

**Back To The Basics**

*AAPD celebrated National Children's Dental Health Month (NCDHM) by getting back to the basics* **p. 18**

**President's Message**

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

**Practice Management**

*Artificial Intelligence Vs. Emotional Intelligence: Influential Leaders Know Which Matters Most* **p. 28**



# February is National Children's Dental Health Month!

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**Dental Home**



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THE MAGAZINE OF THE AAPD

EDITOR IN CHIEF

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MANAGING EDITOR

VP FOR PUBLICATIONS  
 Cindy Hansen



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

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**American Academy of Pediatric Dentistry**

211 East Chicago Avenue, Suite 1600  
 Chicago, IL 60611-2672  
 (312) 337-2169  
 www.aapd.org  
 aapdinfo@aapd.org

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# PRESIDENT'S MESSAGE

## PASSING THE TORCH



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### **PRESIDENT**

Dr. Amr M. Moursi

At the beginning of my term as AAPD President, I was already pretty proud of what our volunteers and staff do, day in and day out, for the children we serve and all of our members. But, after getting the chance to meet so many of our members around the country and witness up close another extremely successful year for our Academy, I have to say I'm even more proud.

I know every specialty says they are "special", but we really are. As President, I had the privilege of meeting with members in all five Academy Districts. The members I met were the kindest and most generous, caring people you could possibly imagine. All these wonderful members are who make our Academy so great and all their volunteer efforts are what make us so impactful. Together, we have accomplished quite a bit this year. I will only touch on a few of these accomplishments here, but I encourage you to read this year's CEO report, prepared by Dr. John Rutkauskas, to get a full picture of the breadth and scope of 2023.

When we survey our members they often tell us that one of the main reasons they become—and stay— AAPD members is our advocacy. This year has been particularly fruitful. Visit Legislative and Regulatory Issues under the Advocacy tab on the AAPD website for a full description of our recent advocacy efforts.

A highlight was securing \$13M in HRSA federal funding for Title VII and nine new Dental Faculty Loan Repayment Program Grants for full-time faculty.

We were particularly thrilled to obtain an increase in the facility fee for hospital dental operating room cases and a new associated code. This should help ease the restricted access to operating rooms many of our members have been facing.

The AAPD 2023 Pediatric Oral Health Advocacy Conference had nearly 350 attendees, mostly residents and early career pediatric dentists. They learned about the most critical issues facing our specialty and received training in advocacy prior to meeting with congressional offices to appeal for our positions.

The AAPD State Public Policy Advocates, which are now in most states, have been instrumental in helping us advocate at the national level, but they also serve as our connection to State and Local policy makers and elected officials. Our biennial Conference for Chapter Leaders and Public Policy Advocates held in Chicago in September was a huge success. During the conference, these leaders learned more about all the resources the Academy has available for our State and District Chapters. They also shared the innovative ways they have been able to enhance their groups. None of our advocacy success would be pos-

sible without our team, including our Congressional Liaisons, Drs. Jade Miller and Warren Brill, as well as Special Consultant to the Board, Dr. Heber Simmons and our COO and General Council Mr. Scott Litch.

In meeting with our members, I heard quite a bit about challenges relating to insurers and billing. The Academy offers assistance with appealing denied claims, determining appropriate coding, utilizing general anesthesia legislation requirements, coordination of benefits, and conversion of dental codes to medical and diagnostic codes. The AAPD has also assisted members with Board of Dentistry inquiries. Building on all this, we are now very fortunate to have Dr. Jim Nickman, an AAPD Past President, serving as a Dental Benefits Consultant to assist members on these issues. We are also developing an online *Insurance Hassle Factor Form*. This form will allow members to report issues that they are experiencing with insurance companies, code usage, and other issues that are impacting their practices. In addition, Code Workshops are available to District and State Chapters. Be on the alert for an updated *AAPD Coding and Insurance Manual* coming soon.

This past year our continuing education (CE) courses ramped back up and are more popular than ever, while still maintaining highly rigorous, evidence-based standards. In addition to the entire menu of in-person courses, all our CE is archived and available through the Education Passport, AAPD's digital learning portal. We also support our District and State Chapter CE efforts through the ADA CERP Extended Approval Process. Under this program, AAPD can extend ADA CERP recognition to our chapters, saving them the effort and expense of

applying for certification independently. Our Meetings team, led by Ms. Kristi Casale, has done a tremendous job making sure we have top-notch CE programs.

One of the goals I had for my term as President was to improve our communications, both to our members and to the community at large. I am delighted to say that we have made great strides. We have enhanced our social media presence through Facebook, Twitter, Instagram, as well as the AAPD Little Teeth Chat Special Interest Groups. We also worked with four social media influencers who made sponsored posts primarily on Instagram promoting pediatric oral health and AAPD pediatric dentists. Our podcasts, *Pedo Teeth Talk* and *Newly Erupted*, both hosted by Dr. Joel Berg, have increased in popularity. We also leverage traditional media. For example, in February coinciding with Children's Dental Health Month, I represented AAPD in 29 live and taped television and radio interviews promoting the importance of good oral health and the need for children to visit their pediatric dentist. We are delighted that much of this work is under the direction of our new Communications and Marketing Manager Ms. Caitlin Kepple.

The AAPD Foundation, led by President Dr. Doug Keck, has had another fruitful year thanks to our members' generous donations. Their focus on Access to Care Grants has helped thousands of children around the country. The Foundation has also been a major supporter for leadership training, helping to fund our Leadership and Advanced Leadership Institutes. This year, those selected for the Advanced Leadership Institutes were charged with creating initiatives to address issues of diversity, equity, and inclusion. Their hard

work has resulted in a number of recommendations that have been presented to the Board of Trustees. The first set of these recommendations to be implemented will be announced at the Annual Session in Orlando. We have also promoted health equity in our decision to make all articles published in *Pediatric Dentistry* open access after 12 months. This will increase access in a more equitable way to state-of-the-art science, especially to those in the U.S., and abroad who do not have ready or affordable access to our journal. A special thanks to Editor-in-Chief Dr. Noel Childers for leading this effort.

The AAPD Research and Policy Center (RPC) has a new logo! But, more importantly, it has a new Director—Dr. Chelsea Fosse. Dr. Fosse has already made her mark on the Center, working with our AAPD Chief Policy Officer Dr. Paul Casamassimo. I encourage you to visit the RPC site and make use of the terrific resources available. These include briefs on rural oral health, wellness, and teledentistry. The site is also home to the Safety Committee, led by Dr. Joe Castellano. Their Safety Toolkit is continually updated and quite a valuable resource.

The AAPD *Reference Manual* is the gold standard of clinical pediatric dentistry. It is compiled through thousands of hours of volunteer time by those appointed to the Council on Clinical Affairs, chaired by Dr. Tom Stark. This year we were proud to recognize Dr. Jenny Stigers's essential work on the *Reference Manual* by appointing her as an Associate Editor. It seems we have all grown up professionally with the *Reference Manual* by our side so it may be easy to take it for granted. During my travels this year, I have been impressed with the impact it has had on



clinicians across the country and the world. It is truly a phenomenal service we provide to global pediatric oral health care. And, coming soon will be new evidence-based Clinical Practice Guidelines on Behavior Guidance, and Frenectomy and Lactation.

When it comes to pediatric dentists, as I often say, "We may not *treat* all the children, but we *train* all those who do.". That is why our educators are so critical to advancing our vision of "Optimal oral health for all children". We are fortunate to have AAPD Education Development and Academic Support Manager Ms. Leola Royston to assist our educators by coordinating

a whole host of AAPD services such as the In-Service Examination, Resident Seminar Series, Program Directors' meetings, Joint Academic Day, and much more.

Our Academy is healthy and very strong, and the future is bright. But none of our accomplishments would be possible without all the volunteers who sacrifice their time and effort. Thank you for your dedication and hard work on the many councils, committees, and boards at the national, district, and state levels. I would also like to thank the 2022-23 Executive Committee and the Board of Trustees who represent you, the members. And

a special thanks to our CEO Dr. John Rutkauskas, who has been a steady and wise guide through this year. Thank you also to the incredible AAPD staff for all their help and support this year. We have an incredible staff and it has been a true pleasure to work with them.

The Academy will be in good hands as I pass the torch to our next President, Dr. Scott Cashion. He is very knowledgeable, accessible, dedicated, and a true leader. I am positive he will have a very successful and productive year. I thank you for the honor and a privilege to serve as your AAPD President. All my best and I hope to see you in Orlando!

## Check out AAPD's TWO podcasts!



PEDO TEETH TALK  
THE BIG AUTHORITY ON LITTLE TEETH

Pedo-Teeth Talk sponsored by HuFriedy Group



**HuFriedyGroup**  
The Best In Practice



**NEWLY  
ERUPTED**

Newly Erupted sponsored by Elevate Oral Care



**Listen on [aapd.org](http://aapd.org), Spotify, iTunes, Stitcher, Google Podcasts**

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

# The AAPD Foundation

Dr. Amr Moursi  
AAPD President



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

I support The AAPD Foundation because it does one thing: works to ensure that *all* kids have access to the dental care they need, regardless of their parents' or caregivers' ability to pay. Will you be a hero to them this June when you renew your Academy membership? 100% of your gift directly benefits children in our grantees' care.



**AAPD**  
FOUNDATION<sup>®</sup>  
Big Love for Little Teeth

**Look for the opportunity to make a voluntary donation to the AAPD Foundation in your dues statement, in print and online.**



## 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).

### RESIDENT'S CORNER

## DEAR JUNIOR RESIDENTS (PGY-1S)

By Dr. Raymond Lee

I want to say that we are so proud of you. We were there as you were taking your first few steps into the ED. You were scared and hid behind our backs as the day's cavities came haunting you at night. But, over time, you learned these were monsters that you had the tools to defeat. You grew up quickly as you burred your way through interproximal cavities, ripped away at PDLs, and typed away at those endless notes. Before we knew it, we were now behind you as cheerleaders, watching on with joy and pride.

Exactly one year ago, I wrote a *PDT* article about bidding adieu to our own senior residents. At the time, we worried about whether we would be ready to elevate our skills and help guide you all. Thankfully, as I wrote in that article, your class was as lucky as we were in terms of mentorship. I hope you all felt the profound growth and development that we did in our first years. I can assure you that you are more prepared and advanced in your education than you give yourself credit for. We will one day, perhaps sooner rather than later, rely on you to mentor us. (This makes me feel like an old man that needs to retire- from residency at least!)

I write this letter not only to share my sentimentality, but also my apologies. I am sorry that we aren't as available to you all. Board exams, thesis presentations and job appli-

cations are now upon us. We are swamped, but trying our best to finish strong. Please forgive us. By the time this article comes out, I promise we will be able to rally together one last time. In the meantime, I want to impart to you all a few things that I learned during my last year of residency.

1. Once you understand that "time" is an ingredient, you will appreciate the recipes of residency.
2. You will make mistakes-even as seniors. Don't let that hurt your pride. You will only be better for them.
3. Time will test your boundaries. Initial excitement can lead to senioritis and burnout. It is okay to ride the waves of highs and lows. You will learn to embrace the cycle of struggles that come.
4. Time in residency is precious. This will be a period of time you will remember for the nuggets of wisdom, hardship, and most importantly, fun. Cherish this, you already know how quickly it goes.

We are going to miss you all so much. Thank you for making this past year an unforgettable year for us. We are so lucky to have spent this short, but impactful, time together. Don't worry, we'll see you again soon. Don't forget about us- dinner is on us! (Once we all get jobs, of course!)

Love forever,  
*Your Senior Residents (PGY- 2s)*



## STATE CHAPTER HIGHLIGHT

# THE WASHINGTON STATE ACADEMY OF PEDIATRIC DENTISTS

By Christie Lee, D.M.D.

The Washington State Academy of Pediatric Dentists (**WSAPD**) is a professional organization dedicated to improving the oral health of children in Washington state. The WSAPD provides resources and support for pediatric dentists, as well as advocating for and promoting public awareness of the importance of children's oral health.

One of the ways we support our members is through ongoing continuing education courses. These courses are designed to help our members stay up-to-date on the latest advances in pediatric dentistry and provide the best possible care to their young patients. Recent topics have included: orthodontics for early mixed dentition, sedation, esthetic crowns, and child and parent behavior. In 2022, the WSAPD completed the process to become ADA CERP EAP certified, demonstrating its commitment to providing quality continuing education and professional development in the field of pediatric dentistry.

In 2023, the WSAPD continued its commitment to continuing education by bringing back continuing education for general dentists in the community who serve at community health centers. This continuing education course teaches general dentists about pediatric dentistry so they can better serve the children of our community with up to date information. This is one way the WSAPD hopes to help more children in Washington have access to the quality dental care they need to thrive.

In addition to providing educational resources, another focus for WSAPD

is to build a stronger community among our members. We recognize the importance of networking and building camaraderie, so we organize events where we can come together to not only learn, but to also socialize, share ideas, and build bonds. These events include, but are not limited to our PALS, spring meeting, annual meeting, and a reception at the annual AAPD meeting.

WSAPD's commitment to improving the oral health of children in Washington is reflected in our ongoing advocacy efforts. We work closely with state legislators and policymakers to promote policies and programs that support children's oral health, including improving access to dental care.

In addition, the WSAPD sponsors both UW and NYU Langhane Dental Medicine Pediatric Dental residents at the annual Pediatric Oral Health Advocacy Conference (**POHAC**). This important conference is where AAPD members advocate for children's oral health by meeting with members of Congress and Congressional staff, impacting public policy.

Through participation in events like the annual POHAC, WSAPD members are making their voices heard on issues that impact children's oral health.



Our advocacy efforts extend beyond POHAC, however, and we're proud to count among our members passionate advocates like Dr. John Gibbons, who has served as WSAPD's public policy advocate for many years and is currently the Washington State Dental Association (**WSDA**) president for 2022-2023.

Other WSAPD members who are making valuable contributions to the field of pediatric dentistry and beyond at a local and national level include but are not limited to, Dr. Harlyn Susarla and Dr. Bri Butler who serve as the current President-Elect of Seattle-King County Dental Society and as the President of Western Society of Pediatric Dentistry (**WSPD**), respectively.

As pediatric dentists, our mission is to provide high-quality oral healthcare to children, and at WSAPD, we're committed to achieving this goal through continued education, community building, and advocacy efforts. We're proud to be a part of a community that is making a real difference in the lives of Washington's children and families.

# Make the Most of Your Conference Experience with the **AAPD Annual Session Mobile App!**

Take Notes | Create & Share Schedules | Personal Summary | Social Features

## 1. Download the AAPD Annual Session App



Scan the QR Code or go to the Apple App Store or Google Play and search for **AAPD Annual Session**.



App Icon

**Install** and open the app.

**Find** the event icon at the top of the list.

**Tap** the event icon to launch your event's app.



Event Icon

## 2. Login to the App

To start using the event app, click on the 'Login' button. On the next page enter in your username (email address) and your password (Badge ID).

## 3. App Tips

**Make sure** you use the same email address to access the app as was used for registration.

**Download** the app before you go! Wi-Fi connection on-site can affect the functionality of the app.

**Browse** the event information and create a personal schedule by tapping on the star next to presentation titles.



# ORLANDO

aapd<sup>23</sup>



## NOT TO MISS AT AAPD 2023

### Preconference Course

### Tongue Tie Toolkit\*

Thursday, May 25

8 AM – 5 PM

*Ticket Required*

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

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

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

### Opening Ceremony and Keynote Address Shawn Achor

Friday, May 26

7:30 – 9 AM

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

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

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



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

*Preconference Course is sponsored by Convergent Dental*





## SOCIAL & NETWORKING EVENTS

### Early Career Dentist Happy Hour\*

Sponsored by Treloar & Heisel and  
Medical Protective



**Thursday, May 25**

5 – 7 PM

*Splitsville Luxury Lanes*

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

### AAPD & AAPD Foundation Welcome Reception\*

Sponsored by AAPD Foundation



**Friday, May 26**

7 – 11 PM

*SeaWorld Orlando*

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

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

## WRISTBANDS FOR THE WELCOME RECEPTION

**Going to the Welcome Reception on Friday evening at SeaWorld Orlando? Make sure to pick up your wristbands at the registration desks at the Gaylord Palms Convention Center. Registration will be open until 7 p.m., on Friday, May 26, before the Welcome Reception.**

\*\*misplaced/lost wristbands will have to be repurchased (subject to availability) and will be required for entry to the park. Plan accordingly.\*\*

## WANT TO KNOW MORE?

Visit the AAPD Annual Session website at [www.aapd.org/education/Annual](http://www.aapd.org/education/Annual) for details on:

**Sessions**

**Social Events**

**CE Credit**

**Registration Hours**



## Career Fair

Sponsored by Specialty Dental Brands



Saturday, May 27

3 – 5 PM

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

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

### \*Ticketed Events

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

## Military and Federal Services Reception

Saturday, May 27

5 – 6 PM

## International Reception

Saturday, May 27

5:30 – 7:30 PM

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

## President's Farewell Dinner and Reception\*

Reception sponsored by Treloar & Heisel and Medical Protective



Sunday, May 28

6:30 – 11 PM

Gaylord Palms

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

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

# AAPD 2023 SPONSORS

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# AFFILIATE & ALUMNI MEETINGS

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

## Tuesday, May 23

8:30 AM – 5 PM

**NYU Langone Dental Medicine  
PEDS AD Meeting**

## Thursday, May 25 – Saturday, May 27

**Indiana University Pediatric  
Dentistry Alumni Association**

## Thursday, May 25

8 AM – 7 PM

**American Board of Pediatric  
Dentistry New Diplomate Pinning  
Ceremony**

*(Invite Only)*

11 AM – 9 PM

**American Board of Pediatric  
Dentistry President's Reception**

*(Invite Only)*

## Friday, May 26

8 AM – 1:30 PM

**College of Diplomates Board of  
Directors Meeting**

2 – 6 PM

**Foundation of the College of  
Diplomates Board of Trustees  
Meeting**

## Saturday, May 27

7 – 9:30 AM

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

4 – 6:30 PM

**St. Barnabas Hospital Pediatric  
Dentists**

5 – 6 PM

**Federal Services Society of Pediatric  
Dentistry**

**Bronx Care Health System**

5 – 6:30 PM

**NJ Academy of Pediatric Dentistry/  
Rutgers SDM**

**UNMC Pediatric Dental Residency  
Clinic**

**University of Pennsylvania School of  
Dental Medicine**

**University of North Carolina Alumni  
Reception**

**Ohio State University Alumni  
Reception**

**University of Michigan Easlick  
Society Alumni Reception**

**Columbia University College of  
Dental Medicine Alumni Reception**

**Children's Hospital Colorado Pedia-  
tric Dentistry Affiliate & Alumni**

5 – 7 PM

**Washington State Academy of Pedia-  
tric Dentistry Alumni Association**

**UIC Pediatric Dentistry Alumni  
Reception**

**CAPD/ACDP Alumni Reception**

**Tufts University School of Dental  
Medicine**

**University of Tennessee**

**Paul P Taylor Association of  
Pediatric Dentists**

**Cincinnati Children's Hospital**

**Pediatric Dentistry**

**Southeastern Society of Pediatric  
Dentistry**

**Stony Brook University School of  
Dental Medicine**

**University of Kentucky Pediatric  
Dentistry Program**

**University of Pittsburgh School of  
Dental Medicine**

5 – 7:30 PM

**California Society of Pediatric  
Dentistry (CSPD)/Western Society of  
Pediatric Dentistry (WSPD)  
Reception**

**Iowa Alumni Reception**

5:30 – 8 PM

**University at Buffalo School of  
Dental Medicine**

**Montefiore Medical Center/Albert  
Einstein College of Medicine**

5:30 – 7 PM

**Nova Southeastern University  
Pediatric Alumni Association**

**UT Health San Antonio**

**UT Health Houston**

**Children's National Hospital**

**Temple University Hospital Pediatric  
Dental Residency Program**

5:30 – 7:30 PM

**NYU College of Dentistry Alumni  
Reception**

**Children's Healthcare of Atlanta**

**University of Connecticut**

University of Nebraska Pediatric  
Dental Residency

Howard University Alumni  
Reception

Boston Children's Hospital

Case Western Reserve University

5:30 – 11 PM

Bon Secours St. Mary's Hospital  
Pediatric Dental Associates

6 – 8 PM

EIOH Alumni and Friends Reception

Primary Children's Hospital

6 – 8 PM

Boston University

6 – 8:30 PM

NYU Langone – PEDS Alumni  
Reception

7 – 9 PM

FAPD S'mores Night

# GOVERNANCE MEETINGS & EVENTS

## Monday, May 22

12 – 5 PM

**Executive Committee Meeting**

## Tuesday, May 23

8:30 AM – 5 PM

**Board of Trustees Meeting**

## Thursday, May 25, 2023

8 AM – 12 PM

**AAPD Foundation Board Meeting**

## Friday, May 26, 2023

12 – 2 PM

**Council on Clinical Affairs and  
Council on Scientific Affairs  
Luncheon**

4 – 5 PM

**PAC Contributors Reception**  
*(by invitation only)*

## Saturday, May 25, 2023

10 – 11 AM

**Reference Committee Hearings**

12 – 1 PM

**PPA Luncheon**  
*(by invitation only)*

## Sunday, May 28, 2023

7:30 – 9 AM

**Board of Trustees Meeting**

9:30 – 11 AM

**General Assembly and Awards  
Recognition Closing Ceremony**

12 – 4 PM

**Board of Trustees Meeting**

## EXPLORE THE EXHIBIT HALL

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

### D4C Activation Station

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



### Elevate Oral Care Headshot and Passport Lounge

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



### Sprig Walking Challenge

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



# AAPD 2023 RECOGNITION AWARDS

The AAPD board of trustees wishes to recognize those going above and beyond in our profession and in our community. We will be celebrating their achievements throughout the meeting. Please join us in congratulating the 2023 award recipients!



