

Transforming Dentistry
Harnessing the Power of AI in the Dental Office p. 14

President's Message
The Power of a Whole p. 04

Practice Management
Artificial Intelligence Vs. Emotional Intelligence: Influential Leaders Know Which Matters Most p. 24



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THE MAGAZINE OF THE AAPD

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Transforming Dentistry p. 14



INSIDE THIS ISSUE

WELCOME

04 President's Message

MEMBER NEWS

- 06 Welcome New Members
- 06 Member Benefit Spotlight
- 06 The Fellow of AAPD Status
- 07 Resident's Corner
- 10 AAPD's Policy on HPV Vaccinations

AAPD 2024

- 08 Program at a Glance
- 08 Registration & Housing
- 09 Submission Deadlines

GOVERNANCE

16 Call for Nominations

AAPD FOUNDATION

21 Donate Now

COLUMNS

- 18 Research and Policy Center
- 22 Education & CE Opportunities
- 24 PMM
- 27 ABPD
- 33 Treloar & Heisel

LEGISLATIVE, REGULATORY AND LEGAL UPDATE

- 28 Federal News
- 30 Litch's Law Log
- 32 PAC Corner

OPPORTUNITIES

- 36 Seeking Pediatric Dentist
- 44 Practice for Sale

PRESIDENT'S MESSAGE

THE POWER OF A WHOLE



PRESIDENT

Dr. Scott W. Cashion

AAPD Family – Wow! How did we get to fall already? It seems like just yesterday we were all gearing up for the summer rush of patients and fun of vacation time. I hope that each of you had a great summer and are ready for what's to come in the autumn months.

As the season changes, I'm hopeful we all can take a breath and look at what a year we've had so far. Maybe you finished your residency and just started to practice or you may have opened up your own practice or a new space or you started a new job in academics. Perhaps you celebrated a milestone in the number of years you have been a pediatric dentist. Wherever the year has taken you, it is time to reflect upon how lucky we are to be in a profession that gives us so much.

It's easy to get bogged down with the day-to-day work of pediatric dentistry and all that comes with it, and sometimes we forget to stop and just reflect upon all that is good about our profession.

I have recently been thinking about the AAPD and how fortunate we are to have an organization that advocates for its members so that we can provide the very best care for the children and families we are privileged to treat every day. The AAPD works to provide the very best in continuing education, research, specifically with the Reference Manual and evidence-based dentistry, and advocacy via the PAC. The AAPD also offers membership benefits for members in all stages of their careers, leadership opportunities like the Kellogg and Wharton programs, and philanthropic opportunities through the AAPD Foundation. And there's even more our organization does that I didn't mention.

How does AAPD do these things? Through member volunteers and staff. Each of you gives of your time and talents in so many ways and it is truly amazing. I wish we could count the number of volunteer hours that you all provide every year. I know it is in the thousands, if not tens of thousands! Our amazing staff guide us and keep us on track. They are passionate individuals who we are lucky to serve with side by side.

Why do we do it? Because we love what we do, the patients we treat, the friendships we make and in some small (or big?) way we are making a difference. In the end the "Why?" is different for each of us but we all share the common goal of providing the very best care to the patients we treat. We don't want them to miss school because of a toothache or wake up with pain and a swollen face. We want them to enjoy being children. The AAPD and each of you strives to make this goal a reality every day. Know the AAPD works to provide you with all the resources you need to deliver the very best care for your patients.



I don't know about each of you, but after a busy summer I am a bit tired. We push hard to squeeze in a patient at the last minute before they start school; we get a call from a frantic mom whose child fell on the playground and assure them the child will be ok; we listen to a teenage patient who is struggling in some way; we get a petrified, crying child through a difficult procedure; and we work to provide restorative care on a patient that is non-verbal and can't tell us how they feel. This could all be in a day's work. But, if you are like me, the tired feeling goes away when that same once-frantic mom says, "Thanks, you and your team were awesome;" the scared crying child jumps out the chair and gives you a big hug or high five; a

parent who shares their appreciation that you took an extra minute or two to listen to their child and make them feel heard. It is these things that make what we do so rewarding.

As we reflect on the year so far, we must think about self-care. While we love what we do, it's healthy to take some time away. Having downtime only makes us better! I encourage each of you to do something in the next few weeks that feeds you. Take a vacation, read a book, sleep late, work in the garden, attend a concert, go on a walk or hike, enjoy a date night, take your kids to the park – you get the point. Taking care of yourself will help you be a better boss, spouse, friend, parent, and pediatric dentist!

So, sit back, take a minute and breathe! Reflect on how lucky we are to be in a profession that gives us much more than what we get. It is a privilege to be a pediatric dentist and I am so glad I get to do this together with all of you. We are only our best when we take time to reflect, think about where we are at this point in the year, and take care of ourselves.

Thank you for the opportunity to serve as your president. I welcome your input and suggestions. Please do not hesitate to reach out to me. I do not take this position lightly and thank you for all you do to improve the oral health of children!



Each month leading up to next May, I'll be sharing with you an update on AAPD 2024 in Toronto. The Scientific Program Committee (SPC) met in July and, let me tell you, the topics and speakers are going to be phenomenal! Be on the lookout later this fall for the scientific program information. The SPC suggests that if you are planning to bring your staff to AAPD 2024, consider offering to pay for your team's passport applications or renewals. It's a great way to let your team know how much you appreciate them.

Included in this issue on page 6, there is information about being sure your passport is up-to-date and how to apply for one or renew your current passport if necessary. **DO NOT WAIT UNTIL THE LAST MINUTE!** As of print, it is taking 12 weeks or more to get it back. Can't wait to see our AAPD family in Toronto!



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 SOCIAL MEDIA TOOLKIT



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TOOLKIT FOR AAPD MEMBERS

The AAPD Social Media Toolkit provides information about the most important social media channels for your business and guidance on managing your social media communities. Additionally, AAPD shares best practices to help navigate issues that commonly arise on any organizations' social media channels and

outlines the advantages of using paid advertising on social media – which can be much more effective in reaching your target audience than traditional advertising.

For more information, visit the Social Media Library and Resources under Member Resources on www.aapd.org.

MORE WAYS TO EARN AND RENEW THE FELLOW OF AAPD STATUS

The Council on Membership has reviewed, updated and expanded the activities and points needed to apply and maintain your Fellow Status. For more information, visit Fellows of AAPD under Member Resources on www.aapd.org.

The Fellow of AAPD was revised in 2012 to show your commitment to organized dentistry, scholarship and community. If you are board certified by ABPD and have been an Active Member of AAPD for five years (student membership is not included) then you are eligible to become a Fellow of AAPD. It is a voluntary program that is renewed every five years.

Over 1,500 AAPD members have become a Fellow under the new guidelines **If you were a Fellow of AAPD under the previous guidelines and have not renewed, it is easier to reinstate your Fellow status with 15 points from two of the four categories, and a \$200 reinstating fee. Letters of recommendation are not needed for reinstatement.**

For more information, please contact Vice President for Membership and Chapter Relations Suzanne Wester at swester@aapd.org.



Be sure to check your passport and make sure it doesn't expire before Nov. 27, 2024. If you need to renew, please visit: <https://travel.state.gov/content/travel/en/passports.html> At the time of print, routine processing times are taking 10-13 weeks. Expedited processing is taking 7-9 weeks.

Be sure to check your passport and renew today!

A UNITED FRONT: AN INSIDE LOOK INTO ADVOCACY DAY

By Dr. Aaron Buban, DDS (he/him)

As a pediatric dental resident, I thought I had some idea of what the pediatric dental community was capable of accomplishing. For example, I know we have the ability to provide exceptional care to children in need of treatment as well as change the lives of families in offices, schools and beyond. However, after attending the annual Pediatric Oral Health Advocacy Conference in Washington D.C., I was able to part take in one of the most well-orchestrated advocacy efforts I had ever been a part of on our country's largest stage.

When I hear the word advocacy, I think of representation and passion. I think of stepping up to the plate in the bottom of the ninth with the bases loaded. It is both a privilege and opportunity to be able to provide a voice to make impactful change on relevant issues that need to be heard. That said, sitting in our meetings, I could not help but think what it might be like on the other side of the table. Between the hustle and bustle lifestyle adopted by many pediatric dentists, we are humbled when our team members bring issues to our attention or offer recommendations we may be blind to. They are often the ones who have a perspective on the office flow, treatment outcomes, or patient experiences which we simply could not appreciate from our point of view. Similarly, the congressmen and women of this country have no choice but to look to us as the experts in our field. Sitting in those meetings, I felt that our recommendations were welcomed, understood, and ultimately taken with a sense of urgency.

At this year's conference, residents were assigned to a cohort representing their state of choice. Lead by a designated team leader, the groups set off to the capitol and had the opportunity to represent the pediatric dentists of the United States of America.

The following topics were discussed at this year's Pediatric Oral Health Advocacy Conference:

1. HRSA Title VII funding allocations

The ask summarized: Support the HRSA Title VII Primary Care Dental Training Cluster and related oral health programs by providing FY 2024 funding of \$46 million for the HRSA Title VII Primary Care Dental Training Cluster and related oral health programs, with not less than \$14 million for Pediatric Dentistry Training programs.

2. Coding for operating room treatment by pediatric dentists

The ask summarized: Contact CMS to ask that the agency ensure access to ambulatory surgical centers (**ASCs**) to meet the needs of children who require dental rehabilitation surgery. To address geographic disparities, children and people with disabilities must be able to access ASCs to address timely dental rehabilitative care.

3. Support the Ensuring Lasting Smiles Act (**ELSA**)

The ask summarized: Support the reintroduction and passage of the bipartisan ELSA, legislation that would ensure health coverage for medically necessary dental/ oral surgical treatment for children born with health anomalies and birth defects.

Though these asks may seem minimal or repetitive of years past, they have been well constructed by the policy leaders in our industry to insure that we have the chance to protect and advance our profession. Without lobbying efforts, our profession would fall behind the ever-changing world. As pediatric dentists, it is important that we recognize that there are individuals consistently studying, organizing, and executing these high-level political efforts which can result in profound change for our dental staff, dentists, training facilities, and patients across the nation. This highlights the importance of organized dentistry and the team of leaders dedicating their time to keep pediatric dentistry at the forefront of opportunity and change for many years to come. It was an honor to serve with the AAPD in this capacity as a resident, and I look forward to many more of these opportunities throughout my training and throughout my career as a pediatric dentist.



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

Wednesday, May 22

Joint Academic Day

Thursday, May 23

Preconference Course

Early Career Dentist Happy Hour

Friday, May 24

Keynote Address & Opening Ceremony

Scientific Program

Exhibit Hall

Learning Labs

Poster Research Competition

Welcome Reception

Saturday, May 25

Learning Labs

Scientific Program

Exhibit Hall

Poster Research Competition

Graduate Student Research Award (GSRA) Presentations

AAPD Foundation Donor Appreciation Reception

Sunday, May 26

General Assembly & Research Awards

Learning Labs

Scientific Program

Exhibit Hall

President's Farewell Dinner



Registration & Housing

The meeting will take place at the Toronto Metro 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*. A prominent email will be sent to all members announcing when registration opens as well as all hotels in the AAPD Official Room Block.

AAPD 2024 Submission Deadlines

Toronto | May 23-26, 2024



SEPTEMBER 11, 2023: LEARNING LABS, MINICLINICS, STRING OF PEARLS

JANUARY 15, 2024: INTERNATIONAL ORAL PRESENTATIONS

JANUARY 17, 2024: GRADUATE STUDENT RESEARCH AWARDS (GSRA), RESEARCH POSTER SESSION

If you are interested in making a presentation at AAPD 2024 in Toronto, please visit the AAPD website at <http://www.aapd.org> for Learning Labs, International Oral Presentations, MiniClinic or String of Pearls submission form. For additional questions, contact Rachael Haave at rhaave@aapd.org.

You must be an AAPD member in good standing (*only exception is if presenting an International Oral Presentation*) and must be registered for the meeting in order to present at AAPD 2024. The AAPD will strictly adhere to these guidelines. All submissions and abstracts must be complete in order to be considered for a session at AAPD 2024, GSRA or a Poster.

Please find a description of each course type below to assist you when submitting for AAPD 2024.

LEARNING LABS

Lead an hour-long interactive presentation on a topic of interest to pediatric dentists (50 minute presentation with 10 minute Q&A). AV is available for use during Learning Labs, but the session should focus more on discussing the topic with your attendees. One Learning Lab will be held every hour from 8 a.m. – 5 p.m. on Friday, May 24, Saturday, May 25, and from 8 a.m. to 11 a.m. Sunday, May 26. (*One hour time commitment per speaker*)

MINICLINICS

Miniclinics sessions consists of eight speakers, each with a 45-minute presentation to a larger audience, based on a clinical topic geared toward pediatric dentistry. Areas of interest include early malocclusion management, clinical techniques using new technologies, legal issues, practice management and new developments in pediatric dentistry. Four presentation will be held on Friday, May 24 and Four on Saturday, May 25.

