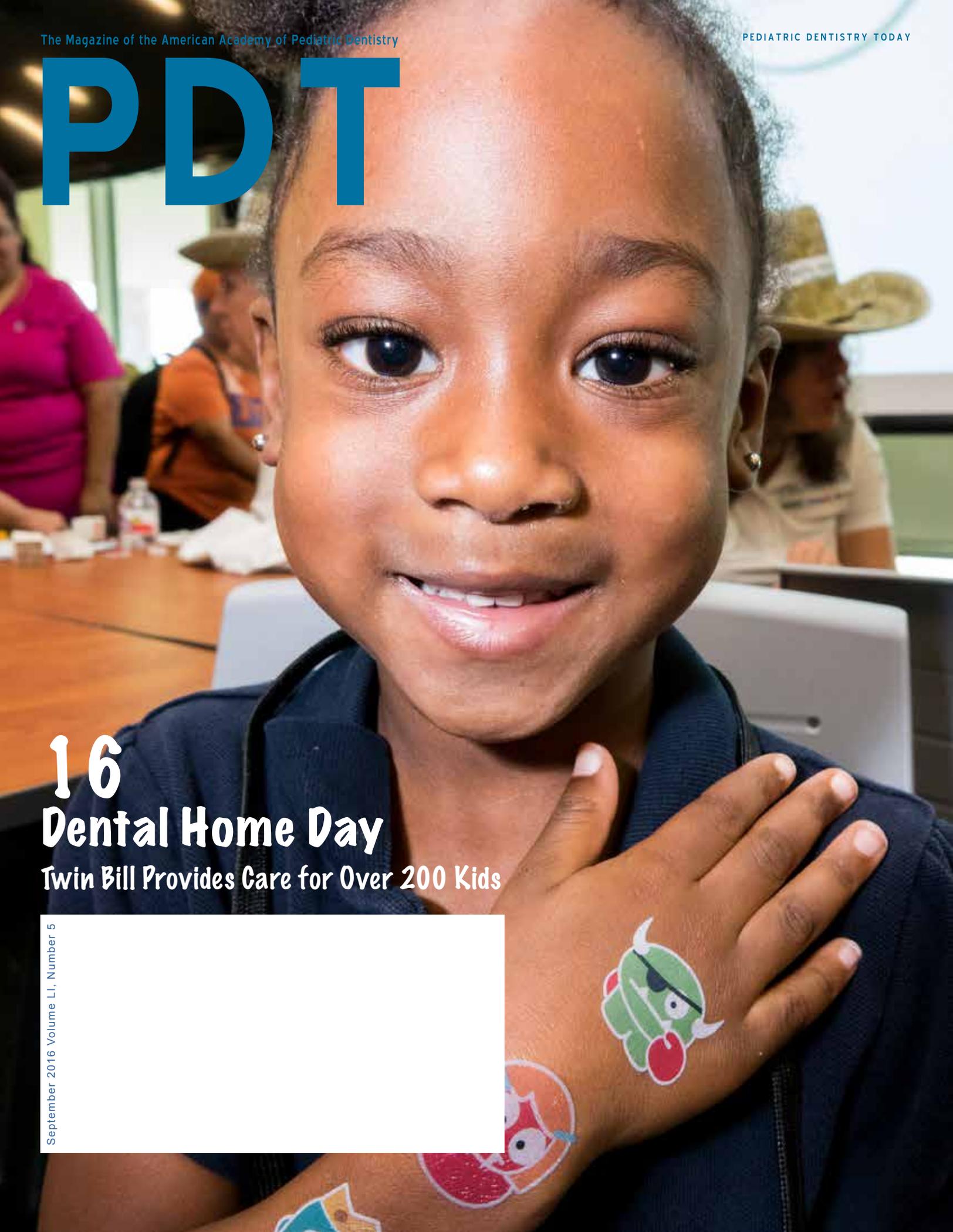


PDT

16 Dental Home Day

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September 2016 Volume LI, Number 5





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Dental Home Day 16

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Our Continuing Commitment to the Oral Health Care of Children with Special Health Care Needs

Back in 1952, a dedicated group of pediatric dentists including Hugh Kopel, Michael Cohen, Chester Lloyd, Harold Berk and Manny Album defined the commitment of pediatric dentists to caring for the dental needs of the people with disabilities and formed the Academy of Rehabilitation of Handicapped Persons. This was five short years after the American Academy of Pedodontics (now our AAPD) was formed and can be seen as an outgrowth of pediatric dentist's strong commitment. I can imagine them sitting around the table and saying, "Who, if not us, will care for these kids?"

Definitions abound, and are becoming more expansive and inclusive of more miscues of the developmental process, be they genetic or environmental. Our *Reference Manual* defines special health care needs (SHCN) as, "including any physical, developmental, mental, sensory, behavioral, cognitive or emotional impairment, or limiting condition that requires medical management, health care intervention and/or use of specialized services or programs."¹ Temple Grandin, a Ph.D. in animal behavior science and an adult with autism herself, refers to it as, "the world just isn't coming in right."²

It is amazing for me to hear the stories of pediatric dentist involvement today, perhaps on their knees in their office examining patients or helping in the heat on a Saturday at a Special Olympics event, or perhaps, sitting in committee meetings to help guide policy decisions. Recently I was down on the floor with a young adult with ASD. As this young man has aged, his behavior has deteriorated and he has become physically bigger and stronger. Now he goes where he wants with a little coaxing from us. As we go through these types of contortions to provide care for these families, it makes me think our AAPD logo really is "big hearts for big and little teeth". This commitment is borne out by the ADA Practice survey which found that 95.5 percent of pediatric dentists see children (*and adults*) with developmental and intellectual disabilities. Of this we are very proud.

The pediatric dentists' involvement in Special Care Dentistry extends far beyond the clinical care we have become to be known for. Our members work with National Institutes of Health (NIH),

state dental society programs, Special Olympics, Academy of Pediatrics (AAP) and on ADA and AAPD Councils and Committees. In addition, there are a host of other committees or task forces involved in policy and guideline recommendation including national chapters of the many associations targeted to specific disabilities.

Often, due to a lack of trained general dentists comfortable treating special needs patients and the problems in transitioning care beyond our age-defined specialty we see these patients well into their adult years, as we would for family and our own children and grandchildren. Our *Handbook of Pediatric Dentistry* is perhaps the most comprehensive and up-to-date resource available to the profession.

Challenges with third party coverage and lack of reimbursement for special care populations have been a problem since long before I even started my dental career. Problems still exist with adequate coverage for families with Dentinogenesis Imperfecta, periodontal disease problems in Down Syndrome or reimbursement for behavior guidance in patients with ASD, to name a few. I sometimes think that the reimbursement issues are destined to be a rollercoaster ride lasting as long as a U.S. postal service "Forever Stamp". But never have pediatric dentists abandoned the cause or given up the fight to improve oral health care for this population.

As we approach the AAPD's 70th anniversary, pediatric dentists reaffirm our commitment daily, to serve patients with special health care needs. There is still work to do but more than any other specialty, pediatric dentists have learned the secret to get into their world.

¹*Pediatric Dentistry (2015) Reference Manual 37(6) 15/16 (need to check reference format on this)*

²*Grandin, Temple; Cathrine Johnson (2005). Animals in Translation. New York: Scribner. p. 192. ISBN 0-7432-4769-8.*



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AAPD Headquarters Staff News

The following AAPD staff received promotions effective July 1, 2016.

Kristi Casale was promoted to Meeting Services Director. Casale has been with the AAPD since 2010, and returned to work this summer from maternity leave after giving birth to her second child Matteo Ashland (pictured below).



Kathy Corbin was promoted to Front Office Services and Advertising Sales Associate. Corbin has been with the AAPD since 2011, and is the friendly first voice members often hear when calling the AAPD headquarters.

Cindy Hansen was promoted to Senior Publications Director. Hansen has been with the AAPD since 1998, and is currently the longest tenured AAPD employee. She oversees all AAPD print and electronic publications, along with the AAPD websites and social media.

Erika Hoeft was promoted to Public Relations Director. Hoeft has been with the AAPD since 2010, and has worked closely with our outside public relations firm Weber Shandwick on the Mouth Monsters campaign.

Jessica Parra was promoted to Meetings and Continuing Education Manager. Parra has been with the AAPD since 2013. Among other duties she ensures the smooth functioning of the Annual Session registration process, CE courses and webinars.

Erratum

AAPD would like to congratulate Dr. Eugene McGuire of Allentown, Pa., for achieving Life Membership status. Dr. McGuire's name was omitted from the July *PDT* list of new Life Members.



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Legislative and Regulatory Update

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

FEDERAL NEWS

The AAPD Applauds Treasury's Proposed Rule on an ACA Dental Premium Tax Credit

The Treasury Department and IRS released on July 8, 2016, proposed regulations relating to premium tax credits under the Affordable Care Act. This included a rule clarifying the inclusion of subsidies for stand-alone pediatric dental plans, as part of the premium tax credit, for plans purchased in a Health Insurance Exchange. This is a positive victory for children because it strengthens pediatric oral health coverage as an essential health benefit under the ACA. The AAPD joined with the American Dental Association, Children's Dental Health Project, Delta Dental Plans Association, and National Association of Dental Plans (NADP) in expressing support for this proposal.

Background

The treatment of premiums for stand-alone pediatric dental plans as related to tax credit support for low income families has been an issue of concern under the ACA. Under the ACA, the premium tax credit is applied to the cost of a plan that covers "essential health benefits," which includes pediatric oral health coverage. However, if the benchmark plan does not include pediatric dental benefits, a family's federal tax credit will not include any subsidies for pediatric dental coverage. Since May 2013, a dental coalition formed by NADP found that numerous states did not include pediatric dental coverage within medical benchmark plans. With the help of Senator Debbie Stabenow (D-Michigan), this dental coalition urged the Treasury to equally apply the Advanced Premium Tax Credits (APTC) under the ACA to pediatric dental benefits when they are purchased as a stand-alone dental plan. The AAPD was a signatory on a letter to the Treasury Department in 2014 requesting this change, to include any separate dental premium cost under the calculation of a tax subsidy for low income families.

Impact of Regulation

In this latest decision, the Treasury Department clarified that the benchmark calculation will include pediatric dental care regardless of whether the benefit is embedded in a medical policy or is offered as a stand-alone plan. The cost of pediatric dental coverage will be accounted for in determining the premium tax credit for families with children, just like other essential health benefits.

This proposed regulation will take effect for taxable years after Dec. 31, 2018. Below is the clarification for benchmark plans:

"In constructing this ranking, the premium for the lowest-cost silver plan that does not include pediatric dental benefits is added to the premium allocable to pediatric dental benefits for the lowest cost stand-alone dental plan, and similarly, the premium for the second lowest-cost silver plan that does not include pediatric dental benefits is added to the premium allocable to pediatric dental benefits for the second lowest-cost stand-alone dental plan. The second lowest-cost amount from this combined ranking is the taxpayer's applicable benchmark plan premium."¹

This ruling ensures that the APTC applies to all of the ten Essential Health Benefits outlined by the ACA and that more families will have access to affordable dental care for their children under this regulation. As Senator Stabenow notes:

"For young children, early dental care is especially important and this decision will help make dental coverage more affordable for families in Michigan and across the country."

¹ *Federal Register*, Vol. 81 No. 131, 81 FR 44566. July 8, 2016.

\$10 Million for Pediatric Dentistry Training Included in FY 2017 House Appropriations Bill

As reported in the July *PDT*, in June the Senate Appropriations Committee approved a FY2017 funding bill that included \$10 million for pediatric dentistry training. This is the AAPD's top FY 2017 federal appropriations priority. Favorable report language was also included. More good news comes from the mid-July House Appropriations Committee approval of the same amount—\$10 million. Favorable Report language mirrored that of the Senate bill, based on AAPD's recommendation:

"HRSA is directed to provide continuation funding for predoctoral and postdoctoral training grants initially awarded in fiscal year 2015 and continuation funding for section 748 Dental Faculty Loan Repayment grants initially awarded in fiscal year 2016."

Background

The authority to fund pediatric dentistry residency training under Title VII was first enacted under the Health Professions Education Partnership of 1998. This expanded the existing General Dentistry training authority by providing “start-up funds” to increase Pediatric Dentistry positions at existing programs or initiate new programs. Under the 2010 Affordable Care Act, Title VII was expanded to create a primary care dental funding cluster under Section 748 of the Public Health Service Act. Authority was broadened to allow use of funds for faculty development, predoctoral training, and faculty loan repayment. The AAPD has long advocated for this latter initiative due to the significant difficulties in recruiting qualified individuals to fill faculty positions.

STATE NEWS

Actions in Connecticut Medicaid Dental Program

JUDGE RULES AGAINST DENTIST IN MEDICAID AUDIT APPEAL, BUT AMICUS BRIEF WAS BENEFICIAL

In 2015 in the Connecticut Medicaid dental audit case of Bridgeport Dental, LLC vs. Commissioner of Social Services, the AAPD along with the Connecticut State Dental Association, Connecticut Society of Pediatric Dentistry, Connecticut Society of Oral and Maxillofacial Surgeons, American Dental Association, Walgreen Co., and ATG Connecticut filed an amicus curiae (friends of the court) brief. This brief raised concerns about children’s access to oral health care under Medicaid being negatively impacted by unfair and unreasonable audit procedures. Widespread use of audit procedures absent sound statistical principles could result in inaccurately resembled overpayments made to the provider and could impose a substantial financial burden on those Medicaid providers. The goal of the brief was to educate the three Appellate judges about the flaws in the Department of Social Service’s extrapolation methodology and to ensure that the court did not accept the dental auditing practice as valid. For more background see http://www.aapd.org/aapd_joins_friends_of_court_brief_in_connecticut_medicaid_dental_audit_case/.

On May 24, 2016, the Connecticut Appellate Court ruled against the plaintiff-dentist and affirmed the trial court’s rejection of a Bridgeport dentist challenge to the Medicaid audit. The court said that the dentist failed to submit the documentation necessary to rebut the agency’s findings and raised certain issues in his written response. This negative ruling for the dentist illustrates that in a Medicaid audit case a dentist should work with an attorney early in the process to ensure that all appropriate arguments and records are compiled when responding to the Medicaid agency or challenging an agency finding in court.

Since the dentist failed to properly challenge the specific methodology used during the audit, the only legal question raised was whether the Department of Social Services (DSS) was authorized to engage in extrapolation. The Appellate Court not surprisingly did uphold the DSS’s authority to extrapolate Medicaid overpayments. However, the Appellate Court did not say anything approving of the methodology used by the state audit agency. When the court upheld the DSS audit in the opinion, it only said that extrapolation was appropriate as a

Analysis

This outcome is another positive step towards meeting the AAPD’s final FY 2017 federal appropriations goals. However, final FY 2017 funding decisions are not expected to be finalized by Congress until late this year after the elections.

The AAPD especially thanks Congressional Liaison Heber Simmons Jr. and Mike Gilliland and Kate McAuliffe at Hogan Lovells in Washington D.C. for their efforts on these appropriations issues. The AAPD also thanks all those members who participated in the 2016 Public Policy Advocacy Conference in Washington, D.C. where they advocated for this funding. The AAPD also acknowledges our joint efforts with the ADA, ADEA, and AADR.

“general” matter. Thus, this case did not create a new precedent. This preserved the possibility of a successful challenge against the state’s dental auditing practices in a future court case, along the lines of arguments made in the amicus brief.

STATE ADVOCACY CAMPAIGN DELAYS CONNECTICUT DENTAL MEDICAID CUT

The Connecticut State Budget passed during the 2016 legislative session resulted in a five percent across the board reduction in children’s dental Medicaid reimbursement rates. Dr. Donna Balaski from the Department of Social Services provided an open letter to the members of the Connecticut State Dental Association (CSDA) regarding these cuts, and asked for the dental community to provide feedback on the impact the cuts will have on providing care to the Medicaid population.

Based on a request from the CSDA and the Connecticut Society of Pediatric Dentistry (CSPD), both the AAPD and ADA wrote letters in late June 2016, to the state Medicaid agency explaining that Connecticut has been a model for positive Medicaid dental reform but the proposed cuts would reverse this progress and result in worse oral health outcomes for children most in need. Over one hundred Connecticut dentists responded by writing letters and e-mailing the Department of Social Services in addition to our national organizations’ responses.