## Pediatric Dentist of the Year

**Dr. Jessica Meeske**

*Sponsored by NuSmile*



## Manuel M. Album Award

**Dr. Mary Kaye Richter**

*Awarded Posthumously*



## Merle C. Hunter Leadership Award

**Dr. Angela Stout**



## Dr. Lewis A. Kay Excellence in Education Award

**Dr. Clarice Law**



## Suzi Seale Coll Award

**Dr. Yasmi Crystal**



## Jerome B. Miller "For the Kids" Award

**Dr. Matt Geneser**



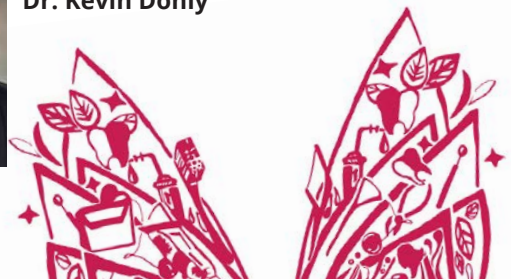
## Paul P. Taylor Award

**Dr. H. Cem Gungö**



## Distinguished Service Award

**Dr. Kevin Donly**



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# AAPD 2023 EXHIBITORS

Exhibitors in **red** are AAPD 2023 Sponsors.

10X Immersive Inc.	123	GoodCheckup	833	Provide	1310
A.T.F.C North America/Orthodont	631	GrowthPlug	1032	Pulpdent Corporation	1212
<b>AAPD Foundation</b>	<b>717</b>	Hawaiian Moon	323	Q-Optics & Quality Aspirators	931
Accurate Mfg., Inc.	1134	Heartland Dental	1217	QUAD A	630
Acero Crowns	1211	HENKA, LLC	318	Quintessence Publishing Company	813
Adit	1200	<b>HuFriedyGroup</b>	<b>706</b>	Quip	438
Advantage Dental	735	Imagination Design Studios	1007	Reliance Orthodontic Products, Inc.	531
Aflac	936	Infinity Massage Chairs	729	RGP Dental	622
Air Techniques	812	Jazz Imaging	1306	Roam Commercial Realty	535
Alexion Pharmaceuticals, Inc	107	Joey Board USA	709	Rock Dental Brands	1312
<b>Align Technology, Inc</b>	<b>207</b>	Kidzpace Interactive Inc.	1123	Safe Rayz	1213
ARKRAY USA	932	Kinder Crowns	701	<b>Sedation Resource</b>	<b>707</b>
Arminco, Inc.	1108	<b>Large Practice Sales</b>	<b>214</b>	Septodont Inc.	1101
Bank of America Practice Solutions	529	Lassie	436	Sesame Communications	623
Best Instruments USA Inc	824	LCP Dental Team Coaching	428	SGA Dental Partners	231
BioGaia Probiotics	1207	LightScalpel	1107	Shofu Dental Corporation	822
Birdeye	1025	Lone Peak Dental Group	1117	<b>Shofu Inc.</b>	<b>1031</b>
Bisco Dental Products	711	LumaDent, Inc.	518	Smartooth	835
Blue Cloud Pediatric Surgery Centers	1023	Magnify	922	Smilebliss	831
Boyd Industries, Inc.	1223	<b>MAM USA Corp.</b>	<b>1201</b>	SmileMakers	306
BQ Ergonomics, LLC	422	McLerran & Associates	419	Snap on Optics	523
Breeze Creative	206	Medco Instruments, Inc.	628	Solmetex	1033
BURST	432	Medidenta/Prophy Magic	823	Southcentral Foundation	1209
CareStack	1030	MediLoupes	424, 1022	Spark Dental Management	325
<b>Cheng Crowns</b>	<b>411</b>	MedMark Media	935	<b>Speciality Dental Brands</b>	<b>233</b>
Clear Blue Smiles, Inc.	109	MedPro	1216	Specialized Care Co Inc	1100
Clix	828	<b>MedPro Group</b>	<b>712</b>	Spot Pal	117
Cloud 9	639	Mesh Dental Network	210	<b>Sprig</b>	<b>300, 301, 401</b>
<b>Convergent Dental, Inc.</b>	<b>101</b>	Meta Biomed Inc.	310	<b>SuperMouth</b>	<b>307</b>
<b>D4C Dental Brands</b>	<b>1019</b>	Milestone Scientific	1229	Sunstar Americas, Inc.	333
DDSMATCH Practice Transitions	810	Moss, Luse, & Womble, LLC	1013	Surgitel/General Scientific Corp.	725
Denovo Dental	407	Myofunctional Research Co.	718	Swell CX	625
Dental Care Alliance	423	NeoLab	900	Swiss Monkey	934
Dental Intelligence	1113	Neon Canvas	1219	SWSPD/SSPD/WSPD	632
DentalHQ	722	Next Level Consultants	331	Tess Oral Health	819
DentalVibe	213	Nowak Dental Supplies, Inc.	201	The Doctors Company/Dentist Insurance Services/FDA Services	219
DentistCare	1039	<b>NuSmile</b>	<b>906, 907</b>	The Jetty Group	923
Designs for Vision, Inc.	801	NYU Langone Dental Medicine	533	The Smile Defenders	730
Digital Healthcare Professionals	930	Orasoptic	440	Today's Dental Network	434
Directa Inc	834	OrthoArch	700	Tokuyama Dental America, Inc	1028
DMG America, LLC	929	Otto Trading, Inc.	1218	Toothbrush Toys	115
Doctible	118	<b>Pacific Dental Services</b>	<b>218</b>	Treasure Tower Rewards	619
Doctor Multimedia	519	Pascal International	1129	<b>Treloar &amp; Heisel</b>	<b>710</b>
Doctors Disability Specialists	1001	Pediatric Dental Anesthesia Associates	222	<b>Ultradent Products Inc.</b>	<b>1122</b>
Dolphin Imaging and Management Solutions	807	Pediatric Dental Team Association	330	Ultralight Optics	723
<b>DOX PEDO/KSB Dental</b>	<b>901</b>	PEDS Exclusively	1215	Wacky World Studios	733
Dr. Marketing	312	Pepperpointe Partnerships	1207	WEAVE	223
Dreve America	100	Porter Royal Sales	1130	Wonderful Dental	335
<b>Elevate Oral Care</b>	<b>501</b>	Practice by Numbers	1124	Wonderist Agency	601
Eprompt	500	<b>Practicon, Inc.</b>	<b>809</b>	Xlear	633
Essential Organics	329	Preortho (OptimaOrtho Korea)	1228	YAPI	1024
Four Quadrants Advisory	832	<b>Preventive Technologies, Inc</b>	<b>806</b>	Zoll Dental	618
Glove Surplus	918	Pro Med Sales, Inc.	119	Zyris	734

# BACK TO THE BASICS

by Caitlin Kepple, AAPD Marketing and Communications Manager

**Do You Have A Pediatric Dentist?**

Since 1981, each February has been dedicated to raising awareness about the importance of children’s oral health. This year, AAPD celebrated National Children’s Dental Health Month (**NCDHM**) by getting back to the basics.

AAPD members have the expertise and resources at their disposal to share the significance of good oral hygiene habits and their impact on overall health to patients and the public. Those messages may be falling on deaf ears, though, if families don’t have a baseline understanding that a visit to the pediatric dentist is a “must” in a child’s regular wellness routine.

While Dr. Chelsea Fosse, Director of the AAPD Research & Policy Center, describes the importance of establishing a dental home before a child’s first birthday as imperative, she also believes not all parents may be familiar with pediatric dentistry or are being educated on the need to begin early from other health care providers. The annual attention given to National Children’s Dental Health Month and the influence good oral health has on overall health provides practitioners with a great reason to start a conversation.

**“NCDHM is the perfect opportunity for the dental community to reach out and connect with children and families who don’t yet have a dental home.”**

Dr. Chelsea Fosse, Director of the AAPD Research & Policy Center

“NCDHM is the perfect opportunity for the dental community to reach out and connect with children and families who don’t yet have a dental home,” Fosse said. “There is so much that contributes to oral health and overall health, but getting connected to dental care is

a great first step on the path to achieving and maintaining oral health.”

Keeping with the “back to basics” theme and using a straightforward and conversational approach, AAPD designed the NCDHM 2023 public service announcements to include expert tips and best practices to educate the public on the need to take that first step and establish relationship with a pediatric dentist. Utilizing social media to reach the intended audiences, messaging goals included bringing more public awareness to the pediatric dentistry specialty; educating the public in fun and easily digestible way; and providing AAPD members fresh content to share on their social media platforms and with patient families.

And what could be more direct than kicking off the month with a simple question – Does your child have a pediatric dentist who can help keep the Mouth Monsters away?

AAPD intentionally included the much beloved Mouth Monsters – Tooth D.K., Ginger Bite-Us, and Tartar the Terrible – as playful foils to good oral health habits in NCDHM 2023 imagery. This reintroduction of the characters to AAPD members and the public in an in-

tentional way connected the important health messages and fun – much like a visit to the pediatric dentistry office.



“Making dental care part of a child’s routine from the earliest stages can be a game-changer,” Fosse said. “It instills in children the importance of working on your oral health every day, and ensures that families have a professional to trust and a team to go to when concerns arise.”

After kickoff, each subsequent week, AAPD shared a new image incorporating the Mouth Monsters paired with a basic, direct best practice tip designed to resonate with parents’ innate desire to keep their children healthy and happy. All posts linked to [www.mychildrensteeth.org](http://www.mychildrensteeth.org), AAPD’s consumer website, so families could access even more content on how to support their child’s oral health and development.

Here is the complete overview of NCDHM 2023 featured topics:



Week 2 content delved into the importance of good oral care habits and routine visits with a pediatric dentist to help prevent tooth decay. Highlighting the eye-opening fact that tooth decay as the number one chronic childhood disease in the U.S., even more common than childhood obesity, asthma and diabetes, drove home the importance of establishing a relationship with a pediatric dentist.

Many families may not realize how important it is to schedule the first visit with a specially trained pediatric dentist before a child's first birthday. Week 3 messaging focused on the importance of establishing an oral care routine by age 1.

Week 4 content encouraged families to hit pause on the sugary snacks. Tips suggested trying to moderate sugar intake and acidic drinks, like juice and

soda that erode teeth, during snack time and opting for cheese, fresh fruits, and yogurt.

As the month came to a close, analytics showed that the NCDHM 2023 posts were among AAPD's most popular and engaged with social media posts. AAPD will continue to be a steward of the profession, educating the public and ensuring that the organization and its members truly are recognized as the BIG AUTHORITY on little teeth.



**February is National Children's Dental Health Month! AAPD has all the resources your family needs to keep the mouth monsters away. Visit mychildrensteeth.org or head to the link in our bio for more resources and to find a pediatric dentist near you.**

Wed, Feb 1

Post reach **3,099** Engagement **210**



**Tooth decay is the number one chronic childhood disease in the U.S. – even more common than childhood obesity, asthma and diabetes. Good oral care habits and routine visits with a pediatric dentist can help prevent tooth decay. Find more tips for tooth decay prevention at mychildrensteeth.org.**

Wed, Feb 8

Post reach **3,583** Engagement **211**



**We are halfway through #NCDHM! It's important to establish an oral care routine by age 1, including regular check-ups by a specially trained pediatric dentist. Find a pediatric dentist near you with AAPD's Find a Dentist tool: <https://www.aapd.org/publications/find-a-pd/>.**

Wed, Feb 15

Post reach **2,988** Engagement **100**



**During snack time, try to moderate sugar intake and acidic drinks, like juice and soda that erode teeth. Opt for cheese, fresh fruits and yogurt. Thanks for following along with us during #NCDHM and be sure to visit mychildrensteeth.org to keep the healthy teeth momentum going after the month is over!**

Wed, Feb 22

Post reach **4,880** Engagement **230**





# Practice Consolidation is Cresting

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*“Everything is great. They leave us alone, but help when we need it. You and your team were outstanding. I am forever grateful for your guidance and the value you achieved for my practice. Thank you.” - Dr. D.S.*

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## Hidden Crisis: Pediatric Oral Health in Rural America – New from Research and Policy Center (RPC)

The Research and Policy Center (**RPC**) is pleased to share the latest brief – Hidden Crisis: Pediatric Oral Health in Rural America – that brings to light some of the challenges faced by children and families accessing dental care. The brief proposes actions that hold promise for improving the oral health of America’s rural children, recognizing that the most effective approaches will be structured around the unique assets and needs of each community and involve many stakeholders working together. Suggested actions include:

- Recruiting the dental workforce to and from rural areas
- Advocating for Medicaid reforms
- Collaborating with other health care providers
- Enhancing technology capabilities

AAPD encourages dental providers and teams, policymakers, educators, community leaders, and other advocates for children to partner on these and similar efforts. The brief also offers examples of effective model programs and gives spotlight to pediatric dentists serving in rural communities. The brief can be found on the RPC Publications page on the AAPD website.

**HIDDEN  
 CRISIS:**  
**PEDIATRIC ORAL HEALTH  
 IN RURAL AMERICA**  
RESEARCH AND POLICY CENTER  
 AMERICAN ACADEMY OF PEDIATRIC DENTISTRY



## New Wellness Resources Web Page

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

# Don't Let This Happen to You: Preventable Errors in Dental Practice

by Dr. Jacob Lee



## Ransomware

It was a beautiful Tuesday morning. I had just returned from the AAPD Annual Session held over the Memorial Day weekend. I was the first one in my office to get the practice day started. I turned on my computer and tried to log on to my dental management software; however, the program would not open. "That's strange," I thought. After several vain attempts, I then rebooted my computer. Still nothing. I went to check my server, and I gasped. There it was: A ransomware notice! I could feel the blood draining from my face, my heart sank, and I felt a tight knot in the pit of my stomach. I was aware of ransomware. However, until then, I thought such cyberattacks only happened to large corporations and institutions, not to small businesses like mine. I frantically called my dental software company. I can still remember my hand shaking as I held the phone. Thankfully, the patient data was safely encrypted, but alas, the server was now frozen and useless.

We commonly think the server firewall is the first and the best line of defense. This is wrong! Everyone working on the computer network is part of the defense! If you or one of your staff inadvertently clicks on a web link in a phishing email or, God forbid, opens

There it was: A ransomware notice! I could feel the blood draining from my face, my heart sank, and I felt a tight knot in the pit of my stomach.

a malware attachment, the cyberattack virus gains access. The virus can stay dormant, but can be activated at any time, especially when you have not used the server for several days such as over a long weekend. Subsequently, I found out that several dental colleagues had experienced the same thing. I wondered why I hadn't heard about it. One affected colleague lamented that it's humiliating and not something we boast about to our colleagues. Why am I telling you this? I sincerely hope my pediatric dental family doesn't experience what I went through. We must be proactive in protecting sensitive data by using HHS-approved encryption software, performing automatic data backup, and training all personnel to be security conscious—in short, we are our own human firewalls.

To maintain your cyber defenses, please visit the AAPD Website Safety Section on Cybersecurity and learn more on how best to avoid such attacks.

## Dental Unit Waterlines

In the summer of 2016, children aged 2-11 years old suddenly began showing up with facial swellings at a local hospital in Orange County, California. The infectious disease experts were able to culture and identify *Mycobacterium abscessus* as the culprit. An

epidemiologic investigation of this pathogen ensued, leading them to a pediatric dental office in Anaheim, where patients received pulpotomy procedure with ferric sulfate medication. Upon on-site inspection and review by the county health care agency, it was determined that the source of the infection was due to the colonization of *M. abscessus* in the waterlines. *M. abscessus* is a part of rapidly growing, multidrug-resistant, nontuberculous Mycobacteria that are ubiquitous in soil and water. Anecdotal reports theorize that because certain types of Mycobacteria are iron-loving, ferric-sulfate may contribute to the severity of Mycobacteria infections associated with pulpotomy procedures; however, there is insufficient data at this time to conclude that the use of ferric sulfate during a pulpotomy procedure causes or contributes to a Mycobacteria infection. Further investigation is warranted to determine what, if any, role ferric sulfate may play in these infections.

Out of about 500 children who received pulp therapy, 71 children were identified as having odontogenic nontuberculous Mycobacteria; 70 underwent surgical debridement, with 8.5 median days of hospitalization; 45 children lost 1-6 permanent teeth; and 26 children needed multiple surgeries. Twenty-nine children were so severely affected they were treated with Clofazimine, an antibiotic commonly used for treating leprosy. Hundreds

of claims have been made and over 150 lawsuits have been filed against the practice. This shocking outcome eclipses the 2015 outbreak at a dental practice in Atlanta, Georgia, where 24 children were affected. Currently, the CDC is investigating another possible incident that occurred in March of 2022. Few details have been released at this time.

CDC recommends adhering to the EPA regulatory standards for drinkable water ( $\leq 500$  CFU/mL of heterotrophic water bacteria) to maintain high-quality water in dental practices. Recommended implementation methods include purging and flushing,

as well as utilizing modalities, such as self-contained water systems, chemical treatment regimens, in-line water microfilters, and water purifiers. Periodic testing of dental unit water should be used to verify effectiveness.

In 2019, California passed a law that takes stricter measures by prohibiting dentists from using non-sterile water or non-disinfecting methods for irrigation during dental procedures on exposed dental pulp. By ensuring proper irrigation and disinfection during pulp treatment, the law aims to prevent outbreaks like the one in Anaheim. More information on waterline safety can be found in our AAPD Toolkit.

What are the lessons learned here? Thus far, cyberattacks do not appear to be rampant and outbreaks emanating from contaminated waterlines remain rare; however, when they happen, the consequences can be catastrophic! The pediatric dentist, as the team leader, must instill a safety mindset with our personnel, continue to lead a culture of safety, and, most importantly, stay vigilant at all times.

What are the lessons learned here? Thus far, cyberattacks do not appear to be rampant and outbreaks emanating from contaminated waterlines remain rare; however, when they happen, the consequences can be catastrophic. The pediatric dentist, as the team leader, must instill a safety mindset with our personnel, continue to lead a culture of safety, and, most importantly, stay vigilant at all times.

AAPD's Little Teeth Chat will be adding the Safety Community in the Shared Interest Group (**SIG**) co-chaired by Dr. Charles Czerepak and Dr. Jacob Lee. We would like to partner with you in leading a culture of safety for our patients and for our dental teams. We invite you to join and share your questions, your experiences, and your invaluable insights.

*Dr. Jacob Lee serves as the Western District Trustee and as a member of the Safety Committee.*



**HAS YOUR FAMILY JOINED THE  
MONSTER-FREE MOUTHS MOVEMENT?**

Visit [mychildrensteeth.org](http://mychildrensteeth.org) to learn more!

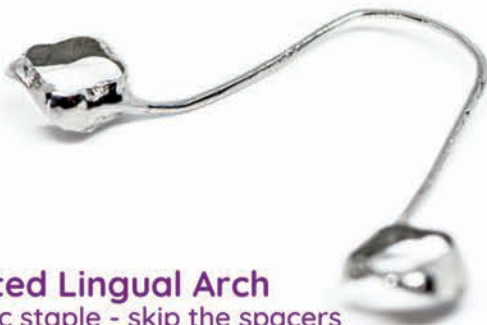




## Come say hello!

We'll be in booth #900 at the AAPD annual session in Orlando May 26-28th, 2023.

NEOLab Jr is the pediatric-specific division of NEOLab, a leading orthodontic laboratory out of Andover, MA. Put our years of technical knowledge to work on your team, and let us craft the highest-quality appliances for your patients, paired with innovative workflows that improve efficiency for your office. Whether you're looking for traditional removable and fixed appliances, or the most cutting-edge options on the market, we've got you covered!



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**3D Printed Band & Loop**  
Printed in one single piece. No welded joints = no breakage!





To register, visit [www.aapd.org/events](http://www.aapd.org/events)

## Registration Now Open!

### Oral Examination Review Course

**SEPT. 7, 2023**

*Sponsored by College of Diplomates*



### Mock Oral Exam Interviews

**SEPT. 8 – 9, 2023**

### Comprehensive Review Course

**SEPT. 8 – 10, 2023**

*Sponsored by NuSmile*



## AAPD and Canadian Academy of Pediatric Dentistry Joint Symposium

**SEPT. 22 – 23, 2023**

*The Hotel Bonaventure Montreal, Montreal, Quebec, Canada*

Partnering with AboutFace Canada, this joint CAPD/ACDP – AAPD conference will focus on a life course of caring for patients with Facial Differences, both congenital and acquired. From early diagnosis, community based Pediatric dentists are often one of the first points of contact for patients with facial differences and become team leaders in the management of these often-complex patients. Dynamic speakers from Canada and the U.S. will guide community based Pediatric Dentists through this life course from prenatal care to harnessing the power of interdisciplinary care teams. Presenters, all of whom have direct experience with the topic of facial differences, will present and participate in panels that will discuss trauma informed care and how Pediatric dentists can transition patients when the timing is right, through the lens of the patient, the family and the profession. More information and registration coming soon!