STRING OF PEARLS

A 15-minute presentation per speaker, up to nine presentations per session. In this format, each presenter will bring a single idea or concept and will share it with the group. These little “pearls” provide members with a wealth of information that often can be utilized immediately. Keep your presentation focused on the topic and allow for a question or two from the audience! Presentations will be held on Sunday, May 26.

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. Presentations will be held on Saturday, May 25.

Research Awards

RESEARCH POSTER SESSION

All presenters must be registered for the AAPD 2024. If you are a pediatric dentist, you must be a member of the AAPD to present in the research competition. Only pediatric dental residents are eligible to compete in the research poster competition, however all others are welcome to present. The research poster session will take place on Friday, May 24, and Saturday, May 25, 2024, at AAPD 2024 in Toronto. The application acceptance window will open Nov. 1, 2023. **Applications are due Jan. 17, 2024.**

GRADUATE STUDENT RESEARCH AWARDS (GSRA)

Up to eight finalists are selected to present their research at AAPD 2024 in May. Finalists receive travel to AAPD 2024, complimentary registration for themselves and a guest level registration, and a cash award and plaque at AAPD 2024. A matching cash award is given to each finalist's training program. The application acceptance window will open Nov. 1, 2023. **All applications and research abstracts (with complete findings) must be submitted by Jan. 17, 2024.**

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

Section on Oral Health of the American Academy of Pediatrics AAPD's Policy on HPV Vaccinations

by Dr. Lauren Feldman, D.M.D., M.P.H. and Dr. Eve Kimball, M.D., F.A.A.P.

American Academy of Pediatric Dentistry's policy on human papilloma virus (HPV) vaccinations states that promotion of oral health should include HPV vaccination anticipatory guidance.¹ It is not uncommon for adolescent patients to attend appointments irregularly with both medical and dental providers.² Utilizing dental appointments to provide patients and parents with HPV anticipatory guidance can benefit patients who may have missed a medical appointment, and can provide a reinforcing secondary trusted healthcare provider recommendation.³⁻⁶ AAPD's 2020 policy and a 2018 American Dental Association policy support and urge HPV vaccination anticipatory guidance in the dental setting.^{1,7} Yet, a recent survey of the American Dental Association Clinical Evaluators Panel revealed that only one of four respondents or members of their dental team discuss the HPV vaccine with eligible patients or caregivers.^{2,8}

HPV is the leading cause of oropharyngeal cancers (OPC), and the percentage of OPCs caused by HPV is increasing.^{9,10} Ten percent of men and 3.6 percent of women are infected with oral HPV,³ with the greatest incidence in nonsmoking middle-aged white men (40-59 years old)¹¹ (see Fig 1)¹². Over 90 percent of HPV-positive oropharyngeal squamous cell carcinomas (HPV-OPSCC) are caused by HPV 16.^{3,11} Gardasil-9 (9vHPV), the current FDA approved vaccine administered in the U.S., provides protection against a total of nine HPV serotypes: 6, 11, 16, 18, 31, 33, 45, 52, and 58.³ Vaccination against HPV is safe and effective. The CDC has maintained 15 years of monitoring and research with over 135 million doses administered.³ Vaccination is recommended as early as 9 years of age and is available up to age 45.³ Vaccine

uptake is historically poor. In 2020, 75.1 percent of adolescents aged 13-17 years received at least one dose of the HPV vaccine, with only 58.6 percent completing the series.¹³

Many childhood vaccination rates have decreased when compared to pre-pandemic levels.¹⁴ The reported increase of HPV vaccination rates in 2020¹³ highlights the importance of ongoing vaccination recommendations from trusted health care professionals. In vaccine-hesitant individuals, receiving recommendations on HPV vaccination from multiple sources has been proven to contribute to increased HPV vaccine uptake.³⁻⁶ Asking about HPV vaccination status and discussing the benefits, safety, and efficacy of HPV vaccination in the dental setting can be simple, time-efficient, and impactful. Males have higher rates of HPV-OPSCC,^{13, 15} but are less likely to be vaccinated. Discussions with adolescent males are therefore especially important.

Practical recommendations for HPV anticipatory guidance in the dental setting are needed. Integration of reminders in patient charts (questions in the medical history or a note template) can also be used for documentation of provider/patient discussions of HPV and the benefits of vaccination. Having handouts (existing resources are available through the AAP <https://www.aap.org/en/patient-care/immunizations/human-papillomavirus-vaccines/> and <https://www.aap.org/en/patient-care/immunizations/adolescent-immunization-discussion-guides/>) or QR codes available with informational websites on office posters can be helpful. Some tips for conversational flow and talking points are included in Table 1. The well thought out and widely supported Frameworks resources for discussing the benefits of vaccination,¹⁶

Tips for Conversational Flow in the Dental Setting¹⁹

Asking about Vaccination Status	"Has your doctor discussed HPV vaccination with you/ your child?"
	"Have you received the HPV vaccine?"
	"Did you complete all doses of the HPV vaccine recommended by your doctor?"
Links to Oral Health	"The reason I ask is because HPV is the leading cause of oropharyngeal cancers, and vaccination prevents against the strains of HPV most likely to cause oral HPV infections and cancer."
	"70% of oropharyngeal cancers are caused by oral HPV transmission."
	"HPV positive oropharyngeal cancers are four times more common in men than women."
	"HPV vaccination can prevent over 90% of HPV-related cancers from developing." ⁴
	"Vaccination results in an 88% reduction in the prevalence of vaccine-type oral HPV infections." ²⁰
Link back to Primary Care Physician	"I encourage you to follow up and discuss this more with your primary care physician."

Figure 1: https://downloads.aap.org/AAP/PDF/5-key-points-dental-professionals_2021.pdf

and AAP factsheets and discussion guides are available. Additionally, as of January 2024, there will be a CDT dental procedure code specifically for “immunization counseling.”¹⁷

Early protection against HPV infection works best, and preventing cancer is easier than treating it.¹⁸ HPV vaccination anticipatory guidance is part of comprehensive oral health care, which is a shared health promotion responsibility¹⁹ that is worth the time invested. Pediatric dental professionals are encouraged to be involved with AAP’s Section on Oral Health (**SOOH**), which focuses on improving communications between pediatricians and pediatric dentists, education, and advocating for children’s oral health issues.

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MARCH 21-24

2024

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To be added to the mailing list for the event, contact Beth Ramirez at
bramirez@cspd.org



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TRANSFORMING DENTISTRY: HARNESSING THE POWER OF AI IN THE DENTAL OFFICE



Artificial Intelligence (AI) has revolutionized various industries, and dentistry is no exception. The incorporation of AI technologies in dental practices has the potential to enhance patient care, optimize workflows, and improve overall efficiency. From diagnostic assistance to treatment planning and patient education, AI can transform the dental office experience for both practitioners and patients.

Consider the myriad of ways AI can be utilized in a dental office and the potential benefits:

1. AI FOR DIAGNOSTIC ASSISTANCE

One of the key areas where AI can make a significant impact is in diagnostic assistance. Advanced AI algorithms can analyze dental images, such as X-rays and scans, with exceptional accuracy and speed. These algorithms can detect early signs of caries, gum disease, and other dental conditions, helping dentists make more precise and timely diagnoses. By automating the detection process, AI can free up valuable time for you to focus on treatment planning and patient care.

Moreover, AI-powered diagnostic systems can also provide second opinions, reducing the likelihood of misdiagnoses and improving treatment outcomes. The combination of human expertise and AI assistance creates a powerful diagnostic tool that raises the standard of dental care.

2. PERSONALIZED TREATMENT PLANNING

Every patient has unique dental needs, and AI can play a crucial role in crafting personalized treatment plans. By analyzing patient data, such as dental history, oral hygiene habits, and medical conditions, AI algorithms can recommend tailored treatment approaches. This not only enhances the effectiveness of dental treatments but also improves patient satisfaction by addressing their individual concerns.

AI-powered treatment planning can also assist dentists in considering potential risks and complications, making it easier to discuss the treatment process and its possible outcomes with patients. As a result, patients are likely to feel more informed and engaged in their dental care, leading to better compliance and long-term oral health benefits.

3. VIRTUAL CONSULTATIONS AND CHATBOTS

In today's fast-paced world, patients appreciate convenient and accessible healthcare services. AI-powered virtual consultations and chatbots offer a seamless way for patients to seek advice and schedule appointments outside of regular office hours. These intelligent systems can answer common dental questions, provide information about specific procedures, and guide patients through basic dental care routines.

Virtual consultations can also save time and resources for both dentists and patients, reducing the need for unnecessary in-person visits. Additionally, the availability of 24/7 virtual support fosters a stronger patient-dentist relationship and instills confidence in the dental practice.

4. PATIENT MONITORING AND FOLLOW-UP

AI can significantly improve patient monitoring and follow-up. By once again analyzing patient data over time, AI algorithms can track changes in oral health and identify potential issues early on. You can then intervene promptly, preventing the progression of problems and minimizing the need for extensive treatments.

AI-powered monitoring systems can also remind patients of upcoming appointments, medication schedules, and oral hygiene routines. This proactive approach to patient care enhances treatment adherence and fosters a sense of trust between the patient and the practitioner.

5. PREDICTIVE MAINTENANCE FOR DENTAL EQUIPMENT

Maintaining dental equipment is essential for smooth operations and quality patient care. AI can aid in predictive maintenance by monitoring equipment performance and identifying signs of wear and tear. Automated alerts can notify staff when maintenance or repairs are required, preventing equipment breakdowns and costly downtime.

With AI-powered predictive maintenance, dental practices can operate more efficiently, ensuring that equipment is in optimal condition for every patient appointment. This streamlined approach saves time and resources, allowing dental professionals to focus on delivering top-notch care.

6. NATURAL LANGUAGE PROCESSING (NLP) FOR DOCUMENTATION

Dentists often spend a significant amount of time on documentation, such as patient notes and treatment plans. AI-powered NLP can revolutionize this process by transcribing voice notes and converting spoken words into text.

NLP not only improves the speed of documentation but also enhances accuracy and consistency. This ensures that vital patient information is recorded effectively and can be easily accessed when needed.

7. PATIENT EDUCATION AND INTERACTIVE TOOLS

Educating patients about oral health is essential for preventive care and treatment success. AI-powered interactive tools can engage patients in learning about proper oral hygiene practices, the importance of regular dental check-ups, and details about specific dental procedures.

These educational tools can be accessed through your website or a mobile app, providing patients with valuable information at their fingertips. Improved patient education leads to increased awareness and better oral health habits, contributing to long-term dental wellness.

8. DATA ANALYSIS AND RESEARCH

AI's ability to process vast amounts of data quickly makes it a valuable tool for dental research and analysis. By analyzing large datasets from multiple dental practices, AI can identify trends, patterns, and potential areas for research and improvement.

Researchers can utilize AI to investigate the efficacy of different treatments, identify risk factors for oral diseases, and develop more precise and personalized treatment approaches. As a result, dental practices can continuously evolve and provide patients with the most up-to-date and evidence-based care.

Overall, the integration of AI technologies into dental practices has the potential to revolutionize how you run your office and care patients. From diagnostic assistance and personalized treatment planning to virtual consultations and patient monitoring, AI can be a benefit to you, your staff, and your patients.

By leveraging AI, dental offices can streamline workflows, enhance patient care, and optimize resource allocation. However, it is crucial to maintain a balance between AI-driven processes and human expertise, as the human touch remains integral in delivering compassionate and patient-centered dental care.

Still unconvinced of the power and potential of AI? Consider this – the article you just read was drafted by an AI program. Does that change your perception of the information? Whether we're comfortable with the new technology or not, it's going to become a part of daily life in the near future. Don't get left behind. As AI continues to advance, the future of dentistry is sure to be brighter and more efficient than ever before.



CALL FOR NOMINATIONS

Secretary/Treasurer, Academic At-Large Trustee, and Affiliate Trustee

The AAPD Nominations Committee is accepting nominations for the 2024 election of Secretary/Treasurer, Academic At-Large Trustee, and Affiliate Trustee.

Nominations must be received by the AAPD headquarters office no later than Nov. 1, 2023. This date reflects procedures for the Nominations Committee, per the current AAPD Administrative Policy and Procedure Manual.*

A nominee's submission must be on the standard AAPD Nominations Committee Candidate Consideration form. This form can be obtained on our website at <https://www.aapd.org/resources/member/governance/> or by contacting Executive Assistant for Governance Lisa Gunderson at lgunderson@aapd.org.

The required materials from nominees are the following:

1. The completed and signed Nomination form;
2. A one-page essay explaining their interest in serving in the specific office and summarizing their leadership skills;
3. A background description suitable for publishing in *Pediatric Dentistry Today*;
4. A photograph in electronic format suitable for publication in *Pediatric Dentistry Today*.

