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**ALL-FEMALE  
Leadership Team  
Takes the Helm  
at the FAPD**



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THE MAGAZINE OF THE AAPD

AAPD CEO Dr. John S. Rutkauskas

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# PRESIDENT'S MESSAGE

## UPHOLDING ETHICAL EXCELLENCE



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### PRESIDENT

Dr. Scott W. Cashion

Recently, I attended a meeting and one of the speakers, a general dentist and Colonel in the Army, was giving a talk on Ethics in Dentistry. This course qualified to fulfill the ethics requirement that is becoming more and more common by states to renew your dental license. As I was listening to his very informative talk, it brought me back to a saying we used in my office for many years, "DO THE RIGHT THING." We had this posted on the wall of our break room and repeated it at our morning huddle every day. At our monthly team meetings, we started out the meeting reviewing the mantra, as each letter had a statement behind it that described who we were, what we stood for, and how we got there. I think this applies to each of us as well.

I am a firm believer that if we "DO THE RIGHT THING" everything else will fall into place. This doesn't mean the road will always be easy or without some curves. It means doing what is right will lead us to making good ethical decisions both in our practices and in our lives.

So, what would doing the right thing look like? What if we focused on that mantra as leaders, members of organized dentistry, and care providers? What could we accomplish? Let's consider some ideas:

**D**—Do what is right on behalf of the patients we treat every day.

**O**—Optimal oral health care for all children. The AAPD works towards this in all facets of our organization. It is at the center of what we do, whether it be at the Board of Trustees, Councils, Committees, Districts, State, local or staff level. We keep this as our focus.

**T**—Together we are stronger than we can be individually. A perfect example of this is the AAPD Reference Manual. Hundreds of volunteers provide thousands of hours of work to produce this globally respected document annually. The Reference Manual would not be possible without all the collaborative work that goes into the project.

**H**—Helping others is what we do. The AAPD Foundation is focused on all children having access to care. Thanks to you – our members – the Foundation has granted over \$10M to health clinics across the nation that have provided care to over 8M children.

**E**—Exciting Future. The AAPD Foundation is just getting started and the future of all children having access to care is BRIGHT! Are you a Healthy Smiles Hero? If not, log on to [www.aapdfoundation.org](http://www.aapdfoundation.org) to learn more about the grantees and donate.



**R**—Research. The AAPD is about evidence-based dentistry, cutting edge research, and the most up-to-date science. We are committed to this approach thanks to the work of our Council on Clinical Affairs, Council on Scientific Affairs, and our Research and Policy Center.

**I**—Innovate. Think outside the box. Don't do things just because that's the way they've always been done. Gather information, make informed decisions, and do something different. Being open to something new is how we make progress.

**G**—Governance. The AAPD has a very comprehensive governance structure. We are led by our members at the local, State, District, and national levels. Member volunteers are committed to protecting our profession, the way we teach, and the way we practice every day. Our leadership strives to stay on top of emerging issues.

**H**—Home. We promote and educate families that a dental home should be established by the eruption of the first tooth or the first birthday. We do this to help ensure that no child suffers from tooth pain.

**T**—Trust. We as pediatric dentists want to be the trusted experts on children's oral health in the communities where we practice and across the world.

**T**—Treat others the way you want to be treated. Be respectful and listen.

**H**—Happiness. Pediatric dentists as a group tend to be a positive, upbeat bunch. We love children and want to see them happy as well.

**I**—Inspire the next generation of pediatric dentists. Make the time to mentor a young student interested in the profession.

**N**—Never compromise what you believe in. Make the tough choices. Be true to yourself.

**G**—Grateful. It is a privilege to be able to do something we love every day. Is it perfect all the time? No. But knowing we are making a difference in the life of a child and their family makes the difficult times worth it.

The AAPD is committed to "DO THE RIGHT THING" on behalf of children and our members. We do this daily with the intention of providing optimal oral health to all children. We do this by providing top notch CE, leadership training at both Kellogg and Wharton, the Reference Manual, membership benefits, and many more things too numerous to name here.

Governance is a part of who we are as an organization at all levels. In May at the Annual Session, I encourage you to engage in everything it has to offer, especially the General Assembly. This is an opportunity for us as members to participate in the process. We elect our new officers (bios are in this issue) and conduct the business of the Academy. The business items we will be voting upon in Toronto are also detailed in this issue of PDT so you will be up to date. It is a privilege for me to serve as president of the AAPD. I thank you all for this opportunity.

As we all strive to be successful in our careers and family life, I hope we all can keep "DO THE RIGHT THING" at the core of who we are. Take some time soon and write out what the mantra means to you. I have found this to be informative, insightful and has provided me with vision.

In the words of Mark Twain:

"Do the right thing. It will gratify some people and astonish the rest".

See you in Toronto!



# CEO'S MESSAGE



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## CEO

Dr. John S. Rutkauskas

During the American Dental Association's (ADA) 2023 Annual Session (SmileCon) in Orlando, Fla., this past October, the AAPD hosted a reception for members serving as delegates or alternates in the ADA House of Delegates (HOD), pediatric dentistry speakers, representatives from other dental partner organizations, and corporate sponsors. AAPD leaders also met with officers and executive staff of the American Association of Oral and Maxillofacial Surgery and the American Society of Dentist Anesthesiologists.

# PEDIATRIC DENTISTRY AT THE 2023 ADA HOUSE OF DELEGATES

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

## **Resolution 306H- Amendment of Policy, Dental Benefits Within Affordable Care Act Marketplace and a Public Option**

Among other provisions, this policy states that:

- There should be no dollar-value annual and lifetime maximums in and out of the ACA Marketplaces.
- Diagnostic and preventive dental services embedded within Qualified Health Plans should be covered without any additional co-payment, co-insurance or deductibles.
- Dental coverage should be available to consumers through Stand Alone Dental Plans.
- Dental Plans offered in the Marketplaces must be required to transparently report Medical (Dental) Loss Ratios (MLR/DLR).

## **Resolution 307H- Proposed Policy, Comprehensive Statement on Dental Medicaid Programs**

As the final report of the ADA's Medicaid Task Force, among other provisions this policy states:

- **Medicaid Program Structure:** The ADA believes that successful Medicaid programs are those that are supported by a strong state level multi-stakeholder Medicaid Dental Advisory Committee that can provide guidance and analysis of program success, support program integrity and participate in program improvement initiatives. Such a committee should also be supported by a full-time Chief Dental Medicaid Director.
- In addition to a Medicaid Dental Advisory Committee, the ADA believes that state-level peer-review committees with dentists licensed in the state in collaboration with local dental public health professionals, can support Medicaid programs in assessing clinical issues related to administering the Medicaid benefit.
- Opportunities for early-career dentists to engage with state Medicaid programs can be enhanced through loan repayment programs for dentists who are willing to treat a disproportionate number of Medicaid beneficiaries. Such loan

repayment programs should be commensurable with the level of Medicaid participation. The ADA also supports additional funding such as enhanced reimbursement to dental schools that treat Medicaid beneficiaries.

- Annually reviewed reimbursement, aligned with current Fair Health provider charges data, is necessary to assure adequate compensation such that the majority of dentists in a region would be encouraged/motivated to participate in the program.
- Based on provider experience, use a single credentialing system across all managed care plans within Medicaid (state specific) to decrease administrative burdens, such that providers who are willing to participate can join the program in a timely manner thus ensuring an adequate network.
- Establish uniform processes to transfer prior authorizations between managed care plans.
- Support coverage for caries risk assessment, case management, transportation, language services, appointment compliance, desensitization visits for patients with disabilities and coordination of other medical appointments.
- Conduct any necessary audits through dentists who have similar educational backgrounds and credentials as the dentists being audited, as well as being licensed within the state in which the audit is being conducted.

### **309H- Amendment to the Policy, Policies and Recommendations on Diet and Nutrition**

Among other provisions, this policy states the following:

- Resolved, that the ADA encourages dentists to serve on local school wellness planning boards to establish and maintain local school wellness policies that the dental professional community to support their communities to:
  - Reduce the consumption of added sugar and sugar-sweetened beverages.
  - Promote lifelong healthy behaviors, including appropriate oral hygiene measures, limiting consumption of ultra-processed foods containing added sugar, and seeing the dentist regularly.
- Resolved, that the ADA encourages constituent and component dental societies to work with state and local officials to ensure nutrition and food assistance programs have an oral health component (e.g., WIC, SNAP, NSLP, etc.).

### **Resolution 515H- Amendment of Policy, Use of Dentist-to-Population Ratios**

The following new language was adopted:

- Resolved, that the American Dental Association supports and encourages the accurate, timely, and objective determination of federal and state dental health professional shortage area designations.

## **AAPD Member Delegates and Alternates**

We thank those AAPD members who served in the 2023 ADA House of Delegates:

### **1st District (Conn., Maine, Mass., N.H., R.I., Vt.)**

Delegates

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

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

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

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

Alternate

**Brianna Muñoz** (Avon, Conn.)

### **2nd District (N.Y.)**

Delegates

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

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

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

Alternates

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

**Lauren M. Heisinger** (Green Island, N.Y.)

**Douglas S. Schildhaus** (Woodbury, N.Y.)

### **3rd District (Pa.)**

Delegate

**Angela M. Stout** (Erdenheim, Pa.)

Alternate

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

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

Delegates

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

**Mark A. Vitale** (affiliate member)  
(Brick, N.J.)

Alternates

**Winifred J. Booker** (Owings Mills, Md.)

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

**5th District (Ala., Ga., Miss.)**

Delegate

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

Alternates

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

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

**6th District (Ky., Mo., Tenn., W. Va.)**

Alternate

**Christine Schoolman** (affiliate member)  
(Cape Girardeau, Mo.)

**7th District (Ind., Ohio)**

Delegate

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

Alternate

**Sally Z. Lauterjung** (Akron, Ohio)

**8th District (Ill.)**

Delegate

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

Alternates

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

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

**9th District (Mich., Wisc.)**

Delegate

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

Alternate

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

**10th District (Iowa, Minn., Neb., N.D., S.D.)**

Delegates

**Ryan Hajek** (Council Bluffs, Iowa)

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

**11th District (Alaska, Idaho, Mont., Ore., Wash.)**

Delegates

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

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

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

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

**12th District (Ark., Kansas, La., Okla.)**

Delegates

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

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

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

Alternates

**Christopher Paul Fagan** (Enid, Okla.)

**Jill Jenkins** (Shawnee, Kansas)

**13th District (Calif.)**

Delegates

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

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

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

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

Alternate

**Lenise N. Yarber** (Carson, Calif.)

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

Delegates

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

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

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

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

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

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

**Vy Vy Vu (Shiprock, N.M.)**

Alternates

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

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

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

**15th District (Texas)**

Delegates

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

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

Alternates

**Georganne P. McCandless** (Tomball, Texas)

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

**16th District (N.C., S.C., Va.)**

Delegates

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

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

Alternates

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

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

**Lajoi E. Wiggins** (Charlotte, N.C.)

**17th District (Fla.)**

Delegates

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

**Johnny Johnson, Jr.** (Chiefland, Fla.)

Alternate

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



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## Welcome New Members

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



### Access Granted AAPD LAUNCHES OPENS *PEDIATRIC DENTISTRY* JOURNAL ARCHIVES PRIOR TO 2023

AAPD is pleased to announce that the effort to open access to *Pediatric Dentistry* journal issues prior to 2023 has begun. At this time, issues from 2004-2022 (volumes 26 through 44) can be accessed publicly through the AAPD website at <https://www.aapd.org/publications/journals/pediatric-dentistry-journal/>. We are currently working on opening all issues prior to 2022 back to 1979 (Issue 1).

In future years, after one year of membership, paid subscription, and single article purchase(s), access to the next year/volume will be opened (i.e., in January 2025, year 2023/volume 45 will also be open access) and so forth.

The Editorial Board would like to thank the AAPD's board of trustees for their support for this initiative to optimize access of publications related to children's oral health, ultimately increasing exposure of evidence based pediatric dental research.

### Exciting Update *JOURNAL OF DENTISTRY FOR CHILDREN* ACHIEVES IMPACT FACTOR MILESTONE

The *Journal of Dentistry for Children (JDC)* is pleased to inform academy members and subscribers that in the Web of Science's latest Journal citation Report™ Clarivate™, *JDC* received a journal impact factor (**JIF**) of 0.8. The editorial staff looks forward to another great year!

The impact factor or journal impact factor of an academic journal is a scientometric index calculated by Clarivate that reflects the yearly mean number of citations of articles published in the last two years in a given journal, as indexed by Clarivate's Web of Science.

## Predoctoral Chapter Spotlight

# THE PREDOCTORAL AAPD CHAPTER GIVING KIDS A SMILE AT THE RUTGERS SCHOOL OF DENTAL MEDICINE

Rutgers School of Dental Medicine (**RSDM**) has been dedicated to providing equitable oral health to the residents of New Jersey and beyond. The pre-doctoral American Academy of Pediatric Dentistry (**AAPD**) club's mission is to promote the wonderful specialty of pediatric dentistry to all students at RSDM and to spread awareness of oral hygiene to children of inner cities of New Jersey such as Newark. Throughout the years, the AAPD club has grown extensively, now having over 100 active members. We are proud to have transformed the club, and host a variety of special events all centered around community, education, and the gift of giving.

Within the past year alone, the leaders of the AAPD chapter at RSDM have organized fun and interactive events. We have always made it our tradition to dress up as fun and trending characters for the pediatric patients during Halloween. Many of our leaders, including the current president Tishana Foster 'Class of 2025, describe this event as being "fun to bring characters that the children see on television to life!". Service is a special core value of our chapter and we actively participate in these community-centric events, like educating children and their parents on oral hygiene through puppets, coloring pages and tangible games. The Health and Wellness Village Festival is an annual community fair that aims to educate all Essex County residents on overall health. Our chapter has been an active partner of this initiative, distributing toothbrushes, toothpaste and floss to the families. Some families also do not have a dental home and, in those cases, we provide them with information on how to become a patient at RSDM, one of the leading oral health institutions in New Jersey.



Our chapter has developed fun fundraising events, such as bake sales for Halloween and Valentine's Day. The primary goal of our fundraising is to continue the tradition of our backpack giveaway, where we package about 50 backpacks every year filled with oral hygiene and school supplies to distribute to schools in the Newark area. The children are grateful to receive these items as it alleviates financial burdens that are prevalent in these areas. These funds have also made our lunch-and-learns possible, where we host pediatric dentists who have educated our members on essential life skills such as behavioral management, entrepreneurship, and how to work with an upset parent, and current pediatric residents and recently matched 4th year dental students serving as panelists on application and interviewing processes.



On Feb. 2, 2024, National Give Kids A Smile Day events were impacting the lives of many children all over the United States, and at RSDM, the Department of Pediatric Dentistry and the AAPD Pre-Doctoral chapter at RSDM were also busy giving smiles to almost 80 children in Newark. This event took months of preparation and many student volunteers, hosting two public schools from the neighboring underserved community to offer free screenings, cleanings and preventive treatment (fluoride varnish and sealants when warranted). Children could hardly stop laughing at the magician and his tricks, getting butterfly and tooth-shaped face paintings, and were amazed by the balloon animals being made in a flash by our self-taught student volunteers. The tooth fairy, vice president Iris Wong 'Class of 2025, had many of the children excited as they had just lost a tooth and were waiting for their prize. We learned the power of uniting as one for children, watching them transform

from being afraid of the dentist to crying because they did not want to leave. This day was special for all of us, showing how important pediatric dentists are in creating a foundation for good oral hygiene practices and instilling a positive attitude towards dentistry, as a hospitable and fun environment that is non-threatening can provide children a sense of security and eradicate the idea that the dental office is a scary place.



As a chapter, we continue to hold service, education, and community at our core. We are excited for our upcoming events as a chapter and are excited to see our AAPD chapter members continue on their journey to becoming the pediatric dentists of the future—creating one little smile at a time.

For more information regarding the AAPD chapter at the Rutgers School of Dental Medicine, please contact our Senior Faculty Advisor and the Chair of the Department of Pediatric Dentistry Dr. Glenn Rosivack at [rosivarg@sdm.rutgers.edu](mailto:rosivarg@sdm.rutgers.edu).

## AAPD Member Awarded Oral Health Kansas’ Board Inaugural Chairman’s Award

Dr. Nick Rogers was recently awarded the inaugural Chairman’s Award by the Oral Health Kansas’ Board (**OHKB**). Rogers served six years as an OHKB board member, including as vice president and secretary, and as a member of the Finance and Advocacy Committees. He has been a trusted advisor on questions on sedation care for many years, including serving on a new task force to address the issue. Rogers frequently shared his experience and insight as a rural practitioner in presentations, including the inaugural Project ECHO series on dental care for people with disabilities last fall. He also is a gifted advocate for bringing new ideas to the table and helping get them passed into policy, such as Medicaid coverage of the new hospital code for sedation care.

## Dr. Aaron Bumann Named Missouri Dentist of the Year

AAPD Public Policy Advocate and ADA 2023 “10 Under 10” awardee Dr. Aaron Bumann was recently named “2023 Dentist of the Year” by the Missouri Dental Association. Bumann works in private practice in Kansas City, Mo. He is passionate about children’s health advocacy and is actively involved with several dental organizations to encourage policymakers to work towards optimal oral health for all children in Missouri.



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**Next**  
PROPHY PASTE





## NOT TO MISS AT AAPD 2024

### Preconference Course

## Master Class in Pediatric Dentistry

**THURSDAY, MAY 23**

9 AM – 4 PM

*Jessica Y. Lee, D.D.S., M.P.H., Ph.D.; Martha H. Wells, D.M.D., M.S.; Brian B. Novy, D.D.S.; Richard Price, B.D.S., D.D.S., F.D.S., R.C.S. (Edin), F.R.C.D. (c), M.S., Ph.D.; Juan F. Yepes, D.D.S., M.D., M.P.H., M.S., Dr.P.H., F.D.S. R.C.D.S. (Ed)*

The Master Class in Pediatric Dentistry is an advanced training program designed for dentists and their team members seeking to enhance their knowledge in pediatric dentistry. This comprehensive course offers a deep dive into various aspects of pediatric dental care, focusing on the unique needs and challenges associated with treating infants, children, and adolescents. The course is designed to provide a strong foundation in pediatric dental principles and clinical practice, incorporating the latest research, techniques, and best practices in the field. It covers a wide range of topics, including child behavior management, preventive dentistry, pulp therapy, restorative dentistry, and much more.

The Master Class in Pediatric Dentistry combines didactic lectures, case discussions, and clinical scenarios to provide participants with a well-rounded learning experience. Expert faculty with extensive experience in pediatric dentistry will lead the course, sharing their expertise and providing practical insights.

### Opening Ceremony and Keynote Address

## Ryan Leak

**FRIDAY, MAY 24**

7:30 – 9 AM



### What Our Goals Require Most is the Bravery to Fail

What would you do if you knew you could not fail? *Chasing Failure* is all about having a vision for a dream, a goal, a mission, and knowing that the road will be paved with failure, but still proceeding with conviction and passion. This is what sets those who succeed beyond measure, from those who simply exist. The fear of failure will keep you inside a box, stall innovation, and make sure you hesitate anytime you even think about taking a risk that could help you achieve goals beyond your wildest dreams. As leadership expert and our Keynote Speaker Ryan Leak shares, you don't actually have to get over the fear. Just do it scared and take really good notes.

When you're *Chasing Failure*, you're either going to win or you're going to learn. Hopefully, both will happen. Join us on Friday at AAPD 2024 for the Keynote Address as Leak shares the blueprint for success by giving you an approach to see what the predictable failures might be, so you can circumvent those more easily, or deal with them more effectively when they arise.

Ryan Leak is an author, executive coach, and motivational speaker who gets to inspire over 50,000 people every single month, and AAPD is excited to have him as our keynote speaker for AAPD 2024! He trains over 15,000 leaders every year from Fortune 500 companies to professional sports teams and his viral *Surprise Wedding* story has been featured on Good Morning America, the Today Show, and other various media outlets. He's the author of the *USA Today* best-selling book, *Chasing Failure: How Falling Short Sets You Up for Success*. His most recent book, *Leveling Up: 12 Questions to Elevate Your Personal And Professional Development* is a *Wall Street Journal* Best Seller. He's married to Amanda and is also the assistant coach for his son's basketball team.

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

## Part 1: Team Talk with Drs. Ann and Bobby

Sponsored by DOX PEDO  Pediatric Dental Software Specialists

**SATURDAY, MAY 25**

8:30 – 11:30 AM

*Complimentary Ticketed Session - for Office Team Registrants Only*

*Please have staff sign up during registration so we can plan accordingly. There is no fee for this course, but tickets are required for entry.*

*Moderators: Ann M. Bynum, D.D.S.; Robert D. Elliott, D.M.D., M.S., F.A.A.P.D.*

This session is designed for Office Team members. Real-world scenarios we encounter every day in our offices will be presented and discussed in small groups. Spend the morning with your peers discussing key issues that come up in your office every day. This is a group effort, audience driven, and fully interactive program for all Office Team members!

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

- Understand how other offices handle similar issues.
- Share in the participation of challenges your office may have encountered.
- Learn how to support and network with difficult patients and parents.

## Joint Academic Day

Sponsored by Align

align |  invisalign |  iTero |  exocad

**WEDNESDAY, MAY 22**

8 AM – 5 PM

The Joint Academic Day planning group has done an amazing job putting together a great day of programming for those involved in academia. We eagerly anticipate your presence and participation!