## Join Your Colleagues for the Annual Joint Academic Day

*Sponsored by Align Technology*

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**MAY 24, 2023**

8 AM – 5 PM

Plan on meeting your colleagues for the 2023 Joint Academic Day (**JAD**). Held on Wednesday, May 24, 2023, from 8 a.m. – 4 p.m., in Orlando, Fla. Academics, be sure to sign up for the meeting when submitting your Annual Session registration. We can't wait to see you!



Continuing Education Recognition Program

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

# Pediatric Dentistry Residency Positions Remain Highly Sought After

Pediatric dentistry continues to be a popular specialty with graduates, as evident by the continued growth in Match results.

For the 2023–24 academic year, the number of pediatric dentistry positions offered and residency positions filled continue to surpass all specialties and AEGD programs participating in the Match.

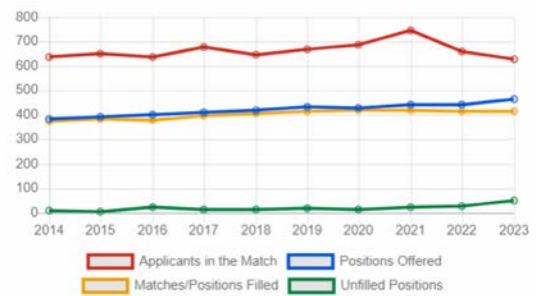
## Results of the Match for 2023-2024 Positions

Program	Applicant Participants in the Match	Positions Offered	Matches/ Positions Filled	Unfilled Positions
Pediatric Dentistry	626 (-31)	462 (+23)	414 (+1)	48 (+22)
Adv. Education in General Dentistry	488 (-121)	361 (+6)	223 (-29)	138 (-35)
Orthodontics	614 (+21)	349 (+4)	330 (-1)	19 (+5)
Oral and Maxillofacial Surgery	408 (-42)	242 (+1)	231 (-6)	12 (+7)
Periodontics	296 (-2)	139 (0)	138 (+3)	1 (-3)
Prosthodontics	255 (+10)	123 (-4)	111 (0)	12 (-4)
Dental Anesthesiology	58 (-9)	29 (-1)	29 (-1)	0 (0)

## Dental Match Statistics

Postdoctoral Dental Matching Program for Positions Beginning in 2023 back to 2014.

For complete results, please visit the National Matching Service website at [www.natmatch.com/dentres](http://www.natmatch.com/dentres).



## Trends in Dental Education Programs

Annual data on accredited programs and enrollment (Survey of Advanced Dental Education) is gathered and maintained by the Health

Policy Institute of the American Dental Association (**ADA**). Note that not all pediatric residency program participate in Match; therefore, the ADA data represents the total picture. For the 2021–22 academic year lists, there were 81 pediatric dentistry residency programs accredited by the Commission on Dental Accreditation (**CODA**), enrolling **478 first**

**year pediatric dentistry residents**, a total of 971, with 479 graduates in 2021.

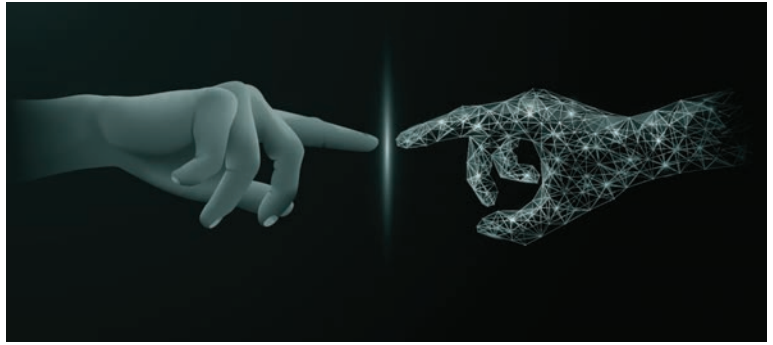
[org/en/science-research/health-policy-institute/data-center/dental-education](https://www.ada.org/en/science-research/health-policy-institute/data-center/dental-education).

For the latest annual reports on accredited predoctoral, advanced and allied dental education programs in the U.S., please visit <https://www.ada.org>.

For further information, please contact the Education Development and Academic Support Manager Leola Royston at (773) 938-4986 or [lroyston@aapd.org](mailto:lroyston@aapd.org).

pmm

practice management  
and marketing news



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

## Artificial Intelligence Vs. Emotional Intelligence: Influential Leaders Know Which Matters Most

A dental team will have consistent harmony and joy when paired with leadership that values and exemplifies emotional intelligence. Artificial intelligence (AI) is the simulation of human intelligence processes by machines, especially computer systems. Emotional intelligence (EQ) is the ability to recognize and communicate using the appropriate feelings in specific situations. Every team member has a heart, and how leaders handle those hearts determines how influential they will be. Many experiences occur each day that affect team morale. As beneficial as AI is, it will never replace the human connectivity only a leader with EQ can provide. A leader models the appropriate behaviors to respond to situations that can trigger positive or negative feelings in team members. Identifying those feelings and the proper responses will set a standard for the team to emulate. These four insights aid leaders in becoming emotionally intelligent “Influencers.”

### **They are present and mindful of their own feelings by:**

- Beginning the day with a consistent morning routine where they evaluate their emotions and keep those in check as they walk into their office.
- They take a moment to visualize their mood, body language, and facial expressions.
- Intentionally taking a step into the day with positivity. They visualize every patient arriving on time and ready for treatment and their team all getting along and helping each other with their daily workload. To create an amazing day, one must picture what that day looks like before it becomes a reality. Henry Ford once said, “If you think you can or you think you can’t, you are right.”
- Realizing that if they start their day short-tempered or frustrated, their team will see that and begin to internalize that- either defensively or by disengaging from the negativity. Instead of internalizing frustrations, influential leaders calmly find the root and examine they can address and correct the underlying trigger. If an assistant does not have the proper tray set-up, how should a leader respond using their emotional intelligence?

### **They process their emotions without letting them overwhelm their actions by:**

- Processing all their emotions without letting them take control.
- Pausing and reminding themselves that this emotion is temporary. Taking a breath before responding allows the mind and body time to depress the negative feelings. Exhaling the initial knee-jerk anger can give leaders the extra moment to refocus that the problem isn’t doctor vs. team member, but doctor and team member VS. the problem.
- Recognizing situations that trigger negative emotions. They identify ways to adjust their response into a positive reaction by responding with careful thought and consideration to avoid misunderstanding and hurt feelings. Self-awareness can fix interpersonal conflicts before they begin.

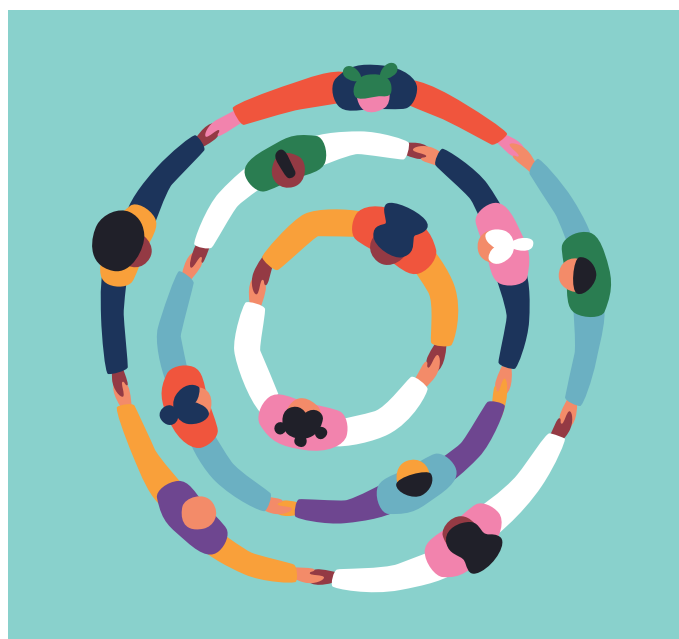


**They are aware of and recognize changes in their team's behaviors by:**

- Reading body language and other nonverbal cues.
- Being proactive when a team member starts to exhibit negative emotions. This can save morale and good vibes. Emotions are contagious, and an employee's change in behavior can decrease morale and productivity quickly.
- Getting to know their team members individually. One-on-one conversations that focus on team members' emotional well-being breed understanding. Understanding who they are will lead to recognizing how their behavior might fluctuate and affect the team.
- Discussing their observations and concerns with their team members privately. Influential leaders say, "I noticed you may be having a hard time today. Is there anything I can do to help?" Team members might not always feel comfortable opening up or feel defensive when their emotions are exposed. Influential leaders remind their team that they see and hear them. If a team member shares, the leader actively listens and does not interrupt. The human tendency is to gloss over what they say to insert something positive. Instead, actively listening leaders say, "I understand how you must feel. I want to help if you would allow me. We can get through this together."
- Realizing that a change in a team member's needs can drastically affect focus and productivity. If the gap is skill-based, could they use more training, or do they need a leader that believes in and supports them? The more support they have, the better.
- Identifying someone who can step into a co-leadership role and support the team will be beneficial. Developing the right leaders can be a growth opportunity for everyone. It shows a leader's trust in their group and ability to delegate. It can give the team confidence to take on more tasks or responsibilities in the office without being asked. Just because an employee has been with a practice for a long time does not qualify them to be a leader. This person must exhibit the qualities, values, and ethics that align with ownership and the practice vision.

**They exhibit an optimistic mindset that is solution-focused by:**

- Being an encouraging leader. If their schedule falls apart, they do not blame someone or complain. If they make the problem a team member, this puts them at odds with that person. Instead, they encourage their team to use their skills to fill those openings and show support for their ability to excel.
- Starting each Morning Meeting with a positive quote, silly joke, or inspirational thought for the day. They encourage their team to continue thinking about it throughout their workday as they deal with challenging situations. They can then share the age-appropriate joke with patients throughout the day. Passing the responsibility for that quote, joke, or thought around the team also encourages initiative and inspiration across the group.
- Inspiring their team to "catch others doing things right." Human nature tends to point out everything that is going wrong. Influential leaders challenge their team members to find something positive about the day they will share at the end-of-day huddle. It is good to discuss stumbling blocks to be aware of and how to use those as stepping stones for doing better individually and collectively.



These emotional intelligence guidelines allow leaders to become proficient at communicating effectively and directing their teams. Too often, leaders become impressed with or distracted by the newest AI bombarding their Inboxes. Leaders who want their team members to exhibit high emotional intelligence, be intuitive, and respond appropriately must also model that for their teams. They must help their team realize their value and that they are appreciated. How leaders respond to different situations will impact

interpersonal communication, build positive relationships, or deteriorate them. It is demotivating for a team if a leader has specific expectations of the group; however, they don't hold themselves accountable for emulating the same high standards. As helpful as Siri, Alexa, Lasers, and all the latest technology may be, they cannot ensure that patients and their parents receive the empathy and individualized treatment that they expect and deserve; only engaged and valued team members will meet and exceed the emotional connection that all human beings need.

**“As more and more artificial intelligence is entering into the world, more and more emotional intelligence must enter into leadership.”**

**Dr. Amit Ray**

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



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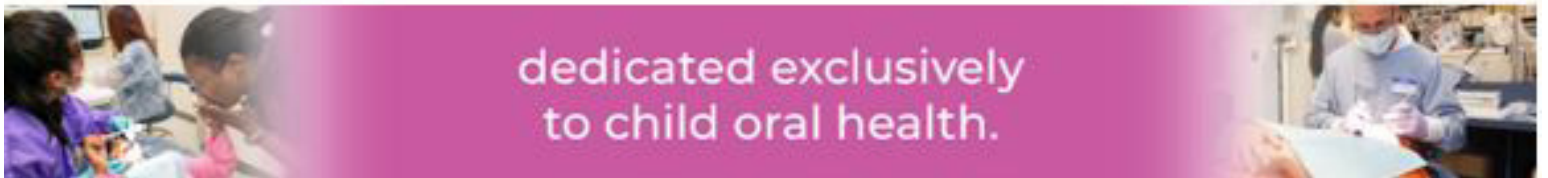
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# LEGISLATIVE, REGULATORY AND LEGAL UPDATE

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).

The AAPD Council on Government Affairs wants membership to be aware of key successes in 2022 on legislative and regulatory issues at the federal and state level. While some of the issues listed below are still pending, progress was made. Note that state legislative issues are coordinated with state chapters and Public Policy Advocates, who determine which priorities they will pursue in their state and are responsible for carrying out those efforts with technical support from AAPD.

## FEDERAL NEWS

### Workforce Goal

Seek FY 2023 appropriations for **sec. 748 Title VII dental primary care cluster** of \$46 million, with directed funding of not less than \$14 million going to pediatric dentistry in recognition of the demand for training grants and the increased need for pediatric dentists to treat insured children under the ACA. Obtain continued preference for pediatric dental faculty in the DFLRP as obtained in FYs 2017, 2019, 2020, 2021, and 2022. Encourage HRSA to especially focus future Title VII dental grants on priority 7 under current authorizing language:

“7) Qualified applicants that have a high rate for placing graduates in practice settings that serve underserved areas or health disparity populations, or who achieve a significant increase in the rate of placing graduates in such settings.”

#### OUTCOME:

- **FY 2023 FINAL OMNIBUS APPROPRIATIONS BILL INCLUDED AN INCREASE TO \$13 MILLION FOR PEDIATRIC DENTISTRY, SAME INCREASE FOR GENERAL DENTISTRY, AND \$42.673 MILLION OVERALL.**
- **FAVORABLE REPORT LANGUAGE FOR A PEDIATRIC DENTAL FACULTY PREFERENCE IN DFLRP (DENTAL FACULTY LOAN REPAYMENT PROGRAM) WAS INCLUDED IN THE FY 2023 HOUSE REPORT. THIS PREFERENCE WAS INCLUDED IN THE FY 2023 DFLRP NEW GRANT CYCLE, WHICH HAD A MARCH 3, 2023 APPLICATION DEADLINE.**
- **HRSA ISSUED NINE NEW FY 2022 DFLRP GRANTS PLUS CONTINUATIONS. 29 INSTITUTIONS WERE FUNDED AT \$3,928,163 IN FY 2022 FOR DFLRP.**
- **HRSA ALSO AWARDED NEW FY 2022 GRANTS FOR DENTAL FACULTY DEVELOPMENT AND PREDOCTORAL DENTAL EDUCATION.**

### Access to Care Goal

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

#### OUTCOME:

- **OBTAINED NEW HCPCS G0330 CODE FOR DENTAL REHABILITATION IN CMS CY 2023 HOSPITAL OPPS FINAL REGULATION. THIS WILL BOOST HOSPITAL FACILITY FEE FROM \$200 TO OVER \$1700.**
- **OBTAINED SUPPORT FROM CONGRESSIONAL OFFICES, CONSORTIUM FOR CONSTITUENTS WITH DISABILITIES, AMBULATORY SURGERY CENTER ASSOCIATION, AND AMERICAN ACADEMY OF PEDIATRICS.**
- **ONGOING DISCUSSION WITH CMS TO ADD G0330 TO COVERED PROCEDURES LIST FOR ASCS IN CY 2024 REGULATION.**
- **ADDITIONAL WORK NEEDED TO GAIN STATE MEDICAID AGENCIES ACCEPTANCE AND PRIVATE INSURERS USE OF NEW CODE.**

### Access to Care Goal

Work with AAOMS, ADA, National Foundation for Ectodermal Dysplasias, and other coalition partners to support reintroduction and passage of *Ensuring Lasting Smiles Act*, that would require all private group and individual health plans to **cover the full medically necessary treatment of patients with congenital anomalies**, including related dental procedures.

#### OUTCOME:

- **ELSA GARNERED 61 SENATE CO-SPONSORS AND 317 HOUSE CO-SPONSORS. SENATE CHAMPIONS ARE SENATORS TAMMY BALDWIN (D-WISC.) AND JONI**



**ERNST (R-IOWA) AND HOUSE CHAMPIONS ARE CONGRESSWOMAN ANNA ESHOO (D-CALIF. 18TH) AND CONGRESSMAN/DENTIST DREW FERGUSON (R-GA. 3RD).**

- **ELSA WAS PASSED BY HOUSE OF REPRESENTATIVES ON APRIL 4, 2022 BY 310-110 VOTE. SENATE CHAMPIONS WORKED ON CLARIFYING LANGUAGE TO ADDRESS GOP CONCERNS ON GENDER RE-ASSIGNMENT SURGERY.**
- **UNFORTUNATELY, TIME RAN OUT IN LAME-DUCK SESSION AND ELSA WAS NOT INCLUDED IN FY 2023 OMNIBUS BILL.**

## STATE NEWS

### Medicaid Dental Reform Goal

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

Continue to inform and educate key constituencies about reforms that work, including MSDA (Medicaid/CHIP State Dental Association), NCSL, NGA etc.

Work with research and policy center and CDBP to respond to Medicaid medical movement to managed care by:

- a. promoting dental managed care hybrid payment models that leave the risk with the plan contractor (or at least share it between the plan and the provider); and
- b. maintaining accountable dental fee-for-service plans.
- c. promoting SMA MCO dental contracting that adheres to criteria in the ADA's 2015 guidance document *Medicaid: Considerations When Working with the State to Develop an Effective RFP/Dental Contract*.

#### OUTCOME:

- **SIGNIFICANT PROGRESS MADE IN OBTAINING MEDICAID DENTAL FEE INCREASES IN SEVERAL STATES IN 2022, INCLUDING MISSOURI AND MARYLAND, PER INVOLVEMENT BY AAPD STATE PUBLIC POLICY ADVOCATES.**

#### <sup>1</sup>Connecticut

Lawmakers in the state approved a 25 percent dental Medicaid fee increase, largely focused on endodontic fees.

#### Florida

The Florida Dental Association advocated to keep the state's dental Medicaid program from being merged into the state's medical managed care Medicaid program. The state association accomplished this despite a strong push from state Medicaid officials and in doing so, ensures that Florida's Medicaid program will continue to be well-funded and accessible.

#### Georgia

The state budget provides for an increase in reimbursements for select dental Medicaid services. With a state budget surplus, the GDA via its House of Delegates determines how to allocate across dental procedures. Restorative fees were increased seven percent and oral surgery 10 percent. Dr. James Lopez (Ga. co-PPA) chairs the GDA Medicaid Task Force.

#### Illinois

The state budget includes \$10 million to increase rates for preventive dental services. Dr. Flavia Lamberghini (Ill. PPA designee) indicates this means an 18 percent increase as of Jan. 1, 2023.

#### Louisiana

A new law now requires Medicaid to cover dental care for adults with intellectual or developmental disabilities who reside in intermediate care facilities. Dr. Suzanne Fournier (La. PPA) indicates this was a long-sought after goal finally achieved.

#### Maryland

A new law in Maryland adds diagnostic, preventive, restorative and periodontal services for adults whose annual income is at or below 133 percent of the federal poverty level. Previously, the state had no dental coverage for adult enrollees aside from pilot programs. Funding is also included to raise reimbursement rates for dental services by about nine percent, according to Dr. Shari Kohn (Md. PPA).

#### Missouri

Lawmakers adopted one of the largest dental Medicaid fee increases in the state's history this year. Reimbursement rates will now be set at 80 percent of the average 2022 fees, making them more in line with fees paid in commercial dental plans. Dr. Aaron Bumann (Mo. PPA) presented on this at the PPA workshop in September 2022, and has contributed analysis to this issue of *PDT*.

## Nebraska

State lawmakers adopted a 10% dental Medicaid fee increase and also eliminated the \$750 annual spending limit for adult dental services. Also adopted was a plan to combine the state dental program into the state's medical managed care organization.

## South Dakota

South Dakota lawmakers approved a plan to set dental Medicaid fees at a percentage of normal and customary fees with the hope that more dentists will be able to participate in the program. Dr. Karli Williams (S.D. PPA) reports this increased the maximum adult benefit from \$1000 to \$2000, increased fees for the top 30 most used CDT codes, plus a 2% increase in preventive codes.

## Tennessee

Following the passage of its state budget, Tennessee's Medicaid program will begin adding comprehensive dental coverage for the state's 600,000 adult enrollees in 2023. Additionally, fees will increase more than 6.5% for preventive, endodontic and other services. The state also funded a pilot program to bolster access frameworks by funding dental school programs serving low-income patients, enhancing the use of community dental health coordinators, incentivizing dentists who agree to practice in rural areas, and also helping to cover costs of enrollees' transportation to dental appointments.

## Washington

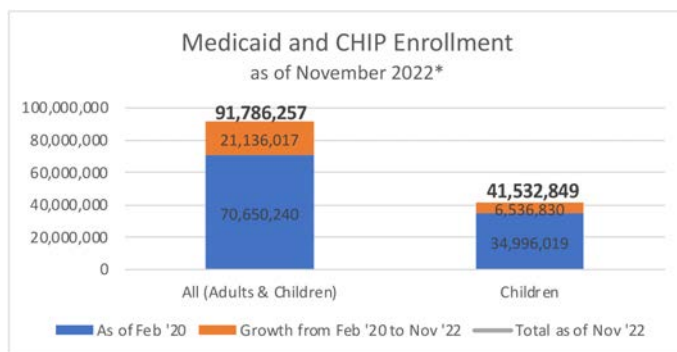
Dr. John Gibbons (Wash. PPA) reports rates were increased 40%, which resulted in a \$42 million increase.

# Medicaid Unwinding: Bumpy Ride Ahead

## What to Know for Your Patients and Your Practice

by Dr. Chelsea Fosse, AAPD Research and Policy Director

**Enrollment in Medicaid and CHIP programs is at an all-time high.** From early 2020 to the end of 2022, overall enrollment across all age groups increased from 71 million to 92 million, representing nearly 33 percent growth. Children's enrollment increased about 19 percent, from 35 to 42 million. More than half of the children in the U.S. are now insured by Medicaid or CHIP.