Letters of recommendation:

Nominations for Secretary/Treasurer and Academic At-Large Trustee must have three letters of recommendation from active, life, or retired members of the Academy.

Nominations for the office of Affiliate Trustee shall originate from members of the Affiliate membership category and must be accompanied by a letter signed by five (5) members signifying support of the nomination. One of the signatories must be a voting member of the Academy. It is recommended that one of the signatories be the president of the state unit where the affiliate member practices.

The Nominations Committee will meet on Dec. 11, 2023, at which time they shall interview all nominees via teleconference or web conference or other appropriate technology. All nominees must agree to participate in this interview process. All nominees for the 2024-2025 academy year will be published in the March or May 2024 issue of PDT and voted on by the membership at the 2024 General Assembly.

For further information, please contact AAPD Chief Executive Officer John S. Rutkauskas at jrutkauskas@aapd.org.

* All members have online access to the most recent version of the AAPD Administrative Policy and Procedure Manual, which is periodically reviewed and updated by the Policy and Procedure Committee with oversight and approval by the board of trustees. The Policy and Procedure Manual can be found on <http://www.aapd.org>, under Governance Documents in the Governance section of Member Resources.

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AAPD Offers Guidance to Physicians Considering the Use of SDF

In July, the American Medical Association (**AMA**) introduced a new code into the Current Procedural Terminology (**CPT**) code set for physicians' use of silver diamine fluoride (**SDF**). Code 0792T will be published in the CPT® 2024 manual as a Category III code, meaning it represents an emerging technology, service, or procedure and is being introduced primarily for data collection purposes to track usage of the service. Like other CPT codes, health insurance plans are not required to cover or pay for the service despite its inclusion in the code set.

Nobody knows SDF quite like pediatric dentists! As such, the AAPD Research & Policy Center developed guidance for our physician colleagues considering the use of SDF in their medical practices. The publicly available, free resource offers a review of the pros and cons of SDF, indications and precautions for its use, and advice on how to adequately prepare to offer it in a medical setting. The resource has been shared with the American Academy of Pediatrics (**AAP**), American Academy of Family Physicians (**AAFP**), and other partners.

The interprofessional relationship between pediatricians and pediatric dentists – with active bidirectional referrals – will be key to successful patient co-management and crucial in ensuring children experiencing caries get the care they need.

Check out the complete resource at https://www.aapd.org/globalassets/sdf-guidance-for-physicians_aapd_2023.pdf and feel free to share with pediatrician colleagues in your network. Reach out to RPC@aapd.org with any questions.



Wellness Resources Web Page

NEW RESOURCES ADDED!

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

Tips from EBD: Open Access

What is Open Access?

Open Access is internet content that is in the public domain and does not require payment. Making journal articles open access permits any user – professional communities and public alike – to read, download, distribute, search, index, link to, or use articles for other purposes in accordance with the permissions specified.

Why Open Access?

The scientific community – including researchers, funders, publishers, and other stakeholders – invests resources in research to meet the pace of scientific discovery, encourage innovation, enrich education, and/or stimulate the economy, typically with the ultimate goal of improving the public good. Many journals traditionally made their publications available only via subscription, pay-per-use, or other paid methods.

There has been a more contemporary discussion on the importance of broad access to the methods and results of research as an essential component of the research process itself. For instance, the U.S. Department of Health and Human Services adopted a “public access” policy, requiring that all research with federal financial support must be published in an open access format. Research advances only through sharing of findings, and the value of an investment in research is maximized only through wide use of its results. The open access framework provides an opportunity to bring information to a wider audience and allows a larger professional and public community to use research in new, innovative ways. Open access increases transparency and impact.

Who Benefits from Open Access?

Researchers

- Increases ability to find, secure, and use literature relevant to their field
- Increases the visibility, readership, and impact of authors’ works
- Enhances interdisciplinary research

Publishers & Funders

- Leverages return on research investment
- Creates transparency
- Encourages greater interaction with results of funded research

Public Consumers

- Provides access to previously unavailable materials relating to health, energy, environment, and other areas of broad interest
- Creates better educated populace
- Encourages support of scientific enterprise and engagement in citizen science



Image: Open Source Academy

Sources

- March Open Perspective: Open Access. Year of Open. Available at <https://www.yearofopen.org/march-open-perspective-open-access/>.
- Why Open Access? Open Access Academy. Available at <http://www.oacademy.org/why-open-access.html>.
- Public Access. U.S. Department of Health and Human Services. Available at <https://www.hhs.gov/open/publicaccess/index.html>.

Addressing Psychological Challenges in Pediatric Dentistry

by Dr. Jessica Y. Lee



As we move beyond the COVID-19 pandemic, we will continue to feel the effects of this generation-defining event with unprecedented human, social, and economic implications. COVID-19 was arguably the most disruptive change we have ever encountered. Within this adverse and rapidly changing environment, pediatric health care providers are faced with unique challenges that not only affect their clinical practices but also the well-being, development and mental health of an entire generation. With much of the initial focus has been on physical safety from the pandemic, the longer lingering questions will on the effects on our psychological safety.

While public health measures were very much needed, it was not without some unintended consequences. School closures only compound the economic, health and achievement inequities, disproportionately affecting disadvantaged children. Additionally, limited access to technology and school meals contribute to the widening disparities. There is no doubt that these public health measures were essential, but the social and economic impacts must also be understood.

As social creatures, developing humans depend on social interactions. When these social and developmental supports are curtailed for prolonged periods, severe physical and mental health consequences in children have been reported. Mental health experts are seeing surges in psychological distress/suffering associated with the protracted COVID-19 pandemic as evidence in a Morbidity and Mortality World Report (**MMWR**) with reported increased rates of affective disorders, substance use disorders, and suicidal ideation.

Children exhibit mental health conditions in different ways. For example, children who are struggling with depression and anxiety may begin to retreat from all familial interaction and exhibit decreased interest in activities that used to be enjoyable. Some manifest this anxiety and fear behaviorally, throwing tantrums and being more defiant. Others are more fearful and clingier to their parents. In a report on mental health-related emergency department visits of youth between January and October 2020, Leeb and colleagues revealed that adolescents were more impacted (31 percent increase) than children (24 percent).

Increased rates of affective disorders (such as depression and anxiety) and substance use disorders can indeed have an impact on a children's dental health. Affective disorders like anxiety can cause dental anxiety, making it more difficult for children to undergo dental procedures. They also may avoid or postpone treatment, leading to worsening oral health. Children also may experience difficulties in managing their daily routines leading to higher disease rates. An increase in prescribed medications can have oral health implications. Higher use of drugs like methamphetamine or opioids can lead to oral health issues. Families may struggle with treatment compliance and may have a higher rate of broken appointments.

Recognizing the impact of psychological challenges of children and adolescents in our dental practices is essential to provide a supportive and understanding environment. Open communication, addressing patients' concerns, and considering alternative strategies (such as sedation techniques for anxious individuals) can help mitigate the challenges faced by these children. Additionally, collaboration between dental and mental health professionals may be beneficial in helping our children.

The AAPD Foundation

Dr. Amr Moursi

AAPD Immediate Past President



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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.



EDUCATION AND CE OPPORTUNITIES

AAPD and Canadian Academy of Pediatric Dentistry Joint Symposium

SEPT. 22 – 23, 2023

The Hotel Bonaventure Montreal, Montreal, Quebec, Canada

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

For more information or to register, visit <https://conference.capd-acdp.org/>.

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

OCT. 20 – 21, 2023

Hyatt Centric Magnificent Mile, Chicago, Ill.

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

On Saturday morning, there is a hands-on workshop that allows training for the dental assistant. Participants will rotate through the stations to include airway management and monitor placement.

Who Should Attend

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

Invited Speakers

Course Chair/Speaker: Bobby Thikkurissy, D.D.S., M.S.
Stephen Wilson, D.M.D., M.A., Ph.D.

Cara Riley, D.M.D.
Christine Quinn, D.D.S., M.S.
Scott Papineau, D.D.S., PharmD

CE Hours

11 hours



Apologies to Dr. Heber Simmons Jr. who was omitted from the July *PDT*. Thank you Dr. Simmons for continuing to serve as Special Consultant to the AAPD Board of Trustees.

Safe and Effective Sedation for the Pediatric Dental Patient

OCT. 20 – 21, 2023

Hyatt Centric Magnificent Mile, Chicago, Ill.

This course features recognized leaders in the field, both in dental anesthesia as well as pediatric dentistry. You'll find didactic lectures, case studies, film clip sessions, panel discussions and hands-on breakouts with personalized attention. There will be dedicated forums to ask questions and talk about specific issues with course faculty, discuss techniques for effective communication with the patient and parent to address unusually challenging and complex situations.

Who Should Attend

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

Invited Speakers

Course Chair/Speaker: Stephen Wilson, D.M.D., M.A., Ph.D.

Course Vice-Chair/Speaker: Bobby Thikkurissy, D.D.S., M.S.

Cara Riley, D.M.D.

Christine Quinn, D.D.S., M.S.

Scott Papineau, D.D.S., PharmD

CE Hours

18 hours

Sponsored by Sedation Resource



Management of Pediatric Sedation Emergencies: Simulation

OCT. 22, 2023

Northwestern Simulation, Northwestern University Feinberg School of Medicine, Chicago, Ill.

While no one ever expects an emergency situation to arise, attending this course will help you and your team be more prepared should the unexpected happen. This course is designed to simulate emergencies that may occur in a pediatric dental office. It will offer some didactic materials, but will focus on team driven assessment and responsiveness to situations that might arise during sedation of children for operative care. The course is intended for pediatric dentists who are currently using sedation techniques in their office and will allow for the participant to make quick assessments of patient status and simulate airway techniques, while managing real-time trending of physiological status with the goal of stabilizing the patient. You will be able to immediately implement training protocols for your practice that you've learned in the course

Who Should Attend

Pediatric dentists who wish to sharpen and practice their cognitive skills and rescue techniques involving emergent pediatric sedation scenarios using SimMan technology.

Invited Speakers

Course Chair/Speaker: Stephen Wilson, D.M.D., M.A., Ph.D.

Course Vice-Chair/Speaker: Bobby Thikkurissy, D.D.S., M.S.

Cara Riley, D.M.D.

Christine Quinn, D.D.S., M.S.

Scott Papineau, D.D.S., PharmD

CE Hours

9 hours*

**Two (2) Hours required advance online learning and seven (7) hours in person.*

To register, visit www.aapd.org/events

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pmm

practice management
and marketing news



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

The Secret to Building Leadership Influence: Treat Team Members Like Patients

Dentists are excellent at serving their patients in a manner that makes them feel well cared for and comfortable. The most successful practices extend the same level of care to their team members, radically increasing their level of leadership influence on their team. Outstanding leadership is not just about hitting targets and managing schedules but also about building strong relationships with employees.

One of the simplest ways to engage this leadership mindset is to treat team members in a way that makes them feel cared for, like customers, because they are customers. There are two types of customers: internal customers and external customers. Internal customers are the employees who choose to come to work every day to support all the practice functions. External customers are the patients and their parents who bring them to their appointments.

Influential leaders have discovered that how they treat their internal customers (team members) is even more important than how they treat their external customers. Studies have shown that when employees feel valued, appreciated, and respected, they, in turn, will treat the customer (patients & their parents) the same way. This style of leadership is much easier because leaders do not have to go into “boss mode” or “friendly patient mode”; they engage in “Influencer Mode.” As John Maxwell says, “Leadership is influence, nothing more, nothing less.” Here are four strategies that influential leaders use to impact their dental team’s success:

1. They use Emotional Intelligence: After receiving feedback regarding last quarter’s PMM article on “Emotional Intelligence vs. Artificial Intelligence,” we wanted to provide more insight on this topic. Influential leaders recognize their emotions and how to manage them to maintain a positive work environment. They are also

perceptive about how their team members feel and can read the room in any situation. A great way to immediately increase perceptiveness is to follow comedian Craig Ferguson’s sage advice, “There are three things that I ask myself before I say anything. Does this need to be said? Does this need to be said by me? Does this need to be said by me now?” This simple mental exercise conditions the mind to be more emotionally intelligent.

Emotionally intelligent leaders prioritize listening and observing their team members. When they are walking through their practice, they look their team in the eye, acknowledge them and make them feel seen. Ronald Reagan once said, “The greatest leader is not necessarily the one who does the greatest things. They are the ones that get their people to do the greatest things.”