According to CSDA Executive Director Carol Dingeldej, the AAPD letter was very well-received by Medicaid program officials: “They LOVED your letter. Thanks so much for your help, on behalf of all of the dentists in Connecticut!”

Subsequent to receipt of these letters, on June 30, 2016, the Medicaid program announced a delay in these cuts until Sept. 1, which will allow the CSDA to meet with agency officials prior to that date. The AAPD acknowledges the CSPD for alerting the AAPD to this issue and closely coordinating efforts with CSDA, thanks to chapter president Dr. Ira Greene and state Public Policy Advocate Dr. Doug Keck.

Copies of the letters are available on the AAPD website at http://www.aapd.org/state_advocacy_campaign_delays_connecticut_dental_medicaid_cut/.



C. Scott Litch

Chief Operating Officer and General Counsel

Litch's Law Log

Regulations Implementing Section 1557 of ACA Impose Significant Burdens on Dental Offices

The very first Litch's Law Log in *PDT* from almost a decade ago dealt with legal requirements for hearing impaired and limited English proficiency patients (<http://www.aapd.org/assets/1/7/2940.pdf>). In that article the following point was made:

“The Office of Civil Rights (OCR) for the U.S. Department of Health and Human Services has stated that if a health care provider treats Medicaid-eligible patients, foreign language assistance should be provided at no cost to the health care provider's entire limited English proficient population! *The guidance arguably exceeds federal regulatory authority.*”

AAPD *E-News* published on June 8, 2016, alerted members to new regulations under the Section 1557 non-discrimination provision of the Affordable Care Act (ACA) (<http://www.hhs.gov/civil-rights/for-individuals/section-1557/index.html>). **This regulation requires that dentists who receive federal financial assistance, such as those participating in Medicaid or CHIP, will have to post notices in the top 15 languages spoken in the state that free language assistance services are available, and make sure interpreters (including bilingual staff) are qualified.**

Clearly the regulatory agency (HHS) has filled in quite a bit of details based on the actual ACA language, which is very general:

SEC. 1557. NONDISCRIMINATION.

(a) In General.--Except as otherwise provided for in this title (or an amendment made by this title), an individual shall not, on the ground prohibited under title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq.), title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.), the Age Discrimination Act of 1975 (42 U.S.C. 6101 et seq.), or section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), be excluded from participation in, be denied the benefits of, or be subjected to discrimination under, any health program or activity, any part of which is receiving Federal financial assistance, including credits, subsidies, or contracts of insurance, or under any

program or activity that is administered by an Executive Agency or any entity established under this title (or amendments). The enforcement mechanisms provided for and available under such title VI, title IX, section 504, or such Age Discrimination Act shall apply for purposes of violations of this subsection.

(b) Continued Application of Laws.--Nothing in this title (or an amendment made by this title) shall be construed to invalidate or limit the rights, remedies, procedures, or legal standards available to individuals aggrieved under title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq.), title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e et seq.), title IX of the Education Amendments of 1972 (20 U.S.C. 1681 et seq.), section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), or the Age Discrimination Act of 1975 (42 U.S.C. 611 et seq.), or to supersede State laws that provide additional protections against discrimination on any basis described in subsection (a).

(c) Regulations.--The Secretary may promulgate regulations to implement this section.

The American Dental Association (ADA) has provided an overview of these new regulations, which took effect July 18, 2016 (<http://www.ada.org/en/publications/ada-news/2016-archive/june/updated-aca-mandate-takes-effect-july-18>). The ADA has also prepared helpful resources for dental practices to implement this mandate, available at <https://success.ada.org/en/practice/operations/section-1557/section-1557-the-basics-on-what-you-must-do?Source=VanityURL>. ADA also presented a Section 1557 webinar on Aug. 30, 2016.

(You will need an ADA membership ID and password to access these resources).

The compliance date for the mandatory notices is 90 days after the effective date of the regulations, or Oct. 16, 2016.

The AAPD has worked closely with ADA's legal and legislative staff in analyzing these regulations. We have also expressed our concerns to CMS that the scope of this regulation might discourage pediatric dentists from participating in or continuing to participate as Medicaid and CHIP providers. We can also add this to a list of amendments that

are needed to the ACA, which unfortunately due to politics will not be addressed until the next Congress after the fall Presidential and Congressional elections. In the meantime, we will continue to urge HHS and CMS to take a more reasonable approach. The AAPD understands there are a variety of interpretative services available, and that many pediatric dental offices have a staff person fluent in a commonly

spoken language such as Spanish who can serve as an interpreter. In states with Medicaid managed care organizations, these entities may be required under contract to secure and pay for such services. However, 15 languages seems quite over the top. Unfortunately, HHS OCR denied a request from ADA, AAPD and other dental organizations to delay the enforcement date and make certain other changes to the regulation.

For further information contact Chief Operating Officer and General Counsel C. Scott Litch at (312) 337-2169, ext. 29 or slitch@aapd.org. I also want to acknowledge AAPD's Government Affairs Summer Intern Kelly Janokowitz for her assistance in preparation of this article. Jano-

PAC Corner

Thanks to all who have supported the AAPD PAC via the voluntary PAC contribution check-off on your current 2016-17 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 (115th) Congress will be critical to our advocacy efforts.



You may wish to review our 2016 list of supported candidates on the AAPD website at http://www.aapd.org/advocacy/supported_candidates/. This list will also be printed in the November 2016 *PDT*. 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.

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

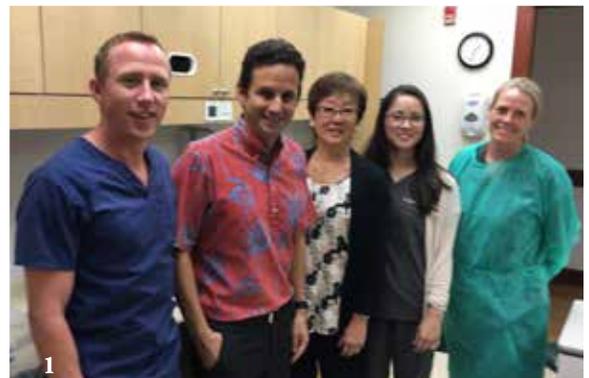
For further information about the AAPD PAC, please contact PAC Secretary C. Scott Litch at (312) 337-2169 ext. 29 or slitch@aapd.org.

Reneida E. Reyes **PAC Steering Committee Chair**

1—U.S. Senator Brian Schatz (Hawaii) visits Dr. Lynn Fujimoto (Hawaii Public Policy Advocate) and pediatric dentistry residents of the New York University/ Lutheran Medical Center program at the Kokuia Kalihii Community Health Center on May 31, 2016.

2—Congressman David Price with Dr. Jessica Lee and University of North Carolina pediatric dentistry residents in Chapel Hill, N.C. on May 4, 2016. Mr. Price is a member of the Labor-HHS-Education Appropriations Subcommittee.

3—U.S. Senator Rob Portman (Ohio) with pediatric dentist Dr. Yasser Armanazi on June 17, 2016, at a Cleveland area event organized by the Ohio Dental Association.





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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 membership and membership benefits please contact Membership Department at (312) 337-2169 or membership@aapd.org.

Media Training 2016

On June 17-18, 2016, nine spokespeople were trained in Chicago to address a variety of topics within pediatric dentistry, ranging from protective stabilization to sedation, to access to care, as well as our Monster-Free Mouths Movement campaign. 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 address the media, especially when controversial topics arise in the pediatric dental industry.



From left to right back row: AAPD CEO Dr. John Rutkauskas; AAPD President Dr. Jade Miller; AAPD Secretary-Treasurer Dr. Kevin Donly; Dr. Samuel Blanchard; Dr. Robin Wright (Presenter & Assistant Director of the AAPD Pediatric Oral Health Research & Policy Center); Dr. Jessica Meeske, AAPD North Central District Trustee.

From left to right front row: Dick Helton (Presenter); AAPD President-Elect Dr. James Nickman; AAPD Parliamentarian Dr. David Tesini; AAPD PR Director Erika Hoeft; Dr. Deven Shroff, AAPD Northeastern Trustee; Dr. Paula Coates, AAPD At-Large Trustee; Dr. E. LaRee Johnson, American Board of Pediatric Dentistry Director.

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Connect your patients with us at www.mychildrensteeth.org where they can learn all about the Mouth Monsters and tons of tips and tricks for healthy oral health.

Introducing the Affiliate Advisory Committee

The AAPD board of trustees accepted the report of the Task Force on Enhancing the Value of General Dentist Membership and approved the immediate implementation of key recommendations. These include:

- Establish Affiliate Membership leadership
- Create a representative structure for our nationwide district
- Institute avenues for communication throughout the membership category
- Develop opportunities for Affiliate members to contribute across the AAPD organization
- Work with the Council on Pre-Doctoral Education to fuel interest in caring for children during dental school
- Promote the benefit of complimentary attendance at AAPD meetings for all AAPD Predoctoral student memberships

The first step in accomplishing these and the many other recommendations of the Task Force was the establishment of an Affiliate Advisory Committee housed within the Council on Membership and Membership Services. This new Committee exists to provide valuable structure for the Affiliate membership, coordination of Affiliate member activities, formalization of a leadership pipeline and multi-year implementation of proposals generated from the work of the Task Force.

Like most committees of the AAPD, this one includes representatives from all districts of the AAPD to promote geographic reach and bring perspectives from across the country. Committee members also serve as communicators from the AAPD to Affiliate Members, and stand ready to convey thoughts, suggestions and recommendations to the Committee, Council on Membership and Membership Services and the AAPD board of trustees.

The Committee is chaired by the current Affiliate Trustee (Kerry Maguire, Boston, Mass.), who also serves as the Committee liaison to the board of trustees and the Northeastern District representative. The Committee is composed of the immediate past Trustee (Jane Gillette, Bozeman, Mont.); an expert consultant (Nick Rogers, Arkansas City, Kansas); representatives from the Western District (John Blake, Long Beach, Calif.); Northcentral District (Vacharee Peterson, St. Paul, Minn.); Southwestern District (Twana Duncan, Antlers, Okla.); and Southeastern District (Gianna DeSimone, Winter Haven, Fla.). Liaisons from the Councils on Pre-doctoral Education and Continuing Education will be appointed, as well as a liaison from the Committee on the Annual Session. We are lucky to have AAPD Membership and Marketing Director Suzanne Wester as our staff liaison. Over the next few months we will develop our vision, duties and charges.

If you think a new committee sounds like boring administrative move, please reconsider. Committees carry corresponding staff and other resource costs, and are never rubber stamp approved. Establishment of the Affiliate Advisory Committee represents a very deliberate recognition of general dentist members as a valuable constituency of the AAPD, and by extension our commitment to what every member want—optimal oral health for children.

AAPD Pre Doctoral Chapter Spotlight Texas A&M Baylor College of Dentistry

Texas A&M Baylor College of Dentistry is pleased to celebrate a successful first year of their Predoctoral AAPD Society! The chapter was established this past year offering students an avenue into learning more about pediatric care. What started as an idea among a few dental students amplified into a student chapter where over thirty students have joined and attended meetings seeking knowledge and guidance in the world of pediatrics. The purpose of the student chapter is to initiate and promote a better understanding and appreciation of dentistry for children among dental students. Its ultimate objective is to foster a relationship between dental students and the pediatric dental community. Through the works of the officers, the organization has hosted community service events and informational for the students to enjoy as well as adopting a nearby elementary school to cater to their needs. Co-advisers Drs. McWhorter and Layton, helped the students charter the first chapter. The chapter is looking forward to year two and many more successful years to come!

2015-2016 ACTIVITIES

- Welcome to APPD
- Network of observation opportunities
- Mentorship with the residents
- North Texas Gives Kids A Smile
- Children's Red Balloon Run with residents
- Career Day at JW Ray Elem
- PASS/Match informational



We would love to highlight your Chapter!

Please email swester@aapd.org to find out more.



Monuments, Memorials, Museums and More

Washington, D.C., is our nation's capital and a city to explore! The Gaylord National Resort and Convention Center offers a spectacular waterfront view and is just minutes from National Harbor's premier entertainment and shopping district.

Washington, D.C., has it all, from history and heritage to plenty of entertainment and nightlife. Take time during the day to visit the Smithsonian, Washington National Cathedral and the White House. Explore D.C.'s nightlife of thriving restaurants and neighborhoods or catch a game at Nationals Park!



Registration and Housing

Registration and Housing open in December. Complete meeting details will be published in the January issue of *PDT*. Check the AAPD website at www.aapd.org for updates regarding the Annual Session. In order to secure a hotel room in the AAPD room block, you must register for the meeting first. A prominent e-mail will be sent to all members announcing the hotels in the AAPD Official Room Block once registration opens!

Thursday, May 25

Preconference Course
First Timers' Reception

Friday, May 26

Keynote Address: Mel Robbins & Awards
Scientific Program
Exhibit Hall
My Kid's Dentist Poster Research Competition
New Dentist Happy Hour
Welcome Reception

Saturday, May 27

Breakfast Rounds I
Scientific Program
Exhibit Hall
My Kid's Dentist Poster Research Competition
HSHC Donor Circle Appreciation Gala

Sunday, May 28

Breakfast Rounds II
General Assembly & Research Awards
Scientific Program
Exhibit Hall
Presidents' Farewell Dinner





annual session 2017
may 25 - 28



AAPD Presentations Submission Deadlines

Sept. 16, 2016

Breakfast Rounds

MiniClinics

String of Pearls

Jan. 17, 2017

NuSmile GSRA

My Kid's Dentist Research Poster Competition

If you are interested in making a presentation at AAPD 2017 in Washington, D.C., please visit the AAPD website at <http://www.aapd.org> for a Breakfast Round, MiniClinic, or String of Pearls submission form. For additional questions contact Jessica Parra at jparra@aapd.org. For the Research Poster Competition contact Colleen Bingle at cbingle@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. The AAPD will strictly adhere to these deadlines. All submissions must be complete in order to be considered for a session at the Annual Session, GSRA, or a Poster.

RESEARCH AWARDS

NuSmile Graduate Student Research Awards (GSRA)

Up to eight finalists are selected to present their research at the AAPD Annual Session in May. Finalists receive travel to the Annual Session, 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. NuSmile generously supports these awards. All applications and research abstracts must be submitted by Jan. 17, 2017.

My Kid's Dentist 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 26, and Saturday, May 27, 2017, at AAPD 2017 in Washington, D.C. Applications are due Jan. 17, 2017.



Dental Home Day

Twin Bill Provides Care for Over 200 Kids

Thanks to 50 volunteers, the University of Texas Health Science Center in San Antonio (UTHSCSA), the Ricardo Salinas Pediatric Dental Clinic, and Sunstar Americas, 203 San Antonio children now have Dental Homes.

This year's *Dental Home Day* was held on Wednesday, May 25, 2016, to help the underserved children of San Antonio receive needed dental care. It was held in two locations: UTHSCSA dental clinic and the Salinas Pediatric Dental Clinic, an HSHC multi-year grantee.

While residents provided dental care, volunteers provided children activities, dental assisting, educational aspects and overall support.

"We're so grateful again for the generous support of *Dental Home Day* for a fourth year," said HSHC President Dr. Ned Savide. "Thank you to all the volunteers and residents who brought smiles to San Antonio."

