

PDT

30 WHO

Will Be NEXT?

May 2022 Volume LVII, Number 3

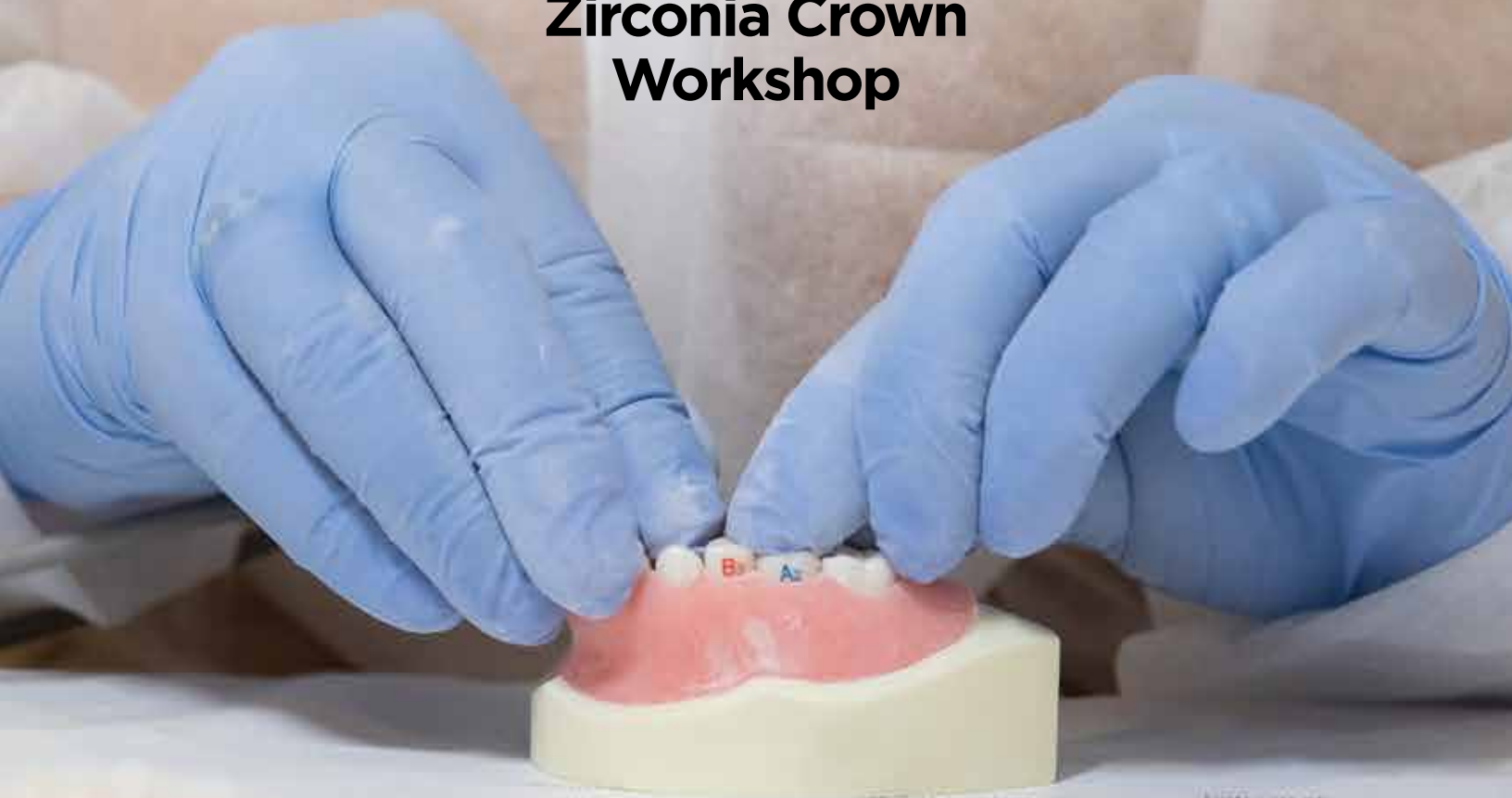
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**Dynamic Workspace Habits
That Work**

44

8
CEs

The Premier Hands-on
**Zirconia Crown
Workshop**



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LEADERSHIP

Critical Questions Q&A with Our President

by Dr. K. Jean Beauchamp AAPD President



1. Your columns have discussed the dental office staffing challenges in the wake of the COVID-19 pandemic and the “Great Resignation”? Are there any solutions in sight?

This is a complex issue not prone to easy or simple solutions. Some have suggested that we need to train more dental hygienists and dental assistants. However, for the past decade there has been excess capacity in their training programs. In other words, dental hygiene and dental assisting programs cannot even fill all available training slots. In the United States in 2020-21, there were 9,005 available dental hygiene training slots but only 7,745 first year enrollments. In 2020-21, there were 7,077 dental assisting training slots, but only 4,923 first year enrollments. This data suggests that more needs to be done to widely promote these career options.

Obviously, dental practices and clinics are “hands-on”, in person workplaces that cannot offer work-from-home options and are limited in the ability to accommodate flextime. However, serious review is needed as to the entire compensation and benefits package, and workplace environment, for improvements that could help in recruitment and retention. I realize there is a bottom-line practice impact, but benefits such as higher salary, health insurance coverage and pension plan contributions are very attractive.

This issue requires continued discussion, analysis, and innovative thinking. All dental offices are having these staff issues, and we should share ideas and successes with each other.

2. The 2022 AAPD Annual Session is back in person in San Diego after two years of virtual conferences. Any special message you wish to convey?

While NashVirtual 20 and The Hub 21 were tremendously successful online learning experiences, we are thrilled to be back in person in 2022. It will be an outstanding scientific program with exciting and fun social events. Since this is AAPD’s 75th Anniversary, many special treats and surprises are in store.

I wish to draw special attention to the Sunday evening reception for immediate Past Presidents Drs. Kevin Donly and Jessica Lee. This is an opportunity to acknowledge and thank them for outstanding leadership through-out the COVID-19 pandemic. Since they did not get to experience an in-person AAPD Annual Session during their presidential years, we really want to show them the love!



3. How does an early career pediatric dentist become more involved with the AAPD in terms of volunteer leadership?

AAPD presidents-elect, in making recommendations to the board of trustees to fill council and committee positions, have taken special initiative to reach out and involve more early career pediatric dentists (**ECPDs**). Every council/committee currently has an early career pediatric dentist on it, but we need more. The application process was streamlined, and you can submit your interest on the AAPD website. Please apply and get involved. This is your AAPD!

I also encourage ECPDs to get involved with your state and district chapters. For example, each state chapter has an appointed Public Policy Advocate who advocates for children's oral health before state legislatures, state administrative agencies, and state dental boards. They would welcome your assistance.¹

When it's the right time in your professional and personal life, consider applying to our world class leadership training program at the Kellogg School of Management/Northwestern University Leadership Institute. Graduates of this program are also eligible to participate in the Advanced Leadership Institute at the Wharton School/University of Pennsylvania.

4. What was your proudest moment as president?

There have been many proud moments this past year, but at the very top is getting our Annual Session back in-person and carrying out a number of exciting celebratory activities related to AAPD's 75th Anniversary. There are two other in-person experiences that helped

propel the Academy forward. First, AAPD returned in person to Washington, D.C., for our Pediatric Oral Health Advocacy Conference from March 12 – 15, 2022. This allowed us to continue our Congressional advocacy on AAPD priorities issues, including Title VII pediatric dentistry funding, the Ensuring Lasting Smiles Act, and operating room access for pediatric dentists. See more details about these issues elsewhere in this issue. Second, the first cohort of the Advanced Leadership Institute 3/The Wharton School/University of Pennsylvania met in Philadelphia from March 16-18, 2022. Their team groups are focused on analyzing and recommending effective, fair, and valid DEI (**diversity-equity-inclusion**) efforts in pediatric dentistry, working from the AAPD's 2020-21 Task Force Recommendations.

5. What advice do you have for future AAPD presidents?

Two important steps are collaboration and focus. The AAPD's overall goal is optimal oral health for all children. However, there are many choices to be made in terms of best uses of AAPD member and staff time and expertise and our financial resources. The best decisions are made via a collaborative process with representation from a wide range of AAPD member viewpoints, but with the knowledge that tough decisions must be made and focus maintained. When an initiative is critical, we must go "all in." Conversely, we can't do all things at all times or be all things to all people. Future presidents should lean on past leaders, who are always willing to help. As Dr. Jessica Lee said last year, you have been entrusted with a great honor to lead a great organization and profession.

¹ A full listing of PPAs is available on the AAPD website: <https://www.aapd.org/advocacy/grassroots-advocacy/public-policy-advocates-initiative/>

“You have been entrusted with a great honor to lead a great organization and profession.”

Dr. Jessica Lee



- We all know oral health is critical to overall health. That's why our mission is to ensure all kids have access to dental care, regardless of their parents' or caregivers' ability to pay. To do this, we provide grants to nonprofit clinics and dental schools serving economically disadvantaged children.
- Since 2010, the AAPD Foundation has funded **139 organizations** totaling more than **6 million dollars**. Through the generosity of donors like you, nearly 600,000 kids who otherwise might not have seen a dentist, received the dental care they need.

**We look forward to seeing you at AAPD 2022.
Please join us at the Welcome Reception, sponsored by the
AAPD Foundation, on Friday, May 27, in the Gaslamp Quarter!**



SCAN ME



to learn more



**When you donate to the AAPD Foundation,
100 percent of your gift goes to help a child.**

Invisible Dental Support Organizations

(IDSOs) become your silent partner by purchasing 51% to 90% of your practice for cash now. You retain ownership at the practice and/or parent level and continue to lead your practice for years or decades with your brand, team and strategy.

Big Opportunity for Great Doctors

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Large Practice Sales 2021 IDSO Transactions



\$500+
MILLION
DOLLARS

Value of transactions
in 2021



1.2x
TO 4.6x

Multiple of collections
values achieved in 2021



18 U.S.
States

24
IDSOs

Largest
Transaction

\$64M

\$1.2M

Smallest transaction in 2021



Average value of
transactions in 2021



I had two offers directly from DSOs, then contacted LPS. They got me six bids, and miraculously, one of the first groups to approach me increased their offer by \$2,000,000!

LPS then handled the details of closing, and I can't imagine doing a deal without their help. I paid them nothing until the deal was closed.

-Dr. J.P., Southeast U.S.



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Not to Miss During AAPD 2022

Preconference Course

Diagnosis and Management of Dental Trauma in Children and Adolescents PD, DT

Thursday, May 26

8:30 AM – 4 PM

Dick Barendregt, D.D.S., M.S., Ph.D.; John Christensen, D.D.S., M.S.; Jessica Lee, D.D.S., M.P.H., Ph.D.; Gustavo Oliveira, D.D.S., M.S.; Asgeir Sigurdsson, D.D.S., M.S.

This exciting session will offer busy clinicians an update on the current concepts and innovative approaches in diagnosis, management and treatment of dental trauma in children and adolescents. The format will feature a review of up-to-date fundamentals and emerging approaches most to be illustrated by case reviews. Hear from a group of internationally recognized expert speakers in dental trauma. Using the best evidence, we will discuss avulsion therapy from A to Z and bring participants up-to-speed with new concepts in avulsion care. The concept of decoronation and pulp regeneration will be presented and illustrated with clinical cases. Participants will also learn the best operative and orthodontics techniques to achieve optimal esthetic results. Be sure to plan on staying for the afternoon when the exciting area of tooth autotransplantation in children will be presented.

Upon completion of this course, attendees will be able to:

- Up-to-date science in the area of diagnosis for the permanent tooth in children and adolescents.
- Fundamentals of pulp regeneration.
- How and when to perform decoronation.
- Operative and orthodontics techniques to achieve optimal esthetic results.
- The emerging area of tooth autotransplantation.

Opening Ceremony and Keynote Address* PD, DT, S

Ben Nemtin

Friday, May 27

7:30 – 9 AM

When we say you won't want to miss the opening session and keynote, we mean it. You will laugh, you will cry and we promise, you will feel inspired and energized to get back home and start your bucket list! There will be surprises along the way while walking through the 75 years of AAPD's history and you will be entertained from beginning to end. There will be an interview with the emcee of the keynote, **Judi Holler** with AAPD President **Dr. Jeannie Beauchamp**, CEO **Dr. John Rutkauskas** and the AAPD Foundation President **Dr. Charlie Czerepak** to get you up-to-date on what's happening in our industry. You won't want to miss the celebrations for our pediatric dentist of the Year, **Dr. Joe Castellano**. Finally, we'll send you out into the world with your bucket list of dreams after you're inspired by **Ben Nemtin's** Keynote Address. We'll end the session on our feet with a surprise entertainment act.



*You must be registered and have a badge to access the Opening Ceremony and Keynote Address.

Wristbands for the Welcome Reception

Going to the Welcome Reception on Friday evening at the Gaslamp Quarter? Make sure to pick up your wristbands at the registration desks at the San Diego Convention Center. Registration will be open until 7 p.m., on Friday, May 27, before the Welcome Reception.

misplaced/lost wristbands will have to be repurchased

Want to know more?

Visit the AAPD Annual Session website for details on:

Sessions • Social Events • CE Credit • Registration Hours

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Explore the Exhibit Hall

Enhance your time in the Exhibit Hall at AAPD 2022

The D4C Activation Station

This highly energetic area will have a new activation every two-three hours. You can get some TLC from a rescue dog, win local San Diego prizes, get your face on a latte and a lot more. You will have to check it out to see the rest of the cool activations! You won't want to miss the fun activities and entertainment in this area!

Elevate Oral Care Headshot Lounge

Looking for a website headshot or LinkedIn profile refresh? 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.

Podcast Studio

New this year our extremely popular podcasts, Pedo Teeth Talk and Newly Erupted, will have their very own recording studio in the Exhibit Hall. Check out the podcast studio and witness the magic of the podcasts led by our host Dr. Joel Berg.

Sprig Walking Challenge

The Sprig Walking Challenge is a great way to stay active during AAPD 2022. Take advantage exploring sunny San Diego while participating in this fun challenge with awesome prizes. There will be limited daily prizes of Sprig swag. Be sure to stop by Sprig's booth (308) to learn more. The winners of the Sprig Walking Challenge will be announced Sunday May 29, in their booth. Be sure to have your walking shoes packed for The Sprig Walking Challenge during AAPD 2022!



Make sure to visit the AAPD Store and get your 75th Anniversary memorabilia!

Social & Networking Events

Early Career Dentist Happy Hour*

Thursday, May 26
5 – 7 PM

Moonshine Flats

Sponsored by Treloar & Heisel and MedPro



Come on down for AAPD's Early Career Dentist Happy Hour at Moonshine Flats! Try your luck at some backyard games as you network and sip on local craft beer and delicious, moonshine-based cocktails. Moonshine Flats is located in San Diego's East Village neighborhood, a cultural hub for eating, drinking, listening, and shopping!

AAPD & AAPD Foundation Welcome Reception*

Friday, May 27
7 – 10 PM

AAPD Block Party in the Gaslamp Quarter



Sponsored by AAPD Foundation

The Historic Gaslamp Quarter will be the perfect setting for an enchanting evening filled with live music, themed characters, exciting games, interactive activities, and delicious local food and beverage. You and your guests will be able to spread your wings to network as you move through the various venues, restaurants, and shops in the Quarter. Historic charm and traditional accents will mix with whimsical lighting and larger-than-life themed décor to create a one-of-a-kind immersive experience. You won't want to miss this magical event where the Tooth Fairies earn their wings!

The Kids Zone will boast interactive games with prizes, character photo ops, specialty snacks, and hands-on crafts.

To allow for a truly unique experience, AAPD will have exclusive access to a special portion of the Historic Gaslamp Quarter. Security will be on hand at each entry point to ensure a private AAPD event. Please stop by registration to pick up your wristband! A custom map will be distributed at the entrance showcasing the various restaurants and shops, entertainment, food, and beverage.

Career Fair

Saturday, May 28
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 <http://annual.aapd.org>. The cost for AAPD Members is \$150; recruitment companies may exhibit at the price of \$500.

Military and Federal Services Reception

Saturday, May 28
5 – 6 PM

International Reception

Saturday, May 28
5:30 – 7:30 PM

This reception began in 2010 at the Annual Session and has continued to be a popular event for international members and attendees. Join members of the AAPD board of trustees, learn more about the AAPD, and network with fellow international attendees before enjoying your evening in San Diego.

Presidents' Reception to Celebrate Dr. Kevin Donly and Dr. Jessica Lee*

Sunday, May 29

6 - 7:30 PM

The Float at Coasterra

Sponsored by Align Technology



Come raise a glass to the AAPD presidents whose finales were celebrated virtually. We couldn't let the opportunity pass to congratulate and thank our 2020 and 2021 presidents, Dr. Kevin Donly and Dr. Jessica Lee. This reception, immediately preceding the President's Farewell, will take place on the Float at Coasterra with unobstructed views as we float in the middle of the harbor.

President's Farewell Dinner*

Sunday, May 29

7:30 - 10:30 PM

Coasterra

Reception sponsored by MedPro and Treloar & Heisel.



Take in the beautiful San Diego skyline as you enjoy eclectic, coastal Mexican fare at Coasterra, San Diego's premiere waterfront dining destination!

Floor-to-ceiling windows will set the scene and make guests feel like they're floating in the San Diego Bay. As the sun sets, you will dine on extraordinary seafood, sip award-winning wine, and celebrate 75 years of AAPD success.

The party doesn't stop after dinner—dance your way into the night under the glow of the moon bouncing off the bay!

*Ticketed Events

Early Career Dentist Happy Hour, Welcome Reception, Presidents' Reception, and President's Farewell Dinner are ticketed events. Tickets must be purchased in advance when registering to attend AAPD 2022.

Governance Meetings and Events

Monday, May 23

12 - 5 PM

Executive Committee Meeting

Tuesday, May 24

8:30 AM - 5 PM

Board of Trustees Meeting

Wednesday, May 25

9:30 AM - 2:30 PM

Pediatric Oral Health Research & Policy Center Advisory Board

Thursday, May 26

8 AM - 5 PM

Pulp Therapy Workgroup

8 AM - 12 PM

AAPD Foundation Board Meeting

2 - 4 PM

PAC Steering Committee

Friday, May 27

7 - 8:30 AM

Section Editors Meeting

9:30 AM - 12:30 PM

Council on Membership, Communications Committee, Early Career Dentist Committee & Resident Committee

9:30 AM - 2:30 PM

Council on Clinical Affairs

12 - 4 PM

Council on Scientific Affairs

12:30 - 2:30 PM

Council on Post-Doc Education

1:30 - 4:30 PM

Editorial Board Meeting

2:30 - 4:30 PM

Committee on Special Health Care Needs

Saturday, May 28

7:30 - 9:30 AM

Council on Government Affairs and Pediatric Dental Medicaid and CHIP Advisory Committee

8:30 - 10:30 AM

Council on Pre-Doc Education

10:30 AM - 1 PM

Affiliate Advisory Committee/Affiliate Member Networking Lunch

10:30 AM - 12:30 PM

Committee on Sedation and Anesthesia

1 - 2 PM

North Central Society of Pediatric Dentistry Caucus

Northeastern Society of Pediatric Dentistry Caucus

Southeastern Society of Pediatric Dentistry Caucus

Western Society of Pediatric Dentistry Caucus

1 - 3 PM

Post-Doc Inservice Exam Committee

Southwestern Society of Pediatric Dentistry Caucus

2 - 4 PM

WSPD Board Meeting

3 - 4 PM

Committee on Dental Benefit Programs

4 - 5 PM

Federal Services Society of Pediatric Dentistry

Sunday, May 29

7:30 - 9 AM

Board of Trustees Meeting

8:30 - 10 AM

Safety Committee Meeting

8:30 - 11:30 AM

Evidence Based Dentistry Committee

9:30 - 11:30 AM

General Assembly & Awards Recognition

11:30 AM - 4 PM

Behavior Guidance Workgroup

12 - 4 PM

Board of Trustees Meeting

Affiliate & Alumni Meetings

All sessions and rooms are subject to change. Check the app for the most up-to-date information. All times are listed in Pacific (local) time.