2. They show Empathy: Empathy is the ability to understand and share the feelings of others. Great leaders have this quality and use it to create deeper connections with their team members. When showing empathy, they put themselves in their team member’s shoes and consider how they might be experiencing a particular situation. Empathy requires active listening, an open mind, and an open heart. Showing empathy is telling and showing team members that their well-being mat-

ters. If a team member expresses frustration, feedback, or concern, empathic listeners build trust by demonstrating to others that they want to know their perspective rather than just sharing their own. Stephen Covey wisely stated, "Listen with the intent to understand, not the intent to reply." Empathy sounds like this:

- I hear you.
 - Please help me understand the situation from your perspective.
 - Please tell me more about that.
 - You have a great point. Let's see how we can work together on this.
 - I understand and encountered the same concern when I started here; this is what helped me.
3. They ask Great Questions: Asking great questions encourages team members to think creatively and produce their own solutions. Asking questions sends the message that they are trusted and their perspective matters. As leaders, we often feel the burden of always having the answer. However, before providing an answer, consider starting with an open-ended question for your team. Open-ended questions encourage team members to share their thoughts, often leading to an actionable solution they are willing to implement. In his book, 'Good Leaders Ask Great Questions,' John Maxwell says, "Good questions inform, great questions transform." The most effective questions are open-ended, starting with either "what" or "how."
- What are your biggest challenges right now, and how can I help?
 - How do you prefer to receive feedback and recognition?
 - How could we improve?
 - What motivates you to do your best work?
 - How could we make this easy or fun?
 - What skills or knowledge do you want to develop, and how can I support you?

- What do you enjoy about your role?
- What makes you feel proud?
- What is the outcome we want to create?
- What could we take away from this experience for future reference?

The quality of one's questions creates the quality of one's life. Influential leaders will ponder all these questions and act where needed.

4. They encourage Feedback and Recognize Achievements: According to a 2022 survey of dental team members by DentalPost, they found that:

- 82 percent had not discussed their progress with their employer/supervisor in the last six months.
- 65 percent think their employer/supervisor does not care about them as a person.
- 69 percent don't think their opinion matters.

As a leader, it is crucial to provide feedback to team members and encourage them to share their feedback too. Receiving feedback from team members requires leaders to be open to hearing it and willing to act on it. If a leader expects their team to accept feedback well, they must respond positively to their team's feedback. When encouraging team members to give feedback, leaders should ensure it is specific, actionable, and delivered respectfully. Feedback should often be about recognizing the team's achievements, not only identifying opportunities or areas of improvement. When giving recognition, leaders acknowledge the team's hard work, perseverance, and contributions to the practice's overall success. Appreciation can be expressed through a simple email, verbal recognition during a meeting, or even a small gift or award. Remember, a little recognition goes a long way. Celebrating the team's achievements shows them that their leader cares about their success and is proud of what they have accomplished. In the words of William Arthur Ward, "Feeling gratitude, and not expressing it, is like wrapping a present and not giving it."

Dentists and practice leaders are responsible for leading their teams in a way that makes them feel valued, trusted, and cared for. By using emotional intelligence, showing empathy, asking great questions, encouraging feedback, and recognizing their team's achievements, they foster a positive work environment where team members feel moti-

vated, engaged, and supported. Leadership is not just about managing tasks; it is about building influence. When team members are treated like customers, a culture of positivity and excellence is cultivated, which benefits the practice, the team, and the patients.

“Effective listening requires more than hearing the words transmitted. It demands that you find meaning and understanding in what is being said. After all, meaning is not in words but in people.”

Herb Cohen

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

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WELCOME ABPD DIRECTOR: STEVE RAYES



The American Board of Pediatric Dentistry is pleased to introduce our newest director, Dr. Steve Rayes. He will serve on the ABPD Board of Directors from 2023-2029.

Dr. Rayes completed his undergraduate education at Indiana State University and his dental education at the University of Michigan. This was then followed by a general practice residency (GPR) program at the Louisville VA Medical Center.

Dr. Rayes brings a broad depth of public health, administrative, educational, and private practice experience to ABPD. After completing his GPR, he entered a loan repayment program with the US Public Health Service/Indian Health Services and worked with some of the populations with the greatest access to care issues in remote Alaska. Heeding the call for specialization in pediatric dentistry, he returned to the University of Michigan and earned his certificate and master's degree in pediatric dentistry. He then returned to Alaska to provide critically needed pediatric dental services to the Alaskan Native American population. The tremendous needs of this population led him to assist in the formation of a pediatric dentistry residency program in Anchorage. He eventually was appointed the Associate Director of the Graduate Program in Pediatric Dentistry through the NYU-Langone – AK site. To provide some idea of his energy level, during this time he also earned a Certificate in Dental Education through the University of the Pacific in San Francisco, CA.

In 2015, the call of a different challenge led Dr. Rayes to purchase a private dental practice in Vermont, while still traveling periodically to Anchorage to assist in the administration of the residency there. He eventually transitioned full-time to his Vermont private practice, where he and his family currently call home.

Three years after board certification in 2007, he became a consultant with ABPD. He began serving on the Qualifying Examination (QE) Committee in 2013 and continued as a committee member until 2017. In 2017, he joined the Oral Clinical Examination (OCE) Committee as a member, was selected to serve as an OCE Committee Part Leader in 2018, and was appointed as the OCE Committee Chair in 2019.

As OCE Committee Chair, his leadership, patience, and ability to promote compromise has been instrumental in advancing the quality of this examination to its current format, with many other ideas for improvements in the future to employ advancing technology and testing formats. His vision and passion for the examination process brings further impetus for aligning the certification process to our medical peers, and he has chosen to champion the strategic plan pillar of a fair and valid examination during his tenure on the ABPD Board of Directors.

Dr. Rayes is the proud father of three children. Together with his family, they enjoy many outdoor-related activities. Dr. Rayes is an avid private pilot and enjoys farming, bee keeping, fishing, hiking, camping, and spending quality time with family. We eagerly look forward to his continued expertise and leadership on the ABPD Board of Directors.



Brian Hodgson, DDS
Director, ABPD
Board Certified 2001
Milwaukee, WI



LEGISLATIVE, REGULATORY AND LEGAL UPDATE

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

FEDERAL NEWS

HRSA Announces Nine New FY 2023 DFLRP Awards

The AAPD is pleased that the federal Health Resources and Services Administration (**HRSA**) has awarded nine (9) new FY 2023 grants under the Dental Faculty Loan Repayment Program (DFRLP), totaling \$898,1017. Thanks to AAPD's advocacy efforts, the DFLRP contains a funding preference for pediatric dental faculty members.¹ Eight of the nine new awardees either requested this preference or plan to support pediatric dentistry faculty under their DFLRP grant.

The loan repayment program extends for five years, repaying a higher amount each year so long as the benefitted individual remains a full-time faculty member.²

Each awardee program will administer the loan repayment and identify the individual recipient (s) of such funds. The AAPD will continue to highlight pediatric dental faculty benefiting from this program.

For more information about AAPD Title VII advocacy, contact Chief Operating Officer and General Counsel C. Scott Litch at slitch@aapd.org.

For more information about HRSA Title VII dental grant opportunities, contact Educational Development and Academic Support Manager Leola Royston M.P.H., at lroyston@aapd.org.

¹ These are defined in HRSA's Notice of Funding Opportunity as individuals who have completed a pediatric dental residency, have an appointment in a division or department of pediatric dentistry, and who teach in the field of pediatric dentistry at either the predoctoral or postdoctoral residency level.

² The institution will use grant funds to pay an amount equal to 10, 15, 20, 25, and 30 percent of the student loan balance, upon completion of each year of service.

The nine new awardees are:

UNIVERSITY OF SOUTHERN CALIFORNIA
Los Angeles, Calif.
FY 2023 grant amount—\$100,000

HOWARD UNIVERSITY
Washington, D.C.
FY 2023 grant amount—\$99,954

SCOTTISH RITE CHILDRENS MEDICAL CENTER, INC
Atlanta, Ga.
FY 2023 grant amount—\$99,987

AUGUSTA UNIVERSITY
Augusta, Ga.
FY 2023 grant amount—\$100,000

BOARD OF REGENTS OF NEVADA SYSTEM OF
HIGHER EDUCATION
Las Vegas, Nev.
FY 2023 grant amount—\$99,279

THE TRUSTEES OF THE UNIVERSITY OF PENNSYLVANIA
Philadelphia, Pa.
FY 2023 grant amount—\$100,000

UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER OF SAN
ANTONIO
San Antonio, Texas
FY 2023 grant amount—\$99,999

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER AT EL
PASO
El Paso, Texas
FY 2023 grant amount—\$100,000

VIRGINIA COMMONWEALTH UNIVERSITY
Richmond, Va.
FY 2023 grant amount—\$98,888

AAPD Responds to CMS on Medicaid Access, Payment, and Managed Care Concerns



Earlier this year, the Centers for Medicare and Medicaid Services released proposed rules (or proposed regulation) related to access to care in Medicaid and CHIP programs, as well as access, finance, and quality concerns related to managed care in Medicaid and CHIP programs. AAPD was pleased to have the opportunity to comment.

AAPD supported much of the proposed regulation from the **Centers for Medicare & Medicaid Services (CMS)** in ***Ensuring Access to Medicaid Services*** on transparency, accountability, and streamlined data collection, while urging active provider and beneficiary engagement in State Medicaid programs and suggesting dental-appropriate sources for rates analyses. Specifically, AAPD urged CMS to:

- Involve dental providers – and providers of other covered services in Medicaid programs – in state Medicaid advisory committees

- Develop benchmarks for dental service payment rate analysis using reputable sources such as FAIR Health
- Ensure the experiences of children are represented (via proxy with parents or caregivers) in beneficiary committees
- Promote the transparency and accessibility of both provider and beneficiary resources for Medicaid programs online
- Remain steadfast in meeting the evolving needs of people with disabilities
- Include oral health measures for people with disabilities in Home and Community Based Services programs

The **CMS Medicaid and CHIP Managed Care Access, Finance, and Quality** proposed rule covered topics such as state directed payments, health measures, and appointment wait time standards to be upheld by managed care entities. Key comments from AAPD related to:

- Using state directed payments as a mechanism to increase dentist participation in Medicaid programs
- Encouraging the administration of “secret shopper” and other surveys to better understand beneficiary experience across different health services, including dentistry
- Establishing appointment wait time standards that managed care entities must uphold to promote access to care
- Instituting a medical loss ratio requirement for managed care entities

The AAPD letters to CMS on Medicaid access and managed care are available on the Latest Advocacy News page of *AAPD.org*. For additional information, please contact RPC@aapd.org.



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AVOID SURPRISES OF THE NO SURPRISES ACT

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



The federal No Surprises Act went into effect Jan. 1, 2022.¹ The law gives consumers billing protections when getting emergency care, non-emergency care from out-of-network providers at in-network facilities, and air ambulance services from out-of-network providers. The American Dental Association (ADA) has provided clarifications for the dental community, which are summarized in this column.²

Balance Billing Provisions Largely Inapplicable to Dental Services

The law's protections against balance billing largely do not affect private dental offices because dental benefits are excepted benefits, according to the Centers for Medicare and Medicaid Services (**CMS**). The requirements on balance billing generally apply to items and services provided to consumers enrolled in group health plans, group or individual health insurance coverage, as well as federal employees' health benefits plans, but not excepted dental benefit plans.

In the case of major medical coverage, the ADA believes dental components could be affected. The question would come down to whether the dental coverage is classified as one of the categories of services that these protections apply to. The ADA believes if the dental component is an excepted benefit, most dentists will not have to worry about making that determination initially. The exception would be in rare instances where the dispute resolution and arbitration requirements apply to dental because they are site specific to hospitals and ambulatory surgical centers.

Dentists Must Provide Good Faith Estimates for Uninsured (or Self-pay) Patients

The separate requirements of the law for transparency of health care costs and the requirements related to the patient-provider dispute resolution process do apply to uninsured (or self-pay) consumers who visit a private dental office. On Feb. 22, 2023, CMS sent an email to ADA confirming that dental providers are required to provide uninsured (or self-pay) individuals with a good faith estimate of expected charges, under federal regulation 45 CFR 149.610.

CMS did note that providers and facilities are "generally not required to provide a good faith estimate to an individual enrolled in an excepted benefit plan or coverage such as a limited-scope dental plan, even if the individual is not enrolled in other coverage." CMS stated: "This is because such an individual is considered to be enrolled in a group health plan or health insurance coverage under the Public Health Service Act, and therefore is generally not considered uninsured."

However, CMS indicated there are two exceptions to the above interpretation:

"If the excepted benefit plan or coverage does not cover a scheduled or requested item or service (for example, because the excepted benefit plan is a limited-scope vision plan and the individual is scheduling dental services), and the individual has no other coverage for the item or service, that individual is considered uninsured with respect to that item or service, and the provider or facility must give them an uninsured or self-pay good faith estimate."

"Similarly, if the individual does not seek to have a claim for the item or service submitted to their excepted benefit plan or coverage, and the individual has no other coverage for that item or service, that individual is considered self-pay with respect to that item or service, and the provider or facility must give them an uninsured (or self-pay) good faith estimate."