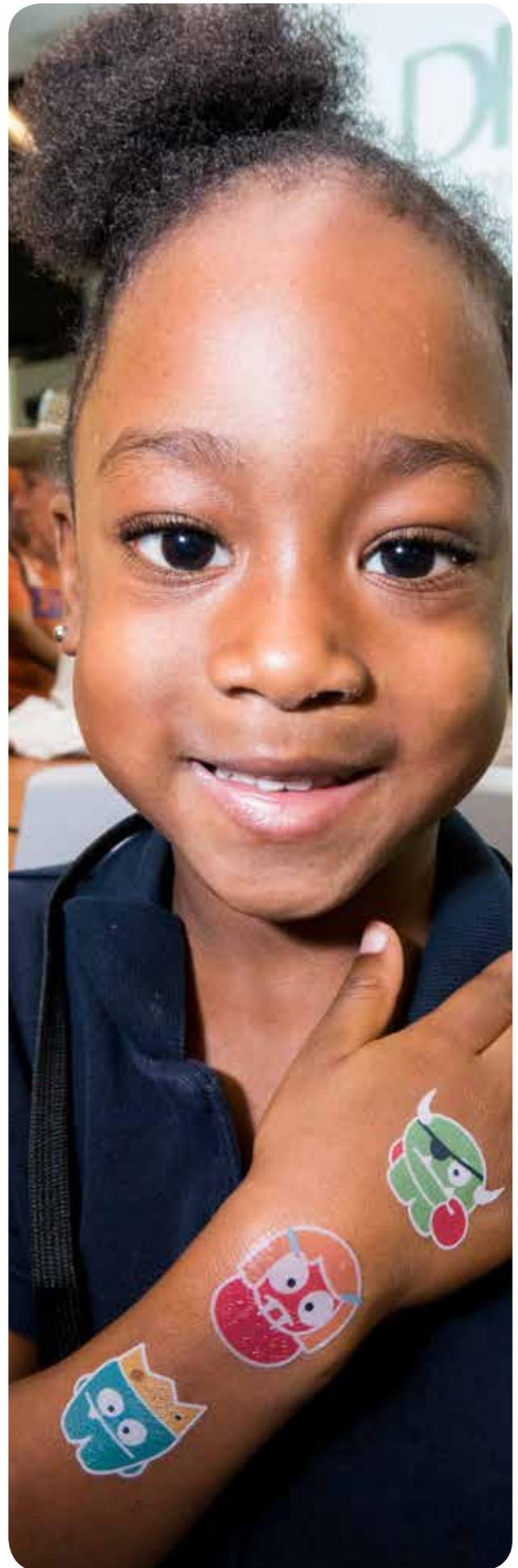
Throughout the day, children received examinations, cleanings and treatments for any presenting problems. Those requiring more extensive care were scheduled for recall appointments and, by the end of the day, two-thirds of the Dental Home Day kids were scheduled for follow up visits. HSHC is providing the UTHSCSA a \$25,000 Access to Care Grant to continue to provide care to *Dental Home Day* children.

"Healthy Smiles, Healthy Children's mission is to provide a Dental Home to children that would otherwise not receive dental care. These are children that don't have access to a dentist or simply their parents cannot afford to have them be able to receive dental care," former HSHC Trustee Dr. Courtney Alexander.

"It's always about the kids. To see these beautiful young children get here, knowing you're providing a service for them, knowing that you have a chance to impact their lives, and to see everyone gather in that spirit of helping—that's what it is all about," said AAPD Immediate Past President Dr. Robert Delarosa.

Dental Home Day at AAPD 2017 will take place in Washington, D.C., on May 24, 2017. To learn more about *Dental Home Day* and how to become involved please contact Kelly Katona at (312) 337-2169 or kkatona@aapd.org.

Follow us on Instagram and Facebook #HSHCKids to view more photos from residents, patients and volunteers.





“It’s always about the kids. To see these beautiful young children get here, knowing you’re providing a service for them, knowing that you have a chance to impact their lives, and to see everyone gather in that spirit of helping—that’s what it is all about.”

AAPD Immediate Past President Dr. Robert Delarosa





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Evidence-Based Dentistry

The Evidence-Based Dentistry Committee (EBDC) has been charged by the Board of Trustees to reorganize, rename and reclassify the AAPD *Reference Manual*. To keep the membership informed on our progress toward this charge, the EBDC will publish articles in the *PDT* explaining changes to guideline classification and development in the upcoming months.

This charge came as a result of changes in the development of guidelines across all of health care prompted by the Institute of Medicine (IOM) publication of *Standards for Developing Trustworthy Clinical Practice Guidelines*. This report from the IOM recommends standards to enhance the quality and reliability of clinical practice guidelines in all disciplines. These standards have been adopted widely and most notably by the National Guideline Clearinghouse (NGC)¹.

The NGC was formed in 1998 to serve as an electronic database of guidelines summarized in a standardized format. This allows users to compare and contrast guideline recommendations on similar topics. Private insurance companies, state Medicaid programs, policymakers, and other government bodies rely on NGC guidelines to set standards of care and determine which health benefits are covered by insurance plans. The NGC, in an effort to promote evidence-based care, significantly changed the criteria for guideline inclusion. NGC announced in 2014 that only guidelines meeting the Institute of Medicine (IOM) *Standards for Developing Trustworthy Clinical Practice Guidelines* would be included in the NGC. The reorganization of the AAPD *Reference Manual* will reflect how the AAPD Guidelines meet the standard for inclusion in NGC.

“These standards are necessary given that there is little documentation to judge the quality and reliability of many of the existing clinical practice guidelines.”

Sheldon Greenfield, Donald Bren Professor of Medicine and executive director, Health Policy Research Institute, University of California, Irvine, and chair of the committee on guidelines

What next? Watch for our upcoming article discussing the role of the Evidence-Based Dentistry Committee and the Council on Clinical Affairs in developing and reclassifying the guidelines.

¹ National Guideline Clearinghouse <http://www.guideline.gov/>

Caries, Calories, and Kids: AAPD Members Share Their Insights in National Survey

More than 25 percent of AAPD members responded to a national survey conducted by the Pediatric Oral Health Research and Policy Center (POHRPC) to share their perspectives on nutritional and obesity concerns with their patients. Funded through a grant from the Robert Wood Johnson Foundation, the survey was designed to discover the attitudes, skills and practices of pediatric dentists related to reducing the consumption of sugar-sweetened beverages in patients ages 0–12 and preventing childhood obesity. The results of the survey project will be presented at a meeting of oral health shareholders on Nov. 3 – 4, 2016, in Washington, D.C.

New Technical Briefs on the Horizon

Topic ideas proposed for new technical briefs produced through the POHRPC focus on increasing the effectiveness of Medicaid/CHIP programs in funding vital oral health care services for children.

Top Ten Things Medicaid Can Do to Improve Oral Health Access for Children

Targeted for policy makers, public policy advocates and public insurance program providers, this brief will provide a series of succinct recommendations on critical changes and oral care priorities for Medicaid and CHIP programs to improve access to care for children.

Medicaid 101 for Pediatric Dentists and Staff

If you are a new pediatric dentist, a pediatric dentist new to Medicaid – or both – this technical brief will serve as a *Medicaid 101* toolkit for your practice. It will cover such practical concerns as how to get started, complete the credentialing process, and negotiate managed care contracts. Plus, it will offer no-nonsense answers to common questions about how to appropriately administer Medicaid.

State Medicaid Coverage of Selected Procedures

State Medicaid and other public programs vary a great deal in terms of what pediatric dental procedures are covered, by how much, and under which circumstances. This technical brief will identify the pediatric dental procedures most essential for coverage, catalog the coverage of these procedures by state, and specify problem areas of coverage for oral health services.

Medical Necessity and Documentation of Oral Health Services

This brief will define what constitutes medical necessity and delineate how medical necessity should be documented in terms of supporting materials for dental procedures. Potential topics to be featured include the effects of prior authorization on Medicaid coverage and reimbursement, and the importance of a high level of oral care on the overall function and total quality of life for children.

Meeting Representation Builds Visibility for Pediatric Dental Issues

DENTAQUEST ORAL HEALTH REGIONAL NETWORK GATHERING
June 20-21, 2016
Chicago, Ill.

Mrs. Leola Royston attended this regional convening. Key and critical stakeholders were brought together to build alignment across the four regions on the Oral Health 2020 Vision, Goals, and Targets; shared learning opportunities to support Oral Health 2020 were provided; and state and regional action plans for rolling out the vision were developed.

NATIONAL CONFERENCE OF STATE LEGISLATORS

Aug. 8-11, 2016
Chicago, Ill.

Selected AAPD members and staff had the opportunity to reach out to legislators and legislative aides from nearly every state through the exhibit booth and relevant AAPD advocacy resources and materials.

Upcoming Meetings for POHRPC Outreach

AMERICAN ACADEMY OF PEDIATRICS NATIONAL CONFERENCE AND EXHIBITION

Oct. 22-25, 2016
San Francisco, Calif.

NATIONAL NETWORK OF ORAL HEALTH ACCESS ANNUAL CONFERENCE

Nov. 6-9, 2016
Denver, Colo.

SOCIETY OF TEACHERS OF FAMILY MEDICINE, CONFERENCE ON PRACTICE IMPROVEMENT

Dec. 1-4, 2016
Newport Beach, Calif.

Ask the Policy Center

The Challenges of Parental Presence in Treatment

The parent who says, “I am coming back into treatment with my little Lisa, but let me finish this text first,” can be a major headache for pediatric dentists and staff. More than ever, parents insist on staying with their children during dental treatment. Recent research shows the majority of parents prefer to remain with their children during the dental visit, not just for first visits or preventive care, but for fillings, crowns, extractions, and sedation procedures. Only two in five parents say they would be comfortable with the dentist unilaterally deciding about their presence in treatment.¹

In other findings, pediatric dentists indicate that their approach has shifted toward increased parental presence during both exam and treatment appointments, and that they expect further increases in parental presence in the future.² With more parents expressing a desire to be present, and pediatric dentists expressing an increasing willingness to permit parent presence,³ the question becomes: *How can your practice manage the presence of parents while still protecting productivity, patient privacy, and quality of care?* Here are some tips for encouraging parents to stay in reception during certain procedures, helping parents promote a more successful visit if they accompany their children, and coping with parents who come armed with cell phones or cameras to “make a memory” of the appointment.

Encouraging Parents to Spend More Time in Reception

Rather than saying “Our office policy is to ask parents to stay in the waiting room,” or “Children behave better when their parents are absent,” here are some positive messages to encourage parents to relax in reception.

- If we work with your daughter Isabelle directly, we focus more on her and make it her special time. We build a positive relationship with her right away, and help her feel comfortable and confident about dental treatment.
- Children come first in our office! We invite children to come back to treatment on their own so we can devote full attention to them during the dental appointment. I will tell you all about how well Nathan did right after the visit.
- Allow us to get Chloe settled, then feel free to come back and check on her as often as you like.
- We find when a child is in an unfamiliar setting, they look to the parent for rescue. If they are not rescued, they become upset with the parent, and then with us. We wouldn’t want to see that happen with you and Andy.
- Children know their parents very well. They are quick to become concerned at even the slightest amount of tension you may show during the visit. That’s why we find many children have a smoother experience when they come back on their own.

Helping Parents Promote a Successful Visit

In a number of cases, having parents present can be an advantage, especially in new patient exams, emergency visits, and treating very young and special needs patients. Here are tips on helping parents help you, your staff, and their child have a more successful visit.

- Provide parent education materials in advance on how to prepare their child for a dental visit.
- Keep parents busy. Offer a tour of the office or ask them to review materials during the visit.

- Put the parent’s chair out of the child’s line of sight and as far away from the action as possible.
- Let parents know that if they talk, move or touch their child, the child may sense the parent’s anxiety and find the visit more stressful.
- Advise parents that they may be asked to help with the visit, and to do so only if asked.
- Recognize that your office may differ from parental expectations. Parents typically accompany their children into such health care settings as the pediatrician’s office and are expected to physically assist with care.

Coping with Parents Attached to Their Phones

A number of parents in your practice don’t think twice about coming back into treatment and talking on their cell phones. Post a sign in the office stating, “To protect the comfort and privacy of our patients, cell phone use is not permitted.” Another option is a sign that reads, “During the appointment, we kindly request that you refrain from cell phone use,” or simply, “No cell phones allowed in the clinical area.”

If a parent starts talking on a cell phone anyway, your practice staff should be instructed to politely say, “My apologies, but we ask all visitors to our practice to refrain from cell phone use in the office (or the clinical area). If you would like to take your call outside, I will be sure to come get you if the doctor has any questions for you.”

Even more disquieting are the parents who want to film the visit or take their child’s photo in the treatment area. In the September 2015 Issue of *PDT*, Litch’s Law Log details solid reasons for a “no video or photo” policy for your office, including potential HIPAA violations and risk management concerns. (To review the article, visit <http://www.pediatricdentistrytoday.org/assets/3/7/2015SeptemberPDT-LLL.pdf>)

To keep parents informed of your policy, post a sign in the office and include a notice on your practice website stating, “To protect the



privacy of our patients and staff, we do not allow photography (video or otherwise) on the premises.” If a parent starts to take pictures or video in spite of the information posted, your team members might say, “I’m sorry, Mrs. Anderson, but we cannot allow photos or film to be taken in the office.”

If a parents asks for an explanation of the policy, your team member might say, “We are required by law to protect the privacy of all our patients and our staff,” or “Because our office is covered under HIPAA regulations, we are required by federal law to protect the privacy of health information for all the patients in our practice.”

For the parents (or doting grandparents) who are especially disappointed with the “no photo” policy, you could provide an alternative. Your staff might offer to take a photo of the child and family member in a location in the reception area specifically designated for the purpose. For example, “How nice that you want a memory of Sophie’s visit with us. Please come with me to the special photo corner. Do you think Sophie would rather hold the bear or the giant toothbrush?”

With artful, positive communication, parents who stay during dental treatment don’t have to be a headache for you and your team. In fact, when parents watch you relate effectively to their child, it can be an excellent marketing opportunity for your practice.

¹ Shroff S, Hughes C, Mobley C. Attitudes and preferences of parents about being present in the dental operator. *Pediatric Dentistry*. 2015; 37(1):51-55.

² Marcum B, Turner C, Courts F. Pediatric dentists’ attitudes regarding parental presence during dental procedures. *Pediatric Dentistry*. 1995;17(7):432-438.

³ Nathan JE, Rayman MS, Golden BE, Vargas KG. Discretionary parental presence in the dental operator: A survey of pediatric dentists and parents. *Pediatr Neonatal Nurs Open J*. 2015; 2(2):50-61.

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Medical Necessity and Orthodontics

Children, especially middle and high school age patients, often require orthodontic treatment. One important concern for a patient/parent electing to receive orthodontic treatment is whether or not the treatment will be a benefit covered by insurance.

The Affordable Care Act (ACA) now requires that children under the age of 19 be offered dental coverage. One could assume that all orthodontic treatment will automatically be covered. However, this is not always true. For orthodontic treatment to be covered, it often must be considered medically necessary.

In order for orthodontics to be considered medically necessary, the case should include the treatment of craniofacial abnormalities, malocclusions caused by trauma, or craniofacial disharmonies. Also, treatment may be covered when provided in conjunction with other medical issue(s), such as a syndrome, trauma, etc. For example, a severe handicapping malocclusion which impairs a patient's physical or emotional health may require medically necessary orthodontic treatment.

Confusion about medical necessity is common. Many patients are not clear about the coverage that they have and when it will cover treatment. Also, dentists often face difficulty when filing claims in the new ACA environment. In addition, there seems to be confusion among payers regarding the meaning of medical necessity in relation to orthodontic treatment and what treatments are actually covered.

For more information, contact Dental Benefits Director Mary Essling at (312) 337-2169 or messling@aapd.org.

The American Association of Orthodontists (AAO) most recently promoted a list of auto-qualifiers, conditions such as: overjet and reverse overjet of a given measurement, a posterior crossbite with no functional occlusal contact, defects of cleft lip or palate, congenitally missing teeth, etc., any one of which constitutes medical necessity. More information on AAO's move away from index systems can be accessed at <https://www.aaoinfo.org/news/2016/05/aaoinfo-leads-effort-standardize-medically-necessary-orthodontic-care-criteria>. In addition, the AAPD Pediatric Oral Health Research and Policy Center (POHRPC) is in the process of developing a global Policy Brief on Medical Necessity

Once it is determined that the treatment could qualify for coverage, it is vital that the proper documentation is submitted to the payer in order to gain reimbursement. First, the doctor should perform a comprehensive orthodontic assessment based on the payer's requirements. Radiographs and photographs (such as cephalometric images, panoramic radiographs, and intraoral and extraoral radiographs) should be taken to support the need for treatment. These images should be submitted along with the assessment to help the payer reach the same conclusion about medical necessity.

Remember, medical necessity and orthodontic treatment do not go hand in hand. About 85 percent of orthodontic treatment is considered to be esthetic in nature, and not medically necessary. When submitting claims for medically necessary cases, be sure to enclose all of the documentation needed to support the necessity of the treatment.



