

PDT

20

A Year in Review

Dr. Kevin Donly Reflects on Presidential Year

Practice Management and Marketing News
Five Remedies for a Toxic Work Culture

28



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Welcome

- 5 A Message from Your President

Legislative, Regulatory and Legal Update

- 6 Pediatric Oral Health Advocacy Conference
- 8 PAC Corner
- 14 Litch's Law Log

NashVirtual

- 16 NashVirtual Update
- 17 AAPD Recognition Awards
- 18 AAPD Sponsors

Membership

- 22 Welcome New Members
- 22 TeamSmile
- 23 Member Benefit Spotlight
- 23 Member News
- 24 Resident's Corner
- 25 Predoctoral Spotlight

Education

- 26 AAPD CE Courses
- 27 2020 Virtual Academic Day
- 27 Match Statistics

Columns

- 28 **PMM—Practice Marketing and Management**
- 32 Policy Center
- 34 Coding Corner
- 36 Media Mix
- 38 Treloar & Heisel
- 39 ABPD

AAPD Foundation

- 40 Share Your Story

Opportunities

- 42 Seeking Pediatric Dentist
- 48 Faculty Positions Available
- 48 Practice for Sale



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The *PDT* magazine (ISSN 1046-2791) is published bimonthly by the American Academy of Pediatric Dentistry, 211 E. Chicago Avenue—Suite 1600, Chicago, Ill. 60611, USA, (312) 337-2169. Periodical Postage Paid at Chicago, Ill. and at additional mailing offices. POSTMASTER: Send address changes to *PDT*, 211 E. Chicago Avenue—Suite 1600, Chicago, Ill. 60611, USA.

PDT is the official member magazine of the American Academy of Pediatric Dentistry (AAPD). The magazine is distributed to members as a direct membership benefit. Nonmember subscriptions are available at a domestic rate—\$30 and foreign rate—\$40 at the above address.

Opinions expressed in *PDT* are not necessarily endorsed by the AAPD.

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Dr. Kevin Donly

AAPD President

Like a Star, AAPD Shines Bright During These Trying Times

As spring quickly approaches, it is nice to enjoy being outside and on a clear night, the beauty of a star lit sky can be appreciated! Not only do stars burn bright, but AAPD will help us through this coronavirus pandemic and shine bright as another annual meeting approaches.

Typically, this final presidential editorial is welcoming you to the Annual Session. As I have presented to you all, the AAPD board of trustees voted to cancel AAPD 2020. It was absolutely necessary to ensure the safety of our members and families. The understanding I have received from members has been overwhelming and I extend my thanks to you all!

The AAPD has addressed the COVID-19 crisis by providing a specific area on our website for members to receive up-to-date information on the status of the virus, mandates being imposed and ways to seek financial support opportunities, as we are basically providing only emergency care. Just like your offices, AAPD has become as financially conservative as possible, while maintaining the excellent membership services you deserve as a member. The AAPD Pediatric Oral Health Research and Policy Center, as well as our communications and media support staff, have worked around the clock to meet the challenges COVID-19 has presented and to get information to you. The AAPD has collaborated with the ADA and others in encouraging legislative support of small businesses. And, the AAPD Little Teeth Chat community available online has allowed for personal and group communications, as well as exchange of information between our members.

This past year we had the first Safety Symposium, “Hidden Threats and Safe Practices: Steps to Creating a Safe Dental Home”. This course set the foundation for safety issues to be addressed in the future.

AAPD Councils and Committees have diligently worked on their changes. You will note many updates in our Reference Manual this year. I extend my sincere thanks to all Council/Committee Chairs and Members for their contributions.

I returned from our annual Pediatric Oral Health Advocacy Conference at the first of March, where over 350 attendees were instructed and engaged in oral health advocacy. The 12 million dollar Title VII funding through the United States Health Resources and Services Administration was funded this year and we all advocated for the continuance of funding for next year. Other legislative priorities included the Dental Faculty Loan Repayment Program, Ensuring Lasting Smiles Act and the Resident Education Deferred Interest Act. I had the privilege of introducing Dr. Heber Simmons, our long-standing AAPD Congressional Liaison, and thanking him for his exceptional service!

I am delighted to report that every category of AAPD membership increased this year, our memberships now standing at 10,694 strong, every member striving to meet the AAPD vision of optimal oral health for all children.

The AAPD Pediatric Oral Health Research and Policy Center has been very busy this year, providing information to health care organizations, state dental boards and the public-at-large. The quick response they have to publications and policy document reviews from other organizations is impressive and profound.

I had the privilege of welcoming the Cohort VI Group of the AAPD-AAPD Foundation-Ultradent Northwestern University Kellogg School of Management Leadership Institute. It was wonderful to interact with our leaders of the future.

Yes, AAPD shines bright during these difficult times and as we move forward. I wanted to extend my thanks to the AAPD board of trustees for their volunteer commitment to help AAPD achieve its vision and mission. I also thank the AAPD Executive Committee, all who are dedicated and thoughtful. Dr. Jessica Lee is an exceptional leader and will be an outstanding AAPD President! Finally, I cannot thank our AAPD CEO Dr. John Rutkauskas enough for his unwavering leadership of excellence. The tremendous AAPD staff, as well as Paul Amundsen and the AAPD Foundation team, shine bright as they enthusiastically work for the well-being of children. Thank you all!

I want to thank our entire membership, who daily advance the oral health of children. It has been my honor to represent the AAPD as president this past year and a privilege to help move the Academy forward. Thank you all for your trust and support! As you return to the daily comprehensive oral care for infants, children, adolescents and patients with special health care needs, your dental home will continue to shine bright as to where children can go for continual, comprehensive and compassionate oral health care.

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 (312) 337-2169 or slitch@aapd.org.

PEDIATRIC ORAL HEALTH ADVOCACY CONFERENCE IN WASHINGTON, D.C. PROMOTES KEY LEGISLATION



On March 1-4, 2020, over 350 AAPD members from 39 states plus D.C., advocated for children’s oral health in Washington, D.C., by visiting with their members of Congress. AAPD attendees included members of the Council on Government Affairs, PAC Steering Committee, Executive Committee, and Budget and Finance Committee. Thirty-four AAPD state Public Policy Advocates participated as well. **Sixty pediatric dentistry residency programs were represented, with more than 200 residents in attendance.** For the fifth year in a row, the AAPD held a special pre-conference advocacy orientation and training session solely for residents.

Attendees heard updates on key AAPD public policy issues, focusing on Title VII pediatric dentistry funding and dental faculty loan repayment tax exclusion, the Ensuring Lasting Smiles Act (ELSA), and the REDI Act (see more details below). For the second straight year the keynote entertainment was the comedy troupe Capitol Steps, who delivered entertaining song, dance, and monologues poking fun at both political parties and all aspects of the 2020 presidential election. HRSA Chief Dental Officer Dr. Renee Joskow provided an update on agency activities plus the pending Surgeon General’s

Report on Oral Health, expected to be released later in 2020. AAPD Chief Policy Officer Dr. Paul Casamassimo discussed the AAPD pediatric dentist workforce study and its policy implications. PEDO Talk Podcast moderator Dr. Joel Berg recorded two podcasts on stage: one with Congressional staffers Lauren Jee (Senior Health Policy Counsel for Senator Ben Cardin of Maryland) and Jamie Neill (Legislative Assistant for Congressman Mike Simpson of Idaho), and the other with AAPD Congressional Liaison-designees Drs. Warren Brill and Jade Miller.

In addition to briefings from AAPD’s Washington representative Michael Gilliland from Hogan Lovells and COO/General Counsel C. Scott Litch, attendees heard a rousing and inspirational closing speech from Congressional Liaison Dr. Heber Simmons Jr. To further prepare for Congressional visits, attendees also witnessed a “mock visit” featuring President-elect Dr. Jessica Lee, Vice President Dr. Jeannie Beauchamp, and Kate McAuliffe of Hogan Lovells.

The AAPD PAC hosted a fundraiser for **Congressman (and dentist) Jeff Van Drew** (R-N.J. 2nd). He was introduced to AAPD attendees as follows:

Jeff Van Drew was born in New York City. He graduated with a B.S. from Rutgers University and received a D.M.D. degree from Fairleigh Dickinson University. Dr. Van Drew operated a dental practice in South Jersey for 30 years before retiring. He has served as president of the New Jersey Dental Society and a board expert of the New Jersey Board of Dentistry

Van Drew served on the Dennis Township Committee in 1991, and as Mayor from 1994 to 1995 and from 1997 to 2003. He served on the Cape May County Board of Chosen Freeholders from 1994 to 1997, and was a Dennis Township Fire Commissioner from 1983 to 1986.

In 1994, as a Cape May County Freeholder, Van Drew made support for a local community college a major campaign issue. In 2002, ground was broken on the site of the future Atlantic Cape Community College campus in Cape May County.

First elected in 2007, Dr. Van Drew served four terms in the New Jersey State Senate. In 2008, he sponsored the Fair Market Drug Pricing Act to establish the New Jersey Prescription Card Program to reduce drug prices.

In 2018 Dr. Van Drew was elected to Congress in New Jersey's Second Congressional District. The district had been represented by Republican Frank LoBiondo from 1995 until his retirement. The district is the southernmost in New Jersey and the state's largest, encompassing rural farms from Salem County to the Jersey Shore and Atlantic City. Interestingly, President Barack Obama won the district in 2008 and 2012, while President Donald Trump won in 2016.

Congressman Van Drew has demonstrated a willingness to work on a bipartisan basis, addressing issues of vital concern to the residents of his district. He and his wife have two children and one grandchild, and reside in Dennis Township.

Dr. Van Drew made impassioned remarks about the need for bi-partisan cooperation and compromise in Congress. The event, co-hosted with ADPAC, AAOMS PAC and Hogan Lovells PAC, and augmented by individual contributions from AAPD attendees, raised over \$17,000.

The REDI act currently has 85 co-sponsors.

Fact sheets used in Congressional visits are available on the AAPD website at <https://www.aapd.org/advocacy/legislative-and-regulatory-issues/legislative-and-regulatory-fact-sheets/>.

AAPD sincerely thank all those members who took time from their busy schedules to attend this important conference. Many thanks to the state and district chapters which help support residents' attendance at the conference.

¹Mr. Cuellar won the Democratic primary by a 52-48 percent margin.

The AAPD PAC honored Congressman Henry Cuellar (D-Texas 28th) as the Legislator of the Year. Mr. Cuellar serves on the House Appropriations Committee, and supported inclusion of Medicaid dental audit report language in the FY 2020 spending bill. He was not able to attend in person due to the Super Tuesday Texas Primary.¹ Therefore Immediate Past President Dr. Joseph Castellano and CEO Dr. John Rutkauskas presented the award in Mr. Cuellar's Congressional office on Feb. 27, 2020.

The specific advocacy requests made by attendees during Capitol Hill visits were:

HRSA TITLE VII PEDIATRIC DENTISTRY APPROPRIATIONS AND DFLRP TAX RELIEF

Provide FY 2021 funding of \$40.673 million for the HRSA Title VII Primary Care Dental Training Cluster and related oral health programs, with not less than \$12 million for Pediatric Dentistry Training programs including a new dental faculty loan repayment program grant cycle with preference for pediatric dentistry faculty.

As part of this effort, attendees urged House Members to sign onto a Dear Colleague letter spearheaded for the 3rd year in a row by Congresswoman Julia Brownley (D-Calif.-26th) that asked Members to support Title VII pediatric dentistry. Ultimately 65 House Members signed onto the letter.

Pass legislation to make the Dental Faculty Loan Repayment Program (DFLRP) non-taxable to recipients. Co-sponsor S. 359/H.R. 996.

ENSURING LASTING SMILES ACT

Co-sponsor the Ensuring Lasting Smiles Act (S. 560/H.R. 1379) legislation that would require all private group and individual health plans to cover the full medically necessary treatment of patients with congenital anomalies, including related dental procedures.

Thanks to strong bi-partisan support, the Senate bill currently has 40 co-sponsors and the House bill has 300 co-sponsors. This legislation is supported by a coalition of 22 dental and medical provider and patient advocacy organizations.