"In both of these cases, the individual with the uninsured or self-pay good faith estimate would be eligible to initiate the Patient-Provider Dispute Resolution process if the provider or facility's bill is at least \$400 more than the estimate in the good faith estimate."

CMS also noted that in making the determination as to whether the individual is uninsured or self-pay, "there is no requirement in [the regulation] that providers or facilities verify coverage for each item or service with the individual's plan or issuer. Providers and facilities may make this determination based on its inquiries of the individual under [the regulation.]"

Regarding unexpected situations where a patient is already undergoing treatment and there is no time to create a new good faith estimate, CMS acknowledged that unexpected circumstances may arise during a visit. The good faith estimate “must include a disclaimer that informs the uninsured (or self-pay) individual that the information provided in the good faith estimate is only an estimate regarding the items or services reasonably expected to be furnished at the time the good faith estimate was issued and that the actual items, services, or charges may differ from the good faith estimate.”

Good faith estimate sample disclaimer language is provided below, as part of a larger model form provided by CMS.³

“Disclaimer: This Good Faith Estimate shows the costs of items and services that are reasonably expected for your health care needs for an item or service. The estimate is based on information known at the time the estimate was created. The Good Faith Estimate does not include any unknown or unexpected costs that may arise during treatment. You could be charged more if

complications or special circumstances occur. If this happens, and your bill is \$400 or more for any provider or facility than your Good Faith Estimate for that provider or facility, federal law allows you to dispute the bill. The Good Faith Estimate is not a contract and does not require the uninsured (or self-pay) individual to obtain the items or services from any of the providers or facilities identified in the Good Faith Estimate.”

There is a plethora of additional CMS guidance on the No Surprises Act, including the Patient-Provider Dispute Resolution process, on the agency website.⁴

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.

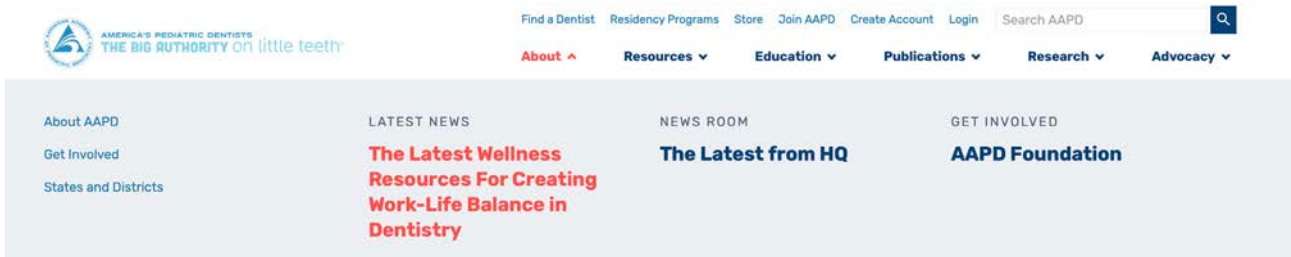
¹ As part of the Consolidated Appropriations Act of 2021 enacted on December 27, 2020, P.L. 116-260.

² <https://adanews.ada.org/ada-news/2022/march/ada-shares-update-on-how-no-surprises-act-could-affect-dentists/>
https://adanews.ada.org/ada-news/2023/february/ada-receives-clarification-on-no-surprises-act?_ga=2.7873905.252216339.1689341320-767022005.1687795704

³ <https://www.cms.gov/files/document/good-faith-estimate-example.pdf>

⁴ [CMS.gov/NoSurprises](https://www.cms.gov/NoSurprises)

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PAC CORNER

STEP IN OR STEP UP YOUR SUPPORT!



You recently received via e-mail the 2023 AAPD PAC Annual Report highlighting how important your support of the AAPD PAC is to our advocacy efforts. I urge you to review this report closely. It was released on July 29—the annual AAPD PAC Day of Giving—based on the date that the AAPD was incorporated (July 29, 1947).

Thanks to the many of you that have already supported the AAPD PAC via the voluntary PAC contribution “check-off” on your 2023-24 dues statement. You have also received a series of e-mail appeals, including member testimonials on why they support the AAPD PAC.



If you have not yet given this year, we need your support. The voluntary recommended support level for early career dentists is only \$100. If you have been a regular PAC contributor at recommended level of \$250, why not jump up to the next level of support such as Cabinet (\$500-999) or Patriot (\$1000 and above)? You can contribute online at: <https://www.aapd.org/advocacy/aapd-pac/pac-contributions/>.

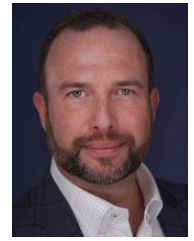
I have already contributed at the Patriot level this year.

Remember that if you want your dollars applied directly to candidate support, please make your PAC contribution via a personal credit card or check.

For further information about the AAPD PAC, please contact PAC Secretary C. Scott Litch at slitch@aapd.org.

Cliff Hartmann, D.D.S., F.A.A.P.D.
PAC Steering Committee Chair

WHOLE LIFE – A VALUABLE TOOL, BUT NOT FOR EVERYONE



by Shawn M Johnson, ChFC®, CLU®, CLTC Treloar & Heisel Vice President, Business Development

The road to practicing dentistry or medicine is indeed a long one, filled with challenges – both academic and financial. However, once you reach the point you envisioned, you will most likely be well rewarded for your hard work and investment. Not only is it rewarding to be able to make a difference in people’s health and wellbeing, the successfully practicing professional is rewarded with a positive financial picture.

Having a solid revenue stream brings with it the question of how best to spend today and where to save for the future. We thought we would focus this topic on the established dental and medical practitioner, someone who has a solid career path, a healthy cashflow, has fully funded emergency funds and their retirement accounts, and they have tapped out tax-advantaged savings options. Perhaps that is you.

Even if you are not quite “there” yet, perhaps this is your dream. In which case, this article may be useful as you think of your future savings opportunities. If you already make a good living or are on your way to making a good income, then you will need to have a financial plan to best get to your destination. That is our recommendation to all our clients. And within that financial plan, our hope is that you will have the opportunity to fully fund your retirement accounts. In situations where

there is plenty of cash flow, our clients are always looking for other ways outside of the conventional vehicles (which they may have maxed out) to satisfy their savings needs.

Begin At The Beginning: Once You Leave Residency

Before we get ahead of ourselves, let’s go back to the beginning. Let’s go to when you completed your training. For many people the duration of their training is financed at least partly with loans. Once you are out of training, you finally start building your financial foundation. In the beginning people typically secure their necessary insurances and start figuring out their student debt repayment plan. On the professional front, they start practicing, either as an associate, owner, partner, or as an employee within a larger organization. Then they set up an emergency fund (say 3-6 months of living expenses in cash). Perhaps they save up a down payment to buy a home or to stage themselves for practice ownership.

The question comes of how much to save often comes up – and where or in what savings vehicles? Over time, income increases and so does the capacity to save. Upon fully funding qualified plans (a qualified plan is a tax-advantaged savings plan, like a SEP or a 401(k)), there is often still a deficit in the amount of savings needed to

create financial independence. This is where other financial tools are needed. Whole life insurance could be one potential piece – which provides both the protection afforded by life insurance as well as the opportunity to save money in a non-correlated asset class. A non-correlated asset class is one that performs counter to equity and bonds markets. Some investors use non-correlated asset classes to ‘temper’ the behavior of the other asset classes and provide some stability in their overall portfolios, especially during volatile market cycles.

What Is Whole Life?

Whole life insurance is, as the name states, life insurance. It falls in the category of permanent insurance, in contrast to term insurance which provides only limited coverage. Permanent life insurance stays in force for as long as the owner pays the premiums to maintain the policy.

Beyond offering permanent coverage, whole life is a life insurance product with many other features, the most notable of which is a savings component – your premiums provide both life insurance coverage and accrue what’s called a ‘cash value.’ The cash value accrues over time, frequently with contractual guarantees, as well as additional potential growth through company dividends from the issuing company. While the savings feature of

a whole life insurance policy may provide stability in one's overall financial picture, it's also important to point out that it will not yield returns that are as high as other asset classes. You will be exposed to less volatility, but you will also find that the returns are lower.

This is why it is important to consider the cash value in whole life as a diversification tool and to understand that the returns should not be compared to riskier asset classes like the stock market. Few advisors would suggest an investment allocation of 100% stocks. Most may suggest a portion of your investment be placed in a safer, historically lower performing asset class like bonds to reduce the overall risk in the portfolio.

It is much more appropriate to compare the qualities and returns of whole life to other "safer" assets like municipal bonds, CDs, money markets and savings accounts. When this comparison is made whole life can be evaluated more fairly and the benefits can be more clearly seen. While whole life has had historically similar returns to these types of vehicles, there are contractual guarantees and tax advantage growth on the underlying cash value, options to include riders providing disability and long-term care protection, as well as death benefits for legacy planning.

Due to these features, whole life is used in sophisticated financial planning scenarios to offer tax-advantaged growth, assist in income planning, and to transfer wealth to future generations.

Why Whole Life Is Not For Everyone

Due to its complexity, whole life is widely misunderstood – by financial advisors and the public. Occasionally, there is controversy around whole life insurance because it's considered by some to be expensive, or inappropriate or low performing. The truth is that whole life is a valuable tool, it's a multi-purpose tool, but it is most certainly not for everyone.

When And Why Would You Consider Whole Life?

1. You need life insurance. (You care for someone or something and want to ensure that they are provided for when you are no longer able to do so yourself.)
2. You have a student debt repayment strategy in place.
3. You have 3-6 months of living expenses in cash set aside for emergencies.
4. If you plan to purchase a home, you have done so.
5. If you plan to purchase a practice you have done so, or if this is not your plan your employment and income are stable.
6. You are fully funding qualified plans and tax advantaged accounts.
7. You have a cash surplus and a retirement savings shortage.

Now, you can look at whether whole life makes sense for you. You may have heard the argument to 'buy term and invest the rest.' While this is a

catchy slogan it does not provide all the information for you to make an educated decision. For people who may have a desire to provide a legacy and can use at least one of the other powerful features of the policy, whole life may very well be the answer.

If You Must Buy Term

We tell people that if you must buy term, buy it from a state-of-the-art company that provides conversion privileges to best-in-class whole life policies. Meaning: don't buy cheap term, don't buy it online, and don't assume that all term is created equal. It's not.

Also, as a dental or medical professional-in-training there are opportunities to purchase 'convertible' term insurance. These policies are flexible in that they allow you to convert your term insurance into permanent insurance without regard to future changes in health. Buying convertible term is a smart way to "lock in" your good health ratings today. Consequently, a potential health event or illness won't get in the way of your being able to purchase whole life insurance in the future.

Using Whole Life Strategically

By now you may have realized that whole life is a whole lot more than life insurance. While this is by no means an exhaustive list of how whole life may be used creatively to support your financial plan and savings strategy, we thought we would share with you just a few of the strategic uses of whole life.

Be Smart About How You Implement Whole Life

1. Use it for retirement income. There are opportunities to take income via policy loans tax free at retirement.
2. Borrow from it in 'down markets.' When equity markets are down, you may consider taking a loan against the cash value of your life insurance. The cash value in whole life is not exposed to market volatility and it is a smart idea to avoid selling equities in a down market.
3. Pass it on. Whole life provides a great way to pass money on to heirs and life insurance proceeds are tax free.

4. Use it for deferred compensation. Whole life is a tool that is frequently used for deferred compensation for executives in corporations.
5. In some states it's a protected asset from lawsuits. In the event of a malpractice suit against you, whole life is one of the few things outside of your retirement plan that might provide credit or protection.

If Whole Life Is Right For You, Work With A Specialist

Many people have purchased whole life insurance at the wrong time or in the wrong situation and that hurts every person who has been improperly advised to purchase whole life. Even if the time and situation was correct to

implement a whole life strategy, they also may have purchased the wrong policy. Not all permanent life insurance policies are the same. Be sure to work with an advisor that understands and can articulate the differences. Overall, if you have a need for life insurance, have enough cash flow to support it, and have tapped out other tax advantaged means for saving for the future, you should take a first (or second) look at whole life.

Whatever you do, work with someone who understands the financial needs of dental and medical professionals and understands how whole life fits into the bigger picture of your financial plan. Because when used properly, this may be just the missing piece in your toolkit.

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ABOUT TRELOAR & HEISEL



Treloar & Heisel, an EPIC Company, is a financial services provider to dental and medical professionals across the country. Our insurance and wealth management divisions assist thousands of clients from residency through retirement. We strive to deliver the highest level of service with custom-tailored advice and a strong national network.