Members of the AAPD Pediatric Dental Medicaid and CHIP Advisory Committee and other AAPD leaders convened in Washington DC in early June for the Medicaid, Medicare, CHIP State Dental Association's (MSDA) sixth annual National Medicaid, Medicare and CHIP Oral Health Symposium "Bringing It All Together". The two day symposium is designed to bring together leaders in relevant topics that are critical to advancing Medicaid, Medicare, and CHIP Oral Health program administration. Sessions included national experts on data, access, quality improvement, contracting and program integrity. AAPD member Dr. Sid Whitman presented an excellent presentation on improving program integrity.

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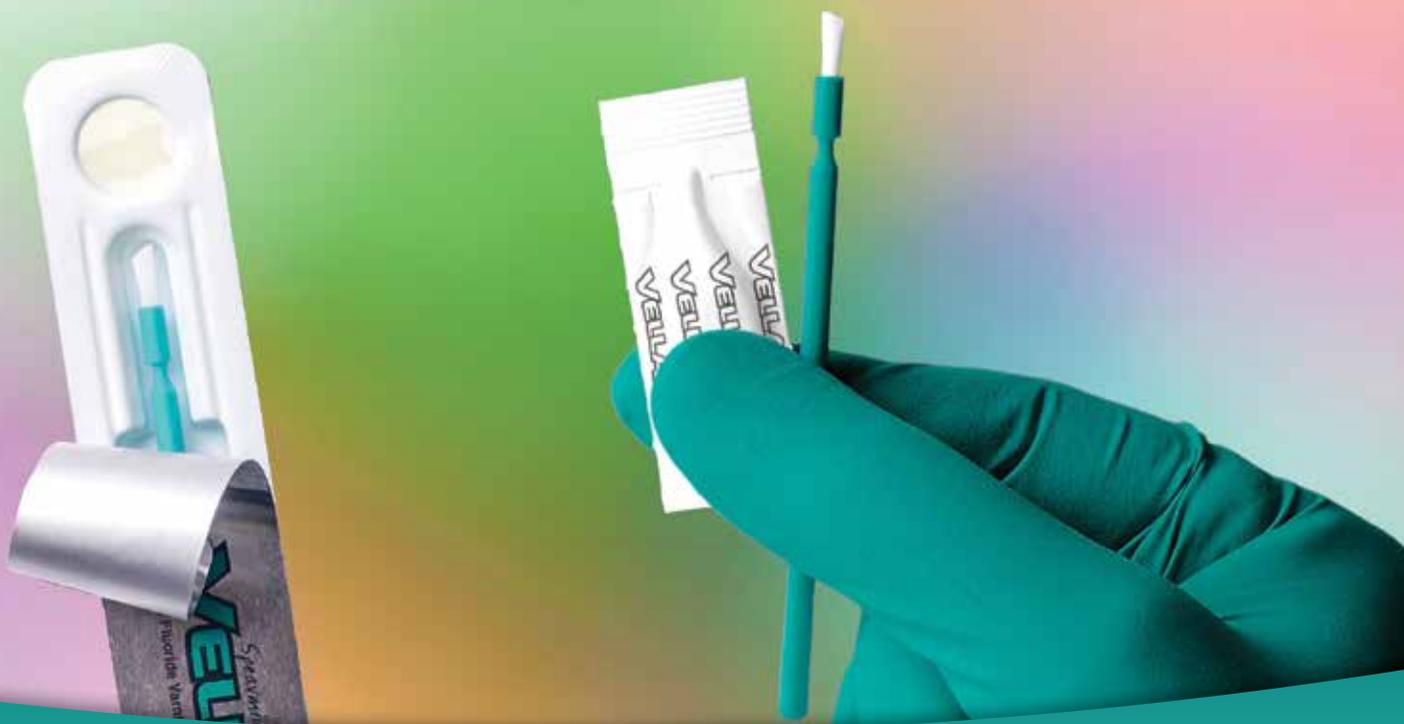


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2017–2018 Samuel D. Harris Health Policy Fellowship

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 participates in various meetings and events throughout the year. Additionally, the Fellow will present the findings of the research at the 2018 Annual Session in Honolulu, HI 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).

Applications must be submitted electronically and are due by April 14, 2017. 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 sdalhouse@aapd.org.

Journal-Based Continuing Education

One of the many benefits of membership is the opportunity to earn continuing education credits by reading the journal, *Pediatric Dentistry*. Three credits per issue may be earned by successfully completing a posttest along with the reading. Contact AAPD Administrative Assistant Jan Haase at (312) 337-2169 or jhaase@aapd.org for details.

Media Mix

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



Monster-Free Mouths Movement Awarded by PRSA

We're thrilled to share that our Monster-Free Mouths Movement was the recipient of another award on Thursday, June 16. We were awarded the Public Relations Society of America's 2016 Skyline Award in the category of public service for a non-profit. PRSA Chicago's Skyline Awards program is an annual competition that recognizes projects and programs demonstrating excellence in the communications profession. The awards competition is open to all public relations and communications practitioners who reside in the Greater Chicagoland area. A significant portion of the work in all entries must have been implemented between Jan. 1, 2015, and Dec. 31, 2015.

We're so happy to see this campaign continuing to resonate with the lay public and industry influencers.

Top: AAPD President Dr. Jade Miller, AAPD Public Relations Director Erika Hoefl and AAPD President-Elect Dr. James D. Nickman celebrating the win together.

Bottom: Hoefl celebrating with Senior Account Executive Lyn Schneider from Weber Shandwick.



In the News

THE NEW YORK TIMES SPEAKS TO DR. EYAL SIMCHI VIA FACEBOOK

On June 20, Catherine Saint Louis was in Elmwood Park, N.J., where she conducted an interview with AAPD member Dr. Eyal Simchi about preventing cavities in children and a new, cheaper and pain-free alternative to drilling and filling called silver diamine fluoride. The video can be found at <https://goo.gl/i5wvA6>.

AAPD FEATURED ON DR.BICUSPID.COM FOR NEW SEDATION GUIDELINES STORY

Dr. Stephen Wilson, AAPD's co-lead author of new sedation guidelines, was interviewed by *Dr.Bicuspid.com* for a story titled, "New Sedation Guidelines Emphasize Patient Safety," published on June 30. According to the article:

Dr. Wilson said changes in patient safety and new literature in areas such as monitoring were the driving forces behind the need to update the guidelines. "It has been 10 years since the last guidelines were written, and significant changes have occurred in patient safety related to sedation," he said.

To view the entire article, visit June 30, 2016: <http://goo.gl/K15NpX>.

New Mouth Monster Hub Articles

Healthy Summer Snacks

<http://mouthmonsters.mychildrensteeth.org/healthy-summer-snacks/>

Webinar

Managing Your Reputation through Online Reviews

On June 21, 2016, Weber Shandwick hosted an interactive AAPD webinar about Managing Your Reputation through Online Reviews on websites such as Yelp, Google and Facebook. The webinar focused on how to understand how parents and caregivers are using these sites, what is involved in maintaining a presence, how to set up new or update existing profile pages on these review sites, how to determine when and how to respond to reviews how to identify best practices for developing review responses and how to reach new audiences with advertising features.

To access the materials, please log on as a member to the main site and you'll find the information under Practice Management under webinar materials.

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Is Your Retirement Plan as Tax-smart as it Could Be? Don't Wait Until Retirement to Find Out



Contributed by Shawn M. Johnson and Jeffrey Wherry
Treloar & Heisel, Inc.

In our line of work, we find that when it comes to understanding their retirement planning options, people are confused by the differences between defined contribution and defined benefit plans. If you're going to be tax-smart about retirement planning, we will need to start with a few quick definitions.

What is a defined benefit plan?

A defined benefit plan is a special type of retirement plan. The *benefit* you will derive in the future from this plan is calculated (or "defined") today based on your earnings, age, and tenure. Pension plans are a good example of defined benefit plans.

A 401(k), on the other hand, is an example of a defined *contribution* plan. Your contributions to your 401(k) are defined today, while the benefit to be reaped in the future is unknown at this time.

In the world of dentistry and specialty dentistry, defined benefit plans are exclusively funded by the employer and can provide significant tax savings to the practice owner.

“In the world of dentistry and specialty dentistry, defined benefit plans are exclusively funded by the employer and can provide significant tax savings to the practice owner.”

Who is a good candidate for this kind of plan?

High earning dental professionals with relatively small practices should consider defined benefit plans to ease their tax pain. When you invest in a defined contribution plan like a 401(k), the IRS limits how much you can contribute to it every year. By implementing a defined benefit plan in addition to your 401(k) plan, you can easily increase your tax-deductible retirement savings.

Keep in mind, these plans aren't right for everyone; the demographics of your practice need to line up. The optimal practice size is around 5-6 employees, and it generally works better when the doctor is older than the staff members. You do not necessarily have to continue contributions until funded, but you should plan to commit to at least 4 to 5 years of contributions.

Who should read this article?

If you have ownership in a dental practice, have reached at least your mid- to late 30's and have a relatively large income, but few people on payroll, this article could be relevant to you.

What is your commitment?

Once you commit to a plan like this, you will need to follow through. In order to benefit from the plan, you must make contributions for everyone on your team, but your tax savings should far exceed the cost of contributions for staff. This is also a great retention tool for staffers in your office, especially if they are young.

What are the expenses and rewards?

Though there are some costs associated with setting up such a plan, the tax savings are significant. If the tax savings do not exceed the costs of your contributions and your set-up fees, then clearly you should not do this.

Defined benefit plans are truly nuanced. Should you decide to adopt such a plan, work with an advisor experienced in retirement planning for dental professionals.

Securities, investment advisory services and financial planning services offered through duly qualified Registered Representatives of MML Investors Services, LLC, member FINRA / SIPC. Supervisory Office: Six PPG Place, Suite 600, Pittsburgh, PA, 15222, Phone: 412-562-1600. Treloar & Heisel, Inc. is not a subsidiary or affiliate of MML Investors Services, LLC or its affiliated companies.

2016 - A year of Transitions and Opportunities for ABPD

It's my pleasure to update you about some exciting transitions that American Board of Pediatric Dentistry (ABPD) has experienced over the last year or so. We have experienced tremendous growth in the number of board certified pediatric dentists over the last decade to now having over 72% of those eligible being board certified.

Headquarters Change:

With the numbers of our Diplomates increasing and the upcoming retirement of our long time Chief Operations Officer, Linda Sojka, the board carefully analyzed multiple options to continue to maintain our culture of excellence. The board unanimously approved the selection of an association management company, Parthenon Management Group, to assist staff leadership in our commitment to a high quality certification process.

Of course, Jeff Dean continues as our Chief Executive Officer and Jasey Bratek continues as Chief Assessment Officer. Linda Sojka now serves as our Executive Advisor, in anticipation of her retirement on December 31, 2016. New ABPD staff from PMG include Christine Sharp, Chief Operating Officer; Megan Romeiser, Certification and Meetings Manager; and Jacque Loftus is the PMG Director of Operations.

As a board we are committed to provide the same high level of service and care that you have come to expect over the years and are very excited about this new opportunity.

Strategic Plan:

As part of ABPD's strategic plan (see webpage <https://www.abpd.org/Content/Who-We-Are/Mission-Vision.aspx>) and our commitment to a high quality certification process, we review and periodically revise our strategic plan to help maintain consistency between ABPD's efforts and stated goals, mission, vision, and core values.

GOALS

Collaboration/Relationships

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

High-Quality Certification Process

Ensure the credibility and integrity of the continuous certification process.

Effective and Sustainable Organization

Strengthen the efficiency and effectiveness of ABPD and its governance.

Certification Process Analysis:

The ABPD's quest for excellence is evidenced in its rigorous evaluation process and in new initiatives undertaken that not only continually improve the standards of its certification but also advance the science, education, study, and practice of pediatric dentistry.

In order to produce valid and relevant certification/recertification processes, the ABPD annually consults experts within and beyond our specialty, confers with other dental and medical specialty boards, surveys stakeholders, and modifies our examinations.

Consequent to our Educational Consultant Report in 2015, ABPD engaged in a Practice Analysis, through Castle Worldwide, Inc., to help in the development of a revised framework for our examinations.

This examination development process ensures that examination content:

- Is related and relevant to the practice or discipline
- Covers areas where knowledge is needed to effectively perform the job
- Reliably produces consistent and stable results

Examination Committee Restructure:

Another strategic initiative has been the restructuring of the Examination Subcommittees (see webpage <https://www.abpd.org/Content/Who-We-Are/Examination-Committee.aspx>).

The board voted to eliminate the category of Consultant, one who assisted with the administering of the Oral Clinical Examination (OCE). It was determined that all future Examiners for the OCE will be current or past subcommittee members of the Examination Committee (or a past member of the Advisory Council) who have served a minimum of 3 years on any of the subcommittees. The Examination Subcommittees continue to be made up of pediatric dentists from diverse backgrounds who represent contemporary practice and who are knowledgeable about evidenced-based practice affecting children's oral health.

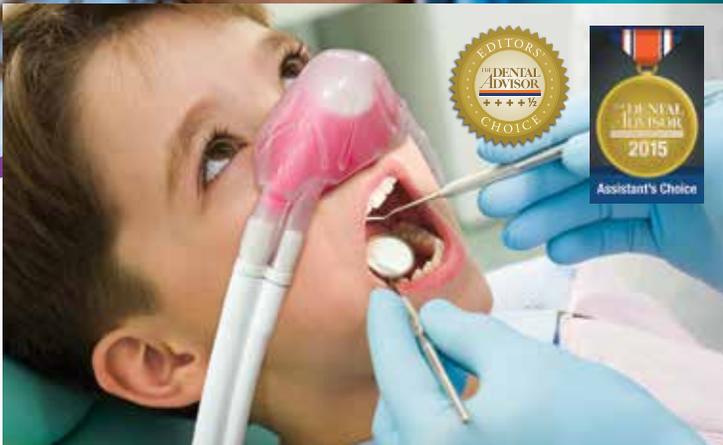
While we've seen many accomplishments over the last 75 years, a special thank you to all of you for helping to optimize our process as we work to improve the oral health of the children that we serve. It was my pleasure to serve as the Board's President last year and I look forward to watching as our new Board continues to advance our process!



Cynthia L. Hipp, DDS
Immediate Past President, ABPD
Charleston, SC
Board Certified in 1990

For questions or comments on this article, contact Dr. Hipp at hardincl@muscl.edu

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Dr. Ned Savide

HSHC President

The Busy Season Never Ends for Underserved Children

Congratulations! With the calendar page turned to September, the kids are back in school and another busy season is behind us. While this past summer was my first in 38 years that I wasn't hopping from patient to patient like all of you—it was my first year of full retirement—September brings a collective exhale like no other time of the year.

For me, it was always great to have that busy period behind me, but it wasn't long before I was missing the bustling activity, smiles from grateful moms and the bear hugs from returning patients who are excited to be at the dentist's office.

But, as busy as we all were during our busy season, how many children didn't go to the dentist during the past summer? How many children haven't gone to the dentist in the past year? The past five years? Ever?

We've heard every reason possible from adults. We're so busy. She was at camp. He is afraid.

But, what about the hundreds of thousands of children nationwide who haven't been to the dentist because their parents can't get time off from their hourly-wage jobs, or don't have reliable transportation, or are dealing with so many other larger challenges that oral health doesn't receive priority attention until it's reached crisis proportions?

These are the kids I think about now since taking the helm of Healthy Smiles, Healthy Children as its president. I think about them all the time. These kids are my patients now.

Yes, more than 300,000 children have Dental Homes thanks to our grantees and our donors' collective generosity. Yet, I think about all the moms who

wish they could take their children to the dentist if they could. I think about the children who haven't yet learned that going to the dentist is not something to fear, but something they can look forward to for the rest of their lives.

Our grantees do amazing work. From providing high quality dental care to arranging rides and helping families overcome other barriers; they put the children first.

AAPD members do amazing work, too. In fact, we learned through the AAPD membership survey earlier this year that 81 percent of members provided some form of pro bono care last year.

Not including those who provide care via missions overseas, the average AAPD member provided pro bono care to 53 children. Whether it was in their practices, volunteering at a local clinic or in a larger scale all-ages dental care event, the average AAPD member provided upwards of 68 hours in volunteer care. The value of this care? An average of \$8,000 per AAPD member!

The busy season might be behind us for now. But, whether it's in your practices, your communities or through the work of HSHC grantees, the busy season never really ends when it comes to caring for the underserved children.

Thank you for all you do to help children everywhere!

Dr. Savide, AAPD Past President (2005), is a retired pediatric dentist residing in suburban Chicago.