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

## NEW THIS YEAR!

### Part 2: Bring Your Doc! with Drs. Ann and Bobby

**SATURDAY, MAY 25**

1 – 4 PM

*Complimentary Ticketed Session - for the entire dental office, including the Doc!*

*Please sign up along with your staff during registration so we can plan accordingly. There is no fee for this course, but tickets are required for entry.*

*Moderators: Ann M. Bynum, D.D.S.; Robert D. Elliott, D.M.D., M.S., F.A.A.P.D.*

You asked and we listened! Every year Team Talk with Drs. Ann and Bobby has consistently produced a robust and informative conversation about creating a positive office culture as well as healthy team dynamics. The one thing we often hear is "I wish our doctor could hear this!" New this year, we are offering a Part 2: Bring Your Doc session.

Lively and entertaining examples of how highly functioning teams can stay successfully connected while minimizing the drama that tries to creep in. We will focus on how "Great Leadership is the Gateway to Exceptional Teamwork!"

Additionally in this session, we will discuss how the pillars of trust, commitment, conflict resolution, and accountability lead to a well-rounded and thriving practice. Happy Team = Happy Doctor, Happy Doctor = Happy Team!

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

- Improve communication between team members, supervisors and doctors.
- Identify issues that can derail a positive office culture.
- Incorporate strategies that build a cohesive team environment.





## SOCIAL & NETWORKING EVENTS

### Early Career Dentist Happy Hour\*

Sponsored by *Treloar & Heisel and  
Medical Protective*



**THURSDAY, MAY 23**

5 – 7 PM

*The Rec Room*

AAPD is extremely excited to host the Early Career Dentist Happy Hour at The Rec Room in Toronto! Step into a world of endless fun, laughter, and delightful camaraderie as our 2024 Happy Hour will leave you with lasting memories and the opportunity to forge new relationships, unwind with friends, and celebrate the shared passion for dentistry. The Rec Room is the perfect combination of fun, nostalgia and great food, filled with an abundance of games, activities, and entertainment options. Whether you're looking to make valuable connections, discuss the industry, or simply unwind and race VR motorcycles with your colleagues, The Rec Room will offer the perfect space for young professionals to come together and have fun!

### AAPD & AAPD Foundation Welcome Reception\*

Sponsored by AAPD Foundation



**FRIDAY, MAY 24**

7 – 11 PM

*Rebel Entertainment Complex*

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

Welcome to the 6ix! AAPD is thrilled to unveil the location for its 2024 Annual Session Welcome Reception, hosted at the distinctive, Rebel Entertainment Complex, in the vibrant city of Toronto. Get ready for an unforgettable evening filled with non-stop excitement, carefully curated for guests of all ages!

Rebel Entertainment Complex offers a unique and extravagant entertainment space, setting the stage for a truly one-of-a-kind experience. With breathtaking views of Toronto's cityline, you will not want to miss the opportunity to stop and take a picture by the water. The main room features an expansive stage, state-of-the-art lighting, and audio-visual setup. The world-renowned Canadian rock sensation, **Barenaked Ladies**, will perform a high-energy show that will have you singing and on your feet!

Additionally, enjoy 40,000 sq. ft. of a private soccer dome and authentic sand volleyball courts with a variety of activities for the kids to enjoy! We assure you it is an endless night of entertainment, promising to keep both parents and children engaged throughout the entirety of the event.





## Career Fair

**SATURDAY, MAY 25**

3 – 5 PM

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

For more information on exhibiting or more info on the Career Fair, visit <https://www.aapd.org/education/aapd-2024/career-fair/> or email Jessica Tillett at [jtillett@aapd.org](mailto:jtillett@aapd.org). The cost to exhibit is \$165 for AAPD Members and \$550 for recruiting agencies.

## International Reception

**SATURDAY, MAY 25**

5:30 – 7:30 PM

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



## President's Farewell Dinner and Reception\*

Reception sponsored by Treloar & Heisel and Medical Protective



**SUNDAY, MAY 26**

6:30 – 11 PM

Ricarda's



Get ready for a night of glitz, glamour, and unforgettable memories at the President's Farewell: Sequin and Sneaker Ball! Join us at the exquisite Ricarda's in Toronto for a culinary experience like no other. Indulge in delectable dishes crafted by renowned chefs, sip on handcrafted cocktails, and immerse yourself in an ambiance that exudes energy, fun, and sophistication.

This is not your average farewell event for our president Scott Cashion. We're breaking the mold and bringing together the best of both worlds: sequins and sneakers! Dress to impress with your dazzling sequin gowns or sharp suits, but don't forget to bring your favorite pair of sneakers to dance the night away. Get your tickets now and get ready to sparkle at the President's Farewell: Sequin and Sneaker Ball.

### \*Ticketed Events

*Early Career Dentist Happy Hour, Welcome Reception, and President's Farewell Dinner are ticketed events. Tickets must be purchased in advance when registering to attend AAPD 2024. For your safety and security, guests, including children, must be registered for AAPD 2024 to attend social events.*



# REGISTRATION INFORMATION

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

*\*Times are indicated in Eastern Time*

## Who Needs to Register

Anyone (member or non-member dentist, dentists' team, dental student/resident or guest) who wants to attend any portion of the Scientific Program or attend social events must register. All registration categories for AAPD 2024 include all education sessions (except those specified), complimentary beverages in the exhibit hall and Scientific Proceedings. The guest registration is additional and must accompany that of an attendee; children are complimentary to the meeting but tickets must be purchased for Social Events. Guests do NOT earn any continuing education credit; if seeking CE Credits, guests must register as Office Staff. All guests including children must be registered to attend AAPD 2024 to participate in social events.

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

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

**The cut-off for the advance fee is Monday, April 1, 2024**

*Note: To receive the member registration rate for the 2024 Annual Session, your 2023-2024 membership dues must be paid in full.*

## Students/Residents

- **Registration is complimentary if Students/Residents register on or before April 1, 2024**
- Students/Residents registering after April 1, 2024, or onsite are charged \$165 in registration fees; **no exceptions will be made.**
- Students/Residents must purchase a ticket to the Welcome Reception to attend that event. Visit the Social Events page when registering to purchase your ticket.
- Residents are encouraged to attend the Early Career Dentist Happy Hour on Thursday, May 23. Visit the Social Events page when registering to purchase tickets.
- Registration and poster submission are separate. Submitting a poster does NOT register you for AAPD 2024.

## Registration Methods

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

**Online:** <https://www.aapd.org/education/aapd-2024/>

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

**Email:** [aapdreg@support.eventpower.com](mailto:aapdreg@support.eventpower.com)

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

## Registration Hours

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

### **Metro Toronto Convention Centre — Registration**

**Thursday, May 23**

9 AM – 5 PM

**Friday, May 24**

7 AM – 7 PM

**Saturday, May 25**

8 AM – 5 PM

**Sunday, May 26**

8 AM – 12 PM

## Registration Instructions

- Attendees must be registered for AAPD 2024 in order to make hotel reservations within the AAPD hotel block.
- Most educational sessions do not require tickets. Seating is on a first-come, first-served basis. Many optional sessions, activities and events require additional fees and must be indicated online when you register; applicable tickets will be included in your meeting materials.
- The Preconference Course and Evidence-Based Dentistry Workshop require additional fees.
- Registration must be completed **on or before April 1, 2024**, to qualify for the discounted fees. Registrations submitted after April 1, 2024, will be automatically charged the higher registration fees.

## Cancellation and Refund Policy

- All cancellations postmarked on or before May 1, 2024, will be refunded less a \$165 processing fee (\$65 for office staff/students).
- All cancellation requests must be made in writing to AAPD Registration and Housing Services for processing on or before May 1, 2024.
- **No refunds will be given after May 1, 2024.** After this date, any extenuating circumstances must be submitted in writing to the AAPD c/o Vice President of Meetings & Continuing Education, Kristi Casale, at 211 E. Chicago Avenue, Suite 1600, Chicago, IL 60611. Approved refunds are processed after the Annual Session.
- Refunds are not granted for no-shows.

## Registration Confirmation

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

## Name Badges

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

Children's badges are provided without charge up to the age of 18; their names and ages must be listed on the registration form.



# HOUSING INFORMATION

Please read this information carefully. You must register for AAPD 2024 prior to booking your hotel reservation. All housing reservations must be made through the AAPD Registration and Housing Service Center.

- Reservations are processed on a first-come, first-served basis.
- All reservations require a credit card guarantee and will only be charged if you fail to arrive on your scheduled arrival date or cancel after the stated cancellation policy indicated on your confirmation.
- Acknowledgement of reservation request is sent after each reservation is processed, as well as each time a reservation is modified/changed and/or cancelled. Please review acknowledgements carefully for accuracy. If you do not receive an acknowledgement within 14 days of submission, please contact AAPD Housing Services Center at [housing@nhsglobalevents.com](mailto:housing@nhsglobalevents.com).
- All hotel room rates are subject to applicable province and local taxes in effect at the time of check-in.
- AAPD discounted room rates are applicable May 22 – May 27, 2024, subject to availability.
- Changes must be made on or before April 29, at 5 p.m. EST and online by accessing your registration/housing record for any questions please contact [housing@nhsglobalevents.com](mailto:housing@nhsglobalevents.com)
- All cancellations must be received a minimum of 72 hours prior to arrival in order to receive a refund of your deposit. No refunds will be given for cancellations within 72 hours of arrival or for no shows.
- A portion of the room rate is used to offset the expense of registration and housing services.

## Housing Reservation Methods

**Online:** <https://www.aapd.org/education/aapd-2024/>

**Credit card only, no checks or cash accepted. Allow 7 – 10 days for processing and receipt of registration confirmation.**

## Reservation Deadline

All housing requests must be submitted by April 29, 2024, by 5 p.m. EST in order to receive the AAPD discounted room rate. Starting April 30, 2024, you may contact the hotels directly with your reservation needs.

### **Westin Harbour Castle – Headquarters Hotel**

Run of House - Single/Double: \$345  
Deluxe Lake View - Single/Double: \$385  
Deluxe Corner - Single/Double: \$405

### **Sheraton Centre Toronto Hotel**

Run of House - Single/Double: \$323  
Deluxe Room - Single/Double: \$363

### **Fairmont Royal York**

Run of House - Single/Double: \$349

### **Delta Hotel Toronto**

Run of House - Single/Double \$347

### **InterContinental Toronto Centre**

Run of House - Single/Double \$339

*\*All rates are listed in Canadian dollars. Additional fees may apply for additional occupants. Applicable local taxes will apply and are not included in the above rates.*

## Housing Questions

If you have any questions regarding housing, contact AAPD Housing Service Center at (312) 702-1400, [housing@NHSGlobalevents.com](mailto:housing@NHSGlobalevents.com) or visit <https://www.aapd.org/education/aapd-2024/> for more information.

# EXPLORE THE EXHIBIT HALL

Be sure to stop by and check out the Activation Station, Sponsor Spotlight Sessions, and the Media Studio. In the D4C Activation Station, new activities will occur every two to three hours. Don't miss out—come see what all the buzz is all about in Booth 815. Sponsor Spotlight Sessions will occur Friday and Saturday, for one hour each. Be sure to sign up for these during your meeting registration. The Media Studio will be located in the Exhibit Hall. Stop by to see our host, Dr. Joel Berg in action! You can explore all of this while getting in steps for the Sprig Walking Challenge!

## D4C Activation Station

Be sure to check out one of the hotspots of the Exhibit Hall, The D4C Activation Station. This highly energetic area will have a new activation every two-three hours. You won't want to miss the fun activities and entertainment in this area! Puppies are back by popular demand!



## Elevate Oral Care Headshot Lounge

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



## Sprig Walking Challenge

The Sprig Walking Challenge is a great way to stay active and fit during AAPD 2024. Take advantage of beautiful Toronto while participating in this fun challenge with awesome prizes. Be sure to have your walking shoes packed for the Sprig Walking



Challenge during AAPD 2024! More details will be available soon — stay tuned!

This is a great opportunity to learn more from the participating companies.

# AAPD 2024 SPONSORS

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## Breaking Barriers

# ALL-FEMALE LEADERSHIP TEAM TAKES THE HELM AT THE FAPD

by Caitlin Kepple, AAPD Marketing & Communications Manager

For the first time in its nearly 60-year history, the Florida Academy of Pediatric Dentistry (FAPD) has been led by an all-female executive board for the 23-24 academy year. In Fall 2023, the new FAPD leadership team was installed at the Academy's annual meeting. Just the beginning of a multi-year stretch, this group will rotate through executive positions, as they hope to make an impact and promote positive changes within the organization.

The members of this impressive new board are President Dr. Yoshita Patel Hosking, Vice-President Dr. Erika King, and Secretary/Treasurer Dr. Marcie Young. Each woman takes on their respective role with a unique perspective and skill set, yet they all have a shared vision for success.

"It's cool to have an all-female board," Patel said. The trio finds its strength in their mutual respect and ability to cohesively work together. "I admire them as women in the profession and as human beings," Patel continued, referring to her co-leaders.

"Yoshita is a powerhouse. Erika is a powerhouse," Young added. When speaking to the members of the executive board, there's a sense that they can accomplish truly anything in the coming year – or at least give those who follow them a good head start.

"Having an all-female executive board with diverse professional and educational backgrounds can bring valuable and multifaceted perspective to an organization and its members," Young said.

AAPD Board of Trustees Liaison to FAPD Dr. Ann Bynum has seen the power of these women firsthand. "They wouldn't have said yes to these roles if they didn't have the confidence to deliver," she says.

A big piece of the trio's mission is to position FAPD as an organization that is taken seriously within the professional community. Their one, three, and five-year goals for FAPD center around continuing to make the profession better through advocacy and allowing everyone's individual strengths to shine. "We want to cause change for the better," Young said.

"The sky's the limit for this group," said Dr. Michael Roseff, Executive Director of FAPD. "There's so much potential

and opportunity for growth." Roseff also shared that he believes one of the most important attributes of the board is their collective belief in the importance of community. "All three ask themselves, 'How can we be a community ourselves and serve the community around us,'" he said.

"Pediatric dentists have the unique potential to bring together professionals from various fields," Patel said, alluding to the board's goal of fostering a community within FAPD that views one another as colleagues, not competitors. "You are not an island," Young added.

While they're all committed to numerous joint goals – all of which align with AAPD's goal of advancing optimal oral



*l to r: Young, Patel Hosking, King*



health for all children, each leader also has her own individual priority projects that will be woven within their plan for success. Dr. King plans to focus on increasing membership and bringing innovative methods of delivering the latest pediatric dental topics to the healthcare population and surrounding communities.

“By increasing membership, we can expand the organization’s reach and impact, while innovative educational approaches can help keep members engaged and up to date with the latest developments in pediatric dentistry,” she says.

Dr. Patel is a fixture in her community, building up women and families. She is the founder of The Hive, a network for women navigating postpartum. “Community is my heart,” she says. In addition to her work with The Hive, which brings together female professionals who are the best at what

they do to support preparedness and fostering the best potential outcomes for mothers and their families, Patel is also involved with numerous local non-profit boards.

Mentoring is an important topic to Dr. Young. Per the 2022-2023 ADA Health Policy Institute Commission on Dental Accreditation 2022-23 Survey of Dental Education, 56.4 percent – a majority – of first-year enrollees in accredited dental programs identified as female. With the recent uptick of pediatric dental residency programs in Florida, there’s also an opportunity for this group to impact the future of the profession in a very direct way as mentors.

“It’s nice to know you have a team to rely on,” Young said. They all believe that with community comes a sense of belonging and support, and ultimately a greater sense of balance. “When we can find that better balance, we’re better overall.”

And the trio feels they have a strong community within FAPD to lean on for support. They all agree that much of FAPD’s recent growth and development is due to Roseff’s vision and willingness to consider new ideas and collaborations.

While this team is just getting started in their leadership tenure, there’s little doubt that their impact will be immediate and widespread for the members of FAPD and their communities. And their work within FAPD will also benefit and impact the work of AAPD and the profession at large.

Dr. Young may have put it best, saying, “We want to create a legacy that emphasizes both member involvement and multidisciplinary collaboration can lead to sustained progress in pediatric dentistry and child health, benefiting generations to come.



# RESEARCH AND POLICY CENTER



## Advisory Board

- Dr. Joel Berg
- Dr. Tegwyn Brickhouse
- Dr. Aaron Bumann
- Dr. Scott W. Cashion
- Dr. Jung Wei (Anna) Chen
- Dr. James J. Crall
- Dr. Colleen Collins Greene
- Dr. Mike Ignelzi
- Dr. Jeffrey M. Karp
- Dr. Jessica Y. Lee
- Dr. Vinod Miriyala
- Dr. James Nickman
- Dr. Thomas Stark
- Dr. Anupama Rao Tate

## Fellows

- Dr. Beau Meyer
- Dr. Brittaney Hill
- Dr. Scott Schwartz

## Staff

- Dr. Paul S. Casamassimo
- Dr. Chelsea Fosse
- Ms. Clare Conte
- Ms. Rachel Wedeward
- Mr. Jian Liu

## What is the Dental Anesthesia Incident Reporting System (DAIRS)?

No one expects accidents to occur, but when they do, DAIRS offers a way for dentistry to learn from incidents and create the safest possible environment. The Dental Anesthesia Incident Reporting System (**DAIRS**) is an anonymous, self-reporting system used to collect and analyze anesthesia incidents in order to improve the quality of dental anesthesia care. When an event occurs, simply log in and follow the prompts.

Build DAIRS into your anesthesia practice processes. For more on the Dental Anesthesia Incident Reporting System, visit <https://www.aapd.org/resources/member/practice-safety/>.

## Curriculum for Pediatric Dentistry Residency Programs - Now Available!

*Safety in Pediatric Dental Care: Curriculum for Pediatric Dentistry Residency Programs*

is designed to support pediatric dentists – trainees and veterans, individually and collectively – as they strive to

create the safest possible environment for dental care delivery to protect the health and well-being of patients, their teams, and themselves as providers. It provides foundational information about safety science and principles of safety, and guidance on fostering a safety culture. It is based on the latest knowledge on safety in healthcare, while also offering resources specific to dentistry.

The curriculum and its content can be tailored to meet the needs of various settings and program types, including those in hospitals, dental schools, and health centers. Users are not expected to master each section or read every recommended resource. Rather, it should be seen as a menu of options for professionals and trainees as they promote safety training and advance safety culture in their work settings. Check it out at <https://www.aapd.org/research/safety-in-pediatric-dental-care-curriculum-for-pediatric-dentistry-residency-program/>.

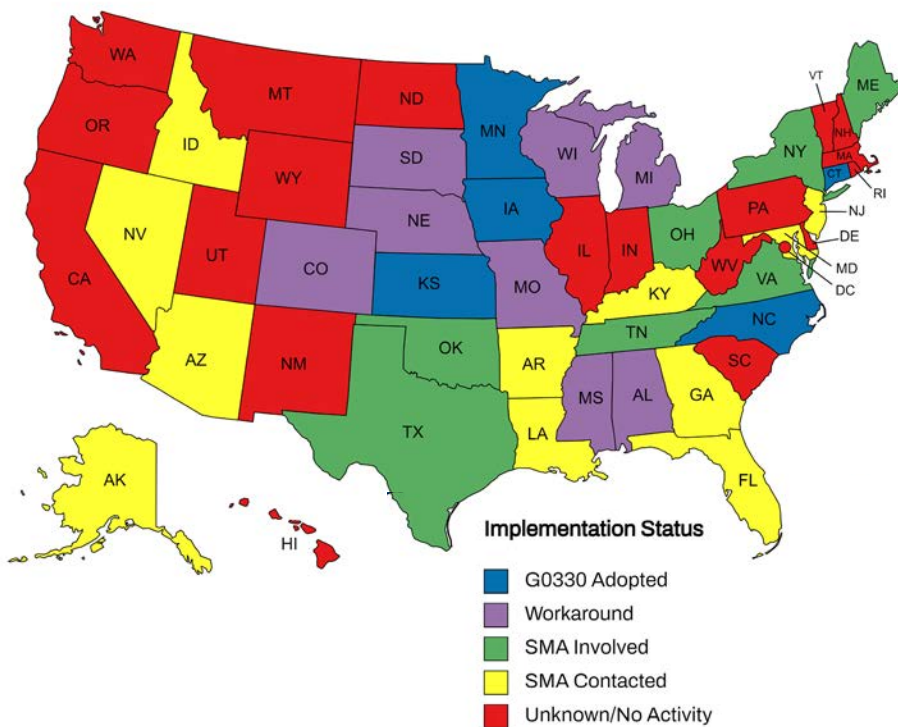
**Have feedback on this Safety Curriculum? Please share with us at [RPC@aapd.org](mailto:RPC@aapd.org).**





## Updates to State Implementation of G0330, the Facility Fee Code for Dental Cases in Operating Rooms

The Centers for Medicare and Medicaid Services (CMS) issued a final rule in Fall 2023 pertaining to facility fee coding and billing in hospital operating rooms and ambulatory surgical centers in 2024. Dentists – including AAPD Public Policy Advocates – and other oral health advocates are working with state Medicaid agencies to ensure the code (G0330) is used to improve access to dental care and reduce wait times in these settings. The AAPD Research & Policy Center has been working with AAPD Public Policy Advocates to track the status of state adoption and implementation of the new code. Check out the updates online at <https://www.aapd.org/research/policy-center/rpc-publications/dental-rehabilitation-in-operating-rooms/> and please let us know if you have any updates to share regarding G0330 or hospital OR and ASC access in your state by emailing [RPC@aapd.org](mailto:RPC@aapd.org).



## AAPD Signs on to Consortium for Constituents with Disabilities Letter to CMS on Adult Dental as a State-Designated Essential Health Benefit

In January, AAPD joined the Consortium for Constituents with Disabilities (CCD, <https://c-c-d.org/>) in a letter to CMS and HHS in support of the proposed provision that would allow states to designate adult dental care as an essential health benefit (EHB). This aligns with AAPD's support of adult dental coverage more broadly, and would be particularly impactful for certain populations of interest to AAPD, especially people with disabilities across the lifespan, and pregnant and postpartum mothers. AAPD was pleased to be able to offer background on the paucity of dental providers.