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Opportunities

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

Seeking Pediatric Dentists

ARIZONA—SCOTTSDALE. Along with being motivated and growth-oriented, this ideal candidate will be required to have D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation Current, valid license to practice dentistry in the state of Arizona (License must be in good standing) or eligible for licensure This position with Palm Valley Pediatric Dentistry & Orthodontics - Scottsdale and in Chandler, will be responsible for providing exceptional dental care for children 0-18 years of age Following up with parents after treatment to ensure successful execution. Educating parents and children on proper brushing and flossing techniques. Helping children establish good oral health habits at an early age. Reviewing x-rays to assist in diagnosing and proper course of treatment. Ability to work with Dental Anesthesiologist. High Earning Opportunity. Earn \$350,000+. Top of the line, Fully Digital State of the Art Technology. Great Benefits Package. Practice as you prefer, not as you are told. Warm and friendly atmosphere with a compassionate, knowledgeable team. Beautiful, State of the Art Office. Flexible Work Schedule. Check out our the information at: Palm Valley Pediatric Dentistry and Orthodontics - Scottsdale and Chandler. Requirements: D.M.D. or D.D.S. degree. Pediatric Specialty Certificate. Ability to maintain state required coverage. Valid state license. Experience with kids required. Current state license to practice dentistry in Arizona or the ability to obtain an Arizona dental license. Commitment to quality patient care and patient education of dental health. Proof of and ability to maintain mal-practice insurance. Dr. should be comfortable performing all phases of pediatric dentistry. Background experience in conscious sedation and hospital dentistry. Must have or be obtaining a pediatric dentistry certificate. The position is full time (M-F) with a minimum of 4 working days per week, 8 am - 5 pm. For more information please contact adrian@pvpd.com.

ARKANSAS—FAYETTEVILLE. Pediatric Dental Associates and Orthodontics is seeking a full-time associate pediatric dentist to join our growing multispecialty 2-location practice. Our private doctor-owned practice is a state-of-the-art facility featuring digital radiography, paperless charting, ceiling mounted TV's and a fun custom themed environment for children. We have been serving our community for 24

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

CALIFORNIA—SAN LUIS OBISPO. We are seeking a full or part-time Pediatric Dentist for this well-established Pedito practice with three locations along the beautiful central coast of California! We are located half-way between San Francisco to Los Angeles. Reasons to Join the Practice: Full or part-time schedule available with flexible hours to allow for a great work/life balance. Mentorship available from awesome practitioners that are awarded for this accomplished practice. Easy to find locations with a dedicated patient base. Life balance is a priority in our office. You are close to the beach, hiking, biking and a few hours away from skiing. Excellent clinical and communication skills are a must. We strive to provide excellent service and care to all of our patients. Our state-of-the-art facility allows optimal patient care, a comprehensive approach to full-service dentistry along with a strong focus on quality, service, and patient satisfaction. Providers are responsible for entire clinical patient experience from initial exam and treatment plan to delivery of care. Requirements: Dental degree from accredited dental school in the United States. Board Eligible or Certified with American Board of Pediatric Dentistry. Applicants pending the completion of educational, or certification/

licensure requirements may be referred and tentatively selected but may not be hired until all requirements are met. For more information please contact slopediatricdental@gmail.com.

COLORADO—AURORA. Pediatric Dentist Wanted to join our team! We are an independently owned pediatric dental practice in Far North East for over a decade. We are serving our community by providing quality dentistry for children in a comfortable environment. We want you to be a part of it! We are now expanding and venturing into the Far South East! We are anticipating to open our new office in the Southlands Area in the Aurora community in October 2023! We are looking for a full-time pediatric dentist who is personable, enthusiastic, fun, and enjoys working with an experienced team. Our culture centers around our patients and our team. Our amazing dental practice has a team that has been with us from the beginning. We help each other and we are like a big family. We are ready to expand in Southlands and bring on a pediatric specialist. This opportunity is perfect for an experienced pediatric dentist looking for a change. This opportunity provides the ideal amount of independence while also providing an abundance of mentorship from our existing owner. The office of Dr. Andre Gillespie has been one of the leading kids dental offices in the Far North East Aurora area for the last 13 years and we are now expanding into the South East Aurora area! We are a private practice that serves children. Our practice is patient centered and we have to admit - we have the best patient's in the world! You are a specialist so come feel special in our brand new child friendly practice. You will love the team and our patient base is beyond compare. You will be valued. You will be appreciated. You will be respected and of course you will be paid well for your expertise. We have brand new equipment and all the right technology in place for you to thrive and grow in your career. You will be supported with family friendly hours and mentorship. Come work for us! We only hire the best of the best. You will participate in the growth of our newest location while having the latest and greatest technology at your disposal. Our team allows your expertise to be utilized while you also can utilize the expertise of our team. If you want to love your job and have a long-term position to call home - this is for you. What we are looking for: Child friendly personality - we need to see that you love your job! Excellent chairside manner, exceptional clinical skills including diagnostic

expertise, someone who is looking for a long term position, someone passionate about making a positive impact on our young smiles. Opportunities: Possible profit sharing percentage after 2 years of employment - Full time (currently 4 days a week) - Daily guaranteed compensation. Requirements for applicants: - Colorado Dental License - Pediatric specialist qualifications - Healthcare provider CPR. Benefits/Compensations: Compensation is a guaranteed daily minimum plus bonus. Pay: Guaranteed Minimum of \$1,200 per day and bonus (according to experience and production) - 4 days a week - Family Friendly Practice with Family Friendly Hours - Long term team of dental professionals - team members love working here! We come to work instead of fun so be prepared to join in and have a blast. Office located in an affluent community. Qualifications: D.D.S./D.M.D. licensed- Pediatric Dentistry specialty license. Requirements for applicants: -Colorado Dental License - Pediatric specialist qualifications - Healthcare provider CPR. For more information please contact emma@lilteeth.com.

COLORADO—FORT COLLINS. Are you looking for a wonderful community surrounded by great outdoor activities? Fort Collins, CO, is consistently ranked as one of the best places to live. Our growing privately-owned pediatric dental practice is looking for a great doctor to join us in our beautiful modern Fort Collins office. We enjoy a vibrant downtown with great restaurants. There are lots of great hiking, camping, fly-fishing, hunting, and outdoor activities nearby. When you want a bigger city, Fort Collins is a quick drive to Denver-perfect for attending a show at the Buell theater, a concert at Red Rocks, or catching a Broncos game. Denver is also a great jumping off point to multiple fun destinations from its beautiful international airport. Our office is focused on providing patient-centered clinical care in a fun environment, maintaining a great team dynamic, and rewarding a strong work ethic. We strive to create a work family of long-term team members. We are looking for a candidate to join this work family who is hard-working, energetic, and focused on treating each one of our kids to the highest standards of clinical care. This opportunity offers a great balance of autonomy, work/life balance, and space for mentorship. We maintain block time at our local surgery center. We treat each child in the way we feel will give them the best chance of having the most positive experiences possible. This position can be either part or full-time. We see patients 4 days per week. Both new graduates and experienced providers are welcome to apply. Let's talk! <http://www.kidsfirstfc.com>.

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 www.childrensdentalinc.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. This is an opportunity to build your own pediatric dental practice in one of the most desirable locations in Florida with minimal capitalization and ongoing overhead. Dr. Jay Singer has built a beautiful orthodontic office that he now wishes to share with a pediatric dentist. The office has the latest technology including an I-Cat for cone beam computed radiography, soft tissue diode laser, and oral scanner with NIRI technology for non-ionizing radiation caries detection. The office is themed as a resort hotel and has a Tiki refreshment center, art gallery, giant screen TV, and full video arcade. Most units are rear delivery with wide countertops, laptops and TVs at each chair. The office is located right off the Sawgrass Expressway in a beautiful condominium office park on the border between Coral Springs and Parkland, the most affluent and family demographic cities in Broward County. If interested or if you have questions, please send email to drsinger@singersmiles.com or call (954) 75-SMILE or (954) 254-9595. Requirements: Pediatric Dentist program with ADA certification and preferably board-certified.

FLORIDA—ORLANDO. Creating Healthy Smiles, One Child At A Time. Want that to be your mission? If you are an outgoing, positive, self-motivated Pedodontist seeking to provide high-quality, lifetime patient care while obtaining career satisfaction then join our group of highly trained pediatric dentists! We are a small private group with three offices in the Orlando area, owned and supported by two Board Certified Pediatric Dentists. We are currently seeking a full-time Pedodontist to join our team. Why join our pediatric group? - You want to diagnose and treatment plan your own cases. - You want autonomy with access to support and guidance if needed. - You want to earn an excellent income with guaranteed salary. - You want superior non-clinical administrative support so you can focus on the clinical care of your patients. We provide an excellent compensation package, and help you focus on your professional and personal growth so you can succeed. Educational requirements: D.M.D. or D.D.S. degree. Current FL dental license & DEA License. Completion of pediatric dentistry residency program or certificate in pediatric dentistry. Hospital based residency preferred, but not required. For more information please contact Rose-lynn@pdgorlando.com.

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—ATLANTA. Seeking a part time Pediatric Dentist in Dacula, Ga. Only 25 min from Atlanta, Ga. Denkids is a booming pediatric dental office that only sees PPO insurance, not Medicaid. We are a privately owned doctors office, non corporate. Competitive pay with experienced staff and flexible hours. If you have any interest please email your C.V. to info@denkids.net or call me at (404) 488-8111. Andrew Shehata D.M.D.

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

GEORGIA—JONESBORO. Come join us! Associate position available, either full or part time, whichever you prefer. We are a private pediatric office just south of Atlanta, Georgia. State of the art equipment, TVs above each chair, centrally lined nitrous. We have been open 7 years and have recently added a sedation suite. We strive to treat our patients and team like family. Pay is competitive at \$1,500 per day (7 working hours) or percentage of production (avg 1600/day), whichever is higher! Signing bonus. Schedule is very flexible. Complete autonomy. For more information please contact christinasuemckellar@gmail.com.

ILLINOIS—BUFFALO GROVE. We are seeking a licensed pediatric dentist who is team oriented, energetic and fun loving to join our practices in the cities of Buffalo Grove and Park Ridge. These are large northwest suburbs with great patient sources. Our offices have a positive and cheery atmosphere. We are an ultra modern and high technology office. No HMO or public aid. Compensation includes health insurance, disability and life insurance, 401k, paid time off, malpractice insurance and a very competitive compensation. Come check us out at www.kidsmyl.com!

ILLINOIS—ROMEVILLE. Valley View Dental is seeking a Pediatric Dentist to join our doctor-owned group. With 24 years of experience, we have expanded from a two-chair clinic to providing general and specialty dentistry across five locations. As a part of our team, you will have the unique opportunity to focus solely on providing exceptional oral health care and building quality relationships, while we take care of the business side of running a practice. Our collaborative and mentorship-oriented environment sets us apart, with access to our exclusive in-house network of doctors, specialists, and support staff to take your practice to the next level. We offer an attractive compensation package, a robust patient base, and opportunities for future partnerships. At Valley View Dental, we empower you to lead your team, create schedules and treatment plans, and focus on providing excellent care. With our robust internal support services, including IT, marketing, staffing, scheduling, accounting, compliance, continuing education, patient financial services, and reputation management, you can confidently focus on dentistry. Kindly send your resume to DrKhurana@vwdental.com to learn more about this exciting opportunity and arrange a meeting to discuss your application.

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—FORT WAYNE. If you are seeking to become or are in pediatric dentistry, have great people skills, knowledge in your industry, and possess a genuine interest in becoming involved in one of northeast Indiana's premier dental practices, we want to talk to you! We offer an excellent opportunity for you to become an owner in our strictly fee-for-service practice. While many dental offices have chosen to follow a corporate model, Fort Wayne Dental Group is an established, contractual partnership completely owned and run by the practicing doctors. Fort Wayne

Dental Group will continue to follow this business model. Our doctors have outstanding respect for family values and reap great financial rewards producing a lifestyle that is enviable. Call us and we will be happy to share our numbers of growth and your significant income potential. Call (260) 432-3459 or email your resume to vicki@fortwaynedentalgroup.com.

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

MAINE—SCARBOROUGH. Private pediatric dental practice is seeking a full-time pediatric dentist to join a well-respected and established 2 location practice with a commitment to the community we serve. Our practice is centered around providing the highest level of dental care to our patients and their families in a comfortable and friendly environment. We utilize a wide range of treatment modalities including an in-office pediatric anesthesiologist as well as local hospital operating rooms. We are seeking an enthusiastic, motivated, and patient oriented individual with great communication skills and a focus on a high standard of care. Live and work in what visitors refer to as vacation land. This is a very desirable area that is steadily growing. It offers an energetic pub and restaurant scene, shopping, great music venues, and endless outdoor activities given it's close proximity to the ocean, mountains, and lakes. The area has exceptional public and private schools with safe and family friendly neighborhoods. We are offering a competitive package that includes a guaranteed salary, production bonus, and opportunity for partnership. Production bonus also includes hygiene services provided

by registered dental hygienists. We also offer a complete benefits package. If interested, please respond to: justforkids.mccoy@gmail.com.

