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AMERICA'S PEDIATRIC DENTISTS
THE BIG AUTHORITY on little teeth

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PRESIDENT'S MESSAGE

THE GIFT OF GIVING



PRESIDENT

Dr. Scott W. Cashion

"I don't think you ever stop giving. I really don't. I think it's an on-going process. And it's not just about being able to write a check. It's being able to touch somebody's life." Oprah Winfrey said this. I came across this quote in a collection of quotes and inspirational messages that I started many years ago. It resonated with me when I first saved it and still does today.

As we enter the holiday season, I know many of you will take some well-earned time off and hopefully spend time with family and friends. This time of year, we turn to thinking of good food, cooler weather, and giving and receiving gifts. It is a time to reflect and be thankful. We have many traditions in our family, some of which allow us to give back by physically volunteering or providing financial contributions. Each year, this looks different but it's something that truly enhances my enjoyment of this season.

Each of you, as members of the AAPD, volunteer and give of your time day in day out on both a national and local level. Within the AAPD, this is never more evident than when I sit in on council and committee meetings and

hear firsthand the excitement and enthusiasm that each member brings to the table. You hear the passion for helping improve the way we practice pediatric dentistry and the patients we serve. The passion to advocate for children across the United States. The passion to create guidelines that help us become better pediatric dentists. The passion to be a better academic faculty member. The passion to provide value in membership. The passion to provide the very best CE and Annual Session meeting. The passion from our Board of Trustees and Executive Committee. And all of that is just the tip of the iceberg. Our members, YOU, give back in so many ways to the AAPD. If you have not had the opportunity to volunteer with your state, district, or at the national level, I encourage you to go to our website www.aapd.org/about/get-involved/Volunteer/ and fill out the volunteer form or reach out to me – or any of the leadership of the AAPD – and we will help you get involved.

Over the years, I have heard so many of our members talk about volunteering time within their communities at local clinics and churches, Missions of Mercy (**MOM**) projects, Special Olympics, and various other settings. The volunteer work extends across the United States and the world. Recently, one of my friends shared with me their experience volunteering at a Special Olympics event in their state. It was touching how just a few hours of time meant so much to the athletes and made an even larger impact for my friend. He received much more than he gave. Personally, some of the highlights of my career have been the times I have been able to give of my gifts to children who were in pain and could not afford treatment. When I was in Guatemala several years ago, I was privileged to treat children in a small village where there was no den-

tist. Our group treated many children and even a few adults. We were all amazed at how grateful they were for the care we provided, but it was at the end of the week that touched us all the most. We had given the children, as a prize, a box of crayons and a coloring book, and they each presented us with their artwork to take home so we would remember them. As you might imagine there was not a dry eye in the clinic that morning. It really shows how just small acts of kindness really do mean a lot! I am sure many of you have these same kinds of stories.

Giving back also goes beyond dentistry. I encourage each of you to give back in your own way that reflects things that you know will improve the lives of others. Giving and expecting nothing in return will come back to you many times over. Many years ago a mentor of mine reminded me that giving back does not have to be a grand gesture. It can be something small, such as a thank you to the person who bags your groceries, a smile as you walk past someone on the street, a hello to the person who cleans your hotel room, a wave to your mail carrier, or a quick note to a friend to let them know you are thinking about them. It is the intentionality of a kind act that is most important. There is a song that I listen to often that talks about how random acts of kindness may change the path of someone on any given day

even though you will never know it. Think about that....one kind act has the power to change a person's life! Thank you for all you do to make a difference for others and our profession!

As Oprah said, giving is an ongoing process and one we do in many ways. The AAPD Foundation is one way in which our organization gives back to communities, organizations and clinics across the United States. Since 2010, the Foundation has funded 161 organizations totaling more than \$8 million dollars and helped over 735,000 children see a dentist who may otherwise not have received care. THAT IS AMAZING! And how did the Foundation accomplish this? Because of YOU, our members! Your generosity has made this possible.

As you all may know, 100 percent of your gift to the Foundation goes to help children. As president, I get to be a part of the Foundation Board. I have heard first-hand the impact each of your gifts make in the life of the children served by these organizations. Our AAPD Foundation President Dr. Doug Keck, along with the Foundation Board and staff, are dedicated to helping even more children in the next few years. At AAPD 2023, the AAPD Foundation launched a new initiative: The Healthy Smile Hero! If you were at Annual Session this year, you may have seen the Healthy Smile Hero at many of the events in Orlando. Many

of you have given a gift to the Foundation throughout the years. Some of you as Oprah would say "never stop giving" and for that we thank you! If you have not given to the Foundation in a while or this would be your first time, I encourage you to make a pledge or gift today! All of your gifts go to helping a child receive dental care that they might not otherwise receive. For more information and ways to donate, please go to www.aapdfoundation.org for all the details. Also, don't forget Giving Tuesday is November 28 this year! Together we can ALL show Big Love for Little Teeth!

As pediatric dentists we all have giving hearts. We give in many ways. We see value in giving back to the AAPD, our communities, and the children we are privileged to serve. I am so lucky to get to be in a profession that is all about doing the right thing—PROVIDING OPTIMAL ORAL HEALTH FOR ALL CHILDREN!

A final thought, as Oprah reminds us, let's aim to "touch somebody's life" not just during the holiday season but year-round. Our actions for others may have a more profound effect than we can ever comprehend.

Wishing you all a great Holiday Season!



As promised, I want to update you all on AAPD 2024 in Toronto. Toronto is a great city with so much to offer. Sports are big and the city is home to the Toronto Blue Jays, Toronto Maple Leafs, and Toronto Raptors! The Early Career Happy Hour will be at The Rec Room, which is right near the baseball stadium. Plan to catch a game while you are in town!

If you have not done so, please check to be sure your passport is up to date. If it expires before Nov. 27, 2024, start the renewal process ASAP. Look for a full lineup of speakers and registration info coming in the next issue of the *PDT*!

AAPD FOUNDATION HEALTHY SMILE HEROES IMPACT ACCESS TO CARE NATIONWIDE



“Thank you for making my teeth clean. When I woke up I said to my mother, ‘I love all the dentists at [clinic name].’ I love all the prizes that you have in the box!”

If that sounds like a patient from any pediatric dental office, it is because the American Academy of Pediatric Dentistry Foundation grant recipients serve as the dental home for their patients, just like children receiving care in private practices.

These Healthy Smile Heroes help ensure all little teeth receive the care they need and deserve, helping to remove the barriers to dental care many children face.

“What makes the AAPD Foundation different is we tap into our members’ generosity and expertise to address a

critical public health need: Access to quality dental care for underserved children,” said AAPD Foundation President Dr. Douglas Keck.

Keck speaks from personal experience. A longtime member of the AAPD Foundation Board of Trustees, Keck made a career change in 2018, becoming the dental director at a Federally Qualified Health Center (FQHC) in Immokalee, Fla., after 25 years in private practice in Connecticut.

He sees the need for the AAPD Foundation’s mission and access to care every day, where catastrophic decay sadly is the norm for many of his patients.

“Our families face so many challenges and if alleviating pain can bring relief to that child and the parents learn the benefit of regular dental visits, that’s one less worry,” Keck said, adding “There’s nothing better than seeing a child who now is cavity-free and loves seeing the dentist.”

“[Name] is a 5-year-old, former 25-week preemie with some developmental delays. His parents are immigrants from Asia. He was very scared at his first several visits. He had notched front incisors with caries possibly from being intubated at birth. We tried interim therapeutic restorations, but he was not cooperative and then took him to the OR for comprehensive care. We did treatment on 12 teeth including saving his front teeth with zirconia crowns.”



Nearly half of children aged 6-11 in the U.S. are affected by tooth decay, along with more than half of those aged 12-19. Left unchecked, cavities compromise the health, development, and quality of life of children, affecting such factors as eating, sleeping, self-esteem, speech development, and school performance. Children with cavities often fail to thrive, leading to a lifetime of otherwise preventable health challenges.

A 2022 national study commissioned by the AAPD Foundation showed that more than 90 percent of parents and caregivers place higher importance on their child's oral health than on their own. Nevertheless, children living in poverty, the AAPD Foundation's primary focus of care, are twice as likely to suffer cavities, and their dental disease is more than twice as likely to go untreated as their more affluent peers. Children living in rural communities generally have poorer oral health outcomes than their urban or suburban peers.

Poor diet and lack of education play a part in these disparities. For instance, young children who consume a diet

high in sugar, are of low socioeconomic status and whose mothers have a low education level are more likely to have cavities in early childhood than those who do not have these combined characteristics.

According to the AAPD Research and Policy Center, emergency dental care expenditures consistently are higher among children of low-literacy caregivers than other children. In effect, children seen in the emergency room for decay-related dental pain are predominantly minority children from low-income families. Treatment of severe tooth decay can cost \$10,000 per child and up to \$25,000 if the child needs to be hospitalized and treated under general anesthesia.

There is no one answer to address poverty's impact on child health. However, since 2010, the AAPD Foundation has invested more than \$8.3 million in grants and commitments to 161 clinics nationwide to help address oral health disparities, gaining a valuable understanding for how best to address one of the major health issues suffered by too many low-income children.

"It's been an unbelievable journey of hard work, sacrifice and luck over the last six years to see the growth of our program to care for limited income and uninsured children. Programs like ours don't typically make it more than a couple years because funding isn't guaranteed. Yet, with continued grant support from foundations and our state, we have become a haven for children that have nowhere else to go for dental care."

The AAPD Foundation is the largest national, dentist-led foundation dedicated exclusively to child oral health and, in terms of total assets, is the fifth largest foundation within organized dentistry.

"Child oral health is all we do," Keck said, "and with our focus on support to community-based programs, the AAPD Foundation has year-round, direct impact on child oral health across the country."

As this issue of *PDT* went into production, the Foundation was evaluating what could become its greatest, most heroic single year of grants it's ever awarded – more than \$2 million – in the form of three-year commitments made to as many as 10 clinics from around the country. "We invited proposals from 19 of our best-performing grant recipients and we're evaluating which organizations we'll invite to present to our Board in November," said AAPD Foundation Grants and Programs Committee Chair Dr. Deven Shroff.



Back row, from left to right: Brianna DeWitt, Scott W. Cashion, Mira A. Albert, James D. Nickman, Kevin Thomas, John Rutkauskas, Scott Smith, Paul Amundsen. Front row, from left to right: Jasmine Williams, Shari Kohn, Harlyn K. Susarla, Teresa Fong, Doug Keck, Deven Shroff, Oariona Lowe, Kerry Maguire, Jeannie Beauchamp.



"It has been the most rewarding work I've had the privilege to be part of during my career. It's because of the gratitude from the families. I have literally seen the stress fall away from the parents' faces. Most speak only Spanish yet the deep-felt thanks crosses language barriers. The families trust [us] as a safe place."

One out of four Americans volunteer according to a study performed by The Corporation for National and Community Service. Meanwhile, in a typical year, more than 70 percent of AAPD members report providing some level of planned, pro bono patient care at an estimated value of \$60 million.

Add to that Medicaid acceptance (70 percent participation) and annual contributions to the AAPD Foundation (15 percent participation), "AAPD members easily are the most generous specialists in organized dentistry," Keck said.

And it's that generosity that makes all of you Healthy Smile Heroes, too, and allows the AAPD Foundation to continue to make a difference in the lives of children. This Giving Tuesday, consider what impact you can make to support the AAPD Foundation and the optimal oral health of all children.

Shroff said these applicants are the first to be invited based on performance metrics instituted by the Foundation in 2019. "The Foundation compiles data allowing us to calculate no-show rates, recall rates and caries at recall of each grantee," he explained. "Clinics that perform 'better than average' on these measures are candidates for greater philanthropic investment from the AAPD Foundation."

Shroff said the Foundation over time will be able to explore more "rigorous research opportunities" among the better-than-average performers. "We know the access-to-care issue cannot be solved with stock approaches and these three-year investments will allow

us to better understand community needs over time," Shroff said.

In another effort to better understand the local need, the Foundation this month is hosting a national workshop of 40 current and previous grantees to get a better understanding of access to care landscape. Besides offering networking opportunities for participating grant recipients, the program will explore best practices in overcoming barriers, addressing workforce challenges, and tracking meaningful outcomes. "We will use the workshop results to ensure the grants we offer are targeting the areas of greatest need for our grantees and potential grantees," Shroff said.

The AAPD Foundation

Dr. Amr Moursi

AAPD Immediate Past 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.



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.

Member Benefit Spotlight Affordable and Accessible: AAPD'S JOURNAL CE PROGRAM MAKES LEARNING EASY



As a member of AAPD, you're already receiving the *Pediatric Dentistry* journal. Were you aware that you can accumulate CE credits simply by reading the

articles you're already reading? If not, take advantage of the Journal Continuing Education Program?