February 25, 2024

Jessica Rowen Gall  
Special Assistant  
Office of Post Secondary Education  
U.S. Department of Education  
400 Maryland Avenue SW, Room 4C212  
Washington, DC 20202

RE: Request for Information Regarding Mental Health in Higher Education

Dear Special Assistant Gall,

The Consortium for Constituents with Disabilities (CCD) Education Task Force monitors federal legislation and regulations that address the educational needs of children and youth with disabilities and their families, including regulatory efforts under federal law such as the Individuals with Disabilities Education Act (IDEA), the Every Student Succeeds Act (ESSA), Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA). We advocate for high expectations for children with disabilities under these and other laws. We appreciate the opportunity to provide information, research,

## New from Evidence-Based Dentistry: Updated Vital Pulp Therapy in Primary Teeth Systematic Review

The AAPD Evidence-Based Dentistry Committee and Pulp Therapy workgroup is happy to share that the updated systematic review on vital pulp therapy in primary teeth is available by open-access in the November/December 2023 issue of *Pediatric Dentistry*.

The systematic review was an update to a previous systematic review on the topic published in 2017 for primary

teeth affected by caries or trauma. No trauma was found in the 299 studies included in the systematic review. Indirect pulp treatment (IPT) had a 97% success rate. Two calcium silicate cement (CSC) pulpotomies' success using mineral trioxide aggregate (MTA) and Biodentine® were 94 percent and 90 percent, respectively, greater than for direct pulp capping (DPC; 86 percent) and other pulpotomies.

The clinical practice guideline will be published in the January/February 2024 issue of *Pediatric Dentistry* and will be in the 2024-2025 Reference Manual.

Please check out the *Pediatric Dentistry* website to read the entire systematic review.

# Acetaminophen Toxicity: A Potential Consequence of Lengthy Operating Room Wait Times

by Scott Papineau, PharmD, D.D.S.



## Source of the Problem

Inaccessibility of the operating room (OR) for dental treatment in the pediatric population could easily lead to inappropriate use of oral analgesics. Acetaminophen toxicity (**AT**) is a real concern for patients in moderate to severe pain and experiencing extended wait times for treatment in the OR. Although access to these settings was not limitless pre-COVID, access to general anesthesia has dramatically dropped or been non-existent since COVID.<sup>1,2</sup> Hospital networks posted large financial losses, and to financially get back on track, began to reevaluate what OR procedures were producing the most revenue. Although a review of several state Medicaid programs revealed no isolated reason for the decrease in access,<sup>3</sup> many anecdotally agree it is financially driven. In general, medical procedures are reimbursed at higher rates than dental; therefore, access of pediatric dentists and their patients into these facilities has dramatically decreased. Other minor contributing factors – such as preauthorization requirements, justification of medical necessity, and variable insurance coverage – have compounded issues with accessing these treatment settings.<sup>4</sup>

Inevitably, there are repercussions for this change in accessibility and most are felt by the patient and patient's caregivers. With limited access to sur-

gical space, either lines for what little appointment time does exist become longer or patients are turned away.<sup>5</sup> With little doubt, the number of children with untreated early childhood caries (**ECC**) will continue to grow. ECC, in combination with less definitive treatment for the disease, can be expected to cause a further decrease in oral health, overuse of antibiotics, and more emergency department (ED) visits.<sup>4</sup> As non-traumatic dental complications are already a common reported reason for pediatric ED visits, less access to definitive care with the assistance of general anesthesia can be expected to correspond to an increased number of children dealing with intermittent or chronic dental pain and therefore more visits to the ED.

## Consequences Leading to Potential Toxicity

Pain is a real complication of ECC. Often, caregivers do not seek treatment for their children until there is an initial complaint of pain. In addition, children go an average of almost 18 days with tooth-based pain before caregivers decide to pursue treatment.<sup>6</sup> In a study by Thikkurissy et al, nearly 80% of patients who reported pain before their initial dental visit experienced moderate to severe pain at some point.

Even though accurate identification of pain in pediatric patients has historically been difficult,<sup>4,6-9</sup> the consequen-

es have been measurable. Increased ED visits, missed school, poor academic performance, blunted social interactions, poor nutrition, sleep disturbances, and future orthodontic complications have all been correlated with dentally related pain.<sup>1</sup>

## Acetaminophen Use For Pain

To treat the caries-related pain, parents and providers usually turn to over-the-counter (**OTC**) medications. In fact, use of OTC medications to treat ECC is a possible measure of ECC disease morbidity.<sup>10</sup> Ibuprofen and acetaminophen (**APAP**) are the two most used medications to treat pediatric dental pain. Of the two, APAP is by far more utilized.<sup>11</sup>

APAP has been on the market for decades, so APAP and the brand name, Tylenol™, are well known. Far less known is that APAP is also an active ingredient found in many cold and flu products (about 300) because of its antipyretic and analgesic properties. When surveyed, thirty-six percent of Americans admitted they would likely use multiple OTC products if they had more than one symptom, such as sore throat, cold, a toothache, or headache.<sup>12</sup> Previous research has also shown that less than fifty percent of people regularly read the OTC label, and only 26% of people read to find out what active ingredient the product contains.<sup>13</sup>

The combination of products containing APAP, the lack of attention given to OTC product labeling, and children requiring OTC pain medications for longer periods of time due to inadequate hospital and surgery center access all could increase the possibility of APAP toxicity and hepatocellular damage. This damage can progress to acute liver failure (ALF).<sup>14</sup> Between 1983 and 2003, Larson et al. found a profound increase (30%) in unintentional cases of APAP overdose leading to ALF.<sup>15</sup> As an example of potential APAP-related overdosage, in 2021, the US poison control centers received over 80,000 different reports involving APAP or APAP-containing products.<sup>16</sup>

APAP is extensively metabolized in the liver with the major pathway of metabolism being APAP conjugation to sulfated and glucuronidated metabolites excreted renally. About 8% of the drug undergoes Cytochrome P-450 oxidation to form a reactive metabolite called N-acetyl-p-benzoquinone imine (NAPQI). Normally, NAPQI reacts with sulfhydryl groups in glutathione and is harmlessly excreted. However, with large single doses or chronic elevated consumption (over 8 hours) the major metabolic pathway is saturated, and more is shunted toward the NAPQI pathway. The metabolite accumulates in the hepatocytes and can cause damage.

Within 12-24 hours after supratherapeutic ingestion, initial toxicity symptoms may begin. The non-specific nature of these symptoms, such as nausea, vomiting, diaphoresis, anorexia, and lethargy may be easily misinterpreted as other ailments and thus not addressed quickly. The next phase of toxicity usually becomes evident 24-48 hours after ingestion. Symptoms are more representative of hepatocellular injury and include right upper quad-

rant or abdominal pain. Abnormal liver enzymes can also be seen during this phase. The last phase includes signs of serious hepatic injury, as well as CNS depression (somnia, confusion, and coma) and occurs approximately 3-5 days after ingestion.<sup>17</sup> A glutathione-mimicking antidote for APAP toxicity, N-acetylcysteine, does exist and is effective when administered in a timely fashion. Despite antidote therapy, irreversible damage may exist after treatment.

The APAP dosage for children is weight-based, which is more complex to understand, dose, and administer than the adult dosage of 500-650 mg every 4 to 6 hours. The normal pediatric dose is 10 to 15 mg/kg every 4 to 6 hours (not to exceed adult dosage). The maximum dosage for children less than 12 years old is 5 doses (2.6 grams) in a 24-hour period. Unfortunately, according to different surveys, only 18-21% of people correctly identified weight as the appropriate way to dose medication for children. This could potentially result in supratherapeutic dosages for pediatric patients.<sup>6,12</sup>

Historically, caregivers have undertreated the pain of pediatric patients, but an increased use of OTC products for children lingering in chronic dental pain can be expected.<sup>6,18-20</sup> Treating pediatric dental pain adequately and safely should be of utmost importance for every pediatric dentist.

## What Pediatric Dentists Can Do to Prevent APAP Toxicity

Being on the frontline of treatment delivery, pediatric dentists can and should take steps to help prevent their patients from experiencing APAP toxicity.

### **The first and easiest step a pediatric dentist can take is to make sure caregivers are familiar with dosing and maximum daily limits of APAP.**

Since about 80% of caregivers are unaware weight is the ideal dosing mechanism for APAP, *pediatric dentists should provide the necessary education and assist with determining the appropriate dosage for the patient.*<sup>13</sup> Most liquid APAP products contain 160 mg/5 ml. Being able to calculate the weight-based dosage and converting it into how many milliliters are to be administered, may be challenging for many caregivers, and *dentists should be able to adequately explain how to determine the exact amount of the medication to be administered using patient-friendly terminology.*

*The dentist should avoid generic information, and provide exact instructions for the specific patient using a measuring tool provided in the product packaging, how often it is to be given, for how long the medication should be taken, what caregivers should do if the child is still experiencing pain, and what toxicity symptoms they should look for as a result of taking the medication.*

*Counseling should also address that APAP is found in many other OTC products used to treat conditions, such as cold and flu. Caregivers should be instructed to check with their pharmacist before starting a new OTC product while the patient is being treated for dental pain to avoid unintended overdose.*

*Educating and in some cases physically showing patients how to check labels on OTC medications may be advisable, especially when the patient's caregiver may have a lower health literacy.*

**Pediatric dentists should also be able to discuss different treatment options for patients experiencing dental pain.**

OTC nonsteroidal anti-inflammatory drugs (**NSAIDs**), such as ibuprofen, may also be used to treat dental pain. Dentists should be familiar with the appropriate ibuprofen dosing of 5-10 mg/kg/dose (not to exceed adult dosing) every 4 to 8 hours with a maximum of 40 mg/kg/day (1200mg/day for OTC use). Liquid-ibuprofen containing products usually come as a 100 mg/5 ml oral suspension. Dentists should help parents/caregivers select the most appropriate product and corresponding weight-based regimen.

For patients experiencing moderate dental pain, the combination of APAP and ibuprofen is an effective treatment and may be advisable in lieu of caregivers trying to administer larger amounts of APAP. If the dentist determines it is necessary to use multiple products to achieve pain control, specific instructions should be given to patients.

*Caregivers should be provided with information regarding when and how much of each medication should be administered. It may be advisable to provide parents with an exact schedule, including times and dosages of each medication and advise them to carefully record this information as a reminder. Concomitant use of multiple products is not recommended for prolonged periods of time and should only be used when necessary.*

## Supportive Co-Therapies to Reduce APAP Toxicity

*Pediatric dentists should triage their patients.* Rather than leave a patient experiencing dental pain at the bottom of the waitlist, it may be advisable to move them to the front of the line.

*Utilization of other treatment modalities may be indicated to help decrease treatment wait times.* Attempting to first treat the patient with excellent behavior management techniques and nitrous oxide or using oral sedation, which has become less utilized in recent years, may be viable treatment options for eligible patients.

*The use of nondefinitive treatment can be employed when definitive treatment cannot be provided in a timely fashion.* Silver diamine fluoride application, Hall crown placement, and glass ionomer interim restorations using atraumatic restorative techniques are treatments that can be expected to increase as the lack of accessibility grows more pronounced. Some practices, which had moved away from traditional treatment modalities in lieu of treatment with general anesthesia, may need to reinstitute those techniques.

*Combining dental treatment with already scheduled medical general anesthesia appointments, the use of traveling anesthesia groups, and the development of dentist-owned surgery centers may also help reduce the access to care burden many pediatric practices and patients are now experiencing.* Hospitals and payers should also work together to allow adequate use of hospital surgery areas with appropriate payor reimbursement.

All these options are necessary to decrease the number of patients left in chronic dental pain. The longer patients go without receiving definitive care, the longer they will be on medications like APAP. The inappropriate or unintentional misuse of APAP can easily have toxic effects. With limited options for addressing major dental pain in the OR setting, pediatric dentists must strengthen their medication education, apply ingenuity with treatment options available, and advocate for the expansion of care for their patients at every level.

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

## Five Strategies to Cultivate an Ownership Mentality in Employees

In the heart of Chicago's West Loop is a hot dog stand, where a Practice Coordinator and the practice owner often grab a quick bite and talk through the day's challenges. On this day, they were discussing an opportunity to further develop their team with an onsite practice management coach. The practice owner asked, "What if we spend time and money to invest in developing and empowering our employees, and they leave us?" The coordinator thought for a moment and responded, "What if we don't develop them and invest in them, and they stay?"

In a job market that is increasingly challenging to find and keep great talent, leaders can become passive about developing their teams. The opportunity to elevate a team's mindset and develop them as leaders is available every day. The most crucial day in a leader's life is when they realize that their greatest asset and the solution to all their problems is already in their office, which is their people. The most challenging realization in a leader's life is that significant or lasting success must be achieved through their people rather than on their own.

A leader must continually elevate the team's mentality to achieve long-term success, legacy, or improved production and teamwork. Mentality refers to the characteristics of a person's attitude or way of thinking. When a leader can influence their team's attitude and way of thinking, the opportunity for creating momentum and true teamwork opens. The type of mentality that will elevate the effectiveness of a team and create lasting success depends on the leader and the culture they want to cultivate in their practice. However, a trait that has proven to be at the core of all successful teams has been an ownership mentality.

Before we dive into how to foster an ownership mentality within a team, it's essential to understand what it means. An ownership mentality is the mindset of taking full responsibility for one's actions and decisions within one's role. It involves being accountable, proactive, and solution oriented.

According to Path for Growth, a leadership development platform, an ownership mentality is "the decision to be ruthlessly responsible for the things you can control." This means taking ownership of tasks, challenges, and outcomes instead of shifting blame or waiting for someone else to take charge. It is the difference between seeing a problem and reacting or foreseeing an issue and preparing a solution. One mentality is passive, while the other is proactive. When thinking about the front office or the clinical team, it is easy to see how a lack of ownership in any role can lead to conflict, challenges, and turnover.

### HOW TO INSPIRE AN OWNERSHIP MENTALITY?

As a pediatric dental office leader, fostering an environment where team members feel empowered to take ownership is imperative. Here are five ways to encourage and support a team in developing an ownership mentality:

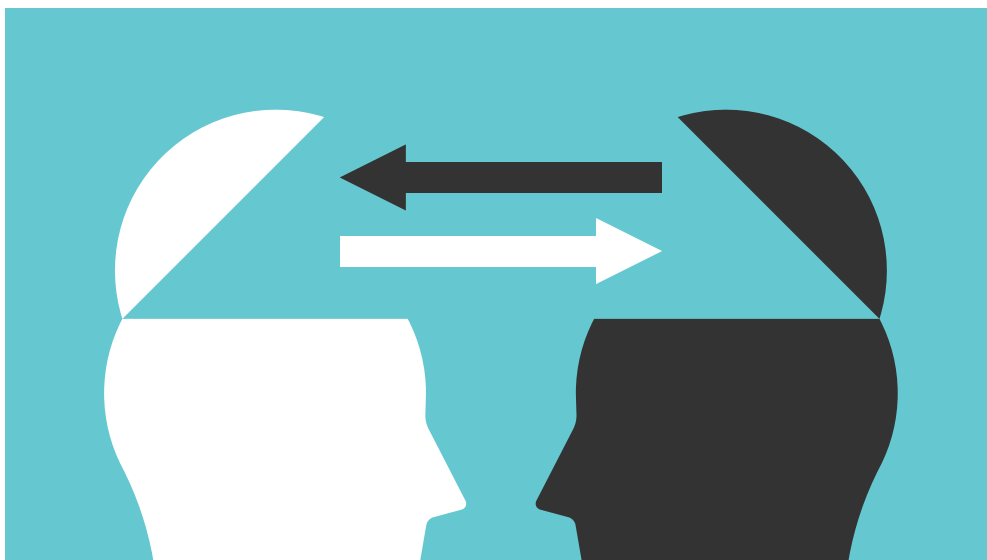
- 1. Lead by example:** A leader must exemplify the behavior they want to see reflected in their team. They should take ownership of tasks and decisions, not be afraid to admit mistakes and take responsibility for them. Showing up on time for Morning Huddles, being fully present at Leadership, Marketing and Team Meetings are important examples. The most powerful leadership tool is a person's example. Exemplary leaders treat their team members the way they want their team to treat their patients.

2. **Provide training and support:** Team members may need to gain the necessary skills or knowledge to take ownership of their roles. Even if someone has numerous years of experience, it does not mean they are proficient. They need to be taught the dentist's standards and requirements. Leaders look for creative ways to deliver proper training and support to help every team member develop their skills. Too often, leaders think that training and support of their team is a one-and-done activity. Leadership and coaching are daily activities until the team member proves they can succeed at the task. They need more training if they cannot fully train someone else how to do the task properly. How long does learning to ride a bike, drive a car, or tie a shoe take? Yet how little time is invested in training key elements necessary for success? Time must be spent having difficult conversations and dealing with conflict appropriately. Most teams are severely under-trained by their leaders. On average, people must hear and practice something at least seven times before it becomes habitual.
3. **Give autonomy but set expectations:** Autonomy is crucial for developing an ownership mentality, but it's essential to set clear expectations and guidelines. This will ensure that team members know their boundaries and feel confident in taking ownership within those boundaries. Expectations include reasonable timelines, order of task priority, and a lifeline to ask for help should they hit a roadblock.
4. **Acknowledge and reward:** Recognize and acknowledge team members who demonstrate an ownership mindset. Publicly praise them in a team meeting for their efforts and impact on the practice. Consider implementing rewards, such as prizes, to incentivize ownership behavior further.

5. **Encourage open communication:** A culture of open communication is essential for team members to feel comfortable taking ownership. Encourage them to openly share their ideas, suggestions, and concerns without fear of judgment. This is easier said than done, but as with all worthwhile things, this will take time and practice to cultivate. As a leader, go first and exemplify what open communication looks like. In an organization, open communication helps ensure everyone is on the same page and understands their roles, responsibilities, and goals. Open communication is helpful in creating a positive environment of trust and respect between individuals and teams.

A helpful exercise to personalize what an ownership mentality looks like is to ask everyone on the team to answer five questions. This would be a helpful exercise during the next full team meeting or office team bonding event. Have each team member take turns answering the five questions below and discuss how to increase the team's ownership mentality.

- Question 1: In your own words, what does having an ownership mentality mean to you in your role?**
- Question 2: What in previous jobs or your role currently blocks you from being proactive?**
- Question 3: Why is an ownership mentality important in a growing dental practice like ours?**
- Question 4: What is one reason you resist taking ownership of your role, and what role do you play if you are not taking ownership?**
- Question 5: What is one new way to exercise an ownership mentality or the decision to be ruthlessly responsible for the things you can control?**



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A team will likely surprise their leader with their answers to these questions. The greatest obstacle to most people embracing an ownership mentality is the fear of making mistakes. Whether due to childhood trauma or a toxic work environment, team members often carry the baggage of their past and the detrimental impacts of poor leadership. As a leader, it is beneficial to foster a growth-oriented outlook. In a growth-minded environment, a team learns

to view challenges as opportunities for growth rather than obstacles or inconveniences. Emphasize the importance of learning from mistakes and continuously improving. Instead of saying failure is not an option, say failure is not an option; it is necessary for improvement. Equipping everyone in an organization to engage in an ownership mentality without fearing failure will take any team from where they are towards where they want to be.

“Treat your employees as an investment, not a cost.”

Dan Sullivan

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

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# ABPD is Committed to Diversity, Equity, and Inclusion (DEI)

In October 2020, under the leadership of Dr. LaRee Johnson, ABPD created a DEI task force. In August of 2021, the ABPD board of directors voted to have the task force become a standing committee with the charge of establishing initiatives to promote diversity, equity, and inclusion in the ABPD organization.

As the decision-making body for ABPD, the board of directors plays a critical role in leading the organization to prioritize, support, and invest in strategic initiatives. In October of 2023, ABPD hired The Diversity Movement, a consulting firm with extensive expertise in DEI, to assist ABPD in developing a DEI commitment statement, which is as follows:

## Our Commitment Statement

The American Board of Pediatric Dentistry (ABPD) believes that every child, every adolescent, and every individual with special needs deserves quality care. ABPD's commitment to excellence through a certification process that inspires lifelong learning enables pediatric dentists to deliver quality care for every individual. Inherently tied to its value a commitment to lifelong learning, ABPD acknowledges that it must continue to evolve and intentionally focus on diversity, equity, and inclusion (DEI) to deliver excellence and quality pediatric oral health care.



**Marcio Guelmann, DDS**  
President, American Board of  
Pediatric Dentistry

### ABPD defines DEI as:

- **Diversity:** A commitment to certifying pediatric dentists from varied backgrounds who respect the diversity of the patients, families, and communities they serve. Diversity includes (but is not limited to): different cultures, perspectives, abilities, racial and ethnic identities, gender identities and expressions, sexual orientations, socioeconomic, geographies, religions, and ages.
- **Equity:** A commitment to administering a fair and valid examination and striving to provide the tools that may be needed by individuals based on their unique situation.
- **Inclusion:** A commitment to listening and understanding in order to foster collaboration and build a safe and respectful environment, allowing for the participation of every individual in the board certification process.

### How We're Taking Action

- Creating a DEI Committee
- Facilitating an in-person DEI workshop for board and staff members
- Establishing annual unconscious bias training for developers and examiners
- Removing unnecessary identifiers, such as gender, in exam content
- Beginning data collection
- And more!