\* CMS Medicaid and CHIP Enrollment Trend Snapshot

With the onset of the Medicaid "Unwinding" process that began in April, researchers estimate that **nearly 7 million children could lose their Medicaid or CHIP coverage in the coming months, and the majority may lose it wrongfully.** The children and/or their families will remain eligible but could slip through the cracks due to "bureaucratic snafus," such as not having an up-to-date address on

file with the state Medicaid agency. History demonstrates that when individuals lose Medicaid or CHIP coverage, two in three go through a period – sometimes extensive – of being uninsured. **The U.S. has experienced over a decade of improvements in the insured rate of children. It will be on everyone to ensure coverage is stable for children in the months and years to come.**

The Medicaid enrollment increase is due in large part to the "continuous eligibility and enrollment" provisions that were enacted in March 2020 as part of the Families First Coronavirus Response Act. "Continuous eligibility and enrollment" meant that state Medicaid agencies would be required to maintain all existing and new enrollees on the Medicaid rolls through the course of the public health emergency if they wanted to receive the temporarily increased federal portion of Medicaid funding (**FMAP**). These provisions were designed to protect families during a time of economic, health, and wellbeing vulnerability and uncertainty.

**States were permitted to resume eligibility reviews and begin enrollment terminations in their Medicaid programs as of April 1, 2023.** This redetermination date is slightly earlier than the upcoming end of the public health emergency (May 11), however, this was the agreed upon end date by Congress as part of omnibus budget package that passed in December. Some people who were or are

currently covered by Medicaid have secured other coverage through employment or have transitioned into Medicare, and have not needed this Medicaid coverage. (Reminder: Medicaid is *always* the payer of last resort.) Others, as noted above, will lose coverage despite meeting eligibility criteria.

In true Medicaid fashion, the “Unwinding” process will look different in every state. For instance, New Hampshire planned for terminations (disenrolling people from Medicaid) to begin in April, Michigan in July, and Oregon in October 2023. The National Academy for State Health Policy compiled specifics on the strategies some states are using for this process. Many states anticipate the process will take over a year. Given the different start dates and timelines, it is reasonable to assume that it will take about two years nationally for the “unwinding” dust to settle and Medicaid enrollment to stabilize.

### What should Medicaid providers be doing to help patients and families through unwinding?

CMS has excellent suggestions for providers to help their patients and families through this period.

1. Visit [Medicaid.gov/Renewals](https://www.Medicaid.gov/Renewals) which has links to every state’s Medicaid agency and can serve as the starting point for updating contact, eligibility and enrollment information.
2. Make sure patients’ and families’ contact information is up to date at your practice, with their Medicaid plan, and with the state Medicaid agency.
3. Remind patients’ families and caregivers to check their mail regularly. Most communications from state Medicaid agencies and Medicaid plans still come through snail mail.
4. Advise patients’ families and caregivers to complete Medicaid or CHIP renewal forms, or seek coverage from other sources. The federal Marketplace will have a Special Enrollment Period – “Unwinding SEP” – so that qualified individuals losing Medicaid or CHIP coverage through July 31, 2024, will be able to get another source of coverage. Information is available at [www.HealthCare.gov/Get-Coverage/](https://www.HealthCare.gov/Get-Coverage/).

### What are the implications of Medicaid unwinding for your practice?

For the vast majority of pediatric dentists treating patients who are covered by Medicaid, your pre-appointment coverage verifications could be a bit rockier than usual. Depending on where you live, your staff may be surprised by the number of patients whose coverage comes up null. Keep verifying contact information with every appointment. (Some states may eventually ask their Medicaid providers to supplement contact information to reach their Medicaid enrollees.) When your staff comes across a patient who has lost Medicaid or CHIP coverage, please make sure they are communicating to the patient’s family that they should contact the Medicaid agency for next steps (to renew Medicaid or CHIP coverage or transition to the Marketplace, if applicable).

**While the onus falls primarily on state Medicaid agencies to make sure their enrollees maintain coverage for which they are eligible and know where to go for other sources of coverage, pediatric dentists can play a key role in supporting their patients, families, and caregivers through this time of transition.**



**Medicaid Alert**  
Inform your patients that state agencies will **restart** full eligibility reviews.

**DON'T RISK A GAP IN YOUR PATIENTS' MEDICAID OR CHIP COVERAGE. HELP THEM TO TAKE ACTION.**

Your patients can follow these steps to help determine if they still qualify:

- Visit [Medicaid.gov/renewals](https://www.Medicaid.gov/renewals) or call your state Medicaid Office for help or to update your contact information today.
- Make sure their contact information is up to date.
- Check their mail for a letter.
- Complete their renewal form (if they get one).

## Interested in learning more?

- Visit [www.Medicaid.gov/Unwinding](http://www.Medicaid.gov/Unwinding) for additional resources, including communications guides and toolkits in seven different languages.
- Register and tune in for one of the monthly CMS webinars, “Medicaid and CHIP Continuous Enrollment Unwinding: What to Know and How to Prepare, A Partner Education Monthly Series,” coming up on May 24 (if you won’t already be in Orlando) and June 28, at 11 a.m. Central.
- Check out the CMS Waivers, Flexibilities, and the Transition Forward from the COVID-19 Public Health Emergency for other general information on the implications of the end of the PHE (e.g. vaccines, telehealth, etc.) on May 11.

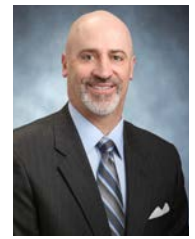
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# MEDICATION ACCESS AND TRAINING EXPANSION ACT INCLUDED IN APPROPRIATIONS BILL: CE REQUIREMENTS FOR DEA REGISTRATION

by C. Scott Litch      COO and General Counsel



The Medication Access and Training Expansion Act (MATE Act), was included in Section 1263 of the FY 2023 omnibus spending bill that passed Congress at the end of 2022. **The new law requires dentists to complete eight hours of one-time training on safe controlled substance prescribing before receiving or renewing a Drug Enforcement Administration (DEA) registration.**

The American Dental Association (ADA) successfully advocated for Congress to amend certain provisions of the MATE Act to comport with ADA policy. This included prompting lawmakers to remove a requirement from the original bill that meant dentists would have to complete three hours of specialized training to safely prescribe buprenorphine, which is outside the scope of dental practice.

The MATE Act was also amended to allow:

- Dentists to apply continuing education credits accepted for state licensure towards their federally required training, as well as courses taken through ADA CERP providers. The AAPD is a CERP-recognized provider.
- New dentists who are less than five years out of dental school to use their dental school courses towards the federally required training.

The ADA also has a FAQ about the MATE Act on their website.<sup>1</sup> Please note the following key points from the FAQ:

- “The federal training requirement applies to any dentist who requires a DEA registration to prescribe controlled substances (Schedules II, III, IV, and V).”
- “The DEA is required to send a “written, electronic” communication about the requirement no later than March 31 [2023].” This might include what specific courses the DEA will recognize and how it will make such determinations. Presumably, CE concerning safe pharmacological management of dental pain would suffice.
- “Additional training is not required after the one-time, eight-hour requirement has been satisfied.”
- “Compliance is not required before June 30 [2023]; however, the exact date is relative to when the prescriber first obtains or next renews their DEA registration . . .”

Any questions not addressed in the FAQ can be directed to the ADA Member Service Center at [msc@ada.org](mailto:msc@ada.org).

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

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

<sup>1</sup> <https://www.ada.org/publications/ada-news/2023/march/new-faq-addresses-questions-about-complying-with-mate-act?md5=bc->

## 2022 AAPD PAC Contributions

In calendar year 2022, 1,026 members contributed \$254,043. Members in the Southeastern district had the most participation. Members in the Western district had the most in hard dollars—those contributions can be used for candidate support. Members in the Northeastern district had the highest average donations.

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

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- Michelle M. Backhaus, East Brunswick, NJ
- Amy Eklund Beauvais, Farmington, CT
- Gregg T. Behling, Arnold, MD
- Maria Elizabeth Bender, Philadelphia, PA
- Garrett T. Brennan, New London, CT
- Joana Brown, Morganville, NJ
- \*Diana M. Capobianco, Bel Air, MD
- Nina B. Casaverde, Bedford, NH
- Dianna J. Champion, Cherry Hill, NJ
- Lennie M. Checchio, Hatboro, PA
- Simon Cheirif, Forest Hills, NY
- Christina A. Ciano, Belle Mead, NJ
- D'Audra M. Cole, Frederick, MD

- Brian D. Collins, Middlebury, VT
- Amanda M. Cryan, East Amherst, NY
- Alegria D'Agostino, Ambler, PA
- Arthur A. Daniels, Jr., South Hamilton, MA
- Kesang Datta, Hazleton, PA
- Hassan Davaloo-Ghajar, Rockville, MD
- Robert A. Davis, Beaver, PA
- Jason T. Decker, Halfmoon, NY
- Richard P. Dela Rosa, Cherry Hill, NJ
- Annemarie "Mimi" DeLessio-Matta, Southbury, CT
- Noreen Doherty, Brooklyn, NY
- Michael Dowling, Yarmouth, ME
- Glen F. Ehrenman, Westbury, NY
- Karan K. Estwick, Howell, NJ
- Dawn-Marie Felicetti, Massapequa Park, NY
- \*Sara L. Filstrup, Boston, MA
- Carey L. Fister, Brewer, ME
- Mary A. Flanagan, Clark, NJ
- Ashley Frankinburger, Bedford, NH
- Geraldine Garcia-Rogers, Chelmsford, MA
- Jill L. Garrido, Wilmington, DE
- Ruby A. Gelman, New York, NY
- \*Edward L. Ginsberg, Baltimore, MD
- Meredeth M. Glenn, Croton On Hudson, NY
- Jay Goldsleger, King of Prussia, PA
- Maria Carmela S. Guevara, Odenton, MD
- Muzamil Gufran, Lititz, PA
- James B. Haas, Derry, NH
- Lynne G. Halik, Pittsford, NY
- Eric S. Hans, Trappe, PA
- Stephanie Potter Hanyon, South Abington Township, PA
- Alison M. Harding, Rochester, NY
- David M. Hasson, Mount Airy, MD
- Jason A. Hencler, Warwick, RI
- Anne S. Hertzberg, Needham, MA
- Mindy Homer, Southold, NY
- Christina L. Lannessa, Moon Township, PA
- \*Lois A. Jackson, New York, NY
- Angelika Dhir Jahnigen, Catonsville, MD
- Michele K. Kaider-Alstodt, Glen Head, NY
- Daniel J. Kane, Providence, RI
- Julianne M. Kane, Somerville, NJ
- Jeffrey D. Kearns, Harrisburg, PA
- John J. Keating, III, Absecon, NJ
- Mahnaz M. Khan, Westbury, NY

Divya Khara, Wood Ridge, NJ  
Constance M. Killian, Doylestown, PA  
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\*Shari C. Kohn, Baltimore, MD  
Michael Koumaras, Philadelphia, PA  
\*Hakan O. Koymen, Perry Hall, MD  
Smita S. Lad, North Brunswick, NJ  
Meletia Laskou, Chestnut Hill, MA  
Steven D. Lasser, Cranston, RI  
Sungki Lee, Edison, NJ  
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Andrea Samantha Lochan, Salisbury, MD  
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Eugene J. McGuire, Allentown, PA  
Benjamin L. McKee, Wayne, PA  
Wilma Y. McPherson, Jersey City, NJ  
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Cosmina Olariu Nolan, Syracuse, NY  
Argiro Papandrikos, Tenafly, NJ  
Peter Michael Paradiso, Morris Plains, NJ  
Robert Peracchia, New York, NY  
\*Ricardo A. Perez, Chevy Chase, MD  
Amy C. Pfaffenbach, Mechanicville, NY  
Charlene Pirner, South Easton, MA  
Erica Pitera, Middletown, CT  
Adam Postel, Port Washington, NY  
\*Mario E. Ramos, Midland Park, NJ  
Steven K. Rayes, Norwich, VT  
Olga L. Restrepo, Sturbridge, MA  
Mary E. Ritter, Bridgeport, CT  
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Carolina Fernanda Rojas Henriquez, Bel Air, MD  
Michael S. Rosenbaum, Philadelphia, PA  
Kristin Russo, Mechanicsburg, PA  
Clinton M. Rutherford, Newtown Square, PA  
Kruti Sanghavi, Flemington, NJ  
Katherine R. Schloesser, Lake Ariel, PA  
Emily B. Scholl, Brunswick, ME  
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Mark Schulz, Parkville, MD  
Megha Shah, Ridgefield, CT  
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Kenneth M. Simckes, Monsey, NY  
Jeffrey D. Singer, Voorhees, NJ  
Patricia B. Sioson-Maser, Haworth, NJ

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\*Maxim Sulla, North Brunswick, NJ  
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Luz M. Tennessee, Perry Hall, MD  
Thao Thi Tran, Springfield, PA  
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Hiroshi Tsuyuki, Norwalk, CT  
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Maya Alqueza Vernon, Severna Park, MD  
Alesia Ann Walsh, Lake Ariel, PA  
Sidney A. Whitman, Hamilton Square, NJ  
Whitney R. Wignall, Portland, ME  
Diane M. Wong, New York, NY  
Hilary Wong, Philadelphia, PA  
Sonia J. Wu, Boston, MA  
Jeannine E. Wyke, Bethlehem, PA

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Bridger A. Allen, Madison, MS  
Caryn M. Alvarado, Valdosta, GA  
Idaigna M. Alvarez, Rockledge, FL  
Jenna Bridger Alvey, New Hill, NC  
John H. Ambrose, Jr., Juliette, GA  
\*Reza Ardalan, Port St Lucie, FL  
Erin Arroyo, Weston, FL  
Sandra Barlow-Doonquah, Reidsville, NC  
Jennifer Riddle Bates, North Augusta, SC  
Charles L. Belknap, Hattiesburg, MS  
\*Carlos A. Bertot, Maitland, FL  
Jason A. Blair, Cleveland, TN  
Leanne Z. Bowman, Gadsden, AL  
Michael Lee Boyd, Allen, KY  
Antonio S. Braithwaite, Sanford, NC  
Brian T. Brumbaugh, Staunton, VA  
Kayla McCarver Bryant, Brandon, MS  
Richard H. Bryant, Jr., Florence, SC  
Angela D. Bulloch-Patterson, LaGrange, GA  
Ania Cabrerizo, North Miami, FL  
Mirna A. Caldwell, Nashville, TN  
Robert F. Caldwell, Nashville, TN  
Francis Martinez Carmona, Coral Springs, FL  
William L. Chambers, Asheville, NC  
Baker Chambliss, Hoover, AL  
Ritu Kalra Chandak, Cary, NC  
Elizabeth S. Check, Savannah, GA  
Stephanie C. Chen, Charlotte, NC  
\*Noel K. Childers, Birmingham, AL  
Katherine E. Clark, Fort Mill, SC  
Theresa Lenise Clifton, Chapel Hill, NC  
H. Bryan Cobb, Greensboro, NC  
H. Byron Colley, III, Savannah, GA

Carey M. Collins, Lumberton, NC  
Henry W. Cook, Brandon, MS  
R. William Cornell, Jr., Naples, FL  
Natalie Olivia Ford Cozart, Macon, GA  
Ryan A. Cregger, Franklin, TN  
Roslyn M. Crisp, Burlington, NC  
Carson M Cruise, Florence, AL  
Matthew Damin, Bowling Green, KY  
Benita J. De Mirza, Boca Raton, FL  
Lynda N. Dean-Duru, Ashburn, VA  
Jorge A. Del Cuadro, Newport News, VA  
Cara C. DeLeon Graham, Savannah, GA  
Greg Denton, Hendersonville, NC  
\*Kerry A. Dove, Concord, NC  
Isabel G. Driggers, Daniel Island, SC  
Nicole Elizabeth Eastham, Estero, FL  
Justin S. Edwards, Fredericksburg, VA  
Steven J. Fuson, Germantown, TN  
Mirtha Giannina Galliani Alvarez, Falls Church, VA  
Lacy V. Garrett, Macon, GA  
Felicia L. Goins, Columbia, SC  
Erick M. Goldberg, Parkland, FL  
\*Scott D. Goodman, Matthews, NC  
Audrey E. Gordon, Orangeburg, SC  
Melody J. Greene, Memphis, TN  
Stephen Lamar Greene, Daytona Beach, FL  
\*Charles R. Hall, Hampton Cove, AL  
Zeyad T. Hassan, Atlanta, GA  
\*Rhea M. Haugseth, Marietta, GA  
Heidi Herbst, Sterling, VA  
\*Cynthia L. Hipp, Evans, GA  
Kirby C. Hoetker, Shelbyville, KY  
Camille W. Horton, Seneca, SC  
Mary P. Huxford, Starkville, MS  
\*Michael A. Ignelzi, Jr., Greensboro, NC  
Timothy O. Imafidon, Jr., Clayton, NC  
Christopher M. Ingalls, Lake Mary, FL  
\*Janice G. Jackson, Birmingham, AL  
Philip Matt Jamison, Charlotte, NC  
Tabitha L. Jarman Gatrey, Bessemer, AL  
M. Caroline Jarrell, Columbus, GA  
E. LaRee Johnson, Raleigh, NC  
Kenneth W. Johnson, Tupelo, MS  
Patrick Wood Johnson, Santa Rosa Beach, FL  
Amy G. Jones, Madison, MS  
S. Kimberly Jones, Hickory, NC  
David Juhn, Goodlettsville, TN  
Beth E. Kailes, Fleming Island, FL  
Anthony A. Kamp, Edgewood, KY  
\*Douglas B. Keck, Bonita Springs, FL  
\*Martha Ann Keels, Durham, NC  
Kevin C. Kennedy, Jr., Clarksville, TN  
John P. Kenney, Nashville, TN  
Nilofer A. Khatri, Venice, FL  
Helena J. Krajewski, Aventura, FL

Samuel S. Kwon, Dacula, GA  
\*Naomi L. Lane, Greensboro, NC  
Mark A. Lawrence, Columbus, GA  
Janice R. Lee, Atlanta, GA  
Rebecca Lenard, Miami, FL  
\*Jasper L. Lewis, Jr., Greenville, NC  
Linwood M. Long, Jr., Charlotte, NC  
Amy Luley, Lexington, KY  
Robert Lunka, Charlottesville, VA  
\*Anthea Drew Mazzawi, Atlanta, GA  
\*Jeffrey Miles Mazzawi, Canton, GA  
Laura B. McAuley, Pensacola, FL  
J. Britt McCarty, Meridian, MS  
Alston J. McCaslin, VI, Savannah, GA  
Shelley Wilkerson McDonald, Meridian, MS  
Sean T. McDonnell, New Smyrna Beach, FL  
Andrew S. McKenzie, Hendersonville, NC  
Timothy E. McNutt, Sr., Nashville, TN  
Noah Menaker, Charlotte, NC  
Tina L. Merhoff, Winston Salem, NC  
Christie L. Michaud, Palm City, FL  
Andrew S. Middleton, Hattiesburg, MS  
Elizabeth C. Miller, Richmond, VA  
Keri L. Miller, Auburn, AL  
Phillip H Miller, Augusta, GA  
Kristin Cavanah Mirda, Melbourne, FL  
Kisha Steele Mitchell, Huntersville, NC  
Nancy Montgomery-Easley, Largo, FL  
\*Edward H. Moody, Jr., Morristown, TN  
Martin J. Moore, Florence, KY  
Bryan J. Morgan, Bradenton, FL  
Preethi Nair, Virginia Beach, VA  
J Wayne Newman, Cleveland, TN  
Jonathan Robert Nichols, Hattiesburg, MS  
Kimberly Jo Nixon, Davidson, NC  
Carol Nixon-Wesby, Nolensville, TN  
Donald T. Norby, Oxford, AL  
Elizabeth Pham O'Dell, Hurricane, WV  
Michael D. Oliver, Jr., Northport, AL  
David D. Olson, Raleigh, NC  
Garry Drew Osborn, Maryville, TN  
Lanre Oye-Somefun, Suffolk, VA  
Ferdinand C. Padilla, Rome, GA  
Meredith L. Papadea, Pawleys Island, SC  
Ajit A. Patel, Broadlands, VA  
Joshua D. Paynich, Asheville, NC  
Samuel Ross Penland, Hickory, NC  
Jessica M. Phillips, Knoxville, TN  
Lisbeth W. Poag, Sumter, SC  
Stephen C. Pretzer, Raleigh, NC  
James Proctor, Conyers, GA  
William N. Quinton, Greenville, MS  
Anjali Rajani, Tampa, FL  
Don M. Rasbury, Birmingham, AL  
Kenneth B. Rogers, Winter Haven, FL  
Oana S. Romasan, Wilton Manors, FL