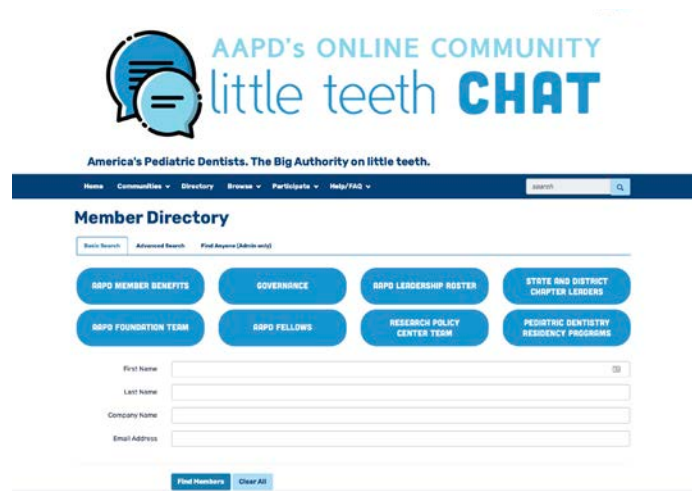
Available in Education Passport, the Journal CE Program package provides up to 24 CE credits with quizzes you can take at any time. The package is available to you for three years and tests are posted once the journal issue is published.

WHY CHOOSE AAPD'S JOURNAL CE PROGRAM?

Easy to Access: No need to travel or rearrange your busy schedule. Our program is accessible online, allowing you to learn at your own pace, wherever and whenever it suits you. All you need is an internet connection!

Affordable Learning: We believe that quality education should be accessible to all. AAPD's Journal CE Program is offered at a fraction of the cost of traditional courses, ensuring that you can continue your education without breaking the bank. The Journal CE program is \$120 per year for 24 CE Credits—that's only \$5 per credit.

Connecting Pediatric Dentists EXPLORE AAPD'S NEW ONLINE MEMBER DIRECTORY



We're thrilled to introduce the American Academy of Pediatric Dentistry's brand new online Member Directory, a powerful tool designed to enhance your member experience. This directory is your key to connecting with a network of fellow pediatric dentists, providing a platform for collaboration, networking, and sharing insights within our community. With user-friendly features and comprehensive search options, it's never been easier to find and engage with colleagues, locate mentors, or establish professional relationships. This dynamic resource is a testament to our commitment to supporting your journey as a pediatric dentist, and we look forward to seeing the collaborative opportunities it will unlock.

BUILDING A BETTER TOMORROW: INTEGRATING A SUSTAINABLE MINDSET INTO PEDIATRIC DENTISTRY

By Jennifer Luca, D.M.D., M.S. (she/her), OSU/NCH '23

Sustainability ensures the well-being of current and future generations by responsibly managing resources and mitigating environmental burdens. Sustainable dentistry minimizes environmental impact, conserves resources, and promotes long-term well-being for both patients and the planet. Integrating concepts of sustainable dentistry into existing practice philosophy will demonstrate to patients we care about their overall health and future.

Sustainable dentistry is a relatively new concept. While the direct effects of climate change on oral health are still being explored, the environmental toll of dentistry is more evident. As health care providers, we have an obligation to do no harm to our patients and to our environment. Single-use materials, nitrous oxide, and travel emissions are noted as some of the greatest environmental burdens in dentistry.

Environmental and health implications of dental materials have been a topic for many years. Conversation regarding the likely detriment of single-use materials and plastics in dentistry has increased. Single-use dental instruments pose a greater environmental health risk than reusable options. Plastics require 15 to 500 years to biodegrade, slowly becoming smaller and smaller plastics. These microplastics have been found in human tissues and their adverse effects on human health are currently being researched. Creating novel protocols to reduce plastic use while maintaining infection control standards must become a priority for

both environmental conservation and reduction of harmful pollutants.

Despite its utility in pediatric dentistry, nitrous oxide can be highly destructive to the environment. Nitrous oxide contributes to ozone depletion and has roughly 300 times the global warming potential of carbon dioxide. It is vital to ensure excessive nitrous oxide emissions in dental clinics are minimized. Systems should be regularly checked for gas leaks, and canisters must be used in full. Careful case selection and meticulous titration of nitrous oxide can also be beneficial for reducing unwanted environmental emissions.

Patients often travel greater distances for specialty care and inadvertently contribute to increased emissions. When possible, patient visits should be made more efficient. Prioritizing scheduling families on the same day, utilizing same day treatment, and completing more treatment in one visit can help reduce travel-related pollutants. Intentional scheduling and treatment also mitigates missed school times for our patients and parental time away from work.

Ultimately, disease prevention may be the most effective method of lessening environmental impact by minimizing the use of materials, reducing emissions, and conserving resources. A cleaner, healthier living environment for children and their families can contribute to a positive cycle that then reduces oral disease. By prioritizing prevention, dental practices can contribute

to a more sustainable and responsible approach to oral health care.

Moving forward, embedding sustainability into practice will be beneficial for our patients, our practices, and our planet. Consider the following action items to start your sustainable journey:

1. Acknowledge the relationship between oral health care and the environment.
 - a. Dive into current literature of climate change and children's health.
2. Educate yourself and your team.
 - a. Stay up to date with current sustainable dentistry literature and join in the conversation.
 - b. Explore material options and ask your distributors/manufacturers about their commitment to sustainability.
3. Create a culture that values the patients of today and a better tomorrow.
 - a. Promote sustainability as a value of your practice.
 - b. Prioritize disease prevention and patient-specific oral health education.
4. Join in the exploration!
 - a. This rising field requires support through evidence-based dentistry. Contribute to the body of literature by assessing your workplace and sharing your findings with your colleagues.

RESOURCES

1. *EPA's Report: Climate Change and Children's Health and Well-Being in the United States* https://www.epa.gov/system/files/documents/2023-05/Climate_Change_and_Children%27s_Health_Report_Executive_Summary_.pdf
2. <https://pubmed.ncbi.nlm.nih.gov/36028697/>
3. <https://www.fdiworld dental.org/sustainability-consensus-statement>

PREDOCTORAL CHAPTER SPOTLIGHT

INTRODUCING THE INAUGURAL STUDENT CHAPTER OF AAPD AT UPR DENTAL MEDICINE SCHOOL: PROMOTING PEDIATRIC ORAL HEALTH IN PUERTO RICO

Written by: Andrea S. Rodríguez-Rolón

Edited by: Nicole M Isidor-Pagán & Andrea B. Serrano Lamboy

Nestled in the stunning landscapes of the Caribbean, Puerto Rico, a U.S. territory, has produced artistic talents but also health care leaders dedicated to promoting oral health. The island, surrounded by beaches and breathtaking scenery, has given rise to prominent stars who proudly showcase our flag to the world. However, our influence extends beyond the artistic ambit; we promote health and well-being professionally. Thus, we take immense pride in introducing the inaugural Student Chapter of the American Academy of Pediatric Dentists (**AAPD**) at the School of Dental Medicine of UPR- Medical Sciences Campus. This accomplishment marks a significant milestone in establishing oral health among our younger population.

Our mission is clear: to promote oral health through interactive talks and community-driven initiatives in the pediatric community. We aspire to serve as a bridge of motivation for

students, facilitating their access to professional growth opportunities and mentorship from established practitioners in the field. As a chapter of the AAPD, we are also deeply committed to increasing the number of pediatric dentists, addressing the demand for health care professionals in Puerto Rico, especially those dedicated to the well-being of children.

Among our esteemed mentors are leading practitioners in the field who played a crucial role in launching our chapter. Notably, Dr. Damaris Molina-Negrón, Dr. Carla Rodríguez, and Dr. Cheryl Paulo. These individuals represent women excelling professionally and are the examples we strive to follow.

Our commitment to promoting oral health is so profound that we have already made a tangible impact within our community. We actively participated in community events, such as the

First Symposium of the Puerto Rican Pediatric Dentists Society, celebrated in Guánica, PR. Additionally, on Aug. 18, we visited multiple Head Start centers in Guánica, engaging children with interactive talks, screenings, and preventive measures like fluoride application. Establishing this first predoctoral student chapter lays the groundwork for a brighter dental future for Puerto Rico's children. We are committed to ensuring that every child in Puerto Rico, a territory of the United States, enjoys a bright and healthy smile. Join us in this vital mission as we take the first steps toward a future where pediatric oral health in Puerto Rico shines as brightly as our Caribbean sunsets. Together, we can impact the well-being of our community and the future generations of Puerto Ricans.

As we cordially say at the end of an exciting accomplishment, "YO SOY BORICUA PA' QUE TU LO SEPAS."



Inaugural Student Chapter of AAPD at UPR Dental Medicine School



UPR SCAAPD members at Guánica, Puerto Rico, in Preventive Health Initiatives



UPR SCAAPD members in the First Symposium of the Puerto Rican Pediatric Dentists Society

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2024

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and
Rejuvenate
Your Spirit

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MARCH 21-24

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Visit www.cspd.org throughout the year for meeting information.

Interested in Becoming a Sponsor or Exhibitor?
Additional information for the 2024 meeting will be available soon.
To be added to the mailing list for the event, contact Beth Ramirez at
bramirez@cspd.org



The AAPD invites you to join us in **TORONTO** for a weekend of spectacular education and fun!

Here are the topics you can expect to see at AAPD 2024:

The Preconference Course: Master Class in Pediatric Dentistry

Inflammation 911 – Uncovering the Mouth, Body and Mind Connection | Optimizing Outcomes for Restorative Dentistry, Adhesives & Curing Lights | Effectiveness of Sedation for Patients with Special Needs

Perio Focused Interdisciplinary Cases

Crucial Conversations

New Pulp Materials – the Good, the Bad, and the Ugly

Part 1: Team Talk with Drs. Ann & Bobby

Part 2: Team Talk – Bring Your Doc!

Early Career Dentist Course

Weekend Wellness

Adolescent Health: Working Together to Provide Trauma Informed Care and Support Adolescent Mental, Oral, and Overall Health

Practical AI & Technology to Navigate Tomorrow's Dental Care System: Tools to Optimize Pediatric Dental Clinical Practice

Waterline Safety: Mock Trial & Expert Insights to Ward Off Scary Situations

PLEASE NOTE THAT PALS, BLS AND PEARS WILL NOT BE OFFERED AT AAPD 2024 DUE TO CROSS-BORDER REGULATIONS.

Registration & Housing

The meeting will take place at the Metro Toronto Convention Centre. Registration and Housing will open in December 2023. Complete meeting and hotel details will be posted on the AAPD 2024 website and published in the January 2024 issue of *PDT*. An email will be sent to all members announcing when registration opens as well as all hotels in the AAPD official room block.

2024 Submission Deadlines

JAN. 15, 2024 • INTERNATIONAL ORAL PRESENTATIONS

International Oral Presentations: A 15-minute opportunity with a 10-minute oral presentation and five minutes for questions from the audience. In this format, each presenter will bring a single idea or concept and will share it with the audience. You must be an international pediatric dentist to present during this session. Keep your presentation focused on the topic and be sure to allow time for questions.

JAN. 17, 2024 • POSTER RESEARCH COMPETITION

Poster Research Competition: All presenters must be registered for the Annual Session to compete. If you are a pediatric dentist, you must be member of the AAPD to present in the research competition. Presenters have the option to compete and be judged or just present their findings. The research competition will take place on Friday, May 26, and Saturday, May 27, 2024, at AAPD 2024 in Toronto, Canada.

For additional questions on the research awards and competitions, please contact Leola Royston at lroyston@aapd.org.



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ENVISIONING A SUSTAINABLE FUTURE FOR PEDIATRIC DENTISTRY

by Jessica Webb D.D.S., M.S.D., M.A., M.S.R.T., Jennifer Luca, D.D.S., M.S., and Megan Weber, D.D.S., M.S.



In today's rapidly evolving world, the field of pediatric dentistry is being propelled to new heights, where the twin imperatives of environmental sustainability and the well-being of the workforce converge. As concerns about the planet's health intensify, industries of all kinds are being called upon to reevaluate their practices, and health care is no exception. Envisioning a sustainable future for pediatric dentistry involves a conscientious shift towards environmentally sustainable practices, where the ecological impact of treatments and operations is carefully considered. Simultaneously, the need for a healthy and sustainable workforce underscores the importance of nurturing the physical and mental well-being of dental professionals. A synergistic approach not only holds the promise of safeguarding our planet for future generations but also ensures that those entrusted with the care of our children's oral health can thrive in an environment that fosters their own well-being.

