the Bylaws for a vote by the membership at the General Assembly meeting during AAPD 2023 in Orlando. Remember, any change to the Constitution and Bylaws requires a vote by the membership at the General Assembly. Only the membership, not the Board of Trustees, can make such a change.

While recognizing that members have varying opinions on this matter, the Board of Trustees believes it is in the best long-term interest of the Academy to allow general dentist members to publicly acknowledge their membership. Now, it's up to you, the members, to decide if you would like to see this change. Make sure to arrange your travel plans for AAPD 2023 in Orlando so that you can attend the General Assembly on Sunday morning, May 28, 9:30-11:30 a.m. You must be present in-person to vote. I hope you will all assume your responsibility as a member and exercise your right to vote on how our Academy will decide this important issue.

See you in Orlando!

# CEO'S MESSAGE



## CEO

Dr. John S. Rutkauskas

During the American Dental Association's (ADA) 2022 Annual Session (SmileCon) in Houston, Texas, this past October, the AAPD hosted a reception for members serving as delegates or alternates in the ADA House of Delegates (HOD), pediatric dentistry speakers, representatives from other dental partner organizations, and corporate sponsors. The AAPD Executive Committee also met with officers and executive staff of the Academy of General Dentistry and the American Association of Oral and Maxillofacial Surgeons.

# PEDIATRIC DENTISTRY AT THE 2022 ADA HOUSE OF DELEGATES

As is done every year, the AAPD reviewed resolutions of interest to pediatric dentistry being considered by the ADA House of Delegates. AAPD officers testified on these positions before the applicable ADA Reference Committees. *All of the resolutions listed below were supported by the AAPD and adopted by the ADA House of Delegates.*

## **Resolution 410H – Council on Dental Education and Licensure Response to Resolution 108H 2021: National Commission on Recognition of Dental Specialties and Certifying Boards Requirements**

This resolution updated Requirements for Recognition of Dental Specialties and National Certifying Boards for Dental Specialists.

## **Resolution 507H – Oral-Systemic Health Integration**

**“Resolved**, that the ADA supports and encourages treatment to optimize a patient’s oral health status prior to organ transplants, joint replacements, cardiac surgery and other medical procedures

and be it further

**Resolved**, that the ADA supports and encourages research, collaboration and appropriate treatment discussions between dentists and other health care providers to help identify systemic diseases which are suspected to have a relationship to a patient’s oral health.”

## **Resolution 510H – Medicaid Dental Loss Ratios: Accountability and Oversight**

**“Resolved**, that the American Dental Association recommends that U.S. Centers for Medicare & Medicaid Services (CMS) publish a state by state assessment of managed care organizations with the percentage of allocated Medicaid funding that is being spent on dental services, and be it further

**Resolved**, that the American Dental Association recommends that CMS require each state Medicaid agency to monitor the dental loss ratio among their contractors.”

## **Resolution 513H – Report of the Medicaid Task Force**

**“Resolved**, that the Medicaid Task Force be re-authorized for an additional year to complete the work described in its 2022 Report and Appendix 1 (ADA Medicaid Reform Priority Agenda), and be it further

**Resolved**, that the president be urged to reappoint the current Task Force members with the addition of two dental school deans for insights from the dental education perspective, and be it further

**Resolved**, that the Task Force report its recommendations to the 2023 ADA House of Delegates.”

## AAPD Member Delegates and Alternates

We thank those AAPD members who served in the 2022 ADA House of Delegates.

### 1<sup>st</sup> District (Conn., Maine, Mass., N.H., R.I., Vt.)

Delegates

**Neha Das** (Pittsfield, Mass.)

**Norma J. Desjardins** (Presque Isle, Maine)

**Keri Discepolo** (Boston, Mass.)

**Annemarie "Mimi" DeLessio-Matta** (Southbury, Conn.)

**Jeffrey R. Karen** (South Weymouth, Mass.)

**Maritza Morell** (Andover, Mass.)

Alternate

**Steven K. Rayes** (Norwich, Vt.)

### 2<sup>nd</sup> District (N.Y.)

Delegates

**Renuka R. Bijoor** (Briarcliff Manor, N.Y.)

**Lois A. Jackson** (New York, N.Y.)

**Ioanna G. Mentzelopoulou** (New York, N.Y.)

Alternate

**Margaret Madonian** (Liverpool, N.Y.)

### 3<sup>rd</sup> District (Pa.)

Alternate

**Lauren Yap** (Danville, Pa.)

### 4<sup>th</sup> District (Air Force, Army, Del., D.C., Md., Navy, N.J., PHS, P.R., Veterans Affairs, Virgin Islands)

Delegate

**Sonia A. Taylor-Griffith** (St. Thomas, V.I.)

*Alternates*

**Rachel A. Maher** (Wilmington, Del.)

**Elisa J. Velazquez** (Toms River, N.J.)

### 5<sup>th</sup> District (Ala., Ga., Miss.)

Delegate

**James I. Lopez** (Columbus, Ga.)

Alternates

**Robert David Bradberry** (Marietta, Ga.)

**Ryan M. Vaughn** (Gainesville, Ga.)

### 6<sup>th</sup> District (Ky., Mo., Tenn., W. Va.)

Delegate

**Rhonda Dawn Switzer-Nadasdi** (Nashville, Tenn.)

Alternate

**Ashley N. Popejoy** (Springfield, Mo.)

### 7<sup>th</sup> District (Ind., Ohio)

Delegate

**Hal S. Jeter** (South Point, Ohio)

Alternate

**Winnie Wong** (Independence, Ohio)

### 8<sup>th</sup> District (Ill.)

Delegates

**Susan Bordenave-Bishop** (affiliate member) (Peoria, Ill.)

**Cissy K. Furusho** (Lincolnwood, Ill.)

**Sharon J. Perlman** (affiliate member) (Chicago, Ill.)

**Kenneth G. Rawson** (O'Fallon, Ill.)

### 9<sup>th</sup> District (Mich., Wisc.)

Delegates

**Clifford R. Hartmann** (New Berlin, Wisc.)

**Daniel Miller** (North Muskegon, Mich.)

*Alternate*

**Naila S. Farooq** (Commerce Township, Mich.)

### 10<sup>th</sup> District (Iowa, Minn., Neb., N.D., S.D.)

Delegates

**James D. Nickman** (North Oaks, Minn.)

**Aruna Rao** (Minneapolis, Minn.)

Alternates

**Thane Evans Crump** (Watertown, S.D.)

**Jessica A. Meeske** (Hastings, Neb.)

### 11<sup>th</sup> District (Alaska, Idaho, Mont., Ore., Wash.)

Delegates

**Christopher Delecki** (affiliate member) (Kirkland, Wash.)

**John L. Gibbons** (Silverdale, Wash.)

**Jane Gillette** (affiliate member) (Bozeman, Mont.)

**Bernard J. Larson** (Mount Vernon, Wash.)

**Mark D. Mutschler** (Oregon City, Oregon)

Alternates

**Brianne M. Butler** (Sequim, Wash.)

**Harlyn Kaur Susarla** (Mill Creek, Wash.)

### 12<sup>th</sup> District (Ark., Kansas, La., Okla.)

Delegates

**Timothy R. Fagan** (Enid, Okla.)

**Nick Rogers** (affiliate member) (Arkansas City, Kansas)

Alternates

**John T. Fales, Jr.** (Olathe, Kansas)

**Jill Jenkins** (Shawnee, Kansas)

### 13<sup>th</sup> District (Calif.)

Delegates

**Paul Ayson** (affiliate member) (Visalia, Calif.)

**John L. Blake** (affiliate member) (Long Beach, Calif.)

**Lindsey A. Robinson** (Grass Valley, Calif.)

**Erin Shah** (San Francisco, Calif.)

**14<sup>th</sup> District (Ariz., Colo., Hawaii, Nev., N.M., Utah., Wyo.)**

Delegates

**Karen D. Foster** (Greenwood Village, Colo.)

**Jeffrey A. Kahl** (Colorado Springs, Colo.)

**Christopher C. Lee** (Honolulu, Hawaii)

**Kirk J. Robertson** (Flagstaff, Ariz.)

Alternates

**Darren D. Chamberlain** (Springville, Utah)

**Norman S. Chun** (Kailua, Hawaii)

**Charles A. Davis, Jr.** (Tucson, Ariz.)

**Christopher C. Lee** (Honolulu, Hawaii)

**Jessica L. Robertson** (Flagstaff, Ariz.)

**15<sup>th</sup> District (Texas)**

Delegates

**Charles W. Miller** (Arlington, Texas)

**Rita M. Cammarata** (Houston, Texas)

Alternates

**Roberto Loar** (Austin, Texas)

**Adrien L. Theriot** (Houston, Texas)

**16<sup>th</sup> District (N.C., S.C., Va.)**

Delegates

**Scott W. Cashion** (Greensboro, N.C.)

**Roslyn M. Crisp** (Burlington, N.C.)

Alternates

**Christopher James Luevano** (Falls Church, Va.)

**Shamik S. Vakil** (Charlotte, N.C.)

**17<sup>th</sup> District (Fla.)**

Delegate

**Michael W. Stratton** (Orange Park, Fla.)

Alternates

**Stephen D. Cochran** (Jacksonville, Fla.)

**Casey Lynn** (Apollo Beach, Fla.)

**Help more kids get the dental care they need.**

The American Academy of Pediatric Dentistry Foundation does one thing: We work to ensure that all kids have access to the dental care they need, regardless of their parents' or caregivers' ability to pay.



**When you donate to the AAPD Foundation, 100 percent of your gift benefits children directly. If you've already given this year, THANK YOU. If you have yet to show your *Big Love For Little Teeth*, we welcome you to join us on our shared mission. Click the QR code to donate now, or learn more.**







## Welcome New Members

The AAPD would like to welcome new members. We look forward to supporting your professional needs. For further information on membership benefits please contact Membership Department at (312) 337-2169 or [membership@aapd.org](mailto:membership@aapd.org).

### Pediatric Dentist is ADA 10 Under 10 Awardee



(l-r) AAPD Immediate Past President Dr. Jeannie Beauchamp, pediatric dentist Dr. Harlyn Kaur Susarla (Mill Creek, Wash.) and AAPD COO/General Counsel C. Scott Litch in the SmileCon exhibit hall. Susarla, an Alternate Delegate from ADA's 11th District and a Trustee of the AAPD Foundation, was one of the recipients of ADA's 2022 10 Under 10 award.

## IN REMEMBRANCE

### Dr. Charles E. Wilkinson

Lifelong AAPD member and former AAPD trustee Dr. Charles E. Wilkinson passed away on January 6, 2023. He was 88 years old.

Dr. Wilkinson was born in Moorehead, Mississippi May 21, 1934. He was raised in Yazoo City, Mississippi by his parents Clarence and Rowena Wilkinson who preceded him in death. He had loving siblings, Clarence Wilkinson, who preceded him in death and Peggy Wilkinson Ward of Clinton, Mississippi.

Charlie was President of the student body at Yazoo City Highschool, where he was voted, "Mr. Yazoo City High". After playing basketball, football, and tennis in college, he attended Dental School at the University of Tennessee College of Dentistry where he earned a Doctor of Dental Surgery. He then earned a Master of Science after completing a residency in Pediatric Dentistry. He became one of the first pediatric dentists in the country.

The medical unit is where he met his bride, Jo Anne Webb. They were married for 67 years. They had three sons, Charles E Wilkinson, Jr. (Vickie), Bradley W. Wilkinson (Julia Beth) and Gregory T. Wilkinson (Cissy). He leaves behind many grandchildren, Rucker, Townes and Elle Wilkinson, Lauren, Alex and Molly, Crews Wilkinson and Danny Wilkinson. He also had 3 great grandchildren, Skylar and Jace Smith and Presley Porter.

Charlie was a leader in many ways. He founded and endowed a scholarship fund for incoming freshman at Delta State University. He named it after his parents, "The Clarence & Rowena Wilkinson Scholarship Fund." It remains to this day. He and his bride were lifelong members of Christ United Methodist Church. Charlie was President of the Kingswood Sunday School Class and fulfilled many rolls of service and leadership at the church. He was chairperson of Christ Methodist Day School for many years. He was also a leader in his profession of Pediatric Dentistry. Charlie was President of the Southeastern Society of Pediatric Dentistry and long serving President of the University of Tennessee Pediatric Dental Alumni Association. He helped found the annual University of Tennessee Pediatric Dental Alumni Association meeting. He brought in and hosted speakers from all over the world. For decades, Charlie administered the licensure exam for Pediatric Dentists in the State of Tennessee.

### Dr. James Lowery Bugg, Jr.

Dr. James Lowery Bugg, Jr., a longtime AAPD member and Diplomate passed away at home on December 10, 2022, with family and his loving wife, Patricia, by his side. He was 90 years old.

Dr. Bugg is survived by his wife of 67 years, Patricia Imorde Bugg, son, James Lowery Bugg III, and daughters Theresa Wilk (Brad), Martha Ausburn (John), Ellen Elliott (John), and Patricia Karbach, son-in-law Chris Christians, 11 grandchildren, 11 great-grandchildren and niece Ann Turley Young.

Raised in Owensboro, Kentucky, he was a graduate of Vanderbilt University and University of Louisville School of Dentistry and received a master's degree from the University of Alabama School of Dentistry. This was followed by a teaching position at the University of Tennessee College of Dentistry.

Jim joined the faculty of UT Health Houston School of Dentistry in 1967 and was awarded a Diplomate of the American Academy of Pediatric Dentistry in 1968. He became Department Chair of Pediatric Dentistry at the UT Health San Antonio School of Dentistry in 1974 and retired from their faculty in 1997. He was an active member of the American Society of Dentistry for Children throughout his career, including President from 1990 - 1991.

## THE STUDENT CHAPTER OF THE AAPD AT THE MEHARRY MEDICAL COLLEGE SCHOOL OF DENTISTRY

Meharry Medical College School of Dentistry has a mission of empowering diverse populations to improve the well-being of humankind. Many of the predoctoral students at the School of Dentistry go beyond their regular curriculum to focus on youth, supporting the AAPD mission of advancing optimal oral health for all children. To this end, Meharry is proud to have officially transformed its Pediatric Student Club in 2022 into the Meharry Chapter of the American Academy of Pediatric Dentistry (AAPD). Along with this transition, many of the student leaders and members, including Chapter President, Student Doctor Taylor King, D.D.S. '23, have gained AAPD membership, beginning their lifelong career in caring for pediatric patients and patients with special health care needs at a transformative time in their educational journeys. With a passion for pediatric dentistry, the student leaders of the Meharry Chapter engage in educational activities, outreach and fundraising in support of improving access to oral health care for the children of Nashville, Tenn.

Throughout the year, the student leaders of the Meharry Chapter of the AAPD engage in lunch-and-learns with visiting guests and Meharry faculty. Previous presentations have focused on applying for pediatric dental residency and novel techniques in the field of pediatric dentistry. Upcoming lectures and discussions will focus more closely on dental trauma, care for patients with special health care

needs and access to care concerns in pediatric dentistry. The Meharry students further embrace mentorship as a core component of their Chapter of the AAPD, with Student Doctor Ashley White, D.D.S. '23, spearheading a big-little program for students interested in pediatric dentistry.

The Meharry Chapter of the AAPD further embraces the fun of pediatric dentistry with every fundraising and awareness initiative. The student leaders organize social events and social media posts to foster a community interested in pediatric dentistry. The students further inspire their peers to support their endeavors by raffling dental eyewear, holiday-themed socks, and personalized school attire.

Most passionately, the student members of the Meharry Chapter of the AAPD engage in outreach in the community under the guidance of Community Service Co-Chairs, Student Doctors Tamera Thomas, D.D.S. '25, and Marlene Dontsop, D.D.S. '24. In just the Fall Semester of 2022, outreach has included multiple Healthy Smiles Trick-or-Treat events, dental screenings at the Special Olympics, and planning for Give Kids A Smile 2023. Most notably, nearly 25 student doctors took time out of their busy schedules to provide oral health education to over 60 low income children at the Martha O'Bryan Center in East Nashville.

Aspiring pediatric dentist and Chapter Treasurer, Marissa Lee, D.D.S. '24, explains that pediatric dentistry to



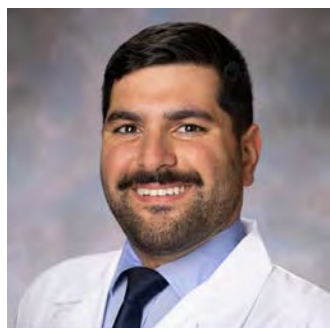
her is about “providing children and families with the tools for a lifetime of oral health, and being that mentor that I never really had in the dental profession.” The children in Meharry’s urban setting often face financial challenges, recent immigration status, and difficulty accessing medical and dental homes due to language and other barriers. To the student members of the Meharry Chapter of the AAPD, the chapter offers the opportunity to be a part of the solution in the fight for increased access to care for our nation’s youth. With a drive for improvement, Student Doctor Marissa Lee and her colleagues are more motivated than ever to engage in learning, outreach, and fundraising to make a difference. In the coming academic year, the chapter initiatives include attendance at the AAPD Annual Session and lobbying for issues central to the care of pediatric dental patients.

For more information about the Meharry Chapter of the AAPD, please contact Faculty Sponsor, Dr. Mirissa Price, Board Certified Pediatric Dentist, at [mprice@mmc.edu](mailto:mprice@mmc.edu).

## FROM RESIDENT TO ATTENDING: ENTERING ACADEMIC DENTISTRY AFTER RESIDENCY

by Dr. Christina Nuñez, D.D.S., M.S., M.P.H. (she/her)

If you are a pediatric dental resident in your final semester, we understand that this can be a time of both possibility and apprehension as you consider the numerous career paths available following graduation. Whether you endeavor to jump into a startup, associate at a small private practice or large dental service organization, or enter academia, PDT's Resident Corner is here to highlight and glean insight from our 2022 graduates in the field now. First up, we will hear from two residents turned attendings immediately following graduation.



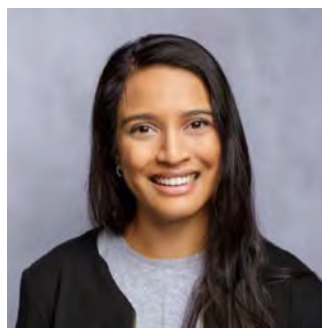
**David Danesh,  
D.M.D., M.P.H., M.S.**

Hometown: Columbus, Ohio

Dental School: Harvard School of  
Dental Medicine

Residency: The Ohio State  
University/Nationwide Children's  
Hospital

Current Title: Pediatric  
Dental Attending, Nationwide  
Children's Hospital



**Bhakti Desai,  
D.M.D., M.S.**

Hometown: Birmingham, Ala.

Dental School: University of  
Alabama at Birmingham School  
of Dentistry

Residency: University of Illinois  
Chicago College of Dentistry

Current Title: Clinical Assis-  
tant Professor, Department of  
Pediatric Dentistry, Director for  
the Undergraduate Pediatric  
Didactics and Lab

### Was this always how you en- visioned entering academia?

**DD** – Yes, my current job is exactly how I envisioned entering academia. I specifically remember more than ten years ago when I had sat down in the office of my undergraduate mentor (Dr. Ann Griffen) who provided specific advice for my future and what an academic career would look like. I am incredibly grateful for her encouragement and support, as well as many other mentors I had along the way. Now that I am working in this role, it's even more fun, stimulat-

ing, and fulfilling than I envisioned. I am learning and doing even more than I was in residency, building on the training. My current role is clinical, and I see myself continuing or transitioning to a tenure track faculty position.

**BD** – I wasn't exactly sure when and how I would enter, but coming into residency, I knew that I wanted to work with vulnerable patient populations and tackle access to care issues. During my residency training, I completed a certificate in Health Disparities. One of the focuses of my certificate research was improv-

ing access to oral healthcare by expanding available providers and motivating and equipping providers to manage and treat vulnerable patient populations. This starts at the foundational level of predoctoral education. I worked with dental students in the undergraduate pediatric dental clinic during residency, and I loved it. I realized that if I could encourage dental students to not only see children in their offices, but also manage emergent needs for all children regardless of insurance type, we could really help improve access to care for children.

## What does your current position entail? Any perks or challenges?

**DD** – My current position is mainly treating patients in our dental clinic and in our hospital operating rooms under general anesthesia. I also supervise as an attending in the clinic, serve on a few residents' thesis committees, collaborate with other faculty on research, and help teach our resident pediatric dentistry restorative seminar course. I get to practice in an interesting and fast-paced clinical environment, where I can continue to refine my clinical skills while contributing to research and teaching. That said, it can be a challenging position at times, especially because sometimes we must work extra hard for our patients. But that's what makes this position so fun and special! I think that all jobs worth doing are challenging. Always keeping in mind what is best for the kid drives our team to work extra hard.

**BD** – I currently oversee the didactic and lab components for the pediatric dental curriculum for dental students, as well as the pediatric honors track for dental students interested in pediatric dentistry. I largely work with dental students in the pediatric dental clinic, but I also spend a few days a month in the postgraduate clinic with residents, work with

residents to oversee cases in the OR, and serve as their attending on call for pages from the hospital. I also serve on the resident search committee to help interview residency candidates and help mentor 3 residents on their research projects. It is easy to get overwhelmed by various meetings and timelines for submitting grades and lectures, but the students and residents make it worth it at the end of the day. An added perk is also the ability to have my dental student debt repaid through HRSA Title VII. This funding alleviates financial stress for those wanting to go into academia and inspire the next generation of general dentist and pediatric dentists.

## Are you also in private practice?

**DD** – No, happily working full-time at Nationwide Children's!

**BD** – Yes, I am in private practice on Fridays. I love that I am also able to practice, as I was nervous about going straight into academia without "real-world" pediatric dental experience outside of residency. My private practice days offer experiences that I can relate back to residents and dental students. Working in private practice allows me to grow not only as a clinician, but also as an educator.

## Favorite part so far? Things you are looking forward to?

**DD** – My favorite part has been continuing to work with my colleagues – our faculty, staff, and residents are special!

**BD** – Easy—working with the dental students. I truly love getting to be the one teaching them about pediatric dentistry and translating didactic content to the lab and then to the clinic when they see their own pediatric patients. It's not possible for pediatric dentists to see all children. A lot of this will fall on general dentists and I love encouraging the next generation of general dentists to see children in their practice or at least understand how to manage acute problems that may arise and then refer appropriately.

## Any words of advice for those interested in academia?

**DD** – Make a tentative plan listing out what all the "wants" and "needs" your ideal professional and personal life will have. This gives you an end goal to work towards, as well as the flexibility to be open to all opportunities!

**BD** – If you are interested in the least bit, reach out to your faculty mentors for opportunities to provide lectures. This way, I was able to see if academia was something I would potentially enjoy. From part-time to full-time, academia can take on different forms, so reach out to your faculty mentors and see what unique opportunities there are out there.

Dr. Christina Nuñez is a graduate of the Columbia University College of Dental Medicine and University of Illinois Chicago Pediatric Dental Residency. She is a member of the AAPD Resident Committee and is one of this year's AAPD Pediatric Oral Health Research and Policy Center Harris Fellows.

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## NOT TO MISS AT AAPD 2023

### Preconference Course

### Tongue Tie Toolkit\*

Thursday, May 25

8 AM – 5 PM

*Ticket Required*

*Ann M. Bynum, D.D.S.; Autumn Henning, M.S., CCC-SLP, C.O.M., I.B.C.L.C.; Richard T. Baxter, D.M.D., M.S.; Audrey Yoon, D.D.S.; Soroush Zaghi, M.D.; Piya Trehan Gandhi, D.D.S.*

What is a tongue tie? What is tethered oral tissue? Do these things affect growth, development, or airway concerns in my patient population? And why do I care about any of this as a pediatric dentist? If you are looking for the 1,000-foot view of how oral ties affect overall pediatric health, airway and sleep, this is the course to attend. This one-day symposium will put you in front of the experts in our field today. You will learn and be exposed to: the connection between ties and your patient; how to assess ties and what role each specialist plays in the diagnosis and treatment; how to treat/release a tethered oral tie with different surgical tools and techniques; the research behind the procedure and how to get best outcomes; and how to incorporate this collaborative approach into your busy bread-and-butter pediatric dental practice.

The culmination of the course will feature a transparent panel of all these exceptional speakers to get your final questions answered before starting your journey.

### Opening Ceremony and Keynote Address Shawn Achor

Friday, May 26

7:30 – 9 AM

Shawn Achor is the best-selling author of "The Happiness Advantage" and "Big Potential". He spent 12 years at Harvard, where he won over a dozen distinguished teaching awards, and delivered lectures on positive psychology in the most popular class at Harvard. Shawn graduated magna cum laude from Harvard and earned a Master's from Harvard Divinity School in Christian and Buddhist ethics.