Jerrick W. Rose, Pearl, MS  
Paul T. Rose, Beckley, WV  
Chris C. Rowland, Germantown, TN  
Ronald J. Rozanski, Ocala, FL  
Olga M. Sanchez-Hernandez, Bessemer, AL  
Marissa C. Sandidge, Nashville, TN  
Julia Eileen Isherwood Schreiber, Montgomery, AL  
James B. Selecman, Germantown, TN  
Shepherd A. Sittason, Lynchburg, VA  
David R. Stanley, Murfreesboro, TN  
John Kyle Stark, Johnson City, TN  
Elizabeth J. Staves, Saint Petersburg, FL  
Gregory C. Stepanski, Tampa, FL  
Jordan Tarver, Lakeland, FL  
Sonia A. Taylor-Griffith, St Thomas, VI  
Carly W. Thomas, Valdosta, GA  
Lakeshia M. Thomas, Montgomery, AL  
Erin Elizabeth Tilton, Raleigh, NC  
David Michael Treff, Burke, VA  
Denis P. Trupkin, Plantation, FL  
Erika P. Tugendhat, South Miami, FL  
Jason E. Turner, Acworth, GA  
Jennifer B. Turner, Greenwood, SC  
Valerie J. Turner, McComb, MS  
Chester J. Tyson, IV, Wilmington, NC  
Ana Marai Vales, Saint Petersburg, FL  
\*William Felix Vann, Jr., Chapel Hill, NC  
Tanya C. Wall, Jacksonville, FL  
John L. Wasdin, Statesboro, GA  
Harpreet Wasson, Raleigh, NC  
Elizabeth F. Webb, Chattanooga, TN  
Jack Weil, Vienna, VA  
Scott L. Weinstein, Fort Mill, SC  
Leigh Howell Weldon, Rome, GA  
William L. Whatley, Jr., Saint Simons Island, GA  
Rebecca T. Wheeler, DMD, Nicholasville, KY  
Halley R. White, Wilmington, NC  
Katrina C. White, Jasper, AL  
B. Gene Whitehead, Clearwater, FL  
Abby T. Wilentz, Plantation, FL  
Anjali Williamson, Decatur, GA  
Chris Wilson, Martin, TN  
Shauna R. Woody, Chapel Hill, NC  
Sue Nimer Young, Gadsden, AL

### **NorthCentral District**

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Amanda B. Allen, Edina, MN  
Safuratu Aranmolate, Wooster, OH  
Bobbi L. Augustyn, Plymouth, MN  
Phillip A. Baker, Oshkosh, WI  
Adrienne C.A. Barnes, Chicago, IL  
Danielle Noel Barstad, Elm Grove, WI  
Greg S. Beinlich, Woodbury, MN

\*Soraya M. Beiraghi, Minneapolis, MN  
Kyle Beulke, Hilliard, OH  
Thomas J. Bouwens, Holland, MI  
John A. Bozic, West Lafayette, IN  
Brent J. Bradley, Rapid City, SD  
Lynse J. Briney, Downers Grove, IL  
Daniel M. Briskie, Rochester Hills, MI  
Gay Brodersen, Schaumburg, IL  
Rebecca Buss, Omaha, NE  
Christopher M. Cannon, LeClaire, IA  
Susan H. Carron, Farmington Hills, MI  
Angela K. Cook, Dayton, OH  
Sean L. Cook, Newburgh, IN  
\*Carolyn B. Crowell, Avon, OH  
Thane Evans Crump, Watertown, SD  
Kara M Czarkowski, Indianapolis, IN  
Carmen L. Dana, Omaha, NE  
\*Brian Gregory Darling, Ottumwa, IA  
Jeffrey A. Dean, Indianapolis, IN  
John H. Deppen, Augusta, MI  
Caroline W. Derrrow, Auburn, IN  
Allison L. Dowd, Fitchburg, WI  
Meredith A. Evans, Green Bay, WI  
Denise E. Fisher, Lemont, IL  
Jennifer A. Foes, Forest Park, IL  
Renee D. Fraser, Rochester Hills, MI  
\*Matthew K. Geneser, Iowa City, IA  
John H. Gerstenmaier, Fairlawn, OH  
Daniel M. Gindi, Macedonia, OH  
Bryce M. Goebel, Bismarck, ND  
Drew Arthur Goebel, Bismarck, ND  
Joe T. Gordon, Lake Forest, IL  
Kirstina Gratz, Goshen, IN  
Erin L. Gross, Columbus, OH  
Ryan Hajek, Council Bluffs, IA  
Thomas D. Hall, Bloomington, IL  
Julie C. Haman, Woodbury, MN  
Xu Han, Shakopee, MN  
Mary J. Hayes, Lakeside, MI  
Stephen M. Heaney, Orland Park, IL  
Carla Heino, Rapid City, SD  
Jeff L. Hemmingsen, Dakota Dunes, SD  
John D. Hennette, Greencastle, IN  
Gonzalo Hernandez, Appleton, WI  
Nicola C. Hill-Cordell, Schaumburg, IL  
Mitzi L. Hines, Columbus, OH  
Chad J. Hoge, Fargo, ND  
Mikala Hoge, Fargo, ND  
Brent L. Holman, Fargo, ND  
Macaire Claire Hulderman, Wauwatosa, WI  
Andrea L. Igowsky, Sheboygan, WI  
\*Thomas G. Ison, Newburgh, IN  
Elizabeth A. Johnson, Lincoln, NE  
Jeffrey J. Johnson, Rockford, IL  
David L. Jones, Naperville, IL  
Ray Jurado, Chicago, IL



Damien S. Kaiser, Jackson, MI  
Lori J. Kerber, Kenosha, WI  
Stephanie J. Kloostr, Grand Rapids, MI  
Mary K. Kochenour, Medina, OH  
Eric J. Koren, Cincinnati, OH  
Venetia Laganis, Maple Grove, MN  
\*Flavia Lamberghini, Chicago, IL  
Dennis M. Lambert, Mason, OH  
Lance A. Lambert, Glen Ellyn, IL  
Lisa M. Leniski, Michigan City, IN  
Andrea R. Leopold, Lima, OH  
Andrea M. Leyland, Eden Prairie, MN  
Robert W. Long, Carmel, IN  
Pamela Lu, Bull Valley, IL  
Thomas J. Madl, Jr., Harrison, OH  
Sam Malcheff, Canton, MI  
Jaime K. Marchi, Sheboygan, WI  
Jessica Massie, Grand Rapids, MI  
Thomas J. Maurice, Plainfield, IL  
Amy Maxwell, Novi, MI  
Melissa A. McHenry, Zionsville, IN  
Susan Angel Meinerz, Wauwatosa, WI  
Sarah M. Mettlach, Hancock, MI  
\*Beau Daniel Meyer, Columbus, OH  
David M. Miller, Newburgh, IN  
Kimberly Porapaaboon Miller, Glenview, IL  
Marilia J. Montero-Fayad, Chicago, IL  
Jacob E. Myers, East Lansing, MI  
Elizabeth K. Nelson, West Des Moines, IA  
Katelyn Nieten, Mount Pleasant, MI  
Michele Marie Olson, Maplewood, MN  
James W. Orbon, Vernon Hills, IL  
Katie Peterson, Indianapolis, IN  
Matthew P. Pollock, Middletown, OH  
Cindy R. Pong, Mason, OH  
Ronald L. Poulos, Cincinnati, OH  
Misti S. Pratt, Indianapolis, IN  
Mindy A. Price, Columbus, OH  
Sidney D. Price, Columbus, OH  
Matthew T. Pyfferoen, Ames, IA  
Frank G. Radis, Aurora, OH  
Elizabeth F. Ralstrom, Grosse Pointe Park, MI  
Holly A. Randone, Hastings, NE  
Swati M. Rastogi, Novi, MI  
Sara R. Rauen Dardis, Bloomington, IL  
Rockland A. Ray, North Olmsted, OH  
Edward L. Rick, Sterling, IL  
Darcy J. Rindelaub, Coon Rapids, MN  
Christine A. Roalofs, Denmark, WI  
Gregory A. Robbins, Elkhart, IN  
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Danielle Ruskin, New Hudson, MI  
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Nannette R. Sherman, West Chester, OH

Jane A. Silk, Solon, OH  
Maria L. S. Simon, Evanston, IL  
Christa Y. Spates, Peoria, IL  
Julie Elizabeth Ann Steinmetz, Columbus, IN  
Lisa F. Strunk, Omaha, NE  
Erwin T. Su, North Canton, OH  
Deric Ryan Truskoski, Chicago, IL  
Joseph A. Tylka, Long Grove, IL  
Aimee C. Valteau, Grand Rapids, MI  
Eric J. Van Miller, Green Bay, WI  
Connie M. Verhagen, Norton Shores, MI  
Raj Vij, Fairlawn, OH  
Bracken M. Webb, Cincinnati, OH  
Barry W. Webber, Papillion, NE  
James A. Weddell, Indianapolis, IN  
Lauren S. Weddell, Carmel, IN  
Scott M. Weyers, Sioux Falls, SD  
John B. Wittgen, Evansville, IN  
Kevin B. Wright, Fort Wayne, IN  
Yu-Ju Yang, Brighton, MI

### Southwestern District

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Jeffrey J. Ahlert, Owasso, OK  
Nevin K. Allan, Austin, TX  
Paul H. Allen, Glenwood Springs, CO  
Scott A. Andersen, The Woodlands, TX  
Carrie K. Arquitt, Springfield, MO  
Melanie B. Babot, Austin, TX  
Behzad Baghai, Dallas, TX  
Anthony D. Bain, Pflugerville, TX  
Katina R. Beverly, Monroe, LA  
Carl D. Bloom, Houston, TX  
Elesa Bockenfeld, Dallas, TX  
Nicole R. Boxberger, New Orleans, LA  
Collin Patrick Burns, Dallas, TX  
Nathan A. Burns, Metairie, LA  
Andrew Ryan Burriss, Rogers, AR  
John L. Caldwell, Sugar Land, TX  
Rita M. Cammarata, Houston, TX  
Belinda Campbell, Louisville, CO  
Brent C. Caple, Rogers, AR  
\*Vanessa G. Carpenter, Laredo, TX  
Cecilia E. Carpio, Pearland, TX  
Laura L. Carter Mitchell, Frisco, TX  
\*Joseph B. Castellano, Laredo, TX  
Manuel Castillo, San Antonio, TX  
Scott Childress, Grand Prairie, TX  
Pamela C. Clark, Pearland, TX  
J Diane Colter, Dallas, TX  
Brad S. Comeaux, Baton Rouge, LA  
Paige Sigsworth Comeaux, Baton Rouge, LA  
Elizabeth Diana Crespi, Denver, CO  
Jill A. Decker, Westminster, CO  
\*Robert L. Delarosa, Baton Rouge, LA  
Eric S. DeVries, Amarillo, TX

Dana Doan, Frisco, TX  
Edward L. Donaldson, Jr., Slidell, LA  
Jill M. Donaldson, Slidell, LA  
Joel T. Edwards, Odessa, TX  
Zachary T. Ellis, Midland, TX  
Kelli L. Ettelbrick, Frisco, TX  
David T. Evans, Oklahoma City, OK  
Barry J. Farmer, Muskogee, OK  
Sarah N. Farmer, Bryant, AR  
Suzanne E. Fournier, Metairie, LA  
Lisa Mehelich Fox, Highlands Ranch, CO  
Mariah L. Frazier, Wichita, KS  
Katherine S. Galm, Loveland, CO  
Michael Jason Gambill, Bossier City, LA  
Rachael L. Graue, Parkville, MO  
Daniel P. Grilli, Seabrook, TX  
Roger G. Grimbball, Jr., Sulphur, LA  
Joseph Anthony Guido, Fort Collins, CO  
George A. Gutierrez, San Antonio, TX  
Ryan W. Hanry, El Dorado, AR  
Bradley S. Harris, Conroe, TX  
Peter A. Hayes, Las Cruces, NM  
Matthew R. Healy, Wichita, KS  
Andrew M. Heaton, Cedar Park, TX  
Scott A. Hebert, San Antonio, TX  
Sommer R. Heim, Oklahoma City, OK  
Kelli Henderson, Lawrence, KS  
Kristin W. Hendricks, Santa Fe, NM  
Ty A. Hinze, Frisco, TX  
Lara Kirstin Holly, Dallas, TX  
Howard H. Hunt, Jr., Del Rio, TX  
Jessie Hunter, Allen, TX  
Bilkisu Idakoji, Houston, TX  
Cara J. Jones, Little Rock, AR  
\*Jeffrey A. Kahl, Colorado Springs, CO  
\*Paul A. Kennedy, III, Corpus Christi, TX  
Jennifer L. Kiening, Cedar Park, TX  
Kerry K. Kitterman, Tulsa, OK  
Mark H. Kogut, Dallas, TX  
Manivara P. Krone, Bedford, TX  
Reena Kuba, Irving, TX  
Hoanh B. Le, Wichita, KS  
Brynn L. Leroux, Baton Rouge, LA  
Sergio Enrique Lopez, Edinburg, TX  
Molly Lopez-Cepero, Lubbock, TX  
Sonia G. Louca, Copper Canyon, TX  
Jared M. Louviere, Dallas, TX  
Josefina V. Martinez, San Marcos, TX  
April McCain, Searcy, AR  
Janna C. McIntosh, McAlester, OK  
S. Troy Miller, Lafayette, LA  
Jairo A. Montoya, Irving, TX  
Anna B. Moreau, Alexandria, LA  
Robert E. Morgan, Richardson, TX  
Jack W. Morrow, Fort Worth, TX  
James N. Murtaugh, Edmond, OK

Anthony Tien Ngo, Dallas, TX  
Tam Thanh Nguyen, Richmond, TX  
Shilpa R. Nileswhar, Lafayette, LA  
Dennis Paul Nutter, Fayetteville, AR  
Robert H. Offutt, New Braunfels, TX  
Kelcey Bell Parrott, Midland, TX  
Edgar L Perales, El Paso, TX  
Dianne Tyler Philp, Marble Falls, TX  
Carl E. Pittman, Spring, TX  
Janell I. Plocheck, Fort Worth, TX  
Nick A. Prater, Olathe, KS  
George Stanley Preece, Fort Worth, TX  
Judith A. Ragsdale, Bullard, TX  
David T. Ramirez, Lafayette, CO  
Marlene Ramos, Pearland, TX  
\*Jeffrey D. Rhodes, Rogers, AR  
Susan M. Roberts, Fort Worth, TX  
Maura Kathleen Robinson, Town And Country, MO  
\*Nick Rogers, Arkansas City, KS  
Gabriela Rosas, Austin, TX  
Elisabeth I. Rowold-Garciamendez, Allen, TX  
Melissa V. Rozas, Coppell, TX  
Bryan P. Savage, Arvada, CO  
Cheryl S. Sellers, New Braunfels, TX  
Sarah Marie Severson, Austin, TX  
Joel B. Shields, Sunnyvale, TX  
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Bradley R. Smith, Centennial, CO  
\*Scott D. Smith, Centennial, CO  
Tessa M. Smith, Slidell, LA  
John L. Snuggs, West Monroe, LA  
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# ABPD Core Value: A Fair and Valid Examination



## ABPD Core Values

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

One of the core values of the American Board of Pediatric Dentistry (ABPD) is “A fair and valid examination.” Two recent ABPD taskforces have focused their efforts with the goal of ensuring this core value.

The Initial Certification Intent Taskforce worked with industry experts to clarify the intent of initial certification by creating the following construct statement. “The ABPD initial certification process assesses the habitual and thoughtful use of specialized knowledge and skills, clinical reasoning, communication, and professionalism required of entry-level pediatric dentists for safe and effective practice to benefit the individuals, families, and communities served.” This foundation statement will guide ABPD policy and procedures on examination construction and committee membership.

The Practice Analysis Taskforce worked in a multi-step process to ensure our initial certification is reflective of the current practice of pediatric dentistry. As a result, the new examination blueprints will ensure we are testing concepts that are important, critical, frequent, and relevant to the current practice of pediatric dentistry.

ABPD strongly believes the work of these task forces supports the purpose of initial certification. The latter is to identify for the public dentists who have met specific training requirements in pediatric dentistry and have demonstrated proficiency in safe and effective practice to benefit the individuals, families, and communities served.

For more information on ABPD’s construct statement or the new examination blueprints, please visit [www.abpd.org](http://www.abpd.org).

## ABPD Examination Committee Updates

ABPD would like to thank the following diplomates for completing their term of service.

### Qualifying Examination Committee

Bina Katechia, Glastonbury, CT  
Madhu Mohan, Warren, NJ

### Oral Clinical Examination Committee

Toddrick Smith, Germantown, TN  
Brent Moody, Oklahoma, OK  
Scott Nieman, Westerville, OH  
Shera Sims, Harrisonville, MO  
Mira Albert, Hinsdale, IL

### Renewal of Certification Process Committee

Joseph Tylka, Long Grove, IL  
Jennifer Hargleroad, Fort Collins, CO

ABPD is proud to present the following diplomates as new leaders on our 2023 Examination Committees.

### Qualifying Examination Committee

Chair: Homa Amini, Dublin, OH  
Vice Chair: Thomas Tanbonliong, San Francisco, CA  
Part Leader: Jennifer Cully, Cincinnati, OH

### Oral Clinical Examination Committee

Chair: Daniela Silva, Los Angeles, CA  
Vice Chair: Reena Kuba, Irving, TX  
Part Leader: Shahrbanoo Fadavi, Chicago, IL

*Thank you for all  
you do for ABPD!*

# ABPD@AAPD

**May 25-28, 2023**  
**Gaylord Palms**  
**Orlando, FL**

Diplomate Pinning Ceremony  
4:30 - 6:30PM, May 25  
*(Invitation Only)*

# ARE YOU FINANCIALLY PREPARED FOR A RECESSION?



## EIGHT TIPS TO HELP GET EVERY DENTIST READY FOR A POTENTIAL SLOWDOWN IN THE ECONOMY

by Jeffrey E. Wherry, CFP®, CLU®, ChFC®

Treloar & Heisel Director of Research and Planning

With all the discussion in the media about an impending recession, we thought this would be a good time to share with you our thoughts about – not whether there will be a recession or not – but how you might best weather a recession, should it happen sometime. Even if there isn't a recession, there may be a slowing of the economy. The point is that you don't know when it will happen and for how long, but there are some things you may be able to do so that you are not overly impacted financially by a recession.

We believe that there's no time like the present to take stock of where you are financially. Here are a few pointers on how to prepare for a slowing economy.

### 1. Strengthen your cash position

Simply put, do you have an emergency fund? Everybody should have about three to six months of spending in a cash reserve fund, so they can draw upon it if needed. If any coming recession is like the past recessions, then there is a likelihood that your income could drop. In more severe recessions in the past, we have seen significant drops in practice income. Some doctors had to draw upon some of their cash reserves temporarily to make up

for the shortfall in revenues. It makes sense to fill up your cash reserves now, if you can.

### 2. Increase your disability income (DI) insurance coverage if you can

The type of DI that we advise our clients to own, is non-cancelable, guaranteed renewable or continuable. This kind of coverage allows you to lock in your disability benefit at your income level at the time of purchase. Let's say your income drops in subsequent year(s), you still qualify for the higher coverage, assuming that's when you locked it in. So, if you had a good income year in 2022, you want to make sure you increase your disability insurance now. If your income happened to reduce in 2023 and if you were to become disabled, you would have locked in the higher benefits based on your 2022 income.

### 3. Look at your personal spending

Nobody likes to hear this, but the truth is that during good times we all tend to have some lifestyle creep, and sometimes our spending goes a little higher than it should. Now is a good time to do an audit, to see if there's any fat you can cut in your spending without impairing your quality of life.

### 4. Evaluate your practice spending

Just like personal spending has creep, so does office spending. Have you signed up for services that you may not be using? Is your inventory of supplies building up? Use this time to negotiate with suppliers in an effort to manage the costs of running your practice.

### 5. Review your student loans

This is also a good time to look at your loans. At the time of this writing (early 2023), interest rates have nearly doubled over the last year or so. If you refinanced several years ago when interest rates were at historic lows, you may never have to refinance again. But if you obtained a loan in the last year while interest rates were going up, if we do end up having a recession, there is a chance interest rates will go back down. They may not go as low as they were in the last 10 years, but they could still go down a bit, because the Federal Reserve typically fights a recession by lowering rates. That might provide some opportunities to refinance. This would be particularly true of any variable rate loans you might have, like home equity lines of credit (HELOCs) and other consumer loans.

## 6. Have your investment portfolio professionally evaluated

Typically, a recession will take a bite out of your stock returns temporarily. In the last decade, a lot of people have been doing their own investing, with a lot of money being directed into certain areas of the market, notably in the tech sector. Many of the high-flying tech companies have become overvalued, and some have taken it on the chin as the economy has contracted.

Essentially, if it's been a while since you had an advisor look at your portfolio, this is a good time to have your portfolio professionally evaluated. You want to make sure you have a fully diversified portfolio, including sectors that tend to ride out economic turbulence better than others. There will always be segments of the market that are undervalued and others that are overvalued. It pays to have a professional look at your portfolio to make sure it aligns with your financial plan, which kind of brings me to my next point.

## 7. Develop a financial plan.

If you haven't yet hired a financial planner, now is a great time to find an experienced professional to help you with this. A comprehensive financial plan will look at every aspect of your finances and identify the strengths and weaknesses in your current situation, along with recommendations on how to remedy those aspects that need help. If you already have a financial plan, you will have hopefully addressed all the potential gaps. If own a practice, you should also use the opportunity to take stock of the full financial picture of your practice.

If you already have a financial plan, this is a good time to re-evaluate your plan. Schedule a review!

## 8. Work with a financial advisor who understands the unique needs of dentists and specialists

I'll conclude this by adding that it's worth it to work with a specialist. Find a financial advisor who understands the unique financial circumstances of dental practitioners. The more experience your advisor has with people who fit your profile, the more specifically applicable their advice will be to your given situation.