RESIDENT EDUCATION DEFERRED INTEREST ACT

Co-sponsor the Resident Education Deferred Interest Act (H.R. 1554), legislation that would halt interest accrual while loans are in deferment during residency training.



Pictured l-r: AAPD CEO Dr. John Rutkauskas, Congressman Van Drew, and AAPD President Dr. Kevin Donly.



AAPD PAC THE BIG ADVOCATE for little teeth

2019 AAPD PAC Contributions

In calendar year 2019, 977 members contributed \$214,505. Members in the Southeastern district had the most participation. Members in the NorthCentral district contributed the most in hard dollars—those contributions that can be used for candidate support—and the highest average donations.

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 Jessica Corriel, Fairfield, CT
 Jonelle Grant Anamelechi, New Carrollton, MD
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 Maggie Novy Davis, Palm Harbor, FL
 Laura D. Durham, Griffin, GA
 Amy B. Flowers, Troy, AL
 John J. Flowers Jr., Dothan, AL
 Venita C. Freeman, Dunwoody, GA
 Shawn Stott Hanway, Tallahassee, FL
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 Marcie A. Flack, Littleton, CO
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JUNIOR AMBASSADOR (STUDENTS)

Southeastern District

Erika King, Tampa, FL

Patient/Family Communications Materials to Brighten the Day for Your Patients

Brighten the day for your patients by sending them this new “Stay Home, Stay Healthy” poster from the AAPD – or posting it on your practice Facebook page. A Spanish poster is available too! For more free downloads of positive patient materials based on sound science, visit the AAPD parent and caregiver website. Pediatric dentists know that it’s all about the kids, and remember YOU are the big authority on little teeth within your own community.





C. Scott Litch

Chief Operating Officer and General Counsel

Litch's Law Log

COVID-19 AAPD Public Policy Actions and Legal and Ethical Challenges

There are many issues impacting pediatric dentists and their patients due to the COVID-19 pandemic. This column discusses some of the most pressing issues and how the AAPD, working closely with the ADA and other dental and medical associations, have advocated for and provided critical information to our membership. Making sense of it all is indeed a challenge, given new regulations, guidance, edicts, and other information flowing from the federal and state governments and private organizations on an almost daily basis. Hence, future columns will address additional issues as needed, including efforts to access relief for Medicaid providers. See the Coding Corner in this issue about our efforts with the 3rd party payer community on issues such as teledentistry.

Rest assured, your AAPD leadership and staff diligently search, evaluate and post valuable resources to help you manage the pandemic. While you can certainly check online with key sources like the CDC, ADA, and OSHA on your own, we put the best and most accurate information on infection control, treating emergencies, federal and state mandates, small business loans, and more on one page.¹ Perhaps most important, you will find out what tomorrow may bring in terms of testing, PPE, and emerging science about the virus. If you have not done so already, please bookmark the AAPD's COVID-19 page.² The resources described below are all available on this page.

Latest recommendations for providing emergency/urgent dental care and minimizing risk to dental health professionals

There is excellent guidance from the ADA in terms of minimizing risk via infection control practices, as well as defining emergency/urgent dental care.³

Guidance/directives from your own state regarding the safe practice of dentistry

As of this writing, the ADA recommended postponement of any dental procedures other than emergency/urgent cases through April 30, 2020. Many states have either government mandates or recommendations extending to this date or beyond. However, at least two state dental associations (Ohio and Washington) petitioned their state governments for a lifting of such restrictions. At the risk of reporting information that will be outdated by the time you read this column, please refer to the interactive state-by-state map maintained by the ADA.³ The AAPD's state Public Policy Advocates network has also done an outstanding job of keeping track of various state developments and working closely with their state dental associations.

Minimizing the risk of COVID-19 transmission while performing general anesthesia.

Our esteemed Chief Policy Officer (and past AAPD President) Dr. Paul Casamassimo offered the following guidance:

“Hospitals across the country are looking at elective surgeries and encouraging or mandating providers to triage those cases so that operating room resources are not stressed and OR personnel are not unnecessarily exposed to COVID-19. Pediatric dentists are encouraged to review pending cases to determine if children can be delayed access to the operating room until this crisis abates. Clearly, children in pain, with acute facial swelling, or with significant traumatic injury may require treatment under general anesthesia. Again, the decision to provide care is dependent on patient need, local restrictions, and available alternative care approaches such as antibiotics and pain medication.”

Infection control updates

The most current CDC and OSHA guidance is accessible on the AAPD website.⁴ The AAPD's Safety Committee developed a return to practice checklist for members, which has also been shared with key stakeholders such as the ADA and CDC. This was discussed during the April 28, AAPD Town Hall with AAPD leadership. As noted during the Town Hall, AAPD will strongly advocate that N-95 masks are not necessary for every dental visit, and zero-pressure rooms are not necessary for every dental practice.

What to do about PPE shortages, especially N95 masks?

The AAPD strongly supports ADA efforts in this area, including their letter to Congress on this topic.⁵ The AAPD also sent letters to major dental suppliers, describing how critical children's oral health care is being delayed by these shortages. By the time you read this column we also hope to have more news about AAPD's initiatives for critical PPE.

SBA EIDL and PPP

The AAPD informed members that the Coronavirus Aid, Relief and Economic Security (CARES) Act included a significant increase in funding of \$349 billion to the Small Business Administration (SBA) to guarantee loans to small businesses to help alleviate economic injury directly caused by the coronavirus.

The CARES Act made the SBA COVID-19 Economic Injury Disaster Loan (EIDL) available to employers in all U.S. states,

Washington D.C., and territories. EIDL offered small business owners impacted by COVID-19 the opportunity to obtain up to a \$10,000 Advance on their EIDL. Advance amounts were determined by the number of employees as of Jan. 31, 2020, providing \$1,000 per employee up to a maximum of \$10,000.

The CARES Act also created a new Paycheck Protection Program (PPP) Loan. Starting April 3, 2020, small businesses and sole proprietorships could apply for and receive PPA loans to cover their payroll and other certain expenses through existing SBA lenders.

The AAPD provided a number of resources to assist members with understanding and applying for these programs, on our COVID-19 web pages. Especially helpful was a fact sheet prepared by the ADA and Academy of Dental CPAs.⁴

The ADA and AAPD strongly encouraged dentists to apply quickly for both EIDL and PPP, and then roll in the EIDL for better loan terms on any of the remaining balance from the combined loan after receiving assistance. There was also a successful advocacy campaign utilizing the ADA's and AAPD's Grass Roots networks to reverse SBA guidance that suggested if someone had not received an EIDL prior to April 3, they could not apply for PPP. We thank our advocates for their prompt response to this Action Alert!

The need for dentists to apply quickly for EIDL and PPP was based on the first-come/first-serve nature of these loans, and the concern that available funds might run out. This was emphasized in the April 1, 2020, *Pedo Teeth Talk* (AAPD podcast) episode where Dr. Joel Berg interviewed Mike Graham, head of the ADA Washington D.C., office. Indeed, the initial PPP funding under the CARES Act ran out on April 15, and the second wave of PPP funding (an additional \$320 million) ran out on April 30. There has also been controversy over the actions of some big banks and larger employers related to PPP.

For further information contact Chief Operating Officer and General Counsel C. Scott Litch at (312) 337-2169 ext. 29 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.

Recognizing the exact timeline for lifting of restrictions on dental procedures is uncertain, as discussed before, the AAPD continues to work with the ADA to obtain additional funding and modify the PPP legislation to allow for more flexibility in timing for use of the funds.⁷ As of this writing, a large dental coalition consisting of ADA, AAPD, other dental specialties, state dental associations, and state pediatric dentistry chapters, wrote Congressional leadership making this request. In addition to timing flexibility, the dental community is also advocating for dentists to be able to use PPP funds for PPE.

Ethical Issues

The ADA Council on Ethics, Bylaws and Judicial Affairs (CE-BJA) has offered guidance on some of the current ethical issues related to restricted dental practice.⁵

Key points from their essay are as follows:

- “By deferring or suspending procedures, we are protecting our patients and our communities from the coronavirus that causes COVID-19. Such measures allow us to, for example, reduce the aerosol in the office that is produced by high-speed handpieces, ultrasonic scaling units, and prophylaxis cups.”
- “We also are engaging in social distancing by reducing the close contact between other patients as well as staff members, thus limiting the risk of harm to patients, staff members, and ourselves.”
- “We also are conserving personal protective equipment (PPE) that can be used for patients with urgent needs . . . If you run out of PPE, you have an obligation to not continue business as usual.”
- “Although you may need to limit or even close your practice temporarily, it is not appropriate to send patients of record to the local emergency department, public health clinic, or dental school for treatment, as these settings may be overburdened already with direct disease response.”

¹ <https://www.aapd.org/about/about-aapd/news-room/covid-19/>

² https://www.ada.org/~media/CPS/Files/COVID/ADA_COVID_Int_Guidance_Treat_Pts.pdf

https://success.ada.org/~media/CPS/Files/Open%20Files/ADA_COVID19_Dental_Emergency_DDS.pdf?_ga=2.185628073.109987596.1584370627-326180306.1536252416

³ <https://success.ada.org/en/practice-management/patients/covid-19-state-mandates-and-recommendations>

⁴ <https://www.cdc.gov/coronavirus/2019-ncov/hcp/dental-settings.html>

⁵ https://www.ada.org/~media/ADA/Advocacy/Files/200413_congress_leadership_covid19_ppe_nosig.pdf

⁶ https://www.aapd.org/globalassets/media/covid-19/ada-adcpa_sba_loan_info.pdf?utm_source=adaorg&utm_medium=covid-resources-lp&utm_content=aw-pm-sba-loans&utm_campaign=covid-19

⁷ <https://www.ada.org/en/publications/ada-news/2020-archive/april/ada-asks-congress-to-increase-funding-extend-dates-for-small-business-administration-loans>

⁸ <https://www.ada.org/en/publications/ada-news/2020-archive/april/ada-council-affirms-importance-of-code-of-ethics-during-covid-19-pandemic>



aapd 20 NASHVIRTUAL



PRICING

Member: \$390	Life Retired: \$150
Non-Member: \$995	Student Member: \$0
Office Staff: \$120	Exhibitors: \$1,000

The Preconference Course is at a discounted \$50 when paired with the Full NashVirtual Conference.

If you would like to attend only the Preconference Course, the cost is \$125.

Buy it at the discounted price now and access it for the next FIVE years!

We are excited to announce AAPD 2020 NashVirtual! While this is not the live meeting we had planned, it will certainly be as exciting and robust as our members have come to expect from the American Academy of Pediatric Dentistry. Check out what we have in store for you!

SCHEDULE

- May 21 **Preconference Course: COVID-19 and How to Turn Your Lights Back On, Reference Committee**
- May 22-23 **Scientific Program, My Kid’s Dentist and Orthodontics Poster Competition**
- May 24 **General Assembly at 12 Noon Central**
- May 21-24 **Virtual Exhibit Hall**

CONTINUING EDUCATION

The AAPD is excited to bring you a virtual Scientific Program! This experience will allow you to tune in live to sessions or on your own time if you can’t make the ones you wanted.

Be sure to add on the Preconference Course: Turning your Lights Back On, addressing how to adjust to the new normal during COVID-19. Bummed that you will be missing the speakers you were looking forward to seeing live in Nashville? Not to worry, almost all Nashville speakers will be bringing you their content live online!

With more than 40 hours of CE available, there’s something for everyone. Don’t miss out on what we have planned for you! Visit annual.aapd.org for details on the schedule and sessions.

SOCIAL DENTISTING NETWORKING

We love seeing our members come together every year during Annual Session. Networking and connecting with one another matters! NashVirtual will provide you an opportunity to still take part in our virtual social events! Did you make plans to meet up with fellow alumni during AAPD 2020? Reschedule them for our virtual Alumni Happy Hours. Grab your favorite drink and take part in one of our virtual social events so you don’t miss out on time with your colleagues and friends!