As climate change accelerates, it triggers a cascade of environmental shifts, including extreme weather events, rising temperatures, and altered disease patterns resulting in catastrophic events such as the recent extreme heat waves, SoCal hurricanes, and Canadian and Hawaiian wildfires

with resultant stay indoor advisories from poor air quality.¹ These climate effects collectively exert a direct and indirect influence on health outcomes which are still being explored.² Earlier this year, the U.S. Environmental Protection Agency (**EPA**) released a report highlighting the adverse effects

of climate change on the pediatric population: altered weather patterns and altered seasons resulting in increased prevalence of allergies and asthma, increased emergency department visits, respiratory illnesses, vector-borne illnesses, and preterm births.³ In the realm of oral health, there is potential

that these climate changes amplify the prevalence of certain conditions like dental caries and periodontal diseases due to shifts in microbial ecology, water availability, and dietary habits. Moreover, the evolving landscape highlights the importance of implementing sustainable oral health care practices to mitigate environmental impact while improving both general and oral health against the mounting challenges posed by a changing climate.³

In dentistry, a growing emphasis on environmental sustainability is infiltrating oral health care.⁴ As the global call for eco-conscious practices gains momentum, pediatric dental professionals must recognize the vital role they play in nurturing both young patients and a healthier planet.⁵ By intertwining the principles of oral health with those of environmental stewardship, the field of pediatric dentistry is fostering innovative approaches that not only ensure optimal dental well-being for the youngest generation but also contribute to a sustainable and greener future.

The current literature in dentistry highlights transportation, procurement, and anesthetic gas emissions as some of the highest contributors to carbon emissions.⁶ In pediatric dentistry, patients frequently utilize nitrous oxide to complete treatment with reduced pain and anxiety management, but it contributes significantly to the environmental burden of greenhouse gas emissions. Nitrous oxide is a very potent greenhouse gas, with a Global Warming Potential over 300 times that

of carbon dioxide, that once exhaled by the patient, is released through the vacuum system back into the atmosphere where its ozone depletion lifetime is roughly 120 years.⁷⁻⁸ As the health care sector continues to assess its environmental footprint, reducing the unnecessary release of nitrous oxide through better practices, equipment, and awareness becomes imperative in mitigating its adverse environmental impacts.

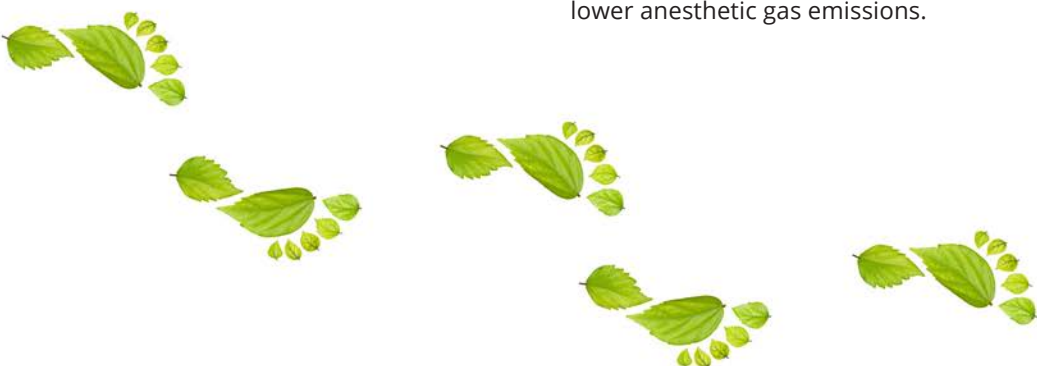
By embracing innovative strategies, the field of pediatric dentistry has the potential to curtail its environmental impact while fostering improved oral health outcomes for children. Ensuring that nitrous systems are closed and have no leaks can mitigate harmful emissions. The adoption of selective nitrous oxide use not only addresses patient comfort but also underlines a commitment to minimizing greenhouse gas emissions. Simultaneously, promoting family visits and staff carpooling reduces travel-related carbon footprint and fosters a sense of community support.⁹ Leveraging the concept of same-day treatment optimizes resource utilization and decreases the environmental load of dental facilities and single use items.

Above all, a paradigm shift towards preventive measures not only reduces the need for resource-intensive interventions but sets the foundation for sustainable lifelong oral health.¹⁰ When disease incidence is reduced, the need for treatment visits is reduced along with associated patient travel, decreased single-use product use, and lower anesthetic gas emissions.

When we think of sustainability, we typically think of the basics first: plastics, recycling, emissions. But what if we could prevent their necessity in the first place? While the trend is leaning toward “greening” our practices, we need to be supported by insurance and supply companies so that this is financially feasible. Ensuring that children have oral health coverage increases their ability to access oral health care. Access to preventive care, early detection of caries, and minimally invasive caries management may mitigate the restorative care burden and need for general anesthesia, which benefits children as well as minimizes the amount of anesthetic gas, single use plastics, and other supplies used for treatment.

This underscores the importance of engagement with organized dentistry at the local, state, district, and national levels as an avenue for collegial solidarity and effectuating change. The American Academy of Pediatric Dentistry engages in robust advocacy efforts on a variety of fronts including advocating for oral health coverage for children, maintaining a robust academic workforce, and giving pediatric dentists the needed resources to care for children.^{4,10}

Although institutional cuts and demands on programs for production can strain the system and leave little room for greener practice, the profession can strive for balance between having a greener practice and a productive practice.¹² The graduating generation of dentists are interested in learning how to incorporate sustainability practices but feel underprepared and uneducated on how to do so.¹³ They feel the weight of their impact on the environment.¹⁴ It can become a distressing issue as dental professionals



confront the reality of unsustainable practices within the field, especially when treating preventable diseases. Inner turmoil from perceived conflict between professional obligations and environmental stewardship underscore the imperative of addressing the mental and emotional health of the dentists who strive to uphold ethical standards while providing optimal care, such as focusing on preventative health.

Sustainable dentistry cannot exist without sustainability of the dental workforce. Sustainability of the pediatric dental workforce requires thinking beyond the metrics of graduating residents and retiring pediatric dentists. Instead, preservation of the existing workforce must be considered, as well as influencing the evolution of the health care system to be a sustainable work environment for pediatric dentists.

Sustainability of the pediatric dental workforce is critical for individual dentists, the education of future dentists that relies on a robust academic workforce, and the profession at large.¹⁵⁻¹⁶ Significant threats to pediatric dentists include moral injury, compassion fatigue, and burnout.

Moral distress is knowing the ethically appropriate action to take or care that should be provided but being unable to do so due to external constraints.¹⁷⁻²¹ It is distinct from general distress, which is an occurrence in life and work.²⁰ Moral injury distress can be caused by lack of agency, lack of resources, poor staffing, productivity pressure, witnessing poor standards of care, or an inability to practice to standard of care.¹⁷⁻²² Repeated instances of moral distress, and the lingering feelings they cause, leave a moral resi-

due and overtime this results in *moral injury*.²² Moral injury is associated with, compassion fatigue, burnout, intention to leave the profession, depression, PTSD, and suicide.^{17-19,22-23}

Compassion fatigue is the exhaustion resulting from prolonged exposure to suffering and stress.²⁴ Alternatively, *compassion satisfaction* is the meaning and joy that results from caring for people.²⁵ Compassion fatigue is particularly insidious because it is undermining to one of the chief qualities that drew pediatric dentists to the profession. Compassion fatigue is characterized by exhaustion, reduced ability to feel empathy, anger and irritability, dread of working with certain patients, diminished career enjoyment, heightened anxiety or irrational fears, intrusive imagery, hypersensitivity or insensitivity to emotional material, difficulty separating work and personal life, absenteeism, and an impaired ability to make decisions.²⁴⁻²⁷

Burnout results from continuous exposure to stressors and mismatch between the person and their job. It is characterized by emotional exhaustion, cynicism, and ineffectiveness.²⁸ It is experienced by 40 to 75 percent of health care providers.²⁶⁻²⁷ The mismatch between the person and their job can be in due to mismatch in workload due to high demands and inadequate resources, control due to insufficient autonomy, reward due to inadequate recognition or opportunities, community due to lack of mutual trust and support, fairness or inequity, or a misalignment of values.²⁸ Contributors to both burnout and compassion fatigue include heavy workload, multiple roles, lack of supportive supervision, time pressure, poor communica-

tion, inadequate social support, and challenging patients. Those practicing in rural locations are at increased risk.²⁷

These challenges are unfortunately ubiquitous in health care, and fundamentally, systemic and organizational efforts are needed to mitigate them. It makes sense to address these phenomena from a fiscal and quality of care perspective, in addition to a doing so for workforce sustainability.^{27, 29-30} However, strategies are needed to protect the well-being of pediatric dentists in the interim as systemic changes are advocated for and hopefully implemented. Furthermore, even in an excellent work environment, there are stressors and risk factors for moral injury, compassion fatigue, and burnout, therefore individual strategies are needed in addition to systemic change. Cultivating resilience, self-compassion, and meaningful support are evidence-based practices to mitigate the risk of moral injury, compassion fatigue, and burnout.^{17,23,25-27,31} This can be done through building self-awareness, engaging in reflective practice, utilizing professional coaching, adopting mindfulness-based practices such as meditation, mindfulness-based stress reduction,



or breathwork, and seeking support from colleagues, mentors, coaches, organizational ethics consultation services, and mental health care.^{17,23,25-27,31-34}

Pediatric dentistry will continue to promote oral health for children and be the *Big Authority on little teeth*, while simultaneously taking on a role of health care trailblazers working towards a future that is sustainable for the environment, the provision of oral health care to children, and the pediatric dental workforce. While individual efforts are needed, the necessary broad changes cannot be made in a silo. Pediatric dentists can advocate and collaborate with relevant stakeholders to effectuate systemic transformation, because, in the words of the late John Lewis, "If not us, then who? If not now, then when?"

Resources

AAPD Wellness Resources: <https://www.aapd.org/resources/member/practice-management/wellness-resources/>

AAPD Legislative & Regulatory Fact Sheets: <https://www.aapd.org/advocacy/legislative-and-regulatory-issues/legislative-and-regulatory-fact-sheets/>

World Dental Federation Consensus Statement on Environmentally Sustainable Oral Health care: <https://www.fdiworlddental.org/sustainability-consensus-statement>

Sustainable Oral Health: New Ways of Thinking, New Ways of Working, presented by the Center for Oral Disease Prevention and Population Health Research at the University of Colorado School of Dental Medicine <https://www.youtube.com/watch?v=c0W5ssAflvU>

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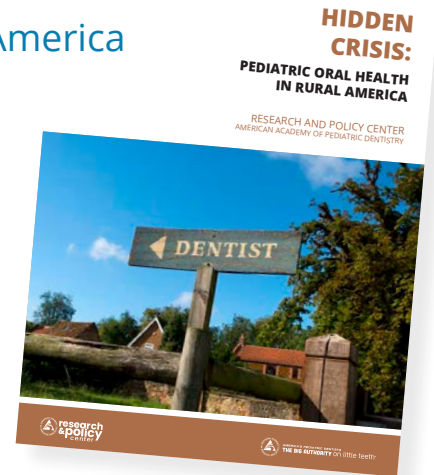
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Check out the latest from colleagues in dentistry and others in health care on the challenges faced in our demanding and often stressful roles. Access tools for creating work-life balance and resources to support you for a rewarding, fulfilling career.

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Behavior Guidance Clinical Practice Guideline Now Available

The Behavior Guidance Workgroup of the Evidence-Based Dentistry Committee is delighted to share that the **clinical practice guideline on non-pharmacological behavior guidance techniques** is now available in the **September/October 2023** issue of *Pediatric Dentistry*. The clinical practice guideline incorporates all techniques covered in the three related systematic reviews (published in May/June 2023) and provides recommendations based on the evidence outlined in the systematic reviews. This issue also includes a survey report on the behavior guidance techniques used by and preferences of pediatric dentists.



"I greatly enjoyed working with an amazing group of people who shared their passion and expertise to come up with the first ever evidence-based guideline on behavior guidance for the pediatric dental patient. I believe this guideline would hugely benefit pediatric dental providers in making appropriate clinical decisions in their everyday practice."

-Dr. Jayakumar Jayaraman, AAPD Behavior Guidance Workgroup Member

Please visit the *Pediatric Dentistry* website to access the clinical practice guideline.

Systematic Review on Pulp Therapy for Primary Teeth Available Soon

The Pulp Therapy Workgroup of the Evidence-Based Dentistry Committee is thrilled to share that the update to the systematic review on pulp therapy in primary teeth will be available in the **November/December 2023** issue of *Pediatric Dentistry*. The Pulp Therapy Workgroup includes representation from endodontist colleagues of the American Association of Endodontists.

"I am supremely proud of the members of the AAPD Pulp Therapy Workgroup for working so long (2019-2023) and harmoniously completing this systematic review. The major findings indicate that IPT and calcium silicate pulpotomies at 24 months do not differ significantly in success. Additionally, Hall Technique Crowns are not significantly different in maintaining pulp vitality after 24 months versus removing caries and providing a restoration."


Dr. Jim Coll, chair of the Pulp Therapy Workgroup for AAPD

Please visit the *Pediatric Dentistry* website to access the systematic review.



What is – or was – your student debt load? Has it impacted how you practice?