Regardless of what happens, I wish you all the very best. And if have any questions at all, please don't hesitate to reach out to us, we'd be happy to address your concerns.

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## Seeking Pediatric Dentists

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

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

**ARKANSAS—FAYETTEVILLE.** Pediatric Dental Associates and Orthodontics is seeking a full-time associate pediatric dentist to join our growing multispecialty 2-location practice. Our private doctor-owned practice is a state-of-the-art facility featuring digital radiography, paperless charting, ceiling mounted TV's and a fun custom themed environment for children. We have been serving our community for 24 years. We were voted 2018, 2019, 2020, 2021 and 2022 Best Pediatric Dental Practice of Northwest Arkansas. Our mission is to provide exceptional pediatric dental and orthodontic care in a gentle and fun environment in which kids feel safe and parents can relax. By building a foundation of trust, we strive to ensure that each child has the most positive experience possible. We actively participate in community outreach all while providing exceptional dental care to each patient. We are searching for a highly skilled, friendly, and outgoing doctor to join our team. Our practice offers a competitive salary, full benefit package including paid medical, 401k, paid professional liability insurance, and a \$2,000 CE credit. Northwest Arkansas is ranked among the nation's fastest-growing places in the U.S. While living in the area, you will enjoy the perfect mix of big-city fun and small-town charm. U.S. News & World Report put Northwest Arkansas at No. 5 on its 2022 list of Best Places to Live. We have remained in the Top 5 for six years in a row. Feel free to check out our website [www.smilesarewild.com](http://www.smilesarewild.com) to get a more inside look at our office, team, and patient experience, you can check us out on Facebook and Instagram @smilesarewild. If you are interested in joining our team, please email your C.V. or resume to: [China@smilesarewild.com](mailto:China@smilesarewild.com).

**CALIFORNIA—CORONA.** Dentistry 4 kids has been serving the community since 1998 with 16 locations in the Inland, Empire and Orange county areas of Southern California. We provide pediatric dentistry services, orthodontics and oral surgery. We are looking to hire an orthodontist either on full time or part time basis, competitive pay with bonus on new startup cases. We will cover relocation cost for full time positions. Candidate must have a California dental license to practice in California and be board eligible or board certified orthodontist. Requirements: Board eligible or board certified orthodontist license to practice in California. Website [www.dentistry4kids.com](http://www.dentistry4kids.com).

**CALIFORNIA—SALINAS.** Seeking an associate pediatric dentist interested in a part-time position with opportunity to full-time / ownership in a multi-specialty practice in the beautiful Monterey Peninsula. We are looking for a passionate and caring practitioner to be a leader for our pediatric practice, team and community. This is a perfect opportunity to develop and growing pediatric practice of a new, state of the art facility in a very desirable area. The pediatric wing of this multi-specialty office is about 1800 sq. ft. including a 3 unit open bay, and two quiet rooms. All operatories fitted with Adec chairs and delivery systems, and state of the art technology and instrumentation. In addition, the facility offers an on-site, Joint Commission certified, ambulatory surgery room and anesthesia machine for general anesthesia cases. Qualified applicants will possess a dental license to practice in California and will have graduated from an ADA accredited pediatric dental residency program. Experienced specialists, and recent graduates are equally encouraged to apply. The ability to speak in Spanish is a plus, but not an absolute requirement for the position. Must have Valid California dental license and graduation from an ADA approved pediatric dentistry residency program. For more information please contact [ahalia\\_herrera@hotmail.com](mailto:ahalia_herrera@hotmail.com).

**COLORADO—DENVER.** Are you looking to add a few days to your current schedule? This is a great opportunity to complement your current days. Looking for a kind, compassionate Pediatric Dentist to see our amazing kids. We have a fully trained team to help support you through your day. If you're interested please send your resume to [dr.nam@hardypedoortho.com](mailto:dr.nam@hardypedoortho.com)!

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



fun environment, maintaining a great team dynamic, and rewarding a strong work ethic. We strive to create a work family of long-term team members. We are looking for a candidate to join this work family who is hard-working, energetic, and focused on treating each one of our kids to the highest standards of clinical care. This opportunity offers a great balance of autonomy, work/life balance, and space for mentorship. We maintain block time at our local surgery center. We treat each child in the way we feel will give them the best chance of having the most positive experiences possible. This position can be either part or full-time. We see patients 4 days per week. Both new graduates and experienced providers are welcome to apply. Let's talk! <http://www.kidsfirstfc.com>.

**COLORADO— GRAND JUNCTION.** We are in search of a Pediatric Dentist for a part or full-time position in beautiful Grand Junction Colorado. Grand Junction is an incredible area with every outdoor activity imagined. We enjoy skiing, hiking, camping, rafting, paddle boarding, mountain biking, atv's, hunting, fishing and more. We are 4 hours from Denver, 1.5 hours from Moab, and only 3 hours to Provo Utah. This is a great area to raise a family and the valley is growing rapidly. The valley is big enough to have the amenities, but small enough that we can be a part of the community. We are an established office with three locations and currently have four full-time pediatric dentists and are growing. We own the office and are not a chain. We have state of the art offices, with all-digital records, intra-oral cameras at each chair, soft-tissue laser, isolite, Nomads, etc. We are laid back, enjoy our workplace and co-workers, and focus on a low stress environment. We have invested a significant amount in consulting services, focus on systems, and rely on incredible staff members to make the office as low stress as possible. We treat our staff well and with respect and have a very efficient and smooth running office. We provide all forms of behavior management to our patients including N2O, oral sedation, in-office GA with dental anesthesiologists, and have weekly hospital block time. We are centered on providing the best quality oral care to our patients, and taking care of our staff. We are searching for a long term addition and to be part of our team and vision. We are looking for a compassionate provider that will help provide the best care for our patients. We would like someone to join our office from 3 to 5 days per week, with a guaranteed daily minimum and a great work/life balance. Future ownership opportunities are available for the right trial partner. There is a \$30,000 bonus reserved for the incoming doctor in this position. Please email your resume to Jeremy at [jcox4dental@yahoo.com](mailto:jcox4dental@yahoo.com), to discuss this opportunity. Required: Colorado dental license. Completed pediatric dental residency.

**CONNECTICUT— DANBURY.** As a well-established dental practice, we are committed to providing our staff with a supportive and fulfilling work environment. Our office is fully digital and equipped with state-of-the-art technology. Our team of dental and orthodontic professionals is dedicated to providing the best care possible for our patients. We are looking for pediatric dentist who is passionate about their work and firmly committed to providing exceptional dental care to children. The ideal candidate will have a friendly, engaging personality, excellent communication skills, and a strong work ethic. For more information please contact [tle@toothfairypediatricdentist.com](mailto:tle@toothfairypediatricdentist.com).

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

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

**GEORGIA— ALPHARETTA.** If you want to be independent, you'd be crazy not to call. This is a position in a pedo ortho practice where the founder is looking at retiring in two years. The owner is willing to help train both the clinical and business aspects of practice, and also in Orthodontics. It is a traditional fee for service practice in a north Atlanta suburb with access to hospital care. It is a fantastic local area close to five pediatric medical practices. The practice is located in a Class A building on the ground floor with free parking and has eight operatories. Four for restorative and bracketing, four for hygiene and orthodontic adjustments. It is a new modern office. If the prospective associate is not interested in orthodontics they can either bring in an ortho-

dentist or refer out once practitioner leaves. Applicant must have completed a residency in pediatric dentistry and is either board-certified or board eligible in pediatric dentistry. They must be energetic and willing to help build a practice. We are not looking for someone just looking to punch a clock and check out. Applicant can either be experienced or require an internship. For more information please contact [mphpc@yahoo.com](mailto:mphpc@yahoo.com).

**GEORGIA— BRUNSWICK.** Surfside Kids Pediatric Dentistry is looking for an associate dentist to join our team in sunny, coastal Georgia. We are a non corporate, doctor-owned group practice who believe children always come before production. This position will have a concentration in Brunswick, GA, patients will also be seen in our 2 other locations in Richmond Hill and Hinesville, GA. We believe in efficient scheduling and putting family first. Our work hours are 7 am to 2 pm which frees our afternoons for work-life balance. Recently, we rebuilt and relocated our original location with a new state of the art facility that has become a beacon of light in our community. There is very high earning potential with low cost of living. Our Brunswick location is near St. Simons and Jekyll Islands. Historic Savannah, GA, Charleston, SC and many Florida beaches are all just a short drive away. There are endless opportunities for fun! This position includes: Dedicated staff and amazing patients. Hospital access and in-office sedation with a pediatric anesthesiologist. Paid health benefits, CE, and ADA/AAPD dues. 401K Pension. \$20,000 sign-on bonus. We are here to answer any questions and discuss this life changing opportunity! Email [Dradam@surfsidekids.com](mailto:Dradam@surfsidekids.com), [Drchristie@surfsidekids.com](mailto:Drchristie@surfsidekids.com), or visit our website at [www.Surfsidekids.com](http://www.Surfsidekids.com) for more information.

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

**GEORGIA— CONYERS.** Vivrant, Solo Pediatric Dental Practice seeking energetic, caring pediatric dental associate. Doctor has been in the area for 28 years and has been busy since the inception. We provide care to a wide range of services from trauma and decay to special needs. Well-established and knowledgeable front office staff work in harmony with a highly organized team in the operatory area. Come into the practice and start using your training immediately. The dental office is located in a bedroom community East of Atlanta with a diverse population. This is a practice for an associate who wants to gain footing in the business and has an interest in ownership. Send inquiries or resumes to [jp@jproctordds.com](mailto:jp@jproctordds.com). For more information about the practice, visit our website: [www.jproctordds.com](http://www.jproctordds.com). Required: Certificate in Pediatric Dentistry. Georgia Dental License.

**GEORGIA— JOHNS CREEK.** Looking for a fun, outgoing, and energetic Pediatric Dentist to join our practice part time. We are a growing Pedito/Ortho practice in Johns Creek, Georgia surrounded by great schools and a growing community. Our office was established in 2013 and has developed a great reputation in Johns Creek and the surrounding cities. We focus on spending quality time with our patients during their appointments, offering good customer service to the parents, and always providing dentistry that would make your mother proud. If you would like to learn more about joining our team please contact us and we would be happy to discuss this opportunity! Must have an outgoing personality, able to multitask, and be a team player. For more information please contact [drhicks@pdjohnscreek.com](mailto:drhicks@pdjohnscreek.com).

**GEORGIA— LAWRENCEVILLE.** Pediatric Dentist wanted in a small private practice in Lawrenceville, Ga. Apple Tree Pediatric Dentistry. We see patients 3 days a week. Our typical daily schedule is 1 column of operative and 2-3 columns of hygiene patients. Our schedule allows the doctor and hygienists to spend ample amount of time with each patient to go over treatment and give individualized care. Our patients are so wonderful and many of our patients have been with us for years. We strive to provide top quality care with family-oriented feel to all our patients without rushing through the appointment. We offer conscious sedation, and our associate dentist currently has privileges to do GA cases at CHOA. Compensation is very competitive (especially us being out of network with majority of insurances). Compared to most cases, you can earn equal or more while seeing less patients. We offer many other benefits. Conscious Sedation license a plus. Please give me a call at (706) 284-6529 or email me at [jenikongdmd@gmail.com](mailto:jenikongdmd@gmail.com) to discuss further. I look forward to hearing from you. Required: Completed a Pediatric Dentist residency. PAL, CPR. Conscious Sedation License.

**GEORGIA— NORTHEAST OF ATLANTA.** Pediatric Associateship Opportunity with Future Buy-in Potential! (GAFO913). Extremely rare opportunity to become established in this private pediatric practice and earn a great living, while being introduced to the community. Nestled in the north Georgia mountain region, this well-established and expanding practice is comprised of 2nd and 3rd generations. The office has historical collections over 1.1M and collected over 1.3M in 2022. This is a PPO and FFS office, no Medicaid. The beautiful stand-alone building is equipped with 5 ops and has a loyal staff ready to welcome the new associate. A competitive pay structure and benefits package reflect how valued this role is within the practice. The owner is seeking an associate who is a compassionate individual willing to embrace the patients, staff, and ultimately the practice as their own. There is flexibility in the structure and timeline for this opportunity. The associateship provides a pathway to ownership for the right candidate! New graduates encouraged to apply! To learn more contact Sherry Foster at (765) 210-3793 or [Sherry@LegacyPracticeTransitions.com](mailto:Sherry@LegacyPracticeTransitions.com).

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

**IDAHO— MOSCOW.** Busy, well established, privately owned, pediatric dentistry is seeking a talented, compassionate, and dedicated pediatric associate for a full-time position. Palouse Pediatric Dentistry has two offices located in Pullman, WA and Moscow, ID. Applicants for this opportunity should genuinely love helping children look and feel their best while providing excellent patient care. The Palouse is a fertile agricultural area known for its miles of beautiful rolling hills, suburban and small-town feel, and home to Washington State University, making it the perfect place for families. Pullman is just eight miles from Moscow and about 75 miles from Spokane where there is additional shopping, restaurants, and entertainment. Snowmobiling, camping, and fishing locations are plentiful and within close proximity. The beautiful Lake Pend Oreille and Lake Coeur d'Alene are both within a two-hour driving distance, making them great locations for weekend getaways. To learn more about this opportunity, please email us at [admin@palousesmiles.com](mailto:admin@palousesmiles.com).

**ILLINOIS— BUFFALO GROVE.** We are seeking a licensed pediatric dentist who is team oriented, energetic and fun loving to join our

practices in the cities of Buffalo Grove and Park Ridge. These are large northwest suburbs with great patient sources. Our offices have a positive and cheery atmosphere. We are an ultra modern and high technology office. No HMO or public aid. Compensation includes health insurance, disability and life insurance, 401k, paid time off, malpractice insurance and a very competitive compensation. Come check us out at [www.kidsmyl.com](http://www.kidsmyl.com)!

**ILLINOIS— CHICAGO.** We are looking for a part-time associate pediatric dentist for our pediatric dental offices in Chicago for all Fridays and the first Saturday of the month. Please contact us at (773) 947-8884 and send resume to [Drv@tfwdentistry.com](mailto:Drv@tfwdentistry.com).

**ILLINOIS— PEORIA & WASHINGTON.** An Illinois highly successful pediatric dental practice, with offices in adjacent communities, is seeking a full-time pediatric dentist to join our outstanding staff. We are a well-established family-oriented practice noted for delivering gentle, compassionate dental care to children and adolescents. Our founder built a strong and loyal patient base by helping young people to enjoy rather than dread going to a dentist while also supporting parents as they guide their children to life-long, healthy oral habits. The office is modern with Solea laser, Isolite, and digital technology. Successful applicants will have completed a graduate program in pediatric dentistry accredited by the Commission on Dental Accreditation (CODA). Daytime office hours are Monday through Wednesday, 8:00 a.m. to 5:00 p.m.; Thursdays from 7:30 a.m. to 3:30 p.m.; and Saturdays from 8:00 a.m. to 12:00 p.m. (1 per month). No clinical hours are offered on Saturdays during the summer (June 1 through September 1). Dentrix software is used in our offices. Estimated Compensation: \$375k + per year. Signing Bonus: \$35,000.00. Student Loan repayment option available. Visa sponsorship available. Required: D.D.S./D.M.D. from an accredited Dental School. Residency Certificate from an accredited Program. Pediatric Dental License (Required). For more information please contact [ae@aptus.ae](mailto:ae@aptus.ae).

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

**INDIANA— GOSHEN.** Seeking Pediatric Dentist: Good To Grow Dental Center is seeking a full-time or part-time pediatric dentist who values safety, connection, playfulness, and efficiency in their work. Our non-corporate of-

office is offering a full-time or part-time position with the opportunity to partner. We utilize nitrous oxide, have weekly case time for general anesthesia treatment in a surgery center, and have access to hospital operating room time. Why here and not somewhere else? Healthy compensation in a flexible and fun working environment. Family Friendly: From our office hours (7 am— 1 pm M-F) to the community we serve, we are all about family first. Proximity to Fun: We are 2 hours or less from several hot spots of fun including Chicago, Indiana Dunes National Park, Indianapolis, Grand Rapids, and much more. Not to mention all the fun activities in our own backyard. Opportunity to Grow— As a pediatric dentist at Good to Grow Dental Center, you can grow your financial stability, leadership, clinical, and business skills. Interested in owning? There is an opportunity for that too! World-Class Team: Our well-trained team of expanded functions dental assistants and knowledgeable administrative team make work fun and productive. As our perfect match, you: Licensed or qualified to obtain a dental license in the State of Indiana. Completed a residency from an accredited pediatric residency program alue safety, connection, playfulness, and efficiency in your work. Have a passion for working with children and families. Show strong respect for all of your coworkers, regardless of position. Start the conversation: Interested in learning more? Email [Ryan@goodtogrowdental.com](mailto:Ryan@goodtogrowdental.com), or text (319) 535-0540 with any questions you may have about the opportunity. A gift of \$1,000 will be extended to you after taking the time out of your busy schedule to give us a serious look in person. We look forward to hearing from you!

**INDIANA— INDIANAPOLIS.** Central Indiana Associate Opportunity. If you love the outdoors, peaceful live and, low cost of living in the Midwest, then this opportunity is for you. Outdoor enthusiasts worldwide visit Indiana for the ultimate in hiking, biking, boarding, birding, climbing, horseback riding, and fishing. Go camping at many of the National Forests. This city has it all- amazing cuisine, historic landmarks and museums, art galleries, weekly markets, yearly festivals and lots of family fun. This private pediatric dentistry practice needs a full-time or part-time associate to join their busy and growing practice (Currently 3 offices in greater Indianapolis: Fishers, Greenfield and Lawrence). Position is available 3 days or 4 days a week. Offices are a state-of-art with all updated technology with experienced and devoted staff. The practice offers in-office IV sedation using an anesthesiologist 1 day a week and the OR cases are done at a nearby hospital 1 day a week as well. Compensation: guaranteed base of \$1,200 per day or 35% of collections on everything including hygiene production. Other associates are making over \$300,000 a year. Benefits- paid malpractice, \$2000 towards CE and \$3,000 for moving expenses. Work

in a fun, kid-friendly office with all updated technology with qualified and experienced staff. This opportunity will provide a candidate with a wonderful income and a fun place to live and raise a family. For more information please contact [jfyepes1970@yahoo.com](mailto:jfyepes1970@yahoo.com).

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

**IOWA— MUSCATINE.** Iowa Pediatric Dental Center is looking for a pediatric dentist to work in its pediatric dental practice located in Cedar Rapids! We are looking for a doctor who shares our values and is passionate about helping children achieve a lifetime of healthy smiles! We Offer: \$100,000 Sign-On Bonus for Three Year Commitment. Clinical Autonomy. Production Based Compensation Model. Equity Purchase Program. Malpractice insurance. Medical, Dental, Vision, PTO, 401K. Current residents are encouraged to apply. For more information please contact [iadocrec2@d4c.com](mailto:iadocrec2@d4c.com).

**MAINE— SCARBOROUGH.** Private pediatric dental practice is seeking a full-time pediatric dentist to join a well-respected and established 2 location practice with a commitment to the community we serve. Our practice is centered around providing the highest level of dental care to our patients and their families in a comfortable and friendly environment. We utilize a wide range of treatment modalities including an in-office pediatric anesthesiologist as well as local hospital operating rooms. We are seeking an enthusiastic, motivated, and patient oriented individual with great communication skills and a focus on a high standard of care. Live and work in

what visitors refer to as vacation land. This is a very desirable area that is steadily growing. It offers an energetic pub and restaurant scene, shopping, great music venues, and endless outdoor activities given it's close proximity to the ocean, mountains, and lakes. The area has exceptional public and private schools with safe and family friendly neighborhoods. We are offering a competitive package that includes a guaranteed salary, production bonus, and opportunity for partnership. Production bonus also includes hygiene services provided by registered dental hygienists. We also offer a complete benefits package. If interested, please respond to: [justforkids.mccoey@gmail.com](mailto:justforkids.mccoey@gmail.com).

**MARYLAND— BETHESDA.** Are you passionate about helping children achieve and maintain their best oral health? We are a growing dental practice looking for a pediatric dentist to join our team! Part time 1 -2 days a weeks leading to full time and potential partnership. Our office is not like any other pediatric dental office. Beyond the office esthetics and the utmost advanced technology in dental equipment, we offer our patients a unique and innovative pediatric dental experience. As a pediatric dentist in our practice, you will have the opportunity to make a positive impact on the lives of children and their families at one of the most prestigious addresses in Maryland. You will be responsible for providing comprehensive dental care to our young patients, including preventive care, restorative procedures and become dental coaches. We offer a competitive salary, benefits package, and a supportive work environment. If you are looking for a rewarding career opportunity, please send us your resume today! Together, we can make a positive difference in the lives of children and their families. Please call (301) 941-7374 or email us at [smile@bccpediatricdentistry.com](mailto:smile@bccpediatricdentistry.com). Required: A D.D.S. or D.M.D. degree from an accredited dental school. An MD license to practice dentistry. Specialty training and certification in pediatric dentistry. Excellent communication skills, both verbal and written. A strong commitment to providing high-quality patient care. A passion to learn more about new technology and techniques in pediatric dentistry.