POSTERS

Join us as we take the My Kid’s Dentist & Orthodontics Poster Session virtual! All posters participants and GSRA Finalists will have the ability to submit audio recordings of them explaining their research. Browse our poster app and check out all the hard work and findings in pediatric dental research.

GOVERNANCE

The AAPD will still conduct the annual governance meetings for 2020 during NashVirtual. Per the AAPD Bylaws, the AAPD Executive Committee by unanimous vote has called for a Special Session of the General Assembly. The Illinois Not-For-Profit Corporation Act which governs AAPD permits a meeting of members in this manner. A notice is being sent via mail to Active and Life members, so check your mailboxes. It is scheduled to take place on May 24, at 1 PM Eastern/12 Noon Central/11 AM Mountain/10 AM Pacific times.

REGISTRATION

We can't wait until we can connect in person but in the meantime, we look forward to seeing you at AAPD 2020 NashVirtual!

Can't attend NashVirtual live? We still recommend that you purchase your registration now and watch later at your leisure! Prices will double beginning May 25. Take advantage of this special pricing while it lasts and earn CE on your own time!

Check for updates at annual.aapd.org.

AAPD Recognition Awards

We are pleased to announce the AAPD 2020 awards recipients for those going above and beyond in our profession and in our community. NashVirtual will feature an awards area with recorded acceptance speeches from our winners. We encourage you to tune in and help us acknowledge the efforts put forth by them!



Pediatric Dentist of the Year

Dr. Oariana Lowe



Lewis A. Kay Excellence in Education Award

Dr. Martha Wells



Jerome B. Miller "For the Kids" Award

Dr. Anthea Mazzawi



Manuel M. Album Award

Dr. Jessica Webb



Merle C. Hunter Leadership Award

Dr. Kerry Maguire



Suzi Seale Coll Evidence-Based Dentistry Service Award

Dr. Rebecca Slayton



Paul P. Taylor Award

Dr. Muthu Murugan

Risk Factors for Early Childhood Caries: A Systematic Review and Meta-Analysis of Case Control and Cohort Studies"

M Kirthiga, MDS, Muthu Murugan, M.D.S., Ph.D., Ankita Saikia, M.D.S., Richard Kirubakaran, M.S.c

Pediatr Dent.2019,41(2):95-106.E18-E23

Sponsored by Baylor Pediatric Alumni Fund

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<i>3M</i>	<i>Cheng Crowns</i>	<i>Crest Oral-B</i>	<i>Elevate Oral Care</i>
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<i>My Kid's Dentist & Orthodontics</i>		<i>NuSmile</i>	<i>Preventech</i>
<i>Practicon, Inc.</i>	<i>Sedation Resource</i>	<i>D4C Dental Brands</i>	<i>Sprig</i>
<i>Sunstar</i>	<i>Treloar & Heisel</i>		

NashVirtual Exhibitors

<i>3M</i>	<i>Accurate Mfg., Inc.</i>	<i>Air Techniques</i>	<i>ABPD</i>
<i>Practice Solutions</i>	<i>BuzzyBooth</i>	<i>Cheng Crowns</i>	<i>Crest Oral-B</i>
<i>Dansereau Health Products</i>	<i>Denovo Dental</i>	<i>Designs for Vision, Inc.</i>	<i>DMG America, LLC</i>
<i>Doctor Multimedia</i>	<i>Doctors Disability Specialists</i>	<i>Elevate Oral Care</i>	<i>EZ Floss</i>
<i>Fairfield Orthodontics</i>	<i>Healthy Start/Ortho-Tain</i>	<i>Hu-Friedy</i>	<i>Kilgore International Inc.</i>
<i>Kidzpace Interactive</i>	<i>KSB</i>	<i>Magnify Dental Marketing</i>	<i>Lighthouse 360</i>
<i>MAM USA Corp.</i>	<i>Medco Instruments, Inc.</i>	<i>Nowak Dental Supplies, Inc.</i>	<i>NuSmile</i>
<i>Pediatric Dental Anesthesia Associates</i>		<i>Practicon, Inc.</i>	<i>Prophy Magic</i>
<i>Pulpdent</i>	<i>Safe Rayz</i>	<i>Septodont</i>	<i>Sprig</i>
<i>StraightSmile Solutions</i>	<i>Sunstar</i>	<i>Tess Oral Health</i>	<i>Treloar & Heisel VOCO</i>
<i>America, Inc.</i>	<i>Wonderful Dental</i>	<i>Zoll Dental</i>	<i>Zolli Candy</i>

Virtual Exhibit Hall

Friday and Saturday: 11:30 AM – 1:30 PM

Sunday: 10 AM – NOON

Over 300 exhibitors were looking forward to meeting you in Nashville – so we thought we would give you the opportunity to connect with some of them! We know that the AAPD Exhibit Hall is a great opportunity for our members and exhibiting companies to connect and create relationships.

We are creating a Virtual Exhibit Hall experience that will still allow everyone to interact on the show floor. Our Virtual Exhibit Hall will be open 24/7 for our attendees during NashVirtual. Browse companies at your leisure and have the opportunity to watch videos of the newest products and offerings from our exhibitors. Have questions? See something you like? Send our exhibitors a message so that they can connect with you!

We will even be providing an opportunity for you to stop by the virtual AAPD and AAPD Foundation booths!



For more information, please contact Meetings, Exhibits and Sponsorship Manager Colleen Bingle at cbingle@aapd.org or call (312) 337-2169.



AAPD's **NEW** Education Passport!

Recorded AAPD CE courses to view at your convenience.

educationpassport.aapd.org



What is the Education Passport?

View presentations. Listen to presenters. Earn CE.



A Year in Review

Dr. Kevin Donly Reflects on Presidential Year



Q As AAPD President, your agenda has focused on working closely with the AAPD’s Safety Committee to develop processes to ensure pediatric dentistry is a leader in workplace and patient safety. In addition, you’ve promoted continued monitoring of the sedation environment and protecting the safe and effective use of sedation in pediatric dental offices, as well as supporting AAPD’s legislative agenda including title VII funding and support of the Student Loan Refinancing and Restoration Act. Can you please share how each of these goals has been accomplished?

A. This has been a very active year for AAPD. One of the highest priorities this year was to work with the Safety Committee, which is housed under the AAPD Pediatric Oral Health Research and Policy Center, to advance safety to our members, their dental team members and the children they treat. In November, we had our first safety symposium titled, “Hidden Threats and Safe Practices: Steps to Creating a Safe Dental Home.” This well-attended course was effective in providing information on sedation safety, adapting your dental office to a safety-oriented practice, infection control safety, information safety and equipment safety. I am proud to say that AAPD Chief Policy Officer Dr. Paul Casamassimo was invited to present “Creating a Culture of Safety in Dentistry: One Specialty’s Journey” at the annual meeting of the Organization for Safety, Asepsis and Prevention (OSAP). Safety will remain a high priority for AAPD and what we have accomplished this year has laid the foundation for safety issues to be addressed in the future.

As far as sedation, over this past year we have offered the course “Safe and Effective Sedation for the Pediatric Dental Patient” and “Management of Pediatric Sedation Emergencies: A Simulation Course.” These courses, which elaborate on the joint American Academy of Pediatrics and American Academy of Pediatric Dentistry “Guidelines for Monitoring and Management of Pediatric Patients Before, During and After Sedation for Diagnostic and Therapeutic Procedures,” and provided up-to-date information on clinical guidelines and safety protocols to ensure we are practicing in the safest possible way for our patients.

The AAPD has developed a dental specific independent accreditation process for dental office facilities over this past year. This voluntary accreditation is in collaboration with the American Association of Ambulatory Surgery Facilities (AAAASF). In addition, a safety checklist has been developed to help pediatric dentists prepare for in office sedation.

We have also been working with the American Academy of Oral and Maxillofacial Surgery to have a database of sedation outcomes. This database is known as DAIRS (Dental Anesthesia Incident Reporting System).

For many years, Title VII Funding, through the United States Health Resources and Services Administration (HRSA), has been the highest legislative priority of AAPD. This funding was continued this fiscal year at 12 million dollars! The funding is critical to Pediatric Dentistry. Title VII has not only increased the number of graduating pediatric dentists, but has allowed for the curriculum of training programs to expand and address the ever-changing environment of children oral health programs. This would include obesity, vaping/smoking and alcohol consumption, an evolving problem with children. Remember, we are child advocates, which becomes so evident during our annual Pediatric Oral Health Advocacy Conference! During this year’s conference, once again, we advocated for the continuance of Title VII funding. Likewise, a focus of our legislative visits on Capital Hill was the Resident Education Deferred Interest Act. I am optimistic about the future of this legislative act.

Q Are there achievements/milestones of AAPD under your leadership of which you’re most proud?

A. I am proud of what we already discussed, but I am also proud of our collaboration with the American Board of Pediatric Dentistry. This past year the ABPD co-sponsored the Safety Symposium. This collaborative effort focused on a topic that was of mutual importance to both organizations and is hopefully the start to many more opportunities we collaborate on in the future. This year, the ABPD instituted having an AAPD Officer on the ABPD Nominations Committee, just as an ABPD Officer is on the AAPD Nominations Committee. I was also invited to participate in the College of Diplomates of the American Board of Pediatric Dentistry Strategic Planning Meeting. I foresee more collaborations between AAPD and the College as the future unfolds.

Q How would you recommend addressing the faculty shortage issue?

A. Faculty shortage continues to be a problem. I believe the Dental Faculty Loan Repayment Program, supported through HRSA, is helpful in allowing graduating pediatric dentists go into education, when loan debt previously made it impossible for new graduates to seek academic careers. The AAPD Master Clinician Scholarship Program is also very helpful for both graduating pediatric

dentists and experienced pediatric dentists that choose academic careers. The program provides invaluable educational tools and instruction in education. The opportunity for the Master Clinician Scholarship recipients to attend the Academy for Advancing Leadership's Institution for Teaching and Learning is a powerful program for new academicians.

Q. You participated in a national Satellite Media Tour as part of our media outreach for National Children's Dental Health Month. Can you please share insight into this experience? Which messages in particular do you feel the media were most receptive toward?

A. Participation in the national satellite media tour was an excellent opportunity to share information related to pediatric dentistry to a very large audience. The media tour resulted in 1,231 total placements with an audience of 40+ million viewers and listeners. This is an incredible impact on the public. My priority was to emphasize establishing a Dental Home by the first birthday. I believe the media was very receptive to this message, understanding prevention is critical for children.

Q. In your opinion, how can dental professionals do a better job of reaching parents and educating them on the importance of a Dental Home and Age One dental visit?

A. I believe that dental professionals need to use every opportunity they have to spread the news on the importance of establishing a Dental Home for every child by the first birthday. This is based on speaking with pediatricians in the community, speaking with women, infants and children program sites, speaking with parental groups and speaking with obstetricians and gynecologists can help promote early oral health care in established Dental Homes. Many pediatric dentists are asked to be interviewed, particularly around Halloween and National Children's Dental Health Month. These are excellent opportunities to have media help disseminate information about the establishment of a Dental Home.

Q. How do you recommend AAPD and its members prepare for pandemics such as the Coronavirus in their practices?

A. The AAPD and its members need to remain current on the information available about pandemics such as the Coronavirus. It is critical that we continue to operate using universal infection control practices. Furthermore, as evidence-based recommendations are released from the Centers for Disease Control and Prevention (CDC) and other official agencies, it is imperative that those recommendations are immediately implemented for the safety of the dentist, dental staff and children we serve.

Q. Tell us about the shifting characteristics/demographics of AAPD's membership. How have our efforts been in attracting international members?

A. The AAPD membership this year is 10,694 members, 6,694 of which are active pediatric dentists. I am pleased to see that the predoctoral student membership has grown to 433 and postdoctoral students to 1,053 members. The increase in pediatric dentistry programs has increased the percentage of pediatric dentists

that are under the age of 40 to 42 percent. The female AAPD membership has increased to 52 percent, and 67 percent of new members are females.

AAPD has increased efforts to attract international membership over the last couple of years. This past year the international membership had a 6.2 percent increase and hopefully this trend will continue.

