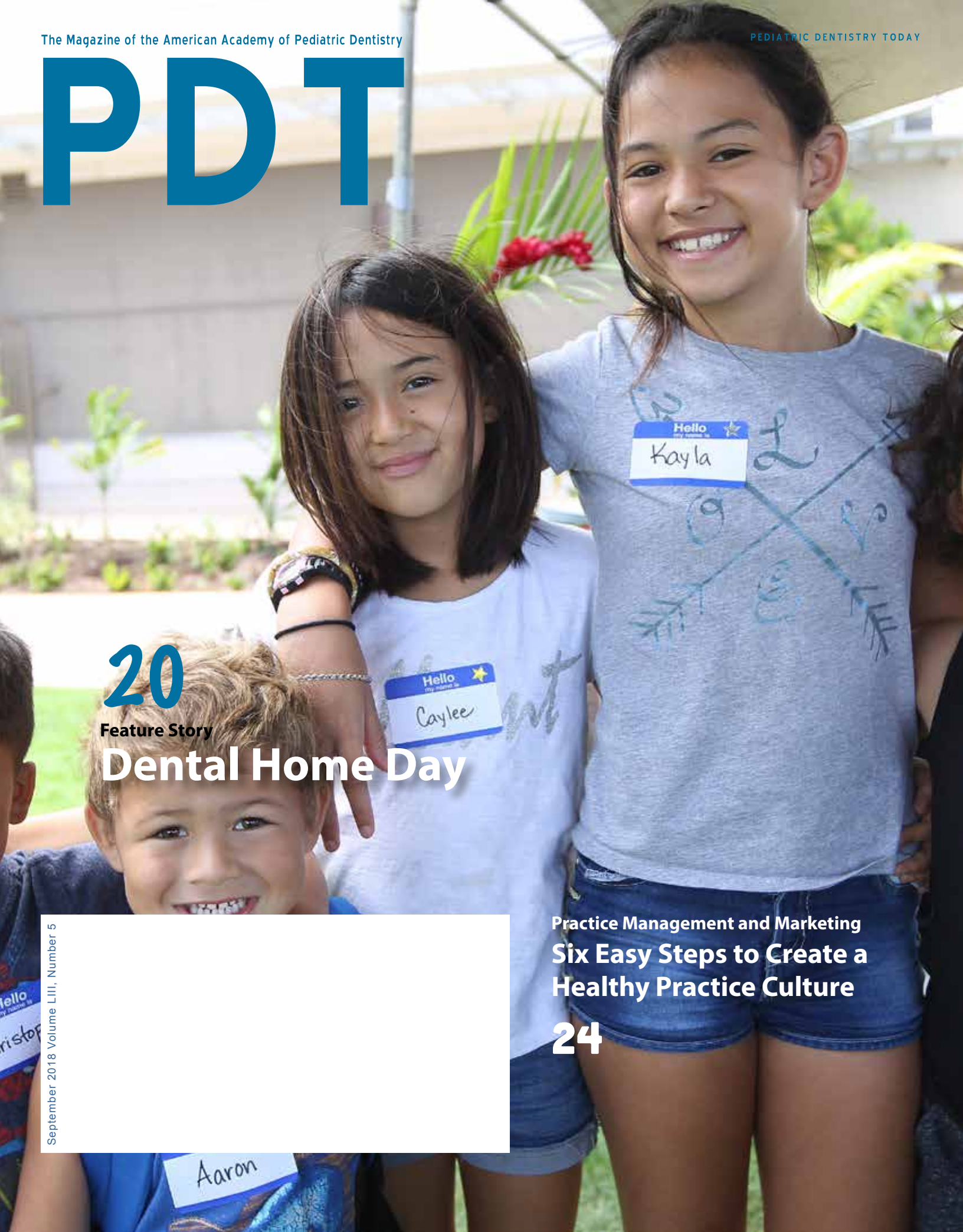


PDT



20

Feature Story

Dental Home Day

Practice Management and Marketing
**Six Easy Steps to Create a
Healthy Practice Culture**

24



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Dental Home Day 20

The *PDT* magazine (ISSN 1046-2791) is published bimonthly by the American Academy of Pediatric Dentistry, 211 E. Chicago Avenue—Suite 1600, Chicago, Ill. 60611, USA, (312) 337-2169. Periodical Postage Paid at Chicago, Ill. and at additional mailing offices. POSTMASTER: Send address changes to PDT, 211 E. Chicago Avenue—Suite 1600, Chicago, Ill. 60611, USA.

PDT is the official member magazine of the American Academy of Pediatric Dentistry (AAPD). The magazine is distributed to members as a direct membership benefit. Nonmember subscriptions are available at a domestic rate—\$30 and foreign rate—\$40 at the above address.

Opinions expressed in *PDT* are not necessarily endorsed by the AAPD.

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Dr. Joe Castellano

AAPD President

Volunteers—A Gift to the Community

I hope everyone is having a great summer! As we start our 2018-19 year, AAPD's councils and committees are getting to work on their new charges following a productive meeting in Hawaii. AAPD, as well as the other groups in organized dentistry, rely on volunteers to get much of the organization's annual work completed.

Have you thought about getting involved in organized dentistry? Not sure how to start, or what you would like to do? There are many areas you can begin to get involved and serve your profession and specialty. Besides the AAPD, there are also the AAPD district and state chapters that have a need for passionate people wanting to serve. Some localities also have pediatric dental societies or study clubs.

If you have never volunteered or have limited experience with volunteer service, a great place to start is with your local or state dental pediatric dental association. Many times, this is a great way to gain some experience while learning how dental organizations work. Time commitments can be less, which can be helpful to those who are tight on time but still want to volunteer and contribute.

Local pediatric dental societies are the grass roots level. They are a great place to get involved and meet colleagues in your area. A lot of their work is in support of the local dentists and the community. Just about every state has a state pediatric dental chapter of the AAPD. Some are very organized, while others are less structured. Either way, the state pediatric dental associations need great volunteers to continue to develop programs that support members and help affect change within their state legislatures. Most also have a pediatric dentist appointed as a Public Policy Advocate to promote children's oral health issues in the state legislative and regulatory process. These individuals can always use your assistance in advocacy efforts. For the current list, visit http://www.aapd.org/advocacy/public_policy_advocates/.

District chapters exist as part of the AAPD governance structure. AAPD has five districts which represent the states geographically associated with them. Although one district may function differently than another, each has some sort of committee structure where volunteer members are needed.

It can also be a great way to meet people from the different states and learn how they handle different issues or how they develop programs for members. Your district trustee, or your district's officers would be individuals that could help you get more information on getting involved at this level.

Of course, AAPD is the other level at which you can become involved. Currently, AAPD has eight councils and fifteen committees. The eight councils include Annual Session, Clinical Affairs, Government Affairs, Continuing Education, Membership and Membership Services, Scientific Affairs, Pre-Doctoral Education, and Post-Doctoral Education. A Committee is a subgroup of a Council and is overseen by that Council. The business of the Academy gets done through the efforts of the member volunteers who make up these various councils and committees.

Appointment to AAPD councils and committees are for one year and are normally made in the spring before the annual session. If you become interested in volunteering at the AAPD level, your district trustee can help you navigate the waters. You can also go online to http://www.aapd.org/resources/volunteering_in_aapd and follow the instructions. This will allow your information to be kept on file in case a position opens that is similar to your request.

There are a limited number of positions within the AAPD that need to be filled each year, so don't get discouraged if you are not immediately selected. It might take a little time, especially if you are looking to serve in a particular area. In the meantime, I encourage you to get involved at the local, state or district level. They are great places to begin your volunteer career or to get more involved. We are all working toward a common vision... Optimum Oral Health for All Children, so ANY level at which you serve helps our specialty and ultimately the children we care for each day.



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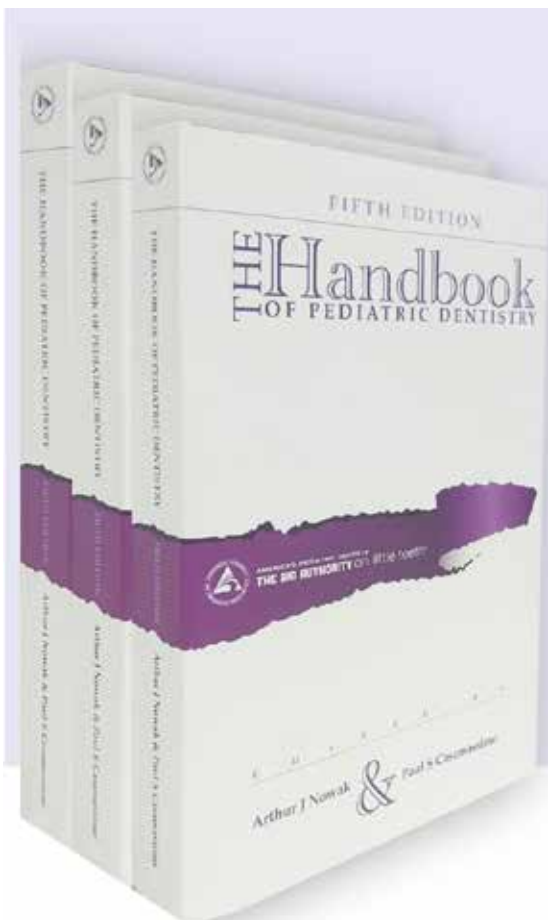
Headquarters Staff News

We're pleased to announce the following staff promotions, effective July 1, 2018:

- Colleen Bingle—Meetings, Exhibits, and Sponsorship Manager
- Kristi Casale—Senior Meetings and Continuing Education Director
- Bob Gillmeister—Senior Communications Manager
- David Hydorn—Chapter Relations and Database Coordinator
- Adriana Loaiza—Senior Publications Manager
- Caroline Price—Meeting Services Manager

Congratulations to all!

- Lee Gonzalez joined the AAPD as Membership and Marketing Assistant. Gonzalez has 16 years experience as a membership services representative at the Society of American Archivists and is a U.S. Army veteran.



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Legislative, Regulatory and Legal Update

Unless otherwise noted, for further information on any of these issues please contact Chief Operating Officer and General Counsel C. Scott Litch at (312) 337-2169 or slitch@aapd.org.

AAPD Applauds Introduction of H.R. 6149

On June 19, 2018, Congresswoman Yvette Clarke (D-N.Y. 9th), Congressman Mike Simpson (R-Idaho 2nd) and Congressman Paul Gosar (R-Ariz. 4th) introduced H.R. 6149, legislation that would exclude from gross income certain federally subsidized dental faculty loan repayment awards under Title VII of the Public Health Service Act. The dental faculty loan repayment program was created due to the significant difficulties in recruiting qualified individuals to fill faculty positions, especially acute in pediatric dentistry. A critical factor in recruiting and retaining dental school faculty from recent dental school or residency program graduates is the staggering student loan debt and income disparity with private practice.

Thanks to strong support from Congress, new dental faculty loan repayment grant cycles were initiated by the Health Resources and Services Administration (HRSA) in FYs 2016, 2017 and 2018. Programs may support loan repayment contracts over five years to recruit and retain faculty. Full-time faculty members are eligible for repayment of 10, 15, 20, 25 and 30 percent of their student loan balance (principal and interest) for each year of service. **By alleviating taxation of such payments to the individual, H.R. 6149 will make the program even more effective in recruiting and retaining pediatric dental faculty.**

The AAPD urges Congress to adopt this bill as part of any future tax legislation under consideration.

For further information, please contact AAPD Chief Operating Officer and General Counsel C. Scott Litch at slitch@aapd.org.

You can customize any AAPD brochure with your practice information and logo or custom photo. Visit the AAPD online store at store.aapd.org to have your practice information printed right on the patient education brochure.

D i d Y o u K n o w

115th CONGRESS
2d Session

H. R. 6149

To amend the Internal Revenue Code of 1986 to exclude from gross income certain Federally-subsidized loan repayments for dental school faculty.

IN THE HOUSE OF REPRESENTATIVES

June 19, 2018

Ms. Clarke of New York (for herself, Mr. Simpson, and Mr. Gosar) introduced the following bill; which was referred to the Committee on Ways and Means

A BILL

To amend the Internal Revenue Code of 1986 to exclude from gross income certain Federally-subsidized loan repayments for dental school faculty.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. EXCLUSION OF CERTAIN FEDERALLY-SUBSIDIZED LOAN REPAYMENTS FOR DENTAL SCHOOL FACULTY.

(a) In General.--Section 108(f)(4) of the Internal Revenue Code of 1986 is amended by inserting "under a loan repayment program receiving a grant or contract under section 748(a)(2) of such Act," after "section 338I of such Act,".

(b) Conforming Amendment.--Section 108(f)(4) of such Code is amended by striking "National health service corps loan repayment program and certain state loan repayment programs" in the heading thereof and inserting "certain federal and state loan repayment programs".

(c) Effective Date.--The amendments made by this section shall apply to amounts received in taxable years beginning after the date of the enactment of this Act.



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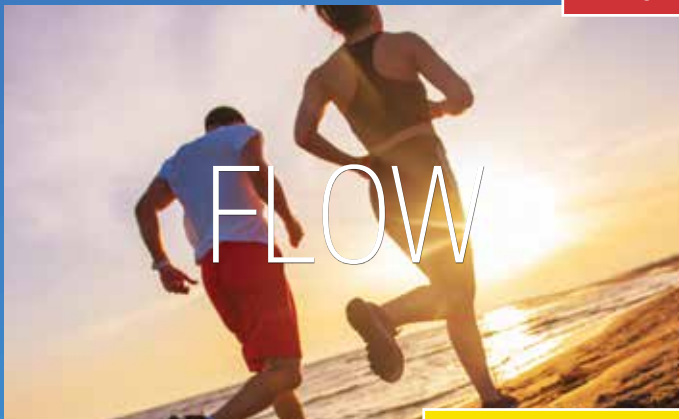
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Dr. Twana Duncan, Antlers, OK
2018 Summit Attendee



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C. Scott Litch

Chief Operating Officer and General Counsel

Litch's Law Log

New Jersey Case Addresses Practice Ownership and Management Service Contract Issues

On May 4, 2017, the New Jersey Supreme Court ruled on *Allstate Insurance Company vs. Northfield Medical Center, et al.*¹ The plaintiff Allstate prevailed in the court's decision that upheld a trial court ruling and reversed an appellate court decision. A New York attorney and California chiropractor were found to have created a practice structure designed to circumvent regulatory requirements with respect to the control, ownership, and direction of a medical practice. New Jersey regulations provide that a medical doctor with a plenary scope of practice may not be employed by a licensee with a more limited scope of practice, such as a chiropractor.

Allstate argued that any payments by it for patient services at this practice were unwarranted due to the unlawful business structure. The court held that:

“Defendants extensively promoted a professional practice structure that a fact-finder could reasonably conclude was little more than a sham intended to evade well-established prohibitions and restrictions governing ownership and control of a medical practice by a non-doctor.”

The court also upheld the trial court finding that the defendants violated the New Jersey Insurance Fraud Protection Act (IFPA), and awarded Allstate a \$4 million judgement.

The proscribed practice arrangements involved a series of management contracts where:

“The overarching purpose of each of those contracts was to allow the chiropractor-owned management company to extract profits from and maintain control over the affiliated medical corporation.”

Specifically:

“The scheme vested bare legal title in a physician. However, the physician, besides being subject to direction and financial control by a chiropractor-owner of a management company, in reality was a stranger to the medical practice and was not operationally in control, having been demonstrated to have “sold” her license to multiple practices utilizing the so-called “Doc-in-the-Box” structure in New Jersey and many other states.”

Further, an alleged ignorance of statutes as expressed by the defendants was dismissed:

“Health care services are highly regulated, and professionals engaged in the provision of health care – including persons such as defendants, who undertook to facilitate this activity—are on notice of the legal requirements applicable to their practice and operations.”