Meet our New Trustees



SHARI C. KOHN, D.D.S.

Dr. Shari Kohn has been practicing pediatric dentistry since 1992. She has owned her private practice in Hunt Valley, Md., Dentistry for Kids, since 2004. Since 1999, Kohn has been a part-time clinical instructor at the Baltimore College of Dental Surgery, University of Maryland Dental School for the Department of Pediatric Dentistry.

In 1998, Kohn became a board certified pediatric dentist. At that time, she was offered fellowship into the American Academy of Pediatric Dentistry and Diplomate status to the American Board of Pediatric Dentistry.

In May of 2011, Kohn was elected to the board of trustees of the American Academy of Pediatric Dentistry where she represented District II of the AAPD. Kohn completed her trustee position in 2014. She is still active in the AAPD as the chairman of the council on membership and membership services, a member of the Council on Government Affairs, and she is the assistant treasurer of the AAPD PAC (Political Action Committee). Kohn is strongly committed to making sure that every child has a Dental Home. She is a committed member and donor of Healthy Smiles, Healthy Children (HSHC) and serves on the Grants and Programs Committee. This year she and the other members evaluated over 300 applicants and awarded over \$500,000 to children in need of dental care. These commitments require Kohn to travel several times during the year to attend Academy and Foundation events. It is an amazing honor for Kohn to be involved with such important and prestigious groups.



MARIO E. RAMOS, D.M.D.

Dr. Mario E. Ramos is a board certified pediatric dentist who graduated from Ramapo College of New Jersey with a bachelor of science degree in business administration. He received his doctorate dental degree from the University of Medicine and Dentistry—New Jersey Dental School and a certificate in pediatric dentistry from the

Harvard School of Dental Medicine—Boston's Children's Hospital. Ramos is an adjunct associate professor of pediatric dentistry at the Rutgers School of Dental Medicine.

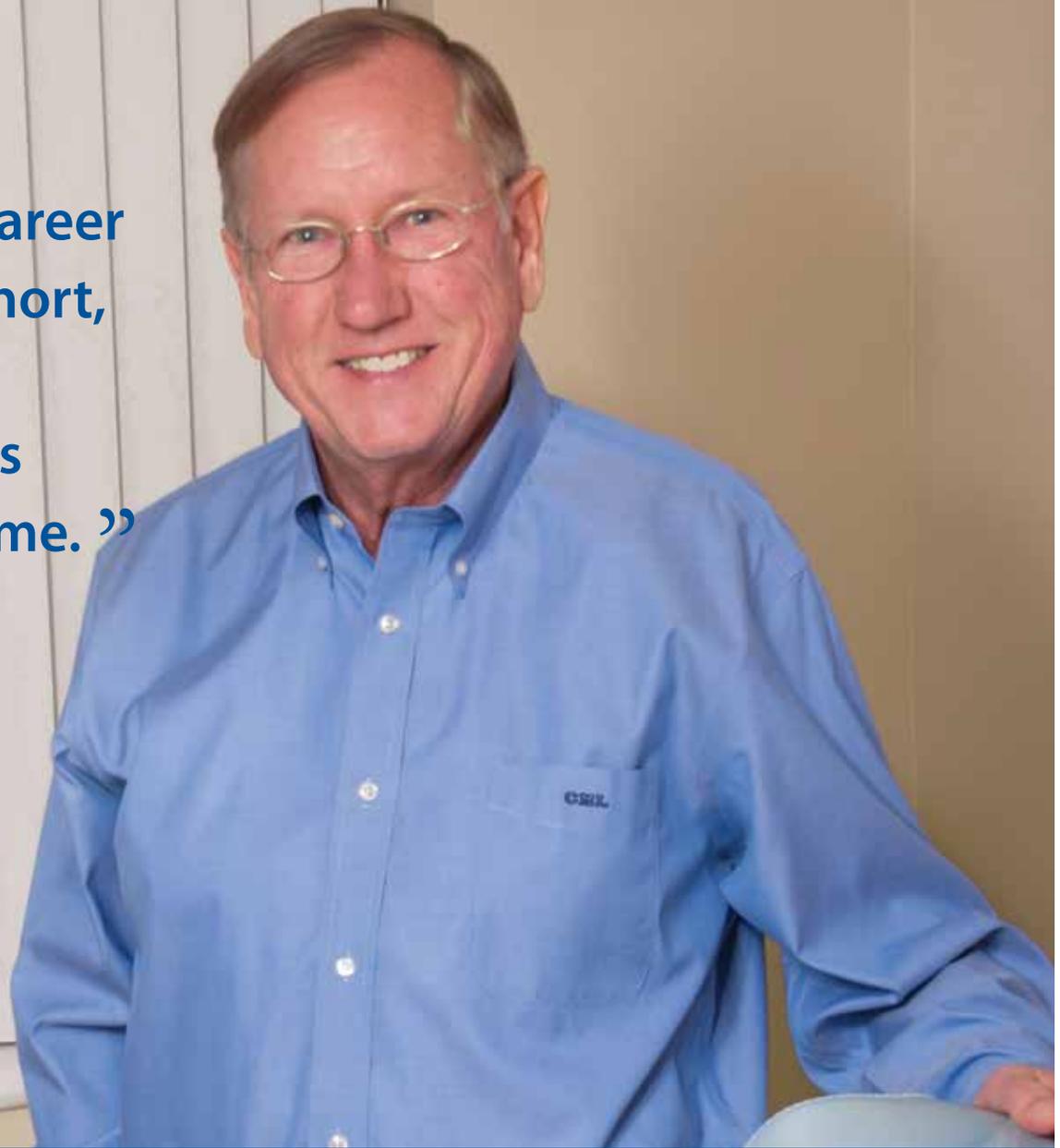
He is a past At-Large Trustee for the American Academy of Pediatric Dentistry. He is a past member and chairman of the AAPD Council on Continuing Education. Presently, he is a member of the Millennial Member Task Force and the Committee on Interprofessional Relations. He is a national spokesperson for the Partnership for Healthy Mouths, Healthy Lives. Ramos is a past member of the American Dental Association's Continuing Education Recognition Program Committee, and was a member of the Workshop on Children's Oral Health for the Surgeon General's Report on Oral Health. He is the founder and director of the *Smiles with Pride Project* which provided dental care to homeless children living in shelters throughout Newark, N.J. He is a volunteer pediatric dentist at the Boys and Girls Club of Newark, N.J., and at Eva's Village Dental Center in Paterson, N.J. He has lectured nationally and internationally on many topics related to pediatric dentistry. He has maintained a private practice in pediatric dentistry in Midland Park, N.J., for the past 18 years.



TERESA FONG, D.D.S.

Dr. Teresa Fong is a board certified pediatric dentist in the Twin Cities of Minnesota. She has been in private practice at Metropolitan Pediatric Dental Associates for the past 27 years and also teaches in the predoctoral pediatric dental clinic at the University of Minnesota School of Dentistry. Fong is married to Ron Sit. Their son Andrew will be a sophomore at Rensselaer Polytechnic Institute this fall. When not spending time with family, Fong serves as a trustee to the Minnesota Dental Association for the Minneapolis District. She also serves as program chair and secretary-treasurer for the Minnesota Academy of Pediatric Dentistry. Fong is enjoying her participation in the Advanced Leadership Institute at Wharton this year with the awesome Team S.M.A.R.T.

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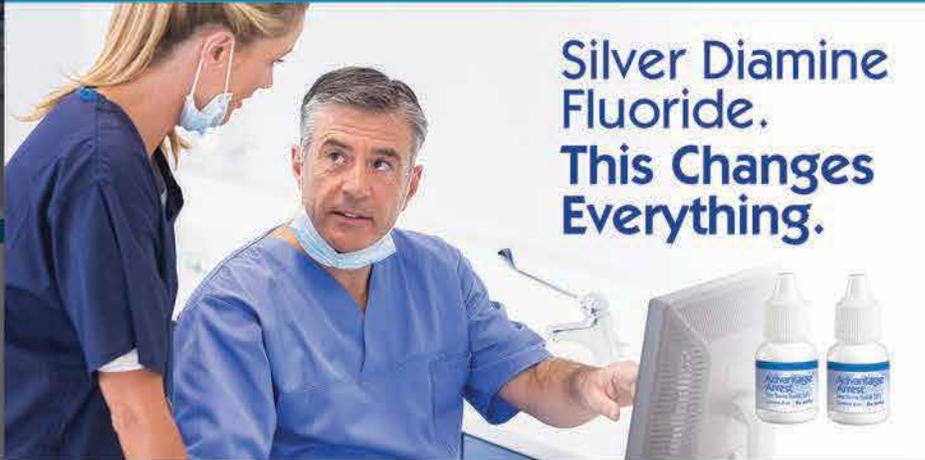
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The Two BIGGEST Problems Facing Pediatric Dentists

By Rhea Haugseth, D.M.D.

My name is Dr. Rhea Haugseth, and like you, I am a practicing pediatric dentist in Marietta, Georgia. Over the years, I found myself feeling very frustrated with the lack of efficient, cost-effective training available for pediatric dental assistants. In fact, there were two major problems that I continually had to deal with when hiring a dental assistant for my pediatric practice:

1. **They had no clinical training.** Even if they had dental assistants' training, they still fell short of the unique needs of a pediatric practice.
2. **They had no communication skills.** They often did not know how to talk or act professionally or how to communicate effectively with children and their parents. Newly hired dental assistants tend to be young people who are just starting their careers. For a variety of reasons, many of them had very little people skills and life skills such as how to manage their resources or prioritize efficiently.

There was plenty of training for general dental assistants, but nothing for the pediatric field. I knew what it took to create a spectacular PDA, but frankly, I was tired of training and re-training with every new PDA.

Dealing With Problem #1

Knowing that my colleagues were also frustrated with these same challenges, I formally created the Pediatric Dental Assistant School (PDAS) in Atlanta where newly hired PDAs in Atlanta-based pediatric dental offices or those seeking a career as a pediatric dental assistant could get the training they need (for an entry-level position) in 9 weeks of training at my office in Atlanta.

Dealing With Problem #2

Although the PDA graduates were trained clinically, I realized there were other issues I needed to address; namely, teaching them the soft skills that came with working closely with children, parents, and the office staff. So I created training modules on parent/patient communication that teaches PDAs the art of effective communication in a professional setting, and specifically how to communicate and connect with children and their parents. This training can make a remarkable impact in patient/staff relationships.

I realized that the need for specialized training was universal, and pediatric dentists across the nation had to deal with these two problems regularly. "How can I help them?" I wondered. That is when I launched the Pediatric Dental Assistants Association. It not only provides the instruction and resources needed to train newly hired PDAs to quickly become a valuable and fully-functioning member of the staff, it is also a place where high-performing PDAs have been able to grow in their skills and in their careers.

The development of the Pediatric Dental Assistant School, along with the Pediatric Dental Assistant Association has been a wonderful addition to my practice. My staff truly loves these programs!

Pediatric dental offices who would like to receive more training and mentorship for their pediatric dental assistants should enroll their assistants in the PDAA.

For further information, please contact the Pediatric Dental Assistants Association at 770-823-3534 or email pdadirector@gmail.com.



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A PDAA membership is a truly hands-off program for you as the owner/doctor. Your dental assistants will gain valuable knowledge and training that will increase their abilities and help grow and develop your practice. Teaching new skills and sharpening the skills of your existing assistants is the key to keeping your practice happy, productive, and profitable.

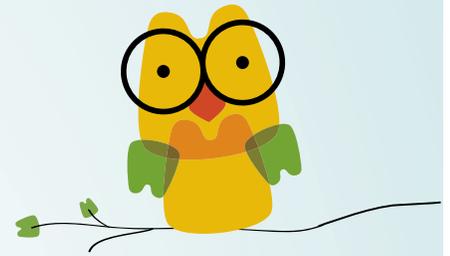
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Dr. Kelly Kim

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ARIZONA—PRESCOTT. Established high volume north-central Arizona practice (KidZaam Dentistry) seeks additional Pediatric Dental associates for employment in a multiple area location. Our distinctive environment and Dentaltainment philosophy creates an exclusive dental experience for kids. We are seeking Pediatric Dentist who are passionate, motivated and fun loving when delivering excellent dental care. We believe all kids should laugh when they go to the dentist! A minimum 4 day work week is provided and the salary is very competitive. Please send your resume to dhiggins@kidzaam.com or fax to (928) 443-1373. We look forward to hearing from you! Pediatric Dentist with a strong background in delivering conscious sedation, trauma, operative care and minor interceptive orthodontic care.

ARIZONA—SCOTTSDALE. Established quality oriented private practice. We are seeking a part-time associate. Energetic, caring and with excellent clinical skills. Come join our community and great team! Please email resume to srazuri@yahoo.com Certificate in Pediatric Dentistry.

CALIFORNIA—ROCKLIN. Our welcoming group of dental professionals would like to introduce you to an opportunity for developing your passion of Pediatric Dentistry. We are a private, well established, high-tech practice that generates a creative, intellectual, and loving atmosphere for our patients. We are seeking a Board Eligible or Board Certified Pediatric Dentist who has a friendly, humble and very personable attitude towards their team and patients. Our candidate will be offered an extensive training/mentoring program developed by our ABPD Diplomate who has over 25 years of experience. This unique and highly successful practice enjoys incredible patients, great hours, a cheerful and caring environment and opportunity for growth. We look forward to meeting you. For more information please contact k.morales@smileisland65.com.

CALIFORNIA—SAN DIEGO. Associate Opportunities. 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 for more information on the opportunity. Specialty in Pediatric Dentistry. California License. Oral Sedation Permit PALS/CPR

CALIFORNIA—SAN DIEGO. Private practice opportunity in ethic driven, fee for service practice. Excellent opportunity to join a well respected, growing, privately owned practice in America's finest city. We are a multi-doctor, multi-specialty,

technically advanced practice in a new facility. We currently are looking for a pediatric dentist who is board certified or eligible to join us. Opportunity for longterm associateship and even partnership certainly there for quality candidate to be discussed upon review of application and in-person interview. We look forward to reviewing your application. To apply, all candidates must submit via email:—Resume—Requested daily compensation—References KidsDentistSD@gmail.com Thank you for your interest Ethics American Board of Pediatric Dentistry eligibility/diplomat status

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. One year post residency experience preferred. For more information please contact debbie@awildsmile.com.

COLORADO—DENVER. Pediatric Dental Group of Colorado has an opportunity for an associate to join our respected quality oriented pediatric dental practice / business with multiple locations in Denver Metro, Northern Colorado and Summit County. We expect our associates to; exhibit high ethical standards and possess excellent leadership qualities, to possess exceptional child 'coaching skills' as we gain the trust of the child / parent enabling most treatment to be rendered in our private office settings, to be committed to providing high quality preventive and restorative dental treatment, to understand that the private practice of pediatric dentistry is a 'people business' and requires excellent people skills, to understand and appreciate the challenges and rewards of "business ownership" in contrast to 'having a job'. For more information please contact akidsdentist@yahoo.com.

COLORADO—FORT COLLINS. A successful, well respected and growing Fort Collins, CO pediatric group is looking to add a high quality associate during expansion. A partnership opportunity is available for an associate who develops strong working relationships with patient families and the community, and who possesses excellent leadership skills. Our group strives to provide an atmosphere of compassion and patient centered care for all families and this translates into every aspect of the services we provide. We are looking for an equally passionate associate who shares this vision to care for patients and can lead our team in a new clinic location. Compensation will be a guaranteed daily amount with production bonuses. For more information please contact josephanthonyguido@gmail.com.

CONNECTICUT—BRISTOL/WINDSOR/HARTFORD. Enjoy full autonomy in a stable, professional and secure position in a modern state-of-the-art facility; highly trained professional staff and assistants, digital radiography, central N2O, paperless charting and laser dentistry! Graduating residents who are planning to become Board Certified are welcome to apply; we will help you with your certification process. Please email C.V. to aidlibi@yahoo.com.

CONNECTICUT. Fantastic opportunity to join a successful, growing, state of the art Pedo/Ortho Practice. We are looking for the right Pediatric Dentist to join our dedicated and fun-loving team. Must be a skilled, compassionate, and personable Pediatric Dentist. Provide care to our patients in this family-oriented community with easy access to metropolitan centers of NYC and New Haven. Practice all aspects of oral sedation and hospital dentistry. Excellent compensation and benefits as well as mentorship available. Must be a graduate of an accredited pediatric dental residency. For more information, please contact Allison@commerceparkdental.com.