Q. The AAPD's vision is for optimal oral health for all children. What have we done in 2020 to help support this vision? What more can we do?

The AAPD vision for optimal oral health for all children was pursued diligently this year. The AAPD Foundation is recognized for their support to clinics that provide access to dental care to children, particularly underserved children, through AAPD Foundation grants. They are well on their way to meeting the AAPD Foundation goal of providing Dental Homes to one million children by the year 2022.

The media tour helped educate parents on the importance of establishing Dental Homes for their children. Our publications through the AAPD Pediatric Oral Health Research and Policy Center have a tremendous impact on the importance of oral health for children.

The Pediatric Oral Health Advocacy Conference in Washington D.C., advances our legislative support for children's oral health and those dentists that provide oral health care. Efforts will continue through AAPD and the AAPD Foundation to further improve the oral health of children.

Q. How do you see the AAPD evolving in the next five to ten years?

A. AAPD will continue to evolve over the next decade. I foresee the Pediatric Oral Health Research and Policy Center becoming even more interactive with legislators, state dental boards, health care organizations and policy centers. The AAPD Reference Manual will expand its policies, guidelines and best practices of our continually developing professional standards and practices. Safety will further evolve so that pediatric dentistry practice is within an environment of safety. I believe we will see an increase in social media avenues to serve our AAPD members and further reach the public on oral health subjects, ensuring AAPD is the BIG AUTHORITY of little teeth. I see the AAPD Foundation leveraging dollars to further enhance the establishment of Dental Homes for children. I can only envision positive advancement of AAPD as the future unfolds.

Q. Anything else you would like to add?

A. I would like to thank the AAPD membership for their care for children, the education they provide to their communities and their support to the dental profession, including the AAPD. It has been an honor to represent AAPD members as president and a privilege to help move our organization forward. What makes AAPD members so unique is that children's well-being is their highest priority. I congratulate each of you for your care to our nation's most vulnerable children. They are our future!



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 Membership Department at (312) 337-2169 or membership@aapd.org.

Member News

Department of Pediatric Dentistry Partners with TeamSmile to Promote Healthy Smiles

The University of Alabama at Birmingham (UAB) Student Recreation Center was bustling with volunteers, sponsors and program staff who came together on Feb. 5, for the city's second TeamSmile event.

UAB School of Dentistry's pediatric dentistry team joined former UAB football players for a program that capitalizes on the excitement and allure of high-profile sports to provide a life-changing dental experience to children in need. Held in conjunction with National Children's Dental Health Month, the event promoted the benefits of good oral health to children and their caregivers.

"Oral hygiene is one of the fundamental skills we can teach our children," said Kyounga Cheon, D.M.D., M.S., acting director of the Finn Pediatric Dentistry Clinic and event liaison.

All told, nearly 150 needy children from Birmingham schools were provided basic dental treatment and learned the value of a lifelong commitment to dental health through a brief educational program. The youth who participate in TeamSmile events are at high risk for dental disease, yet they have limited access to care.

Cheon added, "We were pleased to participate this year and to have the opportunity to share our expertise. Our faculty, residents and students had a rewarding time serving our community."



The program is sponsored by Delta Dental Community Care Foundation, Sarrell Dental and Eye Center and is led by the TeamSmile organization.

Chalkville Elementary School
Barrett Elementary
WJ Christian

Participated in Event: 145

Received Dental Care: 144

Lead Dentist: Dr. Kyounga Cheon

Total Care & Education Provided \$49,347

Dental & Preventative: \$ 42,822

Oral Health Education in Clinic: \$ 6,480

Average Dental Care & Oral Health Education per patient visiting clinic \$342

Member Benefit Spotlight

AAPD Career Center

JOB SEEKERS

Just finished your residency program? Looking for your next career opportunity? AAPD is dedicated to providing the best industry resource for pediatric dentistry careers. The AAPD Career Center includes robust tools for creating a personal presentation for any potential employer:

- **Job Agent** – Let the system find new jobs for you: establish your search and you'll be notified automatically whenever a matching job is posted. Job Agent effectively matches candidates with the right industry employers.
- **Career Resources** – Access free career tips, resume writing services, webinars and more!
- **Resume Builder** – Post an updated resume/C.V. by uploading from Microsoft Word or other desktop applications.
- **Professional Profile** – Create a user-friendly professional presentation of your qualifications with information pre-populated from your resume.
- **Searchable Portfolio** – Increase your exposure to employers by uploading up to five career-related documents, i.e., work samples, cover letters or certification letters.
- **Job Application Preview** – Control your applications with the ability to preview your application as an employer will see it before submitting.
- **Tighter Confidentiality** – Take comfort in strict confidentiality rules throughout the Career Center.
- **Google Maps** – Assess a potential commute right from the job detail screen.

Find the Career Center on AAPD's website under Publications – Advertising and or visit the AAPD Career Center directly at http://www.aapd.org/career_center/.

EMPLOYERS

Looking to grow your practice with a new associate? Have an open position? The AAPD Career Center can help you facilitate employment connections including a resume database for the job seekers.

- **Two Posting Options** – Employers will now have the choice of posting to AAPD Career Center only OR extending their reach by posting to the National Healthcare Career Network.
- **National Healthcare Career Network (NHCN) Partnership** – AAPD is now a member of the National Healthcare Career Network (NHCN), a network of nearly 300 leading healthcare associations nationwide. Our partnership allows your posting to be seen on AAPD Career Center AND all relevant associations in the network, helping you attract specialized talent through multiple healthcare industry leaders.
- **Network Wizard Technology** – The AAPD Network Wizard gives you peace of mind in knowing exactly where your job will be distributed before committing to a purchase AAPD employers can paste their entire job description in the Network Wizard and see a list of career center sites in which their job might be listed.
- **Larger Resume Database** – NHCN job postings allow employers to have immediate access to our network database of resumes that have been posted to AAPD and the nearly 300 niche job boards in the network.
- **NEW Programmatic Advertising** – Continue to build your brand by taking advantage of AAPD's website traffic. If you're looking to target certain states or graduates this would be a good place to start!
- **NEW Google for Jobs Integration** – Jobs posted to AAPD Career Center are automatically searchable through Google for Jobs, creating even greater exposure. The Google for Jobs application appears before Google's standard search results; prioritizing your positions over other employers, job boards and staffing agencies that do not have an established partnership with Google.
- **View or Print Reports and Statistics** – Get detailed information about your job posting such as views, number of applications, and how many times your job was e-mailed to a job seeker via an alert. You can also easily bring up your purchase history, view, print invoices and statements.

Member News

Dr. Reneida E. Reyes

Dr. Reneida E. Reyes was named recipient of Second District Dental Society's Distinguished Service Award. This award is the Society's most prestigious award and is periodically presented to a member of Second District Dental Society (SDDS) whose contributions to the Society and dentistry are truly outstanding. Created in 1977, it has been awarded on only 13 previous occasions. Reyes has held every elected position in the society, moving up the ladder to its presidency in 1993, the first woman president of the society in its nearly 160-year history. She continues to serve on the Membership and Communications Committee and as an associate editor of the SDDS Bulletin.



An Unconventional Road to Pediatric Dentistry

by Sarah Khan, D.D.S. M.P.H.

The late Steve Jobs said, “You can’t connect the dots looking forward; you can only connect them looking backwards.” When I first started on my career path, I never thought that I would be finishing up my first year of pediatric dentistry residency almost four years after graduating dental school. I often think about how my life would be different if I had applied to residency straight after dental school. Almost immediately, I reflect on each triumph and setback and cannot help but feel thankful and humbled.

When choosing what dental school to attend, my decision was not only a safe one but also a calculated one. After graduating Stony Brook University in 2012, it seemed like a natural transition for me to attend dental school at my alma mater. As a pre-dental student, I was privy to the clinical and didactic curriculum at Stony Brook and eager to start my education. While many people come into dental school with preconceived ideas of specialization after graduating, I was intent on becoming a well-rounded general dentist. A turning point in my career was when I started taking classes during dental school for my Master’s in Public Health. My goal was to understand oral health from a holistic perspective to conceptualize the importance of prevention and the impact of social determinants of health. My Master’s practicum left a lasting impact on my career. I conducted a needs assessment about the current knowledge base of the pediatric hematology/oncology department in regards to the oral health of their patients and found that there was a huge knowledge gap. After this experience, I became passionate about interprofessional collaboration and the value it adds to patient care. It was through my Master’s classes where I first began to contemplate pediatric dentistry as a specialty.

Keen on establishing myself as a general dentist also comfortable seeing children, I wanted to go to a General Practice Residency (GPR) with a robust pediatric dental rotation. Looking back on my time at New York Presbyterian/Weill Cornell, I knew I was prepared for the next step of working as a new dentist in the real world.

The transition between GPR into the workforce as a new dentist was a difficult one. I moved to Philadelphia to be with my husband. Not only did I have to acclimate to a new city, but I started in a practice as a solo practitioner. This was very different than being surrounded by my dental school classmates and co-residents. During my two years of working in private practice, I was fortunate enough to work in a bustling multi-disciplinary practice with amazing support staff. After working a few months seeing patients of all ages, I transitioned into a role where I was only seeing children. Everyone around me saw a change in my attitude and outlook in regards to my job. Every day, I found myself happier and excited to go to work. My mission was to build a strong and trusting foundation between kids and their dentist at an early age to set them up for a lifetime of good oral health.

I decided to apply to pediatric dentistry to fill in the missing puzzle pieces and add more tools to my toolbox. I wanted to be skilled, knowledgeable and proficient in every aspect of pediatric dentistry. On the interview trail, I was delighted to find practicing dentists just like me who had spent time in the workforce and were looking to go back to residency. Everyone’s journey was unique but I found many common threads. Flash forward and I can’t believe I am more than halfway done with my first year of residency at Maimonides Medical Center in Brooklyn, N.Y. The patient population in Brooklyn is incredibly diverse, ranging from different cultural and socioeconomic backgrounds. Prior to starting residency, I would be terrified of treating an F1 patient coming in for an emergency. Now, I am more confident and competent and I am looking forward to seeing how I grow over the next year. I am so happy that I am surrounded by a group of intelligent and competent co-residents that I can learn, laugh and collaborate with. Every journey begins with a single step and I am ecstatic to be on this path to becoming a pediatric dentist.

Predocctoral Chapter Spotlight

East Carolina University Making a Difference in Communities

As an organization within a fairly new dental school in North Carolina (est. 2011), the student chapter of the AAPD at East Carolina University School of Dental Medicine continues to grow and strengthen its aim to involve students in promoting children's oral health. The school fosters relationships between dental students, professionals and communities through educational presentations, oral health screenings and public health dental service projects in Greenville and at our eight Community Service-Learning Centers (CSLC) throughout North Carolina. These centers are strategically located across the state to provide fourth-year dental students with hands-on experience in primary care dentistry and improve the health and well-being of North Carolinians in underserved areas.

Our chapter at Ross Hall has been productive making a difference. We provided oral hygiene instructions for three elementary schools in the Greenville area. Members collaborated with students from other ECU health science programs to host a "Teddy Bear Hospital," where children learned about a variety of health professions by taking their ailing teddy bears to "appointments." In June, a group of us traveled to Raleigh, N.C., to offer oral health screenings and fabricate mouthguards for Special Olympics athletes. In the fall, we participated in two events: "Carnival for a Cause" and "Bleeding Bash BBQ", which provided support, education, and raising awareness for sickle cell disease and inherited bleeding disorders, respectively. Annually, we participate in Give Kids A Smile by providing a day of oral health education and free dental care for children who qualified.

This year, the student chapter has adopted a tooth brushing program developed by two J. Bradley Wilson Schweitzer Fellows, Bryan Yang and Caitlin Melvin. They designed, implemented and applied interventions to improve the oral health of elementary students. The pilot program took place at the East Carolina University Community School (ECUCS). The school is a collaboration between ECU and Pitt County Schools for grades K-5. ECUCS's student body is deemed to have "critical needs" due to socioeconomic, academic and other challenges.