While the court's decision is only legally binding in the state of New Jersey, where an area of law is new, evolving, or raises unique issues, courts in other states may utilize findings from other state courts to guide their legal reasoning. This case may have an impact on dental practice ownership models, as many states have statutes or regulations prohibiting or limiting non-dentist ownership of a dental practice and also parameters as to how a dental support organization may operate.²

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*Allstate Insurance Company v. Northfield Medical Center PC (076069) (Morris County & statewide)*. Docket no. A-27-15 (N.J. 2017); Supreme Court of New Jersey: filed May 4, 2017. <https://www.courtlistener.com/opinion/4390103/allstate-insurance-company-v-northfield-medical-center-pc076069/> Readers may be interested in this case analysis from *Dentistry Today* written by Dr. Michael W. Davis: <http://www.dentistrytoday.com/news/todays-dental-news/item/2703-nj-supreme-court-decision-has-implications-for-the-dso-industry>

²For more information about the DSO industry see their professional association's website: <https://www.theadso.org/>. These are sometimes referred to as dental service organizations or management service organizations.



PAC Corner

Thanks for Your Support!

Thanks to all who have supported the AAPD PAC via the voluntary PAC contribution “check-off” on your current 2018-19 dues statement. Your support is critical to our long-term success. If you have not made a donation yet please consider doing so. This is of course an election year and the make-up of the next (116th) Congress will be critical to our advocacy efforts.

Candidates supported by the AAPD PAC during the 2018 Congressional election cycle are listed below. **It is important for AAPD members to understand that our PAC is non-partisan, and supports members of both parties based on their support of children’s oral health and the AAPD’s legislative priorities.** There is usually a slight tilt towards the party currently in power in the Senate and House, since that party controls committee chair positions.

U.S. SENATE

Tammy Baldwin (D-Wisc.)
Marsha Blackburn (R-Tenn.) – current House member running for open seat
Sherrod Brown (D-Ohio)
Ben Cardin (D-Md.)

Bob Casey (D-Pa.)
Diane Feinstein (D-Calif.)
Deb Fischer (R-Neb.)
Dean Heller (R-Nev.)
Joe Manchin III (D-W.Va.)

Chris Murphy (D-Conn.)
Jon Tester (D-Mont.)
Sheldon Whitehouse (D-R.I.)
Roger Wicker (R-Miss.)

U.S. HOUSE OF REPRESENTATIVES

Highest Tier

Brian Babin (R-Texas 36th) dentist
Julia Brownley (D-Calif. 26th)
Michael Burgess (R-Texas 26th)
Diana DeGette (D-Col. 1st)
Yvette Clarke (D-N.Y. 9th)
Tom Cole (R-Okl. 4th)
Elijah Cummings (D-Md. 7th)
Rosa DeLauro (D-Conn. 3rd)
Paul Gosar (R-Ariz. 4th) dentist
Drew Ferguson (R-Ga. 3rd) dentist
Chuck Fleischmann (R-Tenn. 3rd)
Andy Harris (R-Md. 1st)
Steny Hoyer (D-Md. 5th)
Kay Granger (R-Texas 12th)
Walter Jones (R-N.C. 3rd)
Rick Larsen (D-Wash. 2nd)
Nita Lowey (D-N.Y. 17th)
Kevin McCarthy (R-Calif. 23rd)
Frank Pallone (D-N.J. 6th)
Martha Roby (R-Ala. 2nd)
Hal Rogers (R-Ky. 5th)
John Shimkus (R-Ill. 19th)
Mike Simpson (R-Idaho 2nd) dentist
Jeff Van Drew (D-N.J. 2nd) – state Senator running for open seat; dentist
Steve Womack (R-Ark. 3rd)

Medium Tier

Mark Amodei (R-Nev. 2nd)
Gus Bilirakis (R-Fla. 9th)
Mo Brooks (R-Ala. 5th)
Salud Carbajal (D-Calif. 24th)
Danny Davis (D-Ill. 7th)
Eliot Engel (D-N.Y. 17th)
Brett Guthrie (R-Ky. 2nd)
Marcy Kaptur (D-Ohio 9th)
Trent Kelly (R-Miss. 1st)
Derek Kilmer (D-Wash. 6th)
Barbara Lee (D-Calif. 13th)
Betty McCollum (D-Minn. 4th)
David Price (D-N.C. 4th)
Dutch Ruppersberger (D-Md. 2nd)
Jan Schakowsky (D-Ill. 9th)
Fred Upton (R-Mich. 6th)

Basic Tier

Joe Courtney (D-Conn. 2nd)
Rodney Davis (R-Ill. 13th)
Henry Cuellar (D-Texas 28th)
Mark Green (R-Tenn. 7th) – running for open seat
Katie Hill (D-Calif. 25th)
Hakeem Jeffries (D-N.Y. 8th)
David Joyce (R-Ohio 14th)
Joe Kennedy III (D-Mass. 4th)
John Larson (D-Conn. 1st)
Sean Maloney (D-N.Y. 18th)
Grace Meng (D-N.Y. 6th)
Steve Palazzo (R-Miss. 4th)
Erik Paulsen (R-Minn. 3rd)
Chellie Pingree (D-Maine 1st)
Dana Rohrabacher (R-Calif. 48th)
Lucille Roybal-Allard (D-Calif. 40th)
Jackie Speier (D-Calif. 14th)
Rep. Eric Swalwell (D-Calif. 15th)
Candidate Van Taylor (R-Texas 3rd) – state Senator running for open seat
Jackie Walorski (R-Ind. 2nd)
Peter Welch (D-Vt. At large)

This past Spring and Summer we have been busy delivering AAPD PAC checks to these candidates, and I want to thank all the AAPD members who have assisted in this process.

Note that when PAC funds are replenished via the 2018-19 dues cycle, the AAPD PAC will also support those House members signing onto FY 2019 Title VII Pediatric Dentistry *Dear Colleague* letter. This letter was printed in the July PDT.

For further information about the AAPD PAC, please contact PAC Secretary C. Scott Litch at (312) 337-2169 ext. 29 or slitch@aapd.org.

Warren A. Brill

PAC Steering Committee Chair

AAPD 2019

Chicago, Ill.
May 23-26, 2019

The AAPD invites you to join us in Chicago for a weekend of remarkable education and fun in the windy city!



Thursday, May 23

Preconference Course
First Timers' Reception

Friday, May 24

Keynote Address & Awards
Scientific Program
Exhibit Hall
Learning Labs
Poster Research Competition
New Dentist Happy Hour
Welcome Reception

Saturday, May 25

Learning Labs
Scientific Program
Exhibit Hall
Poster Research Competition
Graduate Student Research Award (GSRA)
Presentation
HSHC Donor Circle Appreciation Gala

Sunday, May 26

General Assembly & Research Awards
Scientific Program
Exhibit Hall
President's Farewell Dinner

Registration and Housing

The meeting will take place at the Hilton Chicago which is also the headquarter hotel. Registration and Housing will open in December. Complete meeting and hotel details will be posted on the AAPD 2019 website and published in the January issue of PDT. A prominent email will be sent to all members announcing when registration opens as well as all hotels in the AAPD Official Room Block.



CHICAGO

2019

may 23 – 26

AAPD Presentations Submission Deadlines

DEADLINE
EXTENDED!

Sept. 21, 2018

Learning Labs
MiniClinics
String of Pearls

Jan. 15, 2019

Graduate Student Research Awards (GSRA)
Research Poster Competition
International Oral Presentations

If you are interested in making a presentation at AAPD 2019 in Chicago, Ill., please visit the AAPD website at <http://www.aapd.org> for a Learning Labs, International Oral Presentation, MiniClinic or String of Pearls submission form. For additional questions, contact Meeting Services Manager Caroline Oliva at coliva@aapd.org.

You must be an AAPD member in good standing and must be registered for the meeting in order to present at the Annual Session (only exception—if presenting an International Oral Presentation). The AAPD will strictly adhere to these deadlines. All submissions and abstracts must be complete in order to be considered for a session at the Annual Session, GSRA or a Poster. Again this year, poster presenters can choose whether they want to compete in the poster competition versus only present (non-competitive).

RESEARCH AWARDS

Research Poster Competition

All presenters must be registered for the Annual Session. If you are a pediatric dentist, you must be a member of the AAPD to present in this research competition. The research competition will take place on Friday, May 24, and Saturday, May 25, 2019, at AAPD 2019 in Chicago. Applications are due Jan. 15, 2019.

Graduate Student Research Awards (GSRA)

Up to eight finalists are selected to present their research at AAPD 2019 in May. Finalists receive travel to AAPD 2019, complimentary registration for themselves and a guest, and a cash award and plaque at the Annual Session. A matching cash award is given to each finalist's training program. The recipients are asked to present their research at the Annual Session. All applications and research abstracts must be submitted by Jan. 15, 2019.

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Welcome New Members

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

Member Benefit Spotlight

AAPD Career Center

JOB SEEKERS

Just finished your residency program? Looking for your next career opportunity? AAPD is dedicated to providing the best industry resource for pediatric dentistry careers. The AAPD Career Center will include many robust tools for creating a personal presentation for any potential employer:

- **Job Agent**—Let the system find new jobs for you: establish your search and you'll be notified automatically whenever a matching job is posted.
- **Career Resources**—Access to free career tips, resume writing services, webinars and more!
- **Resume Builder**—Easily post an updated resume/CV by uploading from Microsoft Word or other desktop applications.
- **Professional Profile**—Create a user-friendly professional presentation of your qualifications with information pre-populated from your resume.
- **Searchable Portfolio**—Increase your exposure to employers by uploading up to 5 career-related documents, i.e., work samples, cover letters or certification letters.
- **Job Application Preview**—Control your applications with the ability to preview your application as an employer will see it before submitting.
- **Tighter Confidentiality**—Take comfort in strict confidentiality rules throughout the Career Center.
- **Google Maps**—Assess a potential commute right from the job detail screen.

EMPLOYERS

Looking to grow your practice with a new associate? Have an open position? The AAPD Career Center can help you facilitate employment connections including a resume database for the Job Seekers.

- **Two Posting Options**—Employers have the choice of posting to **AAPD Career Center** only **OR** extending their reach by posting to the National Healthcare Career Network.
- **National Healthcare Career Network (NHCN) Partnership**—AAPD is a member of the National Healthcare Career Network (NHCN), a network of nearly 300 leading healthcare associations nationwide. Our partnership allows your posting to be seen on AAPD Career Center AND all relevant associations in the network, helping you attract specialized talent through multiple healthcare industry leaders.
- **Network Wizard Technology**—Our latest enhancement, the AAPD Network Wizard gives you peace of mind in knowing exactly where your job will be distributed **before** committing to a purchase. AAPD employers can paste their entire job description in the Network Wizard and see a list of career center sites in which their job might be listed.
- **Larger Resume Database**—NHCN job postings allow employers to have immediate access to our network database of resumes that have been posted to AAPD **and** the nearly 300 niche job boards in the network.
- Resume email alerts, job posting statics, and more!

Please visit the AAPD Career Center at http://www.aapd.org/career_center/.

2018 – 19 Membership Renewal

We couldn't do it without you. Membership in your specialty organization is important not only for you but what it allows us to do for children. Don't hesitate. To pay your membership dues go to www.aapd.org. For any questions regarding your membership please email membership@aapd.org.

Membership dues are due Oct. 1, 2018.

Attention: Class of 2018

The AAPD congratulates all June postdoctoral graduates on their commencement into the profession. We would also like to remind you about the many reasons why membership in the AAPD is so important, especially at this point in your career.

- *Free* transition from student to active membership. This applies only if you complete an active membership application and return it to the AAPD headquarters office prior to **Dec. 31, 2018**.
- To be listed as an Active Member in the printed 2019 *Membership Directory* applications must have been received by **Sept. 1, 2018**. Membership applications are available at <http://www.aapd.org>.
- Recent graduate are afforded one year dues-waived and two years of reduced membership dues at 50 percent off the full active membership dues rate if they have maintained continuous membership. The dues reduction rate would translate to:

2018 Graduate	Convert before Dec. 31, 2018	Convert after Dec. 31, 2018
First year out – 2018 - 19	\$0	Prorated dues if application not received by Dec. 31, 2018
Second year out – 2019 - 20	\$345	Active Dues
Third year out – 2020 - 21	\$345	Active Dues

Transition from student membership to active membership is not automatic. **Student members must submit an application and a copy of their pediatric dentistry certificate to the AAPD office.**

Alternatively, program directors may send a list of graduating residents to verify the completion their program to our office to membership@aapd.org and AAPD will automatically update their membership status to Active; otherwise the student must send in an application with certificate. For questions regarding student to active membership please contact AAPD Membership Department at (312) 337-2169.

The Dental Trauma Guide – Evidence-Based Treatment Guide

In 2005, researchers at the University Hospital of Copenhagen started the *Dental Trauma Guide* to capitalize on an extensive dental trauma injuries database they had collected. The extensive catalog of trauma data is used to produce prognosis estimates for different injuries, and allows comparison of competing treatments.

Due to a loss of funding the *Dental Trauma Guide* is now a membership-based website. For AAPD members, the fee (**normally \$25 per year**) is a nominal **\$7 per user per year**.

To subscribe:

- Visit dentaltraumaguide.org/membership-aapd-7123647361/.
- Select the number of individual users that need to have access to the *Dental Trauma Guide*.
- You now have access to the unique services of the *Dental Trauma Guide*.

University of Illinois at Chicago Receives \$2 Million to Build Pediatric Dentistry Ambulatory Surgery Center

The Illinois Children's Healthcare Foundation (ILCHF) announced a \$2 million grant to the UIC College of Dentistry to help build a Pediatric Dentistry Ambulatory Surgery Center with two general anesthesia (GA) suites and four sedation rooms. "The ILCHF has been a wonderful partner to us for many years," said Dr. Marcio da Fonseca, Chicago Dental Society professor and Head, Department of Pediatric Dentistry. "They understood our needs and the needs of the children, and they decided to support us in building this Center."

The college's Department of Pediatric Dentistry has become the largest safety net for underserved children in Illinois. Many children served have chronic health conditions and 97 percent are at or below the poverty line. There is currently a GA wait list of over 1,300 children, representing a wait of two years because of limited access to operating rooms. The grant will allow the Department of Pediatric Dentistry to serve an additional 1,000 pediatric patients annually under GA and many more under sedation.

"Far too many Illinois children don't receive the dental care they need," said Heather Alderman, president of the ILCHF. "This situation is unconscionable when you consider how treatable and preventable this disease is."

"I want to express my deepest gratitude to ILCHF on this transformational grant," said Dean Clark Stanford. "The Pediatric Dentistry Surgery Center will have a profound impact on the delivery of oral health care to children in Chicago and throughout the state of Illinois for generations to come."

Other partners in the project include the Delta Dental of Illinois Foundation, which gave \$600,000; Coleman Foundation, which provided \$150,000; and the Health Community Foundation and the West Lake Foundation, each of which provided \$100,000.

To date, ILCHF has committed over \$30 million to children's oral health programs across the state. They are the only statewide private foundation solely focused on improving the oral health of all children in the state of Illinois. For additional information about ILCHF, visit www.ilchf.org.

AAPD Past President Dr. Jade Miller and AAPD CEO Dr. John Rutkauskas were honored by being inducted as fellows ad eundem of the Royal College of Surgeons of Ireland in July 2018.



AAPD Representing at the EAPD

AAPD members who attended the June 2018 meeting of the European Academy of Pediatric Dentistry in Lugano, Switzerland: AAPD Past-President Warren A. Brill, International AAPD member from Ireland Anne O'Connell, NuSmile CEO Diane Krueger Johnson and AAPD Immediate Past Academic Trustee Amr Moursi.

Volunteering in a Field Dental Clinic in Cambodia

By Kim Troggio and Will Mateo

It was a sun-drenched, 80-degree winter day in Siem Reap, Cambodia, when I sat down with AAPD member Nick Lombardozi, D.D.S., a pediatric dentist from Midlothian, Va. Tanned and smiling, Lombardozi spoke with the slow, contented cadence of someone who had recently completed a job both taxing and deeply satisfying.

Lombardozi hadn't traveled to this particular corner of paradise to enjoy a leisurely vacation consisting of margaritas and long naps. He was in Cambodia with a greater purpose in mind.