CONNECTICUT—BRISTOL/WINDSOR/HARTFORD. Enjoy full autonomy in a stable, professional and secure position in a modern state-of-the-art facility; highly trained professional staff and assistants, digital radiography, central N2O, paperless charting and laser dentistry! Graduating residents who are planning to become Board Certified are welcome to apply; we will help you with your certification process. Excellent compensation with the option for partnership. Please email C.V. to aidlibi@yahoo.com D.M.D. or D.D.S., pedo certificate.

FLORIDA—LAKELAND. Excellent opportunity for a compassionate, ethical, pediatric dentist looking for an associate position leading to partnership. This well respected private Pediatric dental practice has been established for 23 years. Office is located in a beautiful state-of-the-art building with experienced, caring staff devoted to providing high quality preventive care. The 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 highly motivated. We have an onsite pediatric anesthesiologist for I.V. sedations. The practice has a desired suburban location in a very close proximity to the Orlando and Tampa. You may visit our website at www.dentistry-pediatric.com to learn about our practice. If you are interested in being part of our outstanding team providing quality care you may email your resume to dry@dryasrebi.com or call (813) 600-8032.

FLORIDA—MIAMI. Seeking Pediatric Dentists in South Florida. Excellent opportunity for part-time/full time pediatric dentists to join a Pediatric Dental Group with three locations in South Florida. Currently doing cases under general anesthesia at two pediatric hospitals in the Miami-Ft. Lauderdale area. Isolate, fully digital, paperless. Eaglesoft, central nitrous. Please email resume to pediatricdentalcenters@yahoo.com.

FLORIDA. Would you like to work in sunny south Florida? In private practice? We are expanding again. Looking for a part time pediatric dentist associate with potential to full time. Ultimately, an equity position can be arranged. Licensed to practice in FL, and has completed a Pediatric Dentistry residency in the U.S.

FLORIDA—MIAMI. Seeking Pediatric Dentists in South Florida. Excellent opportunity for part-time/full time pediatric dentists to join a Pediatric Dental Group with three locations in South Florida. Currently doing cases under general anesthesia at two pediatric hospitals in the Miami-Ft. Lauderdale area. Isolite, fully digital, paperless. Eaglesoft, central nitrous. Compensation: 40 % of Production. Please email resume to pediatricdentalcenters@yahoo.com.

GEORGIA. Growing specialty office is currently interviewing for a part time Associate Pediatric Dentist. Position could lead to full time. This is a great opportunity to practice in a pediatric dental/orthodontic environment, not a corporate dental chain. We believe in a high level of patient and parent education and making sure that children have an excellent dental experience at each visit. Our office is an upscale and modern office with a happy, motivated, multi-skilled staff. The office is located approximately 30 miles north of Atlanta. We offer a team motivated working environment and a competitive salary. Candidate must have excellent communication skills, be enthusiastic and motivated. To apply please email C.V. to pediatricdentistjob@gmail.com. Graduated from an accredited pediatric dental program.

GEORGIA. Growing specialty office is currently interviewing for a full time Associate Pediatric Dentist with future partnership possibility. This is a great opportunity to practice in a pediatric dental/orthodontic environment, not a corporate dental chain. We believe in a high level of patient and parent education and making sure that children have an excellent dental experience at each visit. Our office is an upscale and modern office with a happy, motivated, multi-skilled staff. We offer a team motivated working environment and a competitive salary. Candidate must have excellent communication skills, be enthusiastic and motivated. Excellent benefits and compensation are offered. To apply please email C.V. to pediatricdentistjob@gmail.com. Graduated from an accredited pediatric dental program.

GEORGIA—METRO ATLANTA AND NEIGHBORING AREAS. Pediatric dentist wanted. Be a part of our highly esteemed group practice. We offer an on-site anesthesia team, educated staff and a welcoming environment. Motivated, ethical person a must. Top salary and benefits. Call (678) 763 2600 or e-mail: vwshant@me.com.

HAWAII—OAHU. Aiea pediatric dental center is looking for a full time pediatric dentist to join our well established practice. We have a ten chair (no open bay, all private room) facility that includes 5 hygiene rooms and 5 quiet room operatories. Our potential candidates must possess the following qualities: Always having a child's best interest in mind and the ability to provide quality/compassionate/honest dentistry. Candidates who have income listed as their number one priority would be better

suited to join another practice. Compensation is based on a per diem or percentage of collections (whichever is greater). Dentists receive production on all procedures completed by the hygienist (not just exams). If you are interested in this opportunity, please forward your resume to derektom@hotmail.com.

IDAHO—TWIN FALLS. Growing pediatric group practice seeks a full-time associate. Our practice offers a full range of pediatric services including oral conscious sedation and general anesthesia. Our team is genuine, kind, dedicated and focused on giving quality care to a "small town" Idaho community. We offer a great earning potential (\$250,000+ w/ monthly base for a set period), health insurance for you and family, liability insurance, and association dues. Please email C.V. and questions to smiles4kidstf@gmail.com.

ILLINOIS—NAPERVILLE. Fantastic Future, NOW! Careers for Pediatric Dentists in a multi-specialty dental practice in a Chicagoland western suburb. Our large Multi-specialty Practice has an opportunity for several Pediatric Dentists who will provide dental care for infants, children, and adolescents. The Pediatric Dentist should be comfortable working with young patients and enjoy providing excellent patient care to children in a loving comforting way. The parents in our practice are equally as important and must have a full understanding of the treatment being provided to their child. Why Choose A Multi-Specialty Practice? • Our Specialty Team includes the finest specialists in the industry, including faculty from previous dental educational centers. • Our commitment to developing the strengths and abilities of our Specialists and providing high quality of care and



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Since inception in 1994, our ADA/CODA accredited two-year Pediatric Dental Residency Training Program has been committed to providing oral health services to the most vulnerable children in the United States and around the globe. Our pioneering model of dentistry without walls has established training sites through partnerships with Community Health Centers (CHCs), School-Based and Community Outreach Programs.

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- Providing direct clinical services
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- Commitment to evidence-based teaching and practice
- Interest in an innovative teaching environment
- Eligibility for dental licensure in the State of the training site location

PLEASE SEND C.V. VIA EMAIL OR CALL WITH QUESTIONS IN CONFIDENCE TO:

DAVID OKUJI, DDS, MBA, MS ASSOCIATE DIRECTOR, PEDIATRIC DENTISTRY David.Okuji@LutheranDental.com Phone: 617-903-7117	NEAL A. DEMBY, DMD, MPH SENIOR VICE PRESIDENT, NYU LUTHERAN DENTAL Nealdemby@gmail.com Phone: 718-630-7177	MARGARET K. MASON, DMD VICE PRESIDENT, SENIOR ADMINISTRATOR Margaret.Mason@nyumc.org Phone: 718-630-8524
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safety to our patients is our standard. • Our Multi Specialty Practice has a large and diverse pediatric patient population, including special needs children • You will enjoy great opportunity for professional growth and financial reward by treating such a large, diverse group, and you will enjoy the satisfaction of improving the health and the lives of the children for whom you provide care. Full and Part-time opportunities available. Send Your C.V./Resume To: bestdentaljobs@aol.com No Phone Calls Please Dental License to practice in the State of Illinois. Controlled Substance License. Current Malpractice Current CPR.

ILLINOIS—NAPERVILLE, ROMEOVILLE.

Growing multi-office, multi-discipline practice in the SW suburbs of Chicago is looking for a fun, out-going pediatric dentist to join our team. If you have a lot to offer but you still want the support that an established busy practice and a wonderful team gives, then this would be great place to check out! A part-time or full-time position is available right away. Our main office has just completed a large expansion/renovation project in preparation for the right Pediatric Dentist to fit right in! Fully digital x-rays, cone beam, paperless charting and Certified Dental Assistants to do your sealants and prophies. Send your resume to DoctorSWS@GMAIL.COM. Completed or just about to complete a pediatric residency program.

ILLINOIS—ST. LOUIS METRO AREA. Rare opportunity for an immediate buy-in partnership that collects over \$4.7 million in 2014. This opportunity will provide a Pediatric dentist a successful and prosperous future. The senior Pediatric partner wants to retire and sell his third ownership. The seller's 2014 allocated collections were \$1.3 million plus with NO Medicaid, all fee for service and insurance base. State of the art practice has 3 locations, the seller's location has 3 open bay chairs and 2 quiet rooms. All updated technology, newer equipment and the real estate is also for sale. The other 2 locations are brand new with all state of the art technology with a fun kid friendly environment. Financing is already in place. The practice is located in the suburbs of St. Louis. You can have the benefits of a larger metro area in a small town. The metro link runs residents to downtown St. Louis in less than 20 minutes which allows residents to enjoy all of the things that are offered in St. Louis. The suburb itself has a strong private and public school system and major colleges and universities nearby. The area is experiencing a large growth period for the practice and the residents. Please call me to discuss this great practice opportunity. Ruth Dulin Peds Exclusively Pediatric Dentist Recruiter | Practice Transition | Consultant Toll Free: (866) 533-5899 Fax: (888) 818-9113. E-Mail: Ruth@Peds-exclusively.com.

ILLINOIS. Are you a fun energetic pediatric dentist? Our established, quality, pediatric dental office in the Chicago area is looking for you! Our office has either a part-time or full-time position available. Please send resume and potential availability to AAPDAD2015@aol.com if interested. Our current team consists of 4 pediatric dentists and a superb team. Look forward to hearing from you! Illinois Dental License and completed Pediatric Dental Residency.

LOUISIANA—SHREVEPORT. Well-established, growing, multiple location office in Shreveport, LA has an immediate opening for a Board-certified or Board-eligible pediatric dentist interested in an associateship with possible partnership opportunity. We are looking for an energetic, motivated and caring

individual serious about joining a successful practice for a long term career and possible buy-in. We have a strong presence in our community and offer a full range of pediatric services including oral conscious sedation and general anesthesia. Our team is well-trained and capable and we use modern equipment and excellent materials. You can balance your work life by living in a community with a low cost of living and great outdoor activities. We offer a \$3000 signing bonus, guaranteed \$1000/day or 35% of production, 4.5 day work week, healthcare insurance assistance and paid malpractice coverage. Dentist will be busy immediately as schedule is booked out. Interested applicants should email their resume to mjgambill37@yahoo.com. For further consideration and discussion about this opportunity, please call 870.897.2202.

MARYLAND—BEL AIR. Pediatric Dental Practice in Bel Air, Maryland proudly looking for an associate. Well established private pediatric dental practice continues to grow and we wish to add a doctor to our team. Our office is state of the art and designed for child and parent acceptance. Sedation and OR at 2 nearby hospitals. Consider this prime opportunity and contact us! aphpy@growingsmiles.com or 410-569-6700 www.growingsmiles.com.

MARYLAND—BETHESDA. Maryland-Bethesda. Pediatric dentist wanted. Our pedo/ortho specialty group practice is looking for a well-trained and energetic pediatric dentist to join our long-established office in Bethesda, MD area. Excellent compensation based on production with minimum salary guarantee and a benefits package is provided. This practice, while well established, has clear potential for growth. Please email C.V. to Aris@DrHickory.com and put C.V. pediatric dentist on the subject line. 1. State of Maryland Board Certified. 2. Current DEA license. 3. Current PALS Provider. 4. Current ACLS Provider. 5. Current CPR certification. 6. Current CDS Permit.

MASSACHUSETTS—BOSTON. Looking for a Pediatric Dentist for a Multi-specialty, multi-location group practice in the Boston, MA area. Hard working, good communicator, collaboration all traits we are looking for. Great opportunity in a well established practice. Board eligible Pediatric Dentist. For more information please contact msciallaba@greathilldental.com.

MICHIGAN. Pediatric Dentist opening. West Suburb of Detroit-Michigan. Come and Join an established Orthodontic practice. Tremendous opportunity with great income potential. New graduates are encouraged to apply. State of the art newly constructed dental complex. Abundant patient volume. Full Time /Part Time. Base Salary and commission on production. Ownership opportunity is available with minimum investment, generous sign up package. Please inquire and send your resume to michiganteeth@gmail.com. Licence to practice in Michigan.

MISSOURI—GLADSTONE. Growing Pediatric Practice in Kansas City, Mo is seeking an energetic, positive Pediatric Dental Associate. The right candidate will be working in a new building with state of the art technology. Patient base in place, practice sees 120 new patients a month. Currently have 2 Pediatric Dentists and 1 General Dentist that treats our teenage patients, looking to add another Pediatric Associate.

NEW JERSEY—NEWTON. Five year old thriving practice in newton, Nj currently looking for an pediatric associate to join our office 1-2 day a week and 1-2 Saturdays a month to start. During the week

hours are 8:45-5:15; sat 7:45-2:15pm NJ pediatric certificate and malpractice. For more information please contact michael.lateiner@gmail.com.

NEW JERSEY—OLD BRIDGE. ARE YOU READY FOR THE EXPERIENCE OF A LIFETIME? Kidzdent, the most trusted name in Pediatric and Special Needs Dentistry in New Jersey, is seeking a part-time associate who is enthusiastic and passionate about pediatric dentistry. We are a privately-owned, well-respected practice with over 30 years of experience serving the families in our community. We have a very large, loyal patient base and an amazing team of talented professionals who are committed to the overall health of our patients. Kidzdent has experienced positive growth year after year, and we are ready to add another talented professional to our team. We are seeking a full-time or part-time associate, and either entry level or experienced is acceptable. If you are interested in not just a job, but an amazing adventure, please contact us ASAP. For more information please contact christine@kidzdent.com.

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 who can complement our practice. Part-time or Full-time available. Please e-mail C.V. to info@oceanpediatricdental.com. *licensed pediatric dentist *ideally board certified NJ LICENSE, Specialty permit, Board certified (ideally).

NEW JERSEY. This office is a family. The staff and patients are all a part of this family. We have built a wonderful and beautiful office based on the principals of high quality dentistry and an experience that exceeds expectations. My former program director, Dr. Chialastri said, "Be true to yourself and your patients and everything else will follow." We are very proud of what has been done here and have begun the search to find someone that will fit well in this special office. We are searching for someone that has a great personality and will be committed to this office and its patients. Someone that desires to live in the South Jersey/Philadelphia area and is looking to make our office their home. The position is part time leading to full time to ensure a perfect fit. Compensation will be extremely competitive. I hope that this special person is reading this listing. Please contact me at jeffreysingerdmd@gmail.com.

NEW JERSEY. Outstanding opportunity for Pediatric Dental Associate in well established Pedo/Ortho practice. We are a well respected private practice looking to fill a full-time or part-time position, with partnership potential. Comprehensive benefit package available. Please email résumé and C.V. for consideration. For more information please contact info@njsdmd.com.

NEW YORK—MONSEY. I am looking for a part time leading to full time Pediatric dental associate in an upbeat Pediatric dental and Orthodontic practice in Monsey NY 45 min from NYC please send C.V. to mkwpedodent@hotmail.com. Certified Pediatric dentist.

NEW YORK—EASTERN SUFFOLK. Well established pediatric and orthodontic practice seeks part-time, leading to full-time pediatric associate. Candidate must be enthusiastic, motivated, and skilled. Spanish speaking preferred but not required. Our three practices located in eastern Suffolk County have been providing exceptional pediatric dental care

for almost 40 years. This is a great opportunity for the right candidate to join our growing dynamic staff. Send your C.V. or resume and any correspondence to infoportjeff@suffolkpediatricdentistry.com or call 631-476-1947 and ask for Lori. Please visit at: "<http://suffolkpediatricdentistry.com>".

NEW YORK—TUCKAHOE. Are you a compassionate, motivated and skilled pediatric dentist looking for a part time position which could evolve into a full time situation? Our established, highly respected and growing practice seeks a team player to join our friendly staff. We have a unique, state of the art facility located in a great lower Westchester neighborhood. This is an excellent opportunity for the right candidate to be part of a thriving, quality-oriented team. If you are interested in providing exceptional care in a fun and caring environment, please send your resume to mspeddent@aol.com.