Shawn has since become one of the world's leading experts on the connection between happiness and success.

Shawn has now worked with over a third of the Fortune 100 companies, and with places like the NFL, the Pentagon and the U.S. Treasury. To do his work, Shawn has traveled to 51 countries, speaking to farmers in Zimbabwe, CEOs in China, doctors in Dubai, and schoolchildren in South Africa. In 2014, Oprah Winfrey did a two-hour interview with Shawn on the science of happiness and meaning. His research on happiness made the cover of Harvard Business Review, his TED talk is one of the most popular of all time with over 16 million views, and his lecture airing on PBS has been seen by millions.



**You must be registered and have a conference badge to access the Opening Ceremony and Keynote Address. Tickets are required for all Preconference Course attendees, including guests.**

## SOCIAL & NETWORKING EVENTS

### Early Career Dentist Happy Hour\*

Sponsored by Treloar & Heisel and Medical Protective



**Thursday, May 25**  
5 – 7 PM

*Splitsville Luxury Lanes*

Set yourself up for the perfect game at Splitsville Luxury Lanes for the AAPD Early Career Dentist Happy Hour! Get Annual Session rollin' and share a lane with old friends and new colleagues at this upscale retro-style bowling lounge. Enjoy sensational bites and beverages while throwing a few strikes and spares. You don't want to miss it!!

### AAPD & AAPD Foundation Welcome Reception\*

Sponsored by AAPD Foundation



**Friday, May 26**  
7 – 11 PM

*SeaWorld Orlando*

Annual Session opens up with a splash this year! There's something for everyone to enjoy at SeaWorld Orlando, voted America's Best Theme Park in both 2021 and 2022 by USA Today's 10 Best Reader's Choice. Plus you can feel good while you're having fun knowing you're supporting one of the largest marine rescue organizations in the world. The amusement park will be open exclusively to AAPD Annual Session attendees and their guests for an evening of adventure. Guests of all ages can enjoy one-of-a-kind animal experiences, record-breaking roller coasters, and attractions for every thrill level, along with tasty treats and interactive entertainment.

Please stop by registration before it closes at 7 p.m., on Friday to pick up your wristbands. Each guest must have a wristband for entry. Wristband distribution will not be available at the Welcome Reception entrance, paper/electronic confirmations will not be accepted.





## Career Fair

Saturday, May 27

3 – 5 PM

The Career Fair is a great opportunity for a new pediatric dentist seeking their first practice position or the more experienced dentist who is looking for a change to network with hiring organizations.

For more information on exhibiting or more info on the Career Fair, visit <https://www.aapd.org/education/Annual/>. The cost to exhibit is \$165 for AAPD Members and \$550 for recruiting agencies.

## International Reception

Saturday, May 27

5:30 – 7:30 PM

An Annual Session tradition since 2010, the International Reception is one of the most popular events on the schedule. The AAPD invites International Members and attendees to join members of the AAPD board of trustees for nibbles and networking to jumpstart your evening in Orlando.

## President's Farewell Dinner and Reception\*

Reception sponsored by Treloar & Heisel and Medical Protective



Sunday, May 28

7 – 11 PM

Gaylord Palms

Abracadabra! Join us as we conjure up a magical evening to celebrate 76 years of AAPD success.

You'll believe in magic once you see the transformation within the Gaylord Palms. Enjoy craft cocktails, live music, and slight-of-hand entertainment while you and your guests toast to another before sitting down to dinner and show. With just the wave of a wand, we're sure this bewitching night will keep you captivated.

### \*Ticketed Events

Early Career Dentist Happy Hour, Welcome Reception, and President's Farewell Dinner are ticketed events. Tickets must be purchased in advance when registering to attend AAPD 2023.

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# REGISTRATION INFORMATION

Please review the following information to avoid delays in the processing of your registration or housing request.

*\*Times are indicated in Eastern Time*

## Who Needs to Register

Anyone (member or non-member dentist, dentists' staff or dental student/resident) who wants to attend any portion of the Scientific Program must register. All registration categories for AAPD 2023 include all education sessions (except those specified), complimentary beverages in the exhibit hall and Scientific Proceedings. The guest registration is additional and must accompany that of an attendee; children are complimentary to the meeting but tickets must be purchased for social events. Guests do NOT earn any continuing education credit; if seeking CE Credits, guests must register as Office Staff.

Tickets to the Welcome Reception, Early Career Dentist Happy Hour, and President's Farewell Dinner are an additional fee and must be purchased separately; see the social events section for more information.

Tickets to all social events must be purchased during registration; onsite tickets for these functions may be limited and are subject to availability.

**The cutoff for the advance fee is Friday, March 31, 2023. Prices go up on April 1, 2023.**

*Note: To receive the member registration rate for the 2023 Annual Session, your 2022-2023 membership dues must be paid in full.*

## Students/Residents

- **Registration is complimentary if Students/Residents register on or before March 31, 2023.**
- Students/Residents registering after March 31, 2023, or onsite are charged \$165 in registration fees; **no exceptions will be made.**
- Students/Residents must purchase a ticket to the Welcome Reception to attend that event. Visit the Social Events page when registering to purchase your ticket.

- Residents are encouraged to attend the Early Career Dentist Happy Hour on Thursday, May 25. Visit the Social Events page when registering to purchase tickets.
- Registration and poster submission are separate. **Submitting a poster does NOT register you for AAPD 2023.**

## Registration Methods

Registrations are processed on a first-come, first-served basis. Registration must be done online or over the phone.

**Online: [aapd.org/education/Annual](https://aapd.org/education/Annual)**

**Phone: (877) 779-8010**

**Email: [aapdregistration@eventpower.zendesk.com](mailto:aapdregistration@eventpower.zendesk.com)**

Credit card only, no checks. Allow five days for processing and receipt of registration confirmation.



## Registration Hours

Please pick up your badge and materials at Registration. Registration is available during the following days/times:

### Gaylord Palms—Registration

#### Thursday, May 25

##### Preconference Registration

7 – 8 AM

##### General Registration

8 AM – 5 PM

#### Friday, May 26

7 AM – 7 PM

#### Saturday, May 27

8 AM – 5 PM

#### Sunday, May 28

8 AM – 12 PM

## Registration Instructions

- Attendees must be registered for AAPD 2023 in order to make hotel reservations within the AAPD hotel block.
- Most educational sessions do not require tickets. Seating is on a first-come, first-served basis. Many optional sessions, activities and events require additional fees and must be indicated online when you register; applicable tickets will be included in your meeting materials.
- The Preconference Course, Learning Labs, PALS, BLS, PEARS and Evidence-Based Dentistry Workshop require additional fees.
- Registration must be completed **on or before March 31, 2023**, to qualify for the discounted fees. Registrations submitted after March 31, 2023, will be automatically charged the higher registration fees.

## Cancellation and Refund Policy

- All cancellations postmarked on or before May 1, 2023, will be refunded less a \$165 processing fee (\$65 for office staff and guests).
- All cancellation requests must be made in writing to AAPD Registration and Housing Services for processing on or before May 1, 2023.
- **No refunds will be given after May 1, 2023.** After this date, any extenuating circumstances must be submitted in writing to the AAPD c/o Vice President of Meetings & Continuing Education, Kristi Casale, at 211 E. Chicago Avenue, Suite 1600, Chicago, IL 60611. Approved refunds are processed after the Annual Session.
- Refunds are not granted for no-shows.

## Registration Confirmation

Every effort is made to provide all advance registrants with a confirmation of their registration. This notice will verify whether we received your registration prior to the deadline, and if the tickets requested will be issued.

## Name Badges

Name badges must be worn at all times by all registered attendees, including children, in order to gain access to any portion of the Scientific Program, access to the Exhibit Hall, hospitality areas and all social events.

Children's badges are provided without charge up to the age of 20; their names and ages must be listed on the registration form.



# HOUSING INFORMATION

Please read this information carefully. You must register for AAPD 2023 prior to booking your hotel reservation. All housing reservations must be made through the AAPD Registration and Housing Service Center.

## Housing Reservation Methods

Online: [aapd.org/education/Annual](http://aapd.org/education/Annual)

**Credit card only. Allow 7 – 10 days for processing and receipt of registration confirmation.**

## Reservation Deadline

All housing requests must be submitted by Wednesday, May 3, 2023, by 5 p.m. EST in order to receive the AAPD discounted room rate. Starting Thursday, May 4, 2023, you may contact the hotels directly with your reservation needs.



## Questions

If you have any questions regarding housing, contact AAPD Housing Service Center at (312) 702-1400, [housing@NHSglobevents.com](mailto:housing@NHSglobevents.com) or visit [www.aapd.org/education/Annual](http://www.aapd.org/education/Annual) for more information.

## Housing Information and Change/Cancellation Policies

- Reservations are processed on a first-come, first-served basis.
- All reservations require a credit card guarantee and will only be charged if you fail to arrive on your scheduled arrival date or cancel after the stated cancellation policy indicated on your confirmation.
- Acknowledgement of reservation request is sent after each reservation is processed, as well as, each time a reservation is modified/changed and or cancelled. Please review acknowledgements carefully for accuracy. If you do not receive an acknowledgement within 14 days of submission, please call AAPD Housing Services Center at (312) 702-1400.
- All hotel room rates are subject to applicable state and local taxes in effect at the time of check-in.
- AAPD discounted room rates are applicable May 24 – May 28, 2023, subject to availability.

- Changes must be made on or before Wednesday, May 3, 2022, at 5 p.m. EST and online by accessing your registration/housing record for any questions please contact [housing@nhsglobalevents.com](mailto:housing@nhsglobalevents.com).
- **All cancellations must be received a minimum of 72 hours prior to arrival in order to receive a refund of your deposit.** No refunds will be given for cancellations within 72 hours of arrival or for no shows.
- A portion of the room rate is used to offset the expense of registration and housing services.

## Hotel Block

### Gaylord Palms – Headquarters

Run of House: \$209  
Nightly Resort Fee: \$38

### Orlando World Center Marriott

Run of House: \$199  
Nightly Resort Fee: \$20

### Signia by Hilton Orlando Bonnet Creek

Run of House: \$219  
Suites: \$339 – \$459  
Nightly Resort Fee: \$30

*Rates are subject to additional fees for additional occupants and the current county occupancy tax of 6%, 1% OCA Tax and 7.5% state tax per room night. Tax rates are subject to change without notice.*

# EXPLORE THE EXHIBIT HALL

Be sure to stop by and check out the Activation Station, Sponsor Theater, and Media and Podcast Studio. In the Activation Station, new activities will occur every two to three hours. Don't miss out—come see what all the buzz is all about in Booth 915. Sponsor Theater sessions will occur Friday through Sunday, for one hour each. The Media and Podcast Studio will be located in the exhibit hall. Make sure to stop by to see our Podcast team in action! You can explore all of this while getting in steps for the Sprig Walking Challenge!



## **D4C Activation Station**

Be sure to check out one of the new hotspots in the exhibit hall The D4C Activation Station. This highly energetic area will have a new activation every two-three hours. You won't want to miss the fun activities and entertainment in this area!



## **Elevate Oral Care Headshot Lounge**

Looking for a website headshot, LinkedIn profile refresh or a passport photo? Look no further than the Elevate Oral Care Headshot Lounge in the exhibit hall. We will have professional photographers there taking photos throughout the day.



## **Sprig Walking Challenge**

The Sprig Walking Challenge is a great way to stay active and fit during AAPD 2023. Take advantage of sunny Florida while participating in this fun challenge with awesome prizes. Be sure to have your walking shoes packed for the Sprig Walking Challenge during AAPD 2023! More details will be available soon — stay tuned!



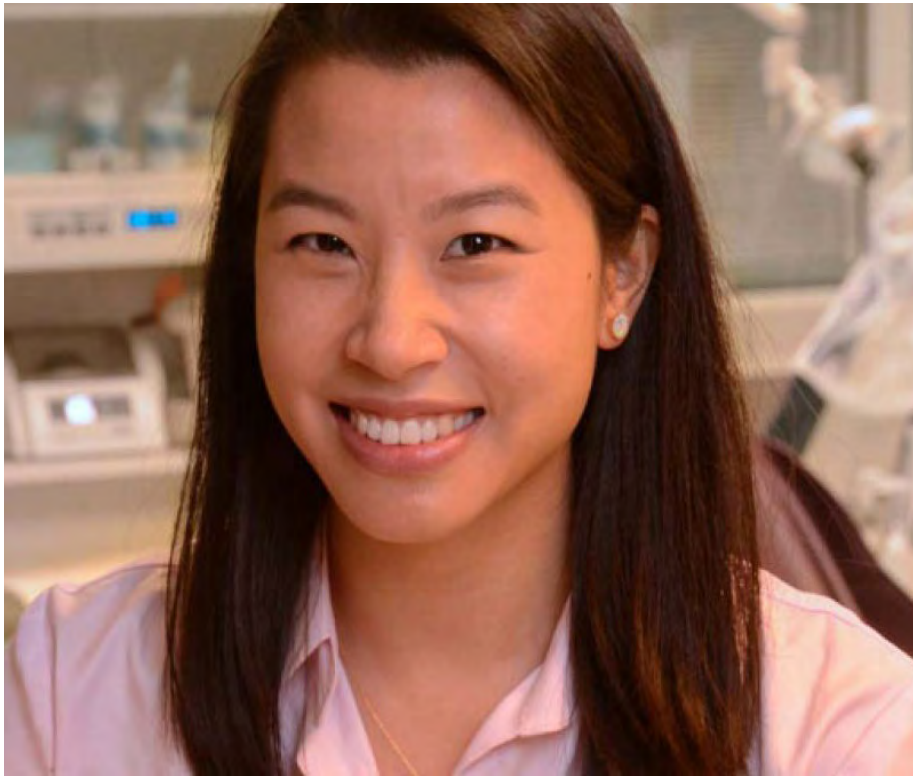
# FOLLOW IN HER FOOTSTEPS

by Caitlin Kepple, AAPD Marketing and Communications Manager



Being the “first” always comes with a unique set of expectations, opportunities, and goals – no matter if you are the first in your family to head to college or the person who sets foot on Mars.

In the case of Dr. Jacqueline Burgette, being the first dentist selected to be a White House Fellow in the program’s 58-year history establishes a precedent for others to follow in her footsteps.



“I am happy to be the first dentist selected as a White House Fellow and hope not to be the last,” Burgette remarks. “It is a goal of mine that more dentists apply to the White House Fellows program so that we all can share what we have learned when advocating for our nation’s health in policymaking.”

The White House Fellows program is one of the nation’s most prestigious programs for leadership and public service. Those exceptional emerging leaders chosen spend a year working as a full-time, paid Fellow to senior White House Staff, Cabinet Secretaries, and other top-ranking government officials. Fellows also participate in an education program as a cohort. Fellowships are awarded on a strictly non-partisan basis.

Dr. Burgette, a subject-matter expert and public service practitioner in children’s dental health, began her path to becoming a Fellow by participating in a rigorous selection process. The top 100 applicants participated in a regional interview process with a panel of phenomenal leaders from a wide range of disciplines, including law, business, entertainment and government.

“I will never forget the experience of meeting these leaders and relating my work to the goals of the Fellowship program,” Dr. Burgette says. “It reinforced my conviction that dentists can help people and improve access to care through innovative and evidence-based solutions in the field of public health.”

Her interest in applying to the program stemmed from the desire to make large-scale change. Dr. Burgette recognized that in order to make the largest impact she would need to not only utilize her professional expertise, but also build relationships to push policies forward. It is imperative that the dental profession fosters relationships at every level of government so that the public – and patients – can be better served.

After the regional interview phase, the top 30 candidates advanced to the final round of interviews, which took place over multiple days in Washington, D.C. The remaining applicants were evaluated in a wide variety of scenarios by members of the President's Commission on White House Fellowships before final placements were announced.

As Dr. Burgette spends the next year in her placement in the Office of the National Cyber Security Director, she sees the fields of cybersecurity and public health converging in important ways.

"To draw an analogy between public health and cybersecurity, we would all prefer to do primary, secondary and tertiary prevention rather than respond to an emergency, whether in healthcare of cybersecurity" Dr. Burgette says.

Specifically, she highlights the recognition that cybersecurity is a patient safety and public health issue. If both health care and cybersecurity professionals do an effective job, not only can emergencies be avoided, but good health can be promoted by ensuring systems run smoothly and securely in a way that benefits the public.

"The last thing I want is for dental services to shut down due to a ransomware attack and data exploitation," Dr. Burgette adds.

She also highlights the need for effective communication as a commonality between the two disciplines. Tailoring language to the stages of readiness and conveying best practices to patients to optimize health behavior change is second nature to practitioners. The same concepts apply within cybersecurity. All clinicians and experts in any field need to be able to communicate in a way that is easily understood and actionable to protect the individual, our shared health care system and our country.

Dr. Burgette notes that the most valuable part of the White House Fellows program is forging meaningful relationships with not only the leaders she is working with, but also her cohort. The current class of Fellows is comprised of talented leaders from a broad range of disciplines, including education, industry and U.S. military special operations forces. Each individual offers their own unique personal and professional experience and goals to solve problems and champion new ideas.

"My time as a White House Fellow has shown me that good leadership in government involves fostering trusted, enduring and impactful relationships that widen one's perspective and produce better policy outcomes for the nation as a whole," Dr. Burgette asserts.

It is imperative that our most talented dental policy leaders are in place to inform the federal government about the critical issues impacting oral health. With her ability to advocate effectively for health care and equity, Dr. Burgette is setting a powerful example for those who will follow in her footsteps.

Dr. Burgette is setting a powerful example for those who will follow in her footsteps.



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Research & Policy Center

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## Seeking Your Opinions on Novel Approaches to Caries Management

Are we doing all we can to manage Early Childhood Caries? AAPD is partnering with Columbia University to learn how members currently manage Early Childhood Caries and counsel families about caries prevention. As an active AAPD member, you may be contacted for a 45-minute Zoom interview. In appreciation of your time you will receive a \$150.00 VISA Bank Card.

This NIH-funded study aligns with AAPD’s policies and guidelines on Early Childhood Caries Management—specifically the statement on “Unique Challenges and Treatment Options for Early Childhood Caries.” That statement calls for “more emphasis on prevention and arrestment of the disease process.”

We welcome your thoughts to inform the AAPD and its members about stronger preventive efforts for the oral health of children.

Watch for your survey invitation in your inbox and thank you in advance for your participation.

## Healthy People 2030 Oral Health Objective Promotion Series

### Healthy People 2030 Webinar: Recording and Slides Available

Many thanks to the hundreds of members who joined the live webinar on Feb. 1, 2023 – *Healthy People 2030 Oral Health Promotion Series: Reducing Lifetime Tooth Decay Experience in Children & Adolescents* – to celebrate National Children’s Dental Health Month with the American Academy of Pediatrics (**AAP**). After an update from Rear Admiral Dr. Tim Ricks on disparities in caries experience in the United States, Dr. Amr Moursi (**AAPD**) and Dr. Patty Braun (**AAP**) offered practical suggestions for clinicians on how pediatric dentists, general dentists, and pediatricians can work together to prevent caries in children and adolescents. The session ended with a Q&A session moderated by CMS Chief Dental Officer Dr. Natalia Chalmers. For those who were unable to attend live, the webinar recording is available at <https://tinyurl.com/HP2030Recording> and the slides are available at <https://tinyurl.com/HP2030Slides>.

*Please note that CE credit was only available to those who attended the live webinar.*

## Tips from Evidence-Based Dentistry: The GRADE Approach

Did you know that you can provide grades to systematic reviews and randomized controlled trials?

The GRADE (Grading of Recommendations, Assessment, Development and Evaluations) approach is used to assess the quality and certainty of evidence in systematic reviews and present summaries of findings. It provides a systematic approach for making sound clinical practice recommendations. It is the most widely adopted tool for assessing the quality of evidence and for making recommendations. Over 100 organizations worldwide have officially endorsed GRADE, including organizations such as the American Congress of Obstetrics and Gynecology (ACOG) and the Agency for Healthcare Research and Quality (AHRQ).

AAPD uses the GRADE approach for evaluating evidence used in systematic reviews and in developing clinical practice guidelines.

### Why is GRADE Important?

Systematic reviews are often used by decision makers to develop recommendations for clinical actions, best practice, or practice guidelines. However, the information contained in systemic reviews is not always

sufficient for making well-informed clinical decisions. Additionally, there is not uniform quality of evidence in the scientific works represented in a systematic review. In systematic reviews, “the quality of evidence reflects the extent of confidence that an estimate of effect is correct.” GRADE provides “a systematic and transparent approach for rating the certainty of evidence in systematic reviews.” In other words, systematic reviews assess and synthesize evidence from individual studies to advance the scientific literature base, while GRADE reviews assess and synthesize the evidence from systematic reviews to advance clinical practice.

### Benefits of the GRADE Framework

Using the GRADE framework can help clinician-researchers to:

- Approach review of all available scientific evidence comprehensively.
- Apply weights to the benefits and harms of the intervention studied.
- Factor in values and preferences of patients, caregivers, and clinicians.
- Consider resource allocation (e.g., costs to patients or health systems).

### How are studies scored using the GRADE Approach?

There are five criteria that can be used to assess and score studies:

- Risk of bias in individual studies – e.g., methodological issues in included studies such as inadequate blinding (participants knew they were in control/treatment group).
- Inconsistency of results between studies.
- Indirectness of evidence – e.g., participants were children although the systematic review was about adults.
- Imprecision – results were not statistically significant, or the effect was clinically important once the studies were meta-analyzed.
- Publication bias – result was biased due to a file-drawer effect, as studies not showing a statistically significant effect are less likely to be published.

For more information on the GRADE framework, please visit the AAPD Evidence-Based Dentistry website.

## New Wellness Resources Web Page

Visit <https://www.aapd.org/resources/member/practice-management/wellness-resources/>

Check out the latest from colleagues in dentistry and others in health care on the challenges faced in our demanding and often stressful roles. Access tools for creating work-life balance and resources to support you for a rewarding, fulfilling career.





# EDUCATION AND CE OPPORTUNITIES

Time is running out to get registered for the Pediatric Medicine Update.  
**Don't miss your chance to join us this month in Boston!**

## Pediatric Medicine Update

**MARCH 31-APRIL 2, 2023**

*Boston Park Plaza, Boston, Mass.*

This course will provide the pediatric dentist, dental resident, hygienist and assistant an update on a wide variety of areas of pediatric medicine. Each lecture will provide a medical review of the more common disorders and diseases the pediatric dentist might encounter in clinical practice, followed by a discussion of the latest advances in management. For some of the topics there will be a specific emphasis on dental management. The lecture format followed by questions and answers affords participants an opportunity for dialogue between the lecturer and the audience.

### COURSE OBJECTIVES

Upon completion of the course, the participant should be able to:

- Provide a review of the pathophysiology of pediatric disorders and diseases the pediatric dentist is likely to encounter in clinical practice.
- Provide an update of the state of the art and science of the medical management of these disorders.
- Discuss the impact and significance of these pediatric disorders and diseases and their management to clinical pediatric dentistry.
- Discuss the current management of a wide variety of pediatric conditions.

Please visit <https://www.aapd.org/education/meetings-calendar-aapd/> to see the full schedule of speakers from Harvard Dental School of Medicine and Boston Children's.

### WHO SHOULD ATTEND

The pediatric dentist, dental resident, hygienist and assistant looking for an update on a wide variety of areas of pediatric medicine, to include common disorders and diseases that the pediatric dentist may encounter in clinical practice

### CE HOURS

13.75 hours

## Save the Date – Join Your Colleagues for the Annual Joint Academic Day

*Sponsored by Align Technology*

**MAY 24, 2023**

8 AM – 5 PM

The Joint Academic Day planning group has done an amazing job putting together a great day of programming for those involved in academia. We look forward to seeing you!

Please contact the Education Development and Academic Support Manager Leola Royston at (312) 337-2169 or [lroyston@aapd.org](mailto:lroyston@aapd.org) for further information.



ADA CERP is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry.

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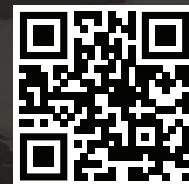
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ATTRACTING & retaining  
TOP TALENT

LCP Dental Team Coaching (formerly Julie Weir & Associates) is recognized as the premier consulting firm specializing in pediatric dentistry since 1996.