His mission: Lombardozi worked out of a temporary dental clinic to provide comprehensive dental care to impoverished children from the Cambodian countryside. Alongside a team of five other dentists, a hygienist, and a handful of non-specialized volunteers, he and the rest of the team spent a week giving dental exams, cleanings, restorations and extractions to 700 children with no other access to care.

Lombardozi's team volunteered with Global Dental Relief (GDR), a charity that brings dental care to children in five countries across the globe. Since 2001, Global Dental Relief volunteers have treated over 155,000 children. This work combines the opportunity to do immense good for children in need, with cultural excursions that immerse volunteers in the host culture and local sights.

Prior to his travel with Global Dental Relief, Lombardozi had not traveled much beyond a two hour trip to the beach. Any anxiety he had about his first service trip to Guatemala in 2012 was immediately put to rest by what he describes as the superb leadership of the group. Every Global Dental Relief trip is overseen by two seasoned leaders who travel, live and work with the volunteers for the duration of their stay abroad.

Lombardozi's current trip to Cambodia is his third with Global Dental Relief. In addition to Cambodia and Guatemala, he volunteered in Ladakh, India. Ladakh is a far-northern, Himalayan region of India that is home to the world's largest group of Tibetans in exile. It is a fascinating mix of Buddhist, Hindu, Christian and Muslim culture, living in this rugged area under towering mountain ranges.

Global Dental Relief hosts 22 clinics a year in Nepal, India, Kenya, Cambodia and Guatemala. All dental equipment and supplies are provided, volunteers only need to bring their enthusiasm and open hearts to the clinic. GDR project leaders fly in a few days before the dentists to set up the clinic and ensure populations of children are ready to be seen. The result is a well-oiled machine, in which 100 plus children receive complete dental care each day. After a week of hard work and many smiles, volunteers who arrived strangers, are now lifelong friends, connected by their common mission to help children live happier, healthier lives.

What Lombardozi loves most about volunteering is the very special camaraderie that emerges on each team. He says, "It's a certain type of person who volunteers to bring their skills to far-flung corners of the globe." People like Lombardozi and his fellow volunteers have a deep well of compassion and a healthy sense of adventure. He says that he is constantly struck not just by the quality of his fellow volunteers, but by how warm, welcoming and good-natured local people are everywhere that he has traveled with Global Dental Relief.

In addition, it is the immense need of the kids that motivates Lombardozi to volunteer time and again. He explains, "You see things you don't see at home—bombed out molars and infections are the rule, not the exception." He tells the story of Sukong, a boy he had just finished treating. Practically every tooth in Sukong's head was heavily decayed,



yet the boy kept great cheer throughout his extensive treatment. "He always had a smile of gratitude on his face," Lombardozi explains. "Ten years from now, I'll still have that image in my mind." In just two visits, Sukong made the transition from longstanding chronic infection to good dental health.

Lombardozi says he too has been transformed by this work. "When you perform work that is both so necessary and fulfilling," he says, "volunteering quickly becomes part of who you are." He explains that, "volunteering with such high-need populations, you just want to take care of the kids as best you can—it's the only thing on your mind."

Many more children remain to benefit from Lombardozi's compassionate and experienced hands in the future—he is headed to Kenya with GDR this month to serve children—he says his only regret is not having started this work when he was even younger. "It's made me more complete," he said leaning back with a tired, yet deeply contented smile.

Join us and see the world as you've never seen it before! You don't have to be a dentist to volunteer!

For more information on volunteer opportunities visit the Global Dental Relief website at: www.globaldentalrelief.org, email: volunteer@globaldentalrelief.org or call (303) 858-8857.

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Dental Home Day

Ohana means family. Waianae gave over 80 children a Dental Home.



More than 80 children from Waianae Coast communities received free dental care along with a big dose of fun at the sixth annual Dental Home Day held at Waianae Coast Comprehensive Health Center (WCCHC). For participating children, the event was the first visit in a full year of free dental care at WCCHC thanks in part to a grant by Healthy Smiles, Healthy Children: The Foundation of the American Academy of Pediatric Dentistry and the support of Sunstar Americas.

On Oahu, Healthy Smiles has granted a total of \$65,000 over the past 24 months to three community health centers: Waianae Coast Comprehensive Health Center (Access to Care Grant), Kokua Kalihi Valley Comprehensive Family Services (first President's Grant), and Kalihi-Palama Health Center (Access to Care Grant provided 2016-2017).

“As individuals and as an organization, pediatric dentists embrace the opportunity to help children live better lives by addressing their oral health needs. We are honored to help these local healthcare organizations that are dedicated to providing underserved children with healthy smiles,” said Dr. Ned L. Savide, Healthy Smiles, Healthy Children president.

“We are grateful to Healthy Smiles, Healthy Children for their grant to support our pediatric dental program. Dental Home Day has been a fun way to celebrate this generous gift while also giving visiting dentists a chance to share with children and their family members how important early and consistent dental care is to their overall health,” said Dr. Dan Fujii, WCCHC Dental director.

Dental Home Day at AAPD 2019 will take place in Chicago, Ill., on May 22, 2019. To learn more about Dental Home Day and how to become involved, please contact Michelle Hidalgo at (312) 337-2169 or mhidalgo@aapd.org.

Follow us on Instagram, Twitter and Facebook, [@hshckids](#), to view more photos from residents, patients and volunteers.





Pediatric Dentist

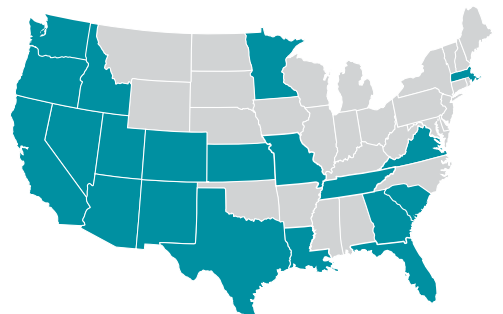
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Hilton Austin
Austin, Texas

OCTOBER 26 – 27, 2018

Dental Assistant Sedation Course Your Role in the Safe Sedation of Children

This one-and-a-half-day course is specially designed for the pediatric dental assistant to enhance their knowledge and understanding of sedation emergencies and other emergent medical conditions in the office. An introduction to oral sedatives and using nitrous oxide/oxygen sedation will be included. Participants will learn how to organize and prepare the office for an organized response to a medical emergency and how to assist in the management of medical and sedation emergencies.

Recently added is a four hour workshop on Saturday morning that allows hands-on training for the dental assistant. Participants will rotate through multiple stations to include airway management, airway equipment, papoose board and monitor placement.

Course Chair and Speaker

Bobby Thikkurissy, D.D.S., M.S.

Speakers

Alan Milnes, D.D.S., Ph.D.

Cara Riley, D.M.D.

Stephen Wilson, D.M.D.,

M.A., Ph.D.

Who Should Attend

Those on the dental team involved with the sedation of children in their office.

CE Hours

11 hours

Safe and Effective Sedation for the Pediatric Dental Patient

Hilton Austin
Austin, Texas

OCTOBER 26 – 28, 2018

This course features the recognized leaders in the field, both in dental anesthesia as well as pediatric dentistry. You'll find didactic lectures, case studies, film clip sessions, panel discussions and hands-on breakouts with personalized attention. This course will offer opportunities to gain hands-on experience while learning airway techniques to rescue patients and will include breakout sessions with manikin practice with face masks, ambu bags and the insertion of nasal and oral airways; all in a personalized setting with real equipment and monitors.

Course Chair and Speaker

Stephen Wilson, D.M.D., M.A., Ph.D.

Course Vice-Chair and Speaker

Bobby Thikkurissy, D.D.S., M.S.

Speakers

Alan Milnes, D.D.S., Ph.D.

Cara Riley, D.M.D.

Who Should Attend

Any dentist who sedates children in their office and wants to be taught by the leaders in the field who wrote the current AAPD-AAP Guidelines.

CE Hours

22 hours

Sponsor



Save the Date



JANUARY 25 – 27, 2019

Sheraton New Orleans
New Orleans, Louisiana

Comprehensive Review of Pediatric Dentistry

FEBRUARY 8 – 10, 2019

The Mirage
Las Vegas, Nevada

NEW

Board Qualifying Examination Preparation Course

MARCH 14 – 16, 2019

InterContinental Los Angeles
Century City
Los Angeles, California

Safe and Effective Sedation for the Pediatric Dental Patient

MARCH 17, 2019

UCLA Simulation Center
Los Angeles, California

Management of Pediatric Sedation Emergencies: A Simulation Course

APRIL 5 – 6, 2019

Westin Boston Waterfront
Boston, Massachusetts

Pediatric Medicine Update

Get Prepared!

February 8 – 10, 2019

Board Qualifying Examination Preparation Course

The Mirage
Las Vegas, Nevada

This course will help you prepare for the first step toward becoming a Diplomate - taking and passing the ABPD Qualifying Examination. It will be presented by leading educators and clinicians who will utilize a lecture format to review subjects and materials included in the board examination.

Learn about the various domains contained in the American Board of Pediatric Dentistry examination and how to be prepared for this type of high-stakes written examination. Participation in this course does not guarantee successful completion of board exams.

Speakers

Rebecca Slayton, D.D.S., Ph.D.

Clarice Law, D.M.D., M.S.

Travis Nelson, D.D.S., M.S.D., M.P.H.

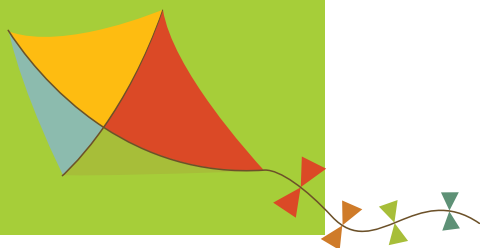
Juan Yepes, D.D.S., M.D., M.P.H., M.S., Dr.P.H.

Who Should Attend

AAPD members and student members preparing for the American Board of Pediatric Dentistry's Qualifying Examination.

CE Credits

22 hours



2019 – 2020 Samuel D. Harris Health Policy Fellowship

The American Academy of Pediatric Dentistry is accepting applications for the Samuel D. Harris Health Policy Fellowship sponsored by Preventech. **Pediatric dental residents and individuals in their first five years post-residency (academic or private practice) are eligible to apply.**

EXPECTATIONS AND OUTCOMES

The Harris Fellow will work with the AAPD Pediatric Oral Health Research and Policy Center to complete a project in health policy resulting in a paper to be published in a peer-reviewed journal. The topic of the project and resultant paper will be mutually agreed upon by the Fellow and the AAPD. Relative to that goal, the Fellow participate in various meetings and events throughout the year. Additionally, the Fellow will present the findings of their research at the 2020 Annual Session in Nashville, Tenn., by poster and/or oral presentation.

The AAPD, the Harris Fellow and their program director (if applicable) will work together to agree upon the exact fellowship dates. The schedule will be flexibly designed for the Harris Fellow and their program or practice. A stipend to cover the costs of travel to necessary meetings and the Annual Session will be provided. AAPD will arrange and provide housing and all fellowship-related administrative costs and supply needs.

SELECTION CRITERIA

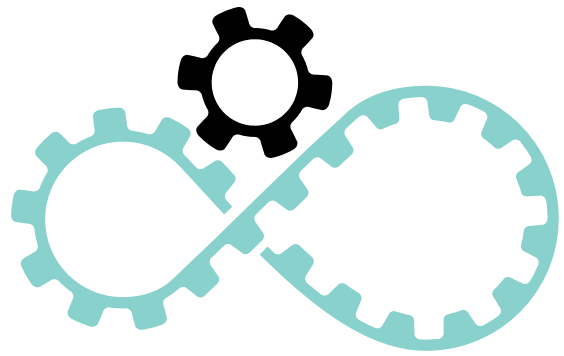
Selection will be based on the applicant's:

- Interest and specific personal goals for the program
- Relevant activities or roles within their professional sphere (both on-going and future)
- Three required letters of reference (if the applicant is a current pediatric dental resident, one letter must be from the applicant's program director authorizing an absence from training.)
- Proposed research project topic(s).
- Phone interview with AAPD Staff and leadership (if applicable).

The application is available on the AAPD website www.aapd.org and clicking on Awards and Fellowships under the Resources tab. For more information, please contact AAPD Educational Affairs Manager Scott Dalhouse at (312) 337-2169 or by e-mail to sdalhouse@aapd.org.

Applications must be submitted electronically and are due by April 12, 2019.

aapd
Continuing Education



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

Six Easy Steps to Create a Healthy Practice Culture

Employees consider company culture to be just as important as salary and benefits. Many employees desire to be part of a greater purpose and feel valued and engaged. Many doctors are unaware of the importance of company culture and employee engagement. An employee may be regarded as expendable and this creates unnecessary costs. Great company culture happens intentionally. A deliberate culture shift creates a more meaningful place to work and better patient and parent experiences. This leads to increased productivity and therefore, an increase in profits.

REAL LIFE SCENARIOS

Poor management and leadership: A team member walks into your office. You already know what she is going to say. She begins to discuss the team's neglect of assisting with end-of-day closing. You have yet to address this recurring issue and frankly, you still don't want to. This seems really unimportant compared to your other priorities. Once again, you let her know that you will address it immediately, which never happens.

Lack of accountability: Your financial coordinator has been with your practice for 16 years. Her insurance knowledge and comprehension is stronger than any other team member. As your practice grows, you add a new leadership position. A front office coordinator is hired to help oversee the front office systems. You learn that your long-standing financial coordinator disregarded your collection protocols. Instead of collecting at the time of service, she is sending a statement. You put emphasis on the importance of managing your accounts receivable and discussed this repeatedly. Your front office coordinator discusses expectations with her and reviews the expected collections protocol. Once again, the financial coordinator ignores this system. A lack of respect for leadership is now present after not being held accountable for many years.

Lack of appreciation: You created a bonus system to motivate your team and for the last six months, goals were met! Last month, production was slightly below goal and the team missed out on their accustomed bonus. During your team meeting, one of your clinical team members verbalizes her frustration. A front office team member echoes this same frustration; however, blame is being put onto others. Your team seems visibly distressed. They state that without a bonus, their pay is less than expected. The team's entitlement aggravates you, especially after much effort to keep them motivated.

Careless approach: You notice that your team members start to pay less attention to details and are becoming more casual. You hear your team members using profanity in the sterilization area. This is not the ideal professional atmosphere you want. How did it get this far? You begin to wonder what caused the tactless and inappropriate behavior.

REFLECTION QUESTIONS

- How would you describe your practice culture?
- What or who has allowed your culture to become this way?
- What are your core values and vision as a practice?
- How do you consistently communicate your vision to your team?

- How do you support and motivate your team each day?
- What are some of the ways that your practice celebrates its wins and successes?
- What causes conflict, and how is conflict resolved?
- What would you like to see different with your practice culture?
- How does your practice culture affect your patients and their parents?

ACTIONABLE STEPS

- 1. Define your practice vision.** Start by being clear on who you are and what you desire for your practice. John Maxwell states "while culture is what gets you to your destination, vision *determines* the destination". You cannot achieve great company culture if your team does not know where they are headed.
- 2. Hold a team meeting and agree on your practice's definition of culture.** Have your team create their own Team Mission Statement that reflects their values and their vision. Involve your entire team and make a point to hear from each team member. Allow others to respond and give feedback. More input and involvement will make the definition clearer.

3. Identify 3-5 core values. Core values are the regulatory principles of your practice. Define a small number of meaningful core values for your practice. This will ensure they can remember them and focus on living them each day.

4. Empower and encourage your team members. Many times, employees leave their jobs from lack of appreciation. Make a conscious effort to share your appreciation and motivate them each day. Every personal and professional goal your team members reach also helps you to achieve your goals.

5. Communicate efficiently and effectively. Be intentional about how information is communicated among your team. Each team member must feel that their input, positive or negative, is respected and valued. They want to be part of the process. Keep them in the loop.