As an integral part of our values, ABPD affirms all pediatric dentists have equal opportunity to become and remain board certified, regardless of age, gender, race, national origin, religious affiliation, and sexual orientation. Our ultimate goal is to promote positive oral health outcomes for all infants, children, adolescents, and individuals with special health care needs, regardless of their gender, race, and socioeconomic status.

## A Thank You to Our 2023 OCE Examiners

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# LEGISLATIVE, REGULATORY AND LEGAL UPDATE

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

## FEDERAL NEWS

### Improvements in Facility Fee Coding/Billing for Dental Cases in Hospitals and ASCs Took Effect Jan. 1, 2024

The American Academy of Pediatric Dentistry (**AAPD**), American Dental Association (**ADA**), and the American Association of Oral and Maxillofacial Surgeons (**AAOMS**) have been working together in a concerted advocacy campaign to address the challenges pediatric dentists and other dentists around the country are experiencing in obtaining or maintaining hospital or ambulatory surgical center (**ASC**) operating room (**OR**) time for dental cases requiring monitored anesthesia (e.g., general, intravenous sedation) and use of an operating room. As described in recent issues of *PDT*, in 2023 this included submitting regulatory comments to CMS on its CY 2024 Proposed Rule on Hospital Outpatient and Ambulatory Surgical Center Payments Under Medicare.

**This initiative addresses the amounts payable to hospitals and ASCs for the facility costs they incur in making ORs available for dental procedures including, for example, the costs associated with equipping and staffing ORs, hospital/ASC administrative costs, and overhead costs. Dentists' professional fees are separately billable and are not affected by this initiative.**

The final CY 2024 CMS Medicare OPPI and ASC regulation, released in November 2023, officially approved the inclusion of HCPCS code G0330 (the new dental rehabilitation facility fee code approved by CMS under the Hospital Outpatient Payment Rule for CY 2023) on the covered procedures list for ASCs, consistent with the proposed rule. Other modifications in the proposed rule as recommended by AAPD-ADA-AAOMS were adopted.

While hospitals and ASCs will be responsible for the submission of claims for dental cases that use their facilities, we anticipate that hospitals and ASCs may look to dentists or other specialists who perform these surgical cases for assistance in assuring that the coding is accurate.

Below are brief highlights of the final regulation:

- CMS originally proposed to reduce Medicare payment to hospitals for the facility costs associated with dental rehabilitation (HCPCS code G0330) from **\$1,722.43 in 2023** to **\$938.69 in 2024**, a reduction of over 45%. As the result of the AAPD and coalition's advocacy efforts, CMS reclassified G0330 into a higher payment category, as the AAPD requested. The final hospital facility payment rate is **\$3,070.81**, beginning Jan. 1, 2024.
- For hospitals, G0330 is billable only if no other dental procedure that is separately payable under the hospital payment schedule (**HOPPS**) is performed. A number of commonly performed dental procedures are separately payable under HOPPS and many are separately payable.
- The 2024 ASC payment rate for G0330 is **\$1,318.93**. This is also a tremendous boost from CMS' original proposal, which would have allowed only **\$495.52**. G0330 must be billed along with a dental procedure that is on the ASC ancillary services list, a list which includes dental evaluation and various imaging services, as well as a number of dental procedures.
- These new regulations cover Medicare, but Medicare coverage and payment levels may be followed/adopted by state Medicaid agencies (**SMAs**) as well as private insurers. AAPD is working with its state Public Policy Advocates (**PPAs**) network to promote adoption of changes by SMAs that increase facility fees for dental cases. AAPD's RPC is collecting information on SMA payment policies for the hospital and ASC costs involved in the provision of dental services. The most recent update is available on the AAPD website at [https://www.aapd.org/globalassets/g0330-implementation-status\\_november-2023.png](https://www.aapd.org/globalassets/g0330-implementation-status_november-2023.png).

## Your Congressional Liaisons at Work in Washington, D.C.

AAPD's co-Congressional Liaisons Drs. Warren Brill (Baltimore, Md.) and Jade Miller (Reno, Nev.) continue their regular advocacy visits with key members of Congress, assisted by Ms. Julie Allen and the Powers team, AAPD's lobbying firm on federal issues. They often represent the AAPD PAC at fundraising events for key legislators.



*I-r AAPD COO & General Counsel C. Scott Litch, Dr. Brill, Rep. (and dentist) Jeff Van Drew (R-N.J. 2nd), and Dr. Miller at a dinner event on Oct. 25, 2023.*



*I-r Dr. Brill, Rep. Steny Hoyer (D-Md. 7th and House Minority Whip), and Dr. Miller at a fund-raising breakfast on Oct. 26, 2023.*



*I-r Rep. Terri Sewell (D-Ala. 3rd) and Dr. Brill at a reception on Nov. 29, 2023.*

*Note that Van Drew and Sewell both signed onto a Congressional letter to CMS in the fall of 2023 in support of dental access to hospital operating rooms and ambulatory surgical centers. Congresswoman Sewell co-led the House letter along with Congressman (and dentist) Drew Ferguson (R-3rd. Ga.). **Both Sewell and Ferguson received the AAPD PAC's Legislator of the Year award in 2023.***

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

## IMPORTANT RESOURCE FOR PEDIATRIC DENTISTS

Detailed analysis and guidance is provided in an updated 2024 Toolkit on Hospital and ASC Coding and Payment for Dental Cases that was prepared by AAPD, ADA, and AAOMS. This is available on the AAPD website under Latest Advocacy News: <https://www.aapd.org/advocacy/legislative-and-regulatory-issues/latest-advocacy-news/resources/>

AAPD members also can access the recording and power points slides from a free educational webinar AAPD presented to members on Jan. 19, 2024. Please visit <https://www.aapd.org/research/policy-center/webinars-2024/>

# THE CORPORATE TRANSPARENCY ACT: WHAT'S IT GOT TO DO WITH ME?

Cheryl A. Cameron, Cheryl H. DeVore, and C. Scott Litch



## What is the Corporate Transparency Act?

The Corporate Transparency Act is a **new federal reporting law that is projected to impact 32 million reporting companies** in the first year of implementation. The Corporate Transparency Act (CTA) (31 U.S.C. §5336) was enacted into law as part of the Anti-Money Laundering Act of 2020, which is part of the National Defense Authorization Act for Fiscal Year 2021 and establishes federal beneficial ownership reporting requirements for companies created under State laws. The purpose of the CTA is to increase transparency in the U.S. financial system and protect national security interests by combating corruption through illicit financial transactions.

The Financial Crimes Enforcement Network (FinCEN), a bureau of the U.S. Department of Treasury, is the federal agency responsible for implementing the CTA. The rules implementing the beneficial ownership information reporting requirements were published in September 2022 (31 CFR §1010.380) and were effective Jan. 1, 2024.

## What Does the CTA Have to Do With Me?

So you say, what's that got to do with me and my dental practice? The law has cast a broad net to minimize the risk of anonymous, bad actors concealing illicit financial activities through entities with small, opaque ownership structures. As a result, it will impose reporting requirements on many dental practices, including other companies you may own like real estate holding companies.

**A dental practice required to report under the CTA, unless exempted, is any practice that is a corporation; limited liability company; or entity that was created by filing a document with a secretary of state or similar office under the law of a State or Indian tribe (31 CFR §1010.380(c)).** A dental practice that is legally structured as a sole proprietorship is not a reporting entity unless it was created by filing with the secretary of state or similar office. On the other hand, a dental practice that is structured as

a professional service corporation is a corporation that is created by filing a document with the secretary of state or similar State or Tribal office and would therefore be a reporting company under the CTA. Some dental practices that would otherwise be a reporting company may be exempt from the CTA reporting requirements. Examples of potentially applicable exemptions include:

- dental practices or clinics established under the laws of the United States, an Indian Tribe, a State, or a political subdivision of a State, or under an interstate compact between two or more States (31 C.F.R. §1010.380 (c) (2) (ii) (A));
- dental practices or clinics that are tax exempt entities such as 501(c) organizations (31 C.F.R. §1010.380 (c) (2) (xix) (A)); or
- large dental practices that have more than 20 full time employees in the U.S., a physical office within the U.S., and filed a Federal income tax or information return in the U.S. for the previous year demonstrating more than \$5,000,000 in gross receipts (31 C.F.R. §1010.380 (c) (2) (xxi)).

Another exemption that may be applicable is for inactive business entities that have been in existence since at least Jan. 1, 2020, are not engaged in active business, are not owned by a foreign person, have not had changes in ownership in the preceding 12-month period, have not sent or received any funds in an amount greater than \$1,000, and have no assets of any kind or type including ownership interest in any entity (31 C.F.R. §1010.380 (c) (2) (xxiii)).

## What Do I Have to Do to Comply and When?

For dental practices that existed prior to Jan. 1, 2024, the reporting requirements include the personal identifying information for every reportable "beneficial owner". For dental practices that are created after Jan. 1, 2024, the reporting requirements include the personal identifying information for every "applicant" and "beneficial owner".

Regardless of the creation date of the dental practice required to report under the CTA, **it will be essential to determine the beneficial owners of the practice.** A beneficial owner is every individual who, directly or indirectly, either: 1) exercises “substantial control” over the dental practice; or 2) owns or controls at least “25% of the ownership interests” of the dental practice (31 C.F.R. §1010.380 (d)). Substantial control is defined to include senior officers, such as president, chief financial officer, chief executive officer, or chief operating officer; authority over the appointment or removal of any senior officer or a majority of the board of directors; directing, determining, or having substantial influence over important matters including business, finances, and structure; and any other form of substantial control over the reporting company. Ownership interest is defined broadly to include equity, stock, or voting rights; capital or profit interest; convertible instruments; option or privilege; and any other mechanism to establish ownership.

Here’s a few examples of what the reporting considerations and requirements might look like:

- Reporting Company Example 1 is a professional corporation owned (100% of capital/profit interests) and controlled by one dentist (senior officer and decision maker). This one dentist’s information would be reported to FinCEN as the sole beneficial owner based on their ownership interest and substantial control.
- Reporting Company Example 2 is a professional corporation owned by three dentists (50% of capital/profit interest in Dentist A, 40% of capital/profit interest in Dentist B, and 10% of capital/profit interest in Dentist C) and controlled by one dentist (Dentist A serving as senior officer and decision maker). Dentist A is a reportable beneficial owner based on their ownership interest ( $\geq 25\%$ ) and substantial control; Dentist B is a reportable beneficial owner based on their ownership interest ( $\geq 25\%$ ); and Dentist C is not a reportable beneficial owner. Only two of the three dentists’ information would be reported to FinCEN as beneficial owners.
- Reporting Company Example 3 is a professional corporation owned by four dentists (30% of capital/profit interest in each of Dentist A, Dentist B, and Dentist C; and 10% capital/profit interest in Dentist D) and controlled by Dentist D as the CEO/CFO of the practice. Dentists A, B, and C are each a beneficial owner based on their ownership interests ( $\geq 25\%$ ) and Dentist D is a beneficial owner based on their substantial control as a senior officer of the practice. All four dentists’ information would be reported to FinCEN as beneficial owners.
- Reporting Company Example 4 is a professional corporation owned by one dentist (100% of capital/profit interests) that has a management service agreement with another Company (such as a dental support organization). The dentist based on their ownership interest in the professional corporation would be a beneficial owner that would be reported to FinCEN. The Company would not be a beneficial owner of the professional corporation because a beneficial owner must be an individual. Additional analysis of the role of individuals through the Company on behalf of the professional corporation is necessary to determine whether any individual of the Company has direct or indirect substantial control over the professional corporation. For example, does the business agreement give any individual in the Company substantial influence over important business, finance, or structure decisions of the dental practice?
- Reporting Company Example 5 is a dental practice operated as a sole proprietorship and no filing has occurred with any State or Tribal office so no reporting is required. However, this singular dentist also owns the real estate used by the dental practice in a real estate holding company (formed as a limited liability company) owned by the dentist and their spouse each owning a 50% membership interest. The dentist is the manager or managing member of the real estate holding company. Both the dentist and their spouse would be beneficial owners based on ownership  $>$  than 25% each and the dentist would also be a beneficial owner based on their direct and substantial control.

For entities, including dental practices, created after Jan. 1, 2024, up to two, company applicants must be reported. An applicant is an individual who directly files the documents that create or register the company, and in the case where more than one person is involved in the filing, the individual who is primarily responsible for directing or controlling the filing (31 C.F.R. §1010.380 (e)). As a dental practice is created, it will be important to understand who is filing the creation documents. Examples of possible applicants include: 1) the dentist owner; 2) a paralegal who files on behalf of a law firm and the attorney representing the dental practice with primary responsibility for directing the filing; 3) an individual representing a third-party filing agency and the dentist owner with primary responsibility for directing the filing; or 4) an accountant representing the dental practice. It is common practice that dentists request that their attorneys form their entities, whether for their dental practice or real estate

holding company or for any other purpose. In such cases the attorney would then be identified as the applicant. The requirements of the CTA may alter whether or not this common practice continues.

**The personal identifying information for every individual who is a beneficial owner or applicant of the practice must be reported to FinCEN.** This information includes full legal name, date of birth, current residential street address (in some circumstances the current business street address for an applicant), current U.S. passport or driver’s license

number, and an image of the identification document. The dental practice must also report its legal name, any trade or DBA names, current street address (not P.O. Box) of its principal place of business, its jurisdiction of formation or registration, and its taxpayer identification number (31 C.F.R. §1010.380 (b)). **While annual reporting is not required, reported information for a reporting entity and beneficial owners must remain current and updates must be reported within 30 calendars days of the change (31 C.F.R. §1010.380 (a) (2)).** Therefore, it will be important to set up a system for monitoring and reporting changes.

The reporting deadlines vary depending on when the corporation was created:

Date Dental Practice Established	FinCEN Reporting Deadline
Prior to Jan. 1, 2024	Jan. 1, 2025
On or after Jan. 1, 2024 and before Jan. 1, 2025	Within 90 days of receiving actual or public notice that the practice’s creation or registration is effective
On or after Jan. 1, 2025	Within 30 days of receiving actual or public notice that the practice’s creation or registration is effective

## What if I Don’t Comply?

Failure to file and maintain accurate information can lead to the imposition of civil penalties of up to \$500 per day that the violation continues and criminal penalties of up to \$10,000 and up to two years in prison. Enforcement actions can be brought against reporting companies and individuals who fail to report, provide fraudulent information, or cause a company’s failure to submit complete, accurate, or up-to-date information. Penalties can also be imposed for the unauthorized disclosure or use of business ownership information (31 U.S.C. §5336 (h)).

## What Steps Should I Take to Plan for Compliance?

Because of the penalties associated with noncompliance, it is important to factor this new reporting requirement into the establishment and operation of your dental practice and other business entities. As noted previously, business practices that include monitoring and timely reporting of changes need to be developed. Entity documents and agreements should be reviewed and revisions considered to support compliance with the CTA reporting requirements (e.g., beneficial owner compliance obligations, noncompliance resolution processes, delineation of “control” designation). For individuals whose personal information will need to be reported by multiple reporting companies, consideration may be given to the acquisition of a FinCEN identifier

which can substitute for the sharing of personal information to entities except for FinCEN.

This is an overview of the CTA and we recommend you consult your legal/business/accounting advisors to support you in your planning and reporting efforts. Complete information is available at FinCEN’s beneficial ownership information webpage and the FAQs and Small Entity Compliance Guide are particularly helpful.

## Public Policy Perspective

A law this broad has naturally generated controversy over its scope and potential effectiveness in combating money-laundering. Efforts to challenge the law, delay implementation, and extend reporting deadlines had met with limited success.<sup>iii</sup> However, on March 1, 2024, an Alabama federal district court judge ruled that the “Corporate Transparency Act is unconstitutional.”<sup>iv,v</sup> In response, FinCEN added a notice to its website stating “the government is not currently enforcing the Corporate Transparency Act against the plaintiffs in that action ... Those individuals and entities are not required to report beneficial ownership information to FinCEN at this time.”<sup>v</sup> For others, it would suggest that at this time, the reporting requirements and deadlines described above are in effect. However, dental practices that existed prior to Jan. 1, 2024, could consider waiting to report until closer to the deadline (Jan. 1, 2025) and monitoring the outcomes of this case. Those currently engaged in establishing a dental practice (with a 90 day reporting timeline) should seek legal advise on how to proceed in light of this ruling.

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

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

*<sup>i</sup>Cheryl A. Cameron, PhD, JD is Professor, Oral Health Sciences, School of Dentistry Virginia and Prentice Bloedel University Professor, and Vice Provost Emeritus, University of Washington.*

*Cheryl H. DeVore, MS, JD is the senior partner at Thomas Law Group, and Faculty Emeritus of Ohio State University's College of Dentistry (where she retired as the Associate Dean of Academic Affairs).*

*C. Scott Litch, MA, JD, is the AAPD's Chief Operating Officer and General Counsel and regular author of this PDT column.*

*<sup>ii</sup>Beneficial Ownership Information (<https://www.fincen.gov/boi>), FAQ's (<https://www.fincen.gov/boi-faqs>), and Small Entity Compliance Guide [https://www.fincen.gov/sites/default/files/shared/BOI\\_Small\\_Compliance\\_Guide.v1.1-FINAL.pdf](https://www.fincen.gov/sites/default/files/shared/BOI_Small_Compliance_Guide.v1.1-FINAL.pdf).*

*<sup>iii</sup>See for example:*

<https://s-corp.org/2023/12/congress-moves-cta-delay-maybe/>

<https://s-corp.org/2022/11/the-corporate-transparency-act-bad-policy-and-unconstitutional/>

<https://s-corp.org/2024/01/cta-criticism-growing/>

*iv National Small Business United v. Yellen, No. 5:22-cv-1448-LCB, slip op. at 21 (N.D. Ala. Mar. 1, 2024).*

*V Mengqi Sun, Judge Strikes Down Law Requiring Corporate-Ownership Disclosure, The Wall Street Journal, March 4, 2024. <https://www.wsj.com/articles/judge-strikes-down-law-requiring-corporate-ownership-disclosure-e6cf9ec7>*

*vi Notice Regarding National Small Business United v. Yellen, No. 5:22-cv-01448 (N.D. Ala) <https://www.fincen.gov/news/news-releases/notice-regarding-national-small-business-united-v-yellen-no-522-cv-01448-nd-ala>*



## AAPD NOMINATIONS 2024



### **THOMAS G. ISON** **PRESIDENT-ELECT NOMINEE**

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

Center in Lexington, Ky., and completed a Fellowship in Pediatric Dentistry at Indiana University School of Dentistry. He previously held appointments as assistant professor at the University of Kentucky College of Dentistry and Chief of Dentistry at Norton Children's Hospital, in Louisville. He

is a Fellow of AAPD and Diplomate of the American Board of Pediatric Dentistry. He has served as a consultant to the AAPD Council of Clinical Affairs, and as District III (now Southeastern) Trustee. While Trustee, he was on the Strategic Planning Committee and was liaison to the Council on Dental Benefits and AAPD PAC. He is a past president of the Southeastern Society of Pediatric Dentistry and Kentucky Academy of Pediatric Dentistry. Ison has been an examiner for the ABPD Oral Clinical Exam as well as committee member and part leader for the Renewal of Certification Examination. He resides in Evansville, Ind., with his wife, Connie, and daughter, Maggie.



**CARLOS A. BERTOT**  
**VICE PRESIDENT NOMINEE**

Dr. Carlos “Charlie” Bertot received his dental degree from the University of Florida, College of Dentistry, and his certificate in pediatric dentistry from the University of Kentucky, Albert B. Chandler Medical Center. He became a Diplomate of the ABPD in 1996 and has been involved with organized dentistry since his days in dental school. In addition to his membership and service to multiple dental organizations, he is a past president of the Florida Academy of Pediatric Dentistry and has served AAPD at the council/committee and board level. A past Parliamentarian for AAPD and current Southeastern District Trustee, Bertot is the managing partner of a busy pediatric dental practice in Maitland, Fla., a suburb of Orlando. He is a graduate of the AAPD Leadership Institute at the Kellogg School of Business, Northwestern University and the AAPD Advanced Leadership Institute at the Wharton School of Business, University of Pennsylvania. Together with his wife of 31 years, he enjoys spending time with family, traveling, and staying fit. Bertot is most proud of his three children. His son is currently an Oral and Maxillofacial Surgery resident. His oldest daughter is a third-year medical student, and his youngest daughter is a college senior planning for a master’s degree in psychology.



**JACOB K. LEE**  
**SECRETARY-TREASURER NOMINEE**

Dr. Jacob K. Lee earned his D.D.S. from the University of Toronto. He completed his dental internship at the Hospital for Sick Children in Toronto, earned his diploma in pediatric dentistry at the University of Toronto Faculty of Dentistry, and was conferred Fellowship by the Royal College of Dentists of Canada. Lee is an adjunct associate professor of clinical dentistry in the department of pediatric dentistry at USC Herman Ostrow School of Dentistry. With keen interest in dental materials, Lee has presented at numerous state, national, and international meetings. He is a Diplomate and volunteers as an examiner for the Oral Clinical Examination of the American Board of Pediatric Dentistry. Lee is a Fellow of AAPD, the American College of Dentists, the International College of Dentists, and the Pierre Fauchard Academy, as well as a graduate of the AAPD Leadership and the Advanced Leadership Institutes. He has served the AAPD on numerous committees and councils, including as the chair of the Graduate Students Research

Awards and as coordinator of the academicians meeting at the AAPD Annual Sessions. In addition, he has spearheaded and moderated the AAPD Practice Management Program. Lee has also served as the president of the California Society of Pediatric Dentistry, as a trustee of the Western Society of Pediatric Dentistry, and as the AAPD Western District trustee. Lee is engaged in private practice with his son, a pediatric dentist, in San Clemente and Rancho Mission Viejo, Calif. They are accomplished classical violinists and enjoy performing together.