## Attracting and Retaining Top Talent

Attracting and retaining productive team members is one of the most critical benchmarks of healthy dental practices. Without the correct number of team members, existing employees get burned out, and operating a profitable practice becomes impossible. This article focuses on team member retention, which is integral in making the business thrive and achieve its goals. What's recently been referred to as the "Turnover Tsunami" or the "Great Resignation" has put many employers on edge as they have watched some of their best team players and top talent resign. Team members leave for many reasons, such as losing trust in leadership, lack of affirmation, higher compensation and starting a new career. Meanwhile, employers are scrambling to recruit swiftly and develop long-term retention solutions before it's too late. Technology has changed significantly in dentistry, and so has successful team member engagement and retention.

Many team members are bidding their current positions farewell due to not feeling appreciated. Now more than ever, employers must show rather than tell their team members just how much they care. Far too many new job opportunities are swarming the internet tempting team members to leave. Doctors must now have the leadership skills to attract and retain great team members.

Tackling turnover starts with recruitment. The goal is to hire great team members who will perform well and remain long-term. Employers should pay attention to their role in keeping team members engaged. Failing to take that responsibility seriously could make even the most motivated team members look elsewhere.

Top retention avenues for dental practices to attract and retain their team:

### VISION, CORE VALUES, AND PRACTICE CULTURE

- Discuss the workplace culture that each team member is expected to support. The appearance of the practice is part of the culture. How the team shows up, their interactions with one another, and with patients and their parents are all part of the culture.
- The doctor should share their vision for the practice and the "why" behind their motivators and chosen passion for pediatric dentistry.
- As a team, create two practice mission statements that align with the goals of the doctor's vision; 1) A practice mission statement on how to serve the patients and parents and 2) A team mission statement on how to serve each other. A shared mission statement will encourage a unified team and remind everyone of the code of honor to which everyone is committed.

- Post your practice mission statement in the office for the patients and parents to see. Post your team mission statement in your team breakroom.
- When meeting with a potential team member, provide them with the office's mission statement and ask them what stands out and how they will represent the practice's mission.
- Revisit the practice vision, mission statements, and core practice values with the team. An excellent place to do this is at monthly team meetings.

### CREATE A CULTURE OF TRUST AND CONFIDENCE

- Team members want to have trust and confidence in their leaders. Be the kind of leader that team members want to follow:
- Lead confidently. Empower your team and communicate often.

- Set the example. Be the first to arrive, the last to leave, and have a smile on your face.
- Understand that your attitude will set the mood/tone for the day. The team will absorb their leader's mood, and it will impact the patients.
- Show personal interest in each team member.
- Encourage team members to create strong workplace relationships where they can depend on and rely on each other.
- Team member stagnation is unproductive for business and can be the precursor to top performers leaving.
- Ask them about their professional and personal goals. Offer more challenging tasks or tasks that align more with their skills and personality.
- Conduct team member surveys. What motivates them? What would they like to change? Complete exit interviews when employees leave.

### IMPORTANCE OF EMOTIONAL INTELLIGENCE

- Emotional intelligence is the capacity to be aware of, control, and express one's emotions and handle interpersonal relationships judiciously and empathetically.
- Leaders must be self-aware, self-regulated, empathic, and have motivation.
- Have any potential new hires complete assessments before extending an offer to see how they will fit in with your current team.

### PROVIDE FEEDBACK AND SHOW RECOGNITION

- Team members' personalities, emotions, and strengths impact their work and productivity. Schedule and conduct regular performance reviews.
- Recognize positive behavior instantly by telling team members how you value the behavior and the positive impact.
- Publicly celebrate success and verbally express gratitude.
- At monthly meetings, award certain team members that went above and beyond during the previous month. Create awards that the team can vote on to recognize their team members.
- When interviewing potential candidates, share how you recognize the team and show gratitude, as this is a great recruiting tool.

### TEAM ENGAGEMENT

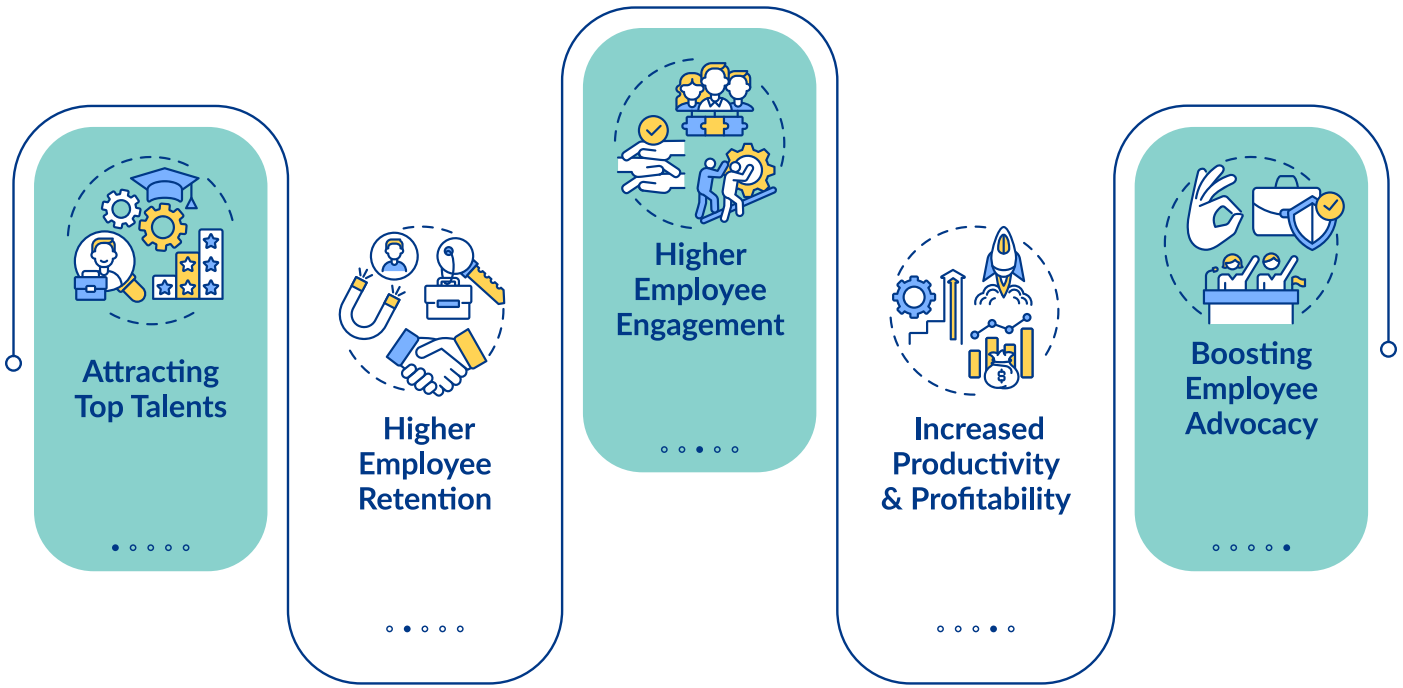
- Doctors empower their teams by regularly asking for ideas and feedback for practice improvement.
- Involve office leaders in business decisions. Invite team members to share and listen. If the team feels that their ideas are heard, validated, and implemented, they will be more invested.

### WARNING SIGNS OF POOR ENGAGEMENT

- Sarcasm, arriving late, frequent absences, lack of care for patients, "This isn't my job", passing blame, and high turnover.

### REWARDS/INCENTIVE PLANS

- Engaged team members directly impact the bottom line. Incentives can be put into place to encourage certain behaviors or outcomes. People weigh an incentive's value by how difficult it is to earn. The reward will not produce the desired result if the goal is unattainable and may cause team members to become unengaged.
- Are financial or non-financial incentives more effective? Although everyone enjoys receiving monetary rewards, money alone does not buy happiness and can lead to entitlement.
- Research has shown that when team members feel a sense of belonging and are recognized for making a positive difference, they are more likely to stay long-term and put forth their best efforts because they feel appreciated and connected to their leaders and team.
- Ideas for Rewards:
  - Financial: cash, gift cards, team bonuses, paid time off, time served incentives
  - Team events: catered lunch, a spa day, amusement park tickets, sporting events, or dinner at their favorite restaurant
  - Non-Financial: team member of the month award, notes of appreciation, advancement opportunities, additional leadership role, continuing education



**TEAM MEMBER BENEFITS**

- Tailor company benefits to meet team members’ needs; flextime, free meals, or other incentives that can be included.
- Wages and benefits are equal when a team member considers where to work. The sense of value the team member feels from the leader and team will make the difference in retention. Provide each team member with a total compensation calculator to visualize their actual benefits package.
- Health insurance is a top necessity for teams. A medical plan or stipend for purchasing an outside medical plan can help attract and retain a team member who otherwise would not have access.
- Provide an annual benefit towards dental cleanings and treatment for the team member’s children.

- 401k or Profit-Sharing plans can help with team member retention because the longer the team member stays with the practice, the more vested they are and will receive a higher benefit from the retirement plan.

**PROFESSIONAL DEVELOPMENT: CONTINUING EDUCATION & LEADERSHIP COURSES**

- Engaged team members want a career path with advancement opportunities and options for learning and developing new skills. This can include taking classes or workshops, attending professional or industry conferences, or earning a certificate to expand their knowledge in the field.
- Continuing Education courses should be sponsored and paid for by the employer for the clinical and administrative team.

- Investing in leaders through leadership coaching can help determine which team members would be strong candidates for promotions.
- Hands-on clinical training for clinical team members should be encouraged by the practice to maintain current standards.
- Increase team member availability by cross-training clinical and administrative team members.

**GOAL SETTING**

- Set practice goals. Communicate and monitor these goals as a team. A healthy work environment is created as teams work toward a common purpose together and are more likely to achieve the goal.
- At a monthly team meeting, celebrate the goal numbers that were met. Discuss what the team can do differently in the next month to meet goals that were not met.
- Make it fun!



## TEAM BONDING ACTIVITIES AND RESULTS

- The purpose of a team retreat is to get team members focused, collaborate, and recharge their batteries. A great example is spending two days at a resort. Have part of the day discussing practice items and the rest of the day enjoying the hotel, spa, local museums, beach, or nature hikes.

- Team building activities encourage the team to work together outside of the dental environment, discover and understand each other's strengths, create better work relationships, and build a strong sense of dependability with each other. Some ideas for team-building activities are visiting an escape room, cooking classes, or inviting a coach that specializes in team building to spend a day with the team.

Regarding turnover, most people are hyper-focused on the dollar signs tied to team member separations. However, the consequences that fall outside of profit margins raise red flags. The actual cost of employee turnover is depleting team morale, damaging the practice's reputation, and increasing turnover. Investing in team members is vital to an enjoyable and prosperous dental practice.

**"Trust is earned, respect is given, and loyalty is demonstrated. Betrayal of any one of those is to lose all three."**

Ziad K. Abdelnour

*Published four times a year, Practice Management and Marketing News is a featured column in Pediatric Dentistry Today.*

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# LEGISLATIVE, REGULATORY AND LEGAL UPDATE

Unless otherwise noted, for further information on any of these issues please contact Chief Operating Officer and General Counsel C. Scott Litch at (773) 938-4759 or [slitch@aapd.org](mailto:slitch@aapd.org).

## FAQ on G0330 Dental Rehabilitation Hospital Facility Fee Code

As reported in AAPD E-News on Nov. 2, 2022, a major win for operating room access for dental cases was obtained with CMS approval of a new HCPCS code (G0330) for dental rehabilitation. To assist AAPD members with your understanding of this new code, the immediate impact, and additional local advocacy required, a FAQ (now in its 2<sup>nd</sup> edition) was developed by AAPD, ADA, and AAOMS. This is printed below, and also is available at <https://www.aapd.org/advocacy/legislative-and-regulatory-issues/latest-advocacy-news/toolkit-on-OR-access/>.

*This document will be updated periodically. AAPD thanks Julie Allen and the team at Power Plyes Sutter & Verville PC in Washington, D.C., who serve as consultants on this issue for all three associations.*

### FREQUENTLY ASKED QUESTIONS

#### Regarding New Hospital Code for Dental Treatment Under General Anesthesia

Prepared by AAPD, ADA and AAOMS Dec. 1, 2022; 2nd Edition, updated February 2023

The final Medicare Calendar Year 2023 Hospital Outpatient Prospective Payment System (OPPS) rule was formally published in the Federal Register on Nov. 23, 2022. The OPPS rule addresses payment policies and coding for dental services provided under general anesthesia in hospitals. Of special significance, the **Centers for Medicare & Medicaid Services (CMS) has established a new Healthcare Common Procedure Coding System G code (G0330) and assigned that code to the Medicare Ambulatory Payment Classification (APC) 5871 (Dental Procedures) with a national average Medicare facility payment rate of \$1722.43.**<sup>1</sup> This facility payment rate is much higher and far more appropriate than what was used in the past.

#### Changes in Medicare Payment and Coding for HOSPITAL Operating Room and Related Costs (Facility Costs) for Dental Cases

1. I understand that the Medicare program is increasing the amount it pays to hospitals for facility costs incurred in conjunction with dental rehabilitation in hospital OR settings. Does this change the codes I should use or the payment I will receive for my professional services for patients whose procedures are performed in a hospital operating room?

*The new HCPCS code G0330 for dental rehabilitation services covers the facility fee and will result in a payment of such fee to the hospital. Payment for dental professional services is billed separately and will be determined based on the type of coverage (and coverage terms) for the patient, whether the patient is covered by public or private insurance, a stand-alone or an embedded dental plan.*

2. What code should hospitals report to claim Medicare payment for their facility costs for covered dental rehabilitation cases requiring anesthesia and use of an operating room?

*HCPCS code G0330.*

3. How will hospitals be aware of this new code?<sup>2</sup>

*Hospitals may receive updates from hospital associations and/or CMS. Anyone may sign up for CMS alerts at [www.CMS.gov](http://www.CMS.gov). However, dentists and dental advocates should also be proactive in alerting their department heads and local hospital administrators about the new code.*

4. How much will Medicare pay to hospitals for dental rehabilitation facility costs?

*The published national average rate for HCPCS code G0330 is \$1722.43; however, the actual amount will vary based on the hospital's geographic location and other factors.*

**5. Are the new code and new rate applicable in all states?**

*The new code and new rate applies to hospital facility fees for patients covered under the Medicare program (except for patients in the state of Maryland, because that state has its own system for paying for hospital services, including hospital outpatient services). It may also be applicable for patients with Medicaid coverage in states where the Medicaid program utilizes the HCPCS system and bases state Medicaid payment for hospital outpatient services on Medicare rates. See response to question 7 below.*

**6. Will private payers recognize the new code and payment rate?**

*Private payers are not required to recognize the new code and payment rate, but they have the option to do so. Historically, private insurers tend to adopt changes made in public programs over time. Dental advocates are strongly encouraged to petition for adoption of the new code. The AAPD, ADA, and AAOMS will be communicating with major insurers to alert them to the new code and make this request.*

**7. Is the new code and payment rate applicable for my Medicaid patients?**

*Possibly. Because each state Medicaid program is run differently, the adoption of this new code will depend on the state, and it is difficult to generalize in the FAQ. We encourage the dental advocates in each state to work together to advocate for these changes, in the way that best benefits that state.*

*To assist with this advocacy, the AAPD, ADA, and AAOMS are developing a guide for state dental advocates, starting with a recently released sample letter that should be sent to the SMA. However, advocates should personalize this letter as needed.*

*While it may be more difficult to persuade those SMAs that do not utilize the HCPCS code or that do not base Medicaid rates on those paid by Medicare, dental advocates still may be able to use CMS's decision to increase facility payment for dental procedures as grounds for beginning a conversation with their SMA.*

**8. What can I do to get private payers and the state Medicaid program to recognize the new code and to increase the hospital facility payment for dental rehabilitation?**

*As noted before, follow up advocacy will be required for private payers and state Medicaid programs to recognize the code and to increase hospital facility payment rates. It is important to note that if patients have separate medical and dental insurance – as is the most common situation – G0330 would be billed by the hospital under the patient's medical insurance.*

**9. How does the new code impact the reimbursement for services provided by medical or dental anesthesiologists?**

*Anesthesia fees are typically separate from facility fees. In most cases, the anesthesia fees and an anesthesiologist's professional service fees will not be impacted by the new code and rate change.*

*The new HCPCS G-code is for "facility services for dental rehabilitation procedure(s) furnished to patients who require monitored anesthesia (e.g., general, intravenous sedation (monitored anesthesia care)) and use of an operating room [emphasis added]." It does not alter the payment rates for dental and anesthesia services provided. The procedures performed – dental and anesthesia – during the case are included on claims in addition to G0330 in applicable cases. The primary anticipated impact of the code is that it promotes hospital scheduling and block OR time for dental cases. It makes it financially feasible for hospitals to allocate OR dental time to dental cases*

**10. Do I have to be a participating provider in Medicare, Medicaid, or a private insurance plan for a dental OR case involving a patient covered by such insurance plan in order for the G0330 code to be utilized by the hospital?**

*Not necessarily. Hospitals are considered "providers" just as dentists are considered "providers." The new code (G0330) pertains to the hospital facility fee, and nearly all hospitals participate in the Medicare and Medicaid programs and other networks. Therefore, the hospital may submit G0330 on the claim form regardless of the dentists' participation in these networks. However, a dentist who provides services in a hospital OR will be required to provide his or her NPI to the hospital for billing purposes and will be required to meet hospital requirements to obtain staff privileges.*

**11. Is the new dental code related to CMS' expansion of Medicare coverage for additional dental procedures that are considered necessary to facilitate medically necessary medical treatment?**

*No. The dental benefits provided under Medicare to patients who require certain procedures (including organ transplants, cardiac valve replacement, and valvuloplasty) were expanded under the Calendar Year 2023 Physician Fee Schedule rule, which is a separate regulation. The new code described in this FAQ for dental surgeries in a hospital operating room is not limited to patients needing an organ transplant, cardiac valve replacement, or valvuloplasty.*

*However, the expansion of the Medicare dental benefit to patients with those conditions is an additional reason why a hospital should recognize this new code, as patients who are newly eligible for dental treatment may need to have their dental care performed in the hospital's operating room.*

**12. Who is responsible for assigning the ICD diagnostic codes that will be necessary in conjunction with CPT procedural code G0330?**

Some electronic health records and electronic dental records have algorithms built into their software where ICD diagnostic codes that are commonly associated with the CPT or CDT procedural code populate, either one very commonly associated code or a relatively short list from which the provider selects the most appropriate diagnosis for their patient's case. While this streamlines the note-taking administrative process, it is important for the dentist provider to pay close attention to the diagnostic code selected or pre-populated. The diagnostic code is part of the clinical note that is signed by the provider.

There are a wide variety of diagnoses – both medical and dental – that could predicate having dental treatment under general anesthesia in a hospital outpatient operating room setting. The need for this treatment could be due to the patient having an intellectual or developmental disability (e.g. ICD F70-79 series)<sup>3</sup> This could be due to a behavioral or emotional disorder (e.g. F98 series). This could also be necessary due to the complexity of the dental treatment needed (K series).

We recommend dental providers consult with their patient's primary care provider to determine the most appropriate diagnostic code. We also expect that EHR/EDR vendors will soon populate some diagnostic codes that would reasonably and appropriately be submitted with G0330.

**Impact on Ambulatory Surgical Centers (ASC)**

**Is the new code on the Medicare Ambulatory Surgical Center (ASC) Covered Procedures List (CPL)?**

*Not at present. However, the AAPD, ADA, AAOMS and other advocacy partners will strongly urge CMS to include the new code on the ASC CPL in the CY 2024 CMS rule being developed in 2023.*

**2. Even though the new code is not on the Medicare ASC CPL, can other payers choose to recognize the new code for payment in an ASC?**

*Yes, and dental advocates should strongly encourage them to do so. Dental advocates may wish to inform any payer (including any state Medicaid program) that has historically provided ASC payment for CPT 41899 (Miscellaneous Dental Procedures, i.e. the CPT code that historically has been reported for dental procedures) that dental procedures requiring general anesthesia are to be reported under HCPCS code G0330 beginning Jan. 1, 2023, and that the national average rate associated with these procedures under G0330 has increased substantially. For example, North Carolina adopted the G0330 procedure code in NC Medicaid for services provided in an ASC, effective Jan. 1, 2023.<sup>4</sup>*

**3. As a result of this change in Medicare coding and payment, are Medicaid programs required to cover the facility costs incurred by ASCs for dental rehabilitation or to pay comparable rates?**

*No. However, if a state Medicaid program has historically recognized CPT 41899 in the ASC setting, dental advocates should inform the Medicaid agency that G0330 should be used instead beginning on and after Jan. 1, 2023, and that Medicare has increased the hospital average facility rate for these procedures under the new code.*

**4. If a private payer or our state Medicaid program is willing to cover an ASC's dental rehabilitation facility costs, how much should we ask them to pay?**

*The national average Medicare rate of \$1722.43 would be a starting point for negotiations; however, please note that dental advocates in Michigan have managed to negotiate rates that exceed Medicare's national average payment rate and included both hospitals and ASCs!*

## Suggestions for Dentists and Dental Advocates

- Please notify your operating room, hospital administrators and state Medicaid agency of the changes going into effect on Jan. 1, 2023 – the new G0330 code and associated average payment rate of \$1722.43 – regardless of whether dental cases have been reduced in your hospital.
- Appropriate coding and fair payment for these services is crucial for the continued allocation of hospital operating room resources to treat those with the most complex cases in need of comprehensive dental care.
- Additional information is available from CMS at <https://www.cms.gov/newsroom/fact-sheets/cy-2023-medicare-hospital-outpatient-prospective-payment-system-and-ambulatory-surgical-center-2>; <https://public-inspection.federalregister.gov/2022-23918.pdf>.

## References

1. For more background on advocacy efforts to obtain this code see: <https://www.aapd.org/advocacy/legislative-and-regulatory-issues/latest-advocacy-news/aapd-secures-win/>
2. Hospitals may have seen the CMS release Hospital Outpatient Prospective Payment System: January 2023 Update: <https://www.cms.gov/files/document/mm13031-hospital-outpatient-prospective-payment-system-january-2023-update.pdf>
3. Autistic disorder - F84 series, cerebral palsy - G80 series, Down's syndrome - Q90 series, as examples.
4. <https://medicaid.ncdhhs.gov/blog/2022/12/21/new-procedure-code-facility-services-dental-rehabilitation-cases-ambulatory-surgical-center>

## \$13 Million Obtained for Title VII Pediatric Dentistry Program in Final FY 2023 Omnibus Bill

In late December, Congress approved final FY 2023 omnibus appropriations legislation.<sup>1</sup> AAPD's top priority was to increase Title VII pediatric dentistry funding from \$12 million in FY 2022 to \$14 million in FY 2023. Progress was achieved, as the bill increased this funding to \$13 million, along with the same increase for general dentistry and overall \$42.673 million for Section 748 primary care oral health training programs. Favorable report language for a pediatric dentistry faculty funding preference was included in House report language regarding the Dental Faculty Loan Repayment Program (**DFLRP**). This successful advocacy meant that the new HRSA FY 2023 Grant Cycle announced in early January, with a March 3, 2023, application deadline, included this funding preference.

1. Public Law 117-328. Full text and report language available at : <https://www.congress.gov/bill/117th-congress/house-bill/2617/text>

## AAPD PAC Supported Candidate Success List for 2022



Please visit the AAPD website to view the final list from the 2022 Congressional mid-term elections, available under the Advocacy tab. The list provides additional information on House Members in terms of support for AAPD priority issues.

The AAPD PAC thanks all those AAPD members who contributed to the PAC during the 2022-23 dues renewal cycle. For any questions concerning the list, please contact Chief Operating Officer and General Counsel/PAC Secretary C. Scott Litch at (773) 938-4759 or [slitch@aapd.org](mailto:slitch@aapd.org).

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**\$500+**  
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**DOLLARS**

Value of transactions  
in 2021



**1.2x**  
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Multiple of collections  
values achieved in 2021



**18 U.S.**  
**States**



**Largest**  
**Transaction**

**\$64M**

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Smallest transaction in 2021



Average value of  
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# HHS CIVIL RIGHTS OFFICE ENTERS SETTLEMENT WITH DENTAL PRACTICE OVER DISCLOSURES OF PATIENTS' PROTECTED HEALTH INFORMATION

by C. Scott Litch      COO and General Counsel



The legalities and practicalities of dentists responding to negative online reviews were discussed in previous LLL columns in 2019 and 2010.<sup>1</sup> A recent settlement highlights the challenges in responding to such reviews without violating the Health Insurance Portability and Accountability Act (**HIPAA**).