6. Hire new team members according to culture fit first, above all else. Use a hiring process that evaluates a potential team member's core values and goals, in addition to experience and skill set. Hire them and then inspire them. We tend to look for team members that join us with minimum interruption to the culture. This is not realistic. We need a highly motivated team member. Keep in mind; however, that we can discourage a highly motivated team member by consistently focusing on their mistakes. Concentrate on structured training that guides your new team member to be successful. When we only share the negative, they will eventually stop listening.

MEASURABLE STEPS

Be specific with what you are implementing. Culture is not a concept. Set specific goals that are measurable, i.e., smile, avoid complaining about the difficult families that are coming in today or how challenging the day is going to be the way it is scheduled. Be purposeful about beginning each day with a positive message or quote.

Evaluate how you feel. Do you enjoy work more each day? Does serving your patients and parents increase your fulfillment?

Evaluate how your team feels. Ask your team how they feel at the end of each day. Is the team happy with each other? Are patients' and parents' experiences more enjoyable?

Your team culture reflects what your practice stands for. Strong cultured dental practices feel more genuine and stimulate and inspire employees. First, evaluate your current practice culture. Then, work on improvements by giving your team a sense of purpose. Work on encouraging them in their roles and creating a platform for clear and open communication. At your next team meeting, ask your employees to define your current practice culture. Do they think your practice culture is healthy or could it benefit from some attention and improvement?

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

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Pediatric Oral Health Research and Policy Center

Drs. Miriyala and Lout Join the Policy Center Advisory Board

A warm welcome to Dr. Vinod Miriyala as expert consultant and Dr. Randall K. Lout as chair of the Council for Clinical Affairs to the Advisory Board of the Pediatric Oral Health Research and Policy Center (POHRPC). Their expertise and insights will help the AAPD be more effective in the public policy arena by analyzing research data and relevant policy and carrying out health services research.



Dr. Vinod Miriyala completed his dental training in India (B.D.S) and the United States (D.D.S). He received his fellowship training in pediatric dentistry from The Ohio State University/Nationwide Children's Hospital of Columbus and a specialty training in dental public health from the University of Pittsburgh. He has previously held academic and research positions at various U.S. dental schools.

In addition to his clinical practices in Huntington, W.V., and Ironton, Ohio, Miriyala serves as a consultant for many community health centers and national health organizations. He is the past director of Oral Health Services at Lawrence County Family Medical Centers, and has directed community outreach and the dental public health department at University of Detroit Mercy. Miriyala is the 2016 recipient of James F. Quilty, Jr. Champions of Oral Health Award in Ohio.



Dr. Randall K. Lout is in private practice in Mesa and Phoenix, Ariz. He attended dental school at the University of Oklahoma. Following dental school, he completed his pediatric dental residency and Master of Science degree at the University of Minnesota. As part of his residency, his hospital training was at the University of Minnesota Hospitals and Hennepin County Medical Center in Minneapolis, Minn.

Following his training, he was awarded the Graduate Student Research Award by the American Academy of Pediatric Dentistry. Prior to private practice, he held the position of assistant professor, University of Oklahoma College of Dentistry, Department of Pediatric Dentistry. In addition to being the current chair of the AAPD Council for Clinical Affairs, he serves on the Evidence-Based Dentistry Committee.

Medicaid Challenges: How the AAPD Can Help

If you are one of the seven in 10 pediatric dentists accepting patients covered by Medicaid/CHIP, then you no doubt encounter challenges in its management and administration. You may resolve one or more Medicaid challenges by perusing the following Policy Center free materials offering expert tips on a variety of Medicaid-related topics. Visit http://www.aapd.org/policy_center/technical_briefs/ to view the full materials.

UNIQUE CONSIDERATIONS FOR MEDICAID AUDITS OF PEDIATRIC DENTAL PRACTICES

Help! It's a Medicaid audit! This technical brief provides recommendations for consistent audit methods grounded in sound clinical practice, information on the impact of Medicaid audits on access to dental care, as well as current case studies of pediatric dental audits.

PUBLIC POLICY ADVOCATE TIP SHEET ON MEDICAID COMPLIANCE AND AUDIT ISSUES

This companion piece on Medicaid-related advocacy efforts discusses how to establish relationships with state-level public insurance representatives, promote fair and consistent auditing practices, and survive an audit as a pediatric dental provider.

PEDIATRIC DENTIST TOOLKIT FOR SEEING PATIENTS WITH MEDICAID: CHANGING CHILDREN'S LIVES ONE SMILE AT A TIME

If you do not currently accept Medicaid/CHIP, this toolkit is an invaluable guide to getting a Medicaid program started in your pediatric dental practice. It covers such practical concerns as how to become a dental Medicaid provider, schedule patients wisely, find training opportunities for team members, and efficiently administer Medicaid.

ARE YOUR KIDS COVERED? MEDICAID COVERAGE FOR ESSENTIAL ORAL HEALTH BENEFITS

This Medicaid advocacy resource identifies the pediatric dental procedures most crucial for coverage, catalogs the coverage of these procedures by state, and specifies problem areas of coverage for oral health services.

For example, the following 27 states cover SDF as of July 2018:

<i>Alaska</i>	<i>Missouri</i>
<i>Arizona</i>	<i>Montana</i>
<i>Arkansas</i>	<i>Nevada</i>
<i>California (limited trial)</i>	<i>New Hampshire</i>
<i>Florida</i>	<i>New Jersey</i>
<i>Georgia</i>	<i>North Carolina</i>
<i>Illinois</i>	<i>Ohio</i>
<i>Indiana</i>	<i>Oklahoma</i>
<i>Iowa</i>	<i>Oregon</i>
<i>Kentucky</i>	<i>Tennessee</i>
<i>Massachusetts</i>	<i>Vermont</i>
<i>Michigan</i>	<i>Virginia</i>
<i>Minnesota</i>	<i>Washington</i>
	<i>West Virginia</i>

Spreading the Word about a Caries Predictive Model for Primary Care Providers

The Pediatric Oral Health Research and Policy Center continues to gain interprofessional visibility for its research study that explores oral health promotion in primary care. So far, we have been invited to the Society of Teachers of Family Medicine's Conference on Practice Improvement, as well as The American Academy of Pediatrics National Conference and Exhibition.

The study's predictive model characterizes the likelihood a child would have oral disease or risks of future disease at the time of their first dental visit and is based upon information noted in the early well-child visits.

With such a predictive tool, health care providers could easily administer caries-risk assessment as a part of the well-child visit without taking time from other equally important health concerns. The full report can be found here: http://www.aapd.org/policy_center/oral_health_in_primary_care/.



Evidence-Based Dentistry Committee Update

The EBD Committee has formed a new workgroup on behavior guidance for the pediatric dental patient. The committee members are Drs. Vineet K. Dhar, Elizabeth S. Gosnell, Cameron L. Randall and Rebecca L. Slayton. The Committee nominated Dr. Vineet Dhar as the chair of the workgroup. The workgroup members will assess the quality of the existing systematic reviews.

Dr. James Coll was named as a consultant to the EBD Committee at the May Board meeting. Under the guidance of Dr. John Timothy Wright, members are developing a mission statement, vision and goals for the Committee.

The non-vital primary tooth pulp therapy guideline workgroup, comprised of Drs. James Coll (Chair), Kaaren Vaargas, Shahad Al Shamali, Chia-Yu Chen, Abdullah Marghalani and Reva Bhushan will be reviewing the literature and extracting data for conducting meta-analysis. Systematic review protocol was submitted to PROSPERO (International Prospective Register of Systematic Reviews) for both in vivo and in vitro studies. Data extraction and draft meta-analysis is expected to be completed by Nov. 30, 2018.

What to Do When You Realize that Medicaid Doesn't Cover a Service Your Patient Needs

By Dr. Jessica Meeske

North Central Trustee and board liaison to the AAPD Pediatric Dental Medicaid and CHIP Advisory Committee

As an advocate for our patients with Medicaid and having successful Medicaid programs in our states, the two most common questions I'm asked by my colleagues are, "Why doesn't Medicaid cover this?" and "What am I to do if this is the best treatment option for my patient?" Here's what you can do about it.

First, you can talk to parents about a needed procedure. I have found when I take the time to explain what the child needs and how it will benefit them, more often than not, the parents will figure out a way to try to pay for it. You need to be sure you document this conversation in the chart and have the parent sign a "non-covered services" form. These forms are available from your state dental Medicaid office or the Medicaid contractor or you can create your own. It basically says that you informed the parent that the service was not a covered benefit and they would be responsible for paying it out of pocket.

Because Medicaid by law covers the majority of preventive, restorative, and emergency services, we are really only talking about a handful of codes that aren't covered. The first time I had this conversation, it was uncomfortable. However, because SDF is currently not a covered service in Nebraska, I have this conversation with my parents at least once per day. I have found that less than 10 percent choose not to pursue the needed treatment, which means 90 percent do! While I am encouraging my Medicaid contractor to accept this code in the future, for the time being, my patients are getting the best service recommended and I'm enjoying being paid my full fee.

I have also found this to be true with recommended orthodontic care. Currently, I have no orthodontist in my community that is accepting patients with Medicaid. That puts me in the difficult position of watching the occlusion, growth, and crowding get worse when I know I can make the patient better. It is not uncommon to see canines starting to get impacted and realize if I don't intercept the problem soon, the patient will have a much greater problem down the road. While I still submit to Medicaid for the orthodontic treatment plan, more often than not, it gets denied because the case doesn't meet the very narrow criteria. Sometimes, it's as simple as recommending primary extractions to facilitate a pathway for the permanent tooth to change course and erupt in the most favorable position I can make happen.

I approach the ortho consultant with the parent the same as all parents. I present the diagnosis, treatment plan, risks, benefits, and alternatives (including seeing an orthodontist and paying out of pocket). Then I let them know the case is not severe enough to be covered by Medicaid. You can expect a sigh, but typically, the parent already received the denial letter from the state/contractor. If the parent and child are motivated to pursue the treatment, we bring in the business

team member in to talk through paying for it out of pocket. While about half of my families with Medicaid will not be able to afford orthodontic treatment at that time, the good news is HALF WILL! Even if we offer a discount, the fee is far higher than what Medicaid would have paid me.

The silver lining in this is once the parents have seen the great results from SDF or orthodontic appliances to improve their child's dental health and smile, they want to start the other children in the family. After 19 years of practice, I have found many of the children with Medicaid whom I provided a dental home, want to bring in their own children later in life, many whom have private insurance.

Get comfortable having the conversation with parents that "That while and Medicaid may not cover a dental procedure, their child will surely benefit in many ways that make it worth the investment." We have to remember that Medicaid covers a diverse population. While some are at the lowest end of poverty, many families are right at the cutoff and will cut expenses in other areas to assure their children have the recommended dental treatment. Most parents understand that when you intervene with a problem early, whether it be caries or malocclusion, it often means less treatment at a lower cost. That equates to less missed school, less missed work, and fewer tanks of gas to the dentist.

From a long-term solution standpoint, consider this. Dental Medicaid Programs were not designed to be the gold standard dental insurance plan that cover everything you think your patients need or their parents do. Each program has a limited amount of money that has to be spread amongst many recipients. Think of it like K-12 public education. If we want ideal and perfect Medicaid programs, we should be advocating to pay higher taxes and prioritize money away from other state funded programs like roads, state patrols, and higher education. Rarely do I hear dentists doing this.

However, that doesn't mean you can't have powerful influence over adding new services, and affecting frequency, limitations, and fees of those covered services. Get involved in your state's Dental Medicaid Advisory Committee and be heard. AAPD's Pediatric Dental Medicaid and CHIP Advisory Committee regularly communicates AAPD policies and recommendations to state Medicaid Programs, state dental boards, and other related agencies on your behalf. But...nothing beats a face to face meeting with the people that make these decisions and building relationships with them. They often appreciate the feedback even if they feel their decisions may be limited by their state legislators.

For more information, download the AAPD Medicaid Toolkit for more tips on seeing children with Medicaid or contact Dental Benefits Director Mary Essling at (312) 337-2169 or messling@aapd.org.

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For more information on how to submit your media coverage, please contact Public Relations Director Erika Hoeft at (312) 337-2169 or erika@aapd.org.



AAPD Immediate Past President in Family Circle Magazine

Dr. Jim Nickman was interviewed by Arricca SanSone for a June article titled, “First Aid Advice for Nurse Mom.” He was asked to respond to the question, “Your son just knocked out a permanent tooth while horsing around with friends. What do you do first?” To read his response, please click this link: <https://www.familycircle.com/health/first-aid-advice-nurse-mom/>.

Social Media Toolkit for Members

There is no question that social media is a powerful business tool. For pediatric dentists it can help you increase awareness of your practice, provide opportunities to engage with your patients’ families outside of in-office visits and help position you as a resource to those in your community.



TOOLKIT FOR AAPD MEMBERS

And while many of us use social media for personal connections, navigating it as a professional or business tool requires different considerations – which are not necessarily second nature to most of us.

For these reasons, we hope you’re all taking advantage of our first-ever online Social Media Toolkit, developed specifically with the business needs of AAPD members in mind.

- In addition to providing basic information about the most important social media channels for your practice and how to manage your social media communities, the toolkit also addresses some more advanced topics such as:
 - Best-practices to navigate issues that commonly arise on any practices’ social media channels
 - Advantages of using paid advertising on social media – which can be much more effective in reaching new patients than traditional advertising.
- The toolkit is housed in the members-only Resource Center of aapd.org, and you can access it by using your login.
- We encourage you to download it, and to share it with any team members who may support or lead the marketing activities of your practice.

Media Training 2018

On June 22-23, 2018, 11 spokespeople were trained in Chicago to address a variety of topics within pediatric dentistry, ranging from sedation to behavior guidance to silver diamine fluoride. Trainees included Drs. Kevin Donly, Jeannie Beauchamp, Anu Tate, Jacob Lee, John Fales, Noel Childers, Gregory Olson, Homa Amini, Laji James, David Avenetti and Brianna Munoz.

Presenters Dr. Robin Wright (AAPD) and Dick Helton, Morning Show Host and Senior Political Correspondent with KNX1070, CBS Newsradio, provided insights on how to best approach the media, especially when controversial issues arise.



(front row; left to right) Dr. Jacob Lee; Dr. Homa Amini; Dr. Anu Tate; Dr. Laji James, Erika Hoeft, Dr. Brianna Munoz; Dr. John Fales; Dr. John Rutkauskas

(back row; left to right) Dr. David Avenetti; Dr. Kevin Donly; Dr. Robin Wright; Dr. Jeannie Beauchamp; Dr. Noel Childers; Dick Helton; Dr. Gregory Olson

New Mouth Monster Hub Content



AAPD member Dr. Kelly Gonzalez participated in a Little Teeth Truth, addressing the age-old question about why a child should have X-rays if they’ve never had a cavity. Reach the entire post at: <http://mouthmonsters.mychildrensteeth.org/little-teeth-truths-why-should-x-rays-be-taken-if-my-child-has-never-had-a-cavity/>.



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Introducing the New ABPD Strategic Plan

The ABPD recently completed the strategic plan that will guide our organization over the next three years. The ABPD relied on the expertise of Lisa Yates of ACS Quantum Strategies, LLC to guide us through the process. Lisa is familiar with our organization, as she also facilitated the development and implementation of our Strategic Plan 2014-2017.

A new environmental scan was completed. Internal strengths and weaknesses, as well as external threats and

opportunities were identified. Internal and external stakeholders received interviews. Then Ms. Yates led us through a two-day retreat. We revisited our previous mission, vision, values and strategic goals. A draft report was presented and extensively reviewed by the directors. In April, the directors approved a final version.

This new plan will enhance our effectiveness and improve our impact on the oral health care of children. Below is our Strategic Plan 2018-2021.

2018-2021 STRATEGIC PLAN



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- Leads to high-quality oral health care for infants and children through adolescence, including those with special health care needs.
- Provides assurance to the public that a board certified pediatric dentist has successfully completed accredited specialty training.



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A Commitment to Lifelong Learning



Quality Improvement in Health Care



Leadership



Collaboration



Effective Stewards

STRATEGIC OUTCOMES

I

Collaboration/Relationships

Increase collaboration and relationship-building with related organizations, boards and other stakeholders.