Tuesday, May 24

8:30 – 5 PM

NYU Langone – Vista

Wednesday, May 25 – Saturday, May 28

Indiana University Pediatric Dentistry Alumni Association

Thursday, May 26

8 – 9 PM

American Board of Pediatric Dentistry New Diplomate Pinning Ceremony
(Invite Only)

7 – 8:30 PM

American Board of Pediatric Dentistry Volunteer Reception
(Invite Only)

Friday, May 27

8 AM – 2:30 PM

College of Diplomats Board of Directors Meeting

2 – 4 PM

Foundation of the College of Diplomats Board of Trustees Meeting

Saturday, May 28

7 – 9 AM

College of Diplomates Annual Meeting & Dr. Jerome B. Miller Memorial Lecture

2:30 – 5 PM

WSPD Board Meeting

American Board of Pediatric Dentistry Board Meeting

4:30 – 6:30 PM

University of Tennessee

5 – 6 PM

NJAPD

Canadian Academy of Pediatric Dentistry (CAPD)

5 – 6:30 PM

University of Michigan Easlick Society Alumni Reception

University of North Carolina Alumni Reception

UIC Pediatric Dentistry Alumni Reception

VCU Pediatric Dentistry Affiliates & Alumni

Tufts University School of Dental Medicine

UNMC Pediatric Dental Residency Clinic

University of Pennsylvania School of Dental Medicine

5 – 7 PM

Paul P Taylor Association of Pediatric Dentists

NYU College of Dentistry Alumni Reception

Cincinnati Children's Hospital Pediatric Dentistry

5 – 7:30 PM

CSPD-WSPD Western District Reception

University of Iowa Department of Pediatric Dentistry

Ohio State University Alumni Reception

5 – 8 PM

University at Buffalo School of Dental Medicine

Montefiore Medical Center/Albert Einstein College of Medicine

5 – 9 PM

University of Washington/Washington State Residency Alumni

5:30 – 7 PM

Nova Southeastern University Pediatric Alumni Association

Children's National Medical Center

Columbia University Pediatric Dentistry Alumni Reception

5:30 – 7:30 PM

University of Connecticut

UT Health San Antonio

University of Nebraska Pediatric Dental Residency

Howard University Alumni Reception

Boston Children's Hospital/Harvard School of Dental Medicine

LSU Health School of Dentistry Alumni Reception

NYU Langone

Temple University Hospital Pediatric Dental Residency Program

6 – 7 PM

St. Barnabas Hospital

6 – 7:30 PM

Case Western Reserve University

6 – 8 PM

Eastman Institute for Oral Health, University of Rochester

Bon Secours St. Mary's Pediatric Dental Residency Program

University of Louisville School of Dentistry

6 – 9 PM

Boston University

2022 Annual Session Exhibitors

3M	516	Dr Fuji/ ACIGI	836	Pediatric Dental Team Association	439
AAPD Foundation	939	Dr. B essential- Weighted Blanket	635	PEDS Exclusively	304
Ace Dental Executives	344	Dr. Bob Toothpaste	416	Porter Royal Sales	311
Adit	446	DryShield	720	Practicon, Inc.	412
Advantage Dental	540	Elevate Oral Care	402	Preventech	509
AAPD	630	ERC Specialists	301	Pro Med Sales, Inc.	707
Air Techniques	615	Essential Organics	334	Prophy Magic/Medidenta	724
Alexion Pharmaceuticals, Inc.	629	EZ Floss	309	Prostoig Capital	329
Align Technology, Inc.	811	First Women's Bank	717	Provide	547
American Association for Accreditation of Ambulatory Surgery Facilities (AAAASF)	419	Fridababy LLC	302	Pulpdent Corporation	620
American Board of Pediatric Dentistry	830	Hawaiian Moon	324	Q-Optics & Quality Aspirators	538
Arkray	421	HENKA, LLC	320	Quintessence Publishing Company	819
Arminco, Inc.	410	HuFriedyGroup	823	Reliance Orthodontic Products, Inc.	336
BioGaia Probiotics	328	Imagination Design Studios (IDS)	643	RGP Dental	427
Biolase	235	Kids Care Dental Orthodontics	834	Roam Commercial Realty	437
Birdeye	418	KidzCrowns Powered by Acero	624	Safe Rayz	740
Bisco Dental Products	526	Kidzpace Interactive Inc.	422	SDFlosser	417
Blue Cloud Pediatric Sugery Centers	536	Kinder Krowns	602	SDI (North America) Inc.	323
Boyd Industries, Inc.	202	Large Practice Sales	716	Sedation Resource	208
BQ Ergonomics, LLC	644	LCP Dental Team Coaching	639	Septodont Inc.	802
BuzzyBooth	607	Lighthouse 360	318	Sesame Communications	631
Cheng Crowns	508	LightScalpel	102	Shofu Dental Corporation	415
Cloud9software	545	Lone PeaK Dental Group	637	SmileMakers	608
Cocofloss	515	LumaDent, Inc.	737	SmileMD	633
Columbia Bank	617	Magnify Dental Marketing	524	Snap on Optics	414
Convergent Dental, Inc.	702	MAM USA Corp.	214	Southcentral Foundation	327
D4C Dental Brands	438	Medco Instruments, Inc.	738	Sprig	308
Dansereau Health Products	623	MediLoupes	423	Sunstar Americas, Inc.	804
DDS Multimedia	316, 512	MedPro Group	839	Surgitel/General Scientific Corp.	517
DDS Match Practice Transitions	832	Mesh Dental Network	638	Swell CX	331
Denovo Dental	605	Modern Doc Media	303	Tess Oral Health	619
Dental Care Alliance	744	Moss, Luse, & Womble, LLC	513	The Jetty Group	435
DentalHQ	743	My Kid's Dentist & Orthodontics	648	The Reminder Fairies	719
Dental Intelligence	224	Myofunctional Research Co.	907	Tokuyama Dental America, Inc	711
DentistCare, A ProAssurance Program	739	NeoLab	618	Treasure Tower Rewards	627
Designs for Vision, Inc.	808	Neon Canvas	817	Treloar & Heisel	837
DMG America, LLC	929	Nobio Inc/ Infinix Products	520	Ultradent Products Inc.	715
Doctors Disability Specialists	518	Nowak Dental Supplies, Inc.	807	Ultralight Optics	612
Dolphin Imaging and Management Solutions	307	NuSmile	430, 431, 534, 530	WEAVE	443
DOX PEDO	502	NYU Langone Dental Medicine	340	Wilamette Dental Group	815
		Orascoptic	332	Willo	824
		OrthoArch	708	Worlds of Wow	906
		Otto Trading, Inc.	640	YAPI	322
		Pascal International	712	Zoll Dental	616

AAPD 2022 Recognition Awards

The AAPD board of trustees wishes to recognize those going above and beyond in our profession and in our community. We will be celebrating their achievements throughout the meeting. Please join us in congratulating the 2022 award recipients!



Pediatric Dentist of the Year
DR. JOE CASTELLANO

Sponsored by NuSmile



Manuel M. Album Award
**UNIVERSITY OF PENNSYLVANIA, DENTAL
MEDICINE, CARE CENTER FOR PERSONS
WITH DISABILITIES**



**Merle C. Hunter Leader-
ship Award**
DR. JESSICA LEE



**Dr. Lewis A. Kay Excel-
lence
in Education Award**
DR. VINEET DHAR



**Suzi Seale Coll
Award**
DR. VINEET DHAR



**Jerome B. Miller "For the
Kids" Award**
DR. COLLEEN GREENE



Paul P. Taylor Award
DR. SHEETAL MANCHANDA
*"Horizontal Transmission of Streptococcus
Mutans in Children and its Association with
Dental Caries: A Systematic Review and
Meta-Analysis" by Manchanda S, Sardana
D, Liu P, Lee GHM, Lo ECM, Yiu CKY. Pediatr
Dent 2021;43(1): E1-E12*



**Ann Page Griffin
Humanitarian Award**
DR. TOM STARK

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A single software system for the pedo-ortho practice.

Dolphin has been adding pediatric features and tools to its Management, Imaging and Aquarium products:

Dolphin Management Specialty – Pedo:

- Manage scheduling and patient treatment for pedo and ortho in one place
- Distinct ledgers and billing for pedo and ortho
- Effectively track and market to your patients for pedo and ortho treatment

Dolphin Imaging:

- Magnify and Spotlight toolbar tools
- Pediatric/dental FMX layouts

Aquarium:

- Pediatric Library containing more than 75 pedo-specific patient education movies
- New content added every three months

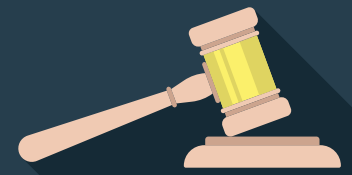
These products are joined by a full suite of complementary software and services for ortho-pedo practices that includes mobile and Cloud options.

For more info visit www.dolphinimaging.com/pediatric.



Treatment Card





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 (312) 337-2169 or slitch@aapd.org.

Federal News

Access to Operating Rooms for General Anesthesia Cases: CMS Petitioned, Pediatricians and Disability Rights Patient Groups Lend Support, Congressional Testimony Filed

The AAPD continues its advocacy campaign to address the challenges pediatric dentists around the country are experiencing in obtaining or maintaining hospital or ambulatory surgery center (**ASC**) operating room time for dental cases requiring care under general anesthesia. In 2020, the AAPD engaged the consulting services of the Washington, D.C., law firm of Powers Pyles Sutter and Verville PC. The firm identified a major access barrier as the lack of a specific dental facility fee code in CMS HCPCS (**Healthcare Common Procedure Coding System**). This results in an abysmally low facility fee for dental cases. HCPCS codes are developed by CMS Medicare. Hence, a strategy was developed to seek a specific facility fee code for dental cases and to ensure it will receive an appropriate level of reimbursement.

It was concluded that a HCPCS Level II Category G Code would be the most appropriate coding category, since G codes are not only commonly utilized in the Medicare Hospital Outpatient Prospective Payment System (**HOPPS**), but also

are recognized by Medicaid and other non-Medicare payers as well. Therefore, after several meetings and discussions with CMS, the AAPD along with the American Dental Association (**ADA**) and the American Association of Oral and Maxillofacial Surgeons (**AAOMS**) submitted a proposal to CMS on Sept. 21, 2021, with this simplified coding language:

“Covered dental procedure requiring general anesthesia; facility services only.”

We also recommended that CMS place the code into the same payment category as coded dental procedures (**APC 5871**) to receive a competitive facility fee compared to other types of surgeries, and that the code be included on the ambulatory surgery center covered procedures list to support access in these settings.

Some recent developments of note:

- On Jan. 20, 2022, the American Academy of Pediatrics wrote CMS in support of the AAPD-ADA-AAOMS code proposal.

- On Feb. 17, 2022, the AAPD, ADA, and AAOMS filed written testimony with the Subcommittee on Health of the House Ways and Means Committee summarizing the problem and advocating CMS adoption of our proposal. This was in response to the Subcommittee's hearing on *Bridging Health Equity Gaps for People with Disabilities and Chronic Conditions*.
- AAPD members also advocated on this issue during their Congressional visits on March 14-15, 2022 as part of the Pediatric Oral Health Advocacy Conference.
- On March 24, 2022, 24 national organizations from the Consortium for Citizens with Disabilities (**CCD**) Health Task Force wrote CMS in support of the AAPD-ADA-AAOMS facility fee code proposal.

A copy of the above referenced letters and testimony are available on the AAPD website, along with additional background on this issue.¹

¹ <https://www.aapd.org/advocacy/legislative-and-regulatory-issues/latest-advocacy-news/access-to-operating-rooms/>
<https://www.aapd.org/globalassets/media/advocacy/ord.pdf>

Federal and State News

AAPD's 2022 Legislative and Regulatory Priorities

On the AAPD website you can access the AAPD's 2022 Legislative and Regulatory Priorities, as developed by the AAPD Council on Government Affairs and approved by the AAPD's Board of Trustees on Jan. 14, 2022.² Below are some highlights (*not the complete list*). On some federal issues the AAPD is the lead organization and strategist; on others, we are part of a larger coalition with other groups taking the lead. On state issues, the AAPD provides technical support to state chapters and their Public Policy Advocates, but each chapter determines its own state legislative and regulatory agenda.

Federal Appropriations for FY 2023

- Seek appropriations for HRSA sec. 748 Title VII dental primary care cluster of \$46 million, with directed funding of not less than \$14 million going to pediatric dentistry in recognition of the demand for training grants and the increased need for pediatric dentists to treat insured children under the ACA.
- Obtain continued preference for pediatric dental faculty in the DFLRP as obtained in FYs 2017, 2019, 2020, 2021, and 2022.

Federal Tax Legislation

- Support passage of H.R. 1285 and S. 449, bills that would exempt the Dental Faculty Loan Repayment Program (**DFLRP**) from taxation to individual faculty recipients.
- Include in any comprehensive tax legislation under consideration by Congress.

Federal CMS Regulations

- Obtain new dental case facility fee code in CMS HCPCS level II category G in order to increase facility fee for hospital dental and ambulatory surgery center (ASC) general anesthesia cases, so that pediatric dentists do not lose operating room access due to low facility fees for such cases.

Federal Student Loan Reform

- Support H.R. 4122, the Resident Education Deferment Interest Act (**REDI Act**), introduced by Congressman (and dentist) Dr. Brian Babin (R-Texas 36th) and Congresswoman Chrissy Houlahan (D-PA 6th).
- This bill, supported by the Organized Dentistry Coalition (of which AAPD is a member) and spearheaded by AAOMS, would halt interest accrual while loans are in deferment during residency training.
- Thirty national physician and dentist professional associations endorse the REDI Act.
- The Senate companion bill (S. 3658) was introduced on Feb. 16, 2022, by Senators Jacky Rosen (D-Nev.) and John Boozman (R-Mont.)³

Federal Access to Care Legislation

- Work with AAOMS and ADA and other coalition members (such as National Foundation for Ectodermal Dysplasias) to support passage of Ensuring Lasting Smiles Act or ELSA (H.R. 1916 and S.754).
- This legislation would require all private group and individual health plans to cover the full medically necessary treatment of patients with congenital anomalies, including related dental procedures.
- ELSA currently has over 40 Senate and 300 House co-sponsors, and was approved by the U.S. House of Representatives on April 4, 2022.

Federal Medicaid Dental Reform

- Make adult dental coverage mandatory, per S. 3166.
- Ensure appropriate and fair Medicaid dental audits, adhering to AAPD clinical recommendations and utilizing peer review by pediatric dentists and requiring CMS Center for Program Integrity training of dental auditors consistent with these criteria.
- Obtain stronger CMS regulatory oversight of managed care organization (**MCO**) dental contracting to ensure greater accountability, especially related to network adequacy standards.

State Medicaid Dental Reform

- Provide continued technical assistance to state pediatric dentistry chapters for Medicaid dental reform for their efforts with both state legislatures and state dental associations.
- Continue to promote states' adoption of appropriate dental periodicity schedules consistent with AAPD guidelines, and update research and policy center dental periodicity schedule adoption map on website as appropriate.⁴

State Medicaid Dental Reform

- Promote dental managed care hybrid payment models that leave the risk with the plan contractor (or at least share it between the plan and the provider).
- Maintain accountable dental fee-for-service plans.
- Promote SMA MCO dental contracting that adheres to criteria in the ADA's guidance document *Medicaid: Considerations When Working with the State to Develop an Effective RFP/Dental Contract*.

State Medicaid Dental Reform

- Ensure that state Medicaid programs conducting provider audits, as well as auditors contracted by CMS, do so in an appropriate and fair manner, adhering to AAPD clinical recommendations and utilizing peer review by pediatric dentists.
- Work with PPA network to secure language in SMA dental provider manuals referencing AAPD clinical recommendations as the appropriate criteria for any audits of pediatric dental practices, and a dental advisory board for every SMA.

State Dental Insurance Reform

- Support states' adoption of *Transparency in Dental Benefits Contracting Model Act* (adopted by the National Council of Insurance Legislators) to address several vexing third party-payer issues:

- Fair and transparent network contracting (allowing dentists to accept or refuse contracts to which they would be obliged);
- Virtual credit cards (not limiting payments to such method);
- Prior authorization (holding dental insurers to pay what was promised in the authorization).

State Dental Board Regulations

- Ensure that state dental boards adopt regulations concerning mild, moderate, and deep sedation and general anesthesia practice and permitting that are consistent with policies, best practices, and guidelines of the AAPD.
- Ensure that state dental boards maintain and enforce regulations concerning appropriate advertising of specialty status and advertising guidance for general dentists treating children consistent with AAPD policies concerning Affiliate members.

² <https://www.aapd.org/globalassets/2022-legislative-priorities-for-website.pdf>

³ <https://www.rosen.senate.gov/rosen-boozman-introduce-bipartisan-legislation-address-health-care-provider-shortage-pausing>

⁴ <https://www.aapd.org/research/policy-center/state-dental-periodicity-schedules/>

Reference Committee Hearing and Reports & General Assembly Meeting

Constitution and Bylaws amendments and proposed changes/additions to oral health policies and best practices of the American Academy of Pediatric Dentistry will be the subject matter for Reference Committee hearings at the AAPD 2022 Annual Session. Recommendations from the Council on Clinical Affairs concerning oral health policies and best practices will be posted as a Members-only document on the AAPD website (www.aapd.org) no later than sixty (60) days prior to the General Assembly. All members will be alerted to this availability via AAPD E-News.

Reference Committee hearings will take place on Saturday May 28, 2022, from 10 to 11 a.m., in room 14AB of the San Diego Convention Center. The hearings are open to all AAPD members, as well as non-members who are registered for the meeting. Non-members will be polled and asked to identify themselves by the chair, who also has the authority to determine whether a non-member may comment. These hearings are intended to be the venue for member discussion on any formal resolutions that will be proposed before the General Assembly. This is an opportunity for members to present testimony on proposed oral health policies and best practices, and other business to come before the General Assembly.

Reference Committee Reports will be available in the back of room 6A of the San Diego Convention Center beginning at 8:30 a.m., on Sunday morning May 29, 2022, prior to the beginning of the General Assembly and Awards Recognition at 9:30 a.m. If available in time, copies will also be provided at District Caucuses on Saturday, May 28, 2022, from 1 to 2 p.m.

The General Assembly and Awards Recognition will take place on Sunday, May 29, 2021, from 9:30 to 11:30 a.m., in room 6A of the San Diego Convention Center. The General Assembly is a meeting of Active and Life members for the purposes of conducting the business of the AAPD. Any AAPD member is welcome to attend, although only Active and Life members may vote. Final action on recommendations from Reference Committees takes place at the General Assembly.

This notice is being provided at least thirty (30) days prior to the General Assembly, as required by the AAPD's Bylaws. An agenda for the General Assembly meeting will be posted under "Latest News" in the Members-Only section of the AAPD website (www.aapd.org) approximately one month prior to the meeting. All members will be alerted to this availability via AAPD E-News.

Rooms subject to change

FDA Drug Compounding Law and What It Means for Dentists

by C.Scott Litch Chief Operating Officer and General Counsel



The FDA Modernization Act of 1997 (**DAMA**)¹ added Section 503A, providing that a drug product can be compounded by a licensed pharmacy or physician either: (1) based on the receipt of a valid prescription order for an identified individual patient; or (2) in limited quantities before the receipt of a valid prescription for an individually identifiable patient. The latter process is known as anticipatory compounding, which is permissible if:

- The compounding is based on a history of the licensed pharmacist or physician receiving valid prescription orders for the compounding of the human drug product; and
- The orders have been generated solely within an established patient-pharmacist or patient-prescriber relationship.

Due to a contaminated fungal meningitis outbreak involving 750 patients in 20 states and over 60 deaths,² in 2013 Congress enacted the Drug Quality and Security Act (**DQSA**).³ The DQSA clarified that Section 503A is still in effect (some advertising provisions had been declared unconstitutional in court cases) and established Section 503B which authorized FDA oversight of compounding pharmacies known as outsourcing facilities.⁴ The FDA issued subsequent guidance in 2016 on the 503A provisions.⁵

The primary role of a 503B outsourcing facility is to produce large batches of sterile products with or without a prescription. These drugs are then procured by health care facilities for patient use. 503B outsourcing facilities differ from a traditional pharmacy. Most hospitals obtain their compounded drugs from an outsourcing facility.⁶ This of course is not typical for a private dental practice, who usually work with a local pharmacist.

Is a dentist eligible for ordering compounded prescriptions via the Section 503A process?

In general, the answer should be yes. The Social Security Act definition of a “physician” includes dentists, and this definition is referenced in many federal laws:

“(r) The term “physician”, when used in connection with the performance of any function or action, means (1) a doctor of medicine or osteopathy legally authorized to practice medicine and surgery by the State in which he performs such function or action (including a physician within the meaning of section 1101(a)(7)), (2) a doctor of dental surgery or of dental medicine who is legally authorized to practice dentistry by the State in which he performs such function and who is acting within the scope of his license when he performs such functions . . .”⁷

In the FDA's 2016 guidance document referenced above (Prescription Requirement Under Section 503A of the Federal Food, Drug, and Cosmetic Act), the following is stated:

"For purposes of section 503A(a), a valid prescription order for a compounded drug product means a valid prescription order from a licensed physician or other licensed practitioner authorized by state law to prescribe drugs (prescriber)." P. 7

To be 100 percent certain, pediatric dentists should consult state law and state dental board regulations to confirm their authorization to prescribe drugs. For example in Illinois:

"Licensed dentists in Illinois may write prescriptions only in connection with dental-related ailments or conditions. To write a prescription for any other non-dental condition is a violation of the Illinois Dental Practice Act and may make the dentist liable for license sanction."⁸

Consumers with questions about dentist prescriptions might do an internet search and come across this a blurb on WebMD:

"There are a number of different drugs your dentist may prescribe, depending on your condition. Some medications are prescribed to fight certain oral diseases, to prevent or treat infections, or to control pain and relieve anxiety."⁹

There is also an entire national alliance that represents pharmacy compounding (<https://a4pc.org/>). For further information contact Chief Operating Officer and General Counsel C. Scott Litch at (312) 337-2169 ext. 29 or 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.

¹ Pub. L. No. 105-115. <https://www.govinfo.gov/content/pkg/PLAW-105publ115/pdf/PLAW-105publ115.pdf>

² <https://www.cdc.gov/hai/outbreaks/meningitis/html>

³ Publ. L. No. 113-54 <https://www.govinfo.gov/content/pkg/PLAW-113publ54/pdf/PLAW-113publ54.pdf>

⁴ <https://www.fda.gov/drugs/human-drug-compounding/compounding-laws-and-policies>

⁵ <https://www.fda.gov/media/94393/download>

⁶ <https://oig.hhs.gov/oei/reports/oei-01-17-00090.pdf>

<https://www.fda.gov/drugs/human-drug-compounding/information-outsourcing-facilities>

⁷ 42 U.S. Code § 1395x, (r).

⁸ <https://www.isds.org/advocacy/il-dental-practice-act-rules/il-controlled-substance#:~:text=Prescription%20Writing%20Authority,dentist%20liable%20for%20license%20sanction.>

⁹ <https://www.webmd.com/oral-health/medications-used-dentistry>



Several members of the Kellogg Leadership Institute cohort VI who attended POHAC pose with the AAPD's Issues Packet for Members of Congress. (L-R) Drs. Anthea Mazzawi (Canton, Ga.), Natalie Mansour (Glendale, Calif.), Jennifer Cully (Cincinnati, Ohio), Barrett Peters (Charlottesville, Va.), Jeffrey Rhodes (Rogers, Ark.), Bernard Larson (Mount Vernon, Wash.), Elise Sarvas (Minneapolis, Minn.), Suzanne Fournier (New Orleans, La.), and Hakan Koymen (Perry Hall, Md.). Mansour, Rhodes, Sarvas, and Fournier serves as Public Policy Advocates for their state chapters. Peters serves as Southeastern district representative on the Council on Government Affairs (CGA), and Larson serves as a consultant to CGA.

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



PAC Corner

2021 AAPD PAC Contributions

In calendar year 2021, 871 members contributed \$195,784. Members in the Southeastern district had the most participation. Members in the Western district contributed the most in hard dollars—those contributions that can be used for candidate support. Members in the NorthCentral District had the highest average donations.