The U.S. Department of Health and Human Services Office for Civil Rights (**OCR**) received a complaint in November 2017 that New Vision Dental (a California dental practice) improperly disclosed protected health information (**PHI**), including patient names, treatment, and insurance information, on social media when it responded to online patient reviews.

On Dec. 14, 2022, OCR announced that B. Brandon Au, DDS, Inc., d/b/a New Vision Dental (New Vision Dental), paid \$23,000 to resolve the investigation into improper disclosure of PHI in response to negative online reviews.<sup>2</sup> In addition to the monetary settlement, the dental practice also agreed to a corrective action plan that includes two years of monitoring to resolve its potential violations of HIPAA. In case you're wondering, this is not a pediatric dental practice.

The announcement included the following statement from OCR Director, Melanie Fontes Rainer:

"This latest enforcement action demonstrates the importance of following the law even when you are using social media. Providers cannot disclose protected health information of their patients when responding to negative online reviews. This is a clear NO. OCR is sending a clear message to regulated entities that they must appropriately safeguard patients' protected health information. We take complaints about potential HIPAA violations seriously, no matter how large or small the organization."

For strategies and guidance on responding to negative reviews, AAPD members are directed to our online social media resources for pediatric dentists, which includes the AAPD **Social Media Toolkit**.<sup>3</sup>

The AAPD will also be monitoring implementation of the following resolution (304H) adopted by the 2022 ADA House of Delegates:

**"Resolved**, that the appropriate ADA agencies curate existing social media reputation management content to develop a Reputation Defense Toolkit to help dentists with the appropriate reaction to social media postings and reviews that are misleading or defamatory, to make the Reputation Defense Toolkit available as a member benefit and to initiate a plan to update the Toolkit as needed, and be it further

**Resolved**, that the ADA enter into discussions with social media platforms to assess the feasibility of revising user agreements to prohibit misleading or unverifiable posts and reviews, which cannot be responded to due to HIPAA limitations, and creating a fair and reasonable process for victims to remove misleading or defamatory posts."

For further information contact Chief Operating Officer and General Counsel C. Scott Litch at (773) 938-4759 or [slitch@aapd.org](mailto:slitch@aapd.org).

*This column presents a general informational overview of legal issues. It is intended as general guidance rather than legal advice. It is not a substitute for consultation with your own attorney concerning specific circumstances in your dental practice. Mr. Litch does not provide legal representation to individual AAPD members.*

<sup>1</sup> <https://www.aapd.org/globalassets/media/advocacy/lll/litchs-law-log.pdf>; <https://www.aapd.org/assets/1/7/4302.pdf>

<sup>2</sup> <https://www.hhs.gov/about/news/2022/12/14/hhs-civil-rights-office-enters-settlement-with-dental-practice-over-disclosures-of-patients-protected-health-information.html>

<sup>3</sup> <https://www.aapd.org/resources/social-media/> including <https://www.aapd.org/globalassets/assets/1/7/socialmedia101.web.pdf> which will be updated periodically



# NOTICE TO ACTIVE AND LIFE MEMBERS

## Constitution and Bylaws Amendments Before the 2023 General Assembly

These amendments will be considered the AAPD Annual Session in Orlando, Fla., during the Reference Committee hearings and the General Assembly.

*Note to readers: All line numbers reference the current AAPD Constitution and Bylaws as printed in the 2023 Membership Directory.*

~~Strikethrough~~ words are to be removed; **bold underlined** words are to be added.

### 1. MODIFICATION OF AFFILIATE MEMBERSHIP CATEGORY NAME AND PRIVILEGES

The following proposed change to the Constitution and Bylaws was prepared by the Constitution and Bylaws Committee at the request of the Board of Trustees.

Background: At its 2022 Ad Interim meeting, the Board of Trustees received a report from the Affiliate Advisory Committee (**AAC**). This report recommended that the Affiliate membership category be renamed as “General Dentist”, and that General Dentist members be allowed to publicly state such membership in writing on advertisements, practice letterhead, practice website, etc. using the phrase,

“General Dentist Member of the American Academy of Pediatric Dentistry.”

The AAC believes this change will help the AAPD expand its number of General Dentist members (now slightly under 500), promote and regulate appropriate advertising statements by such members, and help strengthen AAPD’s voice as the Big Authority on little teeth and in pursuit of our vision of optimal oral health for all children.

The AAC reported that nine out of the twelve recognized dental specialty have general dentist as members. All but AAPD do not have restrictions on announcing membership to the public.

Dental Specialty	General Dentist Membership Status
Pediatric Dentistry	General Dentists as Affiliate Members – Cannot announce membership
Endodontics	General Dentists as Associate Members
Periodontics	General Dentists as Associate Members
Prosthodontics	General Dentists Members, No distinction in membership categories
Public Health	General Dentists with the sufficient experience. No membership distinction in category
Oral and Maxillofacial Pathology	General Dentists Members, No distinction in membership categories
Oral and Maxillofacial Radiology	General Dentist Members as General Dentists Members
Orofacial Pain	General Dentists as Affiliate Members
Oral Medicine	General Dentists as Affiliate Members

While recognizing that AAPD members have varying opinions on the matter, the Board of Trustees believes it is in the best long-term interest of AAPD to make this modification. Hence, at its 2023 Winter Planning meeting, the Board of Trustees unanimously voted to transmit the proposed amendments to the General Assembly.

**It is now up to the membership via the General Assembly to make the final decision on this matter.**



The proposal would amend provisions in Chapter 1 (Membership) that currently reference the Affiliate membership category:

114 CHAPTER I. MEMBERSHIP

115 Section 1. CATEGORIES: There shall be fifteen (15) categories  
116 of membership: Active, International, International Colleague,  
117 Life, Inactive, Associate, Retired, Predoctoral Student, Postdoc-  
118 toral Student, International Student, Affiliate **General Dentist**,  
119 Affiliate **General Dentist** Life, Allied,  
119 Friends of Pediatric Dentistry and Honorary.

120 Section 2. ELIGIBILITY:

137 3. In the case of an Active, Life, or Affiliate **General Dentist**  
138 member, maintains a  
139 valid license to practice dentistry in at least one state or province.  
140 This provision shall not apply to those individuals who are  
141 otherwise  
142 duly qualified for membership, but whose current  
143 employment does  
144 not require a valid license to practice in any state. ~~This  
provision  
shall not apply to those individuals who are otherwise duly  
qualified  
for membership, but whose current employment does not  
require a  
valid license to practice in any state.~~

215 K. AFFILIATE **GENERAL DENTIST**: This category of  
216 membership is available to gen-  
217 eral dentists who practice in the United States or Canada and  
218 are members of the American Dental Association or the  
219 Canadian  
220 Dental Association at the time of application. Affiliate **General  
Dentist** members are  
221 strongly encouraged to maintain membership in the American  
222 Dental Association, Canadian Dental Association, or a  
223 recognized  
224 foreign dental association.

222 L. AFFILIATE **GENERAL DENTIST** LIFE: This category of  
223 membership is available  
224 to Affiliate **General Dentist** members who have been  
225 members in good standing  
226 for a total of thirty (30) years, excluding student years, and have  
227 reached the age of sixty-five (65). Up to twenty (20) years'  
228 membership in the former American Society of Dentistry for  
229 Children may be applied to meeting the membership length  
230 requirement. The member must continue to fulfill membership  
231 eligibility criteria.

250 Section 3. PRIVILEGES:

332 I. AFFILIATE **GENERAL DENTIST**: Privileges of the Affiliate  
333 **General Dentist** or Affiliate **General Dentist** Life members  
334 shall be to:  
335 1. Nominate an Affiliate **General Dentist** representative to  
336 serve as a full voting  
337 member of the AAPD Board of Trustees.  
338 2. Attend the annual session of the Academy.  
339 3. Serve on councils/committees, but not vote in the General  
340 Assembly or hold office in the AAPD.  
341 4. Receive copies of all general membership communications  
342 and publications, including the Journals.  
343 5. Attend and participate in all AAPD continuing education  
344 opportunities.  
345 Affiliate **General Dentist** or Affiliate **General Dentist** Life  
346 members may not use the Academy  
347 name, membership status or logo, or imply special expertise or  
348 training in pediatric dentistry. **They are allowed to use the  
349 phrase "General Dentist Member of the American  
350 Academy of Pediatric Dentistry."**

**If the amendment is approved, the term Affiliate shall be replaced with General Dentist where referenced throughout the remainder of the Bylaws.**

**Stay up-to-date on AAPD Latest News by visiting the News Room on the AAPD website under the About section.**



## 2. STREAMLINED PROVISION FOR FILLING BOARD VACANCIES

The following proposed change to the Constitution and By-laws was prepared by the Constitution and Bylaws Committee at the request of the Board of Trustees.

Background: Given that a Trustee term is only three years, the AAPD Board of Trustees believes that holding a special election to fill vacancy when there is already a replacement appointee serving in the position is an unnecessary and burdensome process that hinders continuity.

Therefore, the proposal would amend Chapter V (Board of Trustees), Section 9 (Vacancies):

648 Section 9. VACANCIES: Vacancies on the Board of Trustees  
649 shall be filled by presidential nomination, with appointment  
650 made by majority vote of the remaining voting members of the  
651 Board of Trustees then in office. If a district trustee relocates to  
652 another trustee district, the trustee position filled by the trustee  
653 is declared vacant. Vacancies on the Board of Trustees from  
654 specific trustee districts shall be filled with eligible members  
655 from the appropriate trustee districts. Each person appointed  
656 to fill a vacancy shall remain a trustee until a successor has  
657 been elected by the members of the Academy at the next an-  
658 nual session or at any special session duly called for that pur-  
659 pose held prior to the annual session, except for members of  
660 the Board of Trustees from specific trustee districts, who shall  
661 be elected as described in Chapter XII, Section 5 of these By-  
662 laws **completion of the vacant term being filled. The  
appointed trustee shall also be eligible for election to a  
full term. This same procedure shall apply to Director  
vacancies on the American Board of Pediatric Dentistry.**

Also proposed is a technical correction in Chapter XIII (American Board of Pediatric Dentistry).

1336 Section 2. DIRECTORS:

1337 A. ELECTION. Directors of the American Board of Pediatric  
1338 Dentistry shall be nominated and elected by the General As-  
1339 sembly, as described in Chapter V **III**, Section 17-H, and Chap-  
1340 ter XII.

## 3. MODIFICATION OF CODE OF PROFESSIONAL CONDUCT AND JUDICIAL PROCEDURES

Background: The Board believes that given current technology, some of the procedures in this area can be appropriately streamlined. Other modifications are also suggested.

Therefore, the proposal would amend Chapter XIV (Code of Professional Conduct and Judicial Procedures):

1346 CHAPTER XIV. CODE OF PROFESSIONAL  
1347 CONDUCT AND JUDICIAL PROCEDURES

1348 Section 1. CODE OF PROFESSIONAL CONDUCT: The Prin-  
1349 ciples of Ethics of the American Dental Association and the Ad-  
1350 visory Opinions appended thereto shall govern the professional  
1351 conduct of all members of the Academy, except in those in-  
1352 stances requiring a variance in interpretation of a "Principle" or  
1353 "Advisory Opinion" which is deemed essential to the govern-  
1354 ance of the Academy. Such variances shall be published with  
1355 the Bylaws of the Academy.

1356 Section 2. PLEDGE: Every member of this Academy shall  
1357 pledge to adhere to the Code of Professional Conduct of the  
1358 Academy.

1359 Section 3. DISCIPLINE: This Academy shall have the right to  
1360 discipline any of its members who may be adjudged guilty of  
1361 unprofessional conduct or violation of its Code of Professional  
1362 Conduct or its Bylaws, and may impose **any of** the following:

1363 A. CENSURE: Upon conviction of a charge which constitutes a  
1364 violation of a provision of the Bylaws, the Principles of Ethics of  
1365 the American Dental Association, or the accepted rules of  
1366 moral conduct, a member may, at the discretion of the Creden-  
1367 tials and Ethics Committee, be censured. Such censure shall be  
1368 entered in the member's record and shall remain in force until  
1369 such time that the member submits satisfactory evidence of the  
1370 institution of acceptable corrective measures, providing such  
1371 correction shall occur within a period of three (3) months fol-  
1372 lowing conviction.

1373 B. SUSPENSION: Failure to institute acceptable corrective  
1374 measures within the stipulated period of time associated with  
1375 censure may, ~~at~~ **At** the discretion of the Credentials and Ethics  
1376 Committee, **an ethical violation of sufficient gravity may**  
1377 result in the suspension of all the member's rights  
1378 and privileges associated with Academy membership. Such  
1379 suspension shall remain in force for no longer than six (6)  
1380 months; its termination shall be at the discretion of the Cre-  
1381 dentials and Ethics Committee pending submission of satisfac-  
1382 tory evidence of corrective measures. Failure to submit such  
1383 evidence shall result in expulsion **a definite period or until  
preconditions are met.**

1383 C. EXPULSION: A member shall be expelled for failure to com-  
1384 ply with the Bylaws provision relative to the payment of dues  
1385 and assessments; and for such other specifically stipulated vio-  
1386 lations as are deemed of sufficient gravity by the Credentials  
1387 and Ethics Committee to warrant expulsion, provided the  
1388 member has elected to exhaust all avenues of appeal, or after  
1389 due notice, fails to do so.

**Imposition of any of the above sanctions shall result in a member's removal from any council or committee on which they are serving, including the position of chair. In the case of an officer or trustee, imposition of any of the above sanctions resulting in a loss of membership shall disqualify the individual from further service in such position.**

1390 Section 4. JUDICIAL PROCEDURE:

1391 A. ADVISEMENT: In the event that the Academy has been ad-  
1392 vised, directly or indirectly, that a member of the Academy has  
1393 been found guilty, by a member's component or constituent  
1394 dental society or a duly authorized licensing agency, of unethi-  
1395 cal conduct in practice or in other professional relationships, or  
1396 is accused of such conduct, in writing, by an Academy coun-  
1397 cil/committee or a member, it shall be the duty of the Creden-  
1398 tials and Ethics Committee to obtain a certified copy of the al-  
1399 leged conviction and the charges associated with it. In the case  
1400 of action initiated by an Academy committee or member, the  
1401 Credentials and Ethics Committee shall obtain, in writing, a  
1402 detailed specification of the alleged violation(s).

1403 Having obtained the foregoing information **and conducted a**  
**due diligence confirmation of pertinent facts**, the committee  
1404 shall determine whether, in its opinion, justification exists for  
1405 instituting a formal hearing to properly dispose of the matter.  
1406 However, a hearing shall not be required if the committee's action is  
1407 based on a decision made by a state or provincial dental licensing  
1408 board that results in the suspension or termination of the dental  
1409 license of an Active, Life, or Affiliate member. In such case, the  
1410 decision shall go directly to the Board of Trustees for review as  
1411 described in paragraph E.

1412 B. HEARING: Hearings shall **may** be held at the location of, and  
1413 immediately prior to, the ad interim or annual meeting of the  
1414 Board of Trustees, **or via electronic/online live format at a**  
**mutually agreeable time**. The accused member shall be entitled to a  
1415 hearing before the Credentials and Ethics Committee at a time  
1416 set by the committee, at which the accused member will be  
1417 given the opportunity to present a defense to all charges  
1418 brought against the member. All proceedings shall be recorded  
1419 and preserved.

1420 C. NOTICE: The accused member shall be notified, in writing,  
1421 of the charges brought against the member and of the time and  
1422 place of the hearing. Such notice shall be sent by ~~registered~~  
1423 **certified mail and e-mail**, addressed to the member's last  
known address, not later  
1424 than thirty (30) days prior to the date set for the hearing.

1425 D. CHARGES: The written charges shall include a certified  
1426 copy of the alleged conviction or determination of guilt, if any,  
1427 specification of the Bylaw(s) or ethical provision(s) alleged to  
1428 have been violated, as the case may be, and a description of the  
1429 conduct alleged to constitute each violation.

1430 E. DECISION: The decision, following the hearing (if applicable),  
1431 shall be subject to the review and approval of the Board of  
1432 Trustees. Every decision, whether for acquittal, censure,  
1433 suspension, or expulsion, shall be presented in writing and shall  
1434 specify the charges made against the member, the facts presented  
1435 in substantiation or refutation of the charges, the verdict rendered,  
1436 and the penalty, if any, imposed. Following the review and  
1437 approval by the Board of Trustees, notice of the decision shall  
1438 be sent by ~~registered~~ **certified mail and e-mail** to the accused  
member no later than  
1439 ten (10) days subsequent to the Board's action. Such notice  
1440 shall also inform the accused member of the right of appeal.

1441 F. APPEAL: The member may appeal the decision of the com-  
1442 mittee and the Board of Trustees by filing a statement of par-  
1443 ticulars with the Chief Executive Officer no later than ~~sixty (60)~~  
1444 **thirty (30)** days after the date of the ~~e~~-mailing of the decision,  
accompanied  
1445 by a request for a hearing before the Appeals Board.

1446 G. APPEALS BOARD: The Appeals Board shall be composed of  
1447 three (3) past Presidents who are not on the Board of Trustees.  
1448 All decisions shall be stayed pending appeal. All notice and  
1449 hearing requirements shall be applicable to appeals to the Ap-  
1450 peals Board. The Appeals Board shall **may** hold its hearing at the  
1451 next annual session following receipt of notice of appeal  
**or via electronic/online live format at a mutually**  
**agreeable time**.

The  
1452 decision of the Appeals Board following the appeal hearing  
1453 shall be final.

1454 Section 5. HOLD HARMLESS: Every member of this Acad-  
1455 emy does waive the right to hold the Academy, its trustees,  
1456 officers, members, and/or employees responsible for any dam-  
1457 age, pecuniary or otherwise, which may result from conviction  
1458 and discipline associated with disciplinary proceedings against  
1459 said member.



# AAPD NOMINATIONS 2023



## **SCOTT D. SMITH** **PRESIDENT-ELECT NOMINEE**

Dr. Scott D. Smith received his D.D.S. from the University of Michigan in 1986, and his M.S. in pediatric dentistry in 1988. Upon completion of his Graduate and Post-Graduate studies at the University

of Michigan, Smith and his wife Debbie moved to Denver, Colo., to establish a private practice. He currently has offices in Denver and Centennial, Colo.. In addition to private practice, he is an Adjunct Assistant Clinical Instructor at both the University of Colorado and at the University of Michigan, traveling back to Ann Arbor monthly.

Soon after arriving in Denver, he became involved in the Colorado Academy of Pediatric Dentistry and the Metro Denver Dental Society, holding multiple offices with each group. In addition to being a founding member of the Rose Medical Center Cleft Lip and Palate/Craniofacial Anomalies Team, Smith has contributed to the Bright Futures Program with the American Academy of Pediatrics.

In 1996, Smith was appointed by the Governor of Colorado to the Colorado State Board of Dental Examiners and served as President of the Board from 2000–2004. During his tenure on the State Board he also served as an examiner for the Central Regional Dental Testing Service.

As a member of the AAPD, Smith has served on multiple Councils and Committees including Chair of Annual Session Local Arrangements Denver 2001, Council on Clinical Affairs Committee on Adolescent Health and the Council on Continuing Education. In June of 2017, he completed a three-year term on the AAPD Board of Trustees. In addition to Council and Committee Work, Smith has participated in the Leadership Institute at Kellogg and both cohorts of the Advanced Leadership Institute at Wharton.

Outside of his involvement in the AAPD, Dr. & Mrs. Smith enjoy an active Colorado lifestyle that includes skiing, cycling and fly fishing. Additionally, Smith plays ice hockey in an Adult Hockey League.



## **THOMAS G. ISON** **VICE PRESIDENT NOMINEE**

Dr. Thomas G. Ison is owner of a private practice in Newburgh, Ind. He received his dental degree and certificate in pediatric dentistry from the University of Kentucky College of Dentistry and Chandler Medical

Center in Lexington, Ky., and completed a Fellowship in Pediatric Dentistry at Indiana University School of Dentistry. He previously held appointments as an assistant professor at the University of Kentucky College of Dentistry and Chief of Dentistry at Norton Children’s Hospital, in Louisville. He is a Fellow of the American Academy of Pediatric Dentistry and Diplomate of the American Board of Pediatric Dentistry. Currently the Parliamentarian of the AAPD, he has served as a consultant to the AAPD Council of Clinical Affairs, and as District III (now Southeastern) Trustee. While Trustee, he was on the Strategic Planning Committee and was liaison to the Council on Dental Benefits and AAPD PAC. He is a Past President of the Southeastern Society of Pediatric Dentistry and Kentucky Academy of Pediatric Dentistry. Ison has been an examiner for the ABPD Oral Clinical Exam as well as committee member and part leader for the Renewal of Certification Examination. He resides in Evansville, Ind., with his wife, Connie, and daughter, Maggie.



## **CARLOS A. BERTOT** **SECRETARY-TREASURER NOMINEE**

Dr. Carlos “Charlie” Bertot received his dental degree from the University of Florida, College of Dentistry, and his certificate in pediatric dentistry from the University of Kentucky, Albert B. Chandler Medical

Center. He became a Diplomate of the ABPD in 1996 and has been involved with organized dentistry since his days in dental school. In addition to his membership and service to multiple dental organizations, he is a past-president of the Florida Academy of Pediatric Dentistry and has served AAPD at the council/committee and board level. A past Parliamentarian for AAPD and current Southeastern District Trustee, Bertot is the managing partner of a busy pediatric dental practice in Maitland, Fla., a suburb of Orlando.

Bertot is a graduate of the AAPD Leadership Institute at the Kellogg School of Business, Northwestern University and the AAPD Advanced Leadership Institute at the Wharton School of Business, University of Pennsylvania. Together with his wife of 31 years, he enjoys spending time with family, traveling, and staying fit. Bertot is most proud of his three children. His son is currently an Oral and Maxillofacial Surgery resident. His oldest daughter is a third-year medical student, and his youngest daughter is a college senior planning for a master's degree in psychology.



**ANTHEA MAZZAWI  
AT LARGE/FEDERAL SERVICES  
TRUSTEE**

Dr. Anthea Mazzawi is a board-certified pediatric dentist who has practiced dentistry for almost 20 years. Raised along the gulf coast of Florida, she earned a B.S. degree in Developmental Biology from Florida State University and a D.M.D. degree from the University of Florida College of Dentistry. She then completed a residency in pediatric dentistry at the Medical University of South Carolina. She is currently in private practice with her husband, Dr. Miles Mazzawi, who is also a pediatric dentist. Their practice, Cherokee Children's Dentistry, has been serving the needs of children in the greater Atlanta area since 2007. Mazzawi is passionate about working with children and serving as an advocate for all child related issues.

Mazzawi has been heavily involved with the American Academy of Pediatric Dentistry and organized dentistry throughout her career. She served as the president of The College of Diplomates of the American Board of Pediatric Dentistry in 2018 and has also been a part of several committees and councils for the American Academy of Pediatric Dentistry. Currently, she is the chairman of the Scientific Program Committee for the Annual Session. She also serves chairman of the Greater Atlanta Dental Foundation Gala Committee (an event that raises funds to meet the needs of several free/reduced fee clinics in Atlanta), and the secretary for the GA Academy of Pediatric Dentistry.

Mazzawi is excited to serve as a trustee on the board of trustees for the AAPD. She looks forward to working with her colleagues, specifically the federal service membership, to promote for our profession and advance optimal oral health for all children.



**STEVEN K. RAYES  
ABPD DIRECTOR**

Dr. Steve K. Rayes graduated from Indiana State University with a major in Biology and minors in Business Administration and French. He subsequently enrolled at the University of Michigan School of Dentistry and graduated as a general dentist. This was followed by a one year GPR (general practice residency) program that was completed through the Louisville VA medical center. To enroll in a loan repayment program with the Indian Health Service/US Public Health Service (IHS/PHS), Rayes applied to serve in the remote areas of Alaska. He was stationed in Dillingham, Alaska, followed by Kodiak, Alaska. After eight years of service as a General Dentist to the Alaska Native community and particularly the children in need, Rayes found his passion for pediatric dentistry. He was offered a full scholarship through the IHS/PHS and was enrolled back at the University of Michigan School of Dentistry for a Master's degree in pediatric dentistry. After graduation, Rayes returned to Anchorage to the Alaska Native Medical Center and Southcentral Foundation, where he worked as a staff pediatric dentist. He was instrumental in the development of a Pediatric Residency Program in which he was a faculty member until 2008, at which time he began as the Associate Director of the Graduate Program in Advanced Training in Pediatric Dentistry through NYU Langone-AK site. He holds a Certificate of Dental Education through the University of the Pacific in San Francisco, Calif. In 2015, Rayes relocated with his family to purchase a private practice in Vermont. He continues in full time private practice while teaching and providing OR services at Dartmouth Hitchcock Medical Center. He also serves on the Executive Board of the Vermont State Dental Society.