**JOHN BLAKE**  
**AFFILIATE MEMBERSHIP TRUSTEE**

Dr. John Blake is the Executive Director and Dental Director of the Children’s Dental Health Clinic (**CDHC**) in Long Beach, Calif. This non-profit program and teaching facility helps the comprehensive dental needs of underserved, special needs and medically complex patients in their Long Beach and Catalina Island programs. Prior to joining CDHC, Blake spent his first 12 years in private practice. He is the current president of the California Dental Association (**CDA**) and has served on the CDA Council on Government Affairs for the past six years while remaining active with oral health related policy and legislative issues. Blake is also the president of the Living Hope Clinical Foundation, a fellow of the American College of Dentists and the Pierre Fuchard Academy, a part-time faculty member of the USC. School of Dentistry, and a member of the ADA council on government affairs. In addition, he helped start the CARE Dental program at St. Mary’s Hospital. This grant-funded non-profit program is specific to patients with HIV.



**JENNIFER L. CULLY**  
**ACADEMIC AT-LARGE TRUSTEE**

Jennifer L. Cully, D.M.D., M.Ed. is an Associate Professor of Pediatrics at George Washington University and a full-time faculty member in the Division of Oral Health in the Goldberg Center for Community Pediatric Health at Children’s National Hospital (**CNH**) in Washington, D.C. She also serves as the Director of Research for the Division of Oral Health where she manages the division’s research initiatives and resident-driven projects. Prior to joining the team at CNH, Cully was a full-time faculty member at Cincinnati Children’s Hospital Medical Center and worked in private practice in New Jersey. She received her D.M.D. from the University of Medicine and Dentistry



– New Jersey Dental School in 2007 and her certificate in pediatric dentistry from Children’s National Medical Center in 2009. In 2019, Cully received her Master of Education from the University of Cincinnati. Cully has been a member of several AAPD committees, including serving as chair of both the Early Career Pediatric Dentistry Committee and the Council on Membership and Membership Services. She was also a member of the Council on Clinical Affairs and was recently featured as a speaker on the AAPD’s podcast “little teeth, BIG Smiles” (formerly called “Pedo Teeth Talk”). Cully also is a member of the AAPD’s Foundation Grants and Programs Committee, as well as a part leader for the American Board of Pediatric Dentistry qualifying exam sub-committee and an examiner for the oral clinical exam. Her areas of interest include educational assessments, quality improvement, dental trauma, and behavior guidance and her research has been published in numerous peer-reviewed journals. Cully enjoys running, traveling, supporting her favorite sports teams, and finding new restaurants and coffee shops with her husband and puppy.



**VINEET DHAR**  
**ABPD DIRECTOR**

Prof. Dhar is the department chair of Orthodontics and Pediatric Dentistry and the assistant dean of postgraduate and professional studies at University of Maryland School of Dentistry, Baltimore. He serves on the Editorial Board and the Councils on Scientific Affairs and Post-doctoral Education of the AAPD. He is also on the Scientific Committee of International Association of Paediatric Dentistry and on the Council of Scientific Affairs, American Dental Association ADA as the Chair of Clinical Excellence subcommittee. He works on incorporating evidence-based dentistry in education and patient care and serves on AAPD, IAPD, and ADA expert panels to create evidence-based clinical recommendations. Dhar has received multiple awards including the 2022 AAPD Lewis A. Kay Excellence in Education Award, 2022 Suzi Seale Coll Evidence-Based Dentistry Service Award, 2018 ADA Evidence Based Dentistry MidCareer Faculty Award, and 2017 AAPD’s Jerome B. Miller/Crest-Oral-B/For The Kids Award.



**KATHERINE L. CHIN**  
**SOUTHWESTERN DISTRICT TRUSTEE\***

Dr. Chin is the Chair and Clinical Medical Director at the Children’s Hospital Colorado Department of Pediatric Dentistry. She is also a member of the Colorado Multiple Institutional Review Board and has served on the Colorado State Dental Board’s Anesthesia. She received her dental degree and Master of science in Oral Biology and Pediatric Dental Certificate at UCLA. Chin also completed a fellowship at the NIDCR at NIH. She is passionate about caring for underserved populations, participating in multi-disciplinary care and helping students and residents achieve their full potential. She loves spending time relaxing and traveling with her husband and caddying for her three children.



**DONALD C. SCHMITT**  
**WESTERN DISTRICT TRUSTEE\***

Dr. Don Schmitt has been in private practice in Danville and Concord, Calif., for over 20 years. The practice was originally started by his father almost 70 years ago. Schmitt received his Bachelors degree from the University of California at Berkeley and D.D.S. degree from the University of the Pacific Arthur Dugoni School of Dentistry. He completed a residency in pediatric dentistry at the University of Southern California. Schmitt currently is on the faculty of the University of the Pacific teaching in the predoctoral clinic. Involved in organized dentistry starting in dental school, Schmitt has served on the Board of the California Society of Pediatric Dentistry in a variety of positions since 2011 and is now President. Previously he was President of the CSPD Foundation. Schmitt is a member of Cohort VII of the AAPD Leadership Institute at Kellogg and the Annual Session Scientific Program Committee. Outside dentistry, he enjoys spending time with his wife and two adult sons, traveling, and playing golf.

\*The members of the Southwestern and Western districts have elected the following representatives to the Board of Trustees.



# NOTICE TO ACTIVE AND LIFE MEMBERS

## Constitution and Bylaws Amendments Before the 2024 General Assembly

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

*Note to readers: All line numbers reference the current AAPD Constitution and Bylaws as posted on the AAPD website.*

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

### MODIFICATION OF GENERAL ASSEMBLY PARTICIPATION AND VOTING PROCEDURES

The following proposed change to the AAPD Bylaws was requested by the Florida Academy of Pediatric Dentistry (FAPD), a state unit/chapter of the AAPD. As required in the Bylaws, the proposal was properly submitted in writing to the AAPD Constitution and Bylaws Committee no later than 45 days prior to the next winter meeting of the Board of Trustees. As a condition precedent to the presentation of any Bylaws amendment for consideration considered by the General Assembly, the Constitution and Bylaws Committee must properly formulate and word the proposed language. The proposed language as drafted by the committee was reviewed by the AAPD Board of Trustees at their January 25, 2024 meeting.

#### Background

The FAPD requested that proxy voting or electronic voting be made possible for future General Assembly votes.

This provision describes General Assembly voting under the AAPD Bylaws, **Chapter III. General Assembly:**

429 Section 7. VOTING AND ELECTIONS: Each Active and Life  
430 member of the Academy shall be entitled to one vote upon  
431 each resolution properly submitted for vote, and one vote for  
432 each office to be filled. Elections shall be held at the annual  
433 session of the General Assembly as described in Chapter XII.

The Constitution and Bylaws Committee believes the "one vote" language in this section precludes the use of proxy voting. Therefore, the committee drafted language that would permit electronic voting at the General Assembly, along with other necessary steps to make this feasible.

### Proposed Amendments

The AAPD Bylaws would be amended as follows:

Under **Chapter III. GENERAL ASSEMBLY . . .**

399 Section 2. **SESSIONS:** A session of the General Assembly  
400 shall be held at least once each calendar year at the site and  
time of  
401 the annual session of the Academy. **A live, online video and  
audio of the General Assembly shall be provided to enable  
Active and Life members who cannot attend in person to  
participate and vote electronically.**

434 Section 8. QUORUM: A quorum shall consist of the eligible  
435 voting Academy members present at the General Assembly  
**including those participating online.**

Under **Chapter V. BOARD OF TRUSTEES . . .**

693 H. In instances to be determined by the majority vote of the  
694 Board of Trustees, or in instances where the conduct of the  
695 business of the General Assembly is jeopardized by unfore-  
seen  
696 conditions, the Board of Trustees shall have the power to con-  
697 duct a mail **or electronic** ballot vote of the membership  
which, to be valid,  
698 shall consist of ballots received from not less than the majority  
699 of voting members. A majority of the votes cast (postmarked  
**or received electronically**)  
700 within thirty (30) days after the mailing **or electronic**  
**distribution** date of the ballots shall  
701 decide the vote which shall be announced at the next session of  
702 the General Assembly as the first order of business.

Under **Chapter XII. ELECTIONS . . .**

1269 Section 2. **NOMINATIONS:** The nominations shall be read to  
1270 the General Assembly at its annual session and ~~the floor~~ then  
1271 shall be opened for additional nominations for each office, ex-  
1272 cept for members of the Board of Trustees from specific trustee  
1273 districts. Each nomination from the floor **or online** shall be  
accompanied  
1274 by a signed acceptance from the nominee and written en-  
1275 dorsement signed by ten (10) Active or Life members. Addi-

1276 tionally, individuals nominated from the floor or online for  
1277 Director of  
1278 the American Board must meet the eligibility criteria for Direc-  
1279 tor as listed in the current Administrative Policy and Procedure  
Manual of the Academy.

1280 Section 3. **TELLERS:** The President shall appoint the requisite  
1281 number of tellers, one (1) of whom the President shall desig-  
1282 nate as the chair. The chair shall supervise the distribution and  
1283 collection of the in-person and electronic ballots, certify the  
1284 results, and report the out-  
1285 come to the Secretary-Treasurer, who shall transmit the results  
1286 to the General Assembly prior to the adjournment of its annual  
session.

1287 Section 4. **VOTING:**

1288 A. Each Active and Life member shall be entitled to one (1)  
1289 vote, in person or electronically, for each vacancy in the  
1290 offices of: President-  
1291 Elect, Vice-President, Secretary-Treasurer, at-large members of  
1292 the Board of Trustees, the Affiliate Trustee, and Directors of the  
American Board of Pediatric Dentistry.

1293 B. All elective offices, except for members of the Board of  
1294 Trustees from trustee districts who shall be elected as described  
1295 in Chapter XII, Section 5, shall require for election a combined  
1296 simple majority of ~~mail ballots and the votes of those members~~  
1297 present or online, entitled to vote and voting. In the event the  
1298 initial balloting  
1299 does not result in a simple majority, the two (2) nominees  
1300 receiving  
1301 the highest number of votes shall be in a run-off election to  
1302 establish a simple majority. In case the balloting does not  
1303 result in a  
1304 clear-cut second choice, numerically, and there is a tie  
1305 involving the  
1306 second and third place nominees, a run-off election shall be  
held involving such second and third place nominees to estab-  
lish second place. A run-off election then shall be held be-  
tween the established first and second place nominees  
to determine the election to first place by a simple majority.

1307 C. ~~Each Active and Life member unable to attend the annual~~  
1308 ~~session of the Academy may request from the Headquarters~~  
1309 ~~Office an absentee ballot for the purpose of voting on the~~  
1310 ~~initial~~  
1311 ballot for the published slate of officers, at-large member of the  
1312 Board of Trustees, and members of the Board of Directors of  
1313 the American Board of Pediatric Dentistry. The member shall  
1314 request in writing a ballot at least forty-five (45) days prior to  
1315 the start of the annual session. The ballot must be returned to  
1316 the Headquarters Office, postmarked at least fifteen (15) days  
1317 prior to the start of the annual session. If the member subse-  
1318 quently attends the annual session of the Academy the previ-  
ously submitted ballot will be withdrawn.

Each Active and Life member unable to attend the  
General Assembly may access the proceedings via a live  
online video and audio and vote electronically via a  
mechanism provided by the Academy.

Under **Chapter XVIII. AMENDMENT OF BYLAWS . . .**

1490 These Bylaws may be repealed or amended by a two-thirds  
1491 (2/3) vote of the members present in-person or online,  
entitled to vote and voting  
1492 at any regular session of the General Assembly or at any spe-  
1493 cial session called for such purpose, provided that, as a condi-  
1494 tion precedent to the presentation of any such amendment, the  
1495 Constitution and Bylaws Committee shall have properly for-  
1496 mulated and worded said amendment and a copy thereof shall  
1497 have been provided in writing through print or electronic form to  
1498 each of the members of the General Assembly no later than sixty  
1499 (60) days prior to such action. Minor revisions that do not change  
1500 the basic subject matter or intent of a proposed amendment as  
1501 mailed to the members can be made upon recommendation by  
the  
1502 Constitution and Bylaws Committee Reference Committee of the  
1503 General Assembly. A majority vote of the General Assembly will be  
1504 required to accept the changes, but a two-thirds (2/3) vote will be  
1505 required by the General Assembly to approve the main motion/  
1506 bylaws amendment. Bylaws may be amended or repealed without  
1507 prior notification at any regular session of the members of the  
1508 General Assembly, or at any special session called for this pur-  
1509 pose, by the unanimous vote of the members present  
in-person or online, entitled  
1510 to vote and voting.

**AAPD Board of Trustees Recommendation**

**Vote no.** The board believes this change would not foster informed discussion and decision-making by the General Assembly. No other dental specialty association allows online voting for its General Assembly, annual membership meeting, or House of Delegates. The board believes this change would defeat the goal of having a thoughtful, considerate, in-person discussion and/or debate followed by a vote. While ostensibly allowing more opportunity for Active and Life member participation in the General Assembly, the board believes that online involvement does not encompass the same attention and interaction among voting members as takes place with an in-person meeting.

Further, adopting this proposal would add governance costs to the AAPD Annual Session in terms of providing a live, televised feed and software (including support personnel) to conduct secure online electronic voting. Such costs would also need to include a live televised feed from the Reference Committee hearings. **These additional technical support costs are estimated at a minimum of over \$20,000 annually, plus an additional commitment of AAPD staff time estimated at \$10,000.**



# Opportunities

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

## SEEKING PEDIATRIC DENTISTS

**ARIZONA—AVONDALE.** Phoenix's premier state-of-the-art multi-facility pediatric dental group practice located throughout the rapidly growing West Valley has an incredible opportunity for a FT/PT certified pediatric dentist. Offering a comprehensive compensation package, including malpractice, health, vacation, CE, retirement, and opportunity for partnership. Extremely competitive starting salary with incentives based on experience and ongoing production. Be part of our diverse team, providing all forms of sedation and hospital-based care for our community's children. Two part-time and one full-time anesthesiologist on staff, to enhance our overall quality of care. Take a peek at our award winning website [www.wvpd0.com](http://www.wvpd0.com) and contact Terry Barnes at [Tbarnes@wvpd0.com](mailto:Tbarnes@wvpd0.com) for more information on this incredible opportunity.

**ARIZONA—BUCKEYE.** We are seeking a Part-Time (2-3 days) Board Eligible or Board-Certified Pediatric Dentist for our offices in Goodyear, Surprise and/or Buckeye AZ. This is a fantastic opportunity for the right Pediatric Dentist! Pediatric Dentists, like you, support this idea by providing treatment in our fully-equipped pediatric and orthodontic dental facilities along with trained support staff and an excellent management team. Our Pediatric Dentists are expected to: Partner with our orthodontic team to provide the best optimal dental care for children. Be able to travel to various dental practices in the area. We offer our Pediatric Dentists: Provided mentorship to ensure your success. Guaranteed Daily Base Rates. Part time positions available, including 1099 options. \$1,200 CE allowance per year 401(k). Healthcare benefits for full time providers. Requirements: Current Dental License for the state of Arizona. Pediatric Certificate from an accredited U.S. Dental University. Oral Conscious Sedation Certificate per State requirement (preferred, but not required). Current CPR Card. NPI Number. DEA Certificate. For more information please contact [odolghier@gmail.com](mailto:odolghier@gmail.com).

**ARIZONA—CHANDLER.** We are looking for an amazing provider in a full-time and/or part-time capacity at our upcoming brand new practice in Chandler, AZ. The Opportunity: Focus on the whole-health of kids and work alongside the best doctors in the industry. Palm Valley Pediatric Dentistry and Orthodontics is fanatical about creating a lifetime

of happy smiles. We are seeking top-notch pediatric dentists, who love treating children, who are enthusiastic about providing excellent clinical care and preventive services from infants to young adults! Palm Valley Pediatric Dentistry & Orthodontics is a doctor-led, patient-focused company that's focused on the whole health of kids. We believe dental care is health care and we put the patient's overall health first. You will be part of a fast-growing collective of like-minded, philosophicaly-aligned team members who are focused on quality care. As the key driver of our mission—to give every kid a healthy smile—our pediatric dentists and orthodontists in Scottsdale, Goodyear, Buckeye and Surprise exhibit a genuine love of children and healthy smiles. A good fit for our culture means you are also honest, playful, lighthearted, approachable, a good team-player, hardworking, and compassionate. Doctor-led and patient-focused, Palm Valley Pediatric Dentistry & Orthodontics in Scottsdale, Goodyear, Surprise and Buckeye exclusively serves the private pay and PPO-insured markets. Our doctors enjoy competitive pay and have group benefits including group health, dental, vision, and a 401(k) savings plan. Palm Valley Pediatric Dentistry and Orthodontics offers continuing education allocation. Candidates must have a AZ Dental Board License, a dental degree from an accredited university (D.D.S./D.M.D.), and CPR certificate. Requirements: Must have completed a Pediatric Dentistry Residency. Active AZ Dental License in good standing (or the ability to acquire one by time of employment). Other licenses/certifications such as CPR, DEA, NPI. For more information please contact [adrian@pvpd.com](mailto:adrian@pvpd.com).

**ARIZONA—PHOENIX.** We have a thriving, long-established, high quality, private pediatric dental practice. We are looking for the "right" pediatric dentist to join our non-corporate team. While we have multiple doctors and locations, each child always receives the highest quality of care. We are well respected in the medical and dental community for our care of children as well as the organization and way we run our practices. Our doctors perform all levels of sedation dentistry including IV sedation as well as hospital work. The clinical and administrative teams are great, act as a family, and have a great deal of fun while they work and play. The candidate must have excellent technical skills and be enthusiastic, personable, and articulate. Above average compensation and participation in our group medical plan are included. Inquire about various bonuses offered as well depending on tenure.

Graduate of a Pediatric Dental Post-graduate program. Board Eligible or Diplomate. Excellent clinical and behavior management skills. Good communicator. For more information please contact [amanskapur@gmail.com](mailto:amanskapur@gmail.com).

**ARIZONA—SCOTTSDALE.** Following up with parents after treatment to ensure successful execution; Educating parents and children on proper brushing and flossing techniques; Helping children establish good oral health habits at an early age; Reviewing x-rays to assist in diagnosing and proper course of treatment; Ability to work with Dental Anesthesiologist; High Earning Opportunity. Earn \$350,000 +. Top of the line, Fully Digital State of the Art Technology; Great Benefits Package; Practice as you prefer, not as you are told; Warm and friendly atmosphere with a compassionate, knowledgeable team; Beautiful, State of the Art Office; Flexible Work Schedule. Requirements: D.M.D. or D.D.S. degree; Pediatric Specialty Certificate; Ability to maintain state required coverage; Valid state license; Experience with kids required; Current state license to practice dentistry in Arizona or the ability to obtain an Arizona dental license; Commitment to quality patient care and patient education of dental health; Proof of and ability to maintain malpractice insurance; Dr. should be comfortable performing all phases of pediatric dentistry; Background experience in conscious sedation and hospital dentistry; Must have or be obtaining a pediatric dentistry certificate; The position is full time (M-F) with a minimum of 4 working days per week, 8 am—5 pm. For more information please contact [adrian@pvpd.com](mailto:adrian@pvpd.com).

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

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

**CALIFORNIA—ORANGE COUNTY.** Lollipop Pediatric Dentistry & Orthodontics is seeking a Board Certified or Board Eligible Pediatric Dentist to join our growing team of Pediatric Dental Specialists & Orthodontists in Los Angeles and Orange County, California. We are a private practice with a team of amazing doctors! We have been consistently voted best dental practice in Orange County by the OC Register and Parenting OC Magazine. Our highly trained team is committed to providing the best pediatric dental care and we emphasize conservative treatment, building relationships with our families, and an exceptional patient experience. Our benefits package includes: Guaranteed competitive salary. Medical, dental, and vision insurance allowances. Healthcare FSA. Dependent Care FSA. \$1000 CE allowance per year. 401K contributions + Profit Sharing. Paid Time Off & Holidays. \$1500 Malpractice allowance. Dental Board License Renewal fees. Uniform Allowance. Provided mentorship to ensure your success! We look forward to your interest in this opportunity—please contact us by email: [drmary@lollipopdental.com](mailto:drmary@lollipopdental.com). Learn more about our practice and doctors by visiting: [www.lollipopdental.com](http://www.lollipopdental.com).

**COLORADO—ERIE.** Mini Miners Pediatric Dentistry is looking for a Full-Time, Certified Pediatric Dentist in Erie, CO. Erie is centrally located in Colorado's Front Range; just West of I-25, East of Boulder, North of Denver, & South of Fort Collins. Mini Miners has many Wonderful, Kind Families and needs another Joyful, Hard Working Pediatric Dentist. We offer a very competitive starting Salary, Profit Sharing, paid Liability Insurance, CE allowance, Mentorship, Gym Membership & maintain a Collection Rate of over 99%. Please contact Dr. Alison Grover at (303) 500-3202 and/or email Dr. Alison at [MiniMinersPD@gmail.com](mailto:MiniMinersPD@gmail.com). Requirements: Certified Pediatric Dentist. Experience preferred. Competent at treating both permanent and primary teeth.