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 **AAPD needs to hear from ALL members to better advocate for pediatric dentists!**

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SAVE THE DATE

Annual Joint Academic Day

WEDNESDAY, MAY 22, 2024

Planning is underway for the Annual Joint Academic Day, to be held on **Wednesday, May 22, 2024** in Toronto, Canada. Details of the planned activities will appear in the January 2024 edition of *PDT*.

AAPD / AAPD Foundation Proudly Announces the 2024 Master Clinician Scholarship Program

Elevating Excellence in Pediatric Dentistry Education

We are thrilled to build upon the resounding success of preceding years as we introduce the eagerly awaited 2024 Master Clinician Scholarship Program by the AAPD and the AAPD Foundation. This program stands as a testament to our unwavering commitment to advancing the field of pediatric dentistry through exceptional education.

Selected scholarship recipients either attend the Academy for Advancing Leadership's Institute for Teaching and Learning (ITL) or the Chairs and Academic Administrators Management Program (CAAMP). *The scholarship covers tuition only*

The difference between the two programs: <https://aalgroup.org/>

ITL Focus: Educator proficiency, pedagogical theory, best practice applications for clinical and didactic education, IPE, faculty development, and trends in education

CAAMP Focus: Best practices for leadership and management, professional development, team dynamics, and strategic planning topics

Scholarship recipients also receive complimentary registration to the AAPD Comprehensive Review of Pediatric Dentistry continuing education course.

Scholarship applications are available under Awards and Fellowships / Leadership in Education and Administration Program (LEAP) on the AAPD website. <https://www.aapd.org/resources/member/awards-and-fellowships/>.

Applications must be received by Feb.1, 2024.

Please contact the Education Development and Academic Support Manager Leola Royston at (773) 938-4986 or e-mail lroyston@aapd.org for further information.

Have an Intriguing Topic for Residents?

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We are seeking volunteer speakers for the AAPD Resident Seminar Series. If you have a topic that you are passionate about, we want to hear from you! Please submit your interest by completing the form found at: <https://aapd.wufoo.com/forms/aapd-resident-seminar-series-speaker-interest-form/>.

Monthly Resident Seminar Series presentations aim to cover a broad range of topics to augment programs' regular curriculum. Sessions are geared toward enhancing residents' education, but are open and available to all members.

The AAPD Resident Seminar Series schedule is updated periodically. Visit our website to learn more and register. <https://www.aapd.org/resources/member/resident-resources/AAPD-Resident-Seminar-Series/>

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

Steer Clear of Four Potential Team Building Navigation Pitfalls

In a pediatric dental office far, far away, a small team worked together effortlessly. Everyone from the front office to the clinical team created a near-magical experience for their young patients and parents. One day, in this magical dental office land, the Practice Coordinator looked over the kingdom and realized that as the team had started to grow, the original core team did not get along with the new hires as well as they would have liked. To improve the team's connection, the leadership team decided to start having social events after work to let everyone get acquainted with one another while enjoying some food, fun, and a few cocktails.

The storybook ending to this little fable was that the whole team found so much in common, became best friends, and radically improved their teamwork in the office—The End.

However, in today's real world, these team bonding or social events sometimes have an undesirable outcome across many dental practices. Instead of bringing everyone together, they may create a divide between the employees who love social events and those who resent them. There are four areas to consider when planning a team social outing so it can have a storybook ending.

Pay

Human resources professionals advise that if an employer requires an employee to attend a work event outside their regular working hours, they must compensate the employee for their time. In certain situations, it may even be necessary to pay overtime wages. Employers should consult with their HR advisors to ensure proper guidance is followed. The best rule of thumb is that if participation is "required," employees must be compensated for that time.

Does that mean employees do not need to be paid for that additional time outside of work hours if attendance is not required? Sometimes, employees are invited to a work event, and the invitation does not mention that participation is required, but everyone knows that their leaders will take note of attendance. If the employee believes that not attending could count against them, then that event would

need to be treated as if attendance was formally required, and the employee would need to be paid for their time.

Participation

Providing the best patient experience in a pediatric dental office requires effective teamwork from the administrative team to the clinical team. What happens when team members avoid participating in the planned social events designed to help improve team connection and collaboration? How can managers build team cohesion when some employees do not want to socialize?

Each employee's situation is different, and as practice owners or leaders, we should be sensitive about placing additional demands on team members. What may seem like a fun outing to one employee may be a significant inconvenience to another employee.

Leaders should take note if an employee is not eager to participate or chooses to skip these social events entirely and be willing to ask the employee why. They may be the primary caregivers in their home, and arranging childcare or being away for additional time is problematic. Some employees may have severe social anxiety, making these interactions uncomfortable. Others may be uncomfortable with some of the chosen events, and others are not interested in interacting with their co-workers outside the office. Having great teamwork does not require everyone to be friends, but it does require connection.

Planning

Employers may believe they need to plan significant events to show their team how much they appreciate them. Taking everyone to TopGolf and paying for an extravagant meal or happy hour are not the only ways to forge connections. The best bonding for a team can also happen in a few minutes at the office. During the morning huddle, taking 5 minutes for a few people to share something they are grateful for in their life, one of their interests, or something exciting or challenging that is happening, is a great way to connect. Sharing and listening allows team members to connect naturally and consistently. They will start showing their personalities more freely, and everyone will learn why they are the way they are. Treating two or three team members, who don't interact often, to lunch is another great team bonding idea.

If a team is growing and changing, their former approach toward social events may need to be more practical. Just because something worked in the past doesn't mean the activity needs to continue.

Planning a work event will help ensure team participation by organizing the team events during the workday. Team building could be as simple as hosting a monthly birthday lunch for all the employees. Other effective strategies include blocking an hour in the schedule to do a team activity at the office, getting the team outside for fresh air, or even playing a game. Some practice owners find it easiest to close the practice an hour or two early to participate in a volunteer event, sporting event, or local exhibit. Bonding on company time is usually more convenient than bonding on the employee's time.

Promotions

Practice owners and leaders should continuously evaluate their teams and observe who is ready for a promotion, is taking the initiative, and is working well with others. Often, there can be an illusory correlation bias between participating in team social events and the leadership readiness of that employee. Some leaders use a relational approach to build their influence through personal connections. Other leaders take a more results-oriented perspective. They lead by doing their job well, showing up on time, holding a high standard, and getting the job done. A successful practice should have leadership styles eager to create positive relationships and results.

It is all too common on HR blogs, podcasts, and social media groups to see employees sharing stories like this; "During my performance evaluation, I was told that I am punctual and do my job well, but I am not participating in team events. Participating and engaging more with the whole team will be important to be considered for my next promotion. So, does my lack of interest and participation in non-work activities count against my overall job performance? That's not fair!"

An employee's performance should be based on their job role and goals being achieved rather than based on their attendance or participation in non-work events. If practices plan employee development activities like lunch and learns or work-related group coaching activities, those should be included in the job description when hiring the employee. That will allow for these types of activities and their participation to be relevant to their performance review and eligibility for promotion.

"If you want to go fast, go alone.
If you want to go far, go together."

African Proverb

Making everyone happy and comfortable at every team event is unlikely; however, some team members will appreciate the opportunity not to participate when it is reasonable. Every team is unique, and as it grows, leaders should continue to evaluate the productive activities and traditions

that the team has outgrown. Even though there is no fairytale land where every team member magically gets along, when leaders steer clear of these pitfalls, it helps their team strengthen as it grows.



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Celebrating Excellence: A Glimpse into Jasey Bratek's Dedication to ABPD



Jasey Bratek
Certification Programs Director

As we celebrate her 15th anniversary with ABPD, Jasey Bratek, Certification Programs Director, embodies the organization's guiding principle: 'A commitment to excellence through a certification process that inspires lifelong learning.' Her enthusiasm and dedication to excellence are evident and infectious.

Ask Jasey what drives her passion at work, and she will immediately point to the people involved: the volunteers, directors, candidates, staff, and the entire ABPD community. She believes each person is 'fueled by a shared fervor and wholeheartedly invested in the journey.' Andrew Carnegie's words, 'Teamwork is the fuel that lets people achieve extraordinary outcomes by uniting behind a shared vision,' aptly capture Jasey's perspective and influence.

Jasey earned her bachelor's in business management from Hamilton Business College in 2003 and has worked in the insurance industry. At the beginning of her journey with ABPD, she acknowledges that her understanding of pediatric dentistry was somewhat limited. But now, as a Certified Credentialing Professional (ICE-CCP™), she guides us in adapting to and upholding industry standards. She collaborates with fellow experts to continuously enhance ABPD's certification processes, ensuring we remain at the cutting edge of innovation.

In conclusion, Jasey Bratek embodies the values that ABPD holds dear, continuously inspiring others and seeking inspiration herself, all with a relentless focus on excellence. As we commemorate her 15-year milestone, her lasting impact on ABPD is unmistakable, and we look forward with excitement to the many more accomplishments that her dedication will undoubtedly bring to light.

Greg Olson, DDS, MS
Immediate Past
President, ABPD
Board Certified 2006
Houston, TX



AAPD ADVOCATES FOR IMPROVED ACCESS TO DENTAL PROCEDURES IN ASCS AND HOSPITALS

September 11, 2023 Regulatory Comment Letter to CMS Summarized Below

by C. Scott Litch, Esq., CAE, FACD (hon.) COO and General Counsel



The American Academy of Pediatric Dentistry (AAPD), the American Dental Association (ADA), and the American Association of Oral and Maxillofacial Surgeons (AAOMS) penned a regulatory comment letter to CMS Administrator Brooks-LaSure, addressing the CY 2024 HOPPS/ASC Proposed Rule. This letter outlines our concerns and recommendations, highlighting the importance of access to hospital and ambulatory surgery center (ASC) Operating Rooms (ORs) for dental procedures, particularly those requiring monitored anesthesia.

The dental community appreciates CMS' past actions, such as the creation of a new HCPCS code (G0330) for dental rehabilitation and an increase in the Ambulatory Payment Classification (APC) rate for these procedures, which have helped address the issue of OR access for dental cases. Our primary focus is on the proposal to include dental rehabilitation (HCPCS G0330) on the ASC Covered Procedures List (CPL), which could extend ASC OR access to Medicare, Medicaid, and other patients. However, we express concerns about the inadequacy of proposed payment rates for dental rehabilitation, suggesting that these rates may discourage the use of the dental rehabilitation code to increase OR access for patients.

The associations put forward several recommendations to improve the situation:

1. Reclassify Dental Rehabilitation into Level 4 ENT Comprehensive APC

The dental community recommends reclassifying dental rehabilitation (G0330) into the Level 4 ENT comprehensive APC (APC 5164) and establishing Medicare payment for dental rehabilitation in ASCs using the payment weight and conversion factor applicable to Category 4 ENT Procedures (APC 5164). We also seek clarification or reconsideration of the proposal to require dental rehabilitation to be billed with a non-payable ancillary service for coverage.

2. Recommendations for Other Dental Procedures

The letter suggests that CMS should reconcile the Hospital Outpatient Prospective Payment System (HOPPS) and APC payment systems by including all dental services classified into APCs under HOPPS on the ASC CPL, except for imaging and evaluation and management dental services, which should be included on the ASC Ancillary Services List.

3. Clarification on Billing Procedures

The associations call for clarification on when dental rehabilitation (G0330) should be reported in addition to or instead of individual dental procedure codes, to eliminate confusion for hospitals and ASCs.

4. Non-Medicare Payment Clarification

We urge CMS to clarify that the exclusion of a procedure from the HOPPS or CPL does not imply that facility payment should be disallowed by other payers, emphasizing the need for continued access to dental services.

5. Reclassification of Dental Rehabilitation into APC 5164

The letter insists that CMS should reclassify dental rehabilitation (G0330) into APC 5164 based on available cost data and payment amounts for comparable procedures.

6. Special Billing Requirements for Dental Rehabilitation

The dental community requests clarification on why a covered ancillary service must be billed with dental rehabilitation for it to be covered or the reconsideration of this requirement.

7. Alignment between HOPPS and ASC Dental Procedures

We advocate for the inclusion of all dental procedures payable under HOPPS on the ASC CPL, with the exception of imaging and dental evaluation services, which should be placed on the ASC Ancillary Services List.

The letter concludes by acknowledging the ongoing collaboration with CMS to address coding and payment structures and expresses concern about how inadequate payment rates and coverage restrictions may limit the availability of claims data for future analysis.

These recommendations and concerns highlight the dental community's dedication to improving access to essential dental procedures for patients across various healthcare settings. The associations hope for positive changes to be made in the 2024 HOPPS/ASC Final Rule to enhance the quality of care and accessibility for patients requiring dental treatment under monitored anesthesia.

A copy of the full letter is available at <https://rb.gy/54h3s>.

After the final rule is released (expected in November 2023), the AAPD will provide detailed analysis and guidance to membership concerning the billing and coding implications for hospital and ASC cases.