**ANN M. BYNUM**  
**SOUTHEASTERN DISTRICT TRUSTEE\***

Dr. Ann Bynum is originally from Ocala, Fla. She did her undergraduate training at Florida State University. She then attended dental school at the University of Iowa, where she met her husband, Dr. Matt

Bynum. She did two further years of training in Pediatric Dentistry at the University of Texas Health Science Center in San Antonio, Texas. Bynum moved to Greenville, S.C., in 1997 and opened her practice in Simpsonville. She has three children of her own (all boys) and understands and appreciates the arts of pediatric dentistry and parenting.

Bynum is a Diplomate and Examiner of the ABPD, a member of the SSPD, the AAPD, and the ADA. She has lectured and written numerous articles on pediatric dentistry, customer service, marketing, leadership, and teamwork over the years. Over the last four years she has added teaching others about tongue ties, sleep and airway. She enjoys spending time with her husband and their three boys, Matthew, Luke, and John. She enjoys working on her practice and travelling.



**HAKAN KOYMEN**  
**NORTHEASTERN DISTRICT TRUSTEE\***

Dr. Hakan Koymen is a board certified pediatric dentist in private practice in Baltimore, Md. He was born in Kalamazoo, Mich., and attended the University of Detroit-Mercy for dental school and University

of Maryland for his pediatric dental residency. He has been dental director for the Maryland Healthy Smiles Program (Medicaid) in the State of Maryland for the last 13 years and has always worked hard to provide quality access to care to all children no matter what their background. He also served as the Northeast Trustee for the College of Diplomates of the American Board of Pediatric Dentistry where he continued to serve all the way through his presidency in 2020. More recently, he has been very involved with the Academy being on the Council on Continuing Education, the Scientific Affairs Committee, and a part of Kellogg Leadership Institute VI. He also worked to create the new Mock Oral Board exams that are offered in conjunction with the AAPD Oral Clinical Exam Review Course. He looks to use his previous experience on committees and executive boards to help the Academy continue its pursuit to be the Big Authority on Little Teeth.

*"The members of the Northeastern and Southeastern districts have elected the following representatives to the Board of Trustees:"*



(l-r) COO & General Counsel C. Scott Litch, Congressional Liaison Warren A. Brill, Congresswoman Terri Sewell (D-7th Ala.), and Congressional Liaison Jade Miller. Congresswoman Sewell and Congressman/dentist Drew Ferguson (R-Ga. 3rd) spearheaded two House letters to CMS in 2022 supporting AAPD's operating room access initiative that resulted in the creation of the new HCPCS code G0330.



Edward Ginsberg, DDS Secretary, ABPD Board Certified 1992 Baltimore, MD

It is with great excitement that the American Board of Pediatric Dentistry (ABPD) introduces our 2022 – 2025 Strategic Plan. As we began creating the strategic plan, we considered many elements of ABPD and clarified our mission and vision, while examining the internal and external forces that shape our strategic efforts. The strategic plan dictates the tactics, goals, strategies and performance measures which will guide our organization now and position ABPD for future success.

The strategic plan begins with the mission and vision statements. Our new mission statement, or the “WHY” of ABPD states: “Every child, every adolescent, and every individual with special needs deserves quality care.” and the new vision statement, or the “HOW” of the organization is: “Commitment to excellence through a certification process that inspires lifelong learning.”

Respectfully, Edward Ginsberg, DDS Secretary, ABPD

## ABPD 2022 - 2025 Strategic Plan

The plan is divided into five pillars: the Certification Process, Communication, Sustainability, Diversity, Equity, and Inclusion, and Partnerships and Collaborations. The goals, or the “WHAT” for each area and strategies are as follows:

### Certification Process

- Ensure a meaningful and valid process.
• Assess the current certification process to determine if it is enhancing the knowledge and growth of pediatric dentists at all career stages.
• Continued assessment of our process and evaluation of the use of best practices and innovation.
• Direct grant funding to study the certification processes and patient outcomes.

### Communication

- Continuous improvement of bi-directional communication.
• Understand and communicate the relevance of board certification.
• Develop communication strategies with stakeholders.
• Strengthen committee and governance communication.

### Sustainability

- Maintain organizational excellence.
• Cultivate new volunteers and leaders and maintain financial stability.

### Diversity, Equity, and Inclusion (DEI)

- Advocate for DEI.
• Ensure best practices are considered in all aspects of the organization.

### Partnership and Collaborations

- Strengthen current and seek new relationships with organizations that share similar goals.

As ABPD integrates the tactics and strategies of the plan into actions, we hope to drive excellence in pediatric dental care for all pediatric dentists and the patients in our care.

## 2022 ABPD Oral Clinical Examination Examiners

The Oral Clinical Examination (OCE) was held on September 19-23, 2022. ABPD is grateful to the incredible group of talented and experienced volunteer diplomates who left their daily practice routine to examine 624 pediatric dentists.

- Sarah Ahn, Shreekrishna Akilesh, Mira Albert, Alexander Alcaraz, Sahar Alrayyes, Homa Amini, Salwa Atwan, Paul Bahn, III, Mark Boone, James Boynton, Jeffrey Brownstein, Richard Burke, Robert Caldwell, Glenn Canares, Maria-Jose Cervantes Mendez, Neeta Chandwani, Willie Chao, Jung-Wei Chen, Wendy Cheney, Clayton Cheung, Judith Chin, Elizabeth Chisholm, David Ciesla, Richard Cohen, James Coll, Jennifer Criss, Yasmi Crystal, Jennifer Cully, Dedra Davis-Wallace, Lauren DiBenedetto, Hani Eid, Neva Eklund, Shahrbanoo Fadavi, Timothy Fagan, Shane Fisher, Kirsten FitzGerald, Matthew Geneser, Edward Ginsberg, Marcio Guelmann, Steven Hackmyer, Felicity Hardwick, Jennifer Hargleroad, Dawn Harvey, Cynthia Hipp, Brian Hodgson, Craig Hollander, Pamela Hom, Leslee Huggins, Elsa Hui-Derksen, Autumn Hurd, Janice Jackson, Racquel Johnson, Kavita Kohli, Priya Kothari, Reena Kuba, Leslie Lawrence, Ann Layvey-Tardalo, Kecia Leary, Ashley Lebak, Lidieth Libby, Rochelle Lindemeyer, Sally Sue Lombardi, Cheen Loo, Tad Mabry, Manav Malik, Chanel McCreedy, Carol McKown, Alton McWhorter, Michael Milano, Brent Moody, Maritza Morell, Man Wai Ng, Robert Nieders, Scott Nieman, Nadgie Ortiz Diaz, Elizabeth Palmer, Dorothy Pang, Shannon Parris, Kimberly Patterson, Harold Pincus, Michael Rabinowitz, Tricia Ray, Steven Rayes, Hans Reinemer, Priyanshi Ritwik, Julie Russo, Scott Schwartz, Sarita Shah John, Barbara Sheller, Marc Siegel, Daniela Silva, Maria Simon, Shera Sims, James Singleton, Bryan Skar, Nuthyla Skuja, Toddrick Smith, Jennifer Soncini, Lisa Stanley, Thomas Stark, Jacy Stauffer, Ray Stewart, Deborah Studen-Pavlovich, Michael Suchar, Tracy Takenaka, Thomas Tanbonliong, Margaretta Tarver, Anupama Tate, Joseph Tylka, Vivienne Valdez, Elizabeth Velan, Kavitha Viswanathan, William Waggoner, Mitzi Wasden, Michael Webb, Whitney Wignall, Anne Wilson, Cynthia Wong, Zheng Xu, Yu-Ju Yang, Karen Yee-Lo, Young Yi

Since 2010,  
**The AAPD Foundation**  
has awarded nearly  
\$8 million in grants,  
**providing dental care  
to underserved children.**

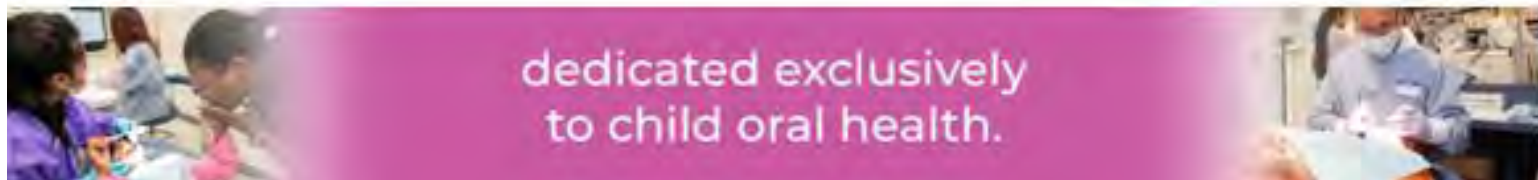
**Join Us** in our fight **to ensure  
every child has a dental home.**



To learn more, scan the QR code or visit us  
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dedicated exclusively  
to child oral health.





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AAPD's two podcasts, Pedo Teeth Talk and Newly Erupted, continue to be extremely popular. Be sure to tune in to the episodes that are released monthly. Dr. Joel Berg, the host of both podcasts, will be interviewing some great guests in 2023!



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# Opportunities

For information regarding placing a listing in PDT or Pediatric Dentistry please visit the AAPD Career Center at <http://jobs.aapd.org> or call (312) 337-2169.

## Seeking Pediatric Dentists

**ARIZONA—GLENDALE.** Hello, my name is Dr. Mathew Jensen, pediatric dentist and owner of Paseo Ranch Pediatric Dentistry and Orthodontics. We are looking for a part-time associate to work at our brand-new state of the art pedo/ortho office. We are a full private practice office, not a corporate/DSO. You can check out the office at: [www.paseoranchpd.com](http://www.paseoranchpd.com). This part-time position could lead to a full-time as the practice grows. Per-diem Guarantee. We have an amazing practice philosophy, where we put people first-We don't just say it, we do it! Our employees are highly qualified with warm and fun personalities and they are like a second family to each other. If you are looking for a high quality working environment with a top-notch staff, reach out to me, I'd love to talk to you more about our office and our opportunity. If you want to learn more about me personally, I have a youtube and tiktok channel, where I promote dental tips in a fun way. Also my wife and I just started a non-profit organization, where we take teams of dentists and volunteers to 3rd world countries on dental mission trips. To see more, click the links below! [www.dentaloutreachrelieffoundation.com](http://www.dentaloutreachrelieffoundation.com). You can reach be by phone or text at: (623) 606-2217 or you can email me at [mathewjensen73@gmail.com](mailto:mathewjensen73@gmail.com).

**ARIZONA—PEORIA.** At Kidz R Kool Pediatric Dentistry we make every effort to ensure that a child's visit to the dentist is a positive experience. Parents and children love the care they receive from our team as well as the bright murals, superhero images, our game room, and kid-friendly, kid-sized examining rooms. We address the oral health care needs that infants, children, and young adults experience both physically and psychologically. We are looking for a part time pediatric dentist that is needed 3-4 days a week to join us in our growing, established, state of the art, private practice located in the ever-expanding Peoria, Arizona. You will be working with an experienced practice management staff along with two additional pediatric dentists. This office is doctor-owned, doctor run, and believes in advocating for patients while elevating the quality of care for kids. Our staff takes a conservative approach in diagnosis and we take the time to educate and communicate with our patients and their parents about maintaining proper oral health. Expect to share minimal on-call duties between 2 other

doctors, as well as a flexible, family-friendly schedule that allows for time off as-needed. Our office works with private insurance along with select medicaid plans. Benefits: Enjoy competitive compensation with high earning potential (per-diem or contractual rates are negotiable). Flexible, family friendly schedule. Full time available. Health benefits for all eligible employees. Our ideal candidate must possess:D.D.S. or D.M.D. with a certificate from a pediatric dental residency program. Individual malpractice insurance. Basic Life Support certification. Nitrous Permit. Oral Conscious Sedation permit. Experience in pediatrics and loves working with children. Positive attitude. Excellent chairside manner and communication. Active dental board license. Current residents are encouraged to apply. For more information please contact [kidzrkool7505@gmail.com](mailto:kidzrkool7505@gmail.com).

**ARIZONA—PHOENIX.** We have a thriving, long-established, high quality, private pediatric dental practice. We are looking for the "right" pediatric dentist to join our non-corporate team. While we have multiple doctors and locations, each child always receives the highest quality of care. We are well respected in the medical and dental community for our care of children as well as the organization and way we run our practices. Our doctors perform all levels of sedation dentistry including IV sedation as well as hospital work. The clinical and administrative teams are great, act as a family, and have a great deal of fun while they work and play. The candidate must have excellent technical skills and be enthusiastic, personable, and articulate. Above average compensation and participation in our group medical plan are included. Graduate of a Pediatric Dental Post-graduate program. Board Eligible or Diplomate. Excellent clinical and behavior management skills. Good communicator. For more information please contact [amanskapur@gmail.com](mailto:amanskapur@gmail.com).

**ARIZONA—SURPRISE.** Hello, my name is Dr. Mathew Jensen, pediatric dentist and owner of Surprise Pediatric Dentistry and Orthodontics. We are looking for an associate to work at our Surprise, AZ office. We are a private practice office, not a corporate/DSO. You can check out the office at: [www.surprisepd.com](http://www.surprisepd.com). Per-diem Guarantee. We have an amazing practice philosophy, where we put people first-We don't just say it, we DO it! Our employees are highly qualified with warm and fun personalities and they are like a second family to each other. If you are looking for a high

quality working environment with a top-notch staff, reach out to me, I'd love to talk to you more about our office and our opportunity. If you want to learn more about me personally, I have a youtube and tiktok channel, where I promote dental tips in a fun way. Also my wife and I just started a non-profit organization, where we take teams of dentists and volunteers to 3rd world countries on dental mission trips. To see more, click the links below! [www.dentaloutreachrelieffoundation.com](http://www.dentaloutreachrelieffoundation.com). You can reach be by phone or text at: (623) 606-2217 or you can email me at [mathewjensen73@gmail.com](mailto:mathewjensen73@gmail.com). I look forward to hearing from you! -Dr. Jensen. You can reach be by phone or text at: (623) 606-2217 or you can email me at [mathewjensen73@gmail.com](mailto:mathewjensen73@gmail.com).

**ARIZONA—SURPRISE.** A well established, private Pediatric Dental Practice in Surprise is currently searching for a full time Pediatric Dentist. This practice is 11 operatories total (6 pedo and 5 ortho), is fully digital, has TV's on the ceiling in every op with cordless headphones, and accepts PPO / FFS and 50% Medicaid patients. They have EFDA's and are looking for four days a week from 8am to 4pm. All of their Associates made over \$300k last year, and they're averaging between 150 and 175 new patients a month! This practice is beautiful, and their patient retention is one of the best in the state. This is a fantastic opportunity for a Pediatric Dentist to walk into a well established private practice and make it their own! For more information please contact [ron@thedentistagent.com](mailto:ron@thedentistagent.com).

**ARKANSAS—FAYETTEVILLE.** Pediatric Dental Associates and Orthodontics is seeking a full-time associate pediatric dentist to join our growing multispecialty 2-location practice. Our private doctor-owned practice is a state-of-the-art facility featuring digital radiography, paperless charting, ceiling mounted TV's and a fun custom themed environment for children. We have been serving our community for 24 years. We were voted 2018,2019,2020,2021 and 2022 Best Pediatric Dental Practice of Northwest Arkansas. Our mission is to provide exceptional pediatric dental and orthodontic care in a gentle and fun environment in which kids feel safe and parents can relax. By building a foundation of trust, we strive to ensure that each child has the most positive experience possible. We actively participate in community outreach all while providing exceptional dental care to each patient. We are searching for a highly skilled, friendly, and outgoing doctor to join our team. Our practice offers a competitive salary, full

benefit package including paid medical, 401k, paid professional liability insurance, and a \$2,000 CE credit. Northwest Arkansas is ranked among the nation's fastest-growing places in the U.S. While living in the area, you will enjoy the perfect mix of big-city fun and small-town charm. U.S. News & World Report put Northwest Arkansas at No. 5 on its 2022 list of Best Places to Live. We have remained in the Top 5 for six years in a row. Feel free to check out our website [www.smilesarewild.com](http://www.smilesarewild.com) to get a more inside look at our office, team, and patient experience, you can check us out on Facebook and Instagram @smilesarewild. For additional information, check out our new video NWA & PDAO. If you are interested in joining our team, please email your C.V. or resume to: [China@smilesarewild.com](mailto:China@smilesarewild.com).

**CALIFORNIA—CHICO CA.** Choice Health Care Services—Pediatric Dentist for Northern CA and Central Valley CA—PAL—Certified preferred. We would love to extend an invitation for you to consider joining our Pediatric dental team at one of our modern and up-to-date dental practices. We have full-time and part-time opportunities for you to apply to. Locations: Chico CA, Bakersfield CA. We support our clinical staff to ensure a safe and harmonious working environment and we are committed to ensure your continuous development and overall success is achieved with your dental career path. We provide exceptional pre and post on the job training with excellent promotional possibilities from within our company, there's no end to achieving your career goals. Looking for a better lifestyle balance between work and family, if so, we have a fantastic career opportunity for you. Come and work with Choice Health Care Services in the Chico CA or Bakersfield or where working with children and having an experienced and professional dental team support you, your dream job awaits you. Work Monday to Friday, Great pay with benefits, sign-on bonus, set daily rate of pay plus bonus. Life in the central valley or the Chico area where cost of living is great and buying that dream home is affordable. Who are we: Choice Health Care Services: Children's Choice teams are staffed by board-certified pediatric dentists and general dentist serving children, infants, adolescents. We also offer care solutions for young patients with special needs. Our teams provide caring and nurturing environments complete with the latest innovations, techniques, and technology to provide the highest quality care. We dedicate ourselves to providing a meaningful service to the communities in which we serve. We work hard to build an engaging relationship with children and their families to achieve a healthy and lasting smile. What we offer you: Medical, Dental, Vision, Prescriptions Life Insurance Disability Insurance 401K plan Malpractice coverage Dental License Reimbursement Sign-on Bonus Excellent compensation with daily guarantee Qualifications: Current Dental license for California. Board Certified or Board

Eligible Pediatric Certification. BLS/CPR/PAL Certified – Preferred. DEA. NPI number. We sponsor H1B- work Visa with Permanent Resident card. For more information please contact [swilliams@choicehcs.com](mailto:swilliams@choicehcs.com).

**CALIFORNIA—MERCED.** Pediatric Dentist F/T position to work in our Beautiful Merced CA office \$25,000.00 sign-on bonus. Work either 4 or 5 days a week Monday to Friday. Yearly salary up to \$370,000.00 per year—call me (714) 588-9094. Children's Choice Healthcare Services and our associate dental offices offer great pay, plus sign on bonus or relocation for assigned office locations. We hire dentists that enjoy working with children and we hire orthodontists. Our offices are "state-of-the-art" modern facilities, and we have professional, fun and friendly support staff that you will enjoy working with. Benefits: Medical, Dental, Vision, Prescriptions, Life Insurance, 401K and Malpractice covered. Best, Suzie Williams. Must have a current Dental License for CA, Current Dental license for California, Board Certified or Board Eligible Pediatric Certification, BLS/CPR, PAL Certified – Preferred. DEA. NPI number. For more information please contact [swilliams@choicehcs.com](mailto:swilliams@choicehcs.com).

**CALIFORNIA—ORANGE COUNTY.** Lollipop Pediatric Dentistry & Orthodontics is seeking an ambitious and motivated Pediatric Dentist to join our growing team of Pediatric Dental Specialists in Los Angeles and Orange County, California. We are a private practice that operates out of 7 office locations in Placentia, Garden Grove, Costa Mesa, Cerritos, Tustin, Long Beach and Lake Forest and has provided excellent dental care for more than 10 years. We have been consistently voted best dental practice in Orange County by the OC Register and Parenting OC Magazine. Our highly trained team is committed to providing the best pediatric dental care and we emphasize conservative treatment, building relationships with our families, and an exceptional patient experience. Our benefits package includes: Guaranteed competitive salary Medical, dental, and vision insurance allowance—Healthcare FSADependent Care FSA, \$1000 CE allowance per year, 401K contributions + Profit Sharing Paid Time Off & Holidays, \$1500 Malpractice allowance, Dental Board License Renewal fees, Uniform Allowance, Provided mentorship to ensure your success! We look forward to your interest in this opportunity—please contact us by email: [drmary@lollipop-dental.com](mailto:drmary@lollipop-dental.com). Learn more about our existing practice and existing doctors by visiting: [www.lollipopdental.com](http://www.lollipopdental.com).

**CALIFORNIA—SALINAS.** Seeking an associate pediatric dentist interested in a part-time position with opportunity to full-time / ownership in a multi-specialty practice in the beautiful Monterey Peninsula. We are looking for a passionate and caring practitioner to be a leader for our pediatric practice, team and community This is a perfect opportunity to

develop and growing pediatric practice of a new, state of the art facility in a very desirable area. The pediatric wing of this multi-specialty office is about 1800 sq. ft. including a 3 unit open bay, and two quiet rooms. All operatories fitted with Adec chairs and delivery systems, and state of the art technology and instrumentation. In addition, the facility offers an on-site, Joint Commission certified, ambulatory surgery room and anesthesia machine for general anesthesia cases. Qualified applicants will possess a dental license to practice in California and will have graduated from an ADA accredited pediatric dental residency program. Experienced specialists, and recent graduates are equally encouraged to apply. The ability to speak in Spanish is a plus, but not an absolute requirement for the position Valid California dental license. Graduation from an ADA approved pediatric dentistry residency program. For more information please contact [ahalia\\_herrera@hotmail.com](mailto:ahalia_herrera@hotmail.com).

**COLORADO—GRAND JUNCTION.** We are in search of a Pediatric Dentist for a part or full-time position in beautiful Grand Junction Colorado. Grand Junction is an incredible area with every outdoor activity imagined. We enjoy skiing, hiking, camping, rafting, paddle boarding, mountain biking, atv's, hunting, fishing and more. We are 4 hours from Denver, 1.5 hours from Moab, and only 3 hours to Provo Utah. This is a great area to raise a family and the valley is growing rapidly. The valley is big enough to have the amenities, but small enough that we can be a part of the community. We are an established office with three locations and currently have four full-time pediatric dentists and are growing. We own the office and are not a chain. We have state of the art offices, with all-digital records, intra-oral cameras at each chair, soft-tissue laser, isolite, Nomads, etc. We are laid back, enjoy our workplace and co-workers, and focus on a low stress environment. We have invested a significant amount in consulting services, focus on systems, and rely on incredible staff members to make the office as low stress as possible. We treat our staff well and with respect and have a very efficient and smooth running office. We provide all forms of behavior management to our patients including N2O, oral sedation, in-office GA with dental anesthesiologists, and have weekly hospital block time. We are centered on providing the best quality oral care to our patients, and taking care of our staff. We are searching for a long term addition and to be part of our team and vision. We are looking for a compassionate provider that will help provide the best care for our patients. We would like someone to join our office from 3 to 4.5 days per week, with a guaranteed minimum and a great work/life balance. Future ownership opportunities are available for the right trial partner. Please email your resume to [Jeremy@jcox4dental@yahoo.com](mailto:Jeremy@jcox4dental@yahoo.com) to discuss this opportunity. Required: Colorado dental license, completed pediatric dental residency.

**CONNECTICUT—BOZRAH.** Children's Dental Associates of New London County, PC is a privately-owned practice offering pediatric services to Southeastern Connecticut. We offer an excellent opportunity for a compassionate, ethical, pediatric dentist looking for an associate position leading to partnership. This well respected group practice is located in four locations within a 25 mile radius in up-to-date modern facilities with great visibility. We have an experienced, caring team devoted to providing high quality preventive care, and exceptional patient service. Our offices are located halfway between Boston and NYC close to the railway. This is a great opportunity to become part of our successful, well respected, quality based practice that has been in business for more than 40 years. Salary guarantee, health insurance and 401K plan. Candidates should be hardworking, caring and dedicated to providing excellent pediatric dentistry to all types of children. For more information please contact [children.dental@snet.net](mailto:children.dental@snet.net). Or visit our website [www.childrendentalinc.com](http://www.childrendentalinc.com). Requirements: Pediatric Dental Residency Certificate. Connecticut Dental License. Connecticut DCP. Husky Credentialing.