NEW YORK. Busy multi-doctor pediatric dental office looking for an associate pediatric dentist for our Queens, New York locations. Our offices are located at Bayside, Flushing and New Rochelle, New York. Both part time or full time positions will be considered. Must be a team player with a compassionate and honest personality. Health insurance and 401K benefits available for full time employees. If interested, please email curriculum vitae/resume to suetdds@hotmail.com or fax to (718) 281-2898. D.M.D./D.D.S. and specialty certificate

NEW YORK—LOWER HUDSON VALLEY. We are seeking a compassionate pediatric dentist to join our successful, well established, quality oriented multi-specialty private practice. FFS and PPO, no Medicaid. Excellent opportunity with partnership potential for a motivated individual. Family oriented, friendly office with competitive compensation. We are located in the lower Hudson Valley convenient to NYC. Full-time position available but will consider part-time. Benefits including 401K, paid malpractice insurance, vacation and holidays. Will consider new graduate. Please reply in confidence to Braceman@Optonline.net.

NORTH CAROLINA—CHARLOTTE. Awesome position for a fun-loving Pediatric Dentist in our patient-centered, growing multi-location practice in the Charlotte, NC area. Our team is looking for a like-minded Pediatric Dentist to join us who is Board Certified/Board Eligible and able to practice in NC. We pride ourselves on the caring, relationship-building nature of our practice and would love to work with someone who also shares these values. Our practice has very low turnover, both in staff and dentists. We also have incredible practice management systems in place to make your job more enjoyable. We would welcome someone with or without experience and are flexible—we could accommodate an associate that wanted to work part-time or full-time. Associate may also have the option of partnership at a future date. Please send inquiries along with a C.V. to: staff@SteeleCreekPediatricDentistry.com. Visit our websites: SteeleCreekPediatricDentistry.com, PediatricDentistryofMatthews.com, PediatricDentistryofWesleyChapel.com to check out our practices! Board Eligible or Certified Pediatric Dentist.

NORTH CAROLINA—DURHAM. We strive for EXCELLENCE! Seeking a pediatric dentist who most importantly aims to provide quality care to our patients and excellent customer service. We are a busy and rapidly growing practice providing the ideal opportunity for someone wanting a long-

term and stable career. Our office has new, state-of-the-art equipment and provides an incredible environment for kids. Within our office is a full service anesthesia suite. Here we have the option to provide in-office general anesthesia for our patients with the assistance of a board certified dentist anesthesiologist. This position offers competitive pay and benefits, please contact us further to discuss. Aside from a wonderful practice to work, Durham is a great place to call home! Located in the Triangle (Durham-Raleigh-Chapel Hill), we are surrounded by major universities, including Duke and UNC. It is also adjacent to the RTP, which is one of the most prominent, high-tech research communities in the United State consisting of over 190 major companies. Durham has been voted one of top 100 cities to live with a thriving health care industry and rich culinary and recreational attractions! Part-time or full-time opportunities available. If you are interested in joining our team, please submit your C.V. to amydavidian@yahoo.com and visit our website at "www.southpointpedo.com". Applicants must have completed an accredited pediatric dental residency and eligible for board certification. A NC dental license is also required.

NORTH CAROLINA—FAYETTEVILLE. We are looking for a full or part time Pediatric Dentist to join our large and growing practice. This is a fantastic opportunity to make a great income and have complete control of your schedule. Current and former pediatric dentists earned 400k to 500k based on a 40 hour work week. The provider can make his or her own schedule and have unlimited time off if they desire. We have a large number of patients so a full schedule is guaranteed. A signing bonus may also be available for the right candidate. Accredited Dental School and active NC dental license. For more information please contact dndental@gmail.com.

NORTH CAROLINA—CHARLOTTE AREA. Outstanding opportunity in Charlotte area for pediatric dentist or dual pedo/ortho specialist. Our busy, growing practice seeks that special, motivated, personable, well-trained individual to join in our success and quick track to partnership. Our pedo/ortho group has served this area for over 35 years and the future is bright. CEREC and Galileos 3D practice. Please call or fax a resume to Dr. Bill Connor (704) 865-6425; fax (704) 865-2568; or visit <http://www.peddent.com>. D.D.S. or D.M.D. degree in dentistry with specialty in pediatrics or orthodontics.

NORTH CAROLINA—GREENSBORO. Winston-Salem/Greensboro, North Carolina area... Pediatric/General Dentist. Harmonious Atmosphere. Creative Work Environment. Knowledgeable Staff. Seamless Technology. An ergonomic Design Facility is the perfect seed for success at Dentistry for Kids. Our mission is to provide the best dental home for kids in the Carolinas. Parent/Guardian education has been the key to open community doors. We have a proven track record even in a challenging economy. Benefits include paid medical and malpractice insurances, vacation, continuing education, Simple IRA, Personal days. Salary \$220,000 to \$250,000. (Production is available in addition to salary.) Email C.V. to pedodds@pedodoctor.com.

NORTH CAROLINA—GREENVILLE. Well established pediatric/orthodontic practice seeking full time pediatric dentist. We are centrally located between Virginia and South Carolina. We are 1 hour from the coast and 1 hour to Raleigh/Durham area. Our practice is committed to quality dentistry and

patient care. We provide a state of the art facility featuring digital radiography and paperless charting system. We offer a practice environment with strong leadership and a multi-skilled team. Please email your C.V. to rlamm@eopd.org.

NORTH CAROLINA—WINSTON-SALEM. Excellent opportunity for a motivated part-time pediatric dentist in a state-of-the-art pediatric dental practice. There is strong potential leading to a full-time associate position. We are a thriving, well respected, high quality pediatric dentistry practice located in a professional Medical Park in the Piedmont Triad of North Carolina. We have an exceptional, experienced, multi skilled team to support patient care in our 15 chair child friendly office. We are a fee for service practice and are looking for a skilled pediatric dentist dedicated to providing the highest care in a fun, caring environment. Please send cover letter and C.V. to 185 Kimel Park Drive suite 202, Winston-Salem, North Carolina 27103. Attn: Office Manager.

NORTH CAROLINA. Our thriving pediatric dental practice is seeking an experienced and energetic pediatric dental associate to work with us full time in Concord, North Carolina. We are looking for an individual who wants to be a part of our hard-working, fun-loving, and compassionate team. Please send C.V.s to concordncsmiles@gmail.com.

OHIO—EAST LIVERPOOL. We are looking for a associate who is seeking to work in an established office with an experienced staff. The office is located in South Eastern Ohio very close to the Pennsylvania border, about 25 min North West of the Pittsburgh airport. We offer a great comprehensive package as well as Hospital Dentistry. We also have a school Loan forgiveness program available. If you are interested please contact rf6davis@msn.com for more information. Have completed a Pediatric Dental residency.

OREGON—PORTLAND. Amazing opportunity for an enthusiastic, compassionate, and motivated pediatric dentist. Our digital, patient-centered, holistic pediatric dental office has experienced tremendous growth with two locations. We have a wonderful patient family with a diverse mix of privately insured, non-insured and Medicaid patients. With a guiding philosophy of patient education, prevention, and community involvement, our highly trained and professional team create a uniquely positive environment. The right person is knowledgeable with special needs, including autistic children. Comfort with nitrous, sedation, and GA treatment modalities necessary. Legacy Emanuel credentialing a must. Position open 1 day per week starting immediately with additional days available in the future. Check out visitworldofsmiles.com to learn more about our practice, or to apply, send resume and statement of professional goals to stafford.michelle@gmail.com. Must have Oregon dental license. Must have attended pediatric dental residency and either be board certified or in the process of certification. Must have hospital credentials with Legacy Emanuel of Portland, Oregon or be in the process of obtaining.

OREGON. Southern Oregon pediatric dental office seeking FT pediatric or general dentist who enjoys working with kids. PT position considered for the right candidate. \$200K-250K base with bonuses and benefits. Associateship, buyout and partnership are all options. call 541-408-1057 for details or send C.V. to rexandemily@gmail.com.

PENNSYLVANIA—BEAVER. Pittsburgh Area/ South Eastern Ohio. Full Time/Part Time position opening. Very Busy office. We have a very experienced staff to help with all of your needs. We offer many Benefits and a pleasant work opportunity. We also have Hospital privileges available. Please contact Robert Davis at rj6davis@msn.com for more information. Must have completed a accredited Residency and have appropriate licenses.

PENNSYLVANIA—CAMP HILL. Thriving and expanding Central Pennsylvania area practice is seeking a Pediatric Dentist. This practice strives to provide the greatest patient care experience in a friendly, caring, and comfortable environment. Offering: •State of the art, modern facilities and technology•Growing private doctor owned practice. •Highly trained staff allow doctors to focus entirely on best quality patient care. The successful candidate will be a licensed D.M.D. or D.D.S., must have completed Pediatric Dentist residency, and be licensed or qualified to obtain a license in the State of Pennsylvania. Must be personable, flexible, have a positive attitude, and dedicated to providing the best quality patient care.

PENNSYLVANIA—COLLEGEVILLE. SUBURBAN PHILADELPHIA, PA. Modern pediatric dental practice is looking for a pediatric dentist who has superior behavior management, clinical and communication skills. We are a well respected fee for service practice that is focused on delivering high quality pediatric care in a comfortable kid friendly setting. We are offering a competitive salary package of 35% of production, paid malpractice insurance, health insurance for you and your family, memberships to the ADA, AAPD, and ABPD, plus a generous CE stipend. You will have a four day work week so that you may have time to spend enjoying other interests outside of dentistry. Submit cover letter and resume to eric.hans@comcast.net or fax (610) 409-1941. Certificate in Pediatric Dentistry.

PENNSYLVANIA—PITTSBURGH AREA. Join our 13 office group practice. Flexible schedule. Our current Pediatric Dentists make in excess of \$300,000/year. Contact Dr. Dandashi at 412-980-4027 or DrDandashi@KatsurDental.com. All contact kept confidential. Apply online at www.KatsurDental.com.

PENNSYLVANIA—PITTSBURGH. Exceptional opportunity for a motivated and caring pediatric dentist. Large, brand new state of the art orthodontic/ pediatric office in a growing suburb of Pittsburgh. This is an excellent opportunity to manage your own office and become a pillar in the community. The office has an excellent reputation and location—close to schools and pediatricians. Part time or full time. Schedule is flexible. Private practice experience or graduating residents in 2016-2017. Potential for ownership. Please email C.V. to PittsburghSmiles1217@gmail.com.

RHODE ISLAND. Immediate associate position in a reputable pediatric dental practice in beautiful, historic Newport, Rhode Island seeking a confident, motivated, highly skilled pediatric dentist. Effective communication skills, friendly disposition and understanding of quality of care is of primary importance in this practice that serves a small and tight-knit community. Opportunity for operating room privileges in a local hospital. Competitive compensation package available. Please email C.V.: staff@drenmondmd.com.

SOUTH CAROLINA—CHARLESTON. Pediatric Dentistry—The Medical University of South Carolina, James B. Edwards College of Dental Medicine, invites applications for a full-time tenure-track faculty position as the Pediatric Dentistry Graduate Program Director. Located in the historical peninsula of Charleston, SC, the Medical University of South Carolina is the State's only comprehensive academic health science center. The primary area of responsibility of the faculty position is to lead the Pediatric Dentistry Graduate Program, including active participation in the teaching and patient care components of the program. Other expectations include teaching pediatric dentistry in the D.M.D. program and conducting research in related areas. The ideal candidate must have excellent leadership, mentorship, administrative, and organizational skills. In addition, the candidate must have a creative and positive attitude toward maintaining a team-oriented work environment. Outstanding opportunities exist for teaching and curriculum development and participation in an active intramural faculty practice. Candidates must possess a D.D.S. or D.M.D. degree or equivalent and a certificate or master's degree from a CODA-accredited graduate pediatric dentistry program. Candidates must be eligible for licensure in South Carolina. Board certification in pediatric dentistry and previous teaching and research experience are required. Academic rank and salary will be based on the candidate's qualifications and commensurate with level of experience. Preference will be given to applicants with demonstrated expertise in didactic and clinical teaching, scholarship and program administration. Review of candidates will begin immediately and applications will be accepted until the position is filled. The Medical University of South Carolina is an Equal Opportunity/Affirmative Action employer. Please submit a letter of interest including statement of career goals and curriculum vitae to: Dr. Cynthia L. Hipp, Interim-chair, Department of Pediatric Dentistry and Orthodontics, Medical University of South Carolina, 30 Bee Street, Room 120, MSC 507, Charleston, South Carolina 29425, Phone: (843) 792-3916, Fax: (843) 792-3917.

SOUTH CAROLINA—COLUMBIA & 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 in two locations, Columbia and Sumter, both seeking full-time Pediatric dentists who are passionate about their careers. Great relationships with all pediatricians in area. Digital Radiographs in both offices. Two major hospitals and one surgical center for hospital OR cases between the two offices, and oral conscious sedation performed both locations. Full Time Position: Continuing Education stipend, Health Insurance, \$1000/day or 35% collections, whichever is higher, 401K, 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 teams are 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.carolinachildrendentistry.com.

TEXAS—AUSTIN. A leading Pediatric group is looking for an Associate. We are a high volume, privately and locally owned.Great opportunity to build a client base while enjoying life in Austin. Must have A Texas license in good standing. Level 2 sedation and above. For more information please contact tal@austinchildrendentistry.com.

TEXAS—AUSTIN. PEDIATRIC DENTIST AUSTIN, TX—Pediatric Dental Practice, located in and around the Austin area, is looking for a Pediatric Dentist to join our team. We offer a comprehensive compensation package. New grads welcome to apply. Please e-mail C.V. to Joinourpractice2010@gmail.com.

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

TEXAS—CORPUS CHRISTI. Associate Dentist position available in high energy, fast paced, well established pediatric multi-office practice. High professional standards, excellent work environment, high earning potential, flexible time off. Contact Dr. Paul Kennedy, (361)-960-6484, or pakjr68@gmail.com.

TEXAS—DALLAS. Excellent associate opportunity for full-time/part-time Pediatric Dentist in the DALLAS Metroplex. New Grads Welcome. Join the KidsDental team committed to providing the highest level of quality comprehensive pediatric dental care with an emphasis on early childhood intervention, cosmetic restorative pediatric dentistry and comprehensive orthodontics. Strong leadership and a large patient base combine with exciting kid tested facilities to provide a thriving income potential for the motivated candidate. Non-corporate private practice with 2 locations in Plano and Carrollton Texas! Certificate in Pediatric Dentistry from accredited program; Active Texas License. For more information please contact jdholt@icloud.com.

TEXAS—HOUSTON. We are excited to offer an excellent full-time opportunity in one of the most explosive growth areas in Texas. We are seeking a like-minded pediatric dentist that believes in outstanding quality of care, evidence based dentistry, and compassion. Our privately owned practice utilizes the most modern technology and current office systems. We are expanding to help meet our exploding demand and are already established as a 2 million dollar practice! Excellent pay, great team environment, and excellent reputation are just a few of the reasons to join us. We look forward to hearing from you soon! Applicant must be a Pediatric Dentist, have (or will have) a level II sedation permit, willing to perform surgical cases in the hospital, have a pleasant disposition, team player, providing high quality of care, compassion to treat children. For more information please contact stxcdpedo@gmail.com.

TEXAS—HOUSTON. This highly successful, Pediatric Dental practice has a great opportunity for a Pediatric Dentist to join our team. This is an excellent income opportunity to join a thriving practice. This practice strives to provide the highest quality of pediatric dental care in a state of the art facility. Very high paced office with large patient flow within the loop. • New office (opened in 2013)• New/ recent grads welcome• Digital X-Rays• Paperless Charts• Certified Dental Assistants to do your sealants and prophies for you AWESOME BEHAVIOR MANAGEMENT OPTIONS!!!• Monthly in house

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TEXAS—LEWISVILLE. Office space for pediatric dentist for lease or sale. Gas, water and suction for 5 chairs in an open area and one private operatory. Large waiting room, finance office, consult room, X-ray room, lab, 2 private offices, kitchen/ lounge and built in video game console. 2560 sq. ft. Minimal time to be open for business. In building with 2 general dentists. (972) 317-6211.

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. For more information please contact TXpedjob@yahoo.com.