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

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

PAC CORNER

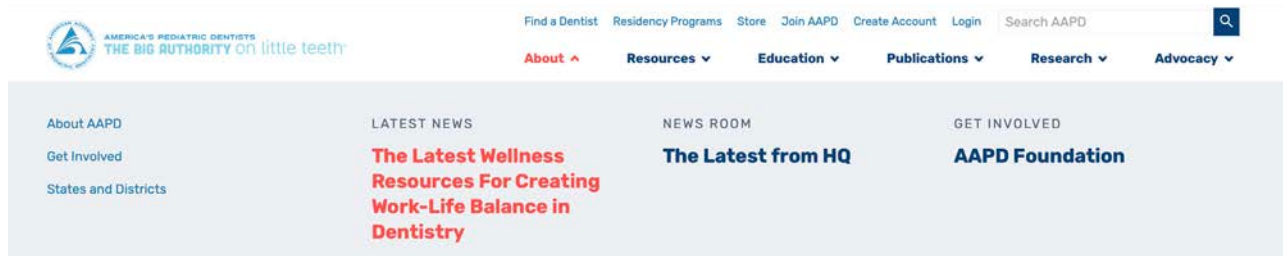


Check Out the AAPD PAC Annual Report

The American Academy of Pediatric Dentistry (AAPD) released its 2023 PAC Annual Report on July 29, 2023, to coincide with the annual PAC day of giving. This report showcases our commitment to shaping the future of pediatric dentistry through public policy initiatives, and supported with dedicated advocacy by our members. Join us as we celebrate our achievements, share inspiring success stories, and provide an exclusive glimpse into the exciting initiatives on the horizon. The 2023 PAC Annual Report is a testament to our mission: ensuring optimal oral health for all children. Explore the report today and be part of the journey to brighter, healthier smiles for our young patients.



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



SIX THINGS YOU NEED TO KNOW ABOUT STUDENT LOANS – THE FALL 2023 EDITION

by Jeffrey E. Wherry, CFP®, CLU®, ChFC® Treloar & Heisel Director of Research and Planning



If you've taken out a student loan to fund your dental training, it's time to pay close attention as things are about to change. For anyone who has taken on loans, the past few years have been an interesting ride. The pandemic put a pause to most payments for a while, and there's also been much talk about loan forgiveness and other forms of financial assistance for new graduates.

We thought you might want to get the scoop on what's going on with student loans right now.

#1: Loan payments are about to resume October 1, 2023

Probably the most important thing you should know as we enter the third quarter of 2023, is that loan payments for students are resuming on Oct. 1. Interest (which had been paused) will begin accruing on your loan starting in September. The U.S. Department of Education's COVID-19 relief for student loans, which started in March of 2020, is officially over.¹

What does this mean for you? Well, you need to be prepared to make your October payment. Which means that if it's been a while since you looked at your loan paperwork (or online equivalent), maybe dust off that information and refamiliarize yourself with what kind of repayment plan you're on and how it works. You don't want to be in for an early Halloween surprise come Oct. 1.

If you have never made a student loan payment – perhaps because

you graduated during the COVID-19 relief period - it's especially important that you revisit and study your loan arrangements.

#2: Check to see if you qualify for an income-driven repayment plan

Income-driven repayment (IDR) options now make it for affordable for people with high debt-to-income ratios to repay their loans. Make sure to check the relevant government resources online to see if you qualify. If you do indeed qualify based on income and family size, or you are working towards public service loan forgiveness (where you are required to be on an IDR plan to make qualifying payments), you need to apply and be accepted before it can affect your loan payment.

#3: Educate yourself on the SAVE plan.

On July 31, 2023, the Department of Education unveiled the Saving on a Valuable Education, or SAVE, plan, an income-driven repayment plan that may cut many borrowers' previous monthly payments by 50 percent and will leave some people with no monthly payment at all. This program, while still in beta version, is available to applicants with the option to enroll in what is being called "the most affordable repayment program yet."²

If you are already on the REPAYE income-driven plan, you will be automatically enrolled in the new plan and do not need to use beta website. There

are additional features of the SAVE program that will not fully go into effect until 2024, so stay tuned for more on that.

#4 Income-driven repayment isn't the best option for everyone

If your payment horizon is long, and it looks like long-term your income will continue to rise significantly, it may not necessarily make sense to be in an income-driven plan. With an income-driven plan, while your current payments may be low today, in the future as your income increases, so will your loan payments. What you should know is that under the income-driven programs your payment is kept artificially low based upon an income formula, but it's not enough to pay off the loan. So, at the end of the payment term there is a balance remaining. That balance is subsequently forgiven. The amount forgiven is taxable to you as income in the year that your loan forgiveness is approved. It's important that you consult with a financial advisor or loan servicer who can show you the numbers as they play out in your specific scenario.

#5 Think carefully if you are considering refinancing

At the time of this writing (August 2023), refinancing rates are the same, if not higher than federal loan rates.³ So, if you've been thinking about refinancing, you may want to consider staying on your federal loans. Also, federal loans offer several protections that you lose when you refinance to

a private loan. Who knows what will happen to interest rates? Really, no one knows. However, when they come back down, you then have the option to refinance.

#6 Take advantage of the “one-time adjustment” to see if you qualify for loan forgiveness

As of July 2023, more than 3.6 million William D. Ford Federal Direct Loan (Direct Loan) Program borrowers will receive at least three years of credit toward loan forgiveness, and many will see their loans forgiven automatically.⁴

If you currently are on an income-driven repayment (**IDR**) plan or were on one in the past, or if you were in a Public Service Loan Forgiveness (**PSLF**) program, or have Direct or Federal Family Education Loan (**FFEL**) Program loans held by the U.S. Department of Education (**ED**), you would be eligible for this “one-time adjustment.” Essentially the adjustments accounts for the number of payments you have made thus far toward loan forgiveness.

So that’s it! Now you know. Remember if you have questions or are stuck, find a qualified professional to help. It’s best to work with someone who both specializes in the student loan landscape and is knowledgeable in the financial trajectory of those training to work in dentistry.

As always, we are here to answer any further questions you may have.

1. <https://studentaid.gov/announcements-events/covid-19>
2. *SAVE Repayment Plan Offers Lower Monthly Loan Payments | Federal Student Aid*
3. [https://www.nerdwallet.com/article/loans/student-loans/federal-student-loan-interest-rates-now-highest-in-a-decade#:~:text=Direct%20subsidized%20and%20unsubsidized%20loans,the%202022%2D23%20academic%20year.And https://www.forbes.com/advisor/student-loans/student-loan-refinance-rates-08-14-23/#:~:text=The%20average%20fixed%20rate%20on,throughout%20a%20borrower's%20loan%20term.](https://www.nerdwallet.com/article/loans/student-loans/federal-student-loan-interest-rates-now-highest-in-a-decade#:~:text=Direct%20subsidized%20and%20unsubsidized%20loans,the%202022%2D23%20academic%20year.And%20https://www.forbes.com/advisor/student-loans/student-loan-refinance-rates-08-14-23/#:~:text=The%20average%20fixed%20rate%20on,throughout%20a%20borrower's%20loan%20term.)
4. <https://studentaid.gov/announcements-events/idr-account-adjustment>

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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.

COLORADO—DENVER. We are a team lead, systems driven, goal oriented, fun loving, ever learning group of pediatric dentists and orthodontists (with an amazing team around us) looking for another great pediatric dental provider to join our team. We have 5 locations around Denver Metro and are looking for someone to work 3-5 days a week both in the clinic and GA settings. We are the largest private group provider of GA services in the Denver Metro area. You will participate in everything we do and have a seat at the decision table. We understand the importance of you continuing to learn and have developed our model to allow you to continue to pursue avenues of learning that suit your MO. Not everyone is cut from the same cloth, we want to find out what your unique ability is and meld that with ours. This will allow us to create a stronger more synergistic team and collectively be better. Our compensation package rivals anyone's. You will make 35% of collections for everything you oversee in the clinic. This includes hygiene, exams, restorative, you name it, everything! However, for us safety and integrity come first, so please don't apply if you are just about the money. If you want to work as an associate under our umbrella and systems, you will succeed and have a great work/life balance. If you want to go beyond that and understand how to run a successful practice, there is a track for that as well. Just a reminder, this is not a job for someone who doesn't care about what they do. We expect you to invest in us, because we are going to invest heavily in you. You will be part of a team and expected to help your team succeed just as they will be asked to help you succeed. \$1,000-\$2,500/day, \$250,000-\$500,000 salary (depending on your skills and ability), CE, 401K, Vacation and Flexible work schedule, Health Insurance, Team collaboration, Mentorship, Access to incredible network. Requirements: Pediatric Residency Certificate. Active Colorado Dental License. ABPD Board Certification or Board Eligible. For more information please contact admin@grinpediatricdentistry.com.

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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, isolate, 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@jcox4dental@yahoo.com to discuss this opportunity. Required: Colorado dental license. Completed pediatric dental residency.

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

CONNECTICUT—GALES FERRY. Pedodontist-Southeastern Connecticut. A well-established successful and growing multi-practice (general, pediatric and orthodontic) office located in New London County is seeking a full-time pediatric dentist. This is an excellent opportunity for a recent residency program graduate. Must be proficient in comprehensive care including oral sedation, in-office IV sedation with a dental anesthesiologist and hospital OR treatment. Full benefit package with compensation based on 50% of collections. This has shown for the last 18 months an average payroll of 35K per month, based on a 4 day work week. There is a \$1,500.00 per day guaranteed for the first two months if needed. Please e-mail resume to: Pat2lab@comcast.net, or fax resume to (860) 464-0186.

FLORIDA—CORAL SPRINGS. Established four-time board-certified orthodontist seeks pediatric dentist to build his/her own practice or joint practice in shared office and offers no start-up occupancy or equipment costs, joint marketing and cross-referrals with partnership potential. The office is equipped with all the latest technology including I-cat cone beam, soft tissue laser, 3D printer, and itero scanner with NIRI caries detection. The office is the "most beautiful" orthodontic office in Florida, complete with a video arcade, Tiki bar, art gallery, large fishtank, giant screen TV in lobby, TVs at each chair, themed improvements, and rear delivery. The office location is in a professional park in one of the most affluent and family-rich demographic areas in south Florida near a major highway. For further information, please email C.V. and contact information to drsinger@singersmiles.com. Requirements: Board eligible or preferably board-certified in pediatric dentistry.

FLORIDA—ORLANDO. Looking to move to sunny Florida? Join our team! We are a state of the art pediatric dental office conveniently located in the Orlando area. We have an amazing and well trained team that takes pride in providing fun, quality and compassionate care. We provide comprehensive pediatric dentistry, which includes nitrous oxide and in-office IV sedation with PDAA, to children from birth to age 18. We are in search of a part time associate (2 days/week) who has a positive attitude, values quality work and building long term relationships with their patients and families. We will provide a competitive daily guarantee with percentage of adjusted production, whichever is higher, as well as other benefits such as 401K and CE reimbursement. Interested candidates can send their resume and contact us at orlandopedojob@gmail.com. Requirements: Graduate or pending graduation from an accredited Pediatric Dental Residency. Board Eligible or Board Certified. Florida Dental License. Florida Sedation License.

FLORIDA—TAMPA. If you are looking for a great opportunity in paradise for pediatric dentists in the Tampa Bay Area, look no further. Dr. Bee Pediatric Dentistry is a well established practice looking for a full time pediatric dentist to join our bee team. Currently we have three offices in Wesley Chapel, Land O Lakes and Clearwater. Our doctor owned practice is state of the art facility with all offices being updated since the pandemic. Compensation is not a problem, all our doctors are very happy with their income, which is composed of a guaranteed base and a rapidly increasing percentage addition. Medical insurance, 401-k opportunity, and other perks. If you are focused, energetic and hard worker; look no further! Your earnings will exceed your expectations and the amazing Tampa Bay will captivate you. Please email resumes to marketing@drbeepd.com.

GEORGIA—BRASELTON. We are big on personality and we desire to keep our small town feel with exceptional customer service even as we continue to grow. Offering minimal invasive dentistry (SDF), standard operative, 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 contact, Email: dmd4kids@gmail.com.

GEORGIA—COASTAL. Practice averaging over \$1.3M in annual collections. Located in highly desired area of Coastal Georgia. Mix of FFS, Direct Insurance Reimbursement and limited Medicaid. Paperless office with DOX by KSB Dental PMS and Apteryx Digital Software. Free-standing building in medical complex is also for sale. For more information, please contact info@goUSDT.com or (678) 482-7305. To view more practices for sale, visit www.goUSDT.com.

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

IDAHO—IDAHO FALLS. Just 4 kiDDS Dentistry for Children is looking for a full or part time Pediatric Dentist. We are located in two locations in Idaho Falls and Pocatello Idaho. Daily guaranteed income. Future partnership opportunity. Established practice and growing. For more information please contact Jordan Higham. (208) 360-8540, higham85@hotmail.com.