**FLORIDA—MIAMI.** Pediatric/ Orthodontic Dental Group with seven locations in South Florida is looking for full/part time pediatric dentists. Privately owned. State of the art facilities: Central Nitrous Oxide, fully digital, Open dental, Jarvis. Treatment under general anesthesia available at three hospitals (Nicklaus, Joe DiMaggio, Jackson). Flexible Schedules. Compensation: 35 % of production including hygiene, sealants, x-rays and more. Locations: Homestead, Palmetto Bay, West Kendall, River Landing, Miami Shores, Miami Gardens & Coral Springs. Florida Licensed. For more information please contact [enacosta@pediatricdentalcenters.com](mailto:enacosta@pediatricdentalcenters.com).

**FLORIDA—PLANTATION.** Full time Pediatric Dental Associate in South East Broward- Plantation/Ft Lauderdale/Hollywood. Excellent opportunity with competitive salary! State of the art practice. We are a husband and wife owned private pediatric dental office. Tremendous growth and earning potential, sedation & hospital dentistry practiced. New grads welcome! Preferred to have medicaid number already and Florida state dental license. Our office is a like a theme park and we care about you! If our doctors are not happy we aren't! This is a gem located in the Sunny South Florida. Many options available. Check out our website <https://supersmilekidsdental.com>, and Insta @supersmilefl.

**GEORGIA—ALPHARETTA.** If you want to be independent, you'd be crazy not to call. This is a position in a pedo ortho practice where the founder is looking at retiring in two years. The owner is willing to help train both the clinical and business aspects of practice, and

also in orthodontics. It is a traditional fee for service practice in a north Atlanta suburb with access to hospital care. It is a fantastic local area close to five pediatric medical practices. The practice is located in a Class A building on the ground floor with free parking and has eight operatories. Four for restorative and bracketing, four for hygiene and orthodontic adjustments. It is a new modern office. If the prospective associate is not interested in orthodontics they can either bring in an orthodontist or refer out once practitioner leaves. Applicant must have completed a residency in pediatric dentistry and is either board-certified or board eligible in pediatric dentistry. They must be energetic and willing to help build a practice. We are not looking for someone just looking to punch a clock and check out. Applicant can either be experienced or require an internship. For more information please contact [mphpc@yahoo.com](mailto:mphpc@yahoo.com).

**GEORGIA—BUFORD.** We are big on personality and we desire to keep our small town feel with exceptional customer service even as we continue to grow. Offering minimal invasive dentistry (SDF), standard operative, oral conscious sedation, and IV in-office sedation will allow you to provide parents with the best option for their child with each individual case. We are an established dentist-owned private practice of 12 years looking for full-time or part-time pediatric dentist(s). We have two locations in northern Gwinnett county. This is an excellent opportunity to join a thriving practice continuing to see tremendous growth. We love to have tons of fun while working and we are big on having a solid work-life balance! Shortened hours to ensure that you are able to get home to be with the ones you love or to do things that you enjoy outside of work! A highly competitive compensation package. If you feel this would be a great opportunity for you please contact us at Email: [dmd4kids@gmail.com](mailto:dmd4kids@gmail.com).

**GEORGIA—COVINGTON.** We are a growing pediatric dental practice seeking an associate to join our team! The position is for 2-3 days a week. Will offer limited training in techniques involving restorations. We offer and perform all facets of pediatric dentistry. The candidate must be licensed for the state of Georgia and our office is located twenty minutes east of downtown Atlanta. Also the candidate must have graduated from an accredited pediatric dental residency program and have his/her CPR, PALS, DEA and NPI. Competitive salary is offered with employer-paid liability insurance. All candidates please send your C.V.: [ronbacingham@yahoo.com](mailto:ronbacingham@yahoo.com) attn: Office Manager. Thanks!

**GEORGIA—LAWRENCEVILLE.** Pediatric Dentist wanted in a small private practice in Lawrenceville, Ga. Apple Tree Pediatric Dentistry. We see patients 3 days a week. Our typical daily schedule is 1 column of operative and 2-3 columns of hygiene patients. Our

schedule allows the doctor and hygienists to spend ample amount of time with each patient to go over treatment and give individualized care. Our patients are so wonderful and many of our patients have been with us for years. We strive to provide top quality care with family-oriented feel to all our patients without rushing through the appointment. We offer conscious sedation, and our associate dentist currently has privileges to do GA cases at CHOA. Compensation is very competitive (especially us being out of network with majority of insurances). Compared to most cases, you can earn equal or more while seeing less patients. We offer many other benefits. Conscious Sedation license a plus. Please give me a call at (706) 284-6529 or email me at [jenikongdmd@gmail.com](mailto:jenikongdmd@gmail.com) to discuss further. I look forward to hearing from you. Requirements: Completed a Pediatric Dentist residency. PAL, CPR, Conscious Sedation License.

**GEORGIA—ROSWELL.** Established pediatric dental practice, 15 years. We have an amazing opportunity for a full time or PRN pediatric dentist or general dentist with pediatric dental experience. Sign up bonus Compensation: Per Diem or salary / with percentage of collections / profit sharing bonus system and 401k with match / Health insurance / Dental / C.E. / Relocation / Location: Roswell, Georgia, Brookhaven, Georgia. Email: [drnath@kidshappyteeth.com](mailto:drnath@kidshappyteeth.com). Phone: (678) 763-2600.

**ILLINOIS—CHICAGO.** Board Certified Pediatric Dentist wanted to join a one of a kind, state of the art pediatric dental practice in the Roscoe Village neighborhood of Chicago. Doctor first CEO with excellent reputation and straight forward contract without the DSO or corporate "touch." Significantly above market compensation. Availability on Mondays/ Wednesdays and some Saturdays strongly preferred. Position is immediately available. Grow with our team and become one of the many awesome faces of our practice. Built in 2019 as one of the most modern and tech savvy practices around. This is a special and unique once in a life time opportunity for a long term associate with potential for future partnership. Required: American Board Certified/Eligible pediatric dentist with strong track record of success, experience, and impressive reviews and recommendations. For more information please contact [johnnykutt@gmail.com](mailto:johnnykutt@gmail.com).

**ILLINOIS—PALOS HEIGHTS.** We have an outstanding opportunity for a motivated and compassionate Pediatric Dentist to join our 40+ year established fee for service office serving Chicago and the southwest suburbs. We are busy and still rapidly growing, providing the ideal opportunity for someone wanting a long-term, stable career. The office is fully digital with an incredible support team/staff. We have local hospital and surgery center privileges as well. We work awesome hours and offer a terrific compensation package! We are looking for the right person to join

our team! Ideal applicants must prioritize high quality patient care and customer service. They should have excellent communication, interpersonal and team building skills. They must be able to handle multiple tasks, and to work well independently and as a team in fast-paced environment. Other qualifications include: Graduate of an accredited pediatric dental residency. Illinois Dental License- Illinois Specialty License- Board Eligible or Board Certified Pediatric Dentist preferred. For more information please contact [cjames.neal@gmail.com](mailto:cjames.neal@gmail.com).

**ILLINOIS—ST. Charles.** We are a well-established, fee for service Pediatric Dental practice seeking an associate to join our team. We have been serving our community for twenty years. Our goal is to provide exceptional pediatric dental care in a gentle and playful environment. The ideal candidate would demonstrate excellent communication and clinical skills with confidence. Candidate must be motivated, personal, and possess a positive team attitude. Please e-mail resumes to [frontdesk@dayspringpd.com](mailto:frontdesk@dayspringpd.com).

**INDIANA—FISHERS.** Who We Are: Welcome to the Fishers Pediatric Dentistry family! We are a rapidly growing, privately owned pediatric practice located in Fishers, IN, a flourishing suburb outside of the Indianapolis area. Here at Fishers Pediatric Dentistry, we aim to provide the highest level of compassionate, ethical and quality care to our patients. Our beach-themed office provides an inviting and memorable experience for our families, laying down a foundation for a life-time of happy dental visits. With 17 chairs and several different treatment settings, we are able to cater to everyone's individualized needs. We are looking for a self-motivated, highly energetic, long-term associate who can bring their own talents, creativity, and ideas to our team of aces! Why Us: We are GROWING and we need YOU (avg 185 new patients per month). You will never be alone—working with a seasoned team of 4 doctors, 10 hygienists and 28 assistants, you will always be empowered. We value a healthy work-life balance—Monday-Thursday (no Fridays or weekends). We love to have FUN and PLAY! (our #1 core value—want to experience first-hand? come visit). We face challenges together, WIN together, and do amazing things together. We take pride in turning a profession, into a passion. We embrace change—we try new things, learn from them, and execute again. Our team is cohesive and our company culture is unified. Our systems are documented, polished and perfected. We promote autonomy and encourage happiness. We welcome and embrace diversity. NO travel—all of this greatness is at ONE LOCATION. Actively involved in the community. What We Believe & Deliver: We place large emphasis on creating a positive experience for every patient. We treat every patient as if they are the only patient in the room. We pride ourselves with

behavior management techniques to ensure delivery of a top-notch experience. State-of-the-art equipment: Isodry system, digital x-rays, paperless office, N20. Provide OR services for treatment under GA. We deliver and educate on a level that parents and children can understand. Why You: Do you have a desire to elevate your dental profession and want to join a WINNING team? If YES, this is the perfect opportunity for you. Work Hard Play Hard is a commonly used phrase due to our bustling daily schedule. If you are highly self-motivated and have an unruly desire to succeed, you can work at your desired pace from day ONE with the potential to earn up to \$300k+ per year! Compensation is paid on a percentage of collections, and we pride ourselves in having an overall quick collection rate over 98%. Other benefits include paid CE as well as a 401K program. To learn more about this incredible opportunity, email Dr. Misti Pratt at [drmisti@fisherspediatric.com](mailto:drmisti@fisherspediatric.com) or call (317) 698-3029. Requirements: Graduate of an accredited Pediatric Dentistry Residency Program. Active Dental License D.D.S./D.M.D. DEA Certificate.

**INDIANA—FORT WAYNE.** If you are seeking to become or are in pediatric dentistry, have great people skills, knowledge in your industry, and possess a genuine interest in becoming involved in one of northeast Indiana's premier dental practices, we want to talk to you! We offer an excellent opportunity for you to become an owner in our strictly fee-for-service practice. While many dental offices have chosen to follow a corporate model, Fort Wayne Dental Group is an established, contractual partnership completely owned and run by the practicing doctors. Fort Wayne Dental Group will continue to follow this business model. Our doctors have outstanding respect for family values and reap great financial rewards producing a lifestyle that is enviable. Call us and we will be happy to share our numbers of growth and your significant income potential. Call @ (260) 432-3459 or email your resume to [vicki@fortwaynedental-group.com](mailto:vicki@fortwaynedental-group.com).

**INDIANA—GOSHEN.** Seeking Pediatric Dentist: Good To Grow Dental Center is seeking a full-time or part-time pediatric dentist who values safety, connection, playfulness, and efficiency in their work. Our non-corporate office is offering a full-time or part-time position with the opportunity to partner. We utilize nitrous oxide, have weekly case time for general anesthesia treatment in a surgery center, and have access to hospital operating room time. Why Here And Not Somewhere Else? Healthy compensation in a flexible and fun working environment. Family Friendly—From our office hours (7 am—1 pm M-F) to the community we serve, we are all about family first. Proximity to Fun—We are 2 hours or less from several hot spots of fun including Chicago, Indiana Dunes National Park, Indianapolis, Grand Rapids,

and much more. Not to mention all the fun activities in our own backyard. Opportunity to Grow—As a pediatric dentist at Good to Grow Dental Center, you can grow your financial stability, leadership, clinical, and business skills. Interested in owning? There is an opportunity for that too! World-Class Team—Our well-trained team of expanded functions dental assistants and knowledgeable administrative team make work fun and productive. As Our Perfect Match, You: Licensed or qualified to obtain a dental license in the State of Indiana. Completed a residency from an accredited pediatric residency program. Alue safety, connection, playfulness, and efficiency in your work. Have a passion for working with children and families. Show strong respect for all of your coworkers, regardless of position. Start The Conversation: Interested in learning more? Email [Ryan@goodtogrowdental.com](mailto:Ryan@goodtogrowdental.com). Or text (319) 535-0540 with any questions you may have about the opportunity. A gift of \$1,000 will be extended to you after taking the time out of your busy schedule to give us a serious look in person. We look forward to hearing from you!

**INDIANA—MUNCIE.** Rector Family Dental and Orthodontics has been experiencing tremendous growth in our patient base, and we're looking for a Pediatric Dentist to join our dynamic team! This opening is in our established specialty practice in Muncie, IN. This is a busy multiple doctor practice where the needs of the patient always come first. We are seeking a provider who has a passion for working with children, and loves to stay busy! Our practice focuses on building relationships with our patients while creating a fun and comfortable atmosphere for children, parents and our staff. We Offer: \$50,000 Sign-On Bonus for two-year commitment. \$25,000 Sign-On bonus for one-year commitment. HUGE Patient Base. Beautiful State of the Art Facility. Production Based Compensation. Equity Purchase Program. Malpractice insurance coverage. Comprehensive benefit package. To learn more about Rector Family Dental and Orthodontics, please visit us at [www.rectordentalgroup.com](http://www.rectordentalgroup.com). Rector Family Dental and Orthodontics is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran. Required Experience: D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation. Completed a Pediatric Residency accredited by the Commission on Dental Accreditation. Current, valid license to practice dentistry in state where providing care (License must be in good standing) or eligible for licensure. Other certifications as required by state to include- CPR, DEA, etc.

**IOWA—DES MOINES METRO.** A pediatric associate is needed to practice in busy privately owned office with two locations. Offices are located in greater metropolitan area. Our goal is to provide a great dental experience for our patients and the extra personal touch for the parents. The Des Moines metro has been rated as one of the best places to live and raise a family. There are great private and public school systems, low crime, population growth is substantial. A gem of a community in the Midwest. We have a great staff of Dental assistants and a welcoming front desk to accommodate parents. Doctor would like both locations open and seeing patients 4-5 days a week. Ownership potential is a definite for the right doctor. Competitive base salary and production based bonuses. Health insurance is covered and retirement plan included upon eligibility. All annual professional dues, insurances, continuing education, and biannual licensing paid by the practice. Each location have been updated with the latest in modern technology including digital radiographs and charts. Send communication to email listed we would love to chat with you. D.D.S./D.M.D. and completion of accredited pediatric dental residency. For more information please contact [sdwwhittemore@gmail.com](mailto:sdwwhittemore@gmail.com).

**IOWA—MUSCATINE.** Iowa Pediatric Dental Center is looking for a pediatric dentist to work in its pediatric dental practice located in Cedar Rapids! We are looking for a doctor who shares our values and is passionate about helping children achieve a lifetime of healthy smiles! We Offer: \$100,000 Sign-On Bonus for Three Year Commitment. Clinical Autonomy. Production Based Compensation Model. Equity Purchase Program. Malpractice insurance. Medical, Dental, Vision, PTO, 401K. Current residents are encouraged to apply. Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact [ladocrec2@d4c.com](mailto:ladocrec2@d4c.com).

**KENTUCKY—FLORENCE.** Part time/ full time position as pediatric dentist in large very well established pedo/ortho practice in Kentucky just minutes south of Cincinnati. Owner is board certified in pediatric dentistry and board eligible in orthodontics. Practice revenues averaging \$1.1 million over last 15 plus years. Salary plus benefits negotiable. Buy in of pedo half or complete buy out is optional. We practice Monday to Thursday utilizing OR on every other Friday. Large Invisalign presence. Pediatric dentist specialist certificate. For more information please contact [medgwd@fuse.net](mailto:medgwd@fuse.net).

**MAINE—SCARBOROUGH.** Private pediatric dental practice is seeking a full-time pediatric dentist to join a well-respected and established 2 location practice with a commitment

to the community we serve. Our practice is centered around providing the highest level of dental care to our patients and their families in a comfortable and friendly environment. We utilize a wide range of treatment modalities including an in-office pediatric anesthesiologist as well as local hospital operating rooms. We are seeking an enthusiastic, motivated, and patient oriented individual with great communication skills and a focus on a high standard of care. Live and work in what visitors refer to as vacation land. This is a very desirable area that is steadily growing. It offers an energetic pub and restaurant scene, shopping, great music venues, and endless outdoor activities given it's close proximity to the ocean, mountains, and lakes. The area has exceptional public and private schools with safe and family friendly neighborhoods. We are offering a competitive package that includes a guaranteed salary, production bonus, and opportunity for partnership. Production bonus also includes hygiene services provided by registered dental hygienists. We also offer a complete benefits package. If interested, please respond to: [justforkids.mccoy@gmail.com](mailto:justforkids.mccoy@gmail.com).

**MARYLAND—BEL AIR.** Pediatric Dental Practice in Bel Air, Maryland proudly looking for an associate. Well established private pediatric dental practice with three location continues to grow and we wish to add a doctor to our team. Our office is state of the art and designed for child and parent acceptance. Sedation and OR at 2 nearby hospitals. Consider this prime opportunity and contact us! Email: [marc@growingsmiles.com](mailto:marc@growingsmiles.com), Phone: (410) 569-6700, website: [www.growingsmiles.com](http://www.growingsmiles.com).

**MARYLAND—MOUNT AIRY.** Mt. Airy Children's Dental Associates-Pediatric Dentistry and Orthodontics has a full time opening for a talented Pediatric Dentist 4-5 days per week with partnership-ownership potential. Our 30+ year practice has an outstanding reputation in the dental and medical community for compassionate, comprehensive and conservative pediatric dental care with in-office sedation and an opportunity for general anesthesia/hospital care presently at the University of Maryland Rehabilitation and Orthopedic Hospital, Baltimore, MD. Our practice is a unique, combined pediatric-orthodontic practice with two board certified pediatric dentists in a 5000+ sq.ft., 14 chair, state of the art facility providing traditional preventive, restorative and surgical care as well as laser lip and tongue tie revision. Our board certified orthodontist provides excellence in orthodontic care to the children and adolescents in our practice and adults. You will be supported by our dedicated, fun, and extremely talented team. Excellent compensation and benefits package. Our single location private practice in the Town of Mount Airy continues to grow, centrally located to Washington DC, Frederick and Baltimore, MD. No evenings, no Saturdays ever! We strongly believe that your weekends

belong to you and your family. Nearby, the mountains of Western Maryland, the Chesapeake Bay and sandy shores of Delaware and Maryland can be your get-away. For a full description of the practice and this amazing opportunity, send your letter of introduction and curriculum vitae to: [drhasson@comcast.net](mailto:drhasson@comcast.net). Requirements: Board Certified Pediatric Dentist Experience Preferred. Board Eligible Pediatric Dentist.

**MARYLAND—SILVER SPRING.** Do you love seeing smiles on the face of children? Would you like to work in an environment where you and your patients are treated like family? Join our team! Our beautiful, state of the art practice is located right outside our nation's capital. The office is half way between DC and Baltimore. We are in search of individuals with a passion for educating patients and parents in oral hygiene. Individuals who are kind, compassionate, confident and can listen as well as provide sound advice will thrive in our busy practice. Our patient base is full of long time patients and consistently expanding with new patients too! We have a unique philosophy of idea sharing and practice management that allows you to focus on providing superior dentistry. You are able to focus on your treatment and patient care—leave the rest to us! Our hours are Monday through Thursday from 8-5 (with a long lunch) and 1-2 Fridays per month from 8-1. However, we will consider a part time position if requested. A Generous Benefits package is included for a full time position. Please email your C.V. to [mandy@funsmiles.com](mailto:mandy@funsmiles.com). We offer: Recently Remodeled office—Established and Growing patient base—Great location—Diverse Community—Hard/Soft tissue laser—Drs support each other and share ideas—Digital sensors—X-ray units in all ops—Great mix of private & Medicaid ins patients—Established team—Clinical Coordinators and sterilization team—Nitrous compatible operatories Pediatric Dental Certificate, MD Dental License, DEA, MD CDS.

**MASSACHUSETTS—PEABODY.** Busy pediatric dental and orthodontic practice on Boston's north shore seeking a pediatric dentist for associateship. Generous benefits package. Seeking pediatric dentist trained in an accredited pediatric dental residency program. For more information please contact

**MASSACHUSETTS—PLYMOUTH.** Dental Center Pediatrics is a non-corporate, privately owned practice specializing in Pediatric Dentistry and Orthodontics. We are offering an opportunity for an additional Associate Pediatric Dentist to join our team in providing the highest quality of dental care and services to the children of Plymouth and surrounding areas of South Shore. New graduates of pediatric dentistry are welcome to apply, 1+ years experience is preferable. Nitrous oxide permit required. ABPD certified or eligible. Must have a good ethic with a positive attitude and great chair side manner. For more information please contact [federicofabianlago@gmail.com](mailto:federicofabianlago@gmail.com).

**MASSACHUSETTS—STOUGHTON.** We are looking for a pediatric dentist to join our family at the Children's Dental Health Center. Our 30 year old practice is located 30 minutes south of the heart of Boston, and is easily accessed from major highways. We are a combined pedo/ortho practice and currently have 2 full-time pediatric dentists, 2 part-time orthodontists, and staff of 15. We offer comprehensive care for our families, including those with special needs. We offer all forms of sedation, including nitrous oxide, oral sedation, IV/in-office general anesthesia, and hospital-based anesthesia as well. We have 2 Solea lasers available for anesthesia-free dental treatment, and will cover expenses to be trained on it. We are a solo owned practice and have a mixed payor source including private pay, insurance, and Medicaid/Mass Health. Benefits for full time employment include paid time off, professional travel/CE compensation, matching 401k plan, and many others. Please feel free to reach out if you have any questions or want to send us your resume! D.D.S. or D.M.D. required with a specialty certificate in Pediatric Dentistry. Board Certification not necessary, but will be needed for hospital privileges. Massachusetts state license needed. For more information please contact [jeddentist@yahoo.com](mailto:jeddentist@yahoo.com).

**MICHIGAN—HOLLAND.** Welcome to Holland, MI! Steps from the sandy shores of Lake Michigan, Holland offers an incredible place to enjoy work-life balance while raising your family and embracing year-round outdoor living. As a part of the fastest-growing county in the state, you'll enjoy our many beaches, boating, hiking, annual festivals, locally owned shops along heated streets and cobblestone sidewalks, and unique restaurants and microbreweries. Holland truly is a place with small town charm and big city amenities. We are looking for a Pediatric Dentist to join our team at Little Red Pediatric Dentistry. At Little Red Pediatric Dentistry, we have built a place where families and kids feel like they're at home. Inspired by our beautiful hometown of Holland, we foster a positive, educational, and fun experience for every child who comes through our doors. We are BIG hearts serving little smiles. As we continue to grow, we strive to provide the highest level of care and service to every child and family we meet. We are looking for a long-term, committed, and energetic associate who can bring their talents and personality to our community. New grads are welcome, board-certification is encouraged. We are looking for a pediatric dentist 3-4 days/week, with future partnership available! Days per week are flexible, and our office hours are designed to be family-friendly for YOU. We have set ourselves apart in our community by offering services not found anywhere else in the area, including hard-tissue laser dentistry with a Solea laser and collaboration with a local IBCLC to assess and treat infant lip- and tongue-ties. We offer oral sedation, in-office general anesthesia, and hospital-based anesthesia for patients that need it. Families love

us, and we have the five-star reviews to show it! Compensation includes: Guaranteed base of \$1,200/day or 35% of adjusted production, whichever is higher, including exams, all restorative, GA cases, and oral sedation charges. Paid malpractice. CE Allowance of \$1,500 annually. Retirement plan. Relocation Bonus: \$5,000. For more information please contact [drwillenberg@littleredpd.com](mailto:drwillenberg@littleredpd.com).

**MICHIGAN—PORTAGE.** Portage Pediatric Dentistry is a single office, well established private pediatric practice located in Southwest Michigan. We are looking for a pediatric dentist who is compassionate, driven, enthusiastic, and a team player to join our growing practice. We provide treatment with nitrous oxide, oral sedation, IV sedation, and general anesthesia. A full or part time associate position is available. Whether you are a new graduate or in the thick of your career, please consider being a part of a practice where you can put patients first, truly grow into the type of practitioner you've always wanted to be, and be a fondly thought of and well respected member of a wonderful community. Please check out our website: [www.portagepediatricdentistry.com](http://www.portagepediatricdentistry.com) to get a better sense of who we are. You can contact me directly at [jodywrathall@gmail.com](mailto:jodywrathall@gmail.com) or through the AAPD application. Please send your C.V. and cover letter. A little about our area: Portage/Kalamazoo is a wonderful, growing suburban area. Kalamazoo County is home to over a quarter of a million people. There are two thriving universities: Western Michigan University and Kalamazoo College. The Kalamazoo Promise was established in 2005, offering free in state college tuition to students attending Kalamazoo Public Schools K-12. Major corporations include Stryker, Pfizer (Covid vaccine represent!), Zoetis, Fabri-Kal, Kalsec, and nearby Eaton, Kellogg, Denso, and Whirlpool. We are the birthplace of Bell's Brewery and Gibson Guitar. We benefit from all four seasons, low cost of living, limited traffic, and amazing people. Whether you prefer city, suburban, or country living, Kalamazoo County can provide what you are looking for. Required: Graduation from a US accredited Pediatric Dentistry residency program, US and Michigan Dental License, Michigan Specialty License.