**COLORADO—MONTROSE.** We are in search of a Pediatric Dentist for a part to full-time position in beautiful Montrose Colorado. Montrose is an incredible area with every out-

door activity imagined. We enjoy skiing, hiking, camping, rafting, paddle boarding, mountain biking, atv's, hunting, fishing and more. We are 5 hours from Denver, 2.5 hours from Moab, 1 hour to Telluride, and only 4 hours to Provo Utah. This is a great area to raise a family and the valley is growing rapidly. The valley is big enough to have the amenities, but small enough that we can be a part of the community. We are an established office with three locations and currently have four full-time pediatric dentists and are growing. We own the office and are not a chain. We have state of the art offices, with all-digital records, intra-oral cameras at each chair, soft-tissue laser, isolite, Nomads, etc. We are laid back, enjoy our workplace and co-workers, and focus on a low stress environment. We have invested a significant amount in consulting services, focus on systems, and rely on incredible staff members to make the office as low stress as possible. We treat our staff well and with respect and have a very efficient and smooth running office. We provide all forms of behavior management to our patients including N2O, oral sedation, in-office GA with dental anesthesiologists, and have weekly hospital block time. We are centered on providing the best quality oral care to our patients, and taking care of our staff. We are searching for a long term addition and to be part of our team and vision. We are looking for a compassionate provider that will help provide the best care for our patients. We would like someone to join our office from 3 to 5 days per week, with a guaranteed daily minimum, highly competitive compensation, and a great work/life balance. Future ownership opportunities are available for the right trial partner. There is a \$30,000 bonus for the incoming doctor in this position. Please email your resume to [Jeremy@jcox4dental@yahoo.com](mailto:Jeremy@jcox4dental@yahoo.com) to discuss this opportunity. Colorado dental license and completed pediatric dental residency required.

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

**FLORIDA—FT MYERS / NAPLES.** Great opportunity to work and play on the coast of beautiful, sunny Southwest Florida! Pediatric Dentistry of Florida has two wonderful locations in Southwest Florida and are looking for someone to serve in both our Naples and Fort Myers communities. We are an established, high producing practice with a healthy patient base and a steady new patient flow. We are looking for a motivated, friendly, reliable, self-starter to be a great match for our team. We offer a flexible schedule, great benefits, and competitive pay (\$1300-2500 per day, average depending on your skills and ability)! New and soon-to-be graduates are welcome to apply! If you are interested, we would love to have you email us at [tmvdmd89@yahoo.com](mailto:tmvdmd89@yahoo.com) or give us a call at (239) 482-2722 x2204. Must be willing to: Work in both our Fort Myers and Naples locations. Feel comfortable in a fast-paced environment. Work 4-5 days a week. You'll need to have: Licensure and all required certifications for the state of Florida.

**FLORIDA—HILLSBOROUGH COUNTY.** Pediatric Dentist—Tampa area—Florida. The Tooth Caboose is a well established and respected Pediatric Dentistry/Orthodontic group practice. We are looking for a Pediatric Dentist to join our Plant City, FL office. This is a full time position consisting of a four day work week. You will have autonomy to practice your dental philosophy with the support of the staff, and other specialists in the group practice so you can focus on patient care. We are looking for a highly motivated, dependable and compassionate pediatric dental associate with excellent communication and clinical skills. Compensation and benefits include a guaranteed daily base minimum and collection goal bonuses on every pediatric procedure performed under your license (i.e fluoride, radiographs, sealants) professional insurance, health insurance, licenses and fees, paid time off, holidays, continuing education paid leave and CE stipend. Candidates must be licensed in the state of Florida, hold a sedation permit, DEA license and be Board certified or Board eligible to apply. We look forward to meeting you! Please send resumes to [Tanyab.dds@gmail.com](mailto:Tanyab.dds@gmail.com) you may call me at (386) 295-8236, Tanya Bejarano D.D.S.

**FLORIDA—MIRAMAR.** Established group practice is looking for a part time pediatric dentist to join our group practice. We have a modern facility with awesome patients and an excellent team. Compensation package is based on percentage of collection with bonuses. please email your contact information, days available, and resume to [orthogatr@gmail.com](mailto:orthogatr@gmail.com). You may also text (954) 410-0489. We look forward to meeting you! Must be a specialist in pediatric dentist.

**FLORIDA—ORLANDO.** Looking for a compassionate pediatric dentist to join our fast growing practice in Orlando. We are located near Disney and the Orlando theme parks and less than an hour to the beach. Our privately owned practice takes PPO and fee for service and would be a great place to work side by side with another caring dentist. We have a strong focus on prevention and providing positive experiences for each patient. We offer treatment with nitrous, conscious sedation and IV sedation. We value each of our team members and try to provide an efficient, effective and fun working environment. While working side by side with an experienced dentist will offer valuable sharing of ideas you will enjoy autonomy in the way you practice. We offer a competitive daily minimum pay or percentage of collections and other benefits. If interested, please contact us at [PedsDentHiring@gmail.com](mailto:PedsDentHiring@gmail.com). Must have a Pediatric Dentistry Certificate.

**GEORGIA—BRASELTON.** We are big on personality and we desire to keep our small town feel with exceptional customer service even as we continue to grow. Offering minimal invasive dentistry (SDF), standard operative and IV in-office sedation will allow you to provide parents with the best option for their child with each individual case. We are an established dentist-owned private practice of 13 years looking for a full-time or part-time pediatric dentist. We have two locations in northern Gwinnett county. This is an excellent opportunity to join a thriving practice continuing to see tremendous growth. We love to have tons of fun while working and we are big on having a solid work-life balance! Shortened hours to ensure that you are able to get home to be with the ones you love or to do things that you enjoy outside of work! A highly competitive compensation package. If you feel this would be a great opportunity for you please contact. Email: [dmd4kids@gmail.com](mailto:dmd4kids@gmail.com).

**GEORGIA—HIRAM.** Pediatric Dental Specialist of Hiram is looking for an associate doctor to add to our growing family! Our private, doctor owned, practice is a state-of-the-art facility featuring digital radiography, paperless charting, TVs everywhere and a fun themed environment for the kids and parents. Our goal is to provide exceptional pediatric dental care in a fun environment in which kids feel safe and the parents can relax and be comfortable. We are a patient focused, fee for service and PPO office. Both new graduates and experienced providers can apply. We are open to General Dentist, as well, as long as you love working with kids! We offer competitive pay and benefits. Open to a full or part time applicant. We have been serving Hiram and the surrounding cities since 2015. Requirements: Active Georgia Dental License. Love working on kids! For more information please contact [Minlynn1111@hotmail.com](mailto:Minlynn1111@hotmail.com).

**IDAHO—IDAHO FALLS.** Just 4 kiDDS Dentistry for Children is looking for a full or part time Pediatric Dentist. We are located in two locations in Idaho Falls and Pocatello Idaho. Daily guaranteed income. Future partnership opportunity. Established practice and growing. Idaho is a great place to live and raise a family. 90 minutes from Jackson and West Yellowstone. 3 Hours north of Salt Lake City. For more information please contact Jordan Higham: (208) 360-8540, or [higham85@hotmail.com](mailto:higham85@hotmail.com).

**ILLINOIS—GLEN CARBON.** We've been serving Southwest Illinois for over 40 years. Our 4-office private practice is looking for an associate to take over an established patient roster. Both in-office and hospital-based general anesthesia are utilized. You'll receive 35% of all services rendered -operative, nitrous, exams, x-rays, prophylaxis, fluoride with a guaranteed daily minimum of \$1200. Associate can expect to make \$350,000+ working a 4 day/week schedule. Benefits include: lucrative compensation package with opportunity for future partnership, employer funded 401K match, health insurance stipend, paid malpractice insurance, relocation assistance, practitioner autonomy with available mentorship collaboration, low competition area with plenty of patients, excellent practice name recognition and reputation. We value patient care over practice revenue. SW Illinois is a great place to raise a family with excellent schools and a strong sense of community. Option to live anywhere in the St. Louis metro. Current Associate is going through the buy-in process; this option is open to future Associate who matches our practice values. To learn more about our opportunity, contact Tieg Selberg, D.D.S. at [dr.tiegapd@gmail.com](mailto:dr.tiegapd@gmail.com) or by phone at (612) 203-1034. Please visit our website at [www.associatedpediatricdentistry.com](http://www.associatedpediatricdentistry.com). Required: Completion of an accredited pediatric dental residency. Must be able to obtain an Illinois dental license.

**IOWA—DES MOINES METRO.** A pediatric associate is needed to practice in busy privately owned office with two locations. Offices are located in greater metropolitan area. Our goal is to provide a great dental experience for our patients and the extra personal touch for the parents. The Des Moines metro has been rated as one of the best places to live and raise a family. There are great private and public school systems, low crime, population growth is substantial. A gem of a community in the Midwest. We have a great staff of Dental assistants and a welcoming front desk to accommodate parents. Doctor would like both locations open and seeing patients 4-5 days a week. Ownership potential is a definite for the right doctor. Competitive base salary and production based bonuses. Health insurance is covered and retirement plan included upon eligibility. All annual profes-

sional dues, insurances, continuing education, and biannual licensing paid by the practice. Each location have been updated with the latest in modern technology including digital radiographs and charts. Send communication to email listed we would love to chat with you. Requirements: D.D.S./D.M.D. and completion of accredited pediatric dental residency. For more information please contact [sdwwhitte-more@gmail.com](mailto:sdwwhitte-more@gmail.com).

**KANSAS—LENEXA.** We have an immediate opening for a pediatric dentist to join our amazing team at Jenkins Dentistry for Kids, a privately owned pediatric dental practice in the thriving Kansas City area. With 2 locations, located in the desirable Kansas suburb of Johnson County, we provide access to a large patient base, fantastic facilities and a terrific team of highly trained dental assistants, hygienists, admin professionals and pediatric dentists. Because we are such a well-established and well-run practice, our compensation is in the top 1% of earnings nationally. Our success is directly derived from our belief of cultivating positive relationships and experiences with our patients and team members that is in alignment with our values of joy, abundance and authentic connection. These values are the backbone of our culture, our well developed operational systems and the way we treat each other and the families we serve. We are committed to continual growth for our team of doctors through leadership training and retreats, along with professional continuing education both locally and out of town. We build accountability and alignment into our culture through regular 1:1 and quarterly meetings to ensure consistency and transparency. If you are looking for a rewarding practice experience combined with generous compensation where you will develop authentic relationships with patients and team, provide excellent dental care through both minimally invasive and tried and true techniques, have access to various levels of sedation dentistry, have access to OR privileges at a nationally ranked children's hospital, and become part of an experienced and highly trained dental family that is here to support you, we are excited to connect! Position offers: Full time hours (4- 5 days a week). Compensation based on percentage of production for all services, including hygiene. Health insurance available. 401K with employer match. Highly developed processes with built-in support and mentorship. OR privileges and in-office oral and IV sedation. Established full schedule of patients readily available. For more information please contact [drjenkins@jenkinsdskids.com](mailto:drjenkins@jenkinsdskids.com).

**LOUISIANA—SHREVEPORT.** Pediatric Dentist—700,000—Shreveport, LA. Reward yourself for the Hustle 700,000+ Potential, #1 in Louisiana, \$400,000 Guarantee Salary. Doctors enjoy: Full-Time Pediatric Dentistry—New Grads Welcome. Partnership option if wanted.

4 & 1/2 Day Work Week—Schedule Flexibility. Efficiency from the top down with tons of help from Staff. Top Group in Louisiana—Virtually No Competition. Compensation: 700,000. Potential For Associate—Base Plus Production. 400,000 base or 34% or greater Production. Very Low practice overhead—Well well-oiled machine. Health Benefits, Malpractice & Mentorship. If you're ready to make a change and find the RIGHT opportunity, then contact: Sean Scoville at (602) 315-8339 or [Sean@Thestaffpad.com](mailto:Sean@Thestaffpad.com). Job Type: Full-time.

**MARYLAND—BEL AIR.** Pediatric dental practice seeking qualified pediatric dentist. Nearly 20 years in the community, privately owned, non-corporate dentistry. "Top Docs" in Baltimore Magazine and "Best Dentist" in Reader's Choice Awards for multiple publications. Routine exams to operative dentistry and in-office IV sedation as well as OR. Doctors are Fellows of AAPD, involved in organized dentistry, and are excellent mentors. We are active in community events and are philanthropically-minded! We have 3 locations along the I-95 corridor, close to Baltimore, DC, and Philadelphia. International travel is a breeze, as we are located near BWI, Dulles, and Reagan. Hiking trails, boating, golfing, museums, theaters, restaurants, and parks make this an ideal location. Family friendly neighborhoods and "Maryland Blue Ribbon" schools support continual growth in our community. Guaranteed salary, CE reimbursement, 401K, and reimbursement for licenses. Interested in joining our outstanding team? Contact us! [Marc@GrowingSmiles.com](mailto:Marc@GrowingSmiles.com), or (410) 569-6700. Check out our website at [www.GrowingSmiles.com](http://www.GrowingSmiles.com).

**MARYLAND—BOWIE.** This is a great opportunity for a Pediatric Dentist to join our fun and amazing team of Pediatric and Orthodontic specialists. We are looking for an equally fun and energetic compatible Pediatric dentist who is personable, enthusiastic, caring, and loves to treat children and special needs patients. Position can lead to partnership for the right individual. We Offer: 100% clinical autonomy over patient care and schedule template. This is not a corporate office. Mentorship from our highly experienced board certified doctors. State of the art technology and resources that will foster and facilitate our doctors. Compensation very competitive with industry standards (guaranteed daily minimums, plus commission). Our doctors are earning between 200,000-300,000 plus annually depending on full-time or Part-time schedule. We offer quality patient care to all of our pediatric and special needs patients via: hospital dentistry, sedation dentistry, orthodontic dentistry and community service. Job Type: Full-time and Part-time. Salary: \$200,000.00—\$300,000.00 per year. Benefits: paid hospital credentialing application fees. CE allowance. Dental insurance. Health insurance. Paid time off. Vision insurance. All interested Candidates please email Resume/C.V. to: [\[tal@comcast.net\]\(mailto:tal@comcast.net\). Medical specialties: Pediatrics Schedule: 8 hour shift, Monday to Friday. On call. Supplemental pay types: We offer a competitive bonus pay based on percentage of collections.](mailto:berrychildsden-</a></p></div><div data-bbox=)

**MARYLAND—CALIFORNIA.** We are looking for an associate dentist to join our well-established pediatric dental office. State of the art facility with new chairs and equipment. Highly trained staff and good community with appreciative patients and parents! We offer health benefits, 401K, paid continuing education, paid malpractice insurance and other benefits. We are seeking an associate who can make a long-term commitment and complement the current pediatric dentists. Our office is in a rapidly growing area with influx of many young families. We are 1.5 hours from D.C. and Northern Virginia with a good school system. Perfect place to practice pediatric dentistry and raise a family. In office oral sedation and OR at St. Mary's hospital. We have expanded our services to infant frenectomy and airway management which have a huge impact on growing children. Sound like a job you'd enjoy? We would appreciate talking to a compassionate dentist with great work ethics and similar mindsets. Equal Opportunity Employer. For more information, visit our website [www.SmileCastle.com](http://www.SmileCastle.com). Please contact Carlie at [manager@smilecastle.com](mailto:manager@smilecastle.com) or Dr. Hwang at [EunHwangDDS@gmail.com](mailto:EunHwangDDS@gmail.com). Required: Must have a D.D.S./D.M.D. from an accredited dental school. Must be licensed to practice in Maryland- Must have completed the postgraduate residency in Pediatric Dentistry.

**MARYLAND—EASTON.** Our practice is growing and we are seeking a talented and motivated pediatric dentist to join our team! We, at MidShore Pediatric Dentistry, thrive to provide quality dentistry, enjoy a good work-life balance, and best of all, have a great environment for our little patients! If you are a pediatric dentist who loves to work with children, then this position is for you! You will have clinical autonomy with the opportunity to provide comprehensive care including treatment with nitrous oxide, sedation dentistry, and time in the OR. The schedule is flexible, the pay structure/benefits are negotiable and you will be able to grow with the practice. We look forward to hearing from you! Please contact us at [info@midshorepediatricdentistry.com](mailto:info@midshorepediatricdentistry.com) or call us at (410) 819-0726.

**MARYLAND—FREDERICK.** Due to upcoming expansion. The Pediatric Dental Center of Frederick is looking for a Pediatric Dental Associate to join our fabulous team and well established, thriving practice in Frederick, Maryland. Just 45 minutes from DC! This exiting, full time opportunity would suit a charismatic, energetic and personable Doctor. We have been voted "Best of Frederick" by our community as a result of our care and philanthropic ethics. Our Doctors enjoy the income of the average pediatric practice owner, with-

out any of the administrative responsibilities. Current associates earn between \$320,000 and \$700,000 annually, with a guaranteed daily minimum rate of \$1,200.00. Further earning potential is a possibility for Doctors who are either dual trained in Pediatrics and Orthodontics or who have experience in both. Benefits include paid Holidays and vacation time. 401K matched by owner. Malpractice insurance is paid, cell phone monthly allowance, 90 minute lunch breaks, gym membership, reimbursement of monthly health insurance premiums and reimbursement to attend the annual AAPD meeting is also given. We are offering 4-5 days per week. No evening or weekends. Interested candidates should email Tina Strowman, Practice Manager, at [tstrowman@mykiddsmiles.com](mailto:tstrowman@mykiddsmiles.com).

**MARYLAND—FREDERICK.** This state-of-the art pediatric owned pedo-ortho practice is located in a fast growing suburban area between Baltimore and Washington DC. This is an excellent practice opportunity for a caring and motivated pediatric dentist. This busy established practice has a mix of private insurance and Medicaid patients. The office has an outstanding reputation in the area and has been voted Best of the Best for the last several years. Patient care is our top priority as well as maintaining a friendlyteam-based work environment. Four to Five colleagues working together allows for support and mentoring from your colleagues. The open position is part time but could turn into 3-5 days per week and experience is preferred. Must have D.D.S. or D.M.D., active state license, CDS, DEA, and be board eligible/certified. Opportunity for OR dentistry and oral sedation if desired. The position comes with a guaranteed salary, benefits, and percentage of production. Please contact Dr. Sivi at (301) 514-6588 or email [drsivi@aol.com](mailto:drsivi@aol.com).

**MARYLAND—WHITE PLAINS.** Tired of your DSO? Private practice is the way to go! Well trained staff that lets you focus on patients, then go home worry free. Seeking part-time OR full-time Pediatric Dentist for our growing practice. Mentorship available to include sedation & hospital dentistry. General dentist & enjoy working with kids? Great! Here's your chance to work & learn from a board certified pediatric dentist.

**HAVE STUDENT LOANS?** Our office is an eligible site for the Maryland Dent-Care Loan Assistance Repayment Program (MDCLARP). Guaranteed daily minimum as well as collections bonus. Includes CE allowance, 1 week PTO, and liability insurance. 40 minute commute from Alexandria/Washington, DC. Offering: Full-time or part-time Position available at a growing Practice. Reasonable Commute from Washington, DC (20 miles). Guaranteed Daily Rate plus Collections Bonus. CE Allowance, 401K plus matching, 1 week PTO, and paid liability insurance. Fully Digital

& Paperless Practice. Owned and operated by local Pediatric Dentist. Highly trained staff allow the doctors to focus entirely on high quality dentistry. Must be willing to train with conscious sedation and/or hospital dentistry. Eligible Loan Repayment Site (MDC-LARP). Must have a D.D.S./D.M.D. from an accredited dental school. Must be a licensed dentist in the state of Maryland. Must have certificate signifying completion of postgraduate residency program in Pediatric Dentistry. For more information please contact [info@kidsby-thebaydental.com](mailto:info@kidsby-thebaydental.com).

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

**MICHIGAN—OKEMOS.** Okemos Pediatric Dentistry PC is an established Pediatric Dental office seeking a full or part time pediatric dentist associate with potential for buy in. Okemos is part of the Lansing/East Lansing area and is located near Michigan State University. Okemos is in a region that boasts a top 10 ranked high school, excellent public schools and proximity to cultural/sporting activities from Michigan State University and Lansing, the capitol of Michigan. Experienced and new graduates are encouraged to apply. Position includes a competitive salary, liability insurance coverage, IRA, health insurance and reimbursement for CE. For those interested, please send resume to [okpdentistry@yahoo.com](mailto:okpdentistry@yahoo.com) or feel free to call our office for any additional information at (517) 381-5244.

**MICHIGAN—ST. CLAIR SHORES.** Well established pediatric dental and orthodontic office serving Metro Detroit area for over 9 years is seeking a motivated and caring pediatric dentist. Our practice, which is non-corporate has a passion for treating children. We are seeking both part-time and full-time opportunities. Experience is welcomed, mentorship available. We offer a very competitive salary and benefit package for the right person including CE allowance and malpractice insurance. We have 3 very modern offices with state-of-the-art equipment, OR privileges at two area hospitals, and in office GA available. To find out more information about our office, please contact Julie Spinek at [julie@growingsmilesdpd.com](mailto:julie@growingsmilesdpd.com).

**MICHIGAN—WIXOM.** West Michigan Pediatric Practice for Sale. West Michigan—Pediatric focused, part-time practice, in a lovely small town. The doctor works 10 days/mo., hygiene 15 days/mo., with 2023 revenue over \$750,000 w/high net. 40% is hygiene revenue. There is a regular influx of new patients. The building and neighboring lot are available for sale by the doctor/owner. The ideal candidate will be pediatric board certified. Contact Steven Schrems; Peak Practice Transitions, LLC (888) 477-7325 or [info@peaktransitions.com](mailto:info@peaktransitions.com).

**MISSOURI—ST. LOUIS.** Want a clear pathway to ownership? We are a well-established group pediatric dental practice, located in Metro St. Louis, that wishes to add a pediatric dentist to our team. We focus on your professional growth and coach a practice ownership mindset. The Little Smiles Teams have fun at work and outside of work. Position offers: Full time position (4- 5 days a week). Clearly outlined pathway to ownership. Up to \$1500 per day minimum based on location and experience. Payment on collections or daily minimum, whichever is higher for all services, including hygiene services. Health insurance. Retirement matching and profit sharing. Malpractice Insurance. Plus more. Call or text Corey Hastings if interested: (314) 496-3562. Email: [Dr.corey@littlesmilespediatricdentist.com](mailto:Dr.corey@littlesmilespediatricdentist.com). The candidate must: Hold a D.D.S. or D.M.D. certificate from an accredited dental school. Have completed or are set to complete a pediatric dental residency program. Must have or be applying for a Missouri dental license.