*PAC Steering Committee and Advisory Board Members, members of the AAPD, Foundation, and ABPD boards, State Public Policy Advocates, Past Presidents, and AAPD Staff

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Development of a Pediatric Oncology Clinical Experience to Facilitate Favorable Patient Outcomes

Pediatric medicine rotations during pediatric dental residency are designed to expose the resident to an often limited interprofessional collaboration for the management of immunocompromised patients. A desire to facilitate comprehensive oral health care for the heme-oncologic demographic spurred an initiative at Stony Brook Children's Hospital on Long Island in New York to establish a pediatric oncology clinical experience in addition to the required pediatric medicine rotation with goals of increasing accessibility to and education in oral health care for both children with cancer and their caretakers, including medical providers.

Dr. Maria Barsoum, Stony Brook University Pediatric Dentistry Class of 2022, designed the weekly clinical experience protocol to establish a therapy-based dental home for the pediatric cancer patient engaged in active heme-oncology protocols that would transition to a permanent dental home upon completion of therapy. Working with **Dr. Devina Prakash**, associate professor of Clinical Pediatrics at Stony Brook University Hospital and Board-certified pediatrician with special qualifications in hematology/oncology, Barsoum identified days and times specific to patient needs and outfitted a treatment room in the heme-oncology clinic with necessary supplies to complete dental examinations including reward stickers.



As Barsoum and her colleagues participated in the weekly clinical experiences, they facilitated oral health screenings to assess for dental, periodontal or pathologic issues and emphasized dental education with caretakers and health care team members. Early and recurrent oral health intervention throughout immunosuppressive therapy promoted improved oral prognosis and facilitated timely dental treatment options for this vulnerable population. With assistance from the Oral Surgery and Anesthesia teams at Stony Brook University School of Dental Medicine, patients with urgent needs were treated in the general anesthesia setting when warranted. Structured follow-up and the collaborative approach to heme-oncology cases led to improved patient oral health outcomes during immunosuppressive therapy, establishment of a comprehensive dental home, cultivation of impactful interprofessional relationships between pediatric health care professionals, and healthy smiles.

Dear Senior Residents

Before I say anything else, I must start with a thank you. Despite the struggles of COVID-19 and the associated madness that came with it, you took the residency in stride and continued to improve our program. You smiled your way through and did everything possible to create a better experience: Thursday happy hours included. You juggled the call pager night terrors, hectic research schedules and ill-fitting SSCs in addition to holding our hands through our first year of residency. Our anxious and nervous Frankl-2 selves thank you for uplifting us through this time.

Next, I know you are cramming to finish your research projects and prepare for the written boards. If you've learned anything in the last year—know that you are much smarter than you think. At least, that's what it feels like when we ask you hundreds of questions at a time. We

Best,
Your Junior Resident
Dr. Raymond Lee

Raymond is a first-year resident at the University of Washington. Originally from California, he has slowly made his way up the coast and now he enjoys his time exploring the Pacific Northwest. Always the curious one, he finds himself meeting awesome new people and stumbling on adventures. He hopes to provide the same excitement for life in all the interactions he has!

Predoctoral Chapter Highlight

Medical University of South Carolina

Dental caries is the most prevalent chronic illness in children, affecting almost 40 percent of children by the time they reach kindergarten. Due to the prevalence of childhood caries, February is nationally recognized as Children's Dental Health Month, during this month our goal should be to educate patients and their families on how having proper oral hygiene and establishing a dental home can aid in preventing cavities and improving their quality of life.

In observation of National Children's Dental Health Month and to help raise awareness about the fight against childhood caries, the Pediatric Dental Department at the James B. Edwards College of Dental Medicine hosted a dental screening day. This screening day was open to children 12-years-old and younger, and comprised of an intraoral exam, bitewing radiographs, and oral health education.

To make this day possible, we needed all hands-on deck. The pediatric dental faculty, staff, residents, and student volunteers all came together, divvying up the responsibilities to ensure that the children and families who came through would have a wonderful educational experience. The kids started off their day with an oral health check, then got to participate in fun activities such as a photo booth, dragon stuffed animal tooth brushing demonstrations, coloring and stickers, and a special celebrity appearance from the Tooth Fairy and Tooth Elf!

wouldn't have gotten by so far if half the things you said weren't true! Moreover, the hours of dedication that you have poured into our patients for the betterment of their health have only made you wiser and more knowledgeable providers. You have soaked in every experience and used it as an educational experience not only with your co-residents but also with us. All the information you need is within your reach, an accumulation of all your past patients and experiences.

Soon after graduation, you will be out in the world unsupervised and free to treat as you choose. We are just as scared about that as you are. Mistakes and apologies will be made but please don't beat yourself up for it. How else will we learn if not from you? Also, there's a reason why continuing education is mandatory other than for yearly reunions with us in

the future. Remember that we are in a profession that is direly needed all over the world so continue to be passionate and don't forget to appreciate how great it is to be a part of this specialty. Your mistakes will only allow you to be better at helping others. Besides, other dentists say that we have a special place in heaven waiting for us.

With the light at the end of this residency tunnel around the corner, remember that these few years have been transformative in your development as a pediatric dentist. You have grinded through timeless trials and tribulations and you should be proud of how far you have come. We wish you the most fulfilling future and we can't thank you enough for holding our hands through this. Let's just hope that the incoming class is as lucky as we were!





WHO

Will Be NEXT?

by Paul S. Casamassimo, D.D.S., M.S.; Isabel Agolini, B.A.; C. Scott Litch, J.D.

“Hospitals across the country running out of beds, reducing surgeries amidst latest COVID-19 surge.”¹ This mid-December 2021 headline could have been from any newspaper in the country and maybe the world. The report detailed the extent of omicron’s disastrous effect on hospitals across the U.S., particularly children’s hospitals. For those of us caring for poor children with early childhood caries, it was the latest blow to access to operating rooms for children for whom that is the best and only safe and humane option.

A recent survey of grass-roots pediatric dentist-advocates from every state and the District of Columbia validated the worsening situation for treating children in a U.S. hospital or surgery center operating room (OR) for dental disease.² Thousands of children are awaiting access to safe, compassionate, and medically necessary care, best provided in a hospital or surgery center operating room. A recent announcement of cessation of dentists’ access to operating rooms in western Michigan, is just another illustration of this pattern. There, almost 2,000 children will be affected each year, if prior utilization is an indicator. In Missouri, a hospital system made a similar decision. In Kentucky, a surgery center has eliminated access for 17 pediatric dentists and, in parts of California, the wait for OR access approaches two years. Travel distance to obtain care in an OR in several states is well over fifty miles, challenging the resources of parents and putting patients at risk in the event of post-operative complications.

The American Academy of Pediatric Dentistry (AAPD) monitors this growing problem and its impact on the health and well-being of children. The COVID-19 pandemic has exacerbated denial of access for dental surgery along with elective surgery across all medical specialties. Among 47 states and the District of Columbia, over half (52.1 percent) reported that since March 2020, access to hospital operating rooms in their state had worsened, with a third (33.3 percent) reporting that access had remained the same, and the remainder (14.6 percent) reported improved access. Of note, among states reporting improved access, many shared that this access still does not match pre-pandemic levels, with wait times of up to two years. Reports varied across the country for children with early childhood caries (ECC) being denied OR coverage during ED visits, and hospital admissions due to cellulitis or other complications. For reports on children with ECC denied OR coverage, one third of respondents (33.3 percent) shared that reports worsened, one third (33.3 percent) reported no change, one state (2.1 percent) reported improvement, and the remaining third (31.3 percent) were unable to determine whether or not there were changes. For reports on hospital admissions due to cellulitis or other complications, over half (58.3 percent) were unable to determine whether there were changes, one fifth (18.8 percent) noted worsened reports, and 22.9 percent shared that reports had remained the same. These effects need to be monitored continuously to understand the aftermath of OR denial.

In contrast, there was a clear trend for typical wait time for general anesthesia in the OR; three quarters (75 percent) of respondents reported worsened access, one fifth reported no change (18.8 percent), 4.2 percent reported improved access, and 2.1 percent reported that they were unable to determine wait times.

In sum, the data point toward worsening hospital OR access and longer wait times for general anesthesia in the OR, both of which prevent sick children from receiving the care they need.

There is no doubt the system is broken. Non-dental surgery reimburses hospitals far better than dental surgery, often many-fold. Shorter general and specialty surgeries make longer lower-reimbursing dental surgery a drain on hospitals depending on surgical revenue. In spite of decades of responsible and collaborative utilization of operating rooms by pediatric dentists, oral and maxillofacial surgeons, and other dentists, dental cases remain poor stepchildren in hospital surgical systems. Decisions to curtail dental cases are understandable in the context of the business of health care, but tens of thousands of children and persons with special needs are left with few alternatives. The death of Deamonte Driver, a little over a dozen years ago, from a preventable and treatable dental infection, found a failed system for poor children that persists today in many parts of the U.S.³ Lack of action, nationally and in states, to improve access to care, including operating room treatment, inevitably leads to the question no one really wants to ask.

Will it take another Deamonte Driver to fix the system, bring oral health equity to all children and those with special needs, and make all medically necessary care safe?

A repeat of Deamonte Driver's path from common but significant dental infection to lethal systemic complication is a possibility for many children covered by Medicaid or without insurance. So, who will be the next Deamonte Driver? Who of our patients, at risk for serious consequences of unremitting dental disease, will have a fatal consequence or be treated under less than safe and effective circumstances? The remainder of this

commentary highlights some of those among us—children and adults—whose oral disease puts them at risk for the dire consequences of no treatment or inadequate treatment of their dental disease. Children are at particular risk. Their dependence on parental intervention creates still another potential obstacle to recognition and management of serious dental disease.

A repeat of the disseminated dental infection that ended Deamonte Driver's life is only a matter of time. With few exceptions, the gaps in the oral health safety net persist and the growing loss of operating room access just widens and deepens the abyss. Pleas for help from families like the Drivers, even when chorous by advocates in the dental community, may not be enough to get action to prevent a repeat for a pre-school child or someone with special needs who needs to reach an OR.

Little is understood about early childhood caries and its unremitting pain as a trigger for domestic violence, but the potential for a child to be seriously injured by an adult because of ECC's effects may be the next outcome of lack of access to OR care.⁴ The information available on this association suggests that abuse, domestic violence, and unremitting dental caries are already intertwined.⁵ COVID-19 restrictions have put abuse recognition, and hence early intervention, in the shadows.⁶

Few dentists, let alone parents, are aware of acetaminophen toxicity from week upon week of managing dental caries medically rather than surgically.⁷ A leading cause of liver failure and transplantation, acetaminophen toxicity is a risk

for children unable to access operating room care and kept in a holding pattern.⁸ Antibiotic abuse is another under-reported consequence of early childhood caries and indicator of the inability of the dental community to render definitive humane care.⁹ Serious and potentially fatal reactions are possible when over-the-counter topical anesthetic is applied by frustrated parents.¹⁰

Difficulty in getting OR time may push dentists to seek alternatives that carry more risk. In-office GA care provides an option for selected cases, but demands preparedness and response capability that often are untested or just not there. Will sedation mishaps increase? Do we want to return to days when persons with special needs were restrained for treatment, often with the dentist unable to discern pain from fear and risking injury to patient and personnel? The available alternatives to treatment in the OR can place patient, parents, personnel, and provider in jeopardy.

Perhaps most troublesome with denial of OR access is the recognition that many young children and people with special needs, unable to communicate, are forced to live with treatable dental pain affecting function, well-being, growth and development, and physiologic status. That human cost and its consequences will likely never be known. We are edging closer to a dental care system where the have-nots with dental pain are relegated to chronic suffering and ultimately tooth removal.

Medical management of dental caries is possible for some, but certainly not all. Too often, recognition of ECC by parents is triggered by pain. With medical man-

Will it take another Deamonte Driver to fix the system, bring oral health equity to all children and those with special needs, and make all medically necessary care safe?



agement comes an increasing maintenance burden on practices with growing numbers of children to be followed, seen more frequently, and living in caries-supporting circumstances not amenable to alteration. Will the next Deamonte Driver be a child whose parents just gave up on definitive care or refused alternatives?

Emergency department visits for caries-related dental problems continue to plague the health care system. Which

child with facial cellulitis, disseminated infection, or any of the serious sequelae of untreated ECC will be next to suffer an unthinkable consequence because dental treatment wasn't available in an operating room?

The AAPD is working with organized dentistry and legal advocates to address this inequity and improve access to OR care for those most vulnerable. That process is slow, and the outcome

not assured. Even with fair and equitable reimbursement, challenges remain in overcoming reduced operating room capacity due to COVID-19 related staff shortages, competing medical caseloads, and the lingering juggernaut of early childhood caries among those in society most at risk.

The human toll in suffering is immeasurable, and indicators point to another preventable fatality.

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Obituary

Donald J. Forrester, D.D.S.



On Thursday, March 3, 2022, Dr. Donald J. Forrester, of Gaithersburg, Md., passed away after a lengthy battle with Alzheimer's disease. He was 88.

Forrester was born July 20, 1933, in Cleveland, Ohio, to the late Maurice and Birdie Epstein. He attended The University of Washington and graduated with a Master of Science in Dentistry, then he received his Doctor of Dental Surgery from Western Reserve University.

Beloved husband of Judy K. Forrester; devoted father of Brett Forrester, Paul Forrester (wife, Kate), John Watson, and Philip Watson (wife, Tammy); cherished grandfather of William and Miles Forrester, and Colin and Dane Watson. Uncle to Gary Paller.

Forrester was a loving and caring man who was so devoted to his family and friends. Devoted as a great teacher to his many dental students over the years. Devoted to gourmet cooking – much to the delight (and waistlines) of his family and friends. Devoted to chocolate – so very devoted to chocolate. But most of all, he was a warm and compassionate man who would only ask we remember him once in a while – and then go get some chocolate.

In lieu of flowers, contributions may be made to Alzheimer's Association. Please click the DONATE button, choose your amount to donate, then check the "Give in honor or memory" box, and enter "Dr. Donald Forrester."



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Title VII FY 2020 Grant for Postdoctoral Training in Pediatric, General, and Public Health Dentistry Spotlight

The Health Resources and Services Administration (**HRSA**) awarded 27 Title VII FY 2020 grants for postdoctoral training in pediatric, general, and public health dentistry. Six awards were directed solely to pediatric dentistry programs, and another ten include pediatric dentistry in collaboration with general dentistry and dental public health.

In each issue, we are highlighting programs that received this grant. Today, we spotlight University of California San Francisco.

University of California San Francisco

Improving the Oral Health of Vulnerable, Underserved, and Rural Children in California: A Collaboration Between Pediatric Dentistry and Dental Public Health

The overall goal of this project is to improve the oral health of vulnerable, underserved, and rural children in California (**CA**) by expanding and enhancing the postdoctoral training programs in pediatric dentistry (**PD**) and dental public health (**DPH**).

Our objectives are as follows:

1. Enhance the Didactic Curricula for PD and DPH Trainees by a) Incorporating DPH topics into the PD curriculum, including cultural competency, oral health literacy & promotion, social determinants of health & advocacy; b) Incorporating clinical PD topics into the DPH curriculum, including behavioral management of children with special health-care needs, pediatric oral health assessments, anticipatory guidance, and atraumatic restorative techniques.
2. Expand the Experiential Learning of PD and DPH Trainees in Federally Qualified Health Centers (**FQHCs**) by a) Adding two clinical training sites for 2-4 PD trainees per year at Petaluma Health Center (2021) and La Clinica de la Raza (2022) serving predominantly low-income, underserved children; b) Integrating oral health into primary care pediatrics by conducting caries risk assessments and fluoride varnish applications during well-child visits; c) Developing community-based quality improvement (**QI**) projects for DPH trainees.
3. Expand Experiential Learning of DPH and PD Trainees in Rural Local Oral Health Programs (**LOHPs**) by a) Adding field site rotations for 4 DPH trainees in rural LOHPs in partnership with the CA Office of Oral Health (**OOH**); and b) Piloting the virtual dental home/school-based telehealth model in Tuolumne County.
4. Expand the DPH Recruitment Pipeline by a) Targeted recruitment of UCSF PD, AEGD, and GPR trainees, FQHC dentists from 21 UCSF externship sites, military dentists, veterans, and predoctoral students from all CA dental schools; and b) Offering financial assistance to 1-2 DPH trainees per year from rural, disadvantaged, and/or underrepresented minority backgrounds. Our proposal addresses all three focus areas of this NOFO (underserved & vulnerable populations, rural training sites, dental public health) and targets three HHS/HRSA clinical priorities, including “transforming the workforce by targeting the need, value-based care delivery, and QI initiatives, and telehealth”. Importantly, the proposal meets the needs of California’s large, diverse population and targets the deficiencies in the oral health system, such as maldistributed workforce, lack of workforce racial/ethnic diversity, and inadequate public health infrastructure in the safety net system. Upon completing this project, DPH and PD graduates will be competent and motivated to practice in, and deliver care to, California’s rural, underserved, and vulnerable populations. Our partnerships with FQHCs, LOHPs, and the CA OOH will ensure synergistically accomplishing the California Oral Health Plan and lead to the long-term sustainability of our proposed interventions through an innovative clinical financing model, program revenue, and funding support from Proposition 56 (California Healthcare, Research and Prevention Tobacco Tax Act of 2016).

Further details of these specific awards can be found at: <https://data.hrsa.gov/tools/find-grants>. Click on Program Name, scroll down and select, Postdoctoral Training in General, Pediatric and Public Health Dentistry and Dental Hygiene (D88). Then click on Year and select 2020 and hit the *Submit* button.

For more information about AAPD’s Title VII advocacy, contact Chief Operating Officer and General Counsel C. Scott Litch at slitch@aapd.org. For more information about HRSA Title VII dental grant opportunities, contact Education Development and Academic Support Manager Leola Royston at lroyston@aapd.org.

AAPD Resident Seminar Series

Do You Have a Topic That Would be of Interest to Residents?



We are seeking speakers for the AAPD Resident Seminar Series. If you have a topic you would like to present to this group, please, send a message to Education Development and Academic Support Manager Leola Royston at Royston@aapd.org.

Presentations are held about once per month. With the aim to cover a broad range of topics to augment programs' regular curriculum. Sessions are geared toward enhancing residents' education, but are open and available to all members.

The AAPD Resident Seminar Series schedule (with registration links) is updated periodically, and can be accessed via the AAPD website.

We know that not everyone will be able to view these presentations live, so presentations are recorded and made available to AAPD members.

Medicare Graduate Medical Education (GME) & Children's Hospital GME (CHGME): Overview & Update for AAPD

Lori Mihalich-Levin, Esq., Principal provided an extensive overview and update on GME and CHGME topics on March 9, 2022. If you missed it and are interested to learn more, you can view a recording of her presentation and download her PowerPoint presentation on our website under Member Resources-Residency Director Resources.

For further information, please contact the Education Development and Academic Support Manager Leola Royston at (312) 337-2169 or Royston@aapd.org.



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Denial of Operating Room (OR) Access for Pediatric Dental Treatment

“We are in full crisis mode,” stated a Maryland pediatric dentist in response to the AAPD’s ongoing national survey of operating room access. The AAPD’s initial March 2020 study found that 34 states and the District of Columbia reported an awareness of denial of OR access for dental cases.

The most recent follow-up survey conducted in December 2021 contacted Public Policy Advocates of the AAPD to better understand how access had changed since March 2020. A majority of states (52 percent) reported worsened OR access to hospital operating rooms, one third (33 percent) reported that access stayed the same, and one seventh (15 percent) reported improved access since March 2020. (It is important to note that improved access does not mean good or pre-pandemic access. For example, the Public Policy Advocate from California reported wait times of up to two years.)

One third of states (33 percent) noted that reports on children with ECC in their state denied OR coverage during ED visits worsened, one third (33 percent) noted that they had stayed the same, and one state, Texas, noted improved reports.

Three quarters (75 percent) of states reported that the typical wait time for general anesthesia in the OR has worsened. Two states, Alabama and Texas, noted that it had improved. The remaining states (19 percent) shared that wait times remained the same.

These major decreases in pediatric dentists’ access to operating rooms over the last decade has led to a backlog of cases with waiting times of up to two years. Children are given pain medication and antibiotics, which are temporary and inequitable Band-Aid approaches to the larger issue of access to care. The AAPD is continuing its advocacy campaign to address the challenges pediatric dentists around the country are experiencing in obtaining or maintaining hospital or ambulatory surgery center operating room time for dental cases requiring care under general anesthesia.



Distribution of responses for respondent knowledge regarding the existence of or denial awareness in states and the District of Columbia.

Are Surface Disinfectants Safe?

By Paul S. Casamassimo, D.D.S., M.S.

The COVID-19 pandemic brought to light numerous issues from telehealth to infection control to personal and patient mental well-being. Early in the pandemic, with transmission still shrouded in confusion and a lack of data, infection by contact, also termed “fomite transmission,” was among vectors thought to be important. Months of data collection and analysis diminished the importance of contact transmission compared to droplets, aerosols, and personal distancing, but the original concerns prompted some practices to implement more rigorous protocols, some of which were homegrown.

The purpose of this brief commentary is to bring attention to the need for members to look critically at their practices of surface disinfection. Dental practices have long adhered to CDC recommendations for surface disinfection. The almost-nil infections traced to dental offices suggest that those recommendations remained effective in the pandemic. Until that eventuality was accepted, concerned dentists looked for information to address safety concerns about COVID-19 transmission, including those related to surface disinfection. Dentists approached disinfection with “an abundance of caution,” often modifying techniques with new materials, devices, and procedures, many of which were not vetted for safety or efficacy.