Having kickstarted the program by developing a good relationship with the school's principal, Bryan and Caitlin developed a year-long oral hygiene curriculum and constructed an affordable toothbrush cart for each classroom. Using a 3-D printer at the university's undergraduate library, the Fellows designed and created toothbrush racks for about \$4.00 each. The racks were mounted on the carts, which also stored toothpaste, floss and personal hygiene bags for each student. Every Wednesday, the Fellows led 20-minute sessions on oral hygiene and coached the children in tooth brushing.

In order to continue the ECUCS oral health project beyond 2018-19 Fellowship year, sustainability funds were awarded from the Albert Schweitzer Foundation and Practicon, a local dental supply company, donated oral hygiene products. The ECU Community School expanded this year from six to eight classrooms, so SAAPD members created additional carts to accommodate the growing elementary school. Our goal is to sustain a dental component in the school curriculum, encourage teachers to lead toothbrushing daily and expand the program to include elementary schools near our Community Service Learning Centers.

ECU SAAPD has an active agenda of community involvement projects focused on improving oral health literacy and developing positive oral health habits for children. In addition, members will engage in "lunch and learn" events on topics such as maternal and infant nutrition, prenatal/baby oral health, pediatric dentistry residencies and collaborations between pediatricians and pediatric dentistry. Several student members are currently working to expand the Prenatal Oral Health Program developed by UNC School of Dentistry and implemented here at Ross Hall, to a CSLC with the intent to expand to all. Our student chapter values the importance of pediatric oral health and is committed to working with all aspects of health to provide holistic care for our children.



The Executive Board created four new toothbrushing carts for the addition of new classrooms at ECU Community School this year.



Our community service chair, Kayla Campbell, organized the "Trunk or Treat" Halloween event to provide oral hygiene education during this candy-filled day.



Members participated in Special Olympics event in Raleigh, NC providing screenings, OHI, and fabricating mouthguards.

AAPD 2020

FALL CE



AAPD FALL 2020 CE COURSES



**ORAL CLINICAL EXAM REVIEW
IN COLLABORATION WITH COLLEGE OF DIPLOMATES**
SEPTEMBER 10, 2020
PHOENIX, ARIZ.
SPONSOR: NUSMILE

**THE NEW COMPREHENSIVE REVIEW:
ADVANCES IN PEDIATRIC DENTISTRY**
SEPTEMBER 11-13, 2020
PHOENIX, ARIZ.
SPONSOR: NUSMILE

SAFE AND EFFECTIVE SEDATION
OCTOBER 2-4, 2020
BOSTON, MASS.
SPONSOR: SEDATION RESOURCE

DENTAL ASSISTANTS SEDATION
OCTOBER 2-3, 2020
BOSTON, MASS.

**TETHERED ORAL TISSUES SYMPOSIUM:
BREASTFEEDING AND BEYOND**
NOVEMBER 13-14, 2020
LOUISVILLE, KY.

To register, visit www.aapd.org/events

ADA CER.P® | Continuing Education
Recognition Program

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

2020 Virtual Joint Academic Day



Plan on virtually meeting up with your colleagues for the 2020 Virtual Joint Academic Day being held on Wednesday, May 20, 2020. With the change from the live meeting, we have condensed the schedule and will not have separate afternoon sessions for the pre and post docs. However, we made sure to maintain topics relevant for both pre- and post-doctoral program directors, as well as added topics to help everyone navigate the world we are currently living in due to COVID-19. We look forward to you participating in what is sure to be an informative and enlightening session.

2020-21 Match Statistics

PROGRAM	APPLICANTS PARTICIPATING IN THE MATCH	POSITIONS OFFERED	MATCHES/ POSITIONS FILLED	UNFILLED POSITIONS
Pediatric Dentistry	685 (+16)	429 (-4)	416 (+1)	13 (-5)
Adv. Education in General Dentistry	559 (+45)	366 (+3)	246 (+27)	120 (-24)
Orthodontics	502 (-34)	318 (-1)	308 (+1)	10 (-2)
Oral and Maxillofacial Surgery	438 (+22)	235 (-1)	230 (+4)	5 (-5)
Periodontics	350 (+38)	152 (-4)	151 (-1)	1 (-3)
Prosthodontics	239 (+16)	123 (-7)	108 (-6)	15 (-1)
Dental Anesthesiology	48 (+4)	28 (+3)	26 (+1)	2 (+2)

The number in parentheses represents the changes (plus or minus positions) as compared to last year.

Annual data on accredited programs and enrollment (Survey of Advanced Dental Education) is gathered and maintained by the Health Policy Institute of the American Dental Association (ADA). Data from the 2018–19 academic year is available. At that time, there were 82 pediatric dentistry residency programs accredited by the Commission on Dental Accreditation (CODA), enrolling a total of 955 postdoctoral students. There were 453 graduates in 2018.

For complete results of the 2020–21 Match, please visit the National Matching Service website at www.natmatch.com/dentres.

For the latest annual reports on accredited predoctoral, advanced and allied dental education program in the U.S., please visit <https://www.ada.org/en/science-research/health-policy-institute/data-center/dental-education>.

For further information, please contact the Education Development and Academic Support Manager Leola Royston at (312) 337-2169 or lroyston@aapd.org.



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

Don't Lose Sight of Your Goals: Create a Clear 2020 Practice Vision

Now, more than ever, doctors must have a clear vision of who they are, where they are going, and how they are going to get there. Motivational speaker and top-selling author Steve Gilliland says, "Find your purpose. Define it and make it the core of what drives you." Without a clear, defined vision and set of core values, the practice has no direction and the team is more susceptible to feeling overwhelmed and uncertain. This creates a confusing patient experience that has a severe impact on the bottom line and the decision of whether or not they will return. When all team members share a common vision and goal, the probability of success greatly increases. The team's energy becomes synergistic!

DEFINING THE PRACTICE VISION

Imagine, for a moment, you have endless time and resources to make your practice dreams come true. What does the practice look like? Author and speaker Michael Hyatt says to, "Never limit your vision based on your current resources." Creating a vision for the practice is an introspective process that provides guidance towards reaching professional and personal goals for today and the future.

- **Before creating the vision, key practice values must be identified using personal and professional philosophies.**

Define priorities and values based on the following topics:

- Quality and volume of patient care
- Doctor/patient and doctor/team relationships
- Work ethic for self and team
- Skill level of team members
- Fee level
- Financial goals
- Balance between financial goals & personal life
- Charitable work
- **Start with the big questions:**
 - What matters to my practice and my team?
 - What characteristics or qualities do I want my practice to embody?
 - What impact do I want my practice to have in the community?
 - In what way will the practice improve the lives of patients?
 - What will the culture of the practice look like and how will that impact the team?

- **Put pen to paper** in order to visualize values and priorities.
- **Create a mission statement** that weaves together the purpose, goals and values of your vision.
- **Set clear goals for the vision using S.M.A.R.T.** and write down the metrics that will be used to measure success. For goals to be attainable and clear, each one should be:
 - Specific
 - Measurable
 - Achievable
 - Relevant
 - Time-bound

DEVELOP PRACTICE MISSION STATEMENTS

The Mission Statement takes the doctor's vision of the practice and puts it into words that define the practice's purpose. Each day, two groups of people are served: the parents/patients and each other, including the doctor. Therefore, the team must create two mission statements, one for each group they serve.

- The **Patient Mission Statement** defines the purpose of the practice and how patients are treated. Creating a Practice Mission Statement clearly communicates the type of care the office strives to deliver and expresses the quality patients can expect to receive. It is also a powerful tool for setting performance standards that each team member is responsible for holding themselves to each day. The Patient Mission Statement can be defined in the following ways:
 - Purpose of the practice
 - Type of patient served
 - Quality of care and how patients can expect to be treated

- Values of the doctor and the team
- Type of experience the patient will have
- The practice environment
- What is unique about the practice
- The **Team Mission Statement** defines how the team will work together. The value of creating a Team Mission Statement is that the performance standards of how team members interact are defined. A Team Mission Statement can include the following:
 - The team's purpose
 - How team members will treat each other
 - The environment that the team will create
 - How conflicts will be resolved
 - Values the team is committed to
- **Schedule a team meeting** to discuss the doctor's vision and to create the Practice and Team Mission Statements together.
- **Arrange for an easel and large pad of paper** to write down ideas at the meeting. Place it where it can be seen by the entire team.
- **The doctor shares their vision with the team** and a team member should write down the main points they hear on the easel.
- **Team members share** what they would like to include in the Patient and Team Mission Statements.
- **Put the ideas into sentences** once all ideas have been gathered. Keep Mission Statements to two sentences or less. Keep the statements concise, to the point and easy to understand.

SHARING YOUR VISION & MISSION

A doctor's vision cannot be realized until it is shared. Sharing the doctor's vision creates a word picture for the team of the doctor's ideal practice model. When each team member hears the word picture, they will have a clear understanding of the goals the doctor would like the team to work toward. When all team members understand what the practice model should look like and be, each team member is better able to perform their duties to achieve the desired goals and implement the vision. To fully implement the vision and mission of the practice, these statements must be visually and verbally communicated.

- **Display the Patient Mission Statement on a creative sign or plaque** in the reception area.
- **Display the Team Mission Statement** in the employee break area.
- **Publish the vision and the Patient Mission Statement on the practice website.**
- **Once the vision and Patient Mission Statement is created, post them to social media.**
- **Include the Patient Mission Statement on practice materials** such as brochures, promotional items, school visit letters, and more.
- **Make sure the Patient and Team Mission Statements are added to the employee manual.**
- **Include Patient and Team Mission Statements in the hiring process.** Show the Mission Statements to potential new hires and ask them if they are comfortable working with a team that is committed to serving patients and each other in this way.

OUR LCP VISION: DEFINED AND SHARED

LCP VISION

We have an opportunity, every single day, to live a life more meaningful and bigger than the limited perspectives that our society teaches us. What matters more than the years we live is how well and how fully we live those years - **THE DASH**. What will the dash between the year you were born and the year that you die look like? **THE DASH** is such a small line, yet it carries not just our history but our legacy.

We make the world a better place by inspiring hope and possibility into lives that are hopeless or lost on their journey. We are a forward-thinking, solutions-based, fun-loving, empowering team who come together daily to inspire others with kindness and compassion to be the greatest version of themselves.

LCP MISSION STATEMENT

At LCP Coaching, with kindness and compassion, we inspire hope and empower others to show up as the greatest version of themselves in every area of their lives.



LCP CORE VALUES

THE GOOD VIBE TRIBE – We are fun-loving, positive people who take care of each other like a **functional** family.

COMMITMENT TO EXCELLENCE IN ALL THINGS – Everything we do is **consistently** done with the highest standards. **Dependability** is a value we are known for.

OPEN COMMUNICATION – We create a **safe** and **trusting** environment, where everyone can be vulnerable, admit their “Mis-Takes” and still feel supported.

Creating and sharing the practice vision allows dreams and goals to become tangible. Each mission statement sets the standard of performance and behavior of team members; how they will serve the patients and how they will work with each other. It is important that patients’ and team members’ expectations are met and exceeded for the office to function well and be successful. When your team understands the goals of the practice, the doctor’s expectations and the team members’ performance align. The vision and mission statements are living documents that should be reviewed as a team annually to make sure they are still consistent with the purpose of the practice. Communicating a clear practice vision defines who you are as an organization and establishes a foundation for a positive practice culture.

“Vision without action is merely a dream.
Action without vision just passes the time.
Vision with action can change the world.”

Joel A. Barker

ELEVATE YOUR 2020 VISION



2020 PEDIATRIC DENTAL BUSINESS LEADERSHIP CONFERENCE

Dates: First Time Attendees: Sept. 23-26; Alumni: Sept. 24-26

Venue: The JW Marriot Denver Cherry Creek

Leaders: Dentists, Managers, Clinical, Front Office & Marketing Coordinators

Register at lcpc coaching.com/conference



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We're preparing for your **strong return.**

In order to do our part in fighting COVID-19 and keeping our employees safe, we will be reducing our operations to help stop the spread of the virus. We will also be donating our PPE to local hospitals that are in most need of supplies.