II

High-Quality Certification Process

Ensure the credibility, fidelity, and integrity of the continuous certification process.

III

Effective and Sustainable Organization

Strengthen the efficiency and effectiveness of ABPD and its governance.

For questions or comments on this article contact Dr. Mabry via email, mabryj2@uthscsa.edu.

ABPD DATES:

July 2-December 15, 2018

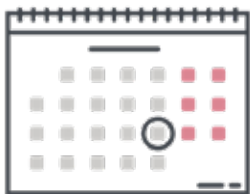
2019 Qualifying Examination Application Open

November 30, 2018

2018 Renewal of Certification Process (ROC-P) Deadline

January 2, 2019

2019 Oral Clinical Examination Application Opens



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Getting A Handle on Debt?

What every new (or about to graduate) dental practitioner should know about student loans, mortgages and business debt

By Joshua C. Miller

Wealth Advisor, Treloar & Heisel Wealth Management
www.tandhwealth.com

If you're just starting out, or even if you've been practicing as a dentist or dental specialist for some time, chances are high there's a substantial amount of debt in your financial picture. According to the American Dental Association, the average debt for all dental school graduates who owed money was \$247,227. Over 30 percent of dental school graduates with student loans reported debt in excess of \$300,000.

We can confirm these statistics. We commonly see student loans hovering around \$400,000 in our financial planning practice – and yet, there is no need for despair. If approached with a sound strategy, this debt can be managed. After all, for so many people, student loans are the necessary path to access the highly specialized training and a lucrative career in the dental specialties.

OK, you have substantial debt – what will you do about it?

Most dental specialists experience a sudden and dramatic increase in income upon completion of their training. One of the questions we are most frequently asked is: *Should I pay this off, and how fast?* While every situation is different, generally it's not advisable to pay off your student loans at the expense of current living expenses, or saving for the future. What if all you did was pay off your loans, and didn't set anything aside for other financial goals? Fast-forward ten years from now and you may be proud to be debt-free, but you will have few assets to your name.

It's important to look at your debt within the context of your larger financial picture. It makes sense to come up with an overall financial plan, within which debt can be addressed. Your cash flow will have a lot to do with how you proceed.

It's advisable to pay off your loans within a ten to fifteen year period if your interest rate is 6% or less. Typically, we do not recommend accelerating payment because that will take away cash flow that you could use for longer-term savings programs.

If your student loan interest rates are higher than 6% you have two approaches. First, we suggest potentially refinancing the loans. There are banks that offer highly competitive student loan refinancing specifically for dental specialists.

If you're not a candidate for refinancing, you can use a debt 'laddering' approach, whereby you rank your loans from highest interest rate down to the most affordable. See if you have cash flow to allocate a little bit more to debt repayment than you would under 'ordinary circumstances.' Start paying off the most expensive loans, and work your way down until you get to the 6% category. Stay on course and see if you can pay off your remaining debt within a 10-15 year timeframe.

Debt repayment should be balanced with adequate means to live comfortably today, while setting aside what is possible to provide for future goals, such as retirement, a down payment for a home, or saving for your children's education.

You're done with apartment living, and ready for a real house.

Congratulations! Student life is fun, but no one wants to live like a student forever. Another popular question we get from recent entrants into the professional realm is: *Can I go buy my dream house now?*

Not so fast... You may be *able* to buy your dream home, you may even have banks that are willing to lend you money to get the castle of your dreams. But should you, really?

Even though banks are willing to give you a large sum of money on favorable terms, it's probably not in your best interest to go out and buy the biggest house out of the gate. You can buy a relatively nice house that's a little smaller and upgrade over time. Time and again we see people who take on a bigger mortgage than they could handle, and later regret it.

Housing debt is not necessarily 'bad debt.' Everyone needs a place to live, and you should be able to live comfortably. However, a mortgage should not feel like a burden, and neither should it prevent you from addressing your other obligations (living for today) and goals (living tomorrow). Here too, a balance exists.

What else should you know about mortgage debt? Stay away from low variable rates that spike after a short introductory period. Fifteen and thirty-year loans are common, and recommended. At the time of this writing (2018) interest rates are still historically low, and if you can afford to buy a house that you can see yourself staying in for 5-10 years, then do it. We always advise that you check with your financial planner to discuss how much house you can afford before you fall in love with a house. Make a rational decision before making an emotional one.

Help! I can't start a business without borrowing money.

You are not alone. Your line of work is capital intensive, and many dentists and specialists look to lenders for startup capital – to either purchase an existing practice, or to build one from the ground up.

If you're looking for a business loan, obviously do your homework and shop around. Though most banks are highly competitive – it's important to compare offers.

Especially if you're buying a practice it's smart to hire a professional firm to conduct a valuation. You want to make sure you are obtaining it at a fair price. Don't overleverage yourself in the business by borrowing more than you absolutely should to buy something

that's not going to produce as much as you need. Hire an experienced accountant who can advise you as you evaluate the practice's financials.

Even 'good debt' needs a tactical plan

We often refer to student loans, business loans, and even mortgages as 'good debt.' After all, you may need a student loan to get an education, a business loan to start your career, and a mortgage to have a roof over your head.

The key to managing all of this debt is to be an educated consumer. Be curious, ask questions, and don't feel badly about shopping around. This is your hard-earned money, after all.

More importantly, don't focus all your cash flow on debt repayment. As a high earning professional, you should have sufficient cash flow to both service your debt, and to set aside enough for retirement and other future goals.

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Risk management focuses on preventing errors, misunderstandings and dissatisfaction among patients and staff. Dentists can reduce liability risks by engaging in preventive strategies, such as helping office staff understand the contributions they make to patient safety, adherence, and satisfaction. Educating staff about these issues improves the dentist's ability to work effectively with team members and the patients they treat.

Below are sample scenarios that highlight opportunities for improving the ways in which staff interact with patients.

COMPLAINTS ABOUT OFFICE POLICY

Mrs. Green arrives for her first appointment with Dr. Rodriguez. Receptionist Sarah Adams greets her as she signs in. Once the sign-in process is completed, Sarah gives several other documents to Mrs. Green. They include a medical history, a practice policy statement and a HIPAA policy form.

"Oh no," Mrs. Green says. "Not another HIPAA form!" "Well, I'm sorry, but I do need your signature on it," Sarah replies. "Oh, for heaven's sake," Mrs. Green laughs. "It's getting so you can't even buy a cheeseburger without having to sign a contract!" "I know how you feel," Sarah commiserates. "I'm the one who has to file all this stuff!"

If Sarah had understood the importance of the HIPAA policy in the example above, she might have responded differently. Rather than reinforcing Mrs. Green's negative opinion about HIPAA requirements, Sarah might have said, "Our HIPAA policy does take a few minutes to review and understand, but I will be glad to answer any questions you have about this government requirement, Mrs. Green. It is important that you understand your rights to have your health information kept private and secure."

Responses should always focus on what is best for the patient and lead to better patient understanding. In addition, staff members should emphasize the importance the office places on complying with the law.

REFUSAL TO COOPERATE WITH THE STANDARD OF CARE

Ellen Baker is Dr. Smith's receptionist. She loves her job and gets along well with Dr. Smith's patients. However, Ellen is somewhat intimidated by patients like Mrs. Hawkins. When Mrs. Hawkins makes appointments for her children, she "doesn't intend to waste time or money on unnecessary pictures!" As a result, the Hawkins children have not had X-rays in three years. Ellen is not comfortable confronting Mrs. Hawkins; instead, Ellen notes in the children's records, "mother refuses X-rays."

In this example, Mrs. Hawkins creates a difficult situation by making firm pronouncements about the treatment her children receive. Unfortunately, her refusal of X-rays might be harmful to her children's oral health.

Creating an X-ray policy for patients and informing new patients about the policy are strategies for preventing future occurrences like the one noted in this example. Staff also should be trained to explain and reinforce the value of X-rays and other treatments as part of the dental standard of care.

Additionally, office policies should clearly define the practice's approach to other situations, such as missed appointments, failure to follow home treatment protocols, refusal to see consultants/specialists, and nonadherence to medication orders.

Dental staff also should be encouraged to discuss difficult patients with the dentist. Together, they can engage in a discussion with the patients, or with patients' parents, about office policies and the patient's specific dental issues. By informing patients about various policies and ensuring staff members all take the same approach, dental practices can reinforce a consistent and quality approach to care.

DEFUSING THE WAITING ROOM

The Stewart family has four children — all boys. Mrs. Stewart wants back-to-back appointments, which means her children must remain in the waiting room, sometimes for up to two hours. Office manager Patty Lowe fears that the boys are disruptive to other patients and that their behavior may lead to an injury. She wishes that Mrs. Stewart would keep a better eye on the boys.

"Every time they come into the office, one of those boys gets hurt. They're a big risk to other patients, too. And they set a bad example for other kids." Patty wants Dr. Chen to discharge the family from his practice. But so far he has not done so.

Every dental practice should have a policy regarding unacceptable behaviors. One element that the policy should cover is waiting room safety. The policy should address employee and patient safety — from physical and verbal abuse to roughhousing behaviors.

In most cases, a simple sign reading, "Indoor voices and quiet play behavior are appreciated" will suffice. However, as in the example above, some parents may fail to address the disruptive tendencies of their children.

In such instances, staff will benefit from knowing scripted remarks to use with children and parents to curtail the children's rowdy behavior. Scripted comments should focus on patient safety and not on embarrassing the parent or child. Staff can remind the children to use indoor voices and play quietly.

They might focus on an individual child — "Michael, I'll bet you are the fastest boy at school. The other kids probably want to follow your example and be able to run really fast. But here in Dr. Chen's office, I need for you to set an example of how children can play quietly and safely so that no one gets hurt."

Inappropriate behavior should be addressed early. If a parent does not intervene at the first signs of a child's disruptive behavior, the staff should step in. And, of course, corrected behavior should be commended — "Hey, Michael, thanks for your help today."

TRAINING AND DISCUSSION

Periodic office meetings should encourage discussion of any problematic office situations. Staff members play a key role in identifying: (a) incorrect assumptions; (b) misunderstandings; (c) unrealistic expectations; (d) refusal to acknowledge boundaries; and (e) clinical

nonadherence. Staff meetings are a good time to share these observations and agree on methods for addressing them.

As a group, it is easier to ensure consistency in the way that specific challenges are met. Also, office meetings offer an opportunity to practice challenging conversations — for example, asking Mrs. Stewart if she will encourage her children to have quiet time.

Training programs related to customer satisfaction and clinical standards are available from many dental societies and companies that provide customer service products and education. Doctors also can contact their professional liability insurance companies for guidance on specific patient relationship challenges.

CONCLUSION

Working out appropriate ways to address office issues will build more effective relationships among staff members and providers, and staff will acquire a better comfort level in their interactions with patients and their families.

Further, developing preventive strategies to meet office challenges can help support patient safety, compliance, and satisfaction. A final benefit is that these skills also may help doctors reduce liability risk.

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ARIZONA—GOODYEAR. Great opportunity for friendly quality oriented pediatric dentist in a fast growing suburban community of Phoenix (City of Surprise, Goodyear and Avondale, Buckeye). This is a single doctor private practices. We provide all levels of pediatric dentistry: N2O, conscious sedation, IV sedation with in office anesthesia team, including Phoenix Children Hospital privileges. Currently we have part time 2-3 days per week position with an opportunity for full time. We offer: Clinical autonomy to diagnose and treat patients; Comprehensive administrative support; Comprehensive compensation (minimum guarantee and percentage base) and benefits packages including 401K, Health and Vision Insurance. Primary focus: Provide exceptional dental care; Educate patients regarding their comprehensive treatment options; Maintain an environment where patients understand their health is our top priority. Requirements: D.D.S. or D.M.D. from an accredited school; Certificate from an accredited pediatric residency program; Board eligible or Board certified; Dedication to integrity and achieving the highest standards of ethical patient care. To learn more about this opportunity, please contact Judy Bower at Palm Valley Pediatric Dentistry, email: odolghier@gmail.com; website: <http://pvpd.com/>.

ARIZONA—PRESCOTT. KidZaam Dentistry is looking to add another wonderful pediatric dentist to their fun and crazy team! Please join our KidZaam Dental Klubhouse as we deliver excellent dental care in a unique and fun environment. We call it "DENTALTAINMENT" and we look forward to sharing our secrets with you! We are located in northern Arizona where the weather is great and the people are friendly. Come live in the cool pines of Prescott Arizona or live in the world renowned Sedona Arizona and hike the beautiful red rock canyons! We offer a minimum of a 4 day fun week with a guaranteed daily salary and /or a percentage of all daily production (whichever is the highest) for your professional care and services! We're looking for a pediatric dentist with a good understanding with conscious sedation, trauma injuries and quality operative care. Please send your resume to drhiggins@kidzsaam.com or fax to 928-443-1373 or call 928-445-8033.

ARIZONA—TUCSON. Every Kid's Dentist has an excellent opportunity for a pediatric dentist to work full time in Tucson, Arizona. As a pediatric dentist practicing at Every Kid's Dentist you'll have the opportunity to focus 100% of your time on pediatric dentistry and patient care; likely the reasons you chose pediatric dentistry as a profession rather than dealing with the practice management side of things. Pediatric dentists are supported with trained assistants along with industry-leading tools, technology and safety equipment. Every Kid's Dentist accepts nearly all PPO and HMO plans and we only partner with residency-trained pediatric dentists. Compensation includes a guaranteed daily draw or a percent of adjusted production along with comprehensive benefits. If patient care and the relationships you create is your passion, then practicing at Every Kid's Dentist is likely just the place you are looking for. Contact Ed at 949-842-7936 or e-mail looname@pacden.com. Dental degree from an accredited university and an active State Dental Board license and oral sedation license required.

CALIFORNIA—SAN DIEGO. Great opportunity for pediatric dentists in the San Diego County area. Join our team and be a part of something as extraordinary as the children you treat. With five locations, we are looking for someone compatible who is personable, enthusiastic, caring and someone who loves what he/she does. Currently, we're seeking both part-time and full time positions. For more information on our practice, please feel free to check out our website www.thesuperdentists.com and send your resumes to nicki@thesuperdentists.com or call 619-548-8772 for more information on the opportunity.

COLORADO—DENVER. Established, highly successful, state of the art pediatric dental practice is seeking an associate pediatric dentist with partnership for the right individual. You communicate well with patients, parents, and co-workers, are caring and compassionate, and highly motivated. We provide the highest quality of care while promoting a positive dental experience at every visit. We offer a full range of services including laser dentistry, hospital care, digital x-rays. We believe in a high level of patient and parent education. Located in a fast growing, family oriented neighborhood. Certification in Pediatric Dentistry, Board eligible/certified required. One year post residency experience preferred. For more information, contact debbie@awildsmile.com.

FLORIDA—BONITA SPRINGS, CAPE CORAL, PORT CHARLOTTE. Extraordinary opportunity for a pediatric dentist to join Southwest Florida's premier pediatric dentistry practices! Growing and profitable private practices located in Bonita Springs, Cape Coral and Port Charlotte. In addition to routine dental care, our offices offer the full spectrum of in-office sedations as well as an opportunity to provide dental care in a hospital setting. We are looking for someone compatible who is personable, enthusiastic, caring and loves what they do. Currently, we're seeking an associate on a part or full-time basis with partnership options for the right person. Board eligible or Board certified would be great! For more information on our practice, please feel free to check out our website at <http://www.swfl-pediatricdentistry.com>.

swfl-pediatricdentistry.com. If interested or would like more information please e-mail C.V. to doctors@swfl-pediatricdentistry.com.

FLORIDA—HALLANDALE BEACH. Our practice is looking for a well trained, enthusiastic and devoted pediatric dentist for our state of the art pediatric dental office located few steps from the beach in beautiful South Florida. Part time position available for the first 6 months and possibility of full time after. Medical insurance benefits and other benefits available. Bonuses available. Please submit your C.V. to our e-mail at kidsdentalnow@gmail.com or contact our office at 954 951 3001. Pediatric Dental Residency training mandatory, state license for the state of Florida at the time of the application required.