The CDC determined that surface transmission of COVID-19 is a limited concern, and that existing infection control practices recommended for infectious disease transmission already in place for dental offices are adequate. Those can be found at <https://www.cdc.gov/oralhealth/infectioncontrol/index.html>. The AAPD encourages its members to review and implement these proven approaches, and be aware of some of the hazards associated with their use.¹

What prompted this report was a recent concern about the safety of an ultraviolet (**UV**) disinfection system.² Recent medical literature suggests that chronic, long-term exposure to disinfection agents may have negative health consequences on health personnel.³ The concern about UVC radiation is that it can pose a risk to people in direct exposure of it, even after just seconds. Eye injury (including eye burns) and skin injury can occur, especially without adequate training of its use. According to the Food and Drug Administration (**FDA**), some UV devices create ozone (an airway irritant) and degrade surface materials like plastics. They also may contain mercury, so further caution is advised when cleaning up an accidentally broken device.⁴

UV has not been widely tested for efficacy and much current information comes from reports of injury. In a recent case, a UV product called the Max-Lux Safe-T-Lite UV WAND was found to produce an unsafe level of UV-C radiation and did not have the level of protection needed to protect the user or people within its path of exposure.²

Concern about chronic exposure to disinfection agents stems largely from research focused on operating room exposure. Nurses exposed to disinfecting agents are at risk of congestive obstructive pulmonary disease, according to at least one longitudinal study.³ Another study of respiratory illness found an unexplained association of idiopathic pulmonary fibrosis with dentistry, but lacked clarity on a possible role of disinfectant exposure.⁵

Research is limited on the effect of long-term use of various surface disinfectants, but the COVID-19 pandemic has brought use of these under better, and frankly, needed scrutiny. Simple procedures known to be effective may have been modified in the pandemic to account for elevated transmission risk. Leaving surfaces wet; isolating operatories for a period of time with disinfectants; allowing agents to work, but also evaporate into room air; and mixing agents for perceived or real improved potency, all occurred in the pandemic. The general health effect of these practices is not well understood and over periods of months or years, may have an impact on respiratory and other systems.

Physical plant considerations were also a part of COVID-19 mitigation, such as increased air turnover and barrier placement. The infection control effectiveness of these approaches remains under study, but their impact on disinfectant exposure may not be. Older offices with poor air turnover, and those with abundant furniture, playscapes, and other large surface area décor may be sources of prolonged exposure to disinfectants.

Pediatric dentists are encouraged to review their disinfection procedures and enlist help from local experts to balance infection control with minimizing exposure of personnel to chemicals that may be injurious over time.

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New Brief on Value-Based Care (VBC) in Pediatric Dentistry

The Policy Center's newest brief is now available! Visit www.aapd.org under the Research tab to read Value-Based Care in Pediatric Dentistry. This brief de-mystifies the VBC payment model, defining key terms and describing in detail challenges and cautions in re-engineering the pediatric oral health care system to a VBC model. It proposes 15 recommendations for VBC programs to be successful in providing oral health services for children, and describes the methodology used to determine the most important criteria for a strong pediatric dental model.



Disaster Preparedness Resources Designed for Pediatric Dentistry

Power outages, hurricanes, earthquakes – the same devastating headlines circulate the news year after year. The best way to protect both your patients and your practice is to have a disaster plan. AAPD's Disaster Preparedness Resource Hub is now live on the Practice Safety webpage under the Research tab. Visit this site designed specifically for pediatric dentists to peruse action plan templates, emergency checklists, and the latest research on assisting children during times of crisis. This comprehensive Hub provides relevant information for pediatric dentists as both small business owners and health care providers who work with children. Visit today to take the next step to best protect your practice.

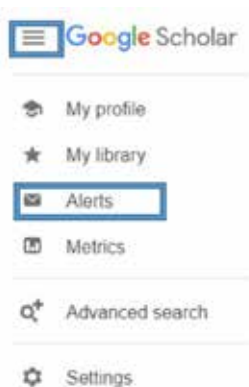
Safety Toolkit and YOU

Did you know that cybercrime increased 50 percent last year? Stay ahead of the curve and meet your day with optimism knowing that you have done what you can to protect your finances and your patient's files. The Safety Toolkit is a website that you can turn to for safeguarding your practice from cybercrime and other potential emergencies. Visit the AAPD's Safety Toolkit to learn more.

Tips from EBD: Google Scholar Alerts

Google Scholar allows for research of scholarly journals and books across multiple disciplines. How can you stay up to date on the resources valuable to your practice of pediatric dentistry? Ask Google Scholar to do it for you! Not only can you use Google Scholar to craft a precise search and find many relevant results, but it allows you to set up alerts for new results matching your search several times a week.

Here's how to set up an alert:



- Click on the ellipses in the top left corner of the page.
- Click the envelope icon on the left side of the screen.
- Refine your search until it brings back results you like. (You can search for keywords, items citing a known item, items by a specific author, etc.)
- Set your preference for whether you want to receive up to 10 or 20 alerts per message, and specify the email address to receive the alerts.
- Note: You can send a Google Scholar alert to multiple emails by putting a comma after each address.
- You will receive an email to confirm that you want to set the alert.



ABPD Core Value: Excellence in Pediatric Oral Health Care

ABPD Core Values

- Excellence in Pediatric Oral Health Care
- A Fair and Valid Examination
- A Commitment to Lifelong Learning
- Quality Improvement in Health Care
- Leadership
- Collaboration
- Effective Stewards

One of the core values of the American Board of Pediatric Dentistry (ABPD) is "Excellence in Pediatric Oral Health Care." But how is excellence measured? Is it the longevity of our restorations? Is it measured by the height of the skips of the joyful children leaving our offices? Quality dental care can be measured in innumerable ways, but which ways are feasible to measure and what is the value of that information?

ABPD has been generating examinations to evaluate a candidate's level of expertise to signal to the public and other interested parties that our diplomates have the abilities to practice at the apex of the knowledge in pediatric dentistry. That is what we say, but how do we measure that? How do we back

up our claim that a board certified pediatric dentist provides this level of care?

This is where dental quality measurements come into play. ABPD is committed to basing our activities on evidence and is happy to report that our inaugural Jeffrey A. Dean/ABPD Research Fellowships will be investigating how our board certified colleagues measure up against others. We anticipate that the data collected from these projects will be the initial evidence that supports our belief that our diplomates really are practicing at the highest levels!



Brian Hodgson, DDS
Director, ABPD
Board Certified 2001
Milwaukee, WI



ABPD@AAPD

San Diego, California
May 26-29, 2022

Booth #830
Friday – Sunday

New Diplomate
Pinning Ceremony
4:30-6:30PM, May 26
(invitation only)

ABPD Examination Committee Updates

ABPD would like to thank the following diplomates for **Completing their term of service on the Examination Committee**

Qualifying Examination Subcommittee

Members:
Cheen Loo, *Boston, MA*
Kaaren Vargas, *Coralville, IA*
Jacob Lee, *San Clemente, CA*
Karen Yee-Lo, *Lakewood, WA*
Jean Lewis, *Fruitland, MD*

Oral Clinical Examination Subcommittee

Member:
Manav Malik, *Sarasota, FL*

Renewal of Certification Process Subcommittee

Part Leaders:
Adesegun Tewogbade, *Stone Mountain, GA*
Members:
David Stanley, *Murfreesboro, TN*
Alex Alcaraz, *Pasadena, CA*

ABPD is proud to present the following diplomates as **New leaders on our 2022 Examination Committee**

Oral Clinical Examination Subcommittee

Vice Chair:
Daniela Silva, *Los Angeles, CA*
Part Leader:
Whitney Wignall, *Portland, ME*

Renewal of Certification Process Subcommittee

Chair:
Craig Hollander, *Saint Louis, MO*
ROC Vice Chair:
Sarita Shah John, *Plano, TX*
Part Leaders:
Alton McWhorter, *Dallas, TX*
Robert Nieders, *Lexington, SC*

Thank you for all you do for ABPD!

In The Market For A New Group Malpractice Policy?

By Shawn M Johnson, ChFC®, CLU®, CLTC
Vice President, Business Development

Treloar & Heisel, Inc.
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If you operate a group, or are part of a DSO, it's common to shop for a new malpractice carrier periodically as the practice evolves. We thought we would put together some tips to consider as you evaluate a move to a new carrier. (Keep in mind, many of the points we make here will apply to folks shopping for individual professional liability policies.)

What should you be thinking about if you're thinking about moving coverage to a new insurance carrier?

Begin by assessing the strength of the insurer. Though this may appear obvious, you'd be surprised at how many people neglect to learn more about the company that offers the insurance. It's easy to skip over this foundational step and quickly jump to comparing features, benefits, and price. Don't be tempted to shortcut because you may be overlooking important details. You should be comparing insurance companies based on their size, their financial ratings, how long they have been in business and their history and success in representing the people they insure. In short, you want to select the coverage with the best value proposition, not necessarily the cheapest price. Larger companies that are financially sound may have more resources to fight claims. You want to select a company that wins way more cases than it loses. Many carriers publicly share information about the outcomes of cases brought against their insureds. If information is not available about the carrier's percentage of claims closed without payment, trial win rate, or the win rate is not favorable, you may want to hit pause before moving forward. Bottom line: work with a winner!

Look for the consent clause. The consent clause will explain your rights in the event a claim is brought against you. Can the company decide if a claim against you should be settled, or do you have the final say in the matter? Different consent clauses give the insurer different amounts of latitude in the determination of the outcome. What's generally known as a "pure consent" clause means that the insurer will not settle a claim without the doctor's written consent. Some companies may not have pure consent and if there is a disagreement about how to move forward may take a case to an arbitrator for a final decision. Yet again, there are other companies that may suggest a settlement amount. If you don't agree to settle and decide to take the case to court and lose, you pay anything over the amount that they were willing to settle for originally. Pure consent gives you the most control over the outcome, and pure consent is not a feature offered by every carrier. Read the fine print!

Understand your policy types...and know that with groups things can get even more complicated. You may recall the two basic types of malpractice policies: "occurrence" and "claims made." Occurrence policies protect the doctor for the duration of the policy, regardless of when the claim is made. Claims made policies only protect the doctor while the policy is in effect. If the claim is made after the policy is expired, the doctor is exposed to liability. This gap can be mitigated by purchasing what's known as a 'tail' (additional insurance for the period outside of the coverage span.)

Here's where things get interesting. Let's say there are six or seven doctors in the practice and they each bought their professional liability policies at different points in their careers (from different companies, etc.) Some may have occurrence policies, some bought claims made. If the group decides it wants to get everyone on the same track (which groups want to do, generally), then everyone needs to gravitate toward uniform coverage. Decisions will need to be made on how to align these individual coverages.

So, for example, if the practice as a group decides everyone should have occurrence policies, then those doctors who already had occurrence policies may stop paying on their existing policies, and just start paying for the new one. Their old occurrence policy would cover all their previous work to date, and their current and future work would be covered by the new occurrence policy.

Let's say a handful of the doctors had claims-made policies in this group. To align their policies with the new format (occurrence) there would be a need to make some decisions. They could drop their old claims-made policies and transition to a new occurrence policy, but this would mean that all their past work would not be covered by the new policy. It would be wise to purchase a 'tail' for this subset of doctors from the current carrier. By the way, the technical term for this additional policy ('tail') is an "extended reporting endorsement."

It's possible to initiate a new policy based on a retroactive start date. Just to offer a third way, it's possible to get a new claims-made policy with a new carrier and to ask the carrier to cover them retroactively to some start date in the past, so that they are covered back to the beginning of their old claims made policy. The ability to initiate the coverage date back to the previous policies start date offers flexibility for groups looking to align a mix of occurrence and claims-made policies.

What if some of the doctors don't want to change their coverage? This is known to happen, and if this sounds like your group, then the group collectively would need to potentially make some difficult decisions. It's not ideal. Concessions may need to be made. The good news is you have choices, there's no single 'right' way to do this. A good advisor can work with you and the carrier to design a creative solution that works for your group.

If the group purchases a tail for each doctor from their previous carrier, this can help avoid claims that may have resulted from treatment(s) prior to when the doctor's joined the group. This is a perfect example of the flexibility that a new policy can afford the entire group. Say everyone in the group moves to an occurrence policy format, but some folks were coming in with claims-made policies. The group decides to buy separate tail coverage, providing protection for each doctor back to the start of their original claims-made policies. This way, a claim that didn't occur within this group would be the responsibility of the carrier that they purchased the tail from (typically the previous provider) and potentially not impact the integrity of the block of coverage with the new carrier.

Know your limits. Make sure you know the per-claim limits and your aggregate limits of coverage. Also, when you move a group of doctors to new policies, you should consider your exposure and investigate the costs of increasing coverage. Often coverage can be significantly increased and the increase in cost is substantially lower than the proportional increase in coverage. You will also want to address corporate or entity coverage. In the event of a malpractice lawsuit, your dental practice may be named and found liable for damages. Entity malpractice insurance may be one way of protecting your practice. Obtain an occurrence policy form and be aware that the individual policy limits for the doctors cannot exceed the corporate policy limit.

Ask about the ease of doing business with the carrier. Is someone available to answer risk management questions as unforeseen situations develop? Can all the doctors' policies be billed together for administrative ease?

You'll want to work with a carrier that is accessible and willing to work with you, a carrier that is responsive to your needs – whether it's about defending you against a claim or streamlining your billing. Ask your financial advisor about their experience working with the carrier.

Work with an experienced financial professional. Does the advisor have the resources to provide a concierge level of service and the sophistication to provide solutions as you grow? In a rapidly growing group practice doctors may need to obtain coverage on very short notice and turnover may increase administrative responsibilities in the practice. This additional burden can be reduced if the advisor has the bandwidth to staff according to your current needs as well as your intended growth strategy. We can't say enough about working with a firm that has experience and expertise in helping dentists, groups and DSOs with malpractice and other risk management topics. There is a huge amount of detail that needs to be considered, and one size does not fit all. This is where an experienced advisor becomes invaluable to your success.

About Treloar & Heisel



Treloar & Heisel offers dental and medical professionals a comprehensive suite of financial products and services ranging from business and personal insurance to wealth management. We are proud to assist thousands of clients from residency to practice and through retirement. Our experienced teams deliver custom-tailored advice through an active local presence, while our strong national network ensures that clients experience the same high level of service throughout the country. For more information, visit us at www.treloaronline.com.

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

Dynamic Workspace Habits That Work

Have you found it is challenging to be as productive as you would like in your workday? Do specific tasks take you or your team longer than they should? It can be frustrating to feel you are not being as productive as you could be, especially if you cannot identify the reason. You may attribute your or your team's insufficient focus to limited capabilities or a lack of knowledge. As we shared in our March article, it may just be that you have not identified your or your team's Working Genius' and how to tap into each person's gifts effectively. Once you have realized your team's Working Genius and utilized their strengths to elevate each individual's productivity in their role, it's time to take it to the next level and evaluate if your workspace is working for you or against you.

There are many reasons your workspace could be impacting your productivity. As you walk through your environment, your mind recognizes cues to previously encountered situations and automatically responds. A cue is a piece of information your senses of sight, sound, smell, taste, and touch recognize in your environment that triggers your brain to predict a reward. The cues you continuously experience prompt your brain to form habits. There are many ways our brains use cues in our day-to-day lives to obtain rewards, whether it is achieving the reward of attention, appreciation, acknowledgment, money, or thousands more. When I wake up (cue), I want to feel alert, so I drink a cup of coffee (reward).

Habits are a routine or practice performed regularly that has become an automatic response to a specific scenario. Our brains are wired to form habits as they provide us with shortcuts to solutions for situations we have previously encountered. Nonconscious habits eliminate the need for our brain to analyze every problem we face as it creates a mental note of, "if this...then that". For example, if you feel anxious and you learn that spending 10-minutes listening to your favorite music helps you feel relaxed and refreshed, your brain remembers it has solved this problem in the past, and now when you feel stressed or overwhelmed, you automatically crave your favorite playlist. According to Jason Hreha, a behavioral scientist, "Habits are simply, reliable solutions to recurring problems in our environment."

The environment where you work could have cues that limit your productivity instead of boosting it. In *Atomic Habits*, James Clear states, "Environment is the invisible hand that shapes human behavior." Your behaviors depend on the environment around you, and it is important to work in a space filled with productive cues. Many doctors and team members work in a space that they did not create, and therefore the area is not adequate for them. In other words, your workspace could be making it easy for you to become distracted or lose focus. Are the cues in your workspace that evoke productivity easy to ignore or just not there? You may need to redesign your workspace and make positive and productive signals more obvious. To create a purposeful, productive workspace, consider employing the following tactics:

- **Vision Boards:** The most powerful sense you have is your sight, so use it to your advantage. Do not keep your goals in your mind or tucked away in a notebook; bring them into the light by creating a vision board. Create boards for your team that support the office culture or a goal you are working to achieve. Include a visual of the reward to be given when the plan has been accomplished. If you have a goal for increasing new patients in your practice, add the number of new patients you want to reach as well as the marketing steps you and your team will take to achieve this goal; add photos of gifts you will deliver to referring offices, pictures of school functions and farmers markets where you will hand out promotional items, and inspirational quotes. Encourage each team member to add something to the vision board to help motivate and inspire them to buy into the goal. Create a vision board for your workspace specific to your goals with inspirational and motivational quotes to look at when you need a boost.
- **De-clutter your workspace:** When your desk is clean, organized and everything has its purposeful place, you have designed a stable environment where you can be more efficient and a place where productive habits are easier to form. When your space and mind are clear, you may feel less anxious or overwhelmed, and when stress levels are low, you are likely to be more productive.

- **Reduce interference:** Create a space with limited distractions. Place your office phone on do not disturb when working on tasks that require more tenacity, set office hours with your team, close your office door, keep your cell phone in another room. You may not realize, every buzz on your phone, every time you hear the office phone ring, even if you do not answer, it causes you to lose focus, and it can take up to 20-minutes to reclaim it.
- **One space, one use:** Your workspace is your workspace; if your desk is used only for work, the chances of you becoming distracted is reduced. Do not eat lunch at your desk, check social media on your cell phone while at your desk or use your work computer to check social media or personal emails. When your desk is utilized for only work tasks and projects, you eliminate nonproductive cues.
- **Create Zones:** Rearrange your space and create zones for different tasks. An ample workspace is not necessary to be creative. The left side of my desk is where I will read articles and research; the right side is where I will position my monitor and keyboard to write clinical notes and respond to and send necessary work emails. The table behind my desk is where I will review payroll reports. If you need time to exercise the Genius' of Wonder and Invention, find a space other than your office that is not associated with reports and schedules. Find a larger space in the office or outside that sparks your creativity. If you need to work in your Genius of Discernment, that could be another zone in your workspace or practice. If you need to work in your Working Genius Frustration, find the time where you can work side by side with someone who has that as their Working Genius. Remember one space, one use.
- **Block Schedule:** We may emphasize being available and keeping commitment with our patients or others. We neglect ourselves and then wonder why life is out of balance. Put the oxygen on yourself first. Be proactive and plan the day for efficiency and productivity by creating a block schedule for yourself. Do not let uncertainty or emails run your day. Appoint certain times of day to perform specific tasks such as checking emails and office hours for team members. If your emails come as notifications on your desktop, turn those off to allow for uninterrupted focus productivity. Administrative team members should choose times when the phones are slower to call insurance companies.
- **White Boards:** Set priorities for each day and write them on a whiteboard in your office. Add only the top 3-5 items you must complete that day or week on the board. When you get distracted or find yourself not knowing what to do next, check the board as a reminder of your priorities.

“Environment is the invisible hand that shapes human behavior.”

James Clear



A cue sparks every habit, and you are more likely to notice discernable ones. If you wish to form more productive work habits, make the cues obvious in your workspace. Use vision boards, whiteboards, and different areas in your office to your advantage. If you want to eat healthier, add a fruit bowl and nuts to the counter of your breakroom and fill it with fresh produce weekly. Healthy snacks can benefit you and your team as opposed to the habit of grabbing something quick and easy, which is typically processed. High sugar foods that can cause

you to lag later in the day are replaced by the positive visual cue of the fruit on the counter. If you are building a new office, take time to reflect and understand the necessary flow and design your space to work for you instead of against you. Avoid associating circumstances of habits together. As discussed earlier, if your desk is used for multiple nonproductive purposes, such as eating your lunch, and you do not currently have a breakroom, include one in your new office. Be the architect of your environment and create a dynamic workspace that works.

**“The biggest room in the world
is the room for improvement.”**

Helmut Schmidt

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

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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.

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ARIZONA—FLAGSTAFF. Northern Arizona. Who says you can't have it all? Around The Mountain Pediatric Dentistry located in the beautiful mountain region of Northern Arizona has an associate position immediately available. Around The Mountain Pediatric Dentistry is owned by board certified pediatric dentists who believe clinical decisions are based on "what's best for the patient" not "what's best for the bottom line." We are seeking a full-time associate who is caring, compassionate, patient-focused, and ethical to work in our state of the art practice environments. Travel between office locations required. Generous production based pay. Please email your resume or C.V. to d.lead@atmpd.com.

ARIZONA—GLENDALE. Great opportunity to join our growing pediatric dental offices. We are searching for two associates to join our growing practices in Surprise and Glendale with the opportunity for future ownership/partnership. Our offices are PRIVATE PRACTICES (not corporate/DSO), future ownership is not based on stock options/profit sharing, but actual business ownership. Check out our offices at www.paseoranchpd.com and www.surprisepd.com and be sure to visit the "about" tabs to learn more about our dentists and team. We are currently in search of one full-time associate (4-5 days per week) and one part-time associate (1-2 days per week), however the part-time position has the opportunity to grow into a full-time position. We have an amazing staff that is like a second family. Our offices have earned the respect and loyalty of the communities we serve. Quality of practice environment cannot be beat! Email your resume for consideration or with questions to: mathewjensen73@gmail.com or call or text (623) 606-2217. Must have Arizona Dental License.

ARIZONA—GOODYEAR. Part time, with potential Full time 4 to 5 days a week. Established full-time "growing" pediatric practices in 3 locations in Goodyear, AZ, Surprise, AZ, Buckeye AZ and 4th location coming to Scottsdale July 1st 2022. This successful Phoenix, West Valley, private practice group has a great advantage with an open concept. Four full time pediatric dentists and orthodontist in an open concept design. On average, our doctors are scheduled a four day work week, with one day a month (negotiable) of surgery under general anesthesia, including the local hospital. Expect minimal on-call duties, and a schedule proven to allow flexibility for family planning and maternity leave. Private Insurance only—no Medicaid. 401k, and health insurance insurance available, competitive salary. Contract year to year. No weekends Good hours, Good Team Culture! Join Palm Valley Pediatric Dentistry & Orthodontics today! Doctorate D.D.S. or D.M.D. degree from a dental school accredited or eligible to become board certified through the examination process of the American Board of Pediatric Dentistry (ABPD). Must be actively licensed by the Arizona State Board of Dental Examiners. For more information please contact odolghier@gmail.com.