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

ILLINOIS—SYCAMORE. Our brand new, state-of-the-art practice is searching for the right Pediatric Dentist to join our amazing Team! We are a family-centered office, working closely with our orthodontic providers and take pride in the positive experiences we create and exceptional quality of care we provide for our patients. Our patient demographic includes children of all ages, as well as patients with complex medical needs. We have a strong Team culture and enjoy a positive and fun work atmosphere. We have a high demand for patient care and are looking to add an associate to our work family. New graduates are welcome! Our practice is mostly fee-for-service—state and HMO plans are not accepted. We offer a competitive compensation—days worked and pay are negotiable. Our office is not open on the weekends. For more information, call (847) 404-4906 or email sarahd.dmd@gmail.com. Check out our website to find out more about our practice! www.SycamoreOrthoPedo.com.

INDIANA—COLUMBUS. Columbus Pediatric Dentistry, P.C., is located in Columbus, IN. We are a practice of about 22,350 patients. We accept all state and private dental plans. Our operatory schedule is booked out five months and our OR schedule is booked 7 months. We average about 125 new patients per month. We have 10 operatories with 5 dedicated to hygiene and 5 dedicated for dental procedures. Our schedule has a low no-show rate. Compensation is based on 30% adjusted production, with a guaranteed daily minimum. A Pediatric Associate would run their own columns and can just focus on dentistry, while a highly trained staff takes care of everything else. Our office has access to three major hospitals for pediatric dental surgery privileges. We are not a corporate office and like to have our associates coordinate their own treatment plans and schedules, with-out production pressures. We have a full staff to address scheduling, insurance, and human resources. CE is provided face-to-face in office for up to 13 hours and the rest are accessible online via a dental CE site. For more information please contact marvinpavlov@icloud.com.

IOWA—WAUKEE. The Nest Pediatric Dentistry is excited to announce an incredible opportunity for a passionate and skilled pediatric dentist to join our thriving, new suburban pediatric dental practice! Our practice has experienced rapid growth since its inception and we are ready to expand our team. What Makes This Practice Special: Warm and welcoming atmosphere designed

for children. State-of-the-art facility with the latest technology. Strong, affluent community engagement and support. Commitment to continuing education and professional growth. What This Practice Is Looking For: A licensed and experienced pediatric dentist. Passion for working with children and creating a positive dental experience. Strong communication, interpersonal and customer service skills. Dedication to delivering high-quality, evidence-based care. Ability to collaborate with our team and support our practice's mission. What This Practice Offers: Lucrative compensation package with opportunities for growth \$1200-1300 per day depending on experience or 33% of collections whichever is greater, including hygiene. 401k with match and profit-sharing. Health insurance stipend. \$1400 towards CE Why Join Our Team: Work in a beautiful, modern, and well-equipped PRIVATE (not corporate) practice. Live in the fourth fastest growing city in America with access to excellent schools, parks, entertainment. A supportive and collaborative team that values your expertise. Mentorship and professional development opportunities. See more about us at www.thenestDSM.com. Our patients' families say it best—check our awesome google reviews. This opportunity won't last long! To learn more, send your resume to dianapelzerdds@gmail.com.

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

MARYLAND—CALIFORNIA. We are looking for an associate dentist to join our well-established pediatric dental office. State of the art facility with new chairs and equipment. Highly trained staff and good community with appreciative patients and parents! We offer health benefits, 401K, paid continuing education, paid malpractice insurance and other benefits. We are seeking an associate who can make a long-term commitment and complement the current pediatric dentists. Our office is in a rapidly growing area with influx of many young families. We are 1.5 hours from D.C. and Northern Virginia with a good school system. Perfect place to practice pediatric dentistry and raise a family. In office oral sedation and OR at St. Mary's hospital. Sound like a job you'd enjoy? We would appreciate talking to compassionate dentist with great work ethics and similar mindsets. Equal Opportunity Employer. For more information, visit our website www.smilecastle.com. Please contact Carlie at manager@smilecastle.com or Dr. Hwang at EunHwangDDS@gmail.com.

Must have a D.D.S./D.M.D. from an accredited dental school Must be licensed to practice in Maryland. Must have completed the postgraduate residency in Pediatric Dentistry.

MARYLAND—WHITE PLAINS. This is a great opportunity to join a state-of-the-art pediatric dental practice in Southern Maryland. We have created a very warm and inviting atmosphere where everyone is highly valued, respected and truly enjoys coming to work each day. Customer service is always #1! Well trained staff that lets you focus on patients, then go home worry free! General Dentists are also welcome to apply. Regardless of experience, work & learn under a Board Certified Pediatric Dentist. Offering: ****FULL-TIME**** OR ****PART-TIME**** Position available at a growing Practice. Reasonable Commute from Washington, DC (20 miles). Guaranteed Daily Rate plus Collections Bonus. CE Allowance, 401K plus matching, 1 week PTO, and paid liability insurance. Fully Digital & Paperless Practice. Owned and operated by local Pediatric Dentist. Highly trained staff allow the doctors to focus entirely on high quality dentistry. ****MUST**** be willing to train with conscious sedation and/or hospital dentistry. Eligible Loan Repayment Site (MDC-LARP). The successful candidate must have completed Pediatric Dentistry Residency Program and should be licensed or qualified to obtain license in the State of Maryland. Must be motivated, personable, flexible, and dedicated to their profession. A positive attitude is essential as well as a sense of humor! If interested in this position, we'd love to hear from you! Please submit a cover letter and current resume to be considered. Responsibilities: Accurately diagnoses patient, identifies pathology, conducts complete examination of hard and soft tissue. Identifies patient's chief complaint or reason for visit. Addresses all contradictions pertaining to treatment. Prepares written sequentially itemized treatment plans to delineate optimum treatment, including but not limited to: elimination of pain, removal of carious lesions; periodontal, restorative, and prosthodontic treatment, recall. Completes treatment plans in an appropriate and efficient time frame. Maintains the baseline radiographs and any other radiographs necessary to diagnose and treatment plan a patient. Clearly explains to parents why radiographs are necessary. Maintains reasonable schedules to allow adequate time to treat patients. Serves as a role model for staff; develops professional relationship with staff. Regularly analyze and evaluates administrative and clinical functions in an effort to ensure superior patient care and maximum operational efficiency and effectiveness. Regularly assists in the accurate resolution of patient grievances. Participates in staff meetings and in the practice emergency call system. Actively markets the practice to new patients and potential patients. Supports the marketing activities of the corporation through promotion of services to potential businesses, when

appropriate. Evaluates operating procedures to correct problems in meeting established goals.- Must have a D.D.S./D.M.D. from an accredited dental school.—Must be a licensed dentist in the state of Maryland.—Must have certificate signifying completion of postgraduate residency program in Pediatric Dentistry. For more information please contact info@kidsbythebaydental.com.

MASSACHUSETTS—STOUGHTON. We are looking for a pediatric dentist to join our family at the Children's Dental Health Center. Our 30 year old practice is located 30 minutes south of the heart of Boston, and is easily accessed from major highways. We are a combined pedo/ortho practice and currently have 2 full-time pediatric dentists, 2 part-time orthodontists, and staff of 15. We offer comprehensive care for our families, including those with special needs. We offer all forms of sedation, including nitrous oxide, oral sedation, IV/in-office general anesthesia, and hospital-based anesthesia as well. We have 2 Solea lasers available for anesthesia-free dental treatment, and will cover expenses to be trained on it. We are a solo owned practice and have a mixed payor source including private pay, insurance, and Medicaid/Mass Health. Benefits for full time employment include paid time off, professional travel/CE compensation, matching 401k plan, and many others. Please feel free to reach out if you have any questions or want to send us your resume! D.D.S. or D.M.D. required with a specialty certificate in Pediatric Dentistry. Board Certification not necessary, but will be needed for hospital privileges. Massachusetts state license needed. For more information please contact jedidentist@yahoo.com.

MICHIGAN—GRAND BLANC. Our well established pediatric dental practice is looking for an outgoing pediatric dentist to join our practice. We have a growing patient base and are looking for a caring and motivated doctor to join our team. We place a high value on the patient experience and excellent clinical outcomes. Our highly-trained team is committed to delivering an amazing patient experience along with building a FUN and entertaining work environment. We have a healthy mixture of restorative, IV sedation, General anesthesia cases at two local hospitals and recall/continuing care. Position is for full time or part time. Grand Blanc Pediatric Dentistry recently opened a brand new, state of the art, free standing facility in 2022. Associate has opportunity to walk into excellent environment with substantial patient base. Candidate must be Board Certified or Board Eligible in Pediatric Dentistry. New graduates welcome. Partnership is available for the right candidate. We offer a strong minimum base and/or a percentage of collections, competitive compensation package and benefits. For more information please contact us at info@grandblancpd.com.

MICHIGAN—SAGINAW. About Us: White Orthodontics, a patient-focused practice in Saginaw, MI, boasts a new, advanced facility embodying exceptional care. Our top-rated office culture provides comprehensive orthodontic services, including Invisalign and braces, to our community. Position Overview: Seeking a skilled Pediatric Dentist to join White Orthodontics. This role offers equity and/or associateship, ideal for a proactive professional aiming to treat and potentially partner. Customize your space or let us develop it (option 2) as you begin as an associate. Responsibilities: Provide pediatric dental care: exams, prevention, restorations, minor surgeries. Collaborate for seamless patient care in our modern facility. Utilize modern tech for effective treatments. Create a child-friendly, anxiety-free environment. Grow by building strong patient relationships. Qualifications: D.D.S. or D.M.D. from accredited dental school. Completion of pediatric dentistry residency. Active MI dental license, eligibility for pediatric licensure. Strong communication and dedication to exceptional care. Collaborative mindset for team success. Interest in equity and/or associateship. Benefits: Competitive compensation with ownership/associateship potential. Customize a space attached to our practice. Design your pediatric dental practice. Mentorship from experienced professionals. Continuing education for technique updates. Apply: Dedicated Pediatric Dentist seeking equity/associateship, apply now. Email your resume, cover letter to info@white-ortho.com.

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

based on experience. Possibility of loan repayment program after first year. Let's talk! www.NESuperkids.com.

NEW JERSEY—HOWELL. Busy pediatric office looking for outstanding pediatric dentist to join our wonderful team three days per week. Compensation is based on a percentage of production. Monmouth County is a wonderful place to raise a family. Please send resume to kidsdentalkare@veriozn.net.

NEW JERSEY—KINNELON. Thrive Orthodontics powered by Smile Doctors is seeking a part-time Pediatric Dentist to join their team in Kinnelon, New Jersey. Opportunities Include: Aggressive Compensation Package. Incentive Bonus via Production. 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.

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

NEW MEXICO—RIO RANCHO. Mountain View Pediatric Dentistry is looking to hire an associate for our growing practice. Great opportunity for growth with potential for partnership for the right candidate. Great work/life balance opportunity. Private practice setting with days scheduled at the local hospitals for Operating Room use. Competitive compensation with mentoring from the owner doctor. Pediatric Dentistry certificate from an accredited program. Board eligible, Board Certified preferred. For more information please contact drbrian@mvpedsdental.com.

NEW YORK—CLIFTON PARK. Do you want to make an impact? Are you an awesome dentist with a New York State Enteral or Para-enteral sedation certificate? If so, come join our team of awesome dentists at The Smile Lodge. Our sedation doctors are the best in the business! We have a busy operative and sedation schedule with a dedicated sedation team including certified dental assistants,

registered nurses, and a dental anesthesiologist. Come call Mt. Brushmore, a dedicated state of the art facility designed specifically for operative and sedation dentistry, home. We believe every child deserves to smile, and are looking to add to our team of likeminded individuals. The right candidate can earn over 4,000 per day with a guaranteed base rate of \$2,500- \$3000 per day based on experience. We can be your primary practice with a 4 day, 40 hr a week schedule, or a supplement to your current practice, offering 1,2,or 3 day a week positions. Come join a team that truly revolutionizes how pediatric dental care is delivered. Google has spoken with over 5,500 reviews and a 5 star rating! Required: NYS enteral or paraenteral sedation certificate. For more information please contact jmcdonnell@buildinghealthysmiles.com.

NEW YORK—CLIFTON PARK. Come join our team that is revolutionizing how pediatric dental care is delivered. Don't take our word for it. Check out our reviews. We have over 5,500 reviews and a five star rating! Learn how to take your pediatric dental skills to the next level. Our goal is to teach associates how to leverage their unique abilities to create the biggest impact possible. We want you to feel like it mattered that you came to work for the day! Many of our doctors right out of school make over \$350,000 in their first year. Starting pay is \$200.00—\$225.00 an hour based on experience. Doctor's base pay maxes out at \$275.00 a hour, with a production bonus on top of that. This job not only offers very competitive benefits, but also exponential growth for the right leader. We offer both a three day and four day a week option. Avenging dental disease and serving the underserved is what we do. Working as a high-functioning, passionate team is how we do it. One can only appreciate our HOWS and WHATS once they have experienced our passion for our WHY. We invite you to visit The Smile Lodge at your convenience! Benefits Highlights: 6 Weeks of Vacation. Licenses, Malpractice, Dues, MLMIC, and CE Reimbursement. Healthcare Insurance Stipend. 401K. Long-term Disability Insurance. For more information. Contact The Smile Lodge at avengers@smilelodge.com.