FLORIDA—LAKE LAND. Seeking Awesome Pediatric Dentist! Excellent opportunity for a passionate, ethical and fun-loving pediatric dentist looking for an associate position leading to partnership. This well-respected private pediatric dental practice has been established for over 25 years. The practice does not accept any HMO or state funded insurances. We are located in a beautiful spacious state-of-the-art building. Our experienced, team oriented staff is devoted to providing high quality preventive care. This practice is high energy with a great reputation for providing excellent care and patient service. Associate must have excellent interpersonal and social skills and be licensed or qualified to obtain a license in Florida. We have an onsite pediatric anesthesiologist for I.V. sedations. Our practice has a highly desirable suburban location in a very close proximity to the Orlando and Tampa. The compensation package includes; guaranteed base pay of \$200,000-\$250,000 plus production bonus, paid CE and paid malpractice. You may visit our website at www.dentistry-pediatric.com to learn about our practice. Great opportunity for a long, successful and secure future. If you are interested in this wonderful opportunity and being a part of our outstanding team providing quality care you may email your resume to dry@dryasrebi.com or call 813-600-8032.

FLORIDA—MIAMI. Pediatric dental group with four locations in South Florida is recruiting full/part time pediatric dentists. Office locations are in Coral Gables, Homestead, Coral Springs and Miami Shores. We offer: state of the art offices (fully digital, Eaglesoft, central Nitrous Oxide); autonomy to choose days and locations; schedule flexibility. Providers will be able to treat patients under GA (hospital based). Compensation: \$1,500 daily guaranteed or 35% production (including sealants, prophylaxis, fluoride, OHI and X-rays). Benefits for Full Time positions (4-5 days): Health Insurance; Malpractice Insurance; Disability Insurance; 10 paid vacations days/year. Florida License required. For more information, contact: enacosta@pediatricdentalcenters.com.

FLORIDA—MIAMI. We are looking for a compassionate and caring pediatric dentist for a fun and friendly office in North Miami. Equipped with the latest digital sensors, panoramic machine and dental materials. We also provide hospital dentistry and Nitrous. We take pride in serving the immediate

and surrounding communities and have wonderful team members to support our mission. Full and part time positions available with a competitive compensation. Requirements: Current Florida dental license, completed a pediatric residency from accredited program; Board eligible or board certified; Malpractice insurance. For more information, contact: sunkidzidental@gmail.com.

FLORIDA—PANAMA CITY. Thriving well-established pediatric practice seeking a new associate to join our team in a gorgeous Gulf Coast setting! Panhandle Pediatric Dentistry (<https://www.panhandlepediatricdentistry.com/>) pledges to provide all children with outstanding dentistry in a caring, efficient, and enthusiastic manner. We pride ourselves on our state of the art facility with caring well-trained staff members creating an incredible family friendly work environment for the entire dental team as well as our patients. Bay County (population 170,000) located in Northwest Florida between Pensacola and Tallahassee, one hundred miles from either destination. Our economic anchors are tourism, military and a diverse group of local industries ranging from call centers of nationally known companies to major manufacturers. We are home to Tyndall Air Force Base and the Naval Support Activity which employ over 10,000 military and civilian personnel. In addition, there is a large presence of supporting defense contractors in the area and region. Our community is especially proud of our number one industry, tourism. Home to the World's Most Beautiful Beaches, you will find over 27 miles of sugar white sandy beaches to enjoy along with plenty of sun, surf, and activities to keep you busy. If interested in a rewarding career in a team-oriented environment, please send your C.V. to Eric Berry, D.M.D. at dreericberry@hotmail.com. Desired Qualifications: Graduate of a Pediatric Dental Post-graduate program; Board eligible or Diplomate; must have exceptional technical skills; possess excellent interpersonal and communication skills; possess a strong sense of ethics and the ability to act with integrity; must be a team player.

GEORGIA. A respected and growing private pediatric/orthodontic dental practice in the Marietta suburb of Atlanta, GA is seeking a part-time or full-time associate. For the right candidate, this position may lead to an opportunity for ownership/partnership in the future. This practice is located in a thriving and supportive community and is known for exceptional patient care and superior customer service. Their dental team focuses strongly on patient and parent education and providing a full understanding of any treatment being provided to the child. The staff is multi-skilled and motivated. Applicants must be compassionate, ethical, and excel in interpersonal and social skills. New graduates are encouraged to apply. Please send C.V. to zachrocco2006@gmail.com. Pediatric Dental Certificate. AAPD Board Eligible/Certified.

GEORGIA—DACULA. Kwon Pediatric Dentistry, a rapidly growing practice is seeking a full-time pediatric dentist. We place the highest priority in lasting and trusting relationships with our patients, parents, staff and doctors. We offer oral conscious sedation and IV sedation. Our competitive package includes a guaranteed minimum salary. Please e-mail your cover letter, along with your C.V. and professional references. Send to Attn: Liz Sanders at kvondentistry@yahoo.com, contact telephone is 678-714-7575, ext 109. For more information, please visit our website at <http://www.kwonpediatricdentistry.com>.

GEORGIA—SUWANE. Smiles For Kids, Pediatric Dentistry and Orthodontics, is looking to add a second full-time associate in 2017 to join our growing practice in North East Georgia. The associate will be a part of our practices in Cumming and Norcross. You will receive guaranteed salary with percentage of production, if preferred. We also offer CE coverage, moving budget, and a sign-up bonus. Interested parties please email resume to pdentistryjobs@gmail.com or call Dr. Sharma at 404-433-1317. Duties and responsibilities: Perform all phases of pediatric dentistry services in a clinical setting and under IV sedation.

HAWAII—AIEA/OAHU. Aiea pediatric dental center is looking for a full or part time pediatric dentist to join our well established practice. We have a ten chair (no open bay, all private room) facility that provides the following services for our patients: Mild sedation, Phase 1 and 2 orthodontics and CO2 laser dentistry (We have 2 Solea lasers) for both hard and soft tissues. Currently, our office has 1 dentist with 16 full time employees (5-6 dental hygienists working daily). We are in search of a candidate who has the ability to provide quality/compassionate/honest and conservative dentistry. Hawaii currently accepts the NERB board exam. If interested in this opportunity and would like to discuss compensation details please forward your resume to derekotom@hotmail.com.

ILLINOIS—CHICAGO. Pine Dental Care has a position available for an energetic pediatric dentist to join our practice. We have two offices, one urban, one suburban. All pediatric dentist have hospital privileges at Luries Children's Hospital. Our main focus is to provide compassionate care to children. This position leads to a partnership position. Must be Board Eligible and able to pass the ABPD Board exam in 5 years from starting at our practice. For more information, contact: pinedental@gmail.com.

KANSAS—TOPEKA. Incredible opportunity for a highly skilled pediatric dentist! Our practice is searching for a pediatric dentist that is an excellent communicator with high clinical standards and strong leadership qualities. This is an excellent opportunity to work in a fun loving, non-corporate, privately owned practice. Our facility is a new, beautiful, modern free standing building that provides state of the art dentistry. Currently we are in-network with only two insurances, but are unable to keep up with the growth of our practice without another pediatric dentist. Our awesome team loves what they do and enjoys building lifelong relationships with our patients and their families. This opportunity provides for an excellent balance between practice and family life in a family oriented, Midwestern city that is an hour from all the big city attractions and shopping of Kansas City. A compensation package with excellent earning potential will be provided based on a percentage of collections, along with other great benefits available such as health insurance, 401k plan with employer match, and a continuing education allowance. If desired, a future partnership opportunity would also be available for the right person. For more information please send your C.V. and cover letter to Dr. Michael Browning at mpbrowning@hotmail.com or call (785) 608-8413.

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 some Fridays from 8-1. A Generous Benefits package is included for this full time position. Please email your C.V. to mandy@funsmiles.com. Requirements: Pediatric Dental Certificate; Dental License; DEA; MD CDS.

MASSACHUSETTS—BOSTON. Pediatric dentist and/or family dentist. Boston North, Boston South, Springfield, Holyoke and Hartford (CT). Part-time or full-time position with long-term potential. Opportunity is open to new or recent graduates as well as experienced clinicians. We offer a competitive base along with a reconciliation structure and a full benefit package. Interested individuals should email a resume and cover letter to pedoad2017@yahoo.com. Will sponsor for green card.

MASSACHUSETTS—BROOKLINE. We have a growing, well established, high quality, fee-for-service, pediatric dental/orthodontic practice in Brookline, Massachusetts. We are looking for the "right" pediatric dentist to join our team. We are well respected in the medical and dental community for our patient care as well as our practice management. The clinical and administrative teams are great and work together well. Our ideal candidate has excellent technical skills and is enthusiastic, personable, and articulate. We work in a fun, upbeat environment with a team of special professionals and staff. This is an opportunity to be mentored and grow with us. Experience preferred, and will consider new graduates. PT (3 days) position considered to start. Possible increased time in 2018 when we move into our brand new facility. Email your C.V. and a cover letter describing your qualifications for this position to: DrWesBarton@gmail.com. Practice web address: www.PediatricDentalCare.com.

MASSACHUSETTS—WORCESTER. Our pediatric dental office is growing and looking for an energetic, personable, and skilled pediatric dentist to join our team as an associate for 2-3 days a week. We are a well-established four doctor practice with a vision of providing excellent, comprehensive pediatric dental and orthodontic care with exceptional customer service. Our newly renovated modern office is outfitted with new equipment including digital radiography and is located in a professional medical office building in central Massachusetts. We offer a competitive salary and benefits package. Candidates must be warm, caring and possess superior communication and people skills. If you would like to join our team of talented and caring professionals please provide a C.V., photo and cover letter describing your interests to: drdam01@gmail.com.

MISSOURI—COLUMBIA. Growing multi-specialty privately owned practice looking for pediatric dentist to join the group. Our office is in the heart of Columbia's Medical District, and we share space in the same building as 13 pediatricians. Our partnership with an anesthesiologist group allows our pediatric dentist to perform sedation surgeries in the office as well as a hospital setting. We are directly across the street from Women's and Children's Hospital. We are offering a guaranteed minimum annual salary of \$245,000 or percentage of collections (35%) whichever is greater. In addition, we are offering a \$30,000 sign-on bonus. Becoming an owner in the group is encouraged but not required. Please send your C.V. to our Practice Administrator,

Rhonda Kayser: rkayser@pdgcolumbia.com. Board Certified or Board Eligible Pediatric Dentist required.

NEBRASKA—OMAHA. If you are an outgoing positive pediatric dentist looking for career satisfaction and personal growth, look at joining the premier dental team! We are a family owned and operated dental practice that provides pediatric, family, cosmetic and sedation dentistry under one roof. Our pediatric clinic receives a continual flow of new patients from our thriving general practice that sees over 200 new patients a month. Premier dental is adding an orthodontist which also provides great cross referrals and collaboration that benefits our littlest patients overall dental needs. Associates are provided the latest technology, a strong support team, continuing education, and training allowing them to provide amazing dental care to our patients! Why apply for a position at Premier Dental? We offer a schedule that allows you the flexibility to have work life balance and unlimited earning potential. We offer an in office Newtom® CT Scanner, CEREC® technology with Omnicam, Dental Lasers, Intra-oral cameras, Digital X-rays, and STA Anesthesia System. We believe in continuing education and will invest in you. We believe in giving back to our community through many outreach programs. Our annual Dentistry from the Heart event is one of our favorites. Spacious and beautiful 25 operatory facility in southwest Omaha. If you are interested in a career at Premier Dental, please contact Karla at 402-330-6757 or email careers@premiersmile.com.

NEW JERSEY—AVON BY THE SEA. Great opportunity for full-time position in a very busy Jersey Shore Pedo/Ortho practice. State-of-the-art facilities. Hospital privileges available. Excellent salary. Looking for competent, highly-motivated and energetic individual. Near wonderful communities in close proximity to NYC and Philadelphia. Certificate in Pediatric dentistry required. For more information, contact: dvs@shorechildrensdentalcare.com.

NEW JERSEY—JACKSON. Work with a great team that places quality care first. Our state of the art, privately owned practice is located in Jackson, NJ. We are seeking a highly motivated, friendly and compassionate provider to join our team. If you are interested in a satisfying career that is rewarding personally, professionally and financially, we invite you to explore employment opportunities with us. Full-time and part-time opportunities are available with a possibility of partnership for the right candidate. For more information, contact: mikhlyj@gmail.com.

NEW JERSEY—LAKEWOOD. Well established and highly respected Federally Qualified Health Center (FQHC) in Lakewood, New Jersey is seeking a fulltime or part-time pediatric dentist to join their dental team. The state of the art 15 chair facility serves a diverse population of patients. The Dental Department has all updated digital technology, and provides for complete dental services from infants to seniors and the disabled. The excellent staff includes dental hygienists, registered dental assistants and many other auxiliary staff. There is a very strong emphasis on preventive dentistry with integration of "Infant Care Dentistry" in the adjacent Pediatrics Department. The pediatric dentist will supervise the preventive programs and dental hygiene with children and young adults to age 18; and provide needed restoration dentistry utilizing nitrous oxide and nearby hospital surgicenter. Live in an area that has economic stability, low crime and low unemployment with a great quality of life. This area also provides a great place to live and raise a family

with an excellent public and private school system. You will enjoy this city's friendly environment with plenty of restaurants, shopping, great attractions, outdoor recreational activities and very close proximity to the "Jersey" shore. Loan repayment program is available. Contact Yair Stern, y Stern@chemedhealth.org or 732 523-7967. Requirements: New Jersey License and Specialty permit.

NEW JERSEY—TOMS RIVER. State of the art, well established, fee for service pediatric dental practice seeking a pediatric dentist to join our team. This is an excellent opportunity for a highly skilled, personable, motivated practitioner who is interested in a lucrative and rewarding future. We are seeking an associate to complement our practice. Part-time or Full-time available. Please e-mail C.V. to info@oceanpediatricdental.com. Requirements: licensed pediatric dentist, ideally board certified, NJ license, specialty permit, Board certified (ideally).

NEW MEXICO—FARMINGTON. Animas Pediatric Dental Group is looking for the next great team member. Our practice is well loved and is busy and thriving. You will be amazed at the staff, patients and facility—all are top notch! Farmington, NM is located in the "Four Corners" region and is the retail hub for several surrounding small cities (Durango, CO) and a Native American reservation. If you love the outdoors (mountain biking, river rafting, skiing) and a small town feel then this opportunity is perfect for you. Starting salary \$225K in addition to partnership opportunities available for the right candidate. Please email resume, C.V., and a photo to: cdavidson@toothzone.com. New or recent graduates welcome.

NEW YORK—CLIFTON PARK. Are you interested in serving patients with unsurpassed clinical excellence? Come explore a truly unique pediatric practice where we routinely surprise patients and their parents by doing ordinary tasks extraordinarily well each and every time. We treat each child and family with respect and strive to serve all children of the Capital District including the least privileged of our society. Our office exemplifies what can be achieved by a team of people inspired to be collectively more than the sum of our parts. We seek an extraordinary associate to join our team. We offer an unmatched benefit package including a four day work week, \$1,500.00 per day, 401K, longevity bonus, continuing education allowance, reimbursement for board certification, PALS training, two weeks vacation, all fees associated with professional organizations and licensing, malpractice insurance, and full premium coverage on medical and dental insurance individual or family. Please contact Dr. McDonnell or Dr. McMahon at info@buildinghealthysmiles.com.

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professional organizations and licensing, malpractice insurance, and full premium coverage on medical and dental insurance individual or family. Please contact Dr. McDonnell or Dr. McMahon at info@buildinghealthysmiles.com.