ARIZONA—MESA & GILBERT. We are looking for a full-time pediatric dentist to join our busy practice. We have 2 locations in Mesa and Gilbert, Arizona, and have grown consistently every year since opening over 15 years ago. We are fast-paced and see a large number of patients every day. We strive to treat patients with kindness and fun—we have a great reputation and the families that bring their children to see us are very loyal to our team. The pediatric dentist that joins our practice will work 4 to 5 days per week, and we have a generous production-based pay structure. Please send your resume to azpediatricdental@gmail.com so we can set up a phone call to give more details and get to know you better. We are looking forward to meeting you! Requirements: Dental Degree, Pediatric Dental Residency, Arizona Dental License and Oral Sedation Permit.

ARIZONA—PEORIA. Established private pediatric specialty practice in the growing area of Peoria, Arizona is seeking pediatric dentists who love to treat children with their excellent clinical and behavior management skills. Owner dentist, with over 20 years of dental and leadership experience, will provide mentorship that will help you exceed your current skill sets and productivity. Our entire team is dedicated to our strong culture and proudly share the same vision, goal and purpose. We pride ourselves in providing the best dental care and excellent customer service. This is evident with our 5 stars online reviews at www.peoriappd.com. We are interested in doctors with long-term relationship to our practice and in return we offer health insurance, professional liability insurance and continuation education allowances, relocation or sign on bonuses and profit sharing. We prefer graduates from a U.S. accredited post-doctoral program in pediatric dentistry with a minimum of 1 year working post- dental school. However, we welcome all new graduates to apply.

ARIZONA—PHOENIX/SCOTTSDALE. Part-time / Full-Time Pediatric Dentist position available. Looking for a hard working and highly skilled pediatric dentist for a busy private practice. Great opportunity to work for a highly regarded FFS practice that strives for high quality care and building relationships with our patients. North Phoenix/North Scottsdale area. Please email C.V. to lidiethlibby@gmail.com.

CALIFORNIA—CLOVIS. California KiDDS is looking for fun energetic Pediatric Dentists for the Central California area for our new office opening in Merced, CA. We are looking for someone who is kind, patient, and understanding to patients, parents, and staff. Production is 30% of both restorative and hygiene. The practice only accepts cash and PPO insurances. California KiDDS is a private locally owned large group practice of awesome pediatric dentists with the best management staff. A couple perks about the area is that it is within short driving distances to many cool places like the San Francisco Bay Area, Disneyland, Pacific Ocean, Yosemite and Sequoia National Parks, and Los Angeles. It's a great place to raise a family with wonderful schools, affordable cost of living, parks, lakes, outdoor and community activities. Please email me at jkunkeldds@calkidds.com with any questions and your C.V. Please check out our website at www.calkidds.com to learn more about us. Requirements: California State Dental License. Board Certified in Pediatric Dentistry or in the process of Board Certification.

CALIFORNIA—PASO ROBLES. Tolosa Children's Dental Center offers you the opportunity to practice dentistry and the compensation needed to enjoy the amazing lifestyle that San Luis Obispo County has to offer. Come join our professional, compassionate team with a mission of delivering quality dental care to the underserved children in San Luis Obispo County. We have offices in Paso Robles and San Luis Obispo as well as the Healthy Smiles school site program that utilizes Teledentistry. We have monthly hospital days and the potential for in-house general anesthesia cases. Live where others vacation, escape the traffic jams of the big cities and enjoy a vibrant community. With moderate weather year round, you have ample opportunity for hiking, water sports, golfing, biking and more! If you prefer indoors, we have performing arts, world famous wine and enough craft distilleries and breweries to keep you entertained. The local airport offers direct flights to 6 major cities and you can easily drive to Los Angeles and San Francisco for weekend adventures. Qualified applicants will possess or have the ability to obtain a license to practice dentistry in California and must be a graduate of an accredited pediatric dental residency program. Experienced dentists and recent graduates are equally encouraged to apply. If you are interested in joining our team, please contact Suzanne Russell, Executive Director, at (805) 238-2216 or suzanne@tolosadental.org.

CALIFORNIA—POWAY. Full/Part Time Pediatric Dentist needed in Poway, Southern California. Candidate must be Board-Eligible or Board-Certified. A signing/moving bonus is included with a one year contract for Full-Time position. An added benefit would that there would be a senior Pediatric Dentist with the new associate as a mentor. We offer in-office GA, minimal oral sedation, and a modern equipped office with digital x-rays and Dentrix charting system. There is a local competitive daily guarantee of \$1000 per day or an adjusted production rate of pay (current associates easily make more than the guarantee). Poway is 25 minutes to the beach, 30 minutes to Downtown San Diego, 2.5 hours to the mountains and 10 minutes to great hiking trails. If anyone is interested please send an email to powaypediatricdentistry@yahoo.com. Check out our website for office info; www.powaypediatricdentistry.com.

CALIFORNIA—SACRAMENTO. The Opportunity: Focus on the whole-health of kids and work alongside the best doctors in the industry. Kids Care is fanatical about creating a lifetime of happy smiles. We are seeking top-notch doctors who are enthusiastic about providing excellent clinical care and preventive services from infants to young adults! Kids Care is a doctor-led, patient-focused company that's focused on the whole health of kids. We believe dental care is health care and we put the patient's overall health first. At Kids Care, we let our doctors be doctors. You will get to focus on being a doctor and treating patients—not paperwork. We provide comprehensive support for each practice. From hiring to training to technical support, Kids Care has you covered. You will be part of a fast-growing collective of like-minded, philosophically aligned team members who are focused on quality care and having fun. The Company: Kids Care Dental & Orthodontics is a leading, integrated, multi-specialty healthcare company that is

committed to the whole-health of kids. With a vision of a lifetime of clean, healthy, giggly smiles, Kids Care provides pediatric dental, orthodontic and oral surgery services. As a health care collective, Kids Care is passionate about pediatric and adolescent health and wellness and operates 25+ locations throughout California. Doctor-led and patient-focused, Kids Care exclusively serves the private pay and PPO-insured markets. It is our goal to deliver the best pediatric dentistry and orthodontic care. As the key driver of our mission to give every kid a healthy smile our teams exhibit a genuine love of children and teeth. A good fit for our culture means you are also honest, playful, lighthearted, approachable, hard-working, and compassionate. The Benefit: We know rock stars have bills too, so Kids Care offers competitive pay and benefit packages. Some of the additional perks include: Our doctor group is looking for other doctors with an equally big heart to join the family. Safety in practice is paramount and we have strict COVID-19 protocols and enhanced aerosol/air management systems. There is a path to equity for committed providers. Mentoring—Enjoy one-on-one and group training from day one. Share your experiences with others on our team and learn from your like-minded colleagues who are as passionate as you are. Certifications—Kids Care offers stipends for various memberships, certifications, and continuing education events. Health, dental, vision, life, accidental death and disability and other voluntary insurance benefits. Flexible spending accounts, 401(k) savings plan and company match. Candidates must have a CA Dental Board License, a dental degree from an accredited university (D.D.S./D.M.D.), and CPR certificate. Are you interested in smiles before, during and after every appointment? You might be just the dental hero we are looking for. How to Apply/Contact: If you are interested in exploring an opportunity with Kids Care Dental & Orthodontics, please contact us at (916) 661-5754 and send your C.V. to: drtalent@kidscaresdental.com. Requirements: Dental degree from an accredited university, D.D.S./D.M.D., CA Dental Board License, DEA, CPR certificates.

CALIFORNIA—SAN DIEGO. Looking to add a new dentist to my office in beautiful Carmel Valley, San Diego. This is a pedo/ortho office with a very TLC, patient-oriented focus. We currently have one part-time associate, and looking to add a second part-time associate. The patient base is great, office is modern, compensation is very competitive and the hard working staff is so much fun. For more information please email hannanvash@gmail.com.

COLORADO—DENVER. Lowry Pediatric Dental Health's award winning team has an exciting opportunity for a part-time (1-2 days/week) associate in beautiful Denver, CO. Our office is going on 10 years and we are looking to add a doctor to our practice. Our location is unique in that it is a large growing community and attracts a vibrant and energetic mix of patients. We offer flexibility, great pay, and a well trained staff to make your days flow easily. Check out our website at www.lowrykidsdmd.com. Please email C.V. to: lowrykidsdmd@gmail.com.

COLORADO—FORT COLLINS. Are you looking for a dream community surrounded by great outdoor activities? Fort Collins, CO, is consistently ranked as one of the best places to live. Our growing privately-owned pediatric dental practice is looking for a great doctor to join us in our beautiful Fort Collins office. We enjoy a vibrant downtown with great restaurants. There are lots of great hiking, camping, fly-fishing, hunting, and outdoor activities nearby. When you want a bigger city, Fort Collins is a quick drive to Denver—perfect for attending a show at the Buell theater, a concert at Red Rocks, or catching a Broncos game. Denver is also a great jumping off point to multiple fun destinations from its beautiful international airport. Our office is focused on providing patient-centered clinical care in a fun environment, maintaining a great

team dynamic, and rewarding a strong work ethic. We strive to create a work family of long-term team members. We are looking for a candidate to join this work family who is hard-working, energetic, and focused on treating each one of our kids to the highest standards of clinical care. This opportunity offers a great balance of autonomy, work/life balance, and space for mentorship. We maintain block time at our local surgery center. We treat each child in the way we feel will give them the best chance of having the most positive experiences possible. This position can be full- or part-time depending on the candidate. Both new graduates and experienced providers are welcome to apply. Compensation is competitive. Let's talk! <http://www.kidsfirstfc.com>.

CONNECTICUT—GALES FERRY. Pedodontist-Southeastern Connecticut. A well-established successful and growing multi-practice (general, pediatric and orthodontic) office located in New London County is seeking a full-time pediatric dentist. This is an excellent opportunity for a recent residency program graduate. Must be proficient in comprehensive care including oral sedation, in-office IV sedation with a dental anesthesiologist and hospital OR treatment. Full benefit package with compensation based on 50% of collections with a \$1,500.00 per day guaranteed for the first three months. Please e-mail resume to: Pat2lab@comcast.net or fax resume to (860) 464-0186.

CONNECTICUT—GLASTONBURY. We offer a full-time opportunity for an associate to grow and thrive in a beautiful and well-established practice while working alongside a caring team of doctors and staff. Smiles for the Future Pediatric Dentistry and Orthodontics is dedicated to providing progressive, comprehensive, and gentle care to all of our pediatric patients. Our integrated team of Board-Certified pediatric dentists, orthodontist, adult dentist, and dedicated staff are seeking an enthusiastic and caring pediatric dental associate to join us in central Connecticut. Our group, which is doctor owned and led, is the oldest pediatric dental practice in the State. Glastonbury is a conveniently located and thriving town located only two hours from NYC, Boston, and the Green Mountains. We recently moved down the road to a new, state-of-the-art building that is in the heart of town and adjacent to walking trails, the Connecticut River, and minutes to an award-winning Children's hospital. The practice employs the latest technology, such as digital radiographs, soft tissue lasers, and soon a CBCT. Our practice was a local leader in developing strict COVID protocols and has enhanced air cleaning systems. We practice with a collaborative mindset given our multiple specialties and dedication to comprehensive care. We also have an academic mindset as we have strong connections to The University of Connecticut School of Dental Medicine. Our history and professional relationships solidify our position as part of the dental and pediatric medical community. We aim to mentor and integrate an associate into our dental family and network of talented professionals. We also aim to promote an associate within our practice with the help of an experienced and dedicated group of team members. As you are likely a talented associate, we are offering a competitive salary and generous benefits. We will support an associate to become involved in the community, to obtain hospital privileges and to further their education. We also believe in having fun. Children can and should make us laugh while we provide the finest dental care. Please contact us at drgary@smilesforthefuture.com to hear about Smiles for the Future Pediatric Dentistry and Orthodontics. Requirements: Dental license in Connecticut, Certificate in pediatric dentistry.

FLORIDA—COLLIER. This position will provide comprehensive Pediatric Dental care to patients in a primary health care delivery system. The Pediatric Dentist assumes the responsibility of providing the best care possible for all of patients. Provide preventive and restorative treatments for problems affecting the mouth and teeth. High moral character, ethics, and conduct are mandatory. Responsibilities and Standards: Perform oral examinations of hard and soft tissue while working with patients to maintain and restore quality health to everything within the mouth. Examine teeth and diagnose patients' dental conditions by using tools such as x-rays, dental instruments, and other diagnostic procedures. Clean, restore, extract, and replace teeth, using rotary and hand instruments, dental appliances, medications, and/or surgical equipment. Evaluate the current health and condition of the patient's teeth to determine diagnosis of dental condition, if any. Completes treatment planned procedures that are agreed upon by patient and parent/guardian, such as restoring teeth affected by decay and treating gum disease. Perform pediatric dentistry services, including the diagnosis and treatment of diseases, injuries, and malformations of teeth, gums, and related oral structures. Consults with the patient, parent and/or guardian and advises them of their dental status, prescribes the treatment needed, provides risks, benefits and alternatives. Perform oral cancer examinations, take and interpret radiographs. Provide dental services at any and/or all HCN dental facilities as necessary to meet department needs. Supervise and evaluate dental students and residents during their rotations at HCN's dental facilities. Performs other related duties as indicated or when requested by a supervisor including moderate conscious sedation procedures and/or taking healthy or medically compromised children to perform restorative procedures under general anesthesia. Job Specifications: This position requires a high degree of responsibility, excellent interpersonal skills, organizational ability, problem-solving skills, and written communication skills. Position requires the ability to work independently and within a team to meet goals. Position requires the ability to interact with all departments and all levels of staff effectively. May be required to perform the duties of other employees, including supervisors/managers, in their absence. May be required to perform duties and responsibilities not listed in this description, on a temporary or long-term basis. Experience/Education/Training Level: Graduation from an accredited school of dentistry (D.M.D. or D.D.S.). Must maintain required CE credits to maintain licensure. Experience with nitrous oxide, oral sedation, IV sedation and/or general anesthesia preferred. Licenses & Certifications: Possession of a current Florida license to practice dentistry, Board Certification in Pediatric Dentistry Current CPR Certification in Basic Life Support, PALS Certification, DEA License and FL Certification in Moderate Sedation preferred. Communication Skills: Strong verbal and written communication skills, Bi-lingual in Spanish/English and/or Creole/English preferred. Technology Skills: Understanding of and ability to use Electronic Dental Record and Experience with Denticon system preferred. For more information please contact yediaz@healthcareswfl.org.

FLORIDA—CORAL SPRINGS. American Pediatric Dental Group is looking for a pediatric dentist to work in its pediatric dental practice located in Coral Springs, FL. 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: Working for a doctor owned practice

and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). We also offer Clinical Autonomy, Work/Life Balance, and the ability to invest in your future—Full-time doctors have the opportunity to purchase equity in D4C. We cover your malpractice insurance, Medical, Dental, Vision and 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 *alex.english@d4c.com*.

FLORIDA—MIAMI. Pediatric Dental Group with eight locations in South Florida (Dade & Broward) is looking for Full/Part Time Pediatric Dentists. State of the art facilities. Central Nitrous Oxide. Open Dental. Saturdays available. Flexible schedules. 35 % of production including prophylaxis, sealants, OHI & X-rays. Providers daily compensation range: \$1,200 to \$2,100. Treatment under G.A. available at two hospitals. For more information please contact *enacosta@pediatricdentalcenters.com*.

FLORIDA—PENSACOLA/CRESTVIEW. We are looking for a kind and energetic Pediatric Dentist to join our private practice. We offer up to date treatment methods such as esthetic zirconia crowns, ICON tx, laser frenectomies for infants and older patients, in office IV sedation, conscious sedation, occasional OR for med. compromised patients, and minimally invasive dentistry. We have an orthodontist starting up next door which allows us collaboration on trauma cases such as extrusion for crown/root fractures, serial extractions, molar substitution, canine exposures, etc. Our office is fee for service and we strive to provide quality treatment and create lifelong relationships with patients and their families. The Pensacola/Panhandle area is such a great place to live and our hope is you love working here and eventually want to become a partner! We are flexible and looking for someone who shares the same goals of being family oriented and prioritizing teamwork. Because we are fully FFS we can focus on quality vs quantity and provide the best patient experience possible. You will have autonomy over your schedule. The goal is to be proud of the treatment you provide to our patients and feel like this is the office you would pick for your kids or future babies! If you are interested or have additional questions, please reach out to my email with your cell# and I will give you a call! We are flexible and are open to part-time, full-time, or associateship, etc., for the right person. Benefits: Signing Bonus. Guarantee of \$1000 per day or percent of production—yes production— whichever is greater. Annual CE allowance, relocation reimbursement, Professional Liability Coverage and great work/life balance. Requirements: Must have completed a pediatric dental residency, or scheduled to complete in 2022. Candidate must have state of Florida dental license. Must have Pediatric Moderate Conscious Sedation permit or actively working toward obtaining. Able to drive to Crestview, FL 2-4 times per week depending on schedule availability. To apply or for more information about the opportunity or our practice, please contact Dr. Rachel Witcher at *Dr Rachel@thekidsdentalplace.com* and please include your C.V. with your e-mail.

FLORIDA—WESLEY CHAPEL. Looking for a full or part-time, pediatric dentist for a large private pediatric practice in the Wesley Chapel area of Tampa Bay, Florida. A+ rated schools, great neighborhoods. You can enjoy the Florida lifestyle of beaches, boating, and all the activities of a big city like Tampa. Long established, pediatric dental practice with a doctor owner, (no corporate ownership). All PPO and fee-for-service, no medicaid, and no capitation plans. High income potential—over \$400K+ per year based on 30-35% of collections. Digital x-rays and digital panorex in

the office. Dentrix software with computers in each room. Fully trained and certified staff in place with years of experience. Potential candidate must have a current Florida dental license. Previous experience in private or corporate offices is preferred. Must be a pediatric dental specialist and must enjoy a fast paced work environment. We are interviewing qualified candidates now. Please provide your current C.V. to *tdentalapplicant@yahoo.com*.

GEORGIA—ATHENS. Kwon 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 Watkinsville, GA. This is a busy multiple doctor practice where the needs of the patient always come first. It will be a rewarding opportunity for a doctor who is looking for clinically autonomy and enjoys working with other providers. 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 offer clinical autonomy, great pay, ownership and a seasoned support staff that makes your job easier. We support our pediatric dentist by providing cutting edge technology, continuing education and mentorship while you build the practice of your dreams! Our Pediatric Dentists Enjoy: Working for a doctor-owned practice, complete clinical autonomy, a focus on patient care without the hassle of administrative tasks and the ability to invest in your future—all full-time providers have the opportunity to purchase equity in our organization. We also offer Malpractice insurance coverage, mentorship and a comprehensive benefit package which includes Medical, Dental, Vision, Life Insurance, Disability Insurance, PTO and 401(k). Sign on bonus! Candidate Requirements: D.D.S./D.M.D. from an accredited university, completion of residency from an accredited pediatric residency program, an Active Dental Board License and a positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact *alex.english@d4c.com*.

GEORGIA—ATLANTA. Dentistry for Children of Georgia has been experiencing tremendous growth in our patient base, and we're looking for a Pediatric Dentist to join our dynamic team! We have openings in our established specialty practices throughout the Atlanta Metro Area. It will be a rewarding opportunity for a doctor who is looking for clinically autonomy and enjoys working with other providers. Our practices focus on educating our patients while creating a fun and comfortable atmosphere for children, parents and our staff. We offer clinical autonomy, great pay, ownership and a seasoned support staff that makes your job easier. Our Pediatric Dentists Enjoy: Working for a doctor-owned practice, complete clinical autonomy, a focus on patient care without the hassle of administrative tasks and the ability to invest in your future—all full-time providers have the opportunity to purchase equity in our organization. We also offer Malpractice insurance coverage and a comprehensive benefit package which includes Medical, Dental, Vision, Life Insurance, Disability Insurance, PTO and 401(k). To learn more please visit: <https://www.dentistry4children.com/>. Dentistry for Children of Georgia 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 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*.

GEORGIA—AUSTELL. Dentistry for Children of Georgia is looking for a pediatric dentist to work in its pediatric dental practice located in Austell, GA. We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of great oral health! Our Pediatric Dentist Enjoy: Working for a doctor owned practice and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). We also offer Clinical Autonomy and the ability to invest in your future—Full-time doctors have the opportunity to purchase equity in D4C. We cover your malpractice insurance Medical, Dental, Vision, PTO and 401K. Sign on bonuses offered! Current residents are encouraged to apply. Dentistry for Children of Georgia 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. 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 *alex.english@d4c.com*.

GEORGIA—CONYERS. Well established, thriving, solo Pediatric Dental practice in Conyers, GA seeks full time associate with serious interest in ownership and mentorship. The practice prides itself on providing exceptional care to all patients—many of whom remain in the practice into adulthood and place their trust in us to care for their children. Special needs patients are seen from infancy to adulthood. Ideal candidate will be interested in providing orthodontic treatment. Approximately 25% of revenue is generated from orthodontics. Our well trained, hardworking staff are warm and welcoming. Requirements: D.D.S./D.M.D., Certificate or MS in Pediatric Dentistry. For more information please contact *jp@jproctordds.com*.

ILLINOIS—BUFFALO GROVE. Signing Bonus! We are seeking a licensed pediatric dentist who is team oriented, energetic and fun loving to join our practices in the cities of Buffalo Grove and Crystal Lake. These are large northwest suburbs with great patient sources. Our offices have a positive and cheery atmosphere. We are an ultra modern and high technology office. No HMO or public aid. Compensation includes health insurance, disability and life insurance, 401k, paid time off, malpractice insurance and a very competitive compensation. Come check us out at www.kidsmyl.com!