**MICHIGAN—TROY.** A growing pediatric dental practice in Troy of Michigan is looking for a full time or part time pediatric dentist with potential buy in. The area has the best public high school in the country-Troy High School. I am a fellow of American Academy of Pediatric dentistry and Diploma of American Board of Pediatric Dentistry. I am a solo practitioner and willing to offer 40% collections or \$1,250.00 per day Our office offers conscious sedation and full range of pediatric dental services to children and special needs patients. Michigan state dental license required. If you like to learn more about this opportunity, please call (248) 797-2551 or e-mail at [jianfuz@aol.com](mailto:jianfuz@aol.com).

**MINNESOTA—ROCHESTER.** We have an exciting opportunity for an awesome pediatric dentist to join our highly respected, established private practice in Rochester, MN. We currently have two full-time pediatric dentists working 4 days each week; however, we are looking to expand and grow to accommodate our ever-increasing patient numbers. Our practice culture is intentionally steeped in the customer service principles of Disney with the mission of exceeding patient and parent expectations at every visit. Our free-standing facility is spacious and modern, with fun and colorful pediatric design elements. We are privileged to work with an experienced and highly skilled team, including an incredibly knowledgeable and competent office manager. We have remarkably well-educated parents in Rochester, and the majority of our patients are fee for service. However, our close relationship with Mayo Clinic allows us the opportunity to see many medically complex and special needs children. We have found that most of our patients can be treated in our office with proper preparation, behavioral coaching, nitrous oxide analgesia and a little TLC. However, we utilized the operating room at the local hospital for general anesthesia cases. Rochester is distinguished by its culture of caring, spirit of innovation, and friendly hospitality. The already vibrant downtown area is undergoing a rapid period of development in response to Mayo Clinic's expansion project entitled "Destination Medical Center." It is also known for its arts and culture, scenic beauty, extensive bike trail system, relaxing pace and abundant dining, shopping and entertainment options. We are a quick 60 minute drive to the Twin Cities metropolitan area. If you are looking for an elite practice for a satisfying and rewarding career in pediatric dentistry, and would like to live in a growing community with an excellent education system, world class health care and the beautiful surroundings of SE Minnesota, this opportunity is for you! We are flexible with schedule, compensation and benefits depending on the candidate and their needs. If interested, please send a cover letter describing yourself, your personal hobbies and interests, as well as a C.V. with your education and qualifications. We look forward to talking with you about your goals and dreams! For more information please contact [cb@dentistryforchildrenrochester.com](mailto:cb@dentistryforchildrenrochester.com).

**MISSOURI—ST. LOUIS.** Want a clear pathway to ownership? We are a well-established group pediatric dental practice, located in Metro St. Louis, that wishes to add a pediatric dentist to our team. We have all the latest technology and are seeking a candidate who is dedicated to delivering the highest quality of care. This is an excellent practice opportunity for a caring, and motivated pediatric dentist. The practice has a mix of private insurance and Medicaid patients. Dr. Hastings and his office members are active participants in the community who regularly engage St. Louis City and surrounding counties in pos-

itive ways. Position offers: Full time position (4- 5 days a week). Clearly outlined pathway to ownership. Competitive salary. Health insurance. Retirement matching and profit sharing. Malpractice. Plus more. Call or text Corey Hastings if interested: (314) 496-3562. Email: [Dr.corey@littlesmilesofwashington.com](mailto:Dr.corey@littlesmilesofwashington.com). The candidate must: Hold a D.D.S. or D.M.D. certificate from an accredited dental school. Have completed or are set to complete a pediatric dental residency program. Must have or be applying for a Missouri dental license.

**MONTANA—BILLINGS.** Billings is the largest of the cities in Montana with everything you would need and want. Outdoor activities are endless, there is skiing mountain biking, boating, hiking, camping, fly-fishing, hunting and other outdoor activities nearby and in surrounding areas. We are a growing and too busy! We recently opened a second practice in Billings and it is hopping. We are looking for a happy, hard working team player to treat and take care of our patients with the highest standard of clinical care. We have three practices and expectation will be to be able to work at all three, like we do! We are one of the largest pediatric dental providers in the state located in Billings, Mt. We offer great pay (guaranteed daily for 6 months then adjusted production, easily over 300k for the year) and benefits (401k, health, CE, licensing, relocation allowance) good hours (it's busy but work 3-4 days a week), and a great environment (we want you to make your decisions and have fun doing it, we are here to help and mentor)! Let's talk, shoot me an email or text! [Clintchlarson@gmail.com](mailto:Clintchlarson@gmail.com). (406) 671-9195. Board eligible or Board certified is required.

**MONTANA—GREAT FALLS.** Pediatric Dental Office in Great Falls, MT Seeking Associate. A busy pediatric dental office is seeking a full time or part time associate to join our fast growing pediatric dental practice. We offer nitrous, conscious sedation, IV sedation, and general anesthesia. Flexible Hours and days. Great place to live and work! Call or text Dr. Kevin Rencher, (406) 431-6437.

**MONTANA—HELENA.** Our busy Pediatric Dental Office in Helena, MT is looking for another pediatric dentist to join our growing practice. We currently have two board certified pediatric dentists in our practice. We are growing and desperately need another pediatric dentist to join. We can offer full time/ part time / whatever you want. Call Dr. Kevin Rencher for more information: (406) 431-6437 Must be a pediatric dentist.

**NEW JERSEY—CHERRY HILL.** Make South Jersey your Forever Home. Looking for an amazing Full-time or Part-time Pediatric Dentist to join our two location Pediatric Dental practice that serves a diverse population, minutes from Philadelphia. We have been a part of our community for many decades and take great pride in being THE practice that everyone refers to! Great patient base,

great staff, amazing doctors. Along with our "routine" Pediatric Dental patients, we are on staff at multiple hospitals to provide care for medically and behaviorally challenged children in an operating room setting. We are also the primary referral center for Infant Laser Frenectomies in South Jersey. If you would like to work in a kind, caring, compassionate, nurturing environment, with excellent mentorship and great opportunities for personal and professional growth; if you believe in providing excellent quality dental care and like making a difference in your patients' lives; if you like to maintain excellent work-life balance, be well compensated for your efforts, get a guaranteed salary with collection bonuses and receive great benefits; If these are important to you, then this is the practice for you. PS: Licensure and Credentialing with insurance in New Jersey is notoriously slow and can take many months, so apply ASAP. Board Eligible / Certified Pediatric Dentistry required. New Jersey Dental License required. For more information please contact [kidsdmd1@gmail.com](mailto:kidsdmd1@gmail.com).

**NEW JERSEY—MANAHAWKIN.** New Jersey Manahawkin. PEDO. Established orthodontist relocating to new space to accommodate growth in kid-friendly new building. Seeking pediatric dentist. Guaranteed base salary or % of collections. Contact (908) 670-8022 [jpbutlerdmd@hotmail.com](mailto:jpbutlerdmd@hotmail.com). I'm open to the graduating class of 2022 as well as experienced specialists.

**NORTH CAROLINA—CHARLOTTE.** Fulfilling opportunity for a friendly, outgoing, and compassionate pediatric dentist to join a modern, inclusive, and fast-growing multi-location Charlotte area pediatric dentistry practice. Generous percentage of collections, including benefits. 3+ days a week. Please contact [drmujiaca@akasmiles.com](mailto:drmujiaca@akasmiles.com). Required: North Carolina Dental License. Graduation from a recognized AAPD Pediatric Resident program. Certificate of Residency in Pediatric Dentistry.

**NORTH CAROLINA—GASTONIA.** Outstanding opportunity in the Charlotte area for a pediatric dentist or dual pedo/ortho specialist, entrepreneurial general dentist, or DSO. Our busy, established, and still growing practice seeks that special, motivated, personable, well-trained individual to join in our success and quick track to partnership as the current owner is nearing retirement. Our pedo/ortho/general group has served this area for over 40 years and the future is bright. We offer CEREC, Galileos 3D X-ray, portable digital X-ray system, BioLase Waterlase iPlus Laser, 3D Printer, and other high-tech systems. Please call or fax a resume to Dr. Bill Connor (704) 865-6425; fax (704) 865-2568; or visit <http://www.peddent.com>. Requirements: D.D.S. or D.M.D. degree in general dentistry or with a specialty in pediatrics and/or orthodontics.

**OHIO—BEAVERCREEK.** \$50,000 Sign-On Bonus. Beaver Creek Pediatric Dentistry has been experiencing tremendous growth in our patient base, and we're looking for a Pediatric Dentist to join our dynamic team! This opening is in our established specialty practice in Beaver Creek, OH. This is a busy multiple doctor practice where the needs of the patient always come first. Our practice focuses on educating our patients while creating a fun and comfortable atmosphere for children, parents and our staff. It will be a rewarding opportunity for a doctor who is looking for clinically autonomy and enjoys working with other providers. Our Pediatric Dentists Enjoy: Huge Patient Base. Production Based Compensation. Equity Program. Malpractice Insurance Coverage. Comprehensive benefit package which includes Medical, Dental, Vision, Life Insurance, Disability Insurance, PTO and 401(k). Requirements: D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation. Completed a Pediatric Residency accredited by the Commission on Dental Accreditation or have at least 5+ years of experience focused primarily on pediatric care. Current, valid license to practice dentistry in state where providing care (License must be in good standing) or eligible for licensure. Other certifications as required by state to include- CPR, DEA, etc. For more information please contact [alex.english@d4c.com](mailto:alex.english@d4c.com).

**OHIO—DUBLIN.** Haring Pediatric Dental has been experiencing tremendous growth in our patient base, and we're looking for a Pediatric Dentist to join our dynamic team! This opening is in our established specialty practice in Dublin, OH. This is a busy multiple doctor practice where the needs of the patient always come first. We are seeking a provider who has a passion for working with children. Our practice focuses on educating our patients while creating a fun and comfortable atmosphere for children, parents and our staff. We Provide: \$50,000 Sign-On Bonus. Clinical Autonomy. Well Established Patient Base. Production Based Compensation Model. A Equity Purchase Program. Medical, Dental, Vision, 401K, PTO. Requirements: DDS/DMD from a dental education program accredited by the Commission on Dental Accreditation. Completed a Pediatric Residency accredited by the Commission on Dental Accreditation or have at least 5+ years of experience focused primarily on pediatric care. Current, valid license to practice dentistry in state where providing care (License must be in good standing) or eligible for licensure. Other certifications as required by state to include- CPR, DEA, etc. For more information please contact [alex.english@d4c.com](mailto:alex.english@d4c.com).

**OHIO—FAIRBORN.** Come join our supported dental office, where we do just that; support pediatric dentists by bringing them cutting-edge technology, well-trained support staff, and work/life balance. The practice is



doctor-owned and is dedicated to our mission of raising the standard of children's oral healthcare! Requirements: D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation. Completed a Pediatric Residency accredited by the Commission on Dental Accreditation or have at least 5+ years of experience focused primarily on pediatric care. Current, valid license to practice dentistry in state where providing care (License must be in good standing) or eligible for licensure. Other certifications as required by state to include- CPR, DEA, etc. For more information please contact [springfieldpeddent@gmail.com](mailto:springfieldpeddent@gmail.com).

### **OREGON—NEAR PORTLAND / WILLAMETTE VALLEY.**

What is your vision for your career? At Acorn Dentistry for Kids, our vision is to be world class in promoting health and confidence in kids—literally around the world! We do that through Entertainment and Education in a Magical Environment of Safety, Cleanliness, Comfort and Fun. To us, the experience we provide is more than just about good dentistry & it is about creating a memory that kids and parents look forward to doing again and again. Are you a miracle worker that can transform that dental experience with us, or want to be mentored to become one? Our doctor group is humble, collaborative, and looking to grow both individually and as a team. Acorn Dentistry for Kids is a private practice with a public-health mindset (not a big corporation or backed by private equity). We exist because of the belief that Every Child Gets A Smile, whether on private insurance, Medicaid, or no insurance. In order to make it possible for EVERY child to have what we call "Magical Moments", we choose to grow our capacity rather than start to exclude patients from the clinic. Do you align with that vision for the community in which you work? We are looking for purpose-driven pediatric dentists that want to grow along with our expanding private group practice, especially if you are interested in ownership. There are many great benefits to living in the area around Portland, Oregon too. Our clinics are centrally located for easy access to the Oregon coast; the Columbia River Gorge and Cascade Mountains; 4 season recreational opportunities are all around; big city life and quaint small towns are equally accessible; our temperate climate means we don't have to worry about tornados, major floods, or hurricanes; and the local food is fantastic! Have you thought about doing international mission trips? We just started a non-profit organization named Acorn Kids International Charities, whose purpose is promoting health and confidence in kids around the world! This is bigger than a single clinic, we are starting a locally-led, globally-minded movement! Doctor benefits include a generous amount of doctor mentorship, a great signing bonus, a guaranteed daily base pay, 401k plan, medical/dental/vision insurance, all licensing and malpractice insurance fees paid, as well as a generous CE stipend. If you are thinking long

term, we have a leadership track that outlines a simple Pathway to Ownership and Legacy to truly be invested as part of our fast-growing, community-minded group. Please check out our website at [www.acordentistryforkids.com](http://www.acordentistryforkids.com) and email [timrichardsondds@gmail.com](mailto:timrichardsondds@gmail.com) to find out more about this remarkable experience. We look forward to sharing this incredible journey with you!

**PENNSYLVANIA—HARRISBURG.** Children's Dental Health, an affiliate of Spark Dental Management, is currently seeking a Pediatric Dentist to serve our successful Central Pennsylvania practice in Harrisburg! Come practice with us in the capital region, and enjoy unparalleled operational support, benefits, and opportunity. Spark Dental Management is a multi-specialty Dental Support Organization dedicated to providing the highest level of business and operational support to our affiliated locations, allowing our dental care teams to focus on patient-centered care. From financial management to human resources and marketing, our professionals work to improve patient experience and expand access to dental care. Spark Dental Management supports more than 75 affiliated practices across seven states, with a dedicated focus on specialty practices such as pediatric dentistry, orthodontics, and dental surgery. We're proud to make a difference in the lives of families in the communities we serve. Surgery Center Ownership—We are unique in our ownership of Children's Dental Surgery a collection of five AAHC-accredited ambulatory surgery centers where our pediatric dentists perform dental procedures on patients under general anesthesia in a safe, state-of-the-art environment. Family-Friendly—Over 80% of our colleagues and more than half of our senior leadership team is female, ensuring focus and attention to the needs of women and families. Diversity and Inclusion—As the largest pediatric dental provider in Pennsylvania, we serve a diverse patient population, including special needs patients. Additionally, we accept a variety of insurances, and are one of the few providers who will accept Medicaid plans in the state. This enables us to make a greater impact with children who need it most. Work-Life Balance—Starting your own dental practice is not easy and takes time. At Children's Dental Health, our business and support teams will take care of practice management and administrative functions, offering you time to focus on practicing dentistry, without the added pressure of managing a business after patient appointments. With us, you can enjoy a healthy career without limiting the amount of time doing what you love. As an organization, we are proud of what we have to offer our pediatric dentists at CDH. Benefits include: Generous sign-on bonus. Opportunity for company equity with tenure. Highly competitive compensation package. Annual CE Reimbursement/Company-sponsored CE Course. Medical/Dental/Vision. 401(k) with company match. Licensure process reimbursement. And many more!

**REQUIREMENTS: D.D.S.** or D.M.D. accredited by the Commission on Dental Accreditation. Certificate in Pediatric Dentistry. Current, valid license to practice dentistry in state where providing care; license must be in good standing or eligible for licensure. Active state-specific anesthesia restricted 2 license (to be able to administer nitrous oxide). Other certifications as required by state to include: DEA, CPR, PALS. No sanctions for Medicare, Medicaid, or any licensing board. For more information please contact [mshaffer@childrensdentalhealth.com](mailto:mshaffer@childrensdentalhealth.com).

### **PENNSYLVANIA—LANCASTER.**

Come make your mark with Spark! Children's Dental Health, an affiliate of Spark Dental Management, is currently seeking a full-time Pediatric Dentist for our established, successful practice in Lancaster, PA! Lancaster, a vibrant city located in scenic Central Pennsylvania amidst the heart of Pennsylvania Dutch Country, is two hours or less from many major cities, including Washington, Baltimore, Philadelphia, and New York. As one of the highest-producing practices in our organization, this presents a great opportunity for long-term career and financial success. You will also have the opportunity to work in our Children's Dental Surgery OR location, which is also located in Lancaster. This opportunity is open to both experienced providers and recent graduates of pediatric residency programs. We are proud to offer a benefits package that ranks near the top of our industry, and includes the following: Medical/Dental/Vision Insurance. 401(k) with 4% annual matching. Annual CE Reimbursement. Company Equity offerings. Company-paid malpractice insurance. Generous sign-on/longevity bonus offerings. Initial Licensure reimbursement. Unparalleled operational support. Spark Dental Management is a multi-specialty Dental Support Organization dedicated to providing the highest level of business and operational support to our affiliated locations, allowing our dental care teams to focus on patient-centered care. From financial management to human resources and marketing, our professionals work to improve patient experience and expand access to dental care. Spark Dental Management supports more than 75 affiliated practices across seven states, with a dedicated focus on specialty practices such as pediatric dentistry, orthodontics, and dental surgery. We're proud to make a difference in the lives of families in the communities we serve. We are proud of our unique characteristics that make Children's Dental Health a great career opportunity for pediatric dentists. Some ways that we are different include: Surgery Center Ownership—We are unique in our ownership of Children's Dental Surgery a collection of five AAHC-accredited ambulatory surgery centers where our pediatric dentists perform dental procedures on patients under general anesthesia in a safe, state-of-the-art environment. Family-Friendly—Over 80% of our colleagues and more than half of our senior leadership

team is female, ensuring focus and attention to the needs of women and families. Diversity and Inclusion—As the largest pediatric dental provider in Pennsylvania, we serve a diverse patient population, including special needs patients. Additionally, we accept a variety of insurances, and are one of the few providers who will accept Medicaid plans in the state. This enables us to make a greater impact with children who need it most. Work-Life Balance—Starting your own dental practice is not easy and takes time. At Children's Dental Health, our business and support teams will take care of practice management and administrative functions, offering you time to focus on practicing dentistry, without the added pressure of managing a business after patient appointments. With us, you can enjoy a healthy career without limiting the amount of time doing what you love. Compensation/Benefits: Our compensation plan generally consists of a guaranteed daily rate vs. a percentage of collections, which we track on a cumulative basis. Patient care is of the utmost priority at Children's Dental Health, and our philosophy is to give our talented providers the autonomy to do what they do best, while providing all of the support and resources you will need to be successful! Requirements: D.D.S. or D.M.D. accredited by the Commission on Dental Accreditation. Certificate in Pediatric Dentistry. Current, valid license to practice dentistry in state where providing care; license must be in good standing or eligible for licensure. Active state-specific anesthesia restricted 2 license (to be able to administer nitrous oxide). Other certifications as required by state to include: DEA, CPR, PALS. No sanctions for Medicare, Medicaid, or any licensing board. For more information please contact [cwahl@sparkdentalmanagement.com](mailto:cwahl@sparkdentalmanagement.com).

#### **PENNSYLVANIA—MECHANICSBURG.**

We are looking to hire a full time pediatric dentist for our pediatric dental practice. The 2 location private practice has been a part of the community for over 40 years. Well known and loved by patients and parents. The busy and child-friendly practice is booked out more than 8 weeks for restorative and 6 months for active recall. The practice offers in-office treatment options of Nitrous oxide and Oral conscious sedation. For general anesthesia cases, the doctors have privileges at a local outpatient surgery center and at a local hospital for treating patients with special health care needs. The patient base is 70% insurance and 30% fee for service. Compensation includes: Guaranteed Base- \$1250 per day for the first 6 months. 35% of collections on: restorative, patient exams, nitrous charges and OR cases. Benefits include: Paid Malpractice. Full Health Insurance. Paid CE. Paid annual dues. 401 K Retirement Plan. 4 day work week. \$15,000 sign on Bonus. Both locations are located in a town that offers all the amenities of a large city delivered with small-town hospitality. The area has great housing options and an excel-

lent public school system providing a great quality of life. For more information please contact [patil.madhur@gmail.com](mailto:patil.madhur@gmail.com).

**PENNSYLVANIA—PHILADELPHIA.** Best Dentist 4 Kids is a private, PPO office who is owned by a mother and son, both Board Certified Pediatric Dentists. We take pride in our work and the experience that we give our patients and their families. We are looking to add a pediatric dentist for 4 days a week at our Philadelphia office, starting in July 2023. Pay will be an hourly rate with a guaranteed minimum number of hours paid per week! Pediatric Dental residency completion is required. For more information please contact [bestdentist4kids@gmail.com](mailto:bestdentist4kids@gmail.com).

#### **SOUTH CAROLINA—POWDERSVILLE.**

Issaqueena Pediatric Dentistry and Orthodontics is seeking a pediatric dentist to work in our pediatric dentistry and orthodontics offices located in the beautiful upstate of South Carolina. There are three practice locations in Powdersville, Clemson, and Seneca. The practices are privately owned and have board-certified pediatric dentists, general dentists, and a board-certified orthodontist to provide excellent quality multi-specialty dental care to our patients. We emphasize practicing dentistry in a safe and compassionate environment. Our practitioners provide different levels of sedation such as nitrous oxide, conscious oral sedation, IV sedation with anesthesiologists in-office, as well as obtain hospital privileges for general anesthesia cases in an outpatient surgery center. We offer a wide variety of restorative services and have the latest up to date technology, such as all ceramic and stainless steel crowns, Invisalign, cone-beam CT imaging, Iterro intraoral scanner, etc. Full time or part time opportunity available, health insurance benefits, vacation pay, relocation bonus, and 401K profit sharing. Come join our TEAM! Inquire through email at [peditrics@issaqueendental.com](mailto:peditrics@issaqueendental.com) or by calling (864) 482-7900. Check out our website and social media (IG and FB) [www.issaqueendental.com](http://www.issaqueendental.com). Required: Pediatric Dentist Specialist.

**TENNESSEE—FRANKLIN.** Pediatric Dental Care, located in Franklin, TN, is looking for a highly motivated, driven, and enthusiastic pediatric dentist to work with our awesome team. Our practice environment is fun and fast-paced. We're passionate about growing personally and professionally and pushing the limits of WOWing our parents and patients is the everyday norm. In this position, you'll be able to expand your professional skills but the really cool part is doing work that matters. We take our work seriously. We see lives changed on a daily basis and that motivates us to work even harder. We also take family seriously. While we're at work, we focus on work. But when we go home, we focus entirely on our families. That's because we value family time as much as you do. This focus on intentionally being where you are throughout your week is what makes our practice one of the Best

Places to Work in Williamson County. Let's just talk about a couple of factors that make us feel this is a "Dream Opportunity" Location, Location, Location! Nestled a mere 21 miles away from Nashville, Historic Franklin, TN is an oasis. Consistently appearing in Top 5 Best Places to Live in America lists. This area is brimming with Southern charm and hospitality. With rolling hills, plantations, Victorian and Antebellum houses and porch swings, it's sure to draw you in. A place people often referred to as "God's Country" simply for its beauty and charm. Bustling brooks, horses, cows, post and rail fences, historic buildings, stately homes, and country stores will make you want to go for a drive and get lost for an hours. Our Practice: Pediatric Dental Care is a doctor owned well established practice with a top-notch reputation. We are known for our conservative and virtuous approach. The pediatric dentist we are looking for will provide support to our office and must be passionate about educating our patients and parents about the importance of oral health. For the right fit, ownership/equity buy-in is an option. This option is not for everyone and is not offered without both sides feeling that partnership is in everyone's best interest. Check us out at [www.drbuzzkids.com](http://www.drbuzzkids.com).