During this time, we are committed to support and serve our customers and continue to be the name you can trust and rely on.

**For more information on COVID-19, refer to the CDC website:
www.cdc.gov/coronavirus**

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Pediatric Oral Health Research and Policy Center

Top Policy Messages for Pediatric Dentistry

You and your pediatric dental team have opportunities to spread the message of your profession as the “big authority on little teeth” not just in your practice, but in your community. Here are 12 compelling policy messages to share with patients, parents and personal contacts.

1. Schedule your child’s first dental visit by the first birthday or when the first tooth comes in, as recommended by the American Academy of Pediatric Dentistry and American Academy of Pediatrics.
2. Early dental visits protect children’s teeth and their parents’ budget. Children who are four years or older at their first visit have total dental costs of \$360 more than children whose first dental visit is younger than four years.
3. Find your child a Dental Home before there is a dental problem. Choosing a dentist is too important a decision to do in a hurry or an emergency situation.
4. Tooth decay is the most common chronic early childhood disease in the United States, affecting more than one in five children by kindergarten.
5. Tooth decay can make a child more vulnerable to infections in other parts of the body, such as the ears, sinuses and brain.
6. A child with a healthy mouth has an easier time eating, speaking, sleeping, playing, going to school and paying attention in class.
7. Children with poor oral health are nearly three times more likely to miss school as a result of dental pain.
8. Pediatric dentists have two to three years of specialized training after dental school in child growth and development, special health care needs, and advanced treatment techniques in hospital settings. Plus they LOVE kids.
9. Lots of kids actually like going to the dentist. Pediatric dentists stand ready with a variety of methods to help each child feel comfortable with dental treatment.
10. The right amount of fluoride is great for kid’s oral health – a small smear or rice-sized amount of fluoridated toothpaste for children under three years old and a pea-sized amount for children aged three to six years.
11. Most cavities in children occur in places that sealants could have protected. Decay in the pits and valleys on back teeth accounts for nearly half of the cavities in baby teeth and four out of five cavities in permanent back teeth.
12. Pediatric dentists are the dental professionals of choice for children with special health care needs, representing nearly one in five of our nation’s children and adolescents.

We Have Your Slides Ready

Another way to spread the news about research-based recommendations for pediatric dental care is to give a presentation to interested audiences in your community. Big News for Little Teeth is a new slideshow the AAPD has created for members to use during speaking engagements. Visually appealing, the presentation gathers the latest information and research on topics such as oral health care, oral hygiene, nutrition, injury prevention and more. Potential audiences include expecting parents as well as parents/caregivers of infants, toddlers, school-age children, adolescents and teenagers. It also works for school teachers, social workers, public health professionals and the like. This members-only resource can be downloaded free at <https://www.aapd.org/resources/member/big-news-for-little-teeth>.



Test Your Safety I.Q.

TRUE OR FALSE: Reporting patient safety events creates mistrust within your practice.

FALSE. Reporting fosters trust, especially when staff recognize that their efforts in reporting lead to organizational improvements. This outcome is dependent on a fair and just culture that embraces learning, however, so that staff don't fear punitive measures for speaking up. Because of the reinforcing nature of this cycle, this method is known as the Trust-Report-Improve Process.

Surveillance and reporting are critical aspects of safety in dentistry. The identification of hazards and unsafe conditions right away can nip problems in the bud before they become a near miss or even an adverse event. Longer term, this process identifies patterns of risk in the operating systems of your practice and their root causes, so you can develop a tailored approach to preventing safety incidents.

Evidence-Based Dentistry (EBD) Committee Update

The EBD Committee continues to oversee the evidence-based clinical practice guidelines currently under development:

- Clinical Practice Guidelines for use of Non-Vital Pulp Therapies in Primary Teeth,
- Clinical Practice Guideline on Behavior Guidance for Pediatric Dental Patients, and
- Clinical Practice Guideline on Frenectomy/Frenotomy and Lactation for Pediatric Dental Patients.

The Non-Vital Pulp Therapy Clinical Practice Guideline is in the final review stages and scheduled for publication in 2020, along with the systematic review. The Behavior Guidance Guideline Workgroup is awaiting the publication of the Cochrane systematic review on “non-pharmacological interventions for managing dental anxiety in children” and have added two new content experts to their team.

For more information, please contact Director, Research and Policy Center Robin Wright at rwright@aapd.org.

Oral Health in Primary Care A Popular Page on AAPD Website

Primary care providers can be a major source of both referrals and patient education. The AAPD web page dedicated to Oral Health in Primary Care reports on our three-year interprofessional study on oral health in primary care. The page includes additional resources that can aid medical professionals in incorporating oral health into patient care. Visit <https://www.aapd.org/research/policy-center/oral-health-in-primary-care/>.

Online Safety Toolkit at Your Fingertips

For more tips on safety in dentistry, see the AAPD's newest feature, the Safety Toolkit. Available now, the online resource can be accessed on your phone, tablet or computer and is a compilation of practice tools, including policies, training materials, office-friendly tools, and best practice guides and recommendations. The site offers links to comprehensive safety information from the Centers for Disease Control and Prevention, Organization for Safety, Asepsis and Prevention, and other expert organizations. Bookmark the Safety Toolkit and check back often as new topics and resources are released! View the Safety Toolkit on the AAPD website under Resources.

Everything You Need to Know About Infection Control

Listen to this 25-minute amazing and informative Pedo Teeth Talk podcast from infection control guru Dr. John Molinari. In this info-packed podcast, Molinari discusses several exceptionally important topics for every practitioner including hand washing protocol and technique, surface disinfection technique, sterilization monitoring, immunization recommendations by dentists, and other pertinent topics. Get up-to-date on safety protocol in your office with John Molinari himself.

Dental Benefits

The ADA has sent a letter to third-party payers urging administrators of dental benefit plans to adapt reimbursement procedures important to dentists and patients, including coverage for temporary procedures, teledentistry, out-of-network benefits, and fee schedule adjustment to account for cost of increasing infection control procedures. Visit <https://www.ada.org/en/publications/ada-news/2020-archive/april/ada-urges-third-party-payers-to-adapt-coding-and-billing-procedures> to view the letter.

To find out more about how specific payers are managing the current pandemic, review pages 10 – 17 of the ADA's COVID-19 Coding & Billing Interim Guidance at https://success.ada.org/~media/CPS/Files/COVID/ADA_COVID_Coding_and_Billing_Guidance.pdf?utm_source=adaorg&utm_medium=covid-resources-lp&utm_content=cv-coding-and-billing-guidance&utm_campaign=covid-19.

Delta Dental Plans of America recently issued a press release on its main website that provides links to summarize what the various states are doing to help providers.

Benefits provider Delta Dental of Arkansas has pledged \$6.5 million in emergency financial assistance to dental practices in Arkansas. The Delta Dental of Arkansas Advance Receipts Program will provide financial support to dental practices that are limited to providing only emergency services during the COVID-19 outbreak.

TELEDENTISTRY AND CODING

As a result of the COVID-19 pandemic and extenuating circumstances, the ADA surveyed 21 Dental Insurance Carriers on benefits for limited problem-focused evaluations using teledentistry codes, consultations with physicians, and impact of frequency limitations for evaluations per year. Of the 21 responses, 19 are benefitting limited problem-focused evaluations (D0140) when using telecommunication technology. Two of the carriers are still reviewing its policies. Each carrier appears to have different protocols on combining the traditional D0140 code along with attaching D9995/D9996 to indicate it is teledentistry. As teledentistry is a relatively new treatment option, the AAPD encourages a discussion with the parent or caregiver regarding possible patient financial responsibility/obligations related to the virtual visit. The safety of the patient, family and caregivers is of utmost importance, and teledentistry allows most emergencies to be

addressed in a caring, safe, patient-centered manner. Visit https://success.ada.org/~media/CPS/Files/COVID/ADA_COVID_Coding_and_Billing_Guidance.pdf?utm_source=cpsorg&utm_medium=covid-cps-virus-lp&utm_content=cv-pm-coding-billing-guidance&utm_campaign=covid-19 to see the latest guidance.

United Concordia addresses COVID-19 concerns and current policy on teledentistry. Health issues with a video or photograph assessment with their dentists are covered for United Concordia's members. The recommendation is to use CDT D0140. For more information, visit <https://www.unitedconcordia.com/dental-insurance/home/coronavirus/>.

The fact sheet from DentaQuest provides COVID-19 crisis support to dental providers, particularly on access to care and covered benefits for DentaQuest members via teledentistry. You can keep up to date with DentaQuest's latest responses to the COVID-19 outbreak at dentaquest.com.

This fact sheet from Cigna Dental offers temporary guidelines for teledentistry consultations, including standard policies and use of procedure codes.

Notification of Enforcement Discretion for Telehealth Remote Communications During the COVID-19 Nationwide Public Health Emergency. To promote increased access to services during this time of otherwise restricted access to clinical practices, the HHS Office for Civil Rights will be extending leniency toward HIPAA noncompliance of telehealth regulatory requirements.

The ADA Code Maintenance Committee (CMC) recently approved new codes for COVID-19 tests. These codes become effective Jan. 1, 2021.

D0XXX antigen testing for a public health related pathogen including coronavirus

D0XXX antibody testing for a public health related pathogen including coronavirus

The current code until CDT 2021 is implemented is:

D0999 unspecified diagnostic procedure, by report

Used of a procedure that is not adequately described by a code. Describe the procedure.

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



A single software system for the pedo-ortho practice.

Dolphin has been adding pediatric features and tools to its Management, Imaging and Aquarium products:

Dolphin Management Specialty – Pedo:

- Manage scheduling and patient treatment for pedo and ortho in one place
- Distinct ledgers and billing for pedo and ortho
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Dolphin Imaging:

- Magnify and Spotlight toolbar tools
- Pediatric/dental FMX layouts

Aquarium:

- Pediatric Library containing more than 45 pedo-specific patient education movies
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These products are joined by a full suite of complementary software and services for ortho-pedo practices that includes mobile and Cloud options.

For more info visit www.dolphinpedo.com/pd.



Treatment Card



Media Mix

For more information on how to submit your media coverage, please contact Leola Royston at (312) 337-2169 or lroyston@aapd.org.

Media Mentions

AAPD SATELLITE MEDIA TOUR

On Jan. 29, AAPD President **Dr. Kevin Donly** fielded 26 television and radio interviews over a four hour time span in honor of National Children's Dental Health Month. He spoke to media outlets across the country, including top markets like Washington, D.C., St. Louis, Portland, Salt Lake City, and Columbus. Donly provided his expert opinion during each interview, weaving in key messages and tips for parents related to the age one dental visit, the importance of establishing a dental home, common little teeth woes and more.

AAPD PRESIDENT-ELECT INTERVIEWED BY *SHAPE.COM*

Feb. 3, 2020

AAPD President-Elect Dr. Jessica Lee spoke with *Shape.com* for an article on teeth whiteners: <https://www.shape.com/lifestyle/beauty-style/best-teeth-whitening-kits>

AAPD PRESS RELEASE

Feb. 5, 2020

February is National Children's Dental Health Month!

As the leading authority on children's oral health, the American Academy of Pediatric Dentistry (AAPD) is a proud and strong supporter of this month. According to an AAPD national survey, only one in four parents are taking their child to the dentist by his or her first birthday, the age recommended by leading health experts, which means that children's teeth are at risk.

SUPPORTING GOOD NUTRITION IN CHILDREN

Feb. 7, 2020

AAPD President **Dr. Kevin Donly** contributed a guest column for National Children's Health Month, which appeared in both Dimensions of Dental Hygiene and Decisions in Dentistry.

February is National Children's Dental Health Month, a time when oral health professionals focus on children's dental health, including comprehensive oral care for infants, children, adolescents, and children with special health care needs. This vital effort begins by establishing a dental home by the first birthday so preventive and restorative dentistry is provided on a continuous basis, including care for oral trauma and other emergencies. Of course, a cornerstone of effective care is providing preventive oral health education to children and their parents/caregivers.