ILLINOIS—CHICAGO. We are seeking a board certified/eligible, licensed pediatric dentist to join our team in the Chicagoland area. We are a FFS practice that provides care for infants, children, teens, medically complex and special needs patients. Full or part time positions are available. This position offers a generous salary, excellent patient base and future buy-in potential. Requirements: Licensed pediatric dentist in the state of Illinois. Board certified or board eligible. For more information please contact *pinidental@gmail.com*.

ILLINOIS—FOREST PARK. We are looking for a highly motivated, compassionate pediatric dental associate with excellent communication and clinical skills for a full-time or part-time position (1-5 days/week) at our growing pediatric dental practices. The ideal candidate will join a work culture based on

building relationships among co-workers, patients and parents, while balancing life and work. We believe in continuous professional and personal growth with core values of positive attitude, strong work ethic, integrity, empathy, open to change, and being a team player in a fun environment. We have 2 practices (one in Forest Park and one in Elmhurst) with an excellent reputation and referral base from the area general dentists, pediatricians and local community. Both offices are state of the art with paperless charts, digital radiography, and updated patient communication technology. We provide comprehensive pediatric dental care for our patients as well as options for treatment under General Anesthesia in an office setting by a board-certified Anesthesiologist or IV Sedation performed under the care of a board-certified Pediatric Anesthesiologist. Our patient base is composed of private insurance and cash patients. We have highly skilled and compassionate dental assistants who work to create a positive experience specific to every family's needs and expectations. Our goal is for every patient to feel welcome, safe and know we care about each of them personally. Recent graduates from a US accredited Pediatric Dentistry program and experienced candidates are welcome to apply. We offer a daily guaranteed base salary for the first 60 days. After this, compensation will be equivalent to a percentage of your daily production. If you are interested in this position, we would love to hear from you. Please send us your resume along with the days you would be interested in working with a cover letter to DrJerry@kidsdentistforestpark.com. We look forward to hearing from you!

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.

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. It will be a rewarding opportunity for a doctor who is looking for clinically autonomy and enjoys working with other providers. 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 offer clinical autonomy, great pay, ownership and a seasoned support staff that makes your job easier. Our Pediatric Dentists Enjoy: Working for a doctor-owned practice, complete clinical autonomy, a focus on patient care without the hassle of administrative tasks and the ability to invest in your future—all full-time providers have the opportunity to purchase equity in our organization. We also offer working alongside other pediatric dentists and orthodontists, malpractice insurance coverage and a comprehensive benefit package which includes Medical, Dental, Vision, Life Insurance, Disability Insurance, PTO and 401(k). To learn more about Rector Family Dental and Orthodontics, please visit us at 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 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.

INDIANA—SOUTH BEND. Our busy, growing pediatric practice is looking for the right candidate to replace our senior dentist who is retiring from patient care. Compassionate, friendly and a desire to provide excellent care is what we are looking for. Our 20-year-old practice is led by four like-minded pediatric dentists and is fully staffed with excellent expanded duty dental assistants, hygienists and administrative personnel. We have two beautiful offices contemporary in design, space and function. Our practice provides the full scope of preventive and restorative care from ages newborn to 18 years. We have privileges at a local hospital, surgery center, as well as offering in-office general anesthesia. Our highly respected practice is the result of our commitment to providing personalized care in an environment comfortable for both parents and children of all ages. We are located in north central Indiana and enjoy a very reasonable cost of living with large city amenities available in nearby Chicago, Indianapolis and Detroit. We are a short drive to the beautiful west coast of Michigan with plenty of outdoor activities throughout the four seasons. Competitive compensation and benefits, associateship leading to partnership as desired; real estate ownership opportunity in future as well. We are willing to wait for the right person, so first-year residents are encouraged to apply. To learn more about us, please visit our website at www.northpointkids.com or feel free to contact me personally at dijafish@gmail.com. If you are interesting in being considered for the position, please submit cover letter and C.V. to the email previously noted. Thank you. David F Fishbaugh, D.D.S., MS Managing Partner. North Point Pediatric Dentistry. Requirements: Board eligible or board certified necessary for out patient privileges.

INDIANA—SOUTH BEND. At The Dental Center of South Bend (Dentistry and Braces for Children and Teenagers), we begin seeing patients as early as age 12-18 months. Establishing rewarding and lasting relationships with our patients is important to us. We pledge excellence in all we do, and we are looking forward to helping you make the most of your smile now and for all the years to come. Experience the difference with The Dental Center of South Bend—Smile Safari. We are currently looking for Full-Time Pediatric Dentists or General Dentists with strong interest in Pediatrics, to join our exceptional team of specialists. We seek dedicated exceptional clinicians who want to grow professionally and personally. We offer an outstanding compensation package (including, salary + bonus, 401k, medical insurance, malpractice, CE, Sign-on Bonus, relocation), as well as, a partnership opportunity for those seeking a long term home. The ideal candidate will be excited by the many clinical opportunities we have available. We practice all phases of Pediatric Dentistry to include: Hospital Dentistry, SHCN, Tethered Oral Tissues, Space Maintenance, Early Orthodontic Treatment; Phase 1 orthodontics, and INVISALIGN. We also utilize DENTSPLY/Sirona Wave One Gold endodontic systems for simple definitive root canal treatments. Trained and well experienced Expanded Function Dental assistants are available to provide definitive care within their scope of practice. Contact us to find out more before making your next career move. We have been working diligently to ensure all our patients and staff feel safe and protected while in our office. We now have Plexi-glass Barriers in the reception

area and in selected clinical areas. We have all the proper PPE for the staff and are CDC COVID-19 compliant. Requirements: Completion of Pediatric Dental Residency. Licensed to practice dentistry in the State of IN. The Dental Center of South Bend Smile Safari is a highly successful affiliated specialty practice of Dental Care Alliance(DCA). Dental Care Alliance. Stronger Together. www.dentalcarealliance.net.

IOWA—DAVENPORT. Alex Brandtner's Children's Dentistry is looking for a pediatric dentist to work in its pediatric dental practice located in Davenport, IA. We are looking for a doctor who shares our values and is passionate about helping children achieve a lifetime of great oral health! 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 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 and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.) We also offer Clinical Autonomy, Work/Life Balance and the ability to invest in your future—Full-time doctors have the opportunity to purchase equity in D4C. We cover your malpractice insurance, Medical, Dental, Vision, PTO and 401K. Sign on bonuses offered! Current residents are encouraged to apply. 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 alex.english@d4c.com.

IOWA—DAVENPORT. Iowa Pediatric Dental Center is looking for pediatric dentists to work in its pediatric dental practices located in Davenport, Cedar Rapids, and Coralville. We are looking for doctors who share our values and are passionate about helping children achieve a lifetime of healthy smiles! 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 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 and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). We also offer Clinical Autonomy, Work/Life Balance and the ability to invest in your future—Full-time doctors have the opportunity to purchase equity in D4C. We cover your malpractice insurance, Medical, Dental, Vision, PTO and 401K. Generous sign on bonuses are offered! Current residents are encouraged to apply. 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 alex.english@d4c.com.

IOWA—URBANDALE. Children's Dental Center of Central Iowa is looking for a pediatric dentist to work in its pediatric dental practice in Urbandale, Iowa. We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of great oral health! Come join our supported dental office, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, and mentorship while you build the practice of your dreams. 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 and being able to focus on patient care, while other

professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.) We also offer Clinical Autonomy and the ability to invest in your future—Full-time doctors have the opportunity to purchase equity in D4C. We cover your malpractice insurance, Medical, Dental, Vision, PTO and 401K. Generous sign-on bonuses are offered! 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 alex.english@d4c.com.

KENTUCKY—GEORGETOWN. Kid's Dentistree located in Georgetown, KY is seeking a Pediatric Dentist to join a solo provider practice. This opportunity offers: Initial guarantee compensation period with competitive pay. Sign on bonus and relocation available. Ownership opportunities through our Employee Stock Ownership Plan. Mentorship and a comprehensive benefit plan including double the CE opportunities. Both internal and external. Successful Completion of a accredited D.M.D./D.D.S. program and an active state license/eligible to obtain a state license are required. For more information please contact jacqueline.guinn@mdpweb.net.

MARYLAND—BALTIMORE. Dentistry for Children of Maryland is looking for a pediatric dentist to work in its pediatric dental practices located in Cross Keys. We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of great oral health! 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 and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). We also offer Clinical Autonomy, Work/Life Balance and the ability to invest in your future—Full-time doctors have the opportunity to purchase equity in D4C. We cover your malpractice insurance, Medical, Dental, Vision, PTO and 401K. 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 alex.english@d4c.com.

MARYLAND—BOWIE. Great Opportunity For a Pediatric Dentist to join our fun an amazing team of Pediatric and Orthodontic specialists. We are looking for an equally fun and energetic compatible Pediatric dentist who is personable, enthusiastic, caring, and loves to treat children and special needs patients. We Offer: 100% clinical autonomy over patient care and schedule template. This is not a corporate office. Mentorship from our highly experienced board certified doctors. State of the art technology and resources that will foster and facilitate our doctors. Compensation very competitive with industry standards (guaranteed daily minimums, plus commission). Responsibilities: Quality patient care for all our pediatric and special needs patients, Hospital dentistry, Sedation dentistry and Community Service. For more information please contact berrychildsdental@comcast.net.

MARYLAND—FREDERICK. This state-of-the-art pediatric owned pedo-ortho practice is located in a fast growing suburban area between Baltimore and Washington DC. This is an excellent practice opportunity for a caring and motivated pediatric dentist. This busy established practice has a mix

of private insurance and Medicaid patients. The office has an outstanding reputation in the area and patient care is our top priority as well as maintaining a friendly team-based work environment. The open position is flexible with 2-4 days a week available beginning February 2021. Opportunity for OR dentistry and oral sedation if desired. The position comes with a guaranteed salary, benefits, and percentage of production. Please contact Dr. Sivi at (301) 514-6588 or email drsvi@aol.com. Required: certification in pediatric dentistry.

MARYLAND—SILVER SPRING. Excellent opportunity for a pediatric dentist to join a well 7 years established pedo dental office in the Silver Spring, Maryland area. We are looking for an energetic and team focused Pediatric Dentist to join our growing team. This is not a corporation. The ideal candidate must hold a certificate in Pediatric Dentistry and have excellent clinical and communication skills. In office sedation, nitrous oxide, Hospital Dentistry is including in our job. Compensation is based on the production and the collection. 1- At least 2 years experience as a Pediatric Dentist. 2- In office sedation For more information please contact kidzfamilialdental@gmail.com.

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. 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. We have a unique philosophy of idea sharing and practice management that allows you to focus on providing superior dentistry and leave the rest to us! Our hours are Monday through Thursday from 8-5 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. Requirements: Pediatric Dental Certificate, Dental License, DEA, MD CDS.

MASSACHUSETTS—LOWELL. Exciting opportunity to join an expanding pediatric dental practice 45 minutes north of Boston. Full time/part time position available. Daily salary plus bonus. Benefits include Health insurance, continuing ed allowance, 401K, Malpractice coverage, hospital privileges. Office utilizes nitrous oxide, in-office sedation with an anesthesiologist, and hospital dentistry. Come be apart of growing this new, state of the art dental office. Position available immediately. Send resume to our office manager At lanna.dentistry@gmail.com. Certificate from a pediatric dental program required.

MASSACHUSETTS—STOUGHTON. Building a strong community. Due to increased demand for patient care, we are seeking a Pediatric Dentist in Stoughton, MA to meet the ever growing practice needs. The doctor who takes on this exciting role enjoys state-of-the-art facilities, technologies and resources. This is an expanding segment of our practice, so we are looking for builders who want to make their mark and build upon an already strong performing practice where we offer Oral Surgery, Orthodontics and Pediatric Dentistry as a means for meeting a wide range of oral care needs in one place. We are ultimately looking for a passionate Pediatric Dentist who is committed to the growth and development of every individual with whom they come in contact. The commitment shows up in a multitude of ways, but boils down to embracing the goals and dreams of each individual as well as the practice, providing outstanding treatment & preventative care and education. In addition to clinical autonomy, you will have case review and treatment planning guidance where applicable, and access to talented mentors and support staff.

Monday and/or Wednesdays are the preferred days each week that we would like our candidate to work. Schedule requires at least 1-3 day per week to start. Pediatric Certification in MA and D.M.D. License required. For more information please contact PAULA@Maevaadvisory.com.

MICHIGAN—CHESTERFIELD. Well established pediatric dental and orthodontic office serving Metro Detroit area for over 6 years is seeking a motivated and caring pediatric dentist. Our practice, which is non-corporate has a passion for treating children. We are seeking both part-time and full-time opportunities. Experience is welcomed, mentorship available. We offer a very competitive salary and benefit package for the right person including CE allowance and malpractice insurance. We have 3 very modern offices with state-of-the-art equipment, OR privileges at two area hospitals, and in office GA available. To find out more information about our office, please contact Julie Spinek at julie@growingsmilesdpd.com.

MICHIGAN—LINCOLN PARK. We are a rapidly expanding Pediatric practice looking for a caring and motivated Pedodontist to join our team. Our practice is highly profitable with a mix of Traditional insurance and Healthy Kids State plans. We currently see 130 + new patients per month, just from general dentist referrals. We would like to reopen the practice to all new patients upon the addition of a another Pediatric Dentist to our team. Our approach to dentistry is one of patience, kindness and inclusiveness in treatment with parents. We provide general anesthesia both in office and in a hospital setting. We also provide sedation and nitrous to keep our patient comfortable. Our Team is caring and experienced in the Pediatric Dental field The office provides updated equipment. Salary /Contract is negotiable. Required: Pediatric Specialty License for the state of Michigan. Board Certified or Board eligible. BLS and PALS certified. Current C.V. Please contact kids1stdentistry@gmail.com.

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 and eventually take over. The area has the best public high school in the country-Troy High School. 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. The safety and care of our staff and patients are very important to us. All employees are provided proper PPE and hand sanitizer. All patients entering the office are screened and their temperatures are taken, masks are required. Both air purifier machine and aerosol reduction system have been added into each operating room to keep our workplace safe for all.

MINNESOTA—MINNEAPOLIS. Hennepin Healthcare is seeking a full-time Board Certified/ Board Eligible Pediatric Dentist to join our hospital based pediatric dentistry clinic and Advanced Education program in downtown Minneapolis. Pediatric dentistry faculty are part of a multispecialty dental clinic, training residents in our accredited Pediatric Dentistry and GPR programs and providing comprehensive dental care to patients ages 0-13. The pediatric dentistry clinic is located in a newly constructed, state of the art clinic and specialty center, which also houses the pediatric medicine department and a same day surgery center. Our patient population includes children with special health care needs and those who require in-office sedation or general anesthesia in an operating room setting. Faculty members provide didactic and clinical education and serve as research mentors to pediatric

dentistry residents. Requirements: Graduate of CODA accredited dental school or equivalent. Completion of a CODA accredited Advanced Education program in Pediatric Dentistry. Current (or eligible) for license to practice as a dentist in the State of Minnesota. Current (or eligible) for board certification process through the American Board of Pediatric Dentistry. For more information please contact simon.riordan@hcmcd.org.

MINNESOTA—ROCHESTER. Move to the “Med City” home of the world-renowned Mayo Clinic! 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. Our team has been recruited for their abilities to win over children of all ages and personality types, in order to give them confidence and positivity for a lifetime of happy dental experiences. 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 consistently rated as one of the best cities to live in the United States. 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.” Rochester is also known for its arts and culture, scenic beauty, extensive bike trail system, relaxing pace and abundant dining, shopping and entertainment options. Rochester international airport has convenient direct flights to Minneapolis, Atlanta and Chicago with service by Delta, American and United Airlines. We are also 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 to cb@dentistryforchildrenrochester.com. We look forward to talking with you about your goals and dreams!

MINNESOTA—SARTELL. Excellent opportunity for a pediatric dentist seeking to join a thriving, prevention based practice with multiple locations. Our new and recently renovated offices are located in central Minnesota, approximately one hour northwest of Minneapolis/St. Paul. It’s a wonderful community for individuals and families who are looking for a great place to work and live while enjoying all the recreation Minnesota has to offer. The greater St. Cloud area serves as a medical hub for all of central Minnesota which attracts many young and talented professionals. Downtown St. Cloud boasts a vibrant art scene (recently voted top 20 in the nation), active local businesses, and a variety of drinking and dining experiences. Excellent early childhood and parent educational

programs are complemented by strong primary and secondary schools. Central Minnesota offers the opportunity to advance your career quickly while providing an ideal location to explore the great outdoors and enjoy the amenities of the Twin Cities. We are seeking a part-time or full-time associate with great clinical and communication skills as well as a strong work ethic. Partnership track is available for the right candidate with such aspirations. We pride ourselves on a generous, competitive compensation package that is based on collections with a guaranteed base salary. Benefits include, but are not limited to allowances for: health insurance, malpractice insurance, continuing education and membership dues, cell phone and auto. Previous and current associates have consistently surpassed their base salary their first year of employment. Please e-mail or send letter of interest, curriculum vitae and references to the address below: Dentistry For Children Attention: Dr. Mitch Kramer, 140 Twin Rivers CourtSartell, MN 56377. Phone: (320) 257-3380 (office) Email: kramer@dfckids.com. Web: www.dfckids.com.

MONTANA—GREAT FALLS. Pediatric Dental Office in Great Falls, MT Seeking AssociateA 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 Jenae Everett at (801) 995-1951.

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. Call Dr. Kevin Rencher for more information: (406) 431-6437 Must be a pediatric dentist.

NEW JERSEY—VOORHEES.PHILADELPHIA AREA/CHERRY HILL/VOORHEES/SOUTH JERSEY. Excellent opportunity for a Pediatric Dentist to join as a part time associate in a highly successful, well respected and rapidly growing state of the art pediatric dental office in an upscale neighborhood. If desired opportunity for general anesthesia and IV sedation is available. Very competitive, excellent compensation! Check out our website at www.abccchildrensdentist.com. Please contact Dr. Jeffrey Singer at (856) 783-3515 or email me directly at jeffreysingerdmd@gmail.com. Requirements: Graduated from an accredited Program, Licensed to Practice Dentistry in New Jersey, Pediatric Dentistry Specialty Permit.

NEW YORK—CAPITAL REGION/ALBANY. Our growing pediatric dental practice is looking for our next skilled and compassionate pediatric dental associate to join our well-respected group. Our group currently consists of 5 partners who are board certified pediatric dentists. Our office, where smiles grow, has been the leading pediatric dental group in the area for more than 30 years. We have established strong professional relationships with the pediatricians, hospitals, and dentists in our area. Our respected position in the local medical and dental community has provided us with continuous referrals that keep our practice growing and thriving. Our offices provide state of the art care for children and patients with special health care needs in a safe, nurturing environment. We utilize sedation dentistry and hospital dentistry, in addition to the routine care we provide in our offices. We also offer laser dentistry. We continuously strive to offer the most comfortable and positive experience for our patients and their families through dental education, a variety of treatment options and excellence in clinical expertise. From the second the patients walk in the door, through they complete their visit at check out, our group of caring, long term team members

ensures a pleasant visit. Our team practices in beautiful Upstate New York, in the capital region surrounding Albany. The location is ideal for all that it can offer being that it is situated within a three hour drive to Boston, New York City and Montreal. In the immediate area, Saratoga Springs, Lake George, and the Adirondack Mountain Region offer an endless number of outdoor activities, horse racing, art and culture. We offer an excellent opportunity for the right person and a very competitive salary and benefits package, including health care, CE, 401K, malpractice insurance, and more. We would love to meet qualified candidates who are interested in joining our group. Come visit us for a day and see our practice. To chat or learn more about us, please call Dr. Jennifer Charlesworth at (518) 785-3911.

NEW YORK—CLIFTON PARK. The Smile Lodge is located in Clifton park New York and is looking to grow its team of dental marvels! Many of our doctors right out of school make over \$350,000 in their first year. This job not only offers very competitive benefits, but also exponential growth for the right leader. We offer both a three day and four day a week option. Avenging dental disease and serving the underserved is what we do. Working as a high-functioning, passionate team is how we do it. One can only appreciate our hows and whats once they have experienced our passion for our why. We invite you to visit The Smile Lodge at your convenience! Benefits Highlights: 6 Weeks of Vacation, Licenses, Malpractice, Dues, MLMIC, and CE Reimbursement, Healthcare Insurance Stipend, 401K Contribution and Long-term Disability Insurance. For more information contact The Smile Lodge at avengers@smilelodge.com.

NORTH CAROLINA—APEX. Excellent opportunity for a motivated and dedicated pediatric dentist to join a reputable and quickly growing doctor-owned pediatric dental practice in the Triangle area. Our practice is growing in leaps and bounds! Our office boasts hundreds of five-star reviews and we pride ourselves on providing exceptional dental care and service at every visit. At Little Tooth Co, our team is highly qualified, highly specialized, child-centered and wholly dedicated to the specialty of pediatric dentistry. We understand the individuality that each child brings to our office, including those with medical and special needs, and treat all children from infancy to teenage years as if they were our own. Our office places value on efficiency, patience, mutual respect, prevention and education. We work hard to maintain the highest standard of care with personalized, innovative approaches, clinical excellence and emotional sensitivity—all in our modern and updated office. Our office offers services ranging from prevention, education, minimally invasive dentistry, anxiolysis with nitrous oxide and/or Valium, as well as general anesthesia in both in-office and surgery center settings. In addition, we have the opportunity to place zirconia crowns and diagnose/treat tethered oral tissues. Candidates must have excellent chairside manner, a positive attitude and strong communication skills. Must be either board-certified or board-eligible. New graduates of an accredited pediatric residency program are encouraged to apply. This is an excellent opportunity for either a seasoned pediatric dentist or a new graduate seeking mentorship. This is especially ideal for someone who is seeking a great work-life balance and the potential for partnership. Our office is located in Apex, within the highly desirable Triangle area of North Carolina. Weekend calls are limited to only two weekends per calendar year and office hours are lifestyle friendly. Generous compensation package includes: sign-on bonus, 401K with match, CE allowance, and a 2 year partnership track if interested. Please submit your resume to jeanyou.dds@gmail.com and we will be in touch with you. Serious inquiries only.