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

MARYLAND—BOWIE. This is a great opportunity for a Pediatric Dentist to join our fun and amazing team of Pediatric and Orthodontic specialists. We are looking for an equally fun and energetic compatible Pediatric dentist who is personable, enthusiastic, caring, and loves treat children and special needs patients. We Offer: 100% clinical autonomy over patient care and schedule template. This is not a corporate office. Mentorship from our highly experienced board certified doctors. State of the art technology and resources that will foster and facilitate our doctors. Compensation very competitive with industry standards (guaranteed daily minimums, plus commission). Our doctors are earning between 200,000 -300,000 annually depending on full-time or Part-time schedule plus commission. We offer quality patient care to all of our pediatric and special needs patients via: Hospital dentistry, Sedation dentistry, Orthodontic dentistry & Community Service. Job Type: Full-time and Part-time. Salary: \$200,000.00 - \$275,000.00 per year. Benefits: Dental insurance, Health insurance, Paid time off & Vision insurance. Medical specialties: Pediatrics. Schedule: 8 hour shift, Monday to Friday, On call. Supplemental pay types: We offer a competitive bonus pay. For more information please contact berrychildsdental@comcast.net.

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 a compassionate dentist with great work ethics and similar mindsets. Equal Opportunity Employer. For more information, visit our website www.smiecastle.com. Please contact Carlie atmanager@smiecastle.com or Dr. Hwang at EunHwangDDS@gmail.com. Requirements: 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—FREDERICK. The Pediatric Dental Center of Frederick is looking for a Pediatric Dental Associate to join our fabulous team and well established, thriving practice in Frederick, Maryland. The practice was fully renovated to accommodate growth in 2020 and we are now expanding further. Just 45 minutes from DC! This exciting, full time opportunity would suit a charismatic, energetic and personable Doctor. We have been voted "Best of Frederick" by our community as a result of our care and philanthropic ethics. Our Doctors enjoy the income of the average pediatric practice owner, without any of the administrative responsibilities. Current associates earn between \$350,000 and \$650,000 annually, with a guaranteed daily minimum rate of \$1,200.00. Further earning potential is possible for Doctors who are either dual trained in pediatrics and Orthodontics or who have experience in both. Benefits include paid Holidays and vacation time. 401K. Malpractice insurance is paid, cell phone monthly allowance, 90 minute lunch breaks, gym membership, reimbursement of monthly health insurance premiums for associate and family. And, reimbursement to attend the annual AAPD meeting is also given. We are offering 4-5 days per week. No evening or weekends. Interested candidates should email Tina Strowman, Practice Manager, at tstrowman@mykiddsmiles.com.

MARYLAND—FREDERICK. This state-of-the-art pediatric owned pedo-ortho practice is located in a fast growing suburban area between Baltimore and Washington DC. This is an excellent practice opportunity for a caring and motivated pediatric dentist. This busy established practice has a mix of private insurance and Medicaid patients. The office has an outstanding reputation in the area and patient care is our top priority as well as maintaining a friendly team-based work environment. The open position is part

time. Opportunity for OR dentistry and oral sedation if desired. The position comes with a guaranteed salary, benefits, and percentage of production. Please contact Dr. Sivi at (301) 514-6588 or email: drsivi@aol.com.

MARYLAND—MOUNT AIRY. Mt. Airy Children's Dental Associates-Pediatric Dentistry and Orthodontics has a full time opening for a talented Pediatric Dentist 4-5 days per week with partnership-ownership potential. Our 30+ year practice has an outstanding reputation in the dental and medical community for compassionate, comprehensive and conservative pediatric dental care with in-office sedation and an opportunity for general anesthesia/hospital care presently at the University of Maryland Rehabilitation and Orthopedic Hospital, Baltimore, MD. Our practice is a unique, combined pediatric-orthodontic practice with two board certified pediatric dentists in a 5000+ sq.ft., 14 chair, state of the art facility providing traditional preventive, restorative and surgical care as well as laser lip and tongue tie revision. Our board certified orthodontist provides excellence in orthodontic care to the children and adolescents in our practice and adults. You will be supported by our dedicated, fun, and extremely talented team. Excellent compensation and benefits package. Our single location private practice in the Town of Mount Airy continues to grow, centrally located to Washington DC, Frederick and Baltimore, MD. No evenings, no Saturdays ever! We strongly believe that your weekends belong to you and your family. Nearby, the mountains of Western Maryland, the Chesapeake Bay and sandy shores of Delaware and Maryland can be your get-away. For a full description of the practice and this amazing opportunity, send your letter of introduction and curriculum vitae to: drhasson@comcast.net. Requirements: Board Certified Pediatric Dentist Experience Preferred. Board Eligible Pediatric Dentist.

MASSACHUSETTS—LOWELL/METHUEN. 2 location Pediatric Dental private practice is looking for an associate to join our team. Our well trained, experienced staff makes this a wonderful working and learning environment for our providers. Each location is well established with a large patient base and new equipment. Located 30 minutes outside of Boston. Compensation: Guaranteed base of \$1200- \$1,400 per day or 32% of collections on Everything including all hygiene production. Schedule is 9-5 with a 1 hour lunch, a 7 hour workday. General Anesthesia cases are done weekly with our in office anesthesiologist. Benefits - Full time benefits include Paid malpractice, Paid health insurance, \$1,000 towards CE, and Student Loan repayment assistance based on longevity with our company. Partnership opportunity also available. Email resume to info@kangaroosmiles.com. Requirements: MA dental License, Nitrous Permit.

MASSACHUSETTS—NEW BEDFORD. Job Opportunity! We are a 2 doctor, 2 locations privately- owned pediatric dental practice located in New Bedford, MA. We love what we get to do every day and have fun doing it. We are seeking another amazing Pediatric Dentist or General Dentist who loves to work with kids and teenagers to join our growing team. We are an established practice with a large patient base and a continued flow of new patients. We are an office that definitely believes in a healthy work-life balance. Our vision is to create an environment where each patient and family has an experience that leaves them feeling comfortable, confident, and well- educated about their dental health. We have experienced exponential growth and our highly trained team is looking forward to adding another doctor to attend our awesome patients! We offer different levels of sedation, nitrous, in office general anesthesia, and operating room privileges at Franciscan Children's Hospital. We welcome this opportunity to both new pedo grads and experienced Pediatric or General Dentist. We offer excellent compensation with a great benefit package. Work autonomy with a path for a future within our practice. We truly want our associates to feel that they have a home with us. If you are interested or know anyone who would be, please contact me.nbpedo@gmail.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! Requirements: 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—ANN ARBOR. Are you seeking an outstanding opportunity in the heart of beautiful Ann Arbor, Michigan? Look no further! We invite you to be a part of our thriving

and growing practice, where excellence and exceptional patient care are at the core of everything we do. Why Choose Us? Collegial Mentorship and Professional Growth: Join our collaborative team of three pediatric dentists and have access to collegial mentorship to support your career. We encourage an environment that fosters continuous learning and growth, empowering you to excel in your career. Autonomy and Independence: We value your expertise and believe in providing you with the autonomy to make clinical decisions that best suit your patients' needs. Enjoy the freedom to practice independently while having a supportive team to back you up. State-of-the-Art Facility: Our newly renovated facility is equipped with the latest technology, providing you with the environment you need to deliver outstanding dental care to our young patients. Incredible Staff: You'll be joining a group of skilled and compassionate dental professionals who work collaboratively to make a real difference in our patients' lives. Our team is dedicated to supporting one another and providing exceptional care to our young patients. Commitment to Exceptional Care: We go above and beyond to provide exceptional dental care and make a lasting impact on our patients' well-being. Rewarding Compensation and Comprehensive Benefits: We believe in recognizing and rewarding your dedication. Enjoy a competitive compensation package that reflects your value to our practice. Additionally, we provide comprehensive benefits, ensuring your financial security and overall well-being. Join us in the vibrant community of Ann Arbor, known for its exceptional schools and rich cultural scene. This family-friendly city offers a high quality of life, with a perfect balance of recreational activities, arts, and outdoor experiences. There's no better place to start and raise a family. Be part of our exceptional team, steps away from the University of Michigan campus. If you're ready to elevate your career and make a difference in children's oral health, we would love to hear from you! Email your interest to info@treetownpd.com to explore your future with us.

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

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

MONTANA—BOZEMAN. Bridger Children's Dentistry is a well-established pediatric dental practice located in beautiful Bozeman, Montana. Our practice is growing, and we expect to move to an expanded, state-of-the-art new office location in 2023. We are seeking an enthusiastic Associate Pediatric Dentist to join our team! We see patients from infants to teens who, like us, love the amazing community and opportunities that Bozeman has to offer. We're a mountain town with two world-class skiing locations just minutes away. Come work with us and reimagine your life, practicing in a vibrant town with easy access to any outdoor amenity you could ever wish

for. What we offer: Leading-edge, integrative pediatric dentistry and orthodontics, airway focus, myofunctional therapy, solea laser treatment and cone beam CT. An energetic staff committed to the highest quality of care for our patients. A dedicated business management team, allowing you to do what you do best - care for your patients. Mentorship opportunities available from our owner-dentist. Competitive compensation, benefits, and CE stipend. Flexible scheduling to offer work/life balance. Who you are: An outstanding pediatric dentist with a high standard of integrity and commitment to professional excellence. Friendly, kind, and caring, with the ability to make our patients and parents feel welcome and at-ease. Committed to serving the diverse needs of our growing community. Requirements: D.D.S. or D.M.D., with a certificate in pediatric dentistry. Current MT license or the ability to obtain MT license. Recent grads are welcome to apply! Your Essential Responsibilities will include: Oral and radiographic examinations and diagnosis of pathological conditions, including airway screening. Performing restorative care (fillings, extractions, pulpotomies, stainless steel crowns, seating appliances, etc.). Offering individualized/specialized pediatric care, including working with special needs children. Proficiency in appropriate/approved behavior management practices. Please submit your resume and cover letter to DrA@BridgerChildrensDentistry.com.

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

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

NEBRASKA—SCOTTSBLUFF. Our growing privately-owned group pediatric dental practice is looking for a great doctor to join us in our state of the art modern Scottsbluff Nebraska office. Scottsbluff is a wonderful community surrounded by bluffs national monument and several lakes and recreation areas. The North Platte river running right through town and there are many surrounding streams. These areas make for great recreational activities including camping, boating, and fishing. Many surrounding small communities use Scottsbluff as there hub for services. We opened a beautiful new office in

2018 and have been busy ever since. Our office is focused on providing patient-centered clinical care in a fun environment, maintaining a great team dynamic, and rewarding a strong work ethic. We have created a work family of long-term team members. We are looking for a candidate to join this work family who is hard-working, energetic, and focused on treating each one of our Super Kids to the highest standards of clinical care. This opportunity offers a great balance of autonomy, work/life balance, and space for mentorship. We maintain block time at the surgery center. We treat each child in the way we feel will give them the best chance of having the most positive experiences possible. Both new graduates and experienced providers are welcome to apply. Compensation is competitive and will be determined based on experience. Possibility of loan repayment program after first year. Let's talk! www.NESuperkids.com.

NEW JERSEY—AVON BY THE SEA. Shore children's Dental Care has an opening for a full-time or part-time position. Over 40 year established pediatric/orthodontic practice with 2 office at the beautiful New Jersey Shore. We are situated midway between New York City and Philadelphia. Very busy practice with state-of-the-art offices. Guaranteed base salary and/or percentage of collections. Benefits include medical, vision, life insurance, paid vacation, Sign on bonus, Reimbursements for CE Malpractice and 401K Retirement Plan. Hospital privileges available. Great patient base and highly experienced staff. Orthodontist in practice for immediate referrals. Wonderful situation for professional and personal growth. You will have the opportunity to practice all aspects of pediatric dentistry. Great place to live and work. Contact: Pam - (732) 775-1492 (Option 8) or e-mail: pam@shorechildrensdentalcare.com. Requirements: Graduate of a Pediatric Dental Post-Graduate Program. Board eligible or Diplomate.

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

NEW JERSEY—MANAHAWKIN. Jersey Shore Area -Welcoming a pediatric dentist to our practice in our brand new location! The new facility is 5,000 sq. feet with 11 private ops.

The south wing has 5 fully operational quiet rooms- each with a brand new Belmont dental chair and overhead TV for patient entertainment. Each room has in wall nitrous oxide and a wall mounted intra oral X-ray. Truly a practice within a practice as this part of the office has it's own sterilization area, reception desk and computer stations. Associate will receive either a percentage of collections and/ or a per diem rate. All staff and supply costs paid by owner who is an orthodontist and has been practicing in the community for the past 13 years. The new location is designed as an ortho /pedo office with entertainment in the waiting room. The stand alone building will be a town landmark as it has braces on the windows and a giant tooth mounted on the roof. Looking for a leader who is compassionate and ethical with excellent hand skills. Contact (908) 670-8022, jbutlerdmd@hotmail.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. to jfried@primaryteeth.com. 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.