TEXAS—SAN ANTONIO/SURROUNDING AREAS AND LAREDO. Tots to Teens Pediatric Dentistry & Orthodontics is seeking a part-time/full-time pediatric dentist. We are NOT a cooperate dental office. We are locally owned and operated. We have the following locations available. San Antonio, TX, Kerrville, TX, and Laredo, TX. Our practices offer an attractive, child-friendly ambiance. We are chartless, have digital radiographs and up-to-date dental equipment. Our doctors provide in-house treatment with nitrous oxide, oral sedation and extensive treatment under general anesthesia at an outpatient hospital setting for patients in need. Partnership opportunities are available for the right candidate. Compensation includes a daily guarantee or percentage of collections, whichever is higher. Full time benefits include medical insurance reimbursements, vacations, holidays and CE days. We pay for malpractice, license renewal, membership fees and CE allowance. Some of our locations offer travel reimbursements for part-time positions. Sign on bonus for full-time positions. If you are interested in joining a busy, up-and-coming dental practice, we are happy to meet with you. Email your resume to totstoteenspd@gmail.com.

TEXAS. Brand New Modern Pedo / Ortho Office in Dallas area. Partner and Share space with ortho (there 2 days a week) to build your pedo practice! Especially ideal if you don't want the full costs or headaches of building a new office from scratch. Great location on main road with high visibility, in a booming, growth area of Collin County (recently ranked # 1 in Texas for median HH income). Lots of new homes being built all around. Both immediate and long term benefits of sharing costs, overhead and patients. 2,400 sf with 5 chairs in open bay, 2 private treatment rooms. All the hard initial

groundwork is done- all you have to do is move in and start practicing! Owner financing available. Email: ucmbc1995@hotmail.com.

VIRGINIA—LYNCHBURG . Excellent opportunity for a pediatric dentist who seeks association in a prestigious, high quality and well organized pediatric practice. High personal standards, a commitment to quality dentistry and a strong work ethic are essential. We offer a harmonious and predictable practice environment with strong leadership and a cooperative, multi-skilled team. All management and administration duties are done for you. Facility is first class, efficient and state of the art with great systems allowing for a smooth running day in a family atmosphere. Please visit our web page at www.smilelynchburg.com, or contact us by e-mail at ssittason@smilelynchburg.com, phone (434) 237-0125.

WASHINGTON—MARYSVILLE. Fun, friendly, totally awesome Pediatric Dental Group in quest of an outstanding associate to join a highly respected, established, quality oriented private pediatric dental practice. We have multiple locations in Marysville, Monroe Lake Stevens, and Stanwood Washington, all located within Snohomish County in the beautiful Pacific Northwest! 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. Our associates must; 1) Demonstrate high ethical standards and possess excellent leadership qualities. 2) Possess exceptional child coaching and behavior management skills. 3) Dedicated to providing high quality preventive and restorative dental treatment. 4) Fully understand that the private practice of pediatric dentistry is a people business and requires EXCELLENT interpersonal/social skills.

WASHINGTON—MUKILTEO. We are looking for an excellent pediatric dentist to join our team. We have two locations: Mukilteo and Everett, located 25 minutes north of Seattle. My wife and I started our practice 4 years ago. We had a wonderful associate the last two years and alas, she is moving to the peninsula to start her family. We have a great opportunity here. If you are hardworking, and truly love caring for children, please contact us!

WASHINGTON—WENATCHEE. A rare opportunity for a Pediatric Dentist in Central Washington! The doctors of Wenatchee Pediatric Dentistry are seeking a full-time Pediatric Dentist to join their team. The ideal candidate has a passion for our profession, is highly skilled and is dedicated to providing unmatched patient care. We have a state-of-the art office and we provide conscious sedation, in office general anesthesia, and patient care that is beyond our patients/parents expectations. Not to mention, we are fun and enjoy our team and profession! If this rare opportunity is intriguing to you, email your C.V. and resume' to julie@trgcoaching.com. A current Washington license and Board Certification, a plus!

FACULTY POSITIONS

SAN DIEGO—CALIFORNIA. The NYU Lutheran Pediatric Dentistry Residency Program is recruiting for three positions: San Diego, CA: FT clinical and managerial faculty member for its Associate Program Director position. Its San Ysidro Health Center-affiliated facility, the San Diego Children's Dental Center, is located on the

campus of Rady Children's Hospital in San Diego. Responsibilities include full program oversight as well as managerial, clinical, and didactic resident instruction in concert with other faculty members. Requirements include a D.D.S./D.M.D. degree from an ADA-accredited U.S. or Canadian dental school, a certificate in pediatric dentistry from an ADA accredited program, ABPD Diplomate status desirable, a record of scholarship, and a dental license in the State of California. Salary will be commensurate with qualifications and experience. Phoenix, AZ: Full-time faculty position with a dental clinic affiliated with the NYU Lutheran-Pediatric Dental Residency in Phoenix, Arizona. Primary responsibilities include direct patient care, and clinical and didactic resident supervision and instruction. The ideal candidate has experience in supervising and training dental residents and is skilled in all aspects of pediatric dentistry. Requirements include a D.D.S. or D.M.D. degree from a U.S. or Canadian CODA accredited dental school, completion of a CODA accredited program in pediatric dentistry, and a dental license in the State of Arizona. Brandon, FL: Full-time faculty position within Brandon Community Health Center, a FQHC within Suncoast Community Health Centers, Inc. and affiliated with the NYU Lutheran-Pediatric Dental Residency in Brandon, Florida. Primary responsibilities include direct patient care, clinical and didactic resident supervision and instruction. Hospital responsibilities including supervision of residents in the operating room, inpatient and ED call resident supervision on a rotating basis. The ideal candidate has experience in supervising and training dental residents and is skilled in all aspects of pediatric dentistry. Requirements include a D.D.S. or D.M.D. degree from a U.S. or Canadian CODA accredited dental school, completion of a CODA accredited program in pediatric dentistry, Board eligible or certified, a dental license in the State of Florida, Pediatric conscious sedation permit in the State of Florida desirable. Review of applications will continue until the positions are filled. To explore these opportunities & in confidence, please send correspondence of interest and curriculum vitae to: Dr. Daniel J. Kane at DKane@Charterscare.org and Dr. David Okuji at David.Okuji@LutheranDental.com.

INTERNATIONAL

CANADA BRITISH COLUMBIA—ABBOTSFORD. Descriptions: Vancouver/Fraser Valley Pediatric Dental Specialist(s) required for very busy multidisciplinary specialist offices in the Greater Vancouver Area. Position can be flexible, either P/T or F/T depending on your needs. Work with experienced orthodontists within a very effective internal referral system and benefit by walking into a large established external referral network which is already in place. Clinics have both private enclosed operatories & standard open operatories which are fully digital and paperless. Staff are experienced & familiar with pediatric patient protocols and CDA's are sedation certified. There is access to many other non standard options such as electric handpieces, lasers, 3D intraoral scanners etc. Associateship or ownership options available with excellent compensation. Will help with relocation for the right individual. Completion of Pediatric Specialty Course- Eligible Licensing In BC.

CANADA NOVA SCOTIA—HALIFAX. PAEDIATRIC DENTIST, IWK HEALTH CENTRE The IWK Health Centre is actively seeking a Paediatric Dentist to complement our 4 Paediatric

Dentists on staff with the Department of Dentistry, IWK Health Centre and the Division of Paediatric Dentistry, Department of Dental Clinical Sciences, Faculty of Dentistry, Dalhousie University. The IWK Health Centre is a teaching hospital affiliated with Dalhousie University Faculties of Dentistry, Medicine and Allied Health Sciences. The Paediatric Dentist should have training and demonstrated competence in provision of multidisciplinary care both in the hospital clinic and operating room to tertiary care paediatric hospital patients including those who are medically compromised, or have intellectual and physical disabilities. In addition to the clinical activities described, the successful candidate will provide care to paediatric dental patients referred to the Paediatric Dental Unit in the Children's Health Program, from communities within the Province of Nova Scotia. Active Staff Paediatric Dentists are involved in education through the Division of Paediatric Dentistry, Faculty of Dentistry, Dalhousie University, teaching dental and dental hygiene students and our one-year postgraduate Paediatric Dental General Practice Residency, on an assigned basis. A graduate training program in the specialty of Paediatric Dentistry is under active development. Paediatric dentists also participate in teaching of graduate periodontics and OMF and undergraduate and graduate medical students at the IWK and Dalhousie. Applicants must have a Fellowship with the Royal College of Dentists of Canada and must be able to obtain licensure in the province of Nova Scotia. Please send a cover letter and curriculum vitae along with two letters of reference to: Dr. Ross D. Anderson, Chief of Dentistry IWK Health Centre 5850/5980 University Avenue, PO Box 3070, Halifax NS B3J 3G9 Tel: (902) 470-8678, Fax: (902) 470-8835 ross.anderson@iwk.nshealth.ca. The

IWK Health Centre and Dalhousie University are equal opportunity employers and educators. D.D.S./D.M.D./FRCDC in Pediatric Dentistry to be licensable in Nova Scotia, Canada

OFFICE SPACE

TEXAS—LEWISVILLE. Office space for pediatric dentist for lease or sale. Gas, water and suction for 5 chairs in an open area and one private operator. Large waiting room, finance office, consult room, x-ray room, lab, 2 private offices, kitchen/ lounge and built in video game console. 2560 sq. ft. Minimal time to be open for business. In building with general dentist. (972) 317-6211.

PRACTICES FOR SALE

ILLINOIS—NW SUBURBAN CHICAGO. Well established practice with excellent reputation, good referral base, multi-doctor pediatric medical practice in same building and day care/preschool next door. Staff privileges available at nearby Children's Hospital/Surgicenter. Great hometown community, excellent schools with central downtown. Well maintained building. Close to ORD (and the rest of the world), tollways and expressways. Two main operatories, plus hygiene chair w/x-ray, 4th (private) op plumbed, currently used as x-ray room. Central Nitrous, Digital-ScanX X-rays/Panorex. Dentrix software. Pvt Dr Office, Biz office, Dr's Bathroom. Recent computer upgrades. Video in each operator. Owner working 3 1/2 days a week seeking to transition or retire outright. Inquiries in confidence to fmscdds@aol.com ABPD Candidate or Board Certified.

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-\$1,810,000—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 2950 square foot Pride-THE Design building with 6 operator bay and 1 private treatment room. Recently rededicated. 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.

TEXAS—NORTHEAST OF MCKINNEY. Great opportunity to own your own Medicaid practice northeast of McKinney, Texas! This completely paperless office boasts a total active patient count over the last eighteen months of 7,063 and an average new patient count over the last twelve months of 61. This 5,500 square feet practice has four operatories equipped for the dentist, two hygienist operatories, plus one additional plumbed but not equipped operator. 2015 gross collections for this very busy Medicaid practice were \$1,218,353.00. For more information, email Paula at paula@adstexas.com or call 469-222-3200.



THE OHIO STATE UNIVERSITY

COLLEGE OF DENTISTRY

Columbus, Ohio

Vice Chair, Division of Pediatric Dentistry

The Ohio State University College of Dentistry invites applications for Vice Chair of its Division of Pediatric Dentistry at the rank of associate professor with tenure or professor with tenure. These appointments require candidates to demonstrate a record of research, scholarly works, and teaching excellence.

The Vice Chair will provide leadership and management of the college-based pediatric dentistry education and service programs, its staff, faculty, clinic operations, and curriculum. Other core responsibilities include contributing to the didactic and clinical instruction in pediatric dentistry for pre-doctoral students and the Nationwide Children's Hospital (NCH) pediatric dentistry residents; participating in the Dental Faculty Practice in the college and the hospital-based faculty practice at NCH; and participating in clinical and educational research, which is an important aspect of scholarship. The position reports directly to the Chair of the Division of Pediatric Dentistry, while working closely with other chairs and associate deans, and the dean of the college.

The successful candidate will possess excellent interpersonal and communication skills, and a desire to create an environment that promotes collegiality and collaboration among members of the various education, research, and service communities. Other

requirements for the position include a willingness to serve as a role model and advocate for the ideals of professionalism and high ethical standards in a health science educational setting.

The Ohio State University College of Dentistry is the only state-supported dental school in Ohio. The college is divided into nine discipline-based divisions and it supports seven ADA-recognized dental specialty programs, as well as advanced education programs in dental anesthesiology and general dentistry. Tenure track faculty in the divisions are engaged in and recognized for their externally-funded basic and clinical research.

In the near future, the college will benefit from a new and expanded pre-doctoral pediatric dentistry clinic with full outpatient surgical capabilities supported by the college's dental anesthesiology residency program. The vice chair will play a significant role in the planning, design, and construction phases of the new clinic facility,

in addition to selecting appropriate equipment. Top priorities for the new facility include innovative approaches to delivering care and educating students, and increased access for underserved and developmentally disabled children.

Qualified candidates must possess a DDS/DMD degree or international equivalent; a certificate from a CODA-accredited advanced education program in pediatric dentistry; Board certification by the American Board of Pediatric Dentistry; and a record of scholarly activity. Applicants should also possess the qualifications to be eligible for a regular or limited dental teaching license in the State of Ohio.

Information on state dental licensure is available at www.dental.ohio.gov/licensinginfo.stm. Because of the scope of responsibility, a minimum of ten years of academic and clinical service experience is required.

The College of Dentistry's atmosphere is one of collaboration and inclusiveness, where differences in thought and experience are embraced and celebrated. The Ohio State University is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation or gender identity, national origin, disability status, or protected veteran status.

Only electronic applications will be accepted. Evaluation of applications will begin immediately and will continue until the position is filled. Salary, administrative augmentation, and academic rank are commensurate with qualifications. Applicants should submit a personal statement delineating qualifications and goals, along with curriculum vitae and three professional references to **Catherine Flaitz, DDS, MS; Chair, Division of Pediatric Dentistry, at flaitz.1@osu.edu**. For more information about the college, the division, and this position, visit www.dent.osu.edu.

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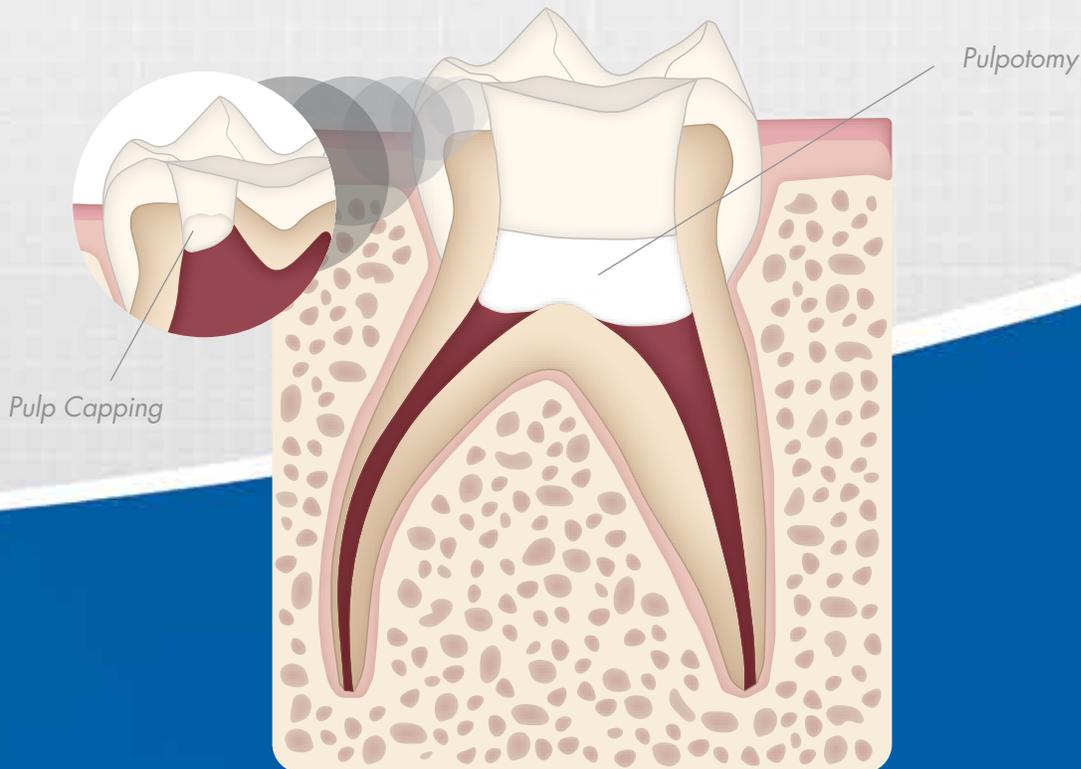
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