NORTH CAROLINA—BOLIVIA. Our Pediatric Doctors are celebrating 5 years and a new building! We are looking for a pediatric dentist that loves having fun at the beach. Could that be you? We are a well-established and growing pediatric practice located in coastal Brunswick County, NC. This area, is only minutes from the beach and a great place to live and raise a family. Our well-trained pediatric team has been providing comprehensive pediatric dental care; including interventional ortho and airway treatments to this community since 2016. A new state-of-the-art building with more space and the latest technology will be waiting for the right doctor to join our busy pediatric team in August 2022. Don't wait to scoop up this unique opportunity to start your career in a great work environment, with solid values and room to grow. At Coastal Pediatric Dentistry we strive to provide the highest quality of dental care to children in a warm, caring and fun-for-kids environment. Our team is committed to treating kids and their parents in an extraordinary way. We are never complacent; we are always seeking improvement. We have compassion and positive energy to share with patients and our team, and kids love it. We are highly professional but we like to have fun! An ideal candidate would be in sync with these values, enjoy working in a fast-paced well-organized pediatric office and appreciate being valued and rewarded. The best part is you can focus solely on pediatric dentistry! Our team will handle marketing as well as new patient generation and all administration. Our doctors regularly obtain more than the required CE to stay abreast of new technology and treatment. Our whole team is constantly pursuing improvement. Our owners are actively involved in day-to-day operations of the practice. They treat patients, train and mentor our doctors and the entire team. If you are interested in an opportunity with a practice that kids (and parents) love coming too, please forward your C.V. or resume to careers@ccfdmail.com. Hear from our doctors about our practice <https://www.youtube.com/watch?v=tbq7LpDUcU>. Benefits include: Relocation Package, Healthcare, Dental Benefits, 401K, Vacation, Malpractice Coverage, CE reimbursement, Mentorship and Community Outreach/Marketing.

NORTH CAROLINA—CHARLOTTE. The Top 10 Reasons to join Charlotte Pediatric Dentists: 1) Privately Owned and Operated. 2) Genuine Commitment to Team Member Satisfaction. 3) Excellent Earning Potential. 4) Multiple Locations with Full Schedules. 5) Company Growth = Personal Growth. 6) Emphasis on a Healthy Work/Life Balance. 7) State-of-the-Art Offices. 8) Well Trained Support Teams. 9) Minimal Administrative Responsibilities. 10) Learn from Nationally Recognized Award Winning Doctors. We currently have two exciting opportunities for associate doctors who want to join a growing group of practices with partners who genuinely care about every team member. Applicants who truly love working with children and embrace our "the patient comes first" philosophy will thrive. Offices throughout the Charlotte area with immediate opportunities to work at any one of our Charlotte Pediatric Dentist offices and one full time position open for the Kannapolis office. Enjoy a guaranteed day rate with unlimited earning potential—hard work and flexibility is rewarded. Compensation based on monthly collections: 30% up to \$50,000, 32.5% up to \$75,000, 35% at \$100,000+. Benefits: 401(k) Dental insurance, Health insurance. Schedule: Monday through Friday, Expectation of one half day Saturday per month. Early finish Fridays for long weekends. Rare Emergency Call Flexibility. Supplemental Pay: Bonus pay, Signing bonus. Work Location: Multiple Locations. Requirements: Must have a love of treating children and a true commitment to flexibility where the patient always comes first. For more information please contact sean@fiftyeightllc.com.

NORTH CAROLINA—GASTONIA. Summary of Position: A Pediatric Dentist must be able to perform all the minimum qualifications of the Pediatric Dentist job descriptions. The role of the Dentist is an exempt position responsible for performing a variety of duties related to dental patient care directed by dental director. Responsible for providing primary dental care to patients; diagnosing patient problems on the basis of history, physical examination, interpretation of x-rays, and the assessment of socio-economic and cultural influences while also being responsible for providing a general climate of cooperation and understanding. Pediatric Dentist Key Responsibilities: Diagnose and treat patients to achieve excellent results within estimated treatment time with maximum concern for patient comfort and respect. Deliver the highest quality care to patients. Properly handle dental records. Compliance with all OSHA regulations. Be an active participant in staff meetings. Be a positive influence to aid in attracting new patients and retaining patients of record. Resolve personnel issues within office with the help of the personnel involved. Help to supervise, train and nurture support staff members. Remain current with professional literature and standards of care. Represent Kintegra Health Dental Clinic to the community at large. Pediatric Dentist Minimum Qualifications: Ability to read, write and understand the English language. Communicate effectively. Interacts in a friendly, professional manner with a wide range of patients, operations staff, physicians and other departments in a friendly, professional manner. Knowledge of dental office protocols/procedures. Ability to work well under pressure is essential. Ability to communicate and work effectively with the other physicians and peers. Ability to learn and retain information regarding patient care procedures. Familiarity with basic computer operations, EDR software. Ability to work successfully with minimum supervision. Must be able to work seated for several hours at a time to provide clinical services to patients. Frequent movement within the office handling patient flow. Ability to maintain a neat and well-groomed appearance. Experience: Minimum 3 years' experience in public health setting. Education: Appropriate degree from an accredited dental school. Licensure: Current North Carolina Board of Dental Examiners license; current DEA license. Certifications: BLS/OSHA/HIPAA. For more information please contact tlittlejohn@kintegra.org.

NORTH CAROLINA—SHELBY. Summary of Position: A Pediatric Dentist must be able to perform all the minimum qualifications of the Pediatric Dentist job descriptions. The role of the Dentist is an exempt position responsible for performing a variety of duties related to dental patient care directed by dental director. Responsible for providing primary dental care to patients; diagnosing patient problems on the basis of history, physical examination, interpretation of x-rays, and the assessment of socio-economic and cultural influences while also being responsible for providing a general climate of cooperation and understanding. Pediatric Dentist Minimum Qualifications: Ability to read, write and understand the English language. Communicate effectively. Interacts in a friendly, professional manner with a wide range of patients, operations staff, physicians and other departments in a friendly, professional manner. Knowledge of dental office protocols/procedures. Ability to work well under pressure is essential. Ability to communicate and work effectively with the other physicians and peers. Ability to learn and retain information regarding patient care procedures. Familiarity with basic computer operations, EDR software. Ability to work successfully with minimum supervision. Must be able to work seated for several hours at a time to provide clinical services to patients. Frequent movement within the office handling

patient flow. Ability to maintain a neat and well-groomed appearance. Experience: Minimum 3 years' experience in public health setting. Education: Appropriate degree from an accredited dental school. Licensure: Current North Carolina Board of Dental Examiners license; current DEA license. Certifications: BLS/OSHA/HIPAA. For more information please contact tlittlejohn@kintegra.org.

NORTH CAROLINA—WINSTON SALEM. Excellent opportunity is waiting for you to join a prosperous private pediatric dental practice in Winston Salem North Carolina. If you are just getting started or want new experiences, come and join me as an associate dentist in our modern 4,000 square feet practice. We are paperless and we have Dentrix Software and Digital X-rays. Our roomy office is patient/parent friendly with multiple private rooms and 2 bay areas with N2O. We focus on preventative dentistry and have networked our clinical area with educational programming. Our friendly and bilingual staff is fully trained, and you have no administrative duties. Guaranteed Starting Salary \$275,000.00 per year. This opportunity along with your guaranteed salary will include loan repayment, medical benefits, vacation, malpractice insurance and holidays. Contact: Amelia Foster. Phone: (336) 451-1957. Office: (336) 230-0346. Email: pedodds@pedodoctor.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. It will be a rewarding opportunity for a doctor who is looking for clinically autonomy and enjoys working with other providers. 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 offer clinical autonomy, great pay, equity, and a seasoned support staff that makes your job easier. Our Pediatric Dentists Enjoy: Working for a doctor-owned practice, complete clinical autonomy, a focus on patient care without the hassle of administrative tasks and the ability to invest in your future—all full-time providers have the opportunity to purchase equity in our organization. You will also enjoy working alongside other pediatric dentists and orthodontists, malpractice insurance coverage and a 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.

OHIO—UNIVERSITY HEIGHTS. Come Grow with Us! Established multi-location, state-of-the-art private pediatric dental practice in the suburbs of Cleveland, OH, is looking for a Pediatric Dentist. We are seeking a provider for 3-5 days a week as we offer comprehensive dental care: preventative, restorative, N2O, and hospital dentistry. The candidate should be passionate about creating a positive dental experience for our patients while partnering toward great oral health! The candidate must possess strong ethical values, a great personality, and value patient education. Applicant must be qualified to administer in office nitrous oxide and to obtain hospital privileges. Our office is fast-paced practice with a wonderful team that includes Hygienists, Dental Assistants,

a Manager and Front Desk staff. In addition will work with a part-time senior Pedodontist. "We offer a competitive salary" health benefits including medical, vision, and dental, malpractice reimbursement, 401k savings plan, CE paid time off and a generous signing bonus. Earning potential of \$150,000 to \$400,000. If you are passionate about providing excellent dental care with a highly experienced staff, please send your resume to info@growingsmilesoh.com.

OREGON—AROUND PORTLAND. At Acorn Dentistry for Kids, our mission is to promote health and well-being through Entertainment and Education in a Magical Environment of Safety, Comfort and Fun. To us, the experience we provide is more than just 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. We exist because of the belief that every child gets a smile, whether on private insurance, Medicaid, or no insurance. We make it possible for every child to have what we call "Magical Moments." 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. We are on track for opening a new pedo/ortho clinic as well as expanding a couple of our existing practices. We need you, and our patients need you! 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 with 4 season recreational opportunities are also near. 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, whose purpose is Creating Magic 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 partnership to truly be invested and create a legacy as part of our fast-growing group. Please email timrichardsondds@gmail.com to find out more about this remarkable experience. We look forward to sharing this incredible journey with you.

OREGON—GRANTS PASS. For more information, please reach out to Jeff Farrell, Talent Acquisition Manager, at FarrellJ@InterDent.com. Full-time Pediatric Dentist Opportunity in Grants Pass, OR. 3-5 Days Per Week. At SmileKeepers, the perfect fit for our team is a caring and motivated people-person with a strong work ethic and superior clinical skills. You choose what's best for your patients. We are looking for a full-time Pediatric Dentist to practice at our Grants Pass, OR office. Generous sign on bonus provided. Location: Gentle Dental Grants Pass office—1201 NE 7th Street, Suite A Grants Pass, OR 97526. Office Culture: Teamwork in the patients best interest. Quality patient care with clinical autonomy based on best practices in the patients best interest. New patients assigned equally on rotation basis. Your patients stay with you. This location is a National Health Service Corps (NHSC) Approved Site. Benefits Include: Healthcare Package (Medical, Dental, Vision). Short and long term disability. 401K and additional Pre-tax

saving plan. Life insurance, CE credits, Malpractice and additional CE credits and partial License and DEA reimbursement after 2 years. Position Qualifications: Must have completed a Pediatric Dentistry Residency. Active OR Dental License in good standing (or the ability to acquire one by time of employment). Other licenses/certifications such as CPR, DEA, NPI. This position qualifies for Oregon loan repayment programs: We are proud to serve areas with low access to oral care. Because of this commitment, this location qualifies for the Oregon Health Care Provider Loan Repayment and the Scholars for a Healthy Oregon Initiative programs. Here you can receive up to \$50,000 in student loan repayment per year, while still being within 20 minutes of the nearest regional airport. The area features everything from world class vineyards to national parks to growing towns and communities. Our offices are adhering to the current COVID-19 state mandates that require all employees who work in healthcare offices to be fully vaccinated as a condition of employment.

OREGON—SALEM. We are seeking a Pediatric Dentist for an established, privately owned, fee for service Pediatric Dental Practice in Salem, OR. We are offering full time or part time employment with the possibility for future partnership. We have a wonderful and experienced staff, well established patient base in a growing city, and a newly renovated office space in an excellent location. Applicants must have completed a Pediatric Dental Residency, be Board eligible or certified, and hold an Oregon dental license. For more information please contact Rachel@smileaftersmilesalem.com.

PENNSYLVANIA—PITTSBURGH. We are in search of a pediatric dentist to join our growing practice. We can offer 4 days per week, salary-based pay. Our offices are equipped to provide nitrous oxide and IV sedation with dental anesthesiologists. Local surgery center utilized for GA. Oral sedation is not used in our office. If you are interested, please send your C.V. to our office manager, Sara, at ssecrist.pds@gmail.com. To learn more about our practice, please check out our website. Requirements: D.D.S./D.M.D. Pediatric Dental residency completed.

RHODE ISLAND—CRANSTON. Well established pediatric dental office serving the Rhode Island community for over 35 years is seeking a motivated and caring pediatric dentist. Our practice, which is non-corporate is owned/managed by three Diplomates of the American Board of Pediatric Dentistry who have a passion for treating children. The position is initially part time or full time, with goal of full time leading to partnership track. Experience is welcomed, mentorship available. We offer a very competitive salary and benefits package for the right person, including health care, CDE allowance, malpractice insurance and more. If moving from out of state, we will reimburse packing/moving fees. We have two modern offices equipped with the latest digital technology including all digital radiographs. Our offices are located near the beaches, a major Ivy League institution, and the culture and diversity of Providence, RI. To find out more information about our office, please contact Nicole Robbio at nrobbio@peddenti.com or call (401) 943-7535.

SOUTH CAROLINA—BLUFFTON. We are looking for an associate to join our practice full or part-time. Recently, we built a brand new dental office that is fully equipped with state-of-the-art equipment and is completely digital. We are a FFS/PPO practice and perform IV sedation monthly. We are offering a paid percentage of production with a daily minimum of \$1200 (negotiable based on experience). Health insurance stipend and retirement plans are provided as well as paid CE and relocation assistance. Our practice is very involved in the community and we are looking to collaborate on mission trips in the future. Our

office has a 4-chair hygiene bay with 3 operatories and the ability to add a 4th. We are conveniently located between Charleston, SC and Savannah, GA. The practice is only minutes away from the historic May River and pristine beaches of Hilton Head Island and is located at the entry of beautiful Old Town Bluffton. If you are interested, please contact us at: ShaneDMB41@Hotmail.com.

SOUTH CAROLINA—CHARLESTON. Coastal Kids Dental and Braces is looking for a pediatric dentist to work in its pediatric dental practices located in Charleston, SC. We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of great oral health! Our Pediatric Dentist Enjoy: Working for a doctor owned practice and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). We also offer Clinical Autonomy and the ability to invest in your future—Full-time doctors have the opportunity to purchase equity in D4C. We cover your malpractice insurance, Medical, Dental, Vision, PTO and 401K. Sign on bonuses offered! Current residents are encouraged to apply. Coastal Kids Dental and Braces 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. 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 alex.english@d4c.com.

SOUTH CAROLINA—CONWAY. Excellent opportunity for a pediatric dentist to join a well established pediatric dental office in the Myrtle Beach/Conway, SC area. This pediatric dental office has all the latest technology with a great long term staff. There is very little competition in the area so this is an excellent opportunity for a prosperous future. Full time position. Guaranteed annual salary plus commission. Health insurance, Retirement, Malpractice, 2 weeks paid vacation, CE Stipend Plus more. The Myrtle Beach/Conway location is a growing area that has great weather that allows for outdoor activities year round. It is located near the Waccamaw River. It is a very welcoming community that has a low cost of living, affordable housing and great schools and colleges nearby. There is so much to do for the entire family in Myrtle Beach and the Grand Strand. For more information please contact ellis3dmd@gmail.com.

SOUTH CAROLINA—GREENVILLE. Ashby Park 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 Greenville, SC. This is a busy multiple doctor practice where the needs of the patient always come first. It will be a rewarding opportunity for a doctor who is looking for clinically autonomy and enjoys working with other providers. 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 offer clinical autonomy, great pay, ownership and a seasoned support staff that makes your job easier. Rated "The South's Most 'Tasteful' Small Towns" according to Forbes in 2020, Greenville continues to expand rapidly, which is evident from population, economic and developmental growth. Our Pediatric Dentists Enjoy: Working for a doctor-owned practice, complete clinical autonomy, a focus on patient care without the hassle of administrative tasks and the ability to invest in

your future—all full-time providers have the opportunity to purchase equity in our organization. We also offer Malpractice insurance coverage and a comprehensive benefit package which includes Medical, Dental, Vision, Life Insurance, Disability Insurance, PTO and 401(k). Sign on bonus available! 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. For more information please contact alex.english@d4c.com.

SOUTH CAROLINA—MURRELLS INLET. Murrells Inlet, South Carolina is a small coastal community along South Carolina's Grand Strand. It is located about 20 minutes south of Myrtle Beach and an hour and a half north of historic Charleston. Myrtle Beach is the fastest-growing city in the United States, according to a list by U.S. News and World Report in July 2021. Our practice opened its doors in January 2018, and has quickly grown to full capacity due to the influx of families and the overwhelming need for pediatric dentistry. We are seeking a pediatric dentist to join our team, and help us continue to grow and serve. We offer a unique opportunity to work with us and become an equal partner in our growing practice. We are looking for a full-time associate who is willing to work at least 4 days a week, which includes one day of hospital dentistry, if desired. 5 days a week can be accommodated if you'd like, but currently we rotate so that each dentist works four days a week. New residency graduates, as well as experienced pediatric dentists are welcome to apply! This is an amazing opportunity to settle in a beautiful area, and join a growing private practice with the opportunity to join as a partner. Our goal is to find the right person who will enjoy working with us and want to join us long-term. Please contact us if you are interested! Email us directly at seasidepda@gmail.com. Requirements: Graduation from accredited dental school, and completion of an accredited pediatric residency program by the time of employment. South Carolina Dental License.

TENNESSEE—KNOXVILLE. We welcome new and experienced pediatric dentists to apply. Excellent opportunity for a confident, highly motivated and professional pediatric dentist with great work ethic to join our friendly, well-trained team in the Knoxville, TN area. Possible purchase or partnership available Please e-mail C.V. to michaeljko63@yahoo.com. Upscale and modern fully digital office. Flexible scheduling including full time or part time options. Autonomy over treatment planning. Treatment options include in office IV sedation with anesthesia team and N2O. Working with well-seasoned collaborative group including dentists, dental assistants and dental hygienists. Working with pediatric population ages 0-19. In-office procedures include general restorative procedures. 7:30 am—4:00 pm Monday-Thursday. Required: A certification in Pediatric Dentistry (or in a residency program to obtain certification).

TEXAS—AUSTIN. Lone Star Pediatric Dentistry 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 great oral health! 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 and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). We also offer Clinical Autonomy, Work/Life Balance and the ability to invest in your future—Full-time doctors have the opportunity to purchase equity in D4C. We cover your malpractice

insurance Medical, Dental, Vision, PTO and 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 alex.english@d4c.com.

TEXAS—CONROE. Excellent opportunity for a pediatric dentist to join our well established, highly successful fee for service pediatric practice that has been in business for over 40 years. We are a privately owned practice with a part-time opening, possibly leading to full-time. Our new facility opened in 2007 along with another office location that opened in 2015. We are ideally located near a privately owned orthodontic practice, 2 general dentist's offices, and an oral surgeon's office. We offer the latest advancements in dental technologies including: chart-less system, electronic charting, built-in nitrous oxide system and in-office monitored sedation along with IV sedation. Please contact Bradley Harris, D.M.D. at cpdpuffin@gmail.com.

TEXAS—FORT WORTH. iKids Pediatric Dentistry and Orthodontics is looking for a pediatric dentist to work in its pediatric dental practices located in Fort Worth 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 and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). We also offer Clinical Autonomy, Work/Life Balance and the ability to invest in your future—Full-time doctors have the opportunity to purchase equity in D4C. We cover your malpractice insurance, Medical, Dental, Vision, PTO and 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 alex.english@d4c.com.

TEXAS—HOUSTON. Looking for a full time or part time pediatric dentist to join on family owned pediatric dental practice. We have two privately owned pediatric practice in Houston suburb. This is a great opportunity for an experience pediatric dentist that does not want to deal with the headache of running their own office or a new graduate that wants to learn quality dentistry. Please email your C.V. or questions to VLLSPH@gmail.com. Requirements: D.D.S./D.M.D. from an accredited university and pediatric program. Active Dental License. Positive attitude and excellent chairside manner.

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 has multiple offices with high profitability and is in a continuous expansion and progression since it's 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 careers@rcmdental.com. Also, provide a good day to contact you for a brief 30 min call. Thank you, RCM Dental Team (903) 245-7245, (713) 822-5705. 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—KILLEEN. Lone Star Pediatric Dentistry is looking for a pediatric dentist to work in its pediatric dental practices located in Killen, Belton, and Copperas Cove, TX. We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of great oral health! 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 and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). We also offer Clinical Autonomy, Work/Life Balance and the ability to invest in your future—Full-time doctors have the opportunity to purchase equity in D4C. We cover your malpractice insurance, Medical, Dental, Vision and 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 alex.english@d4c.com.

TEXAS—KYLE. We are looking for a caring and energetic board certified pediatric dentist to join our practice 3—5 days per week. Our office is located just south of Austin in one of the fastest growing cities in Texas. We offer state of the art equipment and highly trained and motivated staff. A great opportunity to practice without any corporate influence. New graduates and experienced pediatric dentists are welcome to apply. Please contact us at kyledentalposition@yahoo.com.

TEXAS—NEW BRAUNFELS. Lone Star Pediatric Dentistry is looking for a pediatric dentist to work in its pediatric dental practices located in New Braunfels and 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: Working for a doctor owned practice and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). We also offer Clinical Autonomy, Work/Life Balance and the ability to invest in your future—Full-time doctors have the opportunity to purchase equity. We cover your malpractice insurance, Medical, Dental, Vision and 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 *alex.english@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*.

TEXAS—SAN ANTONIO. Corporate/large group practice not for you? Looking for opportunity to grow your career & skills with plenty of patients? Want a good area with strong community values to raise a family? That is us! Alligator Dental is bursting at the seams and ready to add another fantastic full time doctor to our strong doctor team. We have a well established and very successful four office Pediatric Dental group between San Antonio and Austin, Texas. We are not in the big city but serve multiple growing mid-size and rural Texas communities with down to earth families. Our great doctors are busy and eager to add another member to our team. We would love to hear from someone looking to put down roots in this area of Texas. Great place to live, plenty of income, amazing teams/culture, strong doctor support systems and fantastic patient families await. Email interests to: *dral@alligatordental.com*. Or if you want the inside scoop before sending a C.V. email our most recent associate at *drdori@alligatordental.com*. Residency in Pediatric Dentistry required.