NEW YORK—GLOVERSVILLE. Primary Teeth Pediatric Dentistry is currently seeking a compassionate, dedicated, and motivated dentist to join our thriving practice. We're located in the heart of Gloversville, serving a diverse community of children from Fulton County and beyond. In this role, you'll have the opportunity to work in a newly built, state-of-the-art facility equipped with advanced technology. You will be joining an experienced, dedicated team that includes veteran hygienists, dental assistants, and supportive administrative staff. We're all bound by a shared passion for providing comprehensive dental care for our young patients. We believe that a child's oral health plays a crucial role in their overall well-being. As a key member of our team, you will help us foster a safe, fun, and comfortable

environment where children and parents alike can feel at ease. This position offers flexible part-time to full-time hours, providing an excellent opportunity for work-life balance. At Primary Teeth, we are invested in the continual growth and development of our team members, offering opportunities for professional development and advancement. Our practice is built on a foundation of evidence-based dentistry, maintaining a strong commitment to keeping abreast of the latest trends and developments in pediatric oral health. As such, we encourage and support our team members' continuing education and professional development endeavors. If you are eager to take your career to the next level in a fulfilling, patient-focused setting, we would love to hear from you. Come join us and become part of a team that truly cares. To apply, submit your resume or C.V. Requirements: You hold a D.D.S. or D.M.D. degree. You're compassionate and personable; able to relate well to children and parents. You're a team player committed to the highest quality patient care. Being a pediatric dentist is a plus, but not required. For more information please contact jjfried@primaryteeth.com.

NORTH CAROLINA—ASHEVILLE. Great Smiles Pediatric Dentistry & Orthodontics is looking for a Pediatric Dentist to join our team. We are a family-owned and locally operated practice that has been serving the community for over 43 years. Our offices are in Asheville, NC and the surrounding areas of western North Carolina including Marion, Reynolds Mountain, Sylva and Waynesville. We provide comprehensive care for patients from infants to 21 years old in the traditional office setting as well as IV sedation and outpatient general anesthesia in hospital and ambulatory center settings. You'll experience a positive environment as an Associate at Great Smiles. Our dedicated and professional staff will allow you to focus on what's most important—the patients! 1—2 years' experience is preferred, but new residents will be considered and are encouraged to apply. With 5 offices, travel may be required. Compensation: Competitive Associate contracts. Benefits: Medical (HSA option) and Vision insurance plans, Life Insurance, Short-Term and Long-Term Disability options, 401K with match, yearly CE stipend. Development: Opportunity for growth and advancement within practice. Requirements: D.M.D. or D.D.S. from accredited dental school (required). Valid state dental license or in the process of obtaining (required). American Board of Pediatric Dentistry certified or in the process of obtaining (preferred). Please contact Josh Jordan at jjordan@greatsmiles.com or (828) 407-4022 for additional information.

NORTH CAROLINA—CHARLOTTE. We are looking for an experienced pediatric dentist who will provide an amazing experience to our patients and parents. We value teamwork and collaboration. We have a diverse team of doctors and staff that take pride in providing

quality care to children. Our core value of inclusivity extends to our patients, empowering us to bring happy and healthy smiles to the community. Our benefits include: 401K Match, Health Insurance, Dental Insurance, Malpractice insurance and CE stipend. Please visit our locations using our website www.southparkpediatricdentistry.com, and check out our reviews online. We look forward to hearing from you!

NORTH CAROLINA—CHARLOTTE. Our state-of-the-art, privately owned pediatric dental practice in Charlotte, NC is looking for a North Carolina licensed Pediatric Dentist. Our growing office is focused on: patient-centered clinical care, community involvement, team-work, and building a strong foundation for the practice. The desired candidate will be hard-working, looking for a long-term position, energetic, and focused on treating each patient with the highest standards of clinical care. We believe that this position offers a great balance of autonomy and opportunity for mentorship. Both new graduates and experienced providers are encouraged to apply. Exact compensation will be based on the practitioner's experience and skill level, but will be a combination of a base salary of \$1,200 - \$1,500 per day, 32%-35% of the adjusted production, and an annual bonus. If you are interested in this opportunity in Charlotte, NC, one of the fastest growing cities in the country, please send your bio and resume to creeksidesmiles1@gmail.com.

OHIO—DAYTON. We are seeking a compassionate, caring and energetic full-time dentist (4 days per week) in an established, privately owned and operated pediatric dental practice in Southwest, Ohio. The position is mainly in an office setting, however, some treatment is completed under general anesthesia at the local children's hospital. Experience and board certification are preferred, however, all applicants will be considered. Salary is competitive for the area and is guaranteed with the potential for semi-annual bonuses. The compensation package also includes malpractice insurance, CE and licensure credit and paid vacation. Participation in 401k is also available. For more information, or to send in your C.V., please email daytonpeddent@gmail.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 tornados, major floods, or hurricanes; and the local food is fantastic! Have you thought about doing international mission trips? We just started a non-profit organization named Acorn Kids International Charities, whose purpose is promoting health and confidence in kids around the world! This is bigger than a single clinic, we are starting a locally-led, globally-minded movement! Doctor benefits include a generous amount of doctor mentorship, a great signing bonus, a guaranteed 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 and email timrichardsondds@gmail.com to find out more about this remarkable experience. We look forward to sharing this incredible journey with you!

PENNSYLVANIA—MONROEVILLE. Position announcement for a pediatric dentist. Completion of pediatric dental residency. Well established, privately-owned small group pediatric practice, located in a growing suburban Pittsburgh area, is looking for an enthusiastic and compassionate pediatric dentist to join us in our Monroeville, Pennsylvania location. Dentistry For Kids is home to multiple Board-Certified pediatric dentists, an orthodontist, and an oral surgeon on site. We are located in a beautiful new, 6,000 square foot building with plumbed N2O and access to advanced technology. Our practice continues to grow and we see many new patients each month. We offer a competitive salary and benefits package, and a buy-in potential. With its diverse population and multi-cultural neigh-

borhoods, Pittsburgh is consistently ranked among the "Best Cities" in which to live for its affordability and amenities. Dentistry For Kids is located close to all that Pittsburgh has to offer, including: arts and entertainment, professional sports teams, outdoor activities, major hospitals, colleges and universities, top restaurants, shopping, and so much more! Our competitive compensation package includes: Sign-on bonus. Guaranteed daily rate. Work/life balance with a six-hour work day. Board certification assistance. Health, dental and vision insurance. 401K plan. Future buy-in option. For more information about Dentistry For Kids, please visit our website at www.dfkonline.com. Please send resume to twjrdmd@aol.com, or pricerdds@yahoo.com.

SOUTH CAROLINA—MAULDIN. Are you a pediatric dentist looking for a new opportunity in a private practice? Look no further! Our community focused, patient-centered practice is looking for a new associate to join our team. At our practice, we prioritize the needs and comfort of our young patients. Our team is dedicated to providing high-quality, personalized dental care in a warm and welcoming environment. We believe in building long-term relationships with our patients and their families, and strive to create a positive and fun experience for all. As an associate at our private practice, you will have the opportunity to work with a talented and experienced team. You will be responsible for providing a range of dental services to children, including routine cleanings, exams, and treatments. You will also have the opportunity to work with children with special needs, and to collaborate with other healthcare providers to ensure the best possible care for our patients. If you are passionate about pediatric dentistry and are looking for a supportive and rewarding work environment, we encourage you to apply for this exciting opportunity. Please submit your resume for consideration. We look forward to hearing from you! Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. ABPD certified or eligible. Active South Carolina Dental License. Positive attitude with a great personality; excellent chairside manner and communication skills. Visit our website at www.mavericksmiles.com! Or email us at mavericksmiles@gmail.com. Position is Full or Part-time.

TENNESSEE—CLARKSVILLE. Summary: We are looking for a passionate and energetic pediatric dentist to join our team. The ideal candidate will have a strong commitment to providing excellent patient care and will be able to create a positive and welcoming environment for children of all ages. Responsibilities: Provide comprehensive dental care to children, including preventive, restorative, and emergency services. Perform dentistry using various levels of sedation. Work with other members of the dental team to provide

a coordinated and efficient patient experience. Stay up-to-date on the latest dental trends and procedures. Qualifications: Doctor of Dental Surgery (D.D.S.) or Doctor of Dental Medicine (D.M.D.) degree. Board certification in pediatric dentistry optional. Excellent communication and interpersonal skills. Ability to work well with children and parents. Strong attention to detail and patient safety. Details: Competitive daily minimum with collections-based bonus structure. Full-time or part-time opportunities available. Opportunity to work with a thriving team of experienced and dedicated dental professionals. To Apply: Please contact kevinkennedydds@gmail.com or (931) 206-0852.

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 hour. 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.

TEXAS—ATASCOCITA. Privately owned, state of the art office is searching for a caring, motivated Pediatric Dentist. This is a great opportunity for a new or seasoned dentist. We have a modern innovative office with a steady flow of new patients and a well trained established staff that will give you the opportunity you are looking for to succeed and excel. You must be skilled in all phases of pediatric dentistry. This is a full-time position located in the rapidly growing Atascocita, Kingwood, Humble area of Northeast Houston. Compensation is based on experience. Please forward your resume to dentalteam.hr@gmail.com. Requirements: D.D.S./D.M.D. Pediatric Dentistry Board Certified or Eligible.

TEXAS—AUSTIN. We are looking for a long-term, pediatric dental associate to join our established and growing practice in Austin, Texas. Join an office where you will have the autonomy to provide quality care to patients, earn excellent income and have a balanced lifestyle without the worries of running a practice. Our Doctors Enjoy: Working at a single location, privately owned practice. Coordination of care with our pediatric dentists, orthodontist and hygienists. Well trained administrative and clinical team. Excellent earning potential, guaranteed daily rate with bonus incentives. Work/Life Balance. Clinic days are four days a week with no evenings or weekend hours. Part or Full Time opportunity. Apply now or contact us anytime. We'd love to chat, get to know you and share more about us. To apply please email: HR@petitedental.com. Requirements: Active license to practice in Texas. Oral Sedation Permit, Level 2 or higher. Board certified or eligible.

TEXAS—AUSTIN. ~\$450,000/yr. Full-Time Pediatric Dentist, Part-Time Options Available as well. An opportunity to move to one of the fastest growing cities in the United States where quality of life and positive vibes are what it is all about! We are a Private Pediatric Practice in Austin, Texas looking for a motivated self-directed pediatric dentist to join our practice. We are a busy practice and are looking for an individual who can work independently/hit the ground running. Daily Guarantee or Production Based Compensation, whichever is higher. Single Owner Private Pediatric Dental Practice. Positive and energetic work environment. Offering mentorship and leadership towards growth professionally and clinically. Benefits: \$2,000/yr. CME Reimbursement. Licensure/Re-certification paid for by the practice. \$2,000/yr. Malpractice reimbursement. Up to \$10,000 Relocation assistance. Health Insurance. 401K with a Match. High Income Potential. Job Description: Full Scope Pediatric Dental Practice. Bread and Butter Pediatric Dentistry. GA and Sedation Cases. No Orthodontics. Special Needs Children. Experience Preferred. Special Needs Children. If you or someone you know is interested in this opportunity, please shoot me an email at AustinPedsJob@gmail.com.

TEXAS—AUSTIN. Well-established practice seeking pediatric dentist to join our awesome team! We provide comprehensive care to our patients using all the latest technology (digital x-rays, intraoral cameras, electronic charting, laser). Competitive pay with an initial daily per diem if desired. We utilize nitrous oxide, oral conscious sedation, and general anesthesia to provide safe and non-traumatic care to our patients. We are located in a desirable area that will allow you to keep a positive work/life balance and enjoy all that Austin has to offer! Must have a Texas dental license in good standing and be Board-certified or Board-eligible with the American Board of Pediatric Dentistry. For more information please contact jamiefdmd@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 cpdpuffin@gmail.com.

TEXAS—HARLINGEN. We are a fast-paced dental office in South Texas that is looking for a Pediatric Dentist-Specialist to assist our patients with treatment services rendered through Hospital Care or Sedation. It is the mission of our office to attain and deliver the highest level of dental care for our patients and to exceed our patients' expectations in every way possible. We will obtain our success by providing the best quality dentistry complemented by stellar customer service in a state of the art facility. Treatment services provided to our pedo patients would include stainless steel crowns, resins, extractions, frenectomies, sealants, etc. Treatment can be rendered through a local surgery center or in-office sedation with trained dental assistants. Why You'll Love Us: We are a fast-paced office with lots of earning potential. We offer clinical autonomy, great pay, and a seasoned support staff that makes your job easier. This opportunity would include seeing patients at two offices—one in Harlingen and one in Brownsville. Airports are in both cities and close to both offices. Requirements: Texas Dental License. Level 1 Minimal Sedation. Level 2 Sedation Moderate Enteral. Jurisprudence. For more information please contact joseph.clements09@gmail.com.