**TEXAS—ARLINGTON.** iKids Pediatric Dentistry and Orthodontics is looking for a pediatric dentist to work in its pediatric dental practices located in Dallas and Arlington! We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of health smiles! Come join our supported dental office, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, an industry leading quality care program, and mentorship. The practice is doctor owned and is dedicated to our mission of raising the standard of children's oral healthcare! Our Pediatric Dentist Enjoy: Working for a doctor-owned practice. Full clinical autonomy. Production Based Compensation. Equity Purchase Program. Medical, Dental, Vision, PTO, 401K. We cover your malpractice insurance. Candidate Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact [ikidsdocrec@d4c.com](mailto:ikidsdocrec@d4c.com).

**TEXAS—AUSTIN.** Lone Star Pediatric Dental & Braces is looking for a pediatric dentist to work in its pediatric dental practices located in Austin, TX. We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of health smiles! Come join our supported dental office, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, an industry leading quality care program, and mentorship. The practice is doctor owned and is dedicated to our mission of raising the standard

of children's oral healthcare! Our Pediatric Dentist Enjoy: Full clinical autonomy. Work/Life balance. Production Based Compensation. Equity Purchase Program. Medical, Dental, Vision, 401K. We cover your malpractice insurance. Candidate Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact [lonestardocrec@d4c.com](mailto:lonestardocrec@d4c.com).

**TEXAS—AUSTIN.** Join our elite Pediatric Dental practice made up of a great team who love working with children and great culture and core values where positivity, communication and hard work are the norm and not the exception. We are looking for an associate for our busy Pediatric Dental practice just 15-20 minutes from downtown Austin. We are a PPO and FFS practice that always puts our patients first. You will have an opportunity to be a part of the community and really make a connection with all your patients. We are privately owned which means you will have total freedom to treat the patients based on your professional judgement. In our practice you will have the opportunity to grow professionally, personally and financially. We have been established in the area for over 10 years and see over 100 new patients a month so staying busy will not be a problem. We pride ourselves in making sure all the patients and parents leave happy and smiling. Ultimately, we are looking for someone who wants to be a part of team that puts the patients needs first, works hard and values their well-trained staff. You will also have the opportunity to have a senior Pediatric Dentist as a mentor if that is something you desire. Email resume to [kdsAustin@yahoo.com](mailto:kdsAustin@yahoo.com). Candidate would need to have their Texas dental license. Candidate would also need to have their Texas sedation and nitrous oxide permit or would need to be in the process of getting both. This would be a full-time position (Monday-Thursday. 8am-5pm). Fridays are also available if desired.

**TEXAS—ENNIS.** iKids Pediatric Dentistry and Orthodontics is looking for a pediatric dentist to work in its pediatric dental practice located in Ennis, TX. We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of health smiles! Come join our supported dental office, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, work/life balance, and mentorship. The practice is doctor owned and is dedicated to our mission of raising the standard of children's oral healthcare! We are offering a \$25,000 Sign-On Bonus! Our Pediatric Dentist Enjoy: Production Based Compensation. Work/Life Balance. Equity Purchase Program. Medical, Dental, Vision, PTO, 401K. Company Provided Malpractice Insurance. Candidate Requirements: D.D.S./D.M.D.

from an accredited university. Completion of residency from an accredited pediatric residency program. Positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact [ikidsdocrec@d4c.com](mailto:ikidsdocrec@d4c.com).

**TEXAS—HOUSTON.** A progressive and advanced Pediatric Dentistry Practice is looking for a Pediatric Dentist for long term associateship, with potential for an Equity position if desired. The company boasts to have multiple offices with high profitability and is in a continuous expansion and progression since its inception. The offices are located in great areas of Houston Metropolitan, are well equipped, fully digital with advanced technology like CBCT, iTero, IO cameras, Sensors, Digital Caries Detection among others being utilized for amazing patient care and experience. The teams, both clinical and administrative, are very motivated, helpful and geared towards operations to minimize stress and improve productivity of the dentist. All the interested candidates should respond with a detailed C.V. and photograph to [info@bayoakspd.com](mailto:info@bayoakspd.com). Also, provide a good day to contact you for a brief 30 min call. Thank you. Bay Oaks Pediatric Dentistry Team. (903) 245-7245. The prospective candidate should be well versed in procedures involving pediatric dentistry including Oral Conscious Sedation, IV Sedation and should be able to get credentialed at hospital systems. Board Certification is preferred but is not mandatory. Mandatory qualities include good chairside manners, team player, patient care and production driven, punctual, honest, loyal and looking to associate for long term. The management is open to discussions about partnership with the right candidate. The compensation will be commensurate with improving the numbers and the bottom line.

**TEXAS—KYLE.** Lone Star Pediatric Dental and Braces is looking for a pediatric dentist to work in its pediatric dental practice located in Kyle, TX. We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of healthy smiles! Come join our supported dental offices, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, an industry leading quality care program, and mentorship. The practices are doctor owned and are dedicated to raising the standard of children's oral healthcare! Our Pediatric Dentist Enjoy: Production Based Compensation Model. Clinical Autonomy. Work/Life Balance. Equity Purchase Program. Company Provide Malpractice Insurance. Medical, Dental, Vision, 401K. Candidate Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact [lonestardocrec@d4c.com](mailto:lonestardocrec@d4c.com).

**TEXAS—SAN ANTONIO.** Excellent opportunity for a FT/PT Pediatric Dentist to join a highly successful well established quality oriented private practice. Dentist will be given opportunity to earn excellent pay. Responsibilities are minimal. Why wait for collections dentist will receive 35% of production plus added negotiable benefits not listed. Our office is open M-F with half days on Friday's no extended or weekend hours. Interested in joining our dental family email your resume to: [scaldwell@whkidsdds.com](mailto:scaldwell@whkidsdds.com).

**TEXAS—SAN ANTONIO.** Immediate Position Available. Part-Time/Full-Time. Looking for a Pediatric Dentist to join our growing practices and teams in San Antonio, TX and surrounding communities. This is a locally own practice who has a team that can support your growth in fun and friendly professional environment. We provide dentistry services focusing on the oral health of children from infancy through the teen years. We offer in-office sedation and general anesthesia both in office and at an outpatient facility. The ideal candidate must have excellent communication skills with the patients as well as their parents. They also must work well with team members to have a successful day. This is a Private Practice Group that is located in one of the top 10 fastest growing cities in the United States. New Grads welcome to apply. We offer our Pediatric Dentists: High Income Potential. Sign on Bonus. Part time positions available. Company Paid Professional Liability Insurance. Company Paid CE courses. Paid Holidays Day. Paid Vacations Days. Healthcare benefits for full time providers. Please email resume to Dr. Joanna at [pedodocjobs@gmail.com](mailto:pedodocjobs@gmail.com).

**TEXAS—WAXAHACHIE.** iKids Pediatric Dentistry and Orthodontics is looking for a pediatric dentist to work in its pediatric dental practice located in Waxahachie, TX. We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of health smiles! Come join our supported dental office, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, an industry leading quality care program, and mentorship. The practice is doctor owned and is dedicated to our mission of raising the standard of children's oral healthcare! Our Pediatric Dentist Enjoy: Working for a doctor-owned practice. Full clinical autonomy. Production Based Compensation. Equity Purchase Program. Medical, Dental, Vision, PTO, 401K. We provide your malpractice insurance. Candidate Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact [ikidsdocrec@d4c.com](mailto:ikidsdocrec@d4c.com).

**VIRGINIA—RICHMOND.** Come join our team at Sparkle Pediatric Dentistry! We are a well-established, multi-location pediatric dental practice that continues to enjoy amazing growth. Our services include preventative and restorative dentistry, digital imaging, general anesthesia (in-office and at a local hospital), laser frenectomies, and Invisalign. We have a fantastic support team of hygienists, assistants, and administrative staff, and we maintain a fun, patient-focused environment. Our practice serves children in the greater Richmond area, a region that boasts a great climate, excellent public schools, and proximity to beaches, mountains, and our nation's capital. The ideal candidate possesses a positive attitude, excellent clinical abilities and communication skills, the desire for a long-term position, and a focus on treating each patient to the highest standards of care. You will be able to work with clinical autonomy while having the mentorship and support of experienced pediatric dentists. We offer a highly competitive compensation plan and a signing bonus, plus benefits including medical insurance, FSAs, paid holidays, a 401k plan, and a CE allowance. We also provide the opportunity for partnership to entrepreneurial-minded associates. New graduates and experienced doctors are welcome to apply. For more information, please contact [blewis@sparklepd.com](mailto:blewis@sparklepd.com). Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Positive attitude with a great personality; excellent chairside manner and communication skills.

**WASHINGTON—SPOKANE.** Spokane Pediatric Dentistry is an established pediatric dental practice with a primary location in Spokane, WA and a growing clinic in Colville, WA. Opened in 2013, we are an energetic, patient-driven practice, striving to provide the highest quality dental care. Our clinics provide a comfortable, kid-friendly environment to serve our growing patient base. Our team performs comprehensive preventative and restorative dental treatments, sedations and in-office General Anesthesia. Learn more about our office and team at [www.spokane-pediatricdentistry.com](http://www.spokane-pediatricdentistry.com). We have an opening for a part-time (flexible days) Associate OR a full-time Associate to join our fun, energetic team. The position includes a competitive salary and complete benefit package including employer-paid professional liability insurance, C.E. reimbursement, health insurance and 401(K) plan with match. Please send a letter of interest and C.V. to our Office Manager at [om@spokanepediatricdentistry.com](mailto:om@spokanepediatricdentistry.com).

**WASHINGTON—VANCOUVER.** Pleasant Valley Pediatric Dentistry is seeking an associate for our practice. We are located in Vancouver, WA (20 minutes outside of Portland, OR). The position is available full or part time. We care for children ages birth through adolescent

in a dynamic environment designed for kids. The associate will provide exams, diagnoses and treatment to our patients. We provide in office general anesthesia for complex dental treatment needs. Compensation: Salary or percentage of collections / 401k with match / health insurance / dental insurance. Call Terri at (360) 573-3176. Email: [pleasantvalleyped-dent@gmail.com](mailto:pleasantvalleyped-dent@gmail.com).

**WASHINGTON—VANCOUVER.** Position is open for a Full-time and/or Part-time pediatric dentist at our office! We are a private pediatric dental practice in the beautiful northwest, city of Vancouver, WA State (2.5 hrs south of Seattle), focused on providing excellent dental services to children in our community. Easy access to Mount Hood, Columbia River Gorge and the gorgeous pacific coast, as well to city life in Washington and Oregon! If you would like to work with caring and experienced colleagues and staff and working in a relaxed environment, reach out to us! We are looking for an energetic team player, who would provide high quality dental care, with empathy and compassion for his/her patients and their parents. Our spacious 5200 sq ft office has, 9 separate operatories, a total of 11 dental chairs, two separate waiting rooms, including a movie theater! Our office is modern, fully digital state-of-the-art facility. Patients are a mix of PPO and Medicaid insurance plans. Signing Bonus, Medical insurance, 401K with profit sharing. Guaranteed compensation or percentage of production, which ever is higher. Ownership/partnership potential. New pediatric dentistry graduates are encouraged to apply, including OPT/F-1. Requirements: WA DEA. WA State Dental License required. CPR/ BLS/PALS Certification. For more information please contact [drg@mustlovekids.com](mailto:drg@mustlovekids.com).

## CANADA

**ALBERTA—CALGARY.** Are you Positive, Passionate, Enthusiastic and Motivated? We are looking for an experienced Pediatric Dentist or new graduate who is committed to outstanding patient care to join our vibrant, supportive and growing team! We are a well-established practice in majestic Calgary, Alberta. We offer the unique opportunity to care for patients in our two modern locations, as well as our own surgical facilities. Hours and days of work are open for discussion, and GA time is guaranteed from day one. If you are the right individual who is a strong clinician, communicator, team-player and patient-educator, please contact us in confidence at [happysmilesyyc@gmail.com](mailto:happysmilesyyc@gmail.com). Generous remuneration and signing bonus/ moving expenses offered. Canadian Board Certification required.

**ONTARIO—OTTAWA.** Pediadent is a pediatric dental group located in the capital of Canada, Ottawa and is looking to grow its team of pediatric dentistry and orthodontic specialists!

We offer a starting salary of \$375K but also the possibility of a diverse practice (hospital OR, affiliated surgery center GA, orthodontics). The practice is made up of an amazing team of caring, dynamic and passionate staff. New grads are welcome. Please email your resume and cover letter to [admin@pediadent.ca](mailto:admin@pediadent.ca).

## FACULTY POSITIONS AVAILABLE

**ILLINOIS—CHICAGO.** UIC is among the nation's preeminent urban public research universities, a Carnegie RU/VH research institution, and the largest university in Chicago. UIC serves over 34,000 students, comprising one of the most diverse student bodies in the nation and is designated as a Minority Serving Institution (MSI), an Asian American and Native American Pacific Islander Serving Institution (AANAPSI) and a Hispanic Serving Institution (HSI). Through its 16 colleges, UIC produces nationally and internationally recognized multidisciplinary academic programs in concert with civic, corporate and community partners worldwide, including a full complement of health sciences colleges. By emphasizing cutting-edge and transformational research along with a commitment to the success of all students, UIC embodies the dynamic, vibrant and engaged urban university. Recent "Best Colleges" rankings published by U.S. News & World Report, found UIC climbed up in its rankings among top public schools in the nation and among all national universities. UIC has nearly 260,000 alumni, and is one of the largest employers in the city of Chicago. Description: Position Summary: The Department of Pediatric Dentistry in the College of Dentistry at University of Illinois Chicago is seeking qualified candidates for a full-time open rank faculty position in the Non-Tenured Clinical Track. The Department seeks an excellent educator, mentor, and clinician with an interest in research to teach in both the pre-doctoral and post-graduate programs. The Department has a history of strong interaction with Public Health and allied health professions; thus, the ideal candidate should be able to work well within that environment. Duties & Responsibilities Include: (1). Education of pediatric dental residents and dental students; (2). Collaborative practice and interprofessional education with physicians, nurses and medical residents; (3). Delivery and supervision of dental care for children under general anesthesia and/or sedation; (4). Participation in College, University, and professional service; (5). Production of scholarly activity, including presentations and publication of scientific manuscripts; and (6). Mentoring of graduate student research projects, presentations, and publications. Participation in intramural or extramural practice may be available. Clinical teaching will occur in the Pre-Doctoral and Post-Graduate Pediatric Dentistry clinics, the University of Illinois

Hospital, the Pediatric Dentistry. Outpatient Care Center, and other College-affiliated clinics. Qualifications: Minimum Qualifications Required: Doctor of Dental Surgery D.D.S./D.M.D. or foreign equivalent. Completion of a US accredited specialty program in Pediatric Dentistry or foreign equivalent by the time of hire. Hold or be eligible for a dental license in Illinois. Ability to obtain a controlled substances license, and maintain current cardiopulmonary/resuscitation/basic life support and/or pediatric advanced life support certificates. Board certification preferred or ability to complete the American Board of Pediatric Dentistry certification process within three years of the date of hire. Candidate should have experience utilizing conscious/moderate sedation and general anesthesia for pediatric dental care. Experience or training in the care of medically compromised and/or special needs patients is also required. Preferred Qualifications: Experience in evidence-based dentistry, curriculum development, and practice management. Strong background working with diverse patient populations is highly desirable. Research portfolio or strong research interests in clinical, translation, basic science, public health, and/or social-behavioral research. Additional Details: The Department has a division of prevention and public health dentistry, responsible for the disciplines of dental public health sciences and behavioral dental sciences, with faculty, research, and teaching programs in these disciplines. UIC College of Dentistry is located in one of the most comprehensive academic health sciences centers in the United States, including The University of Illinois Health Enterprise (UI Health). Academic rank and salary will be commensurate with norms and criteria for faculty appointments within the College of Dentistry. For fullest consideration, submit a letter of intent, current C.V., and the names of three references by 5pm on Wednesday, February 15, 2023. Position to remain open until filled. The University of Illinois System is an equal opportunity employer, including but not limited to disability and/or veteran status, and complies with all applicable state and federal employment mandates. Please visit <https://www.hr.uillinois.edu> to view our non-discrimination statement and find additional information about required background checks, sexual harassment/misconduct disclosures, COVID-19 vaccination requirement, and employment eligibility review through E-Verify. The university provides accommodations to applicants and employees.

**WASHINGTON—SEATTLE.** Position Description: The Department of Pediatric Dentistry in Seattle, Washington is seeking a full-time Graduate Program Director. This is a 12-month service period, at the rank of Associate Professor or Professor (with tenure) or Associate Professor or Professor tenure-track or non-tenured at the rank of Associate Teaching Professor or Teaching

Professor. The University of Washington (UW) Department of Pediatric Dentistry is nationally and internationally recognized as one of the premier departments in the country, known for the exceptional quality of its predoctoral and graduate programs. The Department has dedicated and experienced faculty, both full and part-time, with a strong commitment to excellence in education, diversity, patient care, scholarly activity, research and public health and global health. The Department of Pediatric Dentistry maintains primary responsibility for educating predoctoral dental students and post-doctoral resident trainees in the care of children's oral health. The primary clinic site is the Center for Pediatric Dentistry (CPD), a 16-chair outpatient clinic with an on-site ambulatory dental surgery center (DSC), which is staffed by pediatric dentistry faculty. Annually, the Department provides 15,000 to 20,000 patient visits, including completion of approximately 500 general anesthesia cases. Each year, the Department accepts five candidates to the two-year advanced education in pediatric dentistry residency program which is fully accredited by CODA and a component of UW Graduate Medical Education. Trainees undergo rigorous clinical and didactic training at the UW, Seattle Children's Hospital (SCH), and community sites and receive a Master of Science in Dentistry degree from the University of Washington Graduate School. The primary responsibilities for this position include: Direct the pediatric dentistry residency program, including but not limited to didactic and clinical curriculum development, overseeing selection of candidates for admission to the program, conducting trainee evaluations, preparing for CODA accreditation, developing and implementing program policies that are compatible with accreditation and institutional requirements, and serving as a mentor to the residents. Serve as a clinical and didactic instructor for residents and pre-doctoral students. Provide patient care at the CPD and the DSC. Represent the department at interdisciplinary meetings at university, local and state level associations such as Washington Pediatric Dentistry Alumni Association and Washington State Academy of Pediatric Dentistry. Participate in the School of Dentistry and national Graduate Program Directors meetings such as the American Academy of Pediatric Dentistry. Play a lead role in the Interdisciplinary Special Needs Access Network (I-SPAN), a five-year Health Resources and Services Administration grant. Participate in after-hours call at Seattle Children's Hospital. The University of Washington faculty engages in teaching, research, and service. The Department of Pediatric Dentistry is committed to building a diverse, equitable and inclusive learning environment. This position will be expected to innovate and create teaching/research/service models that incorporate diversity, equity, and inclusion. The University of Washington (UW) School of Dentistry was

ranked No.4 in the United States, and No.15 in the world in Britain's 2021 Quacquarelli-Symonds (QS) World University Rankings. The University of Washington, as both a state government institution and a public university, meets the federal requirement of a "public service organization" as defined by the Public Service Loan Forgiveness (PSLF) Program. The successful candidate must have a D.D.S./D.M.D. or foreign equivalent, and completion of a CODA-accredited advanced education program in Pediatric Dentistry with current standing as a diplomate of the American Board of Pediatric Dentistry; and ability to practice dentistry in the State of Washington. Successful candidates must either hold the title of associate professor or equivalent, or be eligible for promotion from assistant professor. In addition, the candidate is expected to obtain a State of Washington permit to administer moderate sedation or moderate sedation with parenteral agents by the start date. Positive factors for consideration include, but are not limited to, high emotional intelligence, determination, accountability, strong organization skills, leadership, excellent written and verbal communication skills, team player, ability to connect with others and a sense of humor. Applicants must possess a substantive teaching portfolio, history of funded research/training grants, manuscript publications, and expertise in academic leadership to enable her/him to lead a graduate program into one of the country's premier pediatric residency programs. Salary and Benefits: The base salary range will be \$17,800—\$20,800 per month for Associate Professor (with tenure) or Associate Teaching Professor and \$19,700—\$22,900 per month for the Professor tenure-track or Teaching Professor, commensurate with experience and qualifications, or as mandated by a U.S. Department of Labor prevailing wage determination. Other compensation associated with this position may include \$500 per month administrative supplement. A summary of benefits can be found on our website. Application Instructions: Applicants should submit a letter of interest, including a diversity statement that reflects your commitment to diversity, equity, and inclusion, C.V., and names and contact information of three references, through the UW Interfolio Faculty Search engine links below. To apply for Associate Professor or Professor (with tenure) or Associate Professor or Professor tenure-track: <http://apply.interfolio.com/120577>. To apply for Associate Teaching Professor or Teaching Professor: <http://apply.interfolio.com/120573>. The position will remain open until filled with an anticipated start date of July 1, 2023. Screening of applications will begin immediately. For questions, please contact the Chair of the Search Committee, Dr. Ana Lucia Seminario ([alsadem@uw.edu](mailto:alsadem@uw.edu)).

**SOUTH CAROLINA—CHARLESTON.** The Medical University of South Carolina (MUSC) James B. Edwards College of Dental Medicine

in Charleston, South Carolina, is seeking a full-time faculty position at the assistant or associate professor level. The position is available immediately. MUSC is South Carolina's only comprehensive academic health science center. It features Shawn Jenkins Children's Hospital, a free-standing, state-of-the-art facility with over 27 pediatric specialties. Responsibilities include: Didactic/clinical teaching and supervision of residents and predoctoral students in the pediatric dentistry program; Direct patient care in the operating room as part of the faculty practice; Participation in research programs and other collaborative activities within the MUSC community. Applicants who have demonstrated excellence in teaching, a history of funded research/training grants, and publications will receive the highest consideration. Candidates with an MS, MSD, MPH, or Ph.D. will be favored. Dual specialty training is also preferred. Candidates with extensive experience treating children and adolescents with special healthcare needs in the operating room are also desired. Rank and salary are commensurate with qualifications and experience. The candidate must possess excellent interpersonal and communication skills to relate to office staff, faculty, and senior leadership. They must display initiative, a positive

attitude, and commitment to department goals and objectives. In addition, the candidate should demonstrate the ability to adapt to change and embrace modern technology, demonstrate the ability to contribute to and participate in a humanistic environment of learning, and incorporate evidence-based oral health care and innovation in student learning and crucial thinking. Review of candidates will begin immediately, and applications will be accepted until March 1, 2023. A start date on or before July 1, 2023, is preferred. The academic rank and salary will be based on the candidate's qualifications and commensurate with their experience level. The position is open until filled. MUSC is an Equal Opportunity/Affirmative Action employer. Please submit a letter of interest, including a statement of career goals and curriculum vitae, to <https://musccareer-pages.com>. Requirements: D.D.S./D.M.D. degree from a US or Canadian dental school accredited by the Commission on Dental Accreditation (CODA); Completion of a CODA-approved pediatric dentistry residency program; Board Certified or eligible to become Board Certified by the American Board of Pediatric Dentistry within one year of the date of hire. Must be eligible for a South Carolina dental license.

## PRACTICE FOR SALE

**MINNESOTA—DULUTH.** The hidden gem cities along the shores of Lake Superior are constantly topping the lists of Best Places to Live. This Family Dental Practice for sale is ideal for a Pediatric Or General Dentist, as the practice sees a strong mix of both. The practice is located in a large free-standing building and the real estate is also for sale should the buyer be interested. For an overview of this well-established family dental practice, read below: 5 fully equipped ops. Collections of \$930,000. EBITDA (2021) \$342,000. 1100 active patients. 15-20 new patients/month. Real estate opportunity. The current doctors are interested in exploring their options, with retirement in mind. There is a massive opportunity for growth with additional days in office and marketing. The communities along the shores of Lake Superior are often an eclectic mix of people. Amazing outdoor recreation opportunities, lower cost of living and great career opportunities certainly encourage young families to stick around. To learn more about this practice, including the exact location, please contact Bailey Jones with Professional Transition Strategies via email: [BAILEY@PROFESSIONALTRANSITION.COM](mailto:BAILEY@PROFESSIONALTRANSITION.COM) or give us a call: (719) 694-8320. REFERENCE #MN21021. We look forward to speaking with you!

**NORTH CAROLINA—RALEIGH.** Practice For Sale: 45 min east of Raleigh, NC. Long standing solo practice. Be the only pediatric dentist in a county of over 175,000 with a large surrounding area. Owner wishes to retire and is looking for the right person to continue quality care. Email: [jrgconsulting247@gmail.com](mailto:jrgconsulting247@gmail.com) for information.

**WISCONSIN—FOND DU LAC.** Long established pediatric dental practice for sale in Fond du Lac, WI. Be the only pediatric dentist in a city of 104,000 with a large surrounding area. Owner would like to retire. For more information email [bstecker1@wi.rr.com](mailto:bstecker1@wi.rr.com).

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