NEW YORK—FAYETTEVILLE. Pediatric Dentistry and Orthodontics for All Ages, a progressive and well-established practice seeks a pediatric dentist due to rapid growth and expansion. Our goal: to detect developing problems early and focus on properly timed treatment to enhance each child's smile, bite and overall dental health. Our mission: to provide the highest quality in Pediatric Dental and Orthodontic treatment while making every experience enjoyable and fun for our patients. Our collegial group of pediatric dentists and orthodontist offers you a busy practice from the start and tremendous support from our exceptional clinical staff. There is excellent opportunity for Hospital Dentistry with a staff teaching position for a local hospital GPR program. We pride ourselves on offering "best practices" and provide care for individuals with special needs. The ideal candidate will have a high level of integrity and a passion for caring for children. Compensation is competitive and associates have typically earned between \$300-\$400K for a 4-day per week position, with some earning upwards of \$500K per year. The opportunity for partnership for a full-time associate is after two years of service. Benefits include a professionally managed pension and profit sharing plan and 401K, malpractice insurance coverage, and continuing education allowance. A portion of the moving expenses will also be covered. New York offers reciprocal licensing for new residents of NY with a year of post-doctoral specialty training (NERB exam not required). Our practice is located in Fayetteville, New York, an affluent suburb of Syracuse where the cost of living is affordable, school districts are exceptional and there are a wide variety of local events and activities. The surrounding area offers scenic outdoor recreational activities including boating, world class fishing, skiing, hiking and golfing. It is a short drive to the wine country of the Finger Lake region and for those that enjoy the fine arts there is the theatre, symphony and museums. Syracuse has top tier college sports, a professional lacrosse, minor league baseball, football and hockey teams. Fayetteville is easily accessible to other big cities including New York City and Montreal (4 hrs), Boston (5 hrs), Philadelphia (3.5 hrs), and Niagara Falls/Buffalo (2.5 hrs). For more information, contact: quigs29@gmail.com.

NEW YORK—LYNBROOK. Beautiful, state of the art pediatric and orthodontic office looking for caring and compassionate pediatric dentist to join our team. Located in Lynbrook, NY easily accessible by LIRR only 30 min train ride from Penn Station. This position is part time 2-3 days per week with 1-2 Saturdays per month. Come join our amazing, fun, hard working team! Please email your resume to newwavepedortho@gmail.com. NY license and graduate of approved pediatric dental residency required.

NEW YORK—PLAINVIEW. Outstanding opportunity for the the right person to join our well established Pedo-Ortho practice in the Plainview community of Long Island, New York. The office has been a staple of the community for over 40 years and is continuing to grow. This is an ideal opportunity for an energetic, caring pediatric dentist to join a well respected practice with a friendly, well-trained staff. Potential for future partnership as well. If you are interested, please email C.V. to amp1112@gmail.com. Please check out our website at www.dental4kids.com.

com and click the Facebook link (<https://www.facebook.com/dental4kiDDS>) to learn more about us.

NEW YORK—EASTERN SUFFOLK. We are a well established busy pediatric and orthodontic practice seeking a full-time or part-time pediatric dentist. Candidate must be enthusiastic, motivated, and caring. With three practice locations in Port Jefferson Station, Wading River, and Riverhead; Suffolk Pediatric Dentistry and Orthodontics has been providing exceptional pediatric dental care for almost 40 years. Excellent compensation package. Immediate availability. This is a great opportunity for the right candidate to join our growing dynamic staff. Send your C.V. and any correspondence to infoportjeff@suffolkpedsdentistry.com or call 631-928-8585 and ask for Lori. Please visit at: <http://suffolkpedsdentistry.com>.

NORTH CAROLINA—LEWISVILLE. We are a high quality practice in the Winston Salem area of North Carolina seeking a talented pediatric dentist to join our rapidly growing practice immediately full time. We offer a generous minimum salary or a percentage of production, whichever is greater with an opportunity to grow. We also offer health benefits, 401K, profit sharing, and continuing education reimbursement. North Carolina truly has it all: beautiful beaches, mountains and vibrant cities all within close proximity. Come practice with doctors who share your passion for exceptional care in this amazing setting and enjoy a great work/life balance. New grads welcome. Contact Dr. Chad Shobe at 336.945.5555 or send your C.V. to chadshobeds@gmail.com. Visit our website at www.southerndentalnc.com.

NORTH CAROLINA—WINSTON-SALEM. Progressive multi-doctor general dentistry practice is looking for an energetic pediatric dentist to join our team. Associateship leading to potential partnership. Must have hospital training, and orthodontics training desired. We offer a comprehensive compensation package. Must be a graduate of pediatric dentistry residence program. New graduates are welcome to apply. For more information, contact: stowetango92@gmail.com.

OREGON—EUGENE. Our group is looking for a full-time pediatric dentist for our very busy clinic. You will have autonomy to practice your dental philosophy, support in training of your assisting staff and our management company handles the front-end portion of the clinic. This allows you to focus on patient care and back office efficiencies. Why We Feel this Opportunity is Unique: We offer a defined two-year pathway for ownership in the clinic you work. We feel that ownership is a partnership that adds value for all parties. Our hope is that you love the practice, area and want to put down long term roots. This makes a win-win-win for the community, stability of the clinic and you. We give a lot of autonomy when it comes formula and treatment philosophy. We also have very experienced providers in our group that love to collaborate. Our Eugene clinic is very busy. It sees approximately 950 pts per month, 180-200 new patients per month and grossed over \$2 Million in collections the last 2 years. You will not have an issue keeping as busy as you want to be. The benefits of seeing all patients. Oregon Health Plan (OHP/Medicaid) reimburses very generously compared to other states (~50%). This allows a mixed social demographic clinic to thrive and weather the ups and downs of economic times. You also get to treat a portion of the population that otherwise is underserved and families are very grateful. You will have the option to work less by not having to run the whole clinic, take home more with access to

lots of production and the opportunity to have real ownership in the clinic you work in. What the Group Management Provides: The group is tied together through a management company that handles; HR, financials, marketing, vendor relations, management of front desk staff, legal and insurance, patient and community relations. It provides a conduit for two-way reporting and quality feedback for the providers and business side of the clinic. This allows both sides to be supported in what they do best. About the Eugene/Springfield Area: The area wedged between the coast and mountains in the southern Willamette Valley. Skiing at Bend is just a couple hours away and a trip to the coast is only an hour drive. If you need a big city fix, Portland is an hour away. A 15 min commute from anywhere in town will lead you to numerous hiking trails. The Willamette Valley is dubbed Napa North for award-winning wines. Organic farms support a great food scene with small restaurants serving a wide variety of cuisines all over town. The area is anchored by The University of Oregon (The Ducks) which keeps a young, fun, vibe to the area. Our cost of living is very reasonable compared to most cities. If you are into great food, wine, the outdoors, low-cost and low-stress living, you are really going to enjoy living and working in the Eugene/Springfield area! For more information, contact: careers@eugenekidsdentist.com.

OREGON—EUGENE. Our group is looking for a full-time pediatric dentist for our very busy clinic. You will have autonomy to practice your dental philosophy, support in training of your assisting staff and our management company handles the front-end portion of the clinic. This allows you to focus on patient care and back office efficiencies. Why We Feel this Opportunity is Unique: We offer a defined two-year pathway for ownership in the clinic you work. We feel that ownership is a partnership that adds value for all parties. Our hope is that you love the practice, area and want to put down long term roots. This makes a win-win-win for the community, stability of the clinic and you. We give a lot of autonomy when it comes formula and treatment philosophy. We also have very experienced providers in our group that love to collaborate. Our Eugene clinic is very busy. It sees approximately 950 pts per month, 180-200 new patients per month and grossed over \$2 Million in collections the last 2 years. You will not have an issue keeping as busy as you want to be. The benefits of seeing all patients. Oregon Health Plan (OHP/Medicaid) reimburses very generously compared to other states (~50%). This allows a mixed social demographic clinic to thrive and weather the ups and downs of economic times. You also get to treat a portion of the population that otherwise is underserved and families are very grateful. You will have the option to work less by not having to run the whole clinic, take home more with access to lots of production and the opportunity to have real ownership in the clinic you work in. What the Group Management Provides: The group is tied together through a management company that handles; HR, financials, marketing, vendor relations, management of front desk staff, legal and insurance, patient and community relations. It provides a conduit for two-way reporting and quality feedback for the providers and business side of the clinic. This allows both sides to be supported in what they do best. About the Eugene/Springfield Area: The area wedged between the coast and mountains in the southern Willamette Valley. Skiing at Bend is just a couple hours away and a trip to the coast is only an hour drive. If you need a big city fix, Portland is an hour away. A 15 min commute from anywhere in town will lead you

to numerous hiking trails. The Willamette Valley is dubbed Napa North for award-winning wines. Organic farms support a great food scene with small restaurants serving a wide variety of cuisines all over town. The area is anchored by The University of Oregon (The Ducks) which keeps a young, fun, vibe to the area. Our cost of living is very reasonable compared to most cities. If you are into great food, wine, the outdoors, low-cost and low-stress living, you are really going to enjoy living and working in the Eugene/Springfield area! For more information, contact: careers@eugenekidsdentist.com.

OREGON—KEIZER. Hi everyone! I am a private practice pediatric dentist looking for a long-term practice partner to help manage the huge growth I am experiencing. I opened a clinic in March 2017 and just opened a second location close by. The market is very under-saturated and the community has responded very positively to having me take care of their kids. To give you an idea of the need, I am the only pediatric dentist serving a population of over 100,000 people! I need another pediatric dentist to work with me. Our first month brought in almost 200 new patients working 3 days a week, with another 50 specialist referrals besides. This includes a healthy mix of both Medicaid and privately insured patients. We provide treatment options with nitrous oxide, conscious sedation (oral and intranasal), and general anesthesia. I also specialize in laser frenectomies for infants with tongue and lip ties to help with nursing and speech problems. This is another severely underserved niche in our community that keeps me busy and generates more referrals from primary care physicians and nurse midwives. I am committed to providing care for all children in the community, including the underserved and will be able to provide mentorship along the way. The practices are in the Salem, Oregon metro area, within the beautiful Willamette Valley. If you like outdoor activities such as hiking and biking, summers that are not-too-hot and winters that are not-too-cold, wine country, u-pick farms and water sports, this is the place you want to be. The Salem area is very family friendly. Portland, the Pacific Ocean and snow skiing are all about an hour away. Big-city amenities and laid-back open countryside are all close by. This is an opportunity to get into a private practice at the ground-level, helping build it up into a group practice with multiple doctors and multiple locations. With our growth curve, we will need another pediatric dentist within the next year as well. Mentorship would be provided and you would be included in management discussions from day one, with the hope that you want to enter into a partnership in the near future. All professional-related expenses are covered by the clinic, as well as a moving expense stipend and health insurance coverage. If you want to be part of building something special while filling a huge need in a great community, please visit our website at www.acomdentistryforkids.com and send an email to timrichardsondds@gmail.com. I look forward to hearing from you soon!

PENNSYLVANIA—COLLEGEVILLE. We are looking for an awesome full-time pediatric dental associate who has excellent communication and clinical skills. You will have the benefit of a full-time career position while having the opportunity to grow both personally and professionally. We are currently a single office practice. You will be working with a unique office, team and owner-pediatric dentist that work together to make constant improvements in our work and personal lives. Four times a year we have speakers come to our office to educate us about how to provide the best experience for our patients

and parents, as well as improving our interpersonal relationships with friends and loved ones. You will have defined times where you will have the opportunity to have one on one mentoring with the practice's owner-Pediatric Dentist. You will be given a generous continuing education stipend so you can learn about new and emerging trends and procedures in our specialty. Your medical insurance premiums, malpractice premiums, AAPD, and ADA dues will be fully provided by us. You will be eligible for our student loan payback program, which can pay up to \$75,000 of your student loans. You will have the opportunity to go on a mission trip, fully funded by us for you, after two years of working with us. You will have a four-day workweek, but earn the same as you would if working a five-day workweek. Our practice currently is not open on Saturdays or past 6 PM during the week. You will be on call no more than six weeks a year. We believe that your life outside of work is as important as your professional life. We want you to pursue your interests and hobbies you have outside of pediatric dentistry or have the time to teach at the two local dental schools or three local Pediatric Dental Residency Programs. You will have the opportunity to learn about and perform laser dentistry as well as benefiting from a practice that utilizes other state of the art technologies. You will work with an incredible team of well educated and motivated dental assistants, dental hygienists, administrative staff and pediatric dentist whose goals are to help you and each other provide the highest level of pediatric dental care in a fun, and gentle environment. You will have the opportunity to provide treatment under general anesthesia in any of the three local children's hospitals or their surgical centers. Our Mission is to provide the highest quality pediatric dental care in a fun and comfortable environment for our patients and their families. We will continue to be the leader in the field of pediatric dentistry by delivering the highest level of care and service before, during and after our patients' appointment. Our Core Values include: Positive Attitude, Growth Oriented, Team Player, Greater Good, Caring, Compassionate, Open to Change, Live Up to Expectations, Honesty, Integrity, Self Starter and Fun. Our practice has been open for 19 years and is very well respected in the area. We are strictly a FFS practice, but do treat select in-need patients pro-bono. We do treat many special needs patients and are proud that with few exceptions that they are able to tolerate treatment while they are physically and emotionally comfortable without sedation or GA in our office. We are honored to treat the children, grandchildren, nieces, nephews and cousins of local dentists and pediatricians. We have great base of local referring pediatricians and general dentists, and see many referrals from our current families. Each year we even get a few referrals from some area pediatric dentists. We treat all of our patients as if they were our own children, and guarantee the restorative treatment we provide. You must have graduated from an accredited dental school, graduated from an accredited pediatric dental residency, and be licensed to practice in Pennsylvania. If you are looking and ready to work in a premier, high quality, fun and friendly private pediatric dental practice, and you are a great communicator, a superior clinician, and team player who want to work in a practice where you get to know your patients and their families, and desire a career not a job, send your cover letter and C.V. to: Eric.Hans@comcast.net.

PENNSYLVANIA—DANVILLE. Geisinger Health System is seeking a Board certified/Board eligible pediatric dentist to join a dedicated team

of compassionate providers located at Geisinger Medical Center (GMC), in Danville, PA. Practice hospital-based pediatric dentistry and contribute to Geisinger's Pediatric Dental resident education. If interested, incorporate research into your clinical practice as well. Geisinger's pediatric dental residency program currently accepts three residents per year. With Geisinger you can take advantage of: Competitive compensation package; Exceptional work life balance, favorable call schedules; Support from a full range of dedicated specialists and subspecialists; Health System backing that assists providers with routine tasks and mandated regulations, allowing you to focus on patients; Ongoing enhancements to our fully-integrated Electronic Health Record (EHR - EPIC); Advanced, nationally recognized, patient-centered medical home model; Medical/Dental School loan repayment; \$1,000 monthly stipend available to current residents upon signature of an offer letter; Relocation Assistance. Join the team that America is watching. If making a difference in healthcare is your calling, we'd like to talk with you. For more information, please visit geisinger.org/careers or contact: Stephanie Figueroa at: smfigueroa@geisinger.edu.

PENNSYLVANIA—PHILADELPHIA. DYNAMIC pediatric and special needs dental practice in Philadelphia, PA Metro Area, is seeking a PEDIATRIC DENTAL ASSOCIATE to join our team of amazing professionals. We are a very successful, privately owned practice dedicated to providing the highest level of pediatric dental care to the children in our surrounding communities. We have a full time growth position available for the right candidate, but will consider part-time interest. Very competitive salary. If working in a fun, upbeat environment with a team of experienced, energetic, professionals and staff appeals to you, then please contact us today. We are offering an opportunity to thrive and grow with us. Experience preferred, but will consider new graduates. Pennsylvania has some of best school districts in the country and is an amazing place to raise a family. We pride ourselves in using modern equipment and the best dental materials on the market in order to provide the best care possible: Dryshield, SDF, Activa, MTA, Cheng crowns and NuSmile Zirconia Crowns, Fiberoptic NSK handpieces, In-office sedation with dental anesthesiologist along with access to surgicenter, Access to in-house CE courses. Requirements: Accredited U.S. Dental Programs (D.D.S./D.M.D.) with appropriate CE Credits; current state licensure must be held in good standing; completion of Pediatric Residency from accredited Program. For more information, contact: aws224@gmail.com.