**MARYLAND— COLUMBIA.** State of the art Private Practice seeking a motivated, compassionate pediatric dentist to join our team. We have the latest technology and equipment, as well as an exceptional support team. This position will be part time in private practice, along with a possible hospital affiliation. The ideal candidate should be proficient in all areas of pediatric dentistry from infants to teens. We are looking for someone who can provide quality care and is passionate about creating healthy smiles for children in our community. Columbia is ideally located between Baltimore, MD and Washington DC, and has been named one of the top places

to live in America. Requirements: Maryland Dental License. Graduation from accredited Pediatric Dentistry Program in the U.S. For more information please contact [drluu@greaterhoustonpediatricdentistry.com](mailto:drluu@greaterhoustonpediatricdentistry.com).

**MARYLAND— FREDERICK.** 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. The practice was fully renovated to accommodate growth in 2020 and we are now expanding further. 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, without any of the administrative responsibilities. Current associates earn between \$350,000 and \$650,000 annually, with a guaranteed daily minimum rate of \$1,200.00. Further earning potential is possible 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. Malpractice insurance is paid, cell phone monthly allowance, 90 minute lunch breaks, gym membership, reimbursement of monthly health insurance premiums for associate and family. 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— MOUNT AIRY.** Mt. Airy Children's Dental Associates-Pediatric Dentistry and Orthodontics has a full time opening for a talented Pediatric Dentist 4-5 days per week with partnership-ownership potential. Our 30+ year practice has an outstanding reputation in the dental and medical community for compassionate, comprehensive and conservative pediatric dental care with in-office sedation and an opportunity for general anesthesia/hospital care presently at the University of Maryland Rehabilitation and Orthopedic Hospital, Baltimore, MD. Our practice is a unique, combined pediatric-orthodontic practice with two board certified pediatric dentists in a 5000+ sq.ft., 14 chair, state of the art facility providing traditional preventive, restorative and surgical care as well as laser lip and tongue tie revision. Our board certified orthodontist provides excellence in orthodontic care to the children and adolescents in our practice and adults. You will be supported by our dedicated, fun, and extremely talented team. Excellent compensation and benefits package. Our single location private practice in the Town of Mount Airy continues to grow, centrally located to Washington DC, Frederick and Baltimore, MD. No evenings, no Saturdays ever! We strongly believe that your weekends belong to you and your family. Nearby, the

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

**MARYLAND— SILVER SPRING.** Excellent opportunity for a pediatric dentist to join a well 9 years established Pedo/ Ortho dental office in the Silver Spring, Maryland area. We are looking for an energetic and team focused Pediatric Dentist to join our growing team. This is not a corporation. The ideal candidate must hold a certificate in Pediatric Dentistry and have excellent clinical and communication skills. In office sedation, nitrous oxide, Hospital Dentistry is including in our job. Compensation is based on the collection. 2 Years of Pediatric Dental Residency required. For more information please contact [kidzfamilydental@gmail.com](mailto:kidzfamilydental@gmail.com).

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

**MASSACHUSETTS— PEABODY.** Busy pediatric dental and orthodontic practice on Boston's north shore seeking a pediatric dentist for associateship. Generous benefits package. Seeking pediatric dentist trained in an accredited pediatric dental residency program. For more information please contact [federicofabianlago@gmail.com](mailto:federicofabianlago@gmail.com).

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

**MICHIGAN— TROY.** A growing pediatric dental practice in Troy of Michigan is looking for a full time or part time pediatric dentist with potential buy in. The area has the best public high school in the country-Troy High School. I am a fellow of American Academy of



Pediatric dentistry and Diploma of American Board of Pediatric Dentistry. I am a solo practitioner and willing to offer 40% collections or \$1,250.00 per day. Our office offers conscious sedation and full range of pediatric dental services to children and special needs patients. Michigan state dental license required. If you like to learn more about this opportunity, please call (248) 797-2551 or e-mail at [jianfuz@aol.com](mailto:jianfuz@aol.com).

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

**MISSOURI— ST. LOUIS.** Want a clear pathway to ownership? We are a well-established group pediatric dental practice, located in Metro St. Louis, that wishes to add a pediatric dentist to our team. We have all the latest technology and are seeking a candidate who is dedicated to delivering the highest quality of care. This is an excellent practice opportunity for a caring, and motivated pediatric dentist. The practice has a mix of private insurance and Medicaid patients. Dr. Hastings and his office members are active participants in the community who regularly engage St. Louis City and surrounding counties in positive ways. 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. Health insurance. Retirement matching and profit sharing. Malpractice Insurance. Plus more. Call or text Corey Hastings if interested: (314) 496-3562. Email: [Dr.corey@littlesmile-sofwashington.com](mailto:Dr.corey@littlesmile-sofwashington.com). The candidate must: Hold a D.D.S. or D.M.D. certificate from an accredited dental school. Have completed or are set to complete a pediatric dental residency program. Must have or be applying for a Missouri dental license.

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

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

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

**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 there 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.** Great Earning Potential for Pediatric Associate Dentist in Successful Dental Practice. We are a busy, fun and professional yet casual Pediatric Office with an immediate opening for a part time/ full time associate dentist. We offer a friendly caring work atmosphere, and competitive pay and benefits. We Offer: Established state of the art practice with an experienced, well-trained staff. Loyal patient base in a busy practice. Guaranteed Salary first 3-6 months. Supportive team and dedicated assistantMentorship. Career Growth Opportunities. Autonomy. Potential for bridge to ownership for the right person. Modern office and equipment. Ideal Candidate: Ability to project a positive, caring, and professional image. Exceeds patient's expectations in service, comfort, and quality to provide the Perfect Patient Experience. Strong production skills and drive to succeed. Experienced Doctor or New Graduate with excellent clinical skills. Must be able

to work independently and deliver high quality care. Able to work with a team, with humor, and enthusiasm. Benefits: Sign on Bonus. Paid Vacation. Health Insurance. Continuing Education. Dental License Reimbursement. Dental Permit Reimbursement (if applicable). Malpractice Insurance Reimbursement. Association Dues Reimbursement. Immigration Sponsorship. 401K Match. For more information please contact [snason@simplydentalmanagement.com](mailto:snason@simplydentalmanagement.com).

**NEW JERSEY— HOBOKEN.** Looking for an amazing, friendly and clinically proficient pediatric dentist to be part of a multispecialty -pediatric dental, orthodontic, and general dentistry practice in Hoboken, NJ Practice owner is a Board Certified Pediatric Dentist with a second location in Hoboken offering Laser Dentistry and Laser Frenectomies. Candidate must have the following by the time employment begins: NJ Dental License, NJ CDS, Specialty Permit, PALS. Must possess: excellent bedside manner, advanced treatment planning skills, and a motivation and drive to learn, team player, organized, punctual, reliable. Compensation: Base Pay, % of Collections or Prod— based on experience Benefits etc can be discussed. Check out [www.hobokensmilespecialists.com](http://www.hobokensmilespecialists.com).

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

**NEW JERSEY— SICKLERVILLE.** Center for Pediatric Dental Health powered by Smile Doctors is seeking a full-time Pediatric Dentist to join their team in New Jersey! Opportunities Include: Aggressive Compensation Package. Sign-On Bonus & Incentive Bonus. Potential Opportunity For Equity. Competitive benefits package that includes: Guaranteed Daily Rate & Production Incentive. Healthcare Benefits + 401K. Opportunity For Equity Partnership. C.E. Allowance. Life Insurance (company paid). Clinical Mentorship & Doctor Coaching. Exceptional Clinical Support Team. Work/Life Balance. For more information please contact [kelly.gilmour@smiledoctors.com](mailto:kelly.gilmour@smiledoctors.com).

**NEW JERSEY— WESTFIELD.** Seeking Pediatric Dentist. Excellent opportunity for an enthusiastic board certified/board eligible pediatric dentist with extraordinary people skills, clinical skills, and a genuine love for children. We are looking for a part-time pediatric dentist which may lead to a full-time position in the near future. We offer great benefits and a competitive salary. We are a well-established and respected pediatric dental practice that has been treating children for fifty five years. Our

state of the art practice uses digitized practice management, digital radiology and utilizes the Bio-Lase Water Laser technology. Our staff is motivated, well trained, and highly skilled at ensuring that each child has a positive dental experience. Our well educated staff and pediatric dentists will help you achieve the highest level of comprehensive pediatric dental care in a safe and welcoming environment. Please visit our website for more information at: [www.kidsandsmiles.com](http://www.kidsandsmiles.com). If this opportunity is of interest and you would like to discuss details, please e-mail your resume with professional references to: [christina@wpdgn.net](mailto:christina@wpdgn.net) or mail to: Timothy P. McCabe, D.M.D. 555 Westfield Avenue. Westfield, NJ, 07090. (908) 232-1231. Requirements: NJ State License, Board Certified/Board Eligible.

**NEW MEXICO— SANTA FE.** Looking for cool person to join our small pediatric group practice where we ski, ride bikes, eat tacos and do dentistry. Are you the kind of person who would like to work with a group of close friends, who love nothing more than to meet up for tacos after a busy morning of pediatric dentistry? Do you also want to live in a magical city with an outdoor paradise surrounding you? If so, we have what you need. Our vision is simple: do the best dentistry possible and have the most fun doing it. We are a private pedo/ortho clinic with 5 doctors in amazing Santa Fe, New Mexico. It's not just Breaking Bad out here; we are in the southern tail of the Rocky Mountains, with a ski resort 30min from the office. The climate is 4 season at the intersection of alpine and high desert. Santa Fe is world renowned destination, sought after for its art and cuisine. And we are lucky enough to live and work here. We are looking for an additional pediatric dentist (pediatric focused general dentist ok too) to join our busy practice. We have all the latest technology, CBCT, Laser, etc, and offer the most current treatments in pediatric dentistry including all aspects of pediatric airway dentistry. Conscious sedation is done in office and general anesthesia cases are done weekly at our local hospitals. We offer all the usual associate benefits, great earn potential and partnership options for the right candidates. We can support and mentor new doctors as well as those with more experience. We currently have 2 pediatric dentists, 1 orthodontist and 1 general dentist. As one of the only specialty clinics in Northern New Mexico we get to do it all. Our patient base covers the entire spectrum of dental needs. The practice is about 60% medicaid with the rest PPO and FFS. Because we are a team, we have some flexibility in doctor scheduling: full time is considered 4 days but some choose to work more or less. Compensation is a guaranteed daily and percentage for anything above that. Associates are compensated for all hygiene, radiographs, etc. Requirement is D.D.S./D.M.D. and ability to obtain a New Mexico dental license. Completion of pediatric

residency is a plus. For more information please contact [drhendricksdds@gmail.com](mailto:drhendricksdds@gmail.com).

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

**NORTH CAROLINA— CHARLOTTE.** Growing, two location private pediatric practice with an excellent full-time opportunity for a compassionate and energetic pediatric dentist who enjoys working with children and special needs patients! We are seeking a pediatric dentist in search of associateship, with buy-in potential for the right candidate. We are a growing practice established in a great, expanding community in the Charlotte, NC area. For more information about our practice, visit [www.ckdentistry.com](http://www.ckdentistry.com). We offer competitive compensation and benefits package including health insurance, 401K, and profit sharing! To become part of our outstanding team email your C.V. to [malley11@msn.com](mailto:malley11@msn.com). Must be a Pediatric dentist.

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

**OHIO— BEAVERCREEK.** \$50,000 Sign-On Bonus. Beaver Creek Pediatric Dentistry has been experiencing tremendous growth in our patient base, and we're looking for a Pediatric Dentist to join our dynamic team! This opening is in our established specialty practice in Beaver Creek, OH. This is a busy multiple doctor practice where the needs of the patient always come first. Our practice focuses on educating our patients while creating a fun and comfortable atmosphere for children, parents and our staff. It will be a rewarding opportunity for a doctor who is looking

for clinically autonomy and enjoys working with other providers. Our Pediatric Dentists Enjoy: Huge Patient Base. Production Based Compensation. Equity Program. Malpractice Insurance Coverage. Comprehensive benefit package which includes Medical, Dental, Vision, Life Insurance, Disability Insurance, PTO and 401(k). Requirements: D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation. Completed a Pediatric Residency accredited by the Commission on Dental Accreditation or have at least 5+ years of experience focused primarily on pediatric care. Current, valid license to practice dentistry in state where providing care (License must be in good standing) or eligible for licensure. Other certifications as required by state to include- CPR, DEA, etc. For more information please contact alex.english@d4c.com.

**OHIO— COLUMBUS.** Associate Pedodontist Opportunity in Columbus, Ohio at a Doctor Owned Practice. If you would like to spend 4 days a week having a blast with your patients followed by a long 3 day weekend Hines Little Smiles is the office you want to be at. You will get a little bit of everything at our office. We provide in office treatment, IV, and general anesthesia at our ambulatory anesthesia facility. We offer full benefits, paid CE, paid malpractice, and a competitive salary with bonus options. We are very much a team environment and if you would like to be part of that team please reach out.) Must be a board certified/board eligible pediatric dentist who has successfully completed a pediatric dental residency program. Must be a board certified/board eligible pediatric dentist who has successfully completed a pediatric dental residency program. Must be licensed to practice dentistry in the state of Ohio. Must be in good standing with your current professional organizations such as AAPD, ODA, ADA etc. For more information please contact drmitzhines@hineslittlesmiles.com.

**OREGON— NEAR PORTLAND/WILLAMETTE VALLEY.** What is your vision for your career? At Acorn Dentistry for Kids, our vision is to be world class in promoting health and confidence in kids— literally around the world! We do that through Entertainment and Education in a Magical Environment of Safety, Cleanliness, Comfort and Fun. To us, the experience we provide is more than just about good dentistry— it is about creating a memory that kids and parents look forward to doing again and again. Are you a miracle worker that can transform that dental experience with us, or want to be mentored to become one? Our doctor group is humble, collaborative, and looking to grow both individually and as a team. Acorn Dentistry for Kids is a private practice with a public-health mindset (not a big corporation or backed by private equity). We exist because of the belief that Every Child Gets A Smile, whether on private insurance,

Medicaid, or no insurance. In order to make it possible for EVERY child to have what we call “Magical Moments”, we choose to grow our capacity rather than start to exclude patients from the clinic. Do you align with that vision for the community in which you work? We are looking for purpose-driven pediatric dentists that want to grow along with our expanding private group practice, especially if you are interested in ownership. There are many great benefits to living in the area around Portland, Oregon too. Our clinics are centrally located for easy access to the Oregon coast; the Columbia River Gorge and Cascade Mountains; 4 season recreational opportunities are all around; big city life and quaint small towns are equally accessible; our temperate climate means we don't have to worry about tornadoes, major floods, or hurricanes; and the local food is fantastic! Have you thought about doing international mission trips? We just started a non-profit organization named Acorn Kids International Charities, whose purpose is promoting health and confidence in kids around the world! This is bigger than a single clinic, we are starting a locally-led, globally-minded movement! Doctor benefits include a generous amount of doctor mentorship, a great signing bonus, a guaranteed daily base pay, 401k plan, medical/dental/vision insurance, all licensing and malpractice insurance fees paid, as well as a generous CE stipend. If you are thinking long term, we have a leadership track that outlines a simple Pathway to Ownership and Legacy to truly be invested as part of our fast-growing, community-minded group. Please check out our website at [www.acorndentistryforkids.com](http://www.acorndentistryforkids.com) and email [timrichardsondds@gmail.com](mailto:timrichardsondds@gmail.com) to find out more about this remarkable experience. We look forward to sharing this incredible journey with you!

**PENNSYLVANIA— HARRISBURG.** Children's Dental Health, an affiliate of Spark Dental Management, is currently seeking a Pediatric Dentist to serve our successful Central Pennsylvania practice in Harrisburg! Come practice with us in the capital region, and enjoy unparalleled operational support, benefits, and opportunity. Spark Dental Management is a multi-specialty Dental Support Organization dedicated to providing the highest level of business and operational support to our affiliated locations, allowing our dental care teams to focus on patient-centered care. From financial management to human resources and marketing, our professionals work to improve patient experience and expand access to dental care. Spark Dental Management supports more than 75 affiliated practices across seven states, with a dedicated focus on specialty practices such as pediatric dentistry, orthodontics, and dental surgery. We're proud to make a difference in the lives of families in the communities we serve. Surgery Center Ownership— We are unique in our ownership of Children's Dental Surgery— a collection of five AAHC-accredited ambulatory surgery

centers where our pediatric dentists perform dental procedures on patients under general anesthesia in a safe, state-of-the-art environment. Family-Friendly— Over 80% of our colleagues and more than half of our senior leadership team is female, ensuring focus and attention to the needs of women and families. Diversity and Inclusion— As the largest pediatric dental provider in Pennsylvania, we serve a diverse patient population, including special needs patients. Additionally, we accept a variety of insurances, and are one of the few providers who will accept Medicaid plans in the state. This enables us to make a greater impact with children who need it most. Work-Life Balance— Starting your own dental practice is not easy and takes time. At Children's Dental Health, our business and support teams will take care of practice management and administrative functions, offering you time to focus on practicing dentistry, without the added pressure of managing a business after patient appointments. With us, you can enjoy a healthy career without limiting the amount of time doing what you love. As an organization, we are proud of what we have to offer our pediatric dentists at CDH. Benefits include: Generous sign-on bonus. Opportunity for company equity with tenure. Highly competitive compensation package. Annual CE Reimbursement/Company-sponsored CE Course. Medical/Dental/Vision. 401(k) with company match. Licensure process reimbursement. And many more! Requirements: D.D.S. or D.M.D. accredited by the Commission on Dental Accreditation. Certificate in Pediatric Dentistry. Current, valid license to practice dentistry in state where providing care; license must be in good standing or eligible for licensure. Active state-specific anesthesia restricted 2 license (to be able to administer nitrous oxide). Other certifications as required by state to include: DEA, CPR, PALS. No sanctions for Medicare, Medicaid, or any licensing board. For more information please contact [mshaffer@childrensdental-health.com](mailto:mshaffer@childrensdental-health.com).

**PENNSYLVANIA— NORTHEAST.** Every child needs a dental home. And so does every dentist. We're looking for pediatric and general dentists to call Sprout Dental, home. Join us and help create positive pediatric dental experiences for patients throughout Northeast Pennsylvania, and traveling from upstate New York and Western New Jersey. We're a growing practice making nearly 200 new dental friends each month. We're flourishing too, caring for 3,000 more toddlers, children, and teens monthly throughout our three offices (with others in the works). The need for our services is increasing, and that's why we need you. Join us on the smile farm, and help us tend to teeth, care for kids, cultivate healthy smiles, and have lots and lots of fun in an incredibly beautiful place that conveniently sits within reach of two of our country's most spectacular cities. (Yes, you can go from

beautiful back roads to bustling streets in two hours or so if that's your thing). This year marks 10 years of growing healthy smiles for our patients, families, and communities. We thrive through our commitment to preventive dentistry and education, and our unrelenting adoption of best practices including nitrous oxide, amalgam alternatives, in-office conscious sedation, and OR cases at select surgical centers. Outreach is another great way we share our services in our communities. For full-time pediatric dentists, we offer the seeds of success; the space and unlimited support to develop the roots of a career. Here you'll find clinical mentorship and guidance, informed by entrepreneurial experience with the added influence of skilled consultants. Knowledge is power, and we strongly believe in empowerment here. As for general dentists, maybe your younger patients are your favorite part of your current practice? Or maybe crying, irrational adults are the least favorite part of your current practice? Either way we offer the chance for a change of pace, a change of scenery, and a change of attitude, a much more fun one. Of course we'll expect our general dentists to have a pediatric touch. This role will give you the opportunity to treat-ment plan and manage patients individually, however, much of your work will be supporting the progress of our patients as they age, mature, and become more self-sufficient, and responsible in managing their specific dental needs. Our practices are open Monday-Thursday, and our two general dentists currently work two days each week. This is the perfect opportunity for a general dentist who wants to give more, and live more, and have a lot more fun at this thing called work. And if you're a younger general dentist, thinking about your next chapter, consider this as a possible stepping stone— with some inroads— toward a future pediatric residency. Each of our pediatric dentists carved their own unique path to this career, and with the right guidance, we can maybe help you pave your own way. (Of course, we'd really then want you to return to us and hopefully you'll want to come back). Please reach out to discuss compensation and benefits for this opportunity, both pediatric and general. To learn more about us, visit [www.sproutdental.com](http://www.sproutdental.com). To learn more about this opportunity, specifically, visit [www.smilefarmers.com](http://www.smilefarmers.com).

**RHODE ISLAND— CRANSTON.** Well established pediatric dental office serving the Rhode Island community for over 35 years is seeking a motivated and caring pediatric dentist. Our practice, which is non-corporate is owned/managed by three Diplomates of the American Board of Pediatric Dentistry who have a passion for treating children. The position is initially part time or full time, with goal of full time leading to partnership track. Experience is welcomed, mentorship available. We offer a very competitive salary and benefits package for the right person, including health

care, CDE allowance, malpractice insurance and more. If moving from out of state, we will reimburse packing/moving fees. We have two modern offices equipped with the latest digital technology including all digital radiographs. Our offices are located near the beaches, a major Ivy League institution, and the culture and diversity of Providence, RI. To find out more information about our office, please contact Nicole Robbio at [nrobbio@peddentr.com](mailto:nrobbio@peddentr.com) or call (401) 943-7535.