FOCUS ON CHILDREN'S HEALTH

Feb. 18, 2020

AAPD member **Dr. LaQuia A. Vinson** spoke to her local Fox affiliate in Indiana about how February is a time to focus on the oral health of infants, children and adolescents: <https://www.facebook.com/allindianawishto/>.



Printable Fun Oral Health Activities to do at Home!

Visit <https://mouthmonsters.mychildrensteeth.org> for great tips for parents and kids!



We are Elevating Care with Free Continuing Education At:
elevateoralcare.com/elevatingcare

P.S. Thank you for making the  strong enough to weather this storm for children's access to oral health!
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How to Respond to a Ransomware Attack

By Robert D. Clark, J.D., Compliance Officer, Treloar & Heisel, Inc.

www.tandhwealth.com

If your practice's IT system is ever the subject of a ransomware attack, then you will likely be familiar with the stressful and debilitating situation ransomware can cause, not to mention the potential financial impact. Here are some steps that you should consider taking to respond to and recover from a ransomware attack on your practice.

WHAT IS RANSOMWARE?

First, let us explain what ransomware is and how you may be harmed by it. Ransomware is a malicious software or virus and its purpose is to prevent you from accessing your IT system. Ransomware can encrypt or lock your practice computers, or at least lock you out from accessing certain files, and holds your electronic devices for ransom. You can't gain access to the files necessary to run your practice, such as patient records or billing information, until you make a ransom payment to the person in control of the ransomware. In this way, ransomware can completely shut down your practice's operations.

Ransomware can infect your practice's devices in multiple ways. For example, it can be spread through a phishing email, visiting an infected website, or clicking on an infected link or ad. If someone in your practice opens an infected email attachment, then the ransomware may have access to your practice's IT system and be able to lock you out from accessing it.

CONTACT AN IT CONSULTANT

Likely the first step you will want to take is to contact your IT consultants, if you have them. You will need to rely on a trained IT specialist to make a review of your IT system to determine the extent of the ransomware infection. The IT consultants can assist you in trying to isolate the ransomware, to limit the number of files or devices that it locks. They may also be able to identify the strain of ransomware, to try to help mitigate its effect.

If possible, your IT consultants may be able to undertake efforts to remove the ransomware and recover your access to your IT systems. Unfortunately, this is not always possible. This is often a situation where an ounce of prevention is worth a pound of cure. The IT consultants may just advise you to wipe your system and start fresh, hopefully with a recent system backup that you have saved and with better protections in place to try to prevent a future ransomware event.

ENGAGE A LEGAL PROFESSIONAL IN YOUR STATE

You should also consider contacting a legal professional in your area who is experienced in handling cybersecurity events. The legal issues that can arise from a cybersecurity event are numerous and you may need the guidance of a legal professional that is familiar with these specific issues. From reporting the attack to legal authorities to providing notification to patients' whose information may have been exposed, a licensed legal professional can help guide you through the possible necessary steps in responding to the ransomware attack.

SEEK GUIDANCE FROM YOUR CYBER INSURANCE COMPANY

You should also consider reaching out to your cyber insurance provider for two reasons: 1) to make a claim and 2) for their guidance and access to professionals to help assist you with responding to the ransomware. Once you become aware of the ransomware, you will generally need to notify your insurance company, to make sure that your costs in responding to the ransomware will be covered by your cyber insurance policy. However, maybe just as important, your insurance company also may be able to assist you by connecting you with approved IT and legal professionals to help you respond to the ransomware attack. Your insurance policy may even help cover the costs of these services.

BE PROACTIVE AND TAKE PREVENTATIVE MEASURES

To prepare for potential ransomware attacks, which are becoming increasingly common in medical and dental practices, you should review with an experienced IT consultant, to ensure you have cybersecurity protections in place. You should also consider reviewing your insurance coverage with an insurance professional, who can help you get an appropriate cybersecurity policy, so you have coverage in place in case an attack occurs.

Treloar & Heisel is a premier financial services provider to dental and medical professionals across the country. We assist thousands of clients from residency to practice and through retirement with a comprehensive suite of financial services, custom-tailored advice, and a strong national network focused on delivering the highest level of service.

Certifying Internationally Trained Pediatric Dentists



The future of our profession depends heavily on the quality of training and experience acquired during residency. According to a recent survey¹, academic pediatric dentistry in the United States (US) has a shortage of faculty, since the majority of our graduates select private practice due to financial reasons. Reportedly, large student loans and low compensations deterred graduates from seeking careers in academia.²

Recruitment of talented, highly skilled foreign-trained pediatric dentistry faculty has been an ongoing successful strategy to help fill this gap.¹ Since significant variations in training exists between the US and around the world, some institutions offer a career path for individuals to pursue an American DDS/DMD degree and/or advanced standing in a specialty program. The Commission on Dental Accreditation highly emphasizes board certification for teaching faculty, and the American Board of Pediatric Dentistry (ABPD) offers two pathways to board candidacy for internationally trained pediatric dentists: 1) Contacting a program director of an accredited program and requesting advanced placement or credit by examination, 2) Serving as a full-time faculty in an accredited program for 12 consecutive months during the past 2 years with verification by the Department Chair in Pediatric Den-

tistry.³ The process is not complex, and interested colleagues are encouraged to pursue one of these routes.

As the first non-American trained individual to receive ABPD board certification in pediatric dentistry, and as a faculty member at the University of Florida (UF) since 2000, I am eternally grateful to a few giants in our specialty, Drs. Joel Berg, Arthur Nowak and my mentor, Robert Primosch, for thinking broadly and opening the way. The ABPD Board of Directors at the time (2004-2005) recognized my training background and my faculty position at UF, and granted me the opportunity to complete the Qualifying Examination and the Oral Clinical Examination. Since 2009, I have been fortunate to serve our organization as an Examiner, Oral Clinical Examination Sub-Committee Member, Part Leader and Chair. Giving back to this wonderful organization, and being able to guide and personally instruct over 100 pediatric dentistry graduates have been the highlights of my career.

As an aside note, unrelated to eligibility for ABPD board candidacy, the International Association of Paediatric Dentistry and the ABPD have been collaborating to establish standards to help international Institutions better assess the training qualifications of pediatric dentists around the globe. More to come on that topic...

References:

- 1) Wood AJ, Gaid GG. Pediatric dentistry academic workforce survey. *Pediatr Dent* 2018;40(5):340-354.
- 2) Avenetti, D. Fostering the future of pediatric dental education. *Pediatric Dentistry Today* November 2018: 18-21.
- 3) <https://www.abpd.org/Content/Candidates/Board-Candidacy.aspx>



Marcio Guelmann, DDS
Board of Directors, ABPD
Board Certified 2006
Gainesville, FL



ABPD would like to thank the following Diplomates for completing their term of service on the Examination Committee:

- Homa Amini, Columbus OH**
- Mona Al-Sane, Kuwait**
- Sharhrbanoo Fadavi, Chicago IL**
- Autumn Hurd, Littleton CO**
- Shannon Parris, Lawrenceville GA**
- Kimberly Patterson, Richmond VA**
- Thomas Tanbonliong, Los Angeles, CA**
- Karen Uston, Atlanta GA**
- Zheng Xu, Seattle WA**
- Farhad Yeroshalmi, Great Neck NY**

ABPD is proud to present the following Diplomates as new leaders on our 2020 Examination Committee:

- James Boynton, Belleville MI**
- Brian Hodgson, Milwaukee WI**
- Steven Rayes, Lyme Center NH**
- Daniela Silva, Los Angeles CA**



ABPD @ AAPD

Thursday, May 21

4:30-6:30 PM (invitation only)
ABPD Recognition Reception & New Diplomate Pinning Ceremony

7-8:30 PM (invitation only)
Volunteer Recognition Reception

Friday-Sunday, May 22-24

Booth # 713

Saturday, May 23

9-10 AM

ABPD Certification Overview Session

Real Smiles. Real Stories.

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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—CHANDLER. We are an owner operated private pediatric dental practice with 2 growing locations. We are looking for a part-time or full-time pediatric dentist who is honest, ethical, hard-working and motivated. We offer a very competitive benefits package that includes salary, bonus opportunity, health insurance, paid vacation and holidays, 401K plan, and more. If you are interested in having the opportunity to perform all aspects of pediatric dentistry in a fun environment, please email your cover letter and resume to dr.randy@kidsfirstdental.com. Kids First Pediatric Dentistry www.kidsfirstdental.com.

ARIZONA—GOODYEAR. Exceptional pediatric dental practice has a wonderful opportunity for a pediatric dental associate! We have a well-established, non-corporate, state of the art, themed office in a rapidly growing area. Our office is looking for an enthusiastic pediatric dentist to join our growing team who will provide high quality care to our patients on either a full-time or part-time basis. Our office is doctor owned, offers patient-centered treatment, and has been a successful business for 15 years. Associates earn a guaranteed daily base salary, monthly bonuses, and share in the corporate retirement plan as well as group medical insurance. Please email your C.V. to hilgersk@yahoo.com to learn more about this exciting opportunity! D.D.S. or D.M.D. with a certificate from a pediatric dental residency program. Current residents may apply.

ARIZONA—GOODYEAR. Full time 4 to 5 days a week. Established full-time "growing" pediatric practices in 3 locations in Goodyear, AZ, Surprise, AZ, Buckeye AZ. This successful Phoenix, West Valley, group private practice has a great advantage with an open concept. Four full time pediatric dentists and orthodontist in an open concept design. On average, our doctors are scheduled a four day work week, with one day a month (negotiable) of surgery under general anesthesia, including the local hospital. Expect minimal on-call duties, and a schedule proven to allow flexibility for family planning and maternity leave. \$1,000-\$1,200/day based on experience (% of collection also available). Private Insurance only- no Medicaid. 401k, and health insurance insurance available after the first year. Contract year to year. No weekends Good hours, Good Team! Join Palm Valley Pediatric Dentistry & Orthodontics today! Doctorate D.D.S. or D.M.D. degree from a dental school accredited or eligible to become board certified through the examination process of the American Board of Pediatric Dentistry (ABPD). Must be actively licensed by the Arizona State Board of Dental Examiners. For more information please contact odolghier@gmail.com.

CALIFORNIA—CHATSWORTH. TLC for Smiles is dedicated to treating our patients with Tender Loving Care. We are a private boutique practice specializing in pediatric dentistry and orthodontics. We believe our business has been blessed with prosperity and a wonderful reputation because we combine high integrity with good old

fashioned customer service. Please check our reviews on google, facebook and Yelp. Established in 2008, our office in Granada Hills is now so busy that we are opening a 2nd location in Chatsworth, CA. Our expected opening is June 1, 2020. We are looking for a pediatric dentist with a winsome personality who is confident and independent but yet is teachable and willing to follow our recommendations and our way of doing things. Must be willing to adopt our company culture. Hours are generally 10-7 pm. If you start early for a conscious sedation or IV general anesthesia case, then we will make arrangements for you to leave early OR you can work longer and be paid more. Compensation is a per diem guarantee with bonus based on net production, which ever is higher. Must be licensed to practice dentistry in California. Must have an oral conscious sedation permit. Must be available in June 2020. For more information please contact dentalrecruiter01@gmail.com.

CALIFORNIA—SAN DIEGO. Great opportunity for pediatric dentists in the San Diego County area. Join our team and be a part of something as extraordinary as the children you treat. With six locations, we are looking for someone compatible who is personable, enthusiastic, caring and someone who loves what he/she does. Currently, we're seeking both part-time and full time positions with GREAT compensations, relocation and sign on bonus packages. For more information on our practice, please feel free to check out our website www.thesuperdentists.com and see for yourself why The Super Dentists is San Diego's largest, most trusted and top awarded pediatric dentistry practice. Please send your resumes to nicki@thesuperdentists.com or call (619) 548-8772 for more information on the opportunity. Pediatric Dentist CA License.