PENNSYLVANIA—PITTSBURGH. Excellent opportunity for a dentist to own a practice with immediate income. Established pediatric dental office in the Pittsburgh Airport area of Southwestern Pennsylvania is seeking to transition the practice to a pediatric or general dentist. This part-time practice is located in a growing suburban area with new housing starts and new schools. While the number of new patients continues to increase, the practice has also maintained patients through college. Equipment is in pristine condition and includes digital radiography and three newly upholstered chairs. Collections average \$360,000. The dentist is approaching retirement and is willing to work with a new dentist through a transition plan. No broker commissions or fees involved with this transaction. Please respond to: YourDentalBusiness@gmail.com with your inquiry and C.V.

SOUTH CAROLINA—CLEMSON. Seeking full-time pediatric dentist for a busy state-of-the-art practice with two locations in Seneca and Clemson, South Carolina. Conveniently located near Clemson University at the foothills of the Blue Ridge Mountains. Offering opportunities with sedation dentistry, including in-office IV sedation with a pediatric anesthesiologist and hospital privileges. Competitive benefits package and compensation provided. For more information, contact: camillehorton@gmail.com.

SOUTH CAROLINA—LEXINGTON. Highly motivated, compassionate pediatric dentist needed to join our patient-centered, private practice consisting of a general dentist and 2 pediatric dentists. Our practice is located in the Lexington County/Columbia, SC area. This is a great opportunity to join our growing, state-of-the-art children's dental practice where we offer in-office sedation and hospital dentistry. If you are looking for a fun filled, team motivated working environment in which we believe that every child should have an excellent dental experience, you should contact our office at essica@sunsetchildrens.com. We look forward to hearing from you.

SOUTH CAROLINA—MYRTLE BEACH. Growing pediatric dental practice in Myrtle Beach, South Carolina seeking a full-time pediatric dentist who is energetic, personable and highly skilled. We are a busy state-of-the-art practice offering comprehensive care including oral sedation, IV sedation and general anesthesia at local hospital. Come work and play at the beach, we are conveniently located 10 minutes from the ocean and 5 minutes from the heart of Myrtle Beach. Great opportunity with competitive compensation and benefits. If interested please contact sawgrass.pedo.ryan@gmail.com and include C.V.

SOUTH CAROLINA—SUMTER. Excellent opportunity for pediatric dentist starting IMMEDIATELY!! Patients abound for a dentist who wants to work hard and enjoy Southern living in a private practice setting. We have been in practice for over 33 years and are seeking a full-time Pediatric dentist who is passionate about their career. Great relationships with all pediatricians in area. Digital radiographs since 2009. Regional hospital nearby for hospital OR cases and oral conscious sedation is performed. Full Time Position: Continuing Education stipend, health Insurance, \$1000/day or 35% collections, whichever is higher, and relocation expenses provided. The Midlands of South Carolina provide quick access to the mountains and all the beaches of South Carolina, while welcoming you home like no other place. Our team is extremely loyal and dedicated to providing the absolute best in treatment and comfort for each patient. For more information send C.V. to goinsandpoag@ccdsmail.com. Visit our website at www.carolinachildrensdentistry.com.

TEXAS—AUSTIN. We are a pediatric dental practice located in and around the Austin area. Our commitment is to provide the highest quality comprehensive dental and orthodontic care to the children and teens of the Austin 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, full benefits, company paid life and long term disability insurance; as well as, 401K with company matching. New grads welcome to apply. Please e-mail C.V. to Joinourpractice2010@

gmail.com. Requirements: TX Dental License (or in the process of applying for one), Pediatric Dental Residency Completion (or near graduation date), Current CPR/PALS.

TEXAS—ROCKWALL. Excellent opportunity to join the premier pediatric dental practice in beautiful east suburb of Dallas, Texas!!! This well-respected pediatric dental practice is located in a suburb with top ranked schools and has a lot to offer more than what can be mentioned in a few sentences. Live by the lake and enjoy all the city has to offer on your days off and weekends. Current partners are kind, hardworking, and have a great name in the community. Seeking a pediatric dentist who must possess high personal standards, strong work ethic and morals, excellent technical and communication skills. Candidate must be able to treat the full range of pediatric dental patients in the office to OR. Compensation package includes malpractice insurance, CE allowance, 401k retirement plans, paid vacation. Guaranteed base pay or 35% collections. Partnership opportunity is available after working 1 year as an associate. Completion of Pediatric Residency required. For more information, contact: *TXpedjob@yahoo.com*.

VIRGINIA—VIRGINIA BEACH. This is an incredible opportunity for a pediatric dentist to join a great practice with offices in Portsmouth, Chesapeake, and Virginia Beach, VA. State of the art practice, digital X-ray, paperless charting etc. Beautiful office setting. Great experienced staff! Team approach to patient care. Hospital Dentistry available. Incredible earnings opportunity! FOR MORE INFORMATION, contact Amy Fitzgerald today to arrange for an interview. Phone (757) 484 8262 ext 206; Email *Amy@weistooth.com*; website *www.weistooth.com*. Requirements: D.M.D. or D.D.S., Licensed in or able to acquire licensure in Virginia, Pediatric dental certificate.

WASHINGTON—SNOHOMISH COUNTY. If you are looking for big corporate dentistry who undervalue your talents and expect you to work nights and Saturdays, stop reading this ad. We are Puget Sound Pediatric Dentistry, and not like the other big group practices that are owned by large equity groups or hedge funds. We have four state of the art pediatric dental offices and need your skills. We are owned and operated by pediatric dentists who care about their patients and staff, and most of all – new associates! We are located in the Pacific North West (Snohomish County to be exact) and forget what you hear about rain and depression, thanks to global warming and Lexapro, we have one of the most envious locations in the world. Think SF Bay Area 30 years ago – affordable homes, amazing food, outstanding people, and less saturated dental market without state tax. Are we speaking your language? GOOD. Cause if you are a people person, with mad dental skills, and love to see screaming kids, then we are your office. We offer competitive pay with multi-year contracts plus production bonuses, tuition reimbursement options, 401K, medical and dental insurance, and if it works out we will help you move out to the area. But, if you are all about money and not taking exceptional care of our patients while you become a permanent member of the team – take a hike (and no, not in the beautiful PNW). Yes, we offer buy in options as well! We want ROCK STARS, not punks! If you feel you are compatible and are interested in exploring the possibility of joining our remarkable team please respond with your C.V. to *Tracy@PugetSoundPD.com*. Mic Drop!

WISCONSIN—GREEN BAY. Successful, well respected and growing pediatric dental office serving our community for over 40 years seeking a compassionate and motivated pediatric dentist. We are a private group practice of board certified pediatric dentists offering comprehensive pediatric dentistry and orthodontics to patients in a fun, family centered atmosphere. We currently have a large patient base with 100+ new patients every month in addition to our busy recall system. We are completely digital, paperless and have a well-trained team. We are seeking a full time pediatric dentist with the opportunity for partnership. Our practice is located in beautiful northeastern Wisconsin which offers professional sporting events, year round outdoor recreation, excellent school systems, convenient art and cultural events, and a wonderful community for families. We are offering a generous starting salary with bonus potential based on production and an excellent benefits package. New residents and experienced practitioners encouraged to apply. Send letter of interest along with C.V. to *julieanderson@kidsdentalexerts.com*.

CANADA

ALBERTA—CALGARY. Are you Positive, Passionate, Enthusiastic and Motivated? We are looking for an experienced pediatric dentist or new graduate who is committed to outstanding patient care to join our vibrant, growing team. We are a well-established practice in majestic Calgary, Alberta. We offer the unique opportunity to care for patients in our two beautiful locations, as well as our surgical facility. Hours and days of work are open for discussion, and GA time is guaranteed from day one. If you are the right individual who is a strong clinician, communicator, team-player and patient-educator, please contact us in confidence at *kidsmiles2017@gmail.com*. Generous remuneration and signing bonus/moving expenses offered.

ONTARIO—OTTAWA. Celebrate Canada's 150th birthday by joining our pediatric dental practice located in Canada's capital city. This is a full-time position with the possibility of purchase. Our experienced team makes for a pleasant and efficient work environment. Associates of this single owner office have autonomy to develop and grow their practices in a patient-centered and highly ethical environment. Please contact us to further discuss our practice philosophies and your opportunity be a part of an established and progressive pediatric office. Email: *1637wpd@gmail.com*. Website: *WoodroffePediatricDentistry.ca*. Candidate must be licensed as a pediatric dentist in Ontario, Canada.

ONTARIO—VAUGHAN. Excellent opportunity for a motivated pediatric dentist. Our exceptional support staff and state of the art facility offers conscious oral sedation, IV sedation and general anesthesia. The practice is well established providing pediatric dental care to the children in our surrounding communities; we have experienced tremendous growth and are looking for an enthusiastic Pediatric Dentist to join our team. The position consists of 4 days a week being divided between two clinics, Brampton and Orillia. Scheduling would consist of one day of locals/consults and one day of General Anesthesia in each clinic. If you are interested in a career in an upbeat environment with a team of experienced energetic professionals and staff please forward resume to *jp dental@rogers.com*.

FACULTY POSITIONS AVAILABLE

FLORIDA—FT. LAUDERDALE. Nova Southeastern University, College of Dental Medicine located in Ft. Lauderdale, Florida is seeking applicants for a full-time faculty position in the Department of Pediatric Dentistry. Major responsibilities include oversee Pediatric Dentistry Residents and AEGD residents providing dental treatment to infants, children, and adolescents with special health care needs at the Mailman Segal Center for Human Development (MSC) dental clinic and Joe DiMaggio Children's Hospital Pediatric dental clinic. Primary work location is MSC site located in Davie with additional travel to other clinics. Position may be assigned administrative duties. Position is subject to grant funding. Interested applicants must apply to faculty position #992751 through the university's career website at *www.nsujobs.com* to be considered for this position. For additional information about this position, contact Dr. Romer Ocanto, Associate Professor and Chair, Department of Pediatric Dentistry, Nova Southeastern University College of Dental Medicine, 3200 S. University Drive, Ft. Lauderdale, FL 33328. Email: *rocanto@nova.edu* Position requires a D.D.S./D.M.D. or equivalent; certificate of graduate studies in Pediatric Dentistry from an ADA accredited American or Canadian dental school or equivalent. A valid Florida dental license is preferred; experience treating children and adolescents with special health care needs, including children with Autism Spectrum Disorders is preferred.

NEW YORK—MINEOLA. NYU Winthrop Hospital was named the 18th best employer in the country by Forbes in 2017. NYU Winthrop Hospital, a proud new affiliate of NYU Langone, is a 591-bed university-affiliated medical center offering sophisticated diagnostic and therapeutic care in virtually every specialty and subspecialty of medicine and surgery. As a major regional healthcare resource, the Hospital provides the highest standards of clinical care, supported by the advanced technologies and sophisticated research and teaching programs. The Department of Dental Medicine at NYU Winthrop Hospital is seeking a full-time pediatric dentist to teach in the existing general practice residency program while developing and ultimately becoming the director of a brand new CODA approved pediatric residency program. The ideal candidate will be a dynamic and committed individual who can contribute to the diversity and excellence of the academic community through their teaching, research and service. Responsibilities will include leading seminars for the existing residents, clinical supervision of residents in the treatment and management of well and medically compromised children in both the outpatient setting and in the OR, participation in community outreach and developing the initial accreditation application for the pediatric residency program with a goal of recruiting residents for 2019. Salary and academic rank will be based on background, experience, goals of the person hired, and needs of the program. Requirements of the position include a dental degree (D.D.S./D.M.D.), completion of an ADA accredited program in advanced specialty education in Pediatric Dentistry, and eligibility or certification by the American Board of Pediatric Dentistry. Eligibility for dental and sedation licensure in New York is required. Experience in teaching and research is highly desirable. For consideration, please send a

cover letter and curriculum vita to: Dr. Miriam R. Robbins, Chair, Department of Dental Medicine, NYU Winthrop Hospital, 200 Old Country Road, Suite 460, Mineola, NY 11501. Easy Commute: NYU Winthrop Hospital is conveniently located on Long Island in Western Nassau County just 25 miles from Manhattan and one block from the Mineola LIRR station. Consideration of applications will begin immediately and continue until the position is filled. EOE m/f/d/v.

OFFICE SPACE

PENNSYLVANIA—PITTSBURGH AREA. Two offices for sale together. Office A: Long standing practice. Net 200-250k. Office B: New office in growing community with great location. Be your own boss and keep all of the profits. Part time or full time. New Graduates or experienced practitioners. Very attractive price. E-mail C.V. or contact at pittsburghsmiles1217@gmail.com.

PRACTICE FOR SALE

ILLINOIS—ST. CHARLES. Well established and still growing satellite pediatric practice with excellent reputation and diverse referral base which opened in 1990 in Geneva and relocated in 2005 for larger space in St. Charles. 2500 sq ft, four open-bay operatories, fifth room with conventional x-ray and cephalometrics and panoramic unit. Patterson Eaglesoft computer system; spacious reception room, business office; large separate private offices for office manager and doctor. The building is in a professional office campus setting with numerous established medical and dental offices. Immediately adjacent to Valley Ambulatory Surgical Center and near Northwestern Medicine / Delnor Hospital with O.R. privileges available. Owner works one and a half days per week plus half day in hospital and surgical center. Spends three days in his other office in Oak Brook. Seeks to transition as mutually agreed or outright retire. St. Charles space can be rented, or purchased. St. Charles practice and space are modestly priced. Diverse patient population inclusive of all ages under 21 with many neurologically challenged and medically compromised. Practice has focused on all aspects of pediatric dental care inclusive of Intercept orthodontics, sedation, and hospital care. Board eligibility or certification in pediatric dentistry expected by patient population. Illinois state Specialty Licensure in Pediatric Dentistry required. For more information, contact: jnathandds@gmail.com.

NEW HAMPSHIRE—GREATER SEACOAST AREA. Established, solo-practitioner, pediatric practice ideally situated in New Hampshire's greater seacoast area conveniently located close to beaches, mountains and less than one hour to Boston, MA and Portland, ME. The 2,700 sq ft facility has 2 hygiene rooms, 2 operatories and plenty of room to expand. The practice is highly organized, efficient (low overhead) and virtually paperless with full computerization including digital pano and intraoral radiographic systems. We consistently rate as the top pediatric dentist in the

area and enjoy a great reputation among patients and other healthcare professionals. The practice is located close to three of the area's major hospitals and has a direct relationship and oral care program with our market area pediatricians and OB/GYNs. Revenues have been consistently increasing and are expected to reach over \$1 million this year. Growth and income potential are unlimited and dependent on your practice style. Current owner prefers not to juggle operative patients simultaneously and tends to schedule longer than average operative blocks. This is an ideal opportunity for a dentist to step into a highly organized practice that has a great cross-trained staff, documented policies, documented operational procedures, established marketing programs, quality control metrics, a growing patient base and unlimited income potential. For more information please e-mail us at: sssolutions@tutanota.com.

NORTH CAROLINA—GREENSBORO. 30+ year full service pediatric dental practice for sale. Practice is full range, with restorative, preventive, orthodontics, and hospital treatment. Hospital is Level 2 Trauma Center with 2 day op facilities, and full services. Large referral area. Production average for last 5 years is \$1,810,000, with 98% collection rate and 48% overhead. 950+ new patient exams per year. Well trained staff, 4-4 1/2 day work week currently. Very efficient 2,950 square foot Pride-THE Design building with 6 operator bay and 1 private treatment room. Recently redocrated. Building is in campus setting with another building site that could be developed or sold. ScanX digital xrays. Greensboro is home to 2 branches of the UNC University system with numerous other colleges. School system is excellent. Easy transportation throughout city. Close to mountains and beaches. Excellent opportunity for experienced Pediatric Dentist wishing to relocate or 2 Pediatric Dentists wishing to partner or dual trained Pediatric Dentist. Contact Dr Bryan Cobb at (336) 288-9445 or email bcobbdeacs@aol.com for more details.

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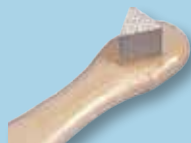


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