#### **SOUTH CAROLINA— POWERSVILLE.**

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

**TENNESSEE— FRANKLIN.** Pediatric Dental Care, located in Franklin, TN, is looking for a highly motivated, driven, and enthusiastic pediatric dentist to work with our awesome team. Our practice environment is fun and fast-paced. We're passionate about growing personally and professionally-and pushing the limits of WOWing our parents and patients is the everyday norm. In this position, you'll be able to expand your professional skills but the really cool part is doing work that matters. We take our work seriously. We see lives changed on a daily basis and that motivates us to work even harder. We also take family seriously. While we're at work, we focus on work. But when we go home, we focus entirely on our families. That's because we value family time as much as you do. This focus on intentionally being where you are throughout your week is what makes our practice one of the Best Places to Work in Williamson County. Let's just talk about a couple of factors that make us feel this is a "Dream Opportunity". Location, Location, Location! Nestled a mere 21 miles

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

#### **TENNESSEE— KINGSFORT 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 exciting 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 thirty-five percent [35%] of Employee's Collections. 4 weeks Vacation plus holidays No Medicaid (Kingsport), all private insurance or cash-paying. Malpractice Insurance. Relocation Bonus. Optional Health Insurance. Continuing Education reimbursement. Required: Tennessee and/or Virginia Dental License or eligible for licensure in Tennessee/Virginia. Completion or soon to be completed Pediatric Residency Program.

**TEXAS— ARLINGTON.** iKids Pediatric Dentistry and Orthodontics is looking for a pediatric dentist to work in its pediatric dental practices located in Dallas and Arlington! We are looking for a doctor who shares our



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

**TEXAS— CONROE.** Private doctor owned private practice seeking an exceptional pediatric dentist to join our team. We have an amazing, modern facility with the latest in technology and equipment. We have a fun, experienced team to help you grow and maximize productivity. This is a busy practice, and you will get experience in all aspects of restorative pediatric dentistry. We bring oral sedation, IV sedation in office, and opportunity for hospital dentistry. This is a tremendous opportunity for growth with mentorship along the way. Comprehensive benefit package included with a full time position. For more information please contact cpdpuffin@gmail.com.

**TEXAS— CONROE.** Excellent opportunity for a pediatric dentist to join our well established, highly successful fee for service pediatric practice that has been in business for 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 advancements 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 drluu@greater-houstonpediatricdentistry.com.

**TEXAS— HOUSTON.** A progressive and advanced Pediatric Dentistry Practice is looking for a Pediatric Dentist for long term association, with potential for an Equity position if desired. The company boasts to have multiple offices with high profitability and is in a continuous expansion and progression since its inception. The offices are located in great areas of Houston Metropolitan, are well equipped, fully digital with advanced technology like

CBCT, iTero, IO cameras, Sensors, Digital Caries Detection among others being utilized for amazing patient care and experience. The teams, both clinical and administrative, are very motivated, helpful and geared towards operations to minimize stress and improve productivity of the dentist. All the interested candidates should respond with a detailed C.V. and photograph to info@bayoakspd.com. Also, provide a good day to contact you for a brief 30 min call. Thank you. Bay Oaks Pediatric Dentistry Team. (903) 245-7245. The prospective candidate should be well versed in procedures involving pediatric dentistry including Oral Conscious Sedation, IV Sedation and should be able to get credentialed at hospital systems. Board Certification is preferred but is not mandatory. Mandatory qualities include good chairside manners, team player, patient care and production driven, punctual, honest, loyal and looking to associate for long term. The management is open to discussions about partnership with the right candidate. The compensation will be commensurate with improving the numbers and the bottom line.

**TEXAS— KILLEEN.** Lone Star Pediatric Dentistry is looking for a pediatric dentist to work in its pediatric dental practices located in Killen, TX. Come join our supported dental office, where we do just that; support pediatric dentists by bringing them cutting edge technology, well trained support team, an industry leading, and mentorship. The practice is doctor owned and is dedicated to provide unparalleled service to every child that sits in our chair! Our Pediatric Dentist Enjoy: Working for a doctor owned practice. Production Based Compensation with Guaranteed Daily Rate. Clinical Autonomy. Work/Life Balance. Equity Opportunity. Company Provided Malpractice Insurance. Medical, Dental, Vision, PTO, 401K. Candidate Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact lonestar-docrec@d4c.com.

**TEXAS— SAN ANTONIO.** We are seeking a Board Certified/Eligible Pediatric Dentist to work part time or full time. Southside Children's Dental Center has been in practice for 35 years on the southside of San Antonio with a one owner doctor. We currently have a staff of 50 employees, 3 pediatric dentist, 1 oral surgeon, 2 orthodontist, and 2 general dentist. Due to a very busy patient base we desire to welcome an additional pediatric dentist to our team. Our office culture is professional, organized, and friendly. Our vision is to give every patient an excellent clinical and office experience. Please check out our website at www.sscdc.org for additional information. What we value: The satisfaction of a job well done and a patient that has had a great

experience. Being able to reassure parents/guardians that their child is being given the best possible care. An office that is well run, organized, and up to date with technology and the latest treatment techniques. Teamwork and professionalism when between staff and doctors. A forward thinking vision that allows for personal and professional growth.

**TEXAS— SAN ANTONIO.** NON-DSO. Private Practice has a great opportunity for FT/PT Pediatric Dentist. Some Incentives include: Excellent pay with above average earning potential, pay is based on production not collections, weekly OR, yearly credential expenses. Relocation cost negotiable. Our office presents a unique environment that has worked very well, if your spouse is a D.D.S. general or pedo we welcome you as a team, letting you decide with today's busy schedules how much either one wants to work giving you time for family. One of the main reasons we do not work nights and weekends. We also, have an orthodontist one day a week with some room for growth. If you would like to talk about other incentives not listed, please send us your resume. For more information please contact scaldwell@whkidsdds.com.

**WASHINGTON— EAST WENATCHEE.** Washington State: Seize this opportunity in growing Wenatchee Washington. We are seeking a full time Pediatric Dentist or General Dentist with a pediatric focus to join our busy private practice. Potential for \$400,000+/year plus upwards of 50K benefit package with flexibility of 198 working days/year. Our practice boasts a fully digital integrated platform for seamless efficiency. We also utilize a restorative hygienist to maximize scheduling. With our loyal and well-seasoned staff, we are a force of uplifting energy that runs like a NASCAR team. Our practice also provides orthodontic care which strengthens our patient loyalty and retention. Wenatchee is an excitingly diverse area with robust outdoor adventures for the entire family. Adventure seekers enjoy biking, hiking, fishing, hunting, water & winter sports alike. Wenatchee is well equipped with excellent character focused schools, a modest cost of living and a tight knit community that feels like home. For more information please contact jschall@wvdentalvillage.com.

**WASHINGTON— LONGVIEW.** Looking for a fulfilling career in pediatric dentistry? Join the happy, fun-filled team at Happy Kids Dentistry & Orthodontics in Longview, WA!! Our mission is "to improve the lives of children in Washington State by improving their oral health!!" We follow our Motto, "We treat children as our own". We're looking for a dedicated, kind, and open-minded pediatric dentist to join our team of excellent providers. At Happy Kids Dentistry, we prioritize emotional intelligence and provide regular coaching to all team members. We believe in the power of mentorship and communication to create a support-

ive and fulfilling work environment. Living in the Pacific Northwest provides endless opportunities for outdoor adventures, from the mountains to the ocean. We believe in play and often explore our beautiful surroundings together. Our full-time associate will be highly compensated with production incentives, a signing bonus of \$25,000 based on the length of the contract, relocation allowance, health and retirement benefits, paid liability insurance, and support for memberships, continuing education, and travel. Contact Dr. Hani Eid at (360) 560-1653 or email [dr.eid@happykidsdentistry.com](mailto:dr.eid@happykidsdentistry.com) if you want to join our team. We're happy to answer your questions and facilitate an interview. Required: Certificate of the specialty in pediatric Dentistry. License to practice in WA state.

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

**WASHINGTON— VANCOUVER.** Position is open for a Full-time and/or Part-time pediatric dentist at our office! We are a private pediatric dental practice in the beautiful northwest, city of Vancouver, WA State (2.5 hrs south of Seattle), focused on providing excellent dental services to children in our community. Easy access to Mount Hood, Columbia River Gorge and the gorgeous pacific coast, as well to city life in Washington and Oregon! If you would like to work with caring and experienced colleagues and staff and working in a relaxed environment, reach out to us! We are looking for an energetic team player, who would provide high quality dental care, with empathy and compassion for his/her patients and their parents. Our spacious 5200 sq ft office has, 9 separate operatories, a total of 11 dental chairs, two separate waiting rooms, including a movie theater! Our office is modern, fully digital state-of-the-art facility. Patients are a mix of PPO and Medicaid insurance plans. Signing Bonus, Medical insurance, 401K with

profit sharing. Guaranteed compensation or percentage of production, which ever is higher. Ownership/partnership potential. New pediatric dentistry graduates are encouraged to apply, including OPT/F-1. Visit us at Must Love Kids Careers. Requirements: WA DEA, WA State Dental License required. CPR/BLS/PALS Certification. For more information please contact [drg@mustlovekids.com](mailto:drg@mustlovekids.com).

**WASHINGTON— VANCOUVER.** Pleasant Valley Pediatric Dentistry is seeking an associate for our practice. We are located in Vancouver, WA (20 minutes outside of Portland, OR). The position is available full or part time. We care for children ages birth through adolescent in a dynamic environment designed for kids. The associate will provide exams, diagnoses and treatment to our patients. We provide in office general anesthesia for complex dental treatment needs. Compensation: Salary or percentage of collections / 401k with match / health insurance / dental insurance. Call Terri at (360) 573-3176. Email: [pleasantvalleypedsdent@gmail.com](mailto:pleasantvalleypedsdent@gmail.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. Vedawoo offers world-class rock climbing. There are lots of great hiking, camping, fly-fishing, hunting, and outdoor activities nearby. When you want a bigger city experience, Cheyenne is a quick drive to Denver, perfect for catching a show or concert or attending a sporting event. Denver is also a great jumping off point to multiple fun destinations from its beautiful international airport. Our office is focused on providing patient-centered clinical care in a fun environment, maintaining a great team dynamic, and rewarding a strong work ethic. We have created a work family of long-term team members. We are looking for a candidate to join this work family who is hard-working, energetic, and focused on treating each one of our Super Kids to the highest standards of clinical care. This opportunity offers a great balance of autonomy, work/life balance, and space for mentorship. We maintain block time at our local surgery center. We treat each child in the way we feel will give them the best chance of having the most positive experiences possible. Both new graduates and experienced providers are welcome to apply. Compensation is competitive and will be determined based on experience. Let's talk! [www.wysuperkids.com](http://www.wysuperkids.com).

## CANADA

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

**ONTARIO— OTTAWA.** PediaDent is a pediatric dental group located in the capital of Canada, Ottawa and is looking to grow its team of pediatric dentistry and orthodontic specialists! We offer a starting salary of \$375K but also the possibility of a diverse practice (hospital OR, affiliated surgery center GA, orthodontics). The practice is made up of an amazing team of caring, dynamic and passionate staff. New grads are welcome. Please email your resume and cover letter to [admin@pediadent.ca](mailto:admin@pediadent.ca).

## PRACTICE FOR SALE

**GEORGIA— ATLANTA.** Welcome to the perfect opportunity for pediatric dentists looking to partner or expand their practice in the Atlanta, GA area! A pediatric dental practice is for sale within twenty miles of downtown Atlanta, situated in a highly desirable community. With six operatories and the potential for expansion into an adjacent unit, this practice provides the ideal space to grow and develop your business. And with almost no advertising efforts, there is already an average of 45 new patients per month and 1820 active patients. This practice is open only three days per week, offering enormous potential for growth in revenue and patient base. The current doctor is interested in exploring all transition options, including partnership with another dentist or a group, to ensure the smoothest and most beneficial process for all parties involved. Atlanta, GA and its suburbs are a great place to live, work and play. It is the economic and cultural hub of the region, providing plenty of opportunities for personal and professional growth. The city is home to a diverse population with a vibrant arts scene, top-notch restaurants, and endless entertainment options. With a temperate climate, beautiful parks and green spaces, and excellent schools, Atlanta and its surrounding suburbs are a great place to raise a family and enjoy a high quality of life. Don't miss this opportunity to partner with

a successful pediatric dental practice in one of the most desirable areas of the country. For an overview of this Georgia Pediatric Practice for sale, read below: 6 operatories with potential for expansion. Collections of \$910,000. EBITDA of \$270,000. 1820 active patients. 45 new patients/month. Growth potential. Atlanta, Georgia and its surrounding suburbs are a fantastic place to live, work, and raise a family. The region boasts a rich cultural heritage, with world-renowned museums and galleries, theaters, and music venues. You can catch a show at the Fox Theatre, explore the High Museum of Art, or enjoy an outdoor concert at the Chastain Park Amphitheater. Sports fans will find plenty to cheer about here, too, with professional teams like the Atlanta Braves, Falcons, and Hawks calling the city home. In addition, Atlanta is home to the College Football Hall of Fame, as well as several major college sports programs. Families will love the many family-friendly events that take place throughout the year, including the annual Atlanta Dogwood Festival, the Georgia Renaissance Festival, and the Peachtree Road Race on the Fourth of July. And with a cost of living that's lower than many other major cities, families can enjoy all that the region has to offer without breaking the bank. The school systems in Atlanta and its suburbs are top-notch, with excellent public and private schools to choose from. And for those who love the outdoors, Atlanta has plenty of options for outdoor recreation, including the Chattahoochee River National Recreation Area, Stone Mountain Park, and numerous parks and green spaces throughout the city. Overall, Atlanta and its surrounding suburbs offer a unique blend of southern charm, urban sophistication, and outdoor adventure. It's a great place to call home— to learn more about this pediatric dental practice for sale, contact Professional Transition Strategies. Email Bailey Jones: BAILEY@PROFESSION-ALTRANSITION.COM or call: (719) 694-8320. REFERENCE #GA31423. We look forward to discussing this opportunity with you!

**OHIO— MILFORD.** Practice for sale: Milford Ohio. Pediatric dental office for sale by retiring dentist. The practice is located 15 miles from downtown Cincinnati, making it the perfect combination of a quaint neighborhood feel with easy access to the metro area. An active patient base of approximately 1,900 patients and collections over \$300K. The office is currently open 4 days a week. The practice is primed to grow. The office has an average of 12 new patients a month, three chairs, digital x-ray, and Dentrix computer charting. The office is located on the ground floor of a professional complex, 1,100 square feet. This is a great practice for a new graduate or as a second practice. The sale is at a very reasonable acquisition price. Contact, Dr. Anthony Kamp at mobile (859) 628-8206 or kamptt@twc.com.

## FACULTY POSITIONS AVAILABLE

**INDIANA – INDIANAPOLIS.** Indiana University School of Dentistry's Division of Postdoctoral Pediatric Dentistry in the Department of Pediatric Dentistry invites applications for a full-time 12 month clinical or tenure track position at the assistant or associate professor level. The successful candidate will have a passion for teaching, strong leadership and team-building skills, and experience with and enthusiasm for the work in with residents in outpatient clinics. Candidates with experience in teaching minimal to moderate sedation in Pediatric Dentistry and providing supervision in an operating room setting are invited to apply for this position. Major teaching responsibilities include didactic and clinical instruction for postdoctoral students, student counseling and research mentoring, support of evidence based learning and clinical care, participation in hospital on-call service, and various interactions with predoctoral students. Other responsibilities include participation in committees at the department, school and university levels; and the production of scholarship to support promotion. Opportunities for extramural dental private practice are available. Qualifications: The successful candidate must have a D.D.S. or D.M.D. or equivalent; have graduated from a CODA accredited specialty program in pediatric dentistry or foreign equivalent; board eligibility or certification a plus. Rank and salary will be based on the candidate's experience and credentials. Applicants will be required to submit the following documents electronically: Signed letter of intent. Complete curriculum vitae. Three names of professional references with contact information. Documents should be sent to [dsexecaf@iupui.edu](mailto:dsexecaf@iupui.edu) with the subject line referencing posting #IN-16730. Review of applicants will begin immediately and continue until the position is filled. Indiana University is an equal employment opportunity/equal access/affirmative action employer and a provider of ADA services. Indiana University School of Dentistry is located on the IU School of Medicine campus adjacent to the IUPUI campus just west of downtown Indianapolis. IUPUI is one of the outstanding urban research universities in the United States and has been recognized nationally for its civic and community engagement. The university capitalizes on the campus' central location in the state and its position in the research corridor that links IUPUI, Purdue University West Lafayette, and Indiana University Bloomington. The School of Dentistry is the only dental school in the Hoosier state and educates 80% of the dentists practicing in Indiana and offers an extraordinary learning environment in which teaching, research and community service are uniquely combined to prepare tomorrow's dental professionals. Indiana University is an equal employment

opportunity/equal access/affirmative action employer and a provider of ADA services. The successful candidate must have a D.D.S. or D.M.D. or equivalent; have graduated from a CODA accredited specialty program in pediatric dentistry or foreign equivalent; board eligibility or certification a plus. Rank and salary will be based on the candidate's experience and credentials.

**WASHINGTON— SEATTLE.** Position Description: The Department of Pediatric Dentistry in Seattle, Washington seeking full-time Graduate Program Director. This is a 12- month service period, at the rank of Associate Professor or Professor (with tenure) or Associate Professor or Professor tenure-track or non-tenured at the rank of Associate Teaching Professor or Teaching Professor. The University of Washington (UW) Department of Pediatric Dentistry is nationally and internationally recognized as one of the premier departments in the country, known for the exceptional quality of its predoctoral and graduate programs. The Department has dedicated and experienced faculty, both full and part-time, with a strong commitment to excellence in education, diversity, patient care, scholarly activity, research and public health and global health. The Department of Pediatric Dentistry maintains primary responsibility for educating predoctoral dental students and post-doctoral resident trainees in the care of children's oral health. The primary clinic site is the Center for Pediatric Dentistry (CPD), a 16-chair outpatient clinic with an on-site ambulatory dental surgery center (DSC), which is staffed by pediatric dentistry faculty. Annually, the Department provides 15,000 to 20,000 patient visits, including completion of approximately 500 general anesthesia cases. Each year, the Department accepts five candidates to the two-year advanced education in pediatric dentistry residency program which is fully accredited by CODA and a component of UW Graduate Medical Education. Trainees undergo rigorous clinical and didactic training at the UW, Seattle Children's Hospital (SCH), and community sites and receive a Master of Science in Dentistry degree from the University of Washington Graduate School. The primary responsibilities for this position include: Direct the pediatric dentistry residency program, including but not limited to didactic and clinical curriculum development, overseeing selection of candidates for admission to the program, conducting trainee evaluations, preparing for CODA accreditation, developing and implementing program policies that are compatible with accreditation and institutional requirements, and serving as a mentor to the residents. Serve as a clinical and didactic instructor for residents and pre-doctoral students. Provide patient care at the CPD and the DSC. Represent the department at interdisciplinary meetings at university, local and state level associations such as Washington Pediatric Dentistry Alumni Association

and Washington State Academy of Pediatric Dentistry. Participate in the School of Dentistry and national Graduate Program Directors meetings such as the American Academy of Pediatric Dentistry. Play a lead role in the Interdisciplinary Special Needs Access Network (I-SPAN), a five-year Health Resources and Services Administration grant. Participate in after-hours call at Seattle Children's Hospital. The University of Washington faculty engages in teaching, research, and service. The Department of Pediatric Dentistry is committed to building a diverse, equitable and inclusive learning environment. This position will be expected to innovate and create teaching/research/service models that incorporate diversity, equity, and inclusion. The University of Washington (UW) School of Dentistry was ranked No.4 in the United States, and No.15 in the world in Britain's 2021 Quacquarelli-Symonds (QS) World University Rankings. The University of Washington, as both a state government institution and a public university, meets the federal requirement of a "public service organization" as defined by Public Service Loan Forgiveness (PSLF) Program. The successful candidate must have a D.D.S./D.M.D. or foreign equivalent, and completion

of a CODA-accredited advanced education program in Pediatric Dentistry with current standing as a diplomate of the American Board of Pediatric Dentistry; and ability to practice dentistry in the State of Washington. Successful candidates must either hold the title of associate professor or equivalent, or be eligible for promotion from assistant professor. In addition, the candidate is expected to obtain a State of Washington permit to administer moderate sedation or moderate sedation with parenteral agents by the start date. Positive factors for consideration include, but are not limited to, high emotional intelligence, determination, accountability, strong organization skills, leadership, excellent written and verbal communication skills, team player, ability to connect with others and a sense of humor. Applicants must possess a substantive teaching portfolio, history of funded research/training grants, manuscript publications, and expertise in academic leadership to enable her/him to lead a graduate program into one of the country's premier pediatric residency programs. Salary and Benefits. The base salary range will be \$17,800—20,800 per month for Associate Professor

(with tenure) or Associate Teaching Professor and \$19,700—22,900 per month for the Professor tenure-track or Teaching Professor, commensurate with experience and qualifications, or as mandated by a U.S. Department of Labor prevailing wage determination. Other compensation associated with this position may include \$500 per month administrative supplement. Application Instructions: Applicants should submit a letter of interest, including a diversity statement that reflects your commitment to diversity, equity, and inclusion, C.V., and names and contact information of three references, through the UW Interfolio Faculty Search engine links below. To apply for Associate Professor or Professor (with tenure) or Associate Professor or Professor tenure-track: <http://apply.interfolio.com/120577>. To apply for Associate Teaching Professor or Teaching Professor: <http://apply.interfolio.com/120573>. The position will remain open until filled with an anticipated start date of July 1, 2023. Screening of applications will begin immediately. For questions, please contact the Chair of the Search Committee, Dr. Ana Lucia Seminario, [alsadem@uw.edu](mailto:alsadem@uw.edu).



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