NEW YORK—LONG ISLAND. Pediatric Dentist wanted for our growing state of art practices in Suffolk and Nassau County. Our offices are true Pediatric Dental Practices fully equipped with N2O, digital radiographs and paperless charts. Highly competitive salary/ bonus package. This is an excellent opportunity for a caring, skilled, and highly motivated Pediatric Dentist looking to grow in our Long Island practices. The practices are high energy, fun family like atmospheres with excellent reputations for providing A class Pediatric dental care. We are looking for associates with excellent interpersonal and social skills, that are looking for long term relationships with our patients, parents and offices. Opportunity for future partnership available. Part time and FT positions available. Must have Pediatric Dental Residency completion and Licensed to practice in State of New York. For more information please contact mikeioannou@hotmail.com.

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

OREGON—NEAR PORTLAND / WILLAMETTE VALLEY. What is your vision for your career? At Acorn Dentistry for Kids, our vision is to be world class in promoting health and confidence in kids - literally around the world! We do that through Entertainment and Education in a Magical Environment of Safety, Cleanliness, Comfort and Fun. To us, the experience we provide is more than just about good dentistry - it is about creating a memory that kids and parents look forward to doing again and again. Are you a miracle worker that can transform that dental experience with us, or want to be mentored to become one? Our doctor group is humble, collaborative, and looking to grow both individually and as a team. Acorn Dentistry for Kids is a private practice with a public-health mindset (not a big corporation or backed by private equity). We exist because of the belief that Every Child Gets A Smile, whether on private insurance, Medicaid, or no insurance. In order to make it

possible for EVERY child to have what we call "Magical Moments", we choose to grow our capacity rather than start to exclude patients from the clinic. Do you align with that vision for the community in which you work? We are looking for purpose-driven pediatric dentists that want to grow along with our expanding private group practice, especially if you are interested in ownership. There are many great benefits to living in the area around Portland, Oregon too. Our clinics are centrally located for easy access to the Oregon coast; the Columbia River Gorge and Cascade Mountains; 4 season recreational opportunities are all around; big city life and quaint small towns are equally accessible; our temperate climate means we don't have to worry about 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!

RHODE ISLAND—CRANSTON. Well established pediatric dental office serving the Rhode Island community for over 35 years is seeking a motivated and caring pediatric dentist. Our practice, which is non-corporate is owned/managed by three Diplomates of the American Board of Pediatric Dentistry who have a passion for treating children. The position is initially part time or full time, with goal of full time leading to partnership track. Experience is welcomed, mentorship available. We offer a very competitive salary and benefits package for the right person, including health care, CDE allowance, malpractice insurance and more. If moving from out of state, we will reimburse packing/moving fees. We have two modern offices equipped with the latest digital technology including all digital radiographs. Our offices are located near the beaches, a major Ivy League institution, and the culture and diversity of Providence, RI. To find out more information about our office, please contact Nicole Robbio at nrobbio@peddenti.com or call (401) 943-7535.

SOUTH CAROLINA—AIKEN. Welcome to Coastal Pediatric Dentistry! We are a fun-filled office whose primary purpose is to instill a sense of excitement about dentistry to every child we treat. We do this by asking them to go on an "adventure" with ups while providing them with the best in class treatment, while ensuring that both parent and patient feel relaxed and part of the treatment process. If you would like to be part of our eclectic and fun team, Coastal Pediatric Dentistry is looking for an enthusiastic pediatric or general dentist who is self motivated with a "can-do" attitude and loves working with children. We feel very strongly that the right candidate will find no better opportunity, either financially or professionally. CE Allowance. Malpractice Insurance Paid by the Practice Owner. Signing Bonus. Health Insurance. We are a fully private practice. Please send resume or C.V. to TLHAUBURN@mindspring.com. Requirements: Graduate of an accredited dental school. Eligible for SC dental license.

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 beautiful Franklin, TN, is seeking a highly motivated, driven, and enthusiastic pediatric dentist to join our amazing team. Our practice offers a fun and fast-paced environment where we are dedicated to personal and professional growth. We constantly strive to exceed expectations and provide WOW experiences for our parents and patients. More importantly, our work changes lives every day. We take our mission seriously and are committed to making a positive impact on our patients' lives. However, we also value the importance of family. When you're at work, your focus will be on delivering exceptional dental care, and when you're at home, your focus will be on your loved ones. We understand and prioritize the value of family time, just as much as you do. That's why we have been recognized as one of the Best Places to Work in Williamson County. Here's why this opportunity is a dream come true: Location, Location, Location! Nestled only 21 miles from Nashville, Historic Franklin, TN is a true gem. It consistently ranks among the Top 5 Best Places to Live in America, radiating Southern charm and hospitality. With its picturesque rolling hills, enchanting plantations, Victorian and Antebellum houses, and inviting porch swings, the area exudes a captivating allure. It's often referred to as 'God's Country' due to its natural beauty and charm. Explore the thriving brooks, encounter horses and cows, admire post and rail fences, marvel at historic buildings, stately homes, and visit quaint country stores. Franklin will inspire you to take scenic drives and lose yourself in its timeless splendor. Our Practice: Pediatric Dental Care is a well-established, doctor-owned practice with an outstanding reputation. We are renowned for our conservative and virtuous approach to pediatric dentistry. As our pediatric dentist, you will provide essential support to our office while having a genuine passion for educating our patients and parents about the significance of oral health. For the right candi-

date, we offer the opportunity for ownership/equity buy-in. This option is not for everyone and will only be pursued when both parties believe that a partnership is in the best interest of everyone involved. To learn more about our practice, visit www.drbuzzkids.com. If you are a dedicated pediatric dentist who shares our passion for providing exceptional care and making a lasting difference in children's lives, we would love to hear from you. Please submit your resume and a brief cover letter outlining your relevant experience and why you are interested in joining our team. We eagerly anticipate reviewing your application and welcoming you to our practice.

TENNESSEE—KINGSPORT OR MORRISTOWN. We are a one doctor owner with multiple locations looking for an energetic, motivated, hard-working, full-time (or part-time) SUPER STAR pediatric dentist to add to our team. Our mission at Kingsport/Morristown Pediatric Dentistry is to provide excellent patient centered care involving parents/guardians to ensure the best and healthiest results with outstanding customer service. The practice sees children as young as one day old for tongue/lip tie release procedures to age 18 for total oral health care. We take pride in the brand that we have built in our community and surrounding areas and are excited to add to our team so we can continue to grow. Kingsport is centrally located to Asheville, NC, Johnson City, TN, and Bristol, VA. Morristown is centrally located to Knoxville, TN, Johnson City, TN and Asheville, NC. These beautiful East Tennessee communities are family-oriented areas surrounded by mountains and lakes with a variety of outdoor activities! If you ever dreamed of living on a lake, this is the place to do it! Please contact or send C.V.: aleighia_barker@hotmail.com. Offer includes: Competitive salary Or thirty-five percent [35%] of Employee's Collections. 4 weeks Vacation plus holidays. No Medicaid(Kingsport), all private insurance or cash-paying. Malpractice Insurance. Relocation Bonus. Optional Health Insurance. Continuing Education reimbursement. Requirements: Tennessee and/or Virginia Dental License or eligible for licensure in Tennessee/Virginia. Completion or soon to be completed Pediatric Residency Program.

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—LUBBOCK. Pediatric Dentist - \$550k Income Potential - 4 ½ Day Work Week. Doctors Enjoy: Full-Time Pediatric Dentistry - New grads welcome. 4 ½ day work week. Join a practice that genuinely cares for its patients. Voted the best Dentist practice overall by the community for the last three years. Go to Practice for Therapy Services in the City. Over 2,500 5-Star Google Ratings. Compensation: Base Salary + Bonuses - Income potential \$550k+. Sign-On & Relocation Assistance. ALL Licensure/Re-Certification paid. Health Benefits, Malpractice & Mentorship. For more information please contact Sean@thestaffpad.com.

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 pedodocjobs@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.

WASHINGTON—LYNNWOOD. Lynnwood, WA. Looking for pediatric dentist associate. Minimum one day/week, but depending on doctors schedules, ideally 2 to 3 days a week. Another option would be alternating weeks full time. In other words, we can discuss schedule! Established practice. Mostly PPO, some Medicaid. Some days with restorative hygienist. Opportunity to be mentored for ortho/Invisalign. Minimum \$1,500/ day plus percentage collections. Mostly nitrous oxide sedation, GA once a month. Traditional restorative, plus SDF, SMART fills, hall crowns, Equia strip crowns, zirconia crowns. Must be efficient, or become efficient quickly. And of course give a great patient experience. Moving stipend available. Email: drlucas@kidsdentist.com (Owner and dentist who would be sharing schedule. Also the chocolate guy.). Must have a Pediatric Dentist certificate.

WISCONSIN—DELAFIELD. Our group practice is building a new site for family and pediatric dentistry! Are you a pedodontist who is looking for freedom to practice outside of the limitations of insurance and corporate dentistry? Join Bionica Dental Wellness for a refreshing approach to pediatric dental care! At our modern, fee for service practice, you will enjoy clinical autonomy, complete administrative support, and the unique opportunity to support the growth of our first pediatric-specific site! If you are a compassionate and motivated practitioner, you could be our perfect match! What sets us apart? Quality. We are more interested in providing exceptional dentistry than we are in the total number of patients our practitioners are treating. Because of this, we strongly value continuing education and invest in keeping our team members updated on the latest education and technologies. Our practice is a dentist-owned private practice (no corporate involvement or management company). We proudly invest in modern technology, including intraoral cameras, digital radiography, electronic patient records, digital oral scanning, laser, and 3D printing and milling. Patient Hours: Monday to Thursday 8am -3:30 pm; Friday 8am to 2pm. About The Position: Start date is anticipated for early winter of 2023, as there is construction to be completed at the new site, and your input is critical. Enjoy flexibility with your schedule. Compensation includes both base guarantee and production-based pay. Our office focuses on quality, rather than quantity, so you enjoy a functionally paced schedule that will keep our patients safe and prevent you from burning out. There is a continuing education stipend

and retirement plan. Dental services are provided for you and your immediate family. To learn more, please email HolinbeckDDS@hotmail.com. Our Ideal Candidate: has strong leadership skills, a passion for professional growth, and a genuine interest in integrative approaches to health and wellness. He/She also: Prioritizes continuing education and prides themselves on lifelong learning and professional growth. Is an excellent communicator, clearly articulating expectations to the team and discussing options with patients/families. Is honest: putting patients' true needs first, rather than profit or gain. Is committed to building relationships in our community and available to help with local marketing efforts. Has excellent clinical skills and high standards and expectations. Wants to take ownership in the development of the business and the professional growth of the staff. Has completed a pediatric dentistry residency, or equivalent experience, and is licensed to provide dentistry in the state of Wisconsin.

WYOMING—CHEYENNE. We are a private Pediatric Dental practice with three locations. We need help right away in our Cheyenne, WY and Scottsbluff, NE offices. We are very easy going and schedules are negotiable. Pay is above average, ownership can be considered if desired. We have been in business for over 25 years and currently have 5 Dentists covering all the locations. Please reach out if you have any questions. Either Pediatric Specialty or General Dentistry. For more information please contact matt@saptron.com.

CANADA

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

BRITISH COLUMBIA—LANGLEY. Glow Pediatric Dentistry is looking for a full-time associate in Fraser Valley, BC! <http://glowpediatricdentistry.ca/>. Are you passionate about providing exceptional dental care to children in a warm and welcoming environment? Glow Pediatric Dentistry in Fraser Valley BC is seeking a skilled and compassionate pediatric

dentist to join our dynamic team. We believe in creating an inviting and warm environment where every child feels comfortable and happy during their dental visits. Join us in creating smiles that glow with happiness and confidence, as we strive to make every dental visit a positive and enjoyable experience. If you possess excellent clinical skills, a gentle approach, and a genuine love for working with children, we invite you to join our thriving practice and make a lasting impact on the lives of young patients. We provide a wide spectrum of pediatric dentistry services including zirconia crowns, and TOT revisions. We also offer nitrous oxide, oral conscious sedation and general anesthesia. Send us your resume: taekhyun.ree@gmail.com. We look forward to hearing from you! Must be a Pediatric Dentist. New Grads Welcome!

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

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.

LOUISIANA—MADISONVILLE. Looking for a pediatric dental practice in a beautiful, safe and growing area? Why start from scratch? We have been here for 23 years and are well known in the community! Building is fully stocked with updated equipment! Office has wonderful charm fitting for a pediatric dentist! Lots of opportunity to have the practice you envisioned. For more information please contact NSPracticesales@gmail.com.

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



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