**NEBRASKA—SCOTTSBLUFF.** Our growing privately-owned group pediatric dental practice is looking for a great doctor to join us in our state of the art modern Scottsbluff Nebraska office. Scottsbluff is a wonderful community surrounded by bluffs national monument and several lakes and recreation areas. The North Platte river running right through town and there are many surrounding streams. These areas make for great recreational activities including camping, boating, and fishing. Many surrounding small communities use Scottsbluff as their hub for services. We opened a beautiful new office in 2018 and have been busy ever since. Our office is focused on providing patient-centered clinical care in a fun environment, maintaining a great team dynamic, and rewarding a strong work ethic. We have created a work family of long-term team members. We are looking for a candidate to join this work family who is hard-working, energetic, and focused on treating each one of our Super Kids to the highest standards of clinical care. This opportunity offers a great balance of autonomy, work/life balance, and space for mentorship. We maintain block time at the surgery center. We treat each child in the way we feel will give them the best chance of having the most positive experiences possible. Both new graduates and experienced providers are welcome to

apply. Compensation is competitive and will be determined based on experience. Possibility of loan repayment program after first year. Let's talk! [www.NESuperkids.com](http://www.NESuperkids.com).

**NEW HAMPSHIRE—NASHUA.** We are currently looking for a Pediatric Associate Dentist to join our successful Pediatric Office located in Nashua, New Hampshire. Our thriving office offers a friendly caring work environment with experienced long-term staff in a modern facility. With our advanced technology and outstanding patient base, you will have an exceptional place to practice dentistry. Please send resume to [mbousquet@simplydentalmanagement.com](mailto:mbousquet@simplydentalmanagement.com) or call Margaret Bousquet at (978) 821-0742.

**NEW JERSEY—CHERRY HILL.** Immediate opening for a Full or Part-time Pediatric Dentist, in our private practice in South Jersey, near the Philadelphia area. Willing to wait for the right candidate. We serve a diverse community and take great pride in providing compassionate quality care to all our patients including "routine" pediatric dental patients, as well as those with special health and behavioral needs. Mentorship for anyone who desires it. We are a well established practice that is known to attract patients from throughout the State of New Jersey, as well as from the Philadelphia area. We offer a guaranteed daily minimum, plus collections, along with great benefits including Health, Dental, 401k, CE Allowance etc. We are not a DSO and make sure that each of our patients is treated with the kind of time, respect and individualized quality dental care that we would want for our own children. Opportunities available for treating patients under General Anesthesia in multiple area Hospitals. We also have a robust Infant Frenectomy program that treats patients with a team based approach. Please contact via email ([kidsdmd1@gmail.com](mailto:kidsdmd1@gmail.com)) at your earliest convenience. Requirements: NJ Dental License. Board Eligible or Board Certified in Pediatric Dentistry.

**NEW MEXICO—FARMINGTON.** We are a Pediatric Dental Practice looking for a Pediatric Dentist or Experienced GP who is caring and loves working with children. If you are looking for an amazing opportunity in a growing private practice, and want to work with a highly skilled, reliable team with solid systems and protocols, then please apply. Our office prides ourselves on an excellent reputation with our patients, their families and our surrounding communities. Our office is digital, paperless and extremely doctor and patient friendly. We have an established location in the middle of town with state-of-the-art technology and equipment. We offer a wide range of sedation options including general anesthesia, both in the office and hospital settings. We have a fun, energetic environment. Our friendly, stable and well-trained team are just the added bonus! In addition to competitive pay, the position also includes a benefit package and a great opportunity for growth with potential for partnership for the right candidate. Come



learn from our experienced owners and doctors. We are located in beautiful Farmington, New Mexico, located in the Four Corners close to Utah, Colorado, and Arizona. We have skiing, camping, boating, mountain biking, hiking, white water rafting, and all sorts of outdoor activities as well as shopping. We are minutes away from award winning restaurants, quaint boutiques, and an extensive variety of arts and culture. We have a diverse community that strives for a "hometown" environment. We have a balanced climate with sunshine almost every day. We are lucky to experience all four seasons. Please email your C.V. or specific questions to our Office Manager at [smmarkle05@gmail.com](mailto:smmarkle05@gmail.com). Whether you are just beginning your career in dentistry or have been practicing for a number of years we invite you to reach out to learn more. We look forward to talking with you.

**NEW YORK—CLIFTON PARK.** Do you want to make an impact? Are you an awesome dentist with a New York State Enteral or Para-enteral sedation certificate? If so, come join our team of awesome dentists at The Smile Lodge. Our sedation doctors are the best in the business! We have a busy operative and sedation schedule with a dedicated sedation team including certified dental assistants, registered nurses, and a dental anesthesiologist. Come call Mt. Brushmore, a dedicated state of the art facility designed specifically for operative and sedation dentistry, home. We believe every child deserves to smile, and are looking to add to our team of likeminded individuals. The right candidate can earn over 4,000 per day with a guaranteed base rate of \$2,500- \$3000 per day based on experience. We can be your primary practice with a 4 day, 40 hr a week schedule, or a supplement to your current practice, offering 1,2, or 3 day a week positions. Come join a team that truly revolutionizes how pediatric dental care is delivered. Google has spoken with over 5,500 reviews and a 5 star rating! Requirements: NYS enteral or paraenteral sedation certificate. For more information please contact [Jmcdonnell@buildinghealthysmiles.com](mailto:Jmcdonnell@buildinghealthysmiles.com).

**NEW YORK—CLIFTON PARK.** Come join our team that is revolutionizing how pediatric dental care is delivered. Don't take our word for it. Check out our reviews. We have over 5,500 reviews and a five star rating! Learn how to take your pediatric dental skills to the next level. Our goal is to teach associates how to leverage their unique abilities to create the biggest impact possible. We want you to feel like it mattered that you came to work for the day! Many of our doctors right out of school make over \$350,000 in their first year. Starting pay is 200.00-225.00 a hour based on experience. Doctor's base pay maxes out at 275.00 a hour, with a production bonus on top of that. This job not only offers very competitive benefits, but also exponential growth for the right leader. We offer both a three day and four day a week option. Avenging

dental disease and serving the underserved is what we do. Working as a high-functioning, passionate team is how we do it. One can only appreciate our "hows" and "whats" once they have experienced our passion for our "why". We invite you to visit The Smile Lodge at your convenience! Benefits Highlights: 6 Weeks of Vacation. Licenses, Malpractice, Dues, MLMIC, and CE Reimbursement. Healthcare Insurance Stipend. 401K. Long-term Disability Insurance. For more information contact The Smile Lodge at [avengers@smilelodge.com](mailto:avengers@smilelodge.com).

**NEW YORK—SOUTHAMPTON.** Hi! We are looking for a part-time pediatric dental associate to join our well-established, busy, fast-paced, ever-growing practice on the beautiful East End of Long Island (think vineyards and beaches). We provide excellent general dental care to a diverse population of children from infancy to college. We believe in making the dental experience fun for both patient and parent. Our philosophy is a more conservative approach to treating children-the OR and sedation are used as a last resort. We believe in desensitizing visits, traditional tell-show-do, play and nitrous oxide. Most parents want to avoid general anesthesia and we agree! A little patience can go a long way. If you are a board-eligible or certified pediatric dentist who has great interpersonal skills, loves children and is a team player-we are the office for you! Knowledge of Spanish is a plus. Must have New York State license. For more information please contact [drcozenza@optimum.net](mailto:drcozenza@optimum.net). Requirements: Board-eligible or certified pediatric dentist. US or Canadian dental school. Hospital based 2 year residency program.

**NORTH CAROLINA—CHARLOTTE.** We are looking for an experienced pediatric dentist who will provide an amazing experience to our patients and parents. We value teamwork and collaboration. We have a diverse team of doctors and staff that take pride in providing quality care to children. Our core value of inclusivity extends to our patients, empowering us to bring happy and healthy smiles to the community. Our benefits include: 401K Match, Health Insurance, Dental Insurance, Malpractice insurance and CE stipend. Please visit our locations using our website <https://southparkpediatricdentistry.com>, and check out our reviews online. We look forward to hearing from you! Contact us at [owners@pdspecialists.com](mailto:owners@pdspecialists.com).

**NORTH CAROLINA—CHARLOTTE.** 15 year old pediatric dental private practice in south Charlotte, North Carolina seeking a pediatric dentist for an excellent associateship opportunity. Join a strong team of pediatric dentists in our 8-chair space! We have an open hygiene bay with 5 chairs and 3 quiet rooms for restorative. We have a strong patient base that continues to grow in a city with unstoppable growth!. Compensation as an associate is dependent on experience—new grads

welcome—but includes a guaranteed base dependent on experience, starting at \$1200 per day or 30% of collections, paid malpractice, paid health insurance, paid vision insurance and a 401(k) with match (after 1 year of employment). Previous associates have made over \$300,000 working less than 24 hours per week. You choose to work 3-5 days per week. Practice has been established over 15 years with a great reputation. We have an incredible staff and a large, growing patient population. South Charlotte has a wonderful climate, great public schools nearby and is a short drive to both the beach and the mountains. Privileges to do out patient surgery under general anesthesia available at Valleygate Dental Surgery Center. In-office IV sedations by PDAA. Seeking a team player with a great personality, ability to take direction from seasoned team members, strong clinical skills and ability to multi task. Negotiable relocation bonus for a move to the Charlotte area. After 1 year of employment, partnership opportunity will be available for the right candidate. Requirements: Board certified or eligible pediatric dentist. NC license in good standing. For more information please contact [drbird@bracesbybird.com](mailto:drbird@bracesbybird.com).

**NORTH DAKOTA—FARGO.** We are looking for a pediatric dentist who is compassionate, enthusiastic and ready to transition into private practice in a wonderful community. Our privately owned, single doctor practice is located in Fargo, North Dakota and focuses on all aspects of pediatric dentistry including diagnostic and preventive hygiene, growth and development and restorative dentistry. The office is roughly 2500 square feet and located in a single-story, free-standing building with 4800 square feet total and its own parking lot. There are six treatment chairs of which two are private rooms as well as consultation room. The clinic is computerized and digital and was remodeled in 2020. Our team sees approximately 32 patients per day, three days per week with a fourth day for surgical cases at a hospital affiliated surgery center. This 30 hour per week schedule provide a great work-life balance, but also creates time for potential practice growth. The patient base consists of approximately 82% fee-for-service and 18% Medicaid and averages 26 new patients per month. Roughly 60% of new patients come from referring doctors and social media and 40% from internal patients. Gross collections are approximately 90% of total production averaging more than \$1.25M annually for over ten years, and the overhead is 52%. This is a fantastic opportunity for a motivated young provider with the goal of complete autonomy and future ownership or an experienced doctor to own in a fast growing region that offers great schools, tasty restaurants, an international airport, and short drive to Minnesota lakes country and the Twin Cities. For additional information, please contact me directly at: [catroutdds@gmail.com](mailto:catroutdds@gmail.com).

**OHIO—DAYTON/CINCINNATI.** Our growing privately owned practice is seeking a full time pediatric dentist to work at our three-location practice. This is a great opportunity for a pediatric dentist to join a very successful private pediatric dental practice in the Dayton/Cincinnati suburbs. Offices currently located in. Centerville, OH Beaver Creek, OH & West Chester, OH. This is a fast growing, highly sought after practice with a great future. State of the art practice. Digital, Paperless, Intraoral Cameras, Lasers etc. Sedation cases done at local hospitals. Highly trained staff of hygienists & EFDAs. Fantastic quality of life and an excellent place to raise a family. Comprehensive benefits package including medical insurance, 401k match, paid CE, short/long term disability, life insurance, and a variety of supplemental benefits.-Excellent earnings opportunity. Base + % of collections paid out monthly. Interested candidates can send resume to [kyle.muir@centervillepediatricdentistry.com](mailto:kyle.muir@centervillepediatricdentistry.com). Requirements: D.D.S. or D.M.D. licensed (or ability to obtain licensure) to practice in OH. Excellent clinical and communication skills. Certificate in Pediatric Dentistry required.

**OHIO—FAIRBORN.** Due to a recent renovation. Fairborn Pediatric Dentistry is looking for a Pediatric Dental Associate to join our fabulous team and well established, thriving practice in Fairborn, OH suburb of Dayton, OH. About one hour from Columbus, OH and Cincinnati, OH. This is a full time opportunity that would suit a charismatic, energetic and personable Doctor. We have a team of seven pediatric dentists that work between 3 privately owned offices. Our Doctors enjoy the flexibility of having a fantastic in-office sedation team, opportunity for general anesthesia cases at both Dayton Children's and Cincinnati Children's. Our large referral base has helped us make a flexible schedule for our doctors to rotate between clinic days and general anesthesia days. We have both a daily guarantee of \$1,200 or 40% collections on all procedures completed. We have well trained staff that make workflow fantastic. Current fulltime associates earn between \$350,000 and \$450,000 annually, Further earning potential is a possibility for Doctors who are either dual trained in Pediatrics and Orthodontics or who have experience in both. We do offer a \$1,000 yearly credit for completing CE. We are offering 4-5 days per week. No evening or weekends. Interested candidates should email Andrea Myers, [Springfieldpeddent@gmail.com](mailto:Springfieldpeddent@gmail.com). Requirements: Ohio Dental license. Graduation from an accredited Pediatric dental residency.

**OREGON—NEAR PORTLAND/WILLAMETTE VALLEY.** What is your vision for your career? At Acorn Dentistry for Kids, our vision is to be world class in promoting health and confidence in kids—literally around the world! We do that through Entertainment and Education in a Magical Environment of Safety, Cleanliness, Comfort and Fun. To us, the experience

we provide is more than just about good dentistry—it is about creating a memory that kids and parents look forward to doing again and again. Are you a miracle worker that can transform that dental experience with us, or want to be mentored to become one? Our doctor group is humble, collaborative, and looking to grow both individually and as a team. Acorn Dentistry for Kids is a small private group practice with a public-health mindset (not a big corporation or backed by private equity). We exist because of the belief that Every Child Gets A Smile, whether on private insurance, Medicaid, or no insurance. In order to make it possible for every child to have what we call "Magical Moments", we choose to grow our capacity rather than start to exclude patients from the clinic. Do you align with that vision for the community in which you work? We are looking for purpose-driven pediatric dentists that want to grow along with our expanding private group practice, especially if you are interested in ownership. There are many great benefits to living in the area around Portland, Oregon too. Our clinics are centrally located for easy access to the Oregon coast; the Columbia River Gorge and Cascade Mountains; 4 season recreational opportunities are all around; big city life and quaint small towns are equally accessible; our temperate climate means we don't have to worry about tornados, major floods, or hurricanes; and the local food is fantastic! Have you thought about doing international mission trips? We just started a non-profit organization named Acorn Kids International Charities, whose purpose is promoting health and confidence in kids around the world! This is bigger than a single clinic; we are starting a locally-led, globally-minded movement! Doctor benefits include a generous amount of doctor mentorship, a great signing bonus, a guaranteed minimum daily base pay, 401k plan, medical/dental/vision insurance, all licensing and malpractice insurance fees paid, as well as a generous CE stipend. We are looking for long term doctors, starting as an associate but ideally working toward ownership with the current three partners. We have created a three-year mentorship plan we call the Doctor Development System and focuses on six areas of growth—self-awareness, communication, clinical excellence, leadership, financial literacy, and legacy creation. We know dental schools do not provide much, if any, of this personal development so we do that through strong doctor mentorship. Please check out our website at [www.acordentistryforkids.com](http://www.acordentistryforkids.com) and email [timrichardsondds@gmail.com](mailto:timrichardsondds@gmail.com) to find out more about this remarkable experience. We look forward to sharing this incredible journey with you!

**OREGON—PORTLAND.** Job Type: Full-time (4 days per week) at the Kaiser Permanente Glisan Dental Office Interested? Text Glisanto at (503) 217-2672. Specialist who supports the practices of an evidence-based group by being a clinical and non-clinical resource for the full scope of pediatric dentistry, including but not limited to the following: diagnosis and treatment of diseases, injury, malformations, and desired esthetic enhancements of teeth and gums, and related oral structures for infants and children through adolescents including patients with special health care needs. Provides preventative services to patient, such as applications of fluoride and sealants to teeth. Educates pediatric patients and/or guardians on preventative measures to promote overall oral wellness in an evidence-based group practice. As a clinical leader, provides direct and indirect mentoring, supervision and feedback to clinical staff. As a professional leader, provides high quality care and serves as a responsible steward of resources. Successful candidates will be subject to a pre-employment background check. Benefits: Associate Dentists (and their dependents) are eligible to enroll in medical, dental, vision, alternative care, supplemental medical and life insurance. Additionally, employees are covered by AD&D coverage, voluntary short-term and long-term disability insurance. PDA offers an industry-leading 401(k) plan, with a generous 7.5% Safe Harbor Employer contribution which is automatically contributed and vested immediately. Plus, an additional employer supplemental 401(k) contribution and an employer sponsored defined-benefit retirement program (cash balance). PDA Dentists enjoy four weeks of paid parental leave, two community service and wellness days per year, an annual benefit reimbursement pool, Dependent Care Flexible Spending Account, and award-winning Wellness Program. About Permanente Dental Associates: Our Northwest based multidisciplinary group practice, owned by dentists, offers professional camaraderie, clinical and leadership development opportunities, a comprehensive compensation and benefits package, including an industry-leading employer-funded retirement program, and the opportunity to become part-owner in the group. Decisions are in the hands of dentists, for the dentists. Additionally, PDA offers guaranteed salary and bonus opportunities with the freedom to focus on your clinical practice without the pressure of selling dentistry. Our Mission: Better lives through total health, starting with the smile. Our Vision: Be the leading dental group through total health for patients, the people who care for them, and the communities we serve. Required Skills: Demonstrated ability to utilize evidence based dentistry to educate pediatric patients and/or guardians regarding preventive dental care, cause and treatment of dental issues and oral health services. Proven ability to coordinate, supervise, or manage the activities of others to accomplish goals.

Understanding of principles and processes for providing patient services. Required Experience: Doctor of Dental Medicine (D.M.D.) or Doctor of Dental Surgery (D.D.S.) and successful completion of a U.S. Pediatric Residency Program. Minimum qualifications include an applicable State License with specialty noted (if required by state). Washington and Oregon providers must have a valid DEA number and current CPR certification. Oregon providers must also have at least a Nitrous Permit (Permit required within 90 days of hire). For more information please contact [pdajobs@kp.org](mailto:pdajobs@kp.org).

**OREGON—SALEM.** We are seeking a Pediatric Dentist for a well-established, privately owned, fee for service Pediatric Dental Practice in Salem, OR. We are offering full time employment with the possibility for future partnership. We have a wonderful and experienced staff, a large patient base in a growing city, and a newly renovated office space in an excellent location. We offer competitive compensation, health insurance including dental and vision, 401K with match, malpractice insurance and continuing education reimbursement. Our office values include lifelong learning, teamwork, and compassion with the goal of helping patients create a positive view of their oral health care. We are looking for a professional, kind, and dedicated Pediatric Dentist to become an important member of our team. Applicants must have completed a Pediatric dental residency, be Board Certified or eligible, and hold an Oregon dental license. For more information please contact [trayd-md@yahoo.com](mailto:trayd-md@yahoo.com).

**PENNSYLVANIA—MECHANICSBURG.** We are looking to hire a full time pediatric dentist for our pediatric dental practice. The 2 location private practice has been a part of the community for over 40 years. The patient base is 70% insurance and 30% fee for service. Compensation includes: Guaranteed Base-\$1250 per day for the first 6 months. 35% of collections on: restorative, patient exams, nitrous charges and OR cases. Benefits include: Paid Malpractice. Full Health Insurance. Paid CE. 401 K Retirement Plan. 4 day work week. \$15,000 sign on Bonus. Both locations are located in a town that offers all the amenities of a large city delivered with small-town hospitality. For more information please contact [patil.madhur@gmail.com](mailto:patil.madhur@gmail.com).

**SOUTH CAROLINA—AIKEN.** Calling all Super Smilers! Join our dynamic dental team as a Pediatric Dentist Extraordinaire! Are you ready to embark on an adventure in tooth-tastic fun? We're seeking a pediatric dentist with a passion for making smiles sparkle brighter than the stars! If you're a dental dynamo who loves working with little ones and believes in turning dental visits into exciting adventures, then you're the perfect fit for our team! At our practice, every day is a chance to spread joy and instill lifelong healthy dental habits in our youngest patients. From treasure hunts for lost teeth to storytelling sessions that make

dental procedures feel like magic, we're all about creating a positive and playful environment where kids can't wait to visit the dentist! So, if you're ready to join a team that's all about laughter, lollipops, and making dental care a blast, then hop on board our dental express! Apply now and let's make smiles shine brighter together! We are a privately owned dental practice with a well established patient base. We pay a daily minimum or a percent of production, whichever is higher. Covered Malpractice and CE allowance. If Interested please email: [TLHAUBURN@MINDSPRING.com](mailto:TLHAUBURN@MINDSPRING.com) or [DrTHubbs@icloud.com](mailto:DrTHubbs@icloud.com). Requirements: SC Dental Licence.