TEXAS—SUNNYVALE. We are a Pediatric Dental Practice, located in the Sunnyvale area. You would travel from our Sunnyvale office and our Garland office. Our commitment is to provide the highest quality comprehensive dental and orthodontic care to the children and teens of the Dallas, Sunnyvale, Garland, Mesquite community in a compassionate and caring environment. We truly believe that each patient is unique. We take the time to develop the perfect treatment plan for each child that sits in our chair, treating everyone on a case-by-case basis. We offer a comprehensive compensation package, New Pediatric grads welcome to apply. Texas Dental License, PALS, Board Certified Pediatric Certificate. For more information please contact *krisha.marin@tinyteethx.com*.

UTAH—RIVERTON. South Hills Pediatric Dentistry is looking for a Part-time or Full-time pediatric dental associate in Riverton, Utah. Our office currently has 2 full-time pediatric dentists. Each provider, on average, works 36-40 hours per week. We have a beautiful facility with 13 dental chairs (A 2 suite surgical center, 4 quiet rooms, a 4 chair openbay, and a 3 chair openbay). As we have a surgical suite attached to our main clinic we mostly perform in-office general anesthesia but hospital privileges at Primary Children's Hospital or Riverton Hospital are needed for ASA class III patients. Our office draws from 5 surrounding cities as our office is conveniently located on the borders of Riverton, Herriman, and Bluffdale. Herriman and Bluffdale are ranked as two of the fastest growing cities in Utah. Compensation is based on a percent of collections or a daily average guarantee, whichever is higher. Malpractice insurance, 401K match, and CE stipend are included benefits. For more information please contact us. We are looking for a skilled associate with attention to detail and a high quality of care. We run a very fast paced office and are looking for someone that can hit the ground running, is hard working, and has uncompromising ethics. Must have completed a Pediatric Dental Residency and either be Board Certified or Board eligible.

Utah Dental License. Hospital Privileges. PALS certification. Certificate of completed Pediatric Dental Residency Program. For more information please contact *brsl222@gmail.com*.

UTAH—SOUTH JORDAN. Little People's Dental is looking for a pediatric dental associate in search of an amazing office in South Jordan, Utah. In addition to your typical exams and restorative, your responsibilities will include oral sedation (license needed), in-office GA cases with our anesthesia team, and GA cases at Primary Children's Hospital. Our family has loved living in South Jordan. We have 5 children, ages ranging from 1 to 13. Our family loves to hike, run, play pickleball, be outside, go on vacation and within the last couple of years has learned to ski. South Jordan is one of the fastest growing areas in the nation and we believe with marketing we can quickly build another doctor's schedule. Compensation is based on a percent of collections or a daily average guarantee, whichever is higher. Malpractice insurance, Health insurance, 401K match, and CE stipend are included benefits. I will discuss details of compensation to interested parties. We are currently in the process of planning and building a new office. It is set to open in the summer of 2023. We also have great equipment (Solite, Valo curing lights, Solea hard/soft tissue laser). Training with the Solea laser will be provided for those not experienced with it. We are looking for an associate but if the office is a good fit long term, we would love to have a partner. We are looking for someone with high quality of care, both technically and chair-side. High ethics and efficiency are a must. This is a great opportunity for a pediatric dentist looking to live in Utah! Must have completed a Pediatric Dental Residency and either be Board Certified or Board eligible. For more information please contact *thaynegardnerdds@gmail.com*.

VIRGINIA—ALEXANDRIA. A well-established, digital and modern multi-specialty clinic located in a prime location in Old Town Alexandria is seeking a part-time Pediatric Dentist (Entry Level or Experienced). The clinic has an extremely high potential in Pediatric Dentistry. The clinic is establishing its pediatric patients and is looking to offer 1 day per week to a potential candidate. Please send your resume to: *Farsheedsy@gmail.com*. "Please note, the candidate must be licensed in the state of Virginia. This position is for immediate hire."

VIRGINIA—CHESAPEAKE. This is an incredible opportunity for a Pediatric Dentist to join a growing practice with offices in Chesapeake, Portsmouth, and Virginia Beach, VA. State of the Art Practice, Digital X-ray, Paperless Charting, as well as laser dentistry. Beautiful Office Setting. Great experienced staff! Team approach to patient care. Hospital Dentistry Available. Incredible earnings opportunity! For more information, Contact Beth Horsley today to arrange for an interview. <https://weispediatricdentistry.com>. Required: D.M.D. or D.D.S. Licensed in or able to acquire licensure in Virginia, Pediatric Dentist Certification.

VIRGINIA—CHRISTIANSBURG. Well established practice in beautiful location is looking for an associate to join our busy group. We have a 4-4.5 day work week with the best group of assistants you will have ever worked with. They are phenomenal and are the very best at what they do. A hygienist is on staff to treat the older patients with calculus. A local hospital provides block time for surgery cases. There's a Fotona Lightwalker laser for use and we're getting lots of great feedback from the patients when we use it. We provide generous benefits and a support staff that can't be beat. If you want to contribute to this caring, compassionate and fun team, email *sclark1165@gmail.com*. Pediatric dentist or general dentist devoted to children. Moderate sedation permit in Virginia (or willingness to obtain one).

VIRGINIA—VIRGINIA BEACH. LWSS, a large established practice, with a very strong patient base as well as new patient flow in Virginia, has a great opportunity for a Pediatric Dentist. Beautiful state-of-the-art office has an immediate opening for a Pediatric Dentist. Fantastic well trained team, extremely busy practice, very established practice. Unlimited income potential plus benefits. Sign on bonus! Great location! Great well trained and experienced teams! Let's connect to learn more about this fantastic opportunity. For more information please contact *mmiller@heartland.com*.

WASHINGTON—MARYSVILLE. Welcome to Puget Sound Pediatric Dentistry (PSPD), your new dental home. As pediatric dentists, we often want our patients to have a dental home, but when does our profession talk about what we need for the next 40 years of practice? At PSPD, we provide exceptional care for our patients while focusing on sustainable practice life for the doctor. Practice ads focus on money generated by fictional doctors that never make as much as advertised. At PSPD, we want you to be successful, but we also know your health and wellbeing will make your practice career sustainable. We offer all the same benefits that larger DSO-driven advertisements offer, but we also provide a core mentorship program that starts on your first day seeing patients. If you want to practice in the Pacific Northwest, enjoy being around wonderful patients and staff, and see yourself doing this career in 20 years, please consider PSPD. We look forward to meeting you and talking about your new dental home. For more information please contact *Tanya@PugetSoundPD.com*.

WASHINGTON—MILL CREEK. Dear Friends, My wife, Dr. Sonu Lamba, and I are co-founders of Stellar Kids Dentistry. We have 3 pediatric dental clinics in Mukilteo, Everett, and Mill Creek approximately 30 minutes north of Seattle. We are looking for a hardworking, kind, and collegial pediatric dentist to join our crew 2-4 days per week. Our current partner dentists enjoy a great blend of regular clinic and GA. We strive to do everything the right way, with a nice mix of SDF, GIC, sedation, etc. We provide dental care with skill and warmth. We truly have a unique opportunity here within a short commute from Seattle, so please reach out if you're interested. We'd love to meet you! My email is *paul@stellarkids.com*. Thank you! Requirements: Board certified/eligible, licensed pediatric dentist. We are a private practice that provides care for infants, children, teens, medically complex and special needs patients. Full or part time positions are available. US and Canadian candidates only. (TN-Visa acceptable).

WASHINGTON—OLYMPIA. Olympia Pediatric Dentistry is hiring an associate! Come work, play, and put down roots in the beautiful Pacific Northwest. Olympia, Washington is an amazing community where parents value quality dental care and we focus on lasting relationships with our patients. Privately owned, mature practice with over 20 years serving the community. Brand-new ~7000 sq ft state of the art facility with 12 A-dec dental chairs. Experienced team including multiple EFDAs and a restorative hygienist. Applicants with any level of experience are welcome. This position will start at 2-3 days per week but will progress to full-time rapidly. Please email *OlyDrM@gmail.com* for details.

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. We are currently seeking a part-time or

full-time Associate to join our 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.

WASHINGTON—VANCOUVER. If you would like to work in a state-of-the-art dental practice, with experienced colleagues and staff and have a passion to work with children, and not chase after production goals, we might be the right fit for you! We are a true mom and pop pediatric dental practice in SW WA focused on providing excellent dental services to our community. We accept both Medicaid as well as PPO dental insurance plans. We are looking for a humble, energetic team player, with great chair side manners, who would provide high quality comprehensive dental care, with empathy and compassion for his/her patients and their parents. Four (4) days a week! (most Fridays closed, some Fridays open for GA in the morning). Our 5200 sq ft office has 9 separate operatories, a total of 11 dental chairs. Our office is modern, state-of-the-art facility, we use latest equipment and technologies, including multiple hard tissue lasers. We have a full-time restorative hygienist on staff, who assists with dental restorations as needed. We accept both Medicaid as well as PPO dental insurance plans. Sign-up bonus, Health Insurance, paid time off and 401K plan with profit sharing. Employer pays for professional liability insurance, DEA and licensure renewals. Pediatric Dentistry clinical experience is preferred but recent pediatric dentistry graduates welcome to apply including residents on F-1/OPT, will sponsor H-1B as needed. Apply via email: associate.classified@gmail.com. COVID vaccination mandatory. WA State Dental License required as well as OR State License for hospital privileges.

WISCONSIN—GREEN BAY. Kids Dental Experts is seeking an Associate Dentist to join our thriving practice in the Green Bay/De Pere, WI area. We offer guaranteed salary, a sign on bonus, 401k, profit sharing, medical insurance, a multi-doctor support system, and monthly bonuses. Option for buy-in available. We're committed to providing high quality, patient-driven dental care with an emphasis on superior service for our patients and parents. You can expect a steady flow of new patients, a full schedule of patients, and a truly rewarding career. The right individual must be proficient in treating children with a high level of compassion and have aspirations to commit to our practice and the community. We offer full service dentistry for children including the use of conscious oral sedation, in office general anesthesia, general anesthesia at local hospitals, orthodontics/Invisalign, and 3D scanning for impression free treatment. The highly skilled Kids Dental Experts team provides you with the tools, resources, and support necessary for you to focus your days on providing quality patient care. The Green Bay, De Pere, and surrounding areas offer a great environment to raise a family with excellent school systems, restaurants, entertainment, major sports teams, convenient access to hunting, boating, fishing, paddle boarding, kayaking, walking/running/biking and cross country ski trails, and golf courses. Enjoy an area that offers the beauty and excitement of all four seasons. If you love working with children and desire a fast paced, well established and respected practice, please email your C.V. to mackenziecox@kidsdentalexperts.com. Graduating residents are encouraged to apply.

WYOMING—CHEYENNE. Are you looking for a down-to-earth smaller community surrounded by great outdoor activities? Our growing privately-owned group pediatric dental practice is looking for a great doctor to join us in our Cheyenne, WY, office. We enjoy world-class mountain biking at Curt Gowdy State Park in summer, and alpine and nordic skiing in nearby Medicine Bow National

Forest during the winter. Vedawoo offers world-class rock climbing. There are lots of great hiking, camping, fly-fishing, hunting, and outdoor activities nearby. When you want a bigger city experience, Cheyenne is a quick drive to Denver, perfect for catching a show or concert or attending a sporting event. Denver is also a great jumping off point to multiple fun destinations from its beautiful international airport. Our office is focused on providing patient-centered clinical care in a fun environment, maintaining a great team dynamic, and rewarding a strong work ethic. We have created a work family of long-term team members. We are looking for a candidate to join this work family who is hard-working, energetic, and focused on treating each one of our Super Kids to the highest standards of clinical care. This opportunity offers a great balance of autonomy, work/life balance, and space for mentorship. We maintain block time at our local surgery center. We treat each child in the way we feel will give them the best chance of having the most positive experiences possible. Both new graduates and experienced providers are welcome to apply. Compensation is competitive and will be determined based on experience. Let's talk! <https://pediatricdentistryofwv.com/>.

CANADA

ONTARIO—TORONTO. Long-standing and established pediatric dental practice in Toronto, ON, Canada is looking for a full-time or part-time pediatric dentist. Centrally located in a vibrant, growing, and thriving neighborhood, with close access to two subway lines and a major highway, Toronto Children's Dentist has steady new patient flow. A great chance to work alongside and be mentored by a senior, very progressive pediatric dentist. Retain true clinical autonomy while performing pediatric dentistry in a supportive environment. Clinic is equipped for oral and nitrous sedation with potential for Hospital privileges or in-office GA. Work Monday-Friday for a healthy work-life balance. Applicants should be ethical, hard-working, and focused on providing high-quality patient care. The ideal candidate will have a positive attitude, strong communication skills, and exceptional skill in working with children. Candidates must be eligible for board certification in Ontario. As part of one of the largest dental networks in Canada, our supportive and experienced team is ready to support your transition. Competitive compensation packages, relocation assistance, and a \$10,000 sign-on bonus for applicable candidates. Access to mentorship programs and continuing education. This is an associate dentist position with partnership opportunities for those interested. For more information or to apply for the position, contact tochildrendcm@altima.ca. Requirements: Board Certified Pediatric Dentist or in progress of completing certification.

PRACTICE FOR SALE

ALASKA—JUNEAU. Southern Alaska is home to vividly diverse wilderness landscapes—from beaches to mountaintops to fjords—as well as half the state's population. New to the market is a thriving pediatric dental practice for sale. The current doctor has practiced in the community for over a decade and is interested in exploring all of their transition options. Currently, the practice is only open two weeks per month. Even so there are over 1500 active patients! With very limited marketing, the practice sees 25-30 new patients each month. As you can see, there is massive potential for growth for the right doctor to really stretch their legs in the practice! For an overview of this Southern Alaska pediatric dental practice for sale, read on. We have 5 total operatories, Collections of \$1 million, EBITDA (2021) \$200,000, 1500 active patients and 30 new patients/month. Real estate opportunity: Massive growth potential

with additional hours of operation and marketing efforts. Noted for its stunning natural beauty, abundance of wildlife and temperate rainforest, Southern Alaska often lands a spot on folks' bucket lists. If you're looking for a truly adventurous and slightly wild and untamed place to call home, Alaska is definitely your place. The practice supports both the owner doctor as well as an associate. The owner is interested in affiliation or straight buy-out opportunities. Finally, they are open and willing to continue to practice for up to three to five years. To learn more about this Southern Alaska pediatric dental practice for sale, please contact Professional Transition Strategies. Email Sam Schoenecker: SAM@PROFESSIONALTRANSITION.COM or call: (719) 694-8320. We look forward to speaking with you! <https://professionaltransition.com/properties-list/southern-alaska-pediatric-dental-practice-for-sale/>.

MARYLAND—FREDERICK. Wonderful practice opportunity for a Pediatric Dentist in one of the fastest growing communities in the state of Maryland. Beautiful new office with state-of-the-art finishes and technology including Nitrous, digital imaging, and iTero scanner. Located in a family-oriented community in Urbana, MD featuring sought after schools, sports programs, and recreation. This office would make an excellent primary office or satellite office with the autonomy to make practice decisions including hours of operation and staff. Excellent potential for growth and longevity, and to grow your pediatric dental practice in a way that you have always envisioned, without all the risk and debt. For more information, please contact Dr. McTavish at (301) 704-4670 or email cjmtavish@gmail.com.

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 \$1.1 million, Seller's Discretionary Earnings \$537,000, 2200 active patients and 10 new patients per month. 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 Sam Schoenecker with Professional Transition Strategies via email: SAM@PROFESSIONALTRANSITION.COM or give us a call: (719) 694-8320. We look forward to speaking with you!

MISSOURI—SPRINGFIELD. New to the market is a thriving pediatric dental practice in Southwest Missouri for sale! The current doctor has practiced in the community for fifteen years and is therefore interested in exploring all transition options. This includes both partnership or a buy-out with another a dentist or affiliation with the ideal dental group. Currently equipped with eight operatories, there are three quiet rooms and five open bay chairs. Situated in an expansive office building, the real estate is also for sale if desired. For an overview of this Southwest Missouri pediatric dental practice for sale, read below: 8 operatories. Expansion opportunity. Collections of \$1.9 million. EBITDA (LTM) \$445,000. 4850 active patients. 115 new patients per month. Real estate opportunity. To learn more about this Springfield, MO area pediatric dental practice, please contact Sam Schoenecker with Professional Transition Strategies: SAM@PROFESSIONALTRANSITION.COM or call: (719) 694-8320. We look forward to speaking with you.

TEXAS—HOUSTON. America's fourth-largest city is a cosmopolitan destination, filled with world-class dining, arts, hotels, shopping and nightlife. New to the market is a thriving pediatric dental practice with two locations. Each practice is in a desirable suburban community within an hour of downtown Houston. The practice supports multiple dentists, as well as the doctor-owners. For an overview of this Suburban Houston pediatric dental practice for sale, read below: 15 total operatories, collections of \$3.886 million EBITDA \$1.628 million, 10,200 active patients, average of 240 new patients per month. Take a stroll through the historic Heights, spend the day exploring the Museum District or head down to Space Center Houston. Later on, grab a bite in one of dozens of award-winning restaurants, or hang out with the cool kids on Washington Avenue. There's always something to do in this Southern hospitality meets urban chic city. To learn more about this two location, pediatric dental practice near Houston, TX please contact Sam Schoenecker with Professional Transition Strategies: SAM@PROFESSIONALTRANSITION.COM or call: (719) 694-8320. We look forward to speaking with you!

WISCONSIN—FOND DU LAC. Fond du lac, Wisconsin—Pediatric Practice for Sale. Long standing solo practice located in Fond du lac, Wisconsin. Owner wishes to retire and is looking for the right person to continue quality care for his patients. Email bstecker1@wi.rr.com or information.

FACULTY POSITIONS

LOUISIANA—NEW ORLEANS. The Louisiana State University Health Sciences Center (LSUHSC) School of Dentistry in New Orleans invites applications for an immediate opening as a full-time, tenure track, Assistant or Associate Professor in the Department of Pediatric Dentistry. The department has a strong pre-doctoral and post-doctoral curriculum. We are seeking a Diplomate of the American Board of Pediatric Dentistry who is an outstanding educator and will engage in didactic pre-clinical and clinical instruction for undergraduate dental, dental hygiene and postgraduate students, as well as in research activity. Opportunity to participate

in the dental school's faculty practice is also available. Applications will be accepted online on the LSUHSC Careers website: <https://lsuhsc.peopleadmin.com/postings/7244>. Candidates should submit application materials including 1) a letter of interest, 2) a statement of teaching and research interests, 3) a curriculum vitae, and 4) the name, address, and telephone number of three references. For Questions, please contact: Dr. Jeffrey Johnson Box 19, Chair, Department of Pediatric Dentistry, LSUHSC School of Dentistry, 1100 Florida Ave. New Orleans LA, 70119. Applications and nominations will be accepted until the position is filled. Candidates must possess outstanding academic credentials and excellent oral and written communication skills. A record of scholarly achievement (required for tenured/tenure track position) and experience teaching and mentoring students is preferred. Applicants must have a Doctor of Dental Surgery (D.D.S.), Doctor of Dental Medicine (D.M.D.) or equivalent degree, and advanced education in Pediatric Dentistry from a program accredited by the Commission on Dental Accreditation (CODA); American Board of Pediatric Dentistry (ABPD) certification is highly preferred. The successful candidate should be eligible for licensure by the Louisiana State Board of Dentistry.

OREGON—PORTLAND. Oregon Health & Science University School of Dentistry Department of Pediatric Dentistry is seeking to fill an Assistant Professor position. This is a full-time 1.0 FTE position. This position is under the supervision of the Chair of the Department of Pediatric Dentistry. The duties of this position are in support of the missions, goals, and objectives of the Oregon Health & Sciences University and the School of Dentistry. Preference will be given to candidates with extensive experience in hospital dentistry, operating room and sedation cases, and the management of medically complex patients. Please apply online at www.ohsujobs.com, then search using 2020-5867. Responsibilities of the successful candidate will include: Preclinical and clinical teaching of the predoctoral students as well as staffing the pediatric dentistry resident clinics and operating room. Participation in the didactic curriculum offered by the department at both the predoctoral and resident levels. Scholarly activity and participation on administrative committees

and councils and other professionally related public service activities on behalf of the department. The general pattern of working hours corresponds with scheduled clinic hours, Monday—Friday, 8am—5pm. Deviations from this pattern may be necessary at times and will include participation in hospital on-call coverage for the residents. Required Qualifications: Dental degree (D.D.S./D.M.D.) from a Commission on Dental Accreditation (CODA) accredited program. Certificate in Pediatric Dentistry from a CODA accredited program. Board certification (or eligible for board certification) from the American Board of Pediatric Dentistry. Eligible for full licensure in Oregon. Eligible for license endorsement in moderate sedation in Oregon. Eligible for a nitrous oxide endorsement in Oregon. Ability to obtain hospital privileges at the Oregon Health & Science University. BLS from the American Heart Association and PALS from the American Heart Association. Preferred Qualifications: Membership and participation in professional societies in pediatric dentistry, dental education, and dental research. Demonstrated achievement in scholarly activity, service, teaching, and/or research including awards, extra-mural funding, and publications in peer reviewed journals. Minimum 2 years of clinical and didactic teaching experience. Please note: Effective Oct. 18, 2021, all OHSU employees are required to be fully vaccinated against COVID-19 unless they have an approved medical or religious exception. If you are hired by OHSU after Oct. 18, you will need to be fully vaccinated (or obtain an approved exception) prior to starting work, and need to provide proof of vaccination (or approved exception) within 10 days of starting work. Oregon Health & Science University values a diverse and culturally competent workforce. We are proud of our commitment to being an equal opportunity, affirmative action organization that does not discriminate against applicants on the basis of any protected class status, including disability status and protected veteran status. Individuals with diverse backgrounds and those who promote diversity and a culture of inclusion are encouraged to apply. To request reasonable accommodation contact the Affirmative Action and Equal Opportunity Department at (503) 494-5148 or aaeo@ohsu.edu.



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