TEXAS—MISSOURI CITY. A progressive and advanced Pediatric Dentistry Practice is looking for a Pediatric Dentist for long term associ-

ateship, 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 arafat@usdentalsolutions.com. Also, provide a good day to contact you for a brief 30 min call. Thank you. Creative Smiles and Kidzone Dental 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—SAGINAW. Hiring a Pediatric Dentist. Hi all! We are looking to add a full time or part time Pediatric Dentist to our privately owned practice in North Fort Worth, Texas. We are looking for a kind and enthusiastic pediatric dentist focused on delivering quality care with lots of TLC to our beloved patient families. We offer very competitive compensation and flexible hours. Guaranteed minimum. We offer all modalities of treatment for our patients: nitrous, oral conscious sedation, and in-office general anesthesia. Experience is preferred and greatly appreciated but new graduates are also welcome to apply. Please email us at saginawkidsdentistry@gmail.com for more information. Visit our website: www.saginawkidsdentistry.com. Requirements: D.D.S./D.M.D. degree and Pediatric Dentistry certification.

TEXAS—SAN ANTONIO. Immediate Position Available. Part-Time/Full-Time. Looking for a Pediatric Dentist to join our growing practices and teams in San Antonio, TX and surrounding communities. This is a locally own practice who has a team that can support your growth in fun and friendly professional environment. We provide dentistry services focusing on the oral health of children from infancy through the teen years. We offer in-office sedation and general anesthesia both in office and at an outpatient facility. The ideal candidate must have excellent communication skills with the patients as well as their parents. They also must work well with team members to have a successful day. This is a Private Practice

Group that is located in one of the top 10 fastest growing cities in the United States. New Grads welcome to apply. We offer our Pediatric Dentists: High Income Potential. Sign on Bonus. Part time positions available. Company Paid Professional Liability Insurance. Company Paid CE courses. Paid Holidays Day. Paid Vacations Days. Healthcare benefits for full time providers. Please email resume to Dr. Joanna at peddocjobs@gmail.com.

TEXAS—TEXARKANA. Pediatric Dentists Needed in Northeast Texas. We are looking for 1 or 2 stellar pediatric dentists to join our team! Our office is incredibly busy and we already have the need to support adding two doctors to our group. That means you can bring a friend! We are in a great family community and our community is a medical service hub for over 500k people. We are two hours from Dallas and two hours from Little Rock. We have awesome lakes close by for summer fun, great communities, we have one of the top 5 elementary schools in the state of Texas! This has been an incredible place to raise a family. We are offering \$1600/day with room to grow above that. If our new associate were motivated to do so, we would empower them to make \$400k+ a year, easily. Will pay 36% of collections or base rate, which ever is higher. 2 weeks paid off (\$16000)\$2000 in CE expenses that rolls over so you are not pressured to take things due to expiring funds or to pursue more expensive education. Health stipend, 401k if desired to be employee. We do many GA cases and sedation cases. You could do as many or as little as you would like of these types of cases. Great opportunity for the right person! For more information please contact mitchglass@gmail.com.

TEXAS—TEXAS. Patient focused combined Pediatric/Orthodontic practice in a mid-sized Texas town seeking successor(s) for a mutually beneficial transition with owner. Both the pediatric component and the orthodontic component are very strong, profitable and successful. The facility and technology are modern, well maintained and located in an area of strong population growth with good schools. The practice currently provides an ideal work/life balance for the owner doctor(s) and maintains long term employee relationships. Ideal candidates for this unique opportunity would be a pediatric dentist or orthodontist desirous of acquiring both practices and integrating an associate/partner in the future or a Pedo/Ortho married team. Contact Lewis Health Profession Services at (972) 437-1180 or via email to info@lewishealth.com for additional information on DP#556. Required: Texas Dental License.

VIRGINIA—STAFFORD. We are an independent practice who specializes in pediatric dentistry in Stafford, Virginia seeking an energetic, experienced pediatric dentist for a part time position. We are an established, friendly office with highly experienced staff who make your

work life easy and enjoyable! Please send your resume to: Info@RedApplePediatricDentalTeam.com.

WASHINGTON—SAMMAMISH. Join Our Pediatric Dental Team! We are seeking a dedicated professional to join our vibrant practice. Position: Associate Pediatric Dentist Location: Eastside of Seattle area. Eligible candidates will have completed a Residency Program in Pediatric Dentistry. We offer: A Welcoming and Child-Friendly Environment. State-of-the-Art Facilities and Technology. Collaborative and Supportive Team. Competitive Compensation Package. If you're ready to make a positive impact on children's oral health and join a team that values excellence and compassion, we want to hear from you! You can reach us at pediatricdentalstaff@gmail.com or call us at (206) 999-5941 to learn more about this exciting opportunity. Completion of a residency program in pediatric dentistry. Requirements: WA state dental license. Experience in private practice preferred.

WYOMING—CHEYENNE. Are you looking for a down-to-earth smaller community surrounded by great outdoor activities? Our growing privately-owned group pediatric dental practice is looking for a great doctor to join us in our Cheyenne, WY, office. We enjoy world-class mountain biking at Curt Gowdy State Park in summer, and alpine and nordic skiing in nearby Medicine Bow National Forest during the winter. Nearby Vedawoo offers world-class rock climbing. There are lots of great hiking, camping, fly-fishing, hunting, and outdoor activities nearby. When you want a bigger city experience, Cheyenne is a quick drive to Denver, perfect for catching a show or concert or attending a sporting event. Denver is also a great jumping off point to multiple fun destinations from its beautiful international airport. Our office is focused on providing patient-centered clinical care in a fun environment, maintaining a great team dynamic, and rewarding a strong work ethic. We have created a work family of long-term team members. We are looking for a candidate to join this work family who is hard-working, energetic, and focused on treating each one of our Super Kids to the highest standards of clinical care. This opportunity offers a great balance of autonomy, work/life balance, and space for mentorship. We maintain block time at our local surgery center. We treat each child in the way we feel will give them the best chance of having the most positive experiences possible. Both new graduates and experienced providers are welcome to apply. Compensation is generous and will be determined based on experience. Unique possibility to buy into the highly profitable surgery center we use as added bonus. Let's talk! www.wysuperkids.com.

CANADA

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

ONTARIO—KITCHENER. Are you a pediatric dentist who is competent in diagnosis and restorative treatment? Or are you a seasoned specialist looking for a more diverse opportunity? Our office is searching for the right candidate to join our team in Kitchener. Not only do we provide all forms of sedation & basic restorative care, but we also provide endodontic treatment and retreatment, Phase I & II orthodontics, and TOTs consultation & treatment. You can be as busy as you want, and enjoy fully digital treatment planning while enjoying all the treats in our fully-stocked breakroom with an ice cream maker. No weekends, no late nights, and no after-hour calls! Excellent compensation + other perks included. Must be in good standing and have/be eligible for an RCDSO license. For more information please contact christine@chameleondental.ca.

PRACTICE FOR SALE

FLORIDA—MIAMI. Pediatric Dentist: "Full office available for a Pediatric Dentist..... FREE??..... No cost and no strings attached! Turn -key, ready to go. No rent to pay for at least 6mos. (or when you can afford/ very low rent at that time). Beautiful, state-of-the-art facility. Growing area in Miami. Please send Resume to: Specialdentists@gmail.com,"

GEORGIA—GAINESVILLE. Pediatric Associateship Opportunity in Georgia (GAFO306). Pediatric associate opportunity in Gainesville, GA. This growing practice is excited to bring on an associate to provide quality care to the community. Enjoy a private practice atmosphere that allows you to focus on patient care, developing relationships, and quality dentistry. The practice collects over 1.3M, so there's plenty of dentistry to be done! The new associate will enjoy a very competitive pay structure and benefits package. Opportunity for future ownership! To learn more contact Sherry Foster, (765) 210-3793 or Sherry@LegacyPracticeTransitions.com.

GEORGIA—LAKE LANIER AREA. Pediatric Ownership Opportunity in Georgia! (GAFO913). New ownership opportunity for a private pediatric practice. Located near Lake Lanier in GA, this practice is well-established and growing! The office collections exceeded 1.3M in 2022. This is a FFS and PPO office, no Medicaid. The beautiful stand-alone building is equipped with 5 ops and is available for purchase. The loyal, highly trained staff is ready to assist the new owner. There is flexibility in the structure and timeline for this opportunity. To learn more, contact Sherry Foster (765) 210-3793 or Sherry@LegacyPracticeTransitions.com.

PENNSYLVANIA—MONTGOMERY COUNTY. Montgomery County: A fantastic bread-and-butter Pediatric practice in a vibrant area. The immaculate and bright interior boasts a comforting environment in 2000 sf of a spectacular medical building with 4 +1 equipped ops, cone beam technology, digital sensors, and Softdent. PPO-driven. Contact Sharon Mascetti, (484) 883-5983, sharon.mascetti@henryschein.com. #PA3637

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AAPD's two podcasts, Little Teeth, Big Smiles 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 2024!

STATEMENT OF OWNERSHIP, MANAGEMENT, AND CIRCULATION 1. Publication Title: PDT (Pediatric Dentistry Today). 2. Publication Number: 1046-2791. 3. Filing Date: October 1, 2023. 4. Issue Frequency: bimonthly. 5. Number of Issues Published Annually: 6. Annual Subscription Price: Domestic \$20; Foreign \$20. 7. Complete Mailing Address of Known Office of Publication: 211 East Chicago Avenue, Suite 1600, Chicago, IL 60611-2672. 8. Complete Mailing Address of Headquarters or General Business Office of Publisher: American Academy of Pediatric Dentistry, 211 East Chicago—Suite 1600, Chicago, IL 60611-2672. Contact Person: Dr. John Rutkauskas. Telephone: 312-337-2169. 9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor: Publisher—American Academy of Pediatric Dentistry, 211 East Chicago Avenue, Suite 1600, Chicago, IL 60611-2672; Managing Editor—Dr. John Rutkauskas. 10. Owner: American Academy of Pediatric Dentistry, 211 East Chicago Avenue, Suite 1600, Chicago, IL 60611-2672. 11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. None. 12. Tax Status: Has not Changed During Preceding 12 months. 13. Publication Title: PDT (Pediatric Dentistry Today) 14. Issue Date for Circulation Data Below: August 1, 2023

15. Extent and Nature of Circulation	Average No. Copies Each Issue During Preceding 12 Months	No. Copies of Single Issue Published Nearest to Filing Date
a. Total Number of Copies (Net Press Run)	10,004	10,232
b. Paid and/or Requested Circulation		
(1) Paid/Requested Outside-County Mail Subscriptions Stated on Form 3541. (Include advertiser's proof and exchange copies)	8,896	9,035
(2) Paid In-County Subscriptions (Include advertiser's proof and exchange copies)	0	0
(3) Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Non-USPS Paid Distribution.	568	581
(4) Other Classes Mailed Through the USPS	441	120
c. Total Paid and/or Requested Circulation [Sum of 15b. (1), (2), (3), and (4)]	9,905	9,736
d. Free Distribution by Mail (Samples, complimentary, and other free.)		
(1) Outside-County as Stated on Form 35416845	0	0
(2) In-County as Stated on Form 3541	0	0
(3) Other Classes Mailed Through the USPS	0	0
e. Free Distribution Outside the Mail (Carriers or other means)	0	0
f. Total Free Distribution (Sum of 15d. and 15e.)	0	0
g. Total Distribution (Sum of 15c. and 15f.)	9,905	9,736
h. Copies not Distributed	99	496
i. Total (Sum of 15g. and h.)	10,004	10,232
j. Percent Paid and/or Requested Circulation (15c. divided by 15g. times 100)	100%	100%
16. Extent and Nature of Circulation		
a. Paid Electronic Copies	0	0
b. Total Paid Print Copies (Line 15c) + Paid Electronic Copies (Line 16a)	9,905	9,736
c. Total Paid Distribution (Line 15f) + Paid Electronic Copies (Line 16a)	9,905	9,736
d. Percent Paid (Both Print & Electronic Copies (16b divided by 16c x 100)	100%	100%

17. Publication of Statement of Ownership is required. It will be printed in the November 2022 issue of this publication.

18. Signature and Title of Editor, Publisher, Business Manager, or Owner


John S. Rutkauskas, Chief Executive Officer

Date: October 1, 2023

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).



It's different with family.

Cheng Crowns is a family-owned company. That means you always have a direct line to someone who can answer your question or resolve your issue, whether it's our Chief Operating Officer Benjamin Cheng or another member of the Cheng family. We stand behind our products, as we have for 35 years, so you can have confidence that you are doing the very best for your young patients. Get to know us at ChengCrowns.com/PDT-4.



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Surfaces Simultaneously*