**SOUTH CAROLINA—BLUFFTON.** We are looking for an associate to join our practice full or part-time. Recently, we built a brand-new dental office that is fully equipped with state-of-the-art equipment and is completely digital. We are a FFS/PPO practice and offer very competitive pay. Health insurance stipend and retirement plans are provided as well as paid CE and relocation assistance. Our practice is very involved in the community, and we are looking to collaborate on mission trips in the future. Our office has a 4-chair hygiene bay with 3 operatories and the ability to add a 4th. We are conveniently located between Charleston, SC and Savannah, GA. The practice is only minutes away from the historic May River and pristine beaches of Hilton Head Island and is located at the entry of beautiful Old Town Bluffton. If you are interested, please contact us at: [ShaneDMB41@Hotmail.com](mailto:ShaneDMB41@Hotmail.com).

**TENNESSEE—CLARKSVILLE.** Proud to be doctor owned, we are looking for great pediatric dentists who love what they do and who they do it for, but want to leave the business side to us! We are a Nashville based pediatric dental and orthodontic group whose goal is to own the most fun, most productive, and most financially successful pediatric dental & orthodontic practices in Middle Tennessee and surrounding areas. We love family centered practitioners and those who value a work/life balance. We offer a competitive financial package and generous time off. We are flexible and fun, and serious about our kid business! \$25,000 Sign on bonus! Please reach out to us for a low stress conversation about possibilities. Confidential conversation. Please call (615) 636-9757 or email C.V. to [smile@grindoctors.com](mailto:smile@grindoctors.com).

**TENNESSEE—FRANKLIN.** Pediatric Dental Care, located in Franklin, TN, is looking for a highly motivated, driven, and enthusiastic pediatric dentist to work with our awesome team. Our practice environment is fun and fast-paced. We're passionate about growing personally and professionally and pushing the limits of WOWing our parents and patients is the everyday norm. In this position, you'll be able to expand your professional skills but the really cool part is doing work that matters. We

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

**TENNESSEE—KINGSPORT OR MORRISTOWN.** We are a one doctor owner with multiple locations looking for an energetic, motivated, hard-working, full-time (or part-time) Super Star Pediatric Dentist to add to our team. Our mission at Kingsport/Morristown Pediatric Dentistry is to provide excellent patient centered care involving parents/guardians to ensure the best and healthiest results with outstanding customer service. The practice sees children as young as one day old for tongue/lip tie release procedures to age 18 for total oral health care. We take pride in the brand that we have built in our community and surrounding areas and are excited to add to our team so we can continue to grow. Kingsport is centrally located to Asheville, NC, Johnson City, TN, and Bristol, VA. Morristown is centrally located to Knoxville, TN, Johnson City, TN and Asheville, NC. These beautiful East Tennessee communities are family-oriented areas surrounded by mountains and lakes with a variety of outdoor activities! If you ever dreamed of living on a lake, this is the place to do it! Please contact or send C.V. : [aleighia\\_barker@hotmail.com](mailto:aleighia_barker@hotmail.com). Offer includes: Competitive salary Or percent of Employee's Collections. 4 weeks Vacation plus holidays. All private insurance or cash-paying.

Malpractice Insurance. Relocation Bonus. Optional Health Insurance. Continuing Education reimbursement. Requirements: Tennessee and/or Virginia Dental License or eligible for licensure in Tennessee/Virginia. Completion or soon to be completed Pediatric Residency Program.

**TENNESSEE—MORRISTOWN.** Pediatric Dental Associates has a full-time opening for a talented pediatric dentist with potential for a rapid path to partnership/ownership. Our 30+ year privately owned practice provides compassionate, comprehensive, and conservative pediatric dental care with options for in-office sedation as well as general anesthesia/hospital care at East Tennessee Children's Hospital and an out-patient surgery center. We currently have two board certified pediatric dentists in a 7500+ sq ft state of the art facility providing traditional preventive, restorative and surgical care as well as minor orthodontic treatment with an experienced administrative and clinical staff in place. Paid malpractice insurance and 401(k) included in an excellent compensation and benefits package. Our thriving single location practice is located less than an hour from Knoxville and the Gatlinburg/Pigeon Forge area amidst the beautiful mountains and lakes of East Tennessee. If you are looking for a great place to practice and raise a family in a no-income tax state with a low cost of living, we would love to hear from you to discuss joining our team. If interested, please respond to [emoody@charter.net](mailto:emoody@charter.net) or [peddentmtown@gmail.com](mailto:peddentmtown@gmail.com). Requirements: D.D.S./D.M.D. and Certificate or MS in Pediatric Dentistry. Board certified or board eligible.

**TENNESSEE—POWELL.** Upscale and modern fully digital office. Flexible scheduling including full time or part time options. Autonomy over treatment planning. Treatment options include in office IV sedation with anesthesia team and N2O. Working with well-seasoned collaborative group including Pediatric Dentists, dental assistants, and dental hygienists. Working with pediatric population ages 0-19 In-office procedures include general restorative procedures with restorative assistants to assist 7:15 am—4:00 pm schedule between Monday and Thursday. Requirements: A certification in Pediatric Dentistry. TN Dental License. Board Certified or board eligible. For more information please contact [michael-jkoch63@yahoo.com](mailto:michael-jkoch63@yahoo.com).

**TEXAS—CONROE.** Excellent opportunity for a pediatric dentist to join our well established, highly successful fee for service pediatric practice that has been in business for over 40 years. We are a privately owned practice with a part-time opening for 2—3 days a week, possibly leading to full-time. Our new facility opened in 2007 along with another office location that opened in 2015. We are ideally located near a privately owned orthodontic practice, 2 general dentist's offices, and an oral surgeon's office. We offer the latest ad-

vancements in dental technologies including: chart-less system, electronic charting, built-in nitrous oxide system and in-office monitored sedation along with IV sedation. For more information please contact [cpdpuffin@gmail.com](mailto:cpdpuffin@gmail.com).

**TEXAS—SAGINAW.** Hiring a Pediatric Dentist. Hi all! We are looking to add a full time or part time Pediatric Dentist to our privately owned practice in North Fort Worth, Texas. We are looking for a kind and enthusiastic pediatric dentist focused on delivering quality care with lots of TLC to our beloved patient families. We offer very competitive compensation and flexible hours. Guaranteed minimum. We offer all modalities of treatment for our patients: nitrous, oral conscious sedation, and in-office general anesthesia. Experience is preferred and greatly appreciated but new graduates are also welcome to apply. Please email us at [saginawkidsdentistry@gmail.com](mailto:saginawkidsdentistry@gmail.com) for more information. Visit our website: [www.saginawkidsdentistry.com](http://www.saginawkidsdentistry.com). Requirements: D.D.S./D.M.D. degree and Pediatric Dentistry certification.

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

**TEXAS—SAN ANTONIO.** Imagine Dental and Orthodontics is a Doctor owned dental group in San Antonio, TX. It's location offers an outstanding year round quality of life with extensive outdoor activities We are professional, agile and customer-centric. Our work environment includes: Modern technology and clinic settings (Digital X-rays, iTero), Solea CO2 Laser Technology/Multi-specialty group practice allowing a team approach (ability to learn and interact with others specialties), Sleep dentistry (ability to learn and practice all forms of patient sedation from oral conscious sedation to general anesthesia) If you are a skilled dentist looking to join a dynamic team, we invite you to apply. We offer competitive

compensation and benefits packages. Must be Board Certified/Board Eligible Pediatric, and have a Valid Texas License. For more information please contact [aaron.salinas@imaginemy smile.com](mailto:aaron.salinas@imaginemy smile.com).

#### **WISCONSIN—PEWAUKEE/BROOKFIELD.**

Small World Children's Dentistry of Southeastern Wisconsin is seeking a pediatric dentist for associateship or partnership. Specifically, we are looking for a doctor who shares our values and is passionate about helping children achieve a lifetime of great oral health as we are! Come join our team! We bring cutting edge technology and mentorship to pediatric dentists who are looking to grow in their field. Our practice is a doctor managed team of Pediatric Dentists working together to advocate for patients while elevating the quality of care for kids. We offer IV sedation appointments in office as well as having block time at a local hospital to handle OR cases. This well-established and successful practice is looking for someone who wants to change lives. If that's you, keep reading! Enjoy all of the amazing things Southeastern Wisconsin has to offer, zoos, museums, Lake Michigan, a vibrant arts scene in Milwaukee, our professional sports teams, the MLB Brewers, NFL Green Bay Packers, and the World Champion NBA Milwaukee Bucks! We are known for our amazing ethnic festivals and the World's Largest Music Festival, Summerfest. Our area has many small lakes and plenty of areas to bike, hike, and just enjoy the outdoors. Wisconsin is a great place to settle and raise a family. If the following describes you, you may be just the associate or partner we want: Experienced with and loves working with children. Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./D.M.D. from an accredited dental school. Completion of residency from an accredited pediatric residency program. Active Dental License for the state of Wisconsin. Current residents are encouraged to apply. Our average pediatric dentist works around 3-4 days per week in 2 state-of-the-art offices. Small World Children's Dentistry offers medical insurance, 401k plan, cafeteria plan, AFLAC, flexible scheduling, state of the art facilities including digital x-rays and charts, fully trained staff, malpractice insurance, etc. Salary is open to negotiation. Associateship or Partnership available. Small World Children's Dentistry is an equal opportunity employer. If interested, please forward your C.V. to [careers@smallworlddds.com](mailto:careers@smallworlddds.com).

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

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

## OUTSIDE THE U.S.

**BRITISH COLUMBIA—KELOWNA.** Okanagan Pediatric Dentistry, a thriving specialty pediatric practice in one of the most beautiful destination cities in Canada, Kelowna, BC, is looking for an energetic, enthusiastic pediatric dentist to join the team! Located in the Okanagan valley, there are opportunities for activities and leisure abound. Kelowna is located on the shores of Okanagan Lake, offering incredible beaches and resorts in the summer, less than an hour drive from both Big White and Silver Star world class ski resorts, and 4 hours from Vancouver. The Thompson-Okanagan region boasts a long golf season with more than 50 courses and 120+ award winning wineries. Opportunities for skiing, hiking, cycling, mountain biking, boating, running, dining, and simply sight-seeing are endless. Kelowna offers a fabulous environment for raising a family with excellent schools; public, private, and post-secondary, as well as YLW international airport. Our practice draws from a very large geographic area, with patients travelling from as far as the Northwest Territories. Access to hospital dentistry makes this one of few practices in the Interior region able to offer comprehensive oral rehabilitation with fewer appointments. Our team is strong and stable with long term staff and is paperless with digital radiography. An Associate position is available in a part-time capacity (3-4d/wk) currently, however, the future is bright! An increase to full-time with growth and possibility of buy-in for the right candidate. Please contact by email [omegads@me.com](mailto:omegads@me.com).

## PRACTICE FOR SALE

**GEORGIA—ATLANTA.** Introducing a rare and exceptional opportunity in the pediatric dental sector: a highly profitable pediatric dental practice for sale in the beautiful state of Georgia. This practice is a jewel in the southeast pediatric dental community, boasting over \$1.2 million in EBITDA, making it a lucrative investment for potential buyers. Designed to support multiple doctor owners as well as associates, the practice is a bustling hub of dental excellence, serving a vast patient base with nearly 23,000 active patients. Its impressive patient influx is evident, with an average of 225 new patients every month, highlighting its strong market presence and community trust. The practice's facility is a testament to modern dental care, recently remodeled to encompass upscale, state-of-the-art equipment and design. Spread across 16 total operatories, the space includes open bay hygiene chairs, quiet rooms, and open bay operatories, each crafted to provide the best patient experience and workflow efficiency. What sets this practice apart is not just its financial success or its advanced facilities, but its readiness for growth and collaboration. The current doctor owners are open to exploring partnership options, welcoming both group involvements and individual pediatric dentists who share a vision for excellence in pediatric dental care. This practice represents more than just a business transaction; it's an opportunity to be a part of a thriving, community-oriented dental practice with a strong foundation and limitless potential for growth. Whether you're looking to expand your dental practice portfolio or step into a rewarding pediatric dental venture, this practice in Georgia offers an unparalleled chance to make a significant impact in the pediatric dental community. For an overview of this Georgia Pediatric Practice, read below: 16 total operatories. Collections of \$6.241 million. EBITDA of \$1.273 million. 23,000 active patients. 225 new patients/month. Multiple dentists. Georgia, often referred to as the Peach State, offers a delightful blend of Southern charm and modern living, making it an exceptional place to call home. Renowned for its rich cultural heritage, Georgia boasts a vibrant arts scene, including the famous Fox Theatre in Atlanta, and the Savannah Historic District, where the past and present harmoniously coexist. Sports enthusiasts revel in the state's passionate sports culture, with exhilarating events like Atlanta Braves baseball games and the revered Masters Golf Tournament in Augusta. The state's culinary landscape is as diverse as its heritage, ranging from classic Southern comfort food to contemporary cuisine, with notable restaurants scattered across cities like Atlanta, Savannah, and Athens. Outdoor enthusiasts are spoiled for choice with the scenic Appalachian Mountains, tranquil coastal beaches, and the Chattahoochee River, offering endless oppor-

tunities for hiking, kayaking, and fishing. Georgia's livability ratings consistently rank high, thanks to its affordable cost of living, excellent education system, and a warm, welcoming community. All these factors combine to make Georgia not just a place to live, but a place to thrive, rich in experiences and brimming with opportunities for a fulfilling lifestyle. Ready to learn more and review the prospectus of this GA pediatric dental practice opportunity? Contact Professional Transition Strategies—email Bailey Jones: [BAILEY@PROFESSIONALTRANSITION.COM](mailto:BAILEY@PROFESSIONALTRANSITION.COM), or call: (719) 694-8320. REFERENCE #GA12623. We look forward to speaking with you. \*Please be aware that the practice's location shown on the map is intentionally inaccurate to preserve confidentiality. For the exact location, contact PTS.

**GEORGIA—AUGUSTA.** Augusta, GA, is famously known as the home of the prestigious Masters Golf Tournament, attracting golf enthusiasts from around the world and showcasing the city's lush landscapes and rich sporting heritage. New to the market is a remarkable opportunity in Augusta, where a flourishing pediatric dental practice is inviting an individual dentist to partner in its continued success. This established practice has been a cornerstone of pediatric dental care in the community for over two decades, showcasing not just longevity but a deep-rooted trust amongst its patrons. Boasting an impressive setup of nine state-of-the-art operatories, this practice is designed to cater to the diverse needs of young patients. The clinic's environment is tailored to ensure a comfortable and reassuring experience for both children and their guardians, reflecting a commitment to excellence in pediatric dental care. What truly sets this practice apart is its robust patient base. With over 14,000 active patients, the practice is a hub of activity, serving an average of 115 new patients each month. This incredible patient influx is largely driven by word-of-mouth referrals, underscoring the high level of satisfaction and trust the community places in their services. This is further evidenced by the practice's impressive financial performance, with over \$1.2 million in seller's discretionary earnings (SDE), highlighting not just its clinical excellence but also its robust business acumen. The practice's limited advertising efforts have yielded extraordinary results, a testament to the quality of care and service provided. This scenario presents an invaluable and increasingly rare chance for a motivated pediatric dentist to become a part of a well-established, highly profitable practice. The practice is seeking a pediatric dentist who shares their passion for providing exceptional care and is eager to contribute to the ongoing story of this remarkable practice. Key highlights of this Augusta Pediatric Dental Practice: 9 operatories. Collections of \$3.047 million. SDE of \$1.212 million. 115 new patients/month. Incredible partnership opportunity. Augusta, GA, celebrated for its scenic

beauty and dynamic culture, is a southern jewel renowned for its high quality of life and livability. Home to the Masters Golf Tournament, Augusta offers more than just world-class golf; it's a hub of cultural and recreational activities. The city's vibrant arts scene is anchored by the Morris Museum of Art and the Imperial Theatre, which offer a taste of Southern heritage and diverse performances. Augusta's historic downtown, with its picturesque riverfront, is alive with unique shops, galleries, and restaurants that showcase both traditional Southern flavors and innovative culinary delights. Education is a strong suit in Augusta, with numerous highly rated schools providing quality learning experiences for families. For outdoor enthusiasts, the city is a haven, located on the Savannah River's banks and close to natural attractions like Phinizy Swamp Nature Park and the Augusta Canal, ideal for water sports, hiking, and biking. The community spirit, friendly ambiance, and affordable living cost in Augusta add to its allure as an attractive living destination. Emphasizing cultural richness, educational quality, outdoor beauty, and culinary variety, Augusta, GA, is an appealing choice for those seeking a fulfilling lifestyle. Ready to learn more and review the prospectus for this Augusta, GA pediatric dental practice? Contact Professional Transition Strategies, email Bailey Jones: [BAILEY@PROFESSIONALTRANSITION.COM](mailto:BAILEY@PROFESSIONALTRANSITION.COM), or call: (719) 694-8320. REFERENCE #GA121923. We look forward to speaking with you.

**INDIANA—NA.** Profitable pediatric dental practice with annual collections of over \$2 million with one doctor. Even more impressive is the office's low overhead, excellent reputation, and stellar team! All this is accomplished with 32 hours of patient care a week and 6 weeks of vacation per year. The office is located in a beautiful stand-alone building with excellent natural light and 7 operatories. The seller is open to various transition options depending on the buyer's needs. This well-run office has excellent potential for additional growth. Interested parties may email [peditricdentalopportunity@gmail.com](mailto:peditricdentalopportunity@gmail.com).

**KENTUCKY—NORTHERN.** Pediatric dental practice for sale in Northern Kentucky area. Office is located in a high traffic, fast growing area. 6 dental chairs, digital radiography and cephalometric x-ray, Isolite systems, and paperless charting. For more information, please contact [peddmdwork5@gmail.com](mailto:peddmdwork5@gmail.com).

**LOUISIANA—MADISONVILLE.** Looking for a Pediatric Dental practice in a safe and growing area? Why start from scratch? We have been here in Madisonville, Louisiana for nearly 25 years and are well known in the community! Building is fully stocked with updated equipment. Office has wonderful charm fitting for a pediatric dentist! Lots of opportunity to have the practice you envisioned! For more information please contact [nspracticesuccess@gmail.com](mailto:nspracticesuccess@gmail.com).

## FACULTY POSITIONS AVAILABLE

**TENNESSEE—NASHVILLE.** Description: Meharry Medical College School of Dentistry is seeking a highly skilled and experienced Pediatric Dentist with a D.D.S./D.M.D. or equivalent degree with excellent communication skills to join and lead the Pediatric Dentistry Department. Graduate level training or extensive experience in pediatric dentistry is required. The candidate should have an outstanding clinician, educator, scientist, and communicator track record. Responsibilities include teaching and student mentorship within the Pediatric dental department and support of other faculty members in achieving the department's overall teaching goals. The faculty member is expected to teach in an integrated curriculum system that includes providing clinical and classroom teaching and supervision in the predoctoral and graduate programs. The faculty member is expected to participate and/

or support the department's participation in dentistry-related community service activities and provide an educational/mentoring role in patient care. In addition, the faculty member will work with dental students, residents, work collaboratively with other faculty and staff to deliver high-quality patient-centered care, promote best practices, and increase clinic productivity ensuring compliance with school, university, and state policy and regulations. Specialty support to all departments for the D.D.S. program in the School of Dentistry's General Practice model is also expected. The candidate is required to have a track record showing commitment to serve diverse populations and leading vision for the future of pediatric dentistry and patient care that includes inter and intra-disciplinary collaboration. Excellent oral and written communication skills, and commitment to diversity, inclusivity, and collegiality are required. Salary and rank will be commensurate with experience and qualifications. Applicants must have a D.D.S. or D.M.D., from a US/Canadian accredited postgraduate program (board certification/eligible desired) and hold a license to practice in the state of Tennessee or be eligible for licensure in the state of Tennessee. Meharry Medical College School of Dentistry is an equal opportunity/affirmative action employer. Please submit a cover letter and resume/current curriculum vitae to: Meharry Medical College School of Dentistry, 1005 Dr. D.B. Todd, Jr. Blvd. Nashville, TN. 37208. Office: (615) 327-6870.

[CDIXON@MMC.EDU](mailto:CDIXON@MMC.EDU). Location: Nashville, Tennessee, United States. Position Title: Faculty Pediatric Dentistry Position. Company Name: Meharry Medical College School of Dentistry. Specialties and Administration Roles: Pediatric Dentistry. Position Type: Faculty. Job Type: Full-Time. Job Duration: Indefinite. Min Education: Doctor of Dental Surgery (D.D.S.) or Doctor of Medicine in Dentistry (D.M.D.). Min Experience: 4 Years.

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Our Stay N Place<sup>®</sup> Head & Neck Rest slips behind the patient in a wheelchair, to provide proper head support. The board area behind the head is narrower to improve oral access. The pillows can easily be moved up or down (or removed) to individualize support. The Stay N Place Head and Neck Rest makes it possible to treat patients without transferring.

This low-tech device can be used for in-office as well as off-site care. Designed with dentistry in mind, the Head and Neck Rest is easily cleaned with the same protocol you use for dental chairs.

*Both Stay N Place supports are available in soft, yet durable vinyl with a color choice of dark teal or cream.*



*The chair cushions have Roll-N-Store Straps for easy carrying and storage.*

## Stay N Place<sup>®</sup> Chair Cushion

When body shape and chair shape are not a good match, or when patients become fearful at the sight of a dental chair, the Stay N Place<sup>®</sup> Chair Cushion can help. It presents a welcoming image to help reduce patient anxiety.

As the patient settles in, the soft foam shifts inside the cushion, filling gaps in the chair and providing a secure, comfy support that's perfect for each patient. The chair cushion curves in at the neck, allowing the head to be tilted and the chest to be lifted, while leaving you room to maneuver. A non-slip bottom helps the cushion stay where you place it on the dental chair.

To place an order, call us at 800-722-7375 or visit our website at [www.specializedcare.com](http://www.specializedcare.com).