CONNECTICUT—GALES FERRY. Group general, pediatric and orthodontic practice seeking a full-time pediatric associate. Twenty chair facility (three suites) including two sedation suites. Oral conscious sedation, IV cases with a dental anesthesiologist as well as general anesthesia cases in our local hospital. Many referrals for newborn laser frenectomies. Compensation based on 50% of collections and a full benefit package including health insurance and 401K plan. Pediatric, orthodontic and adult general dentists all working together to provide total family care. Please send resume to hym.bond@galesferrydentistry.com.

FLORIDA—NAPLES. Pediatric Dentistry of Florida, Dr. Tim Verwest, D.M.D.; Associates is looking for a full-time associate to join our award-winning and growing practice. Our two beautiful locations are found not far from the soft sands of sunny Southwest Florida. We are looking for someone who is enthusiastic about their work, has exceptional time management, and strong clinical and treatment planning skills. Our practice locations are in the cities of Fort Myers and Naples and the associate will work different days at each office. This is an excellent opportunity for a candidate who wants a great work-life balance along with endless beaches and shopping/dining options during their off time. Our team delivers exceptional patient services and keep the day-to-day operations of the

office running smoothly. The ideal candidate will be looking to build a long-lasting career, expand their clinical skills, and grow the practice. Dr. should be comfortable performing all phases of pediatric dentistry. The position is F/T - Monday ; Friday- 9 am ; 5 pm. Excellent compensation plus benefits- 401K + Medical. The position is for immediate hire. All experience levels considered. Special preference will be given to Florida Board Certified Pediatric Dentists or those who have passed the ADEX. Benefits: Guaranteed salary for the first year, health care benefits, Clinic hours: Monday - Friday, 8 am to 5 pm (if you want 4 days we can work that out), 401K, CE contribution, Malpractice, Partnership offered (after 2 years). Interested parties please email your resume to Jeffs@droerwest.com, Jeffrey Shafer, VP of Operations and Marketing. Requirements: D.D.S. or D.M.D. degree, licensed in the state of Florida. Background experience in conscious sedation and hospital dentistry. Commitment to quality patient care and patient education of dental health.

FLORIDA—SEBRING. A well-established, successful, multiple location private practice located in Central Florida is seeking a full-time board certified or board eligible pediatric dentist. Dental offices are state of the art, paperless, and offer a large variety of dental services (SDF, ICON, laser procedures, nitrous, conscious sedation, IV sedation). We are searching for a compassionate, outgoing, kind, and enthusiastic personality who can work with an amazing team to care for our unbelievable patient base. In addition, the successful candidate must have an impeccable work ethic and the ability to work with families from culturally diverse patient populations. Please send resumes to drkindell@evergladesdentist.com.

GEORGIA—ATLANTA. D4C Dental Brands is looking for pediatric dentists on behalf of Dentistry for Children of Georgia to work in its pediatric dental practices. Specifically, we are looking for doctors who share our values and are as passionate about helping children achieve a lifetime of great oral health as we are! Come join our supported dental offices, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, and mentorship while you build the practice of your dreams. The practice is doctor owned, doctor run and believes in advocating for patients while elevating the quality of care for kids by specializing in specialists. If you want to change lives, keep reading! Our ROCK STAR candidate has the following: Experience in pediatrics and LOVES working with children. Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./ D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Current residents are encouraged to apply. Dentistry for Children of Georgia offers doctors 401(k), medical, dental, and vision benefits, short and long term disability, PTO + paid holidays, state of the art facilities, equity opportunities, a deferred compensation plan, life insurance, malpractice insurance, etc. For more information please contact alycia.toiull@d4c.com.

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

MARYLAND—CALIFORNIA. We are looking for a pediatric dentist for our busy, growing pediatric dental office. State of the art facility with new chairs and equipment. Highly trained staff. Excellent management and marketing support. We offer health benefits, 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 located in a rapidly growing area with influx of many young families. We are 1.5 hours from D.C., Northern Virginia with a good school system. Perfect place to practice pediatric dentistry and raise a family. In-office oral sedation and OR at nearby hospital. Sound like a job you'd enjoy? We would appreciate talking to compassionate dentist with great work ethics and similar mindsets. Equal Opportunity Employer. For more information, visit our website www.smilecastle.com. Please contact Carlie at manager@smilecastle.com or Dr. Hwang at EunHwangDDS@gmail.com • Must have a D.D.S./D.M.D. from an accredited dental school. • Must be licensed to practice in Maryland. • Must have completed the postgraduate residency in pediatric dentistry.

MASSACHUSETTS—WORCESTER. Dr. Seuss says, Fun is Good. We enjoy practicing pediatric dentistry every day. Our practice continues to grow; rapidly. Our three pediatric dentists and orthodontist need a happy, light-hearted professional to help us see patients and occasionally get into some shenanigans with us. We'd love to meet people that want to have fun working alongside their colleagues, a willingness to continue to improve as clinicians and to become established in the greater Worcester area. Worcester is a great city located 45 mins west of Boston undergoing a renaissance with a great restaurant and entertainment scene and lots of investment in revitalization including a new stadium for the Red Sox minor league team, The Woo Sox. Minimum of three days per week needed. Start date is negotiable. We offer a competitive compensation and benefits package. Please see our website at www.fightingdecay.com and our Facebook page by searching Lahair and Gallagher Pediatric Dentistry and Orthodontics, LLC. We're looking to interview nice people! Please send your resume and a note about yourself to Drs. Matt Lahair and Patrick McGary, 102 Shore Drive, Suite 302, Worcester, MA 01605 or you can email to drmcgary@fightingdecay.com.

MICHIGAN—OKEMOS. We are looking for an awesome pediatric dentist with excellent communication and clinical skills for a full-time position (4-5 days/ week) at our growing pediatric dental practice. The ideal candidate will join a work culture based on building relationships among co-workers, patients, parents, while balancing life and work. We believe in continuous professional and personal growth with core values of positive attitude, strong work ethic, integrity, empathy, open to change, and being a team player in a fun environment. Who are we? This is the practice of a Board Certified Pediatric Dentist, with tremendous growth potential and excellent reputation that has

created a strong referral base from the area general dentists, pediatricians and local community. We have the state of the art practice with paperless charts, integrated virtual digital dashboard for operational excellence, digital radio-graphs and Lasers. The growth of this practice is based on sound business principles and a core team. We provide comprehensive pediatric dental services, pediatric airway screening and management, aesthetic dentistry, special needs dentistry including conscious sedation and treatment under General Anesthesia in a hospital setting. We have a large patient base all private pay that could support additional two pediatric dentists. We are looking for a candidate who aligns with our vision and principles, enthusiastic of personal and professional growth. What benefits will you get as an associate? Our bar is set high for professional and operational excellence from all members of our team. Mentorship in clinical and business aspect of dentistry to achieve professional excellence in a nurturing, supportive environment with a well trained team. Collegial atmosphere to balance work, and life. Minimum base salary or 35 % percent of collections, \$1500 CE stipend, paid malpractice, stipend towards medical insurance, 401 K, and performance based bonus. Where are we? Our practice is located in Okemos/East Lansing area within minutes from the Michigan State University with its renowned Engineering, Agricultural and Business schools; and the government offices of the State of Michigan, Sparrow Edward J Hospital and McLaren Regional hospital. It is located in a vibrant community with stable economy that offers the best in cultural diversity, food, music, and social life. Okemos school district is also one of the top ten in Michigan and has been rated as one of the few cities with low-cost of living in the US. Mid-Michigan offers a variety of outdoor activities within a 5 mile ride to the nearest inland lake or trails to run, hike, bike or ski during winter. We are located midway, about an hour drive (60 miles) to Grand Rapids, Ann Arbor and the Lake Michigan Shores at exit 110 on I-96. If you are interested in this position, we would love to hear from you. Graduation from a US accredited Pediatric Dentistry program; Michigan Specialty License for Pediatric Dentistry (or successfully passed the AAPD written boards). If the candidate has other US state Dental License they must be Board Certified or Board Eligible. For more information please contact neeru@mydiscoversmiles.com.

MISSISSIPPI—GULFPORT / OCEAN SPRINGS. Our practice, which is non-corporate and owned by two board-certified pediatric dentists, is seeking a full time pediatric dental associate leading to partnership for the right person on the beautiful Mississippi Gulf Coast. Our two fully digital offices are located within a fifteen mile radius in Ocean Springs and Gulfport. We have a diverse patient based including a healthy mix of fee for service, insurance and Medicaid. This is a great opportunity for a pediatric dentist who has a passion for treating children and loves what he/she does to become part of our successful and well-respected practice, which has been providing dental care to the children of South Mississippi for over 32 years. Our practice is characterized by quality dental care in well designed offices, including sedation and hospital dentistry with a well-trained staff, low overhead and an outstanding reputation within the community. Please send C.V. to admindrbroom@cablone.net.

MISSOURI—KANSAS CITY. Exciting practice opportunity for a full-time Pediatric Dental Specialist to join our growing multi-specialty dental group. Practices are doctor-owned and managed, with a team of Pediatric Dentists, Orthodontists, and General Dentists working together to form this well-established and successful group. Great service and existing marketing strategies; averaging over 150 new patients per month. Offering 32-35% of collections, with a starting base salary of \$12k+ per month. Average pediatric dentist works 4 days/week; 2 in newly remodeled, state of the art multi-specialty office and 2 in OR for general anesthesia cases. Earning \$420k/year, not including ownership profit distributions from all other practice profits, including orthodontics. Incredible growth potential, with room for expansion to additional locations, including Texas & Colorado. Investment and ownership opportunities available for the entrepreneurial-minded individual. *Ask about our sign-on bonus! Visit <https://www.compassdentalservices.com/careers> to apply online or for more information. Call (913) 601-4413 or email sbahr@thesmiles.com for more details about this exciting opportunity. D.D.S./D.M.D. with Pediatric Specialty Program Completion.

MONTANA—BILLINGS. Are you looking for a turn-key opportunity where you can lead an established, robust practice without the immediate obligations that come with the cost of ownership? Brewer Dental Center is seeking a specialist for our Pediatric clinic who is committed to excellence inpatient care and our practice's values. We pride ourselves in giving our community the highest level of care in our comfortable, fun, and patient-focused environment. Our practice is 100% doctor-owned and has operated in Billings for 35 years. The Pediatric clinic is in a building shared with our Orthodontic team on the same campus as one clinic of our general practice. This provides a steady stream of referrals into pediatrics. You will work without incredible team of experienced dental assistants, dental hygienists, and administrative staff. We also contract with a Dental Anesthesiologist that allows us to provide services under general anesthesia in-office. We offer competitive compensation and a full benefits package for our associate doctors. The ideal applicant will start on a guaranteed day rate and move to pay based on collections. Ownership opportunities are available with tenure for the right candidate. The clinic's operating hours are Monday-Friday, 7:00am -5:00 pm, and the preferred candidate would work four of those days. This allows for long weekends to enjoy all the Montana has to offer. Located at the base of the magnificent Rocky Mountains in Yellowstone Country, Billings, Montana is a friendly college community that has great schools, safe neighborhoods, is in the medical hub for the surrounding states, and offers many activities for you and your family. Year-round outdoor adventure opportunities abound, such as skiing, hiking, fishing, hunting and so much more. Completion of education and training towards a pediatric specialty. Patient-focused approach with emphasis on current techniques for patient management. Ability to be licensed within 90 days of hire. Alignment with practice values regarding accountability, continuous improvement, and teamwork. Desire to start a career in a family-friendly locale with a fast-paced, growing practice. For more information please contact andrew.forcier@brewerdentalcenter.com.

NEW YORK—ALPINE. Busy multi site Pediatric Dentistry group [owned and operated by a Pediatric Dentist] seeks full time and part time providers for our 18 site, 40 provider practice. We seek hard working, ethical, compassionate Pediatric Dentists who are willing to work 2-3 late shifts a week [12-7:30] and one weekend shift a week [either sat or sun]We offer full benefits package, malpractice, paid vacation and CE credits OR time available in hospital and/or surgicenter, Flexible employment situations availablefor some locations we cover transportation and housing stipend, We sponsor visas for right individuals who meet all US immigration requirements and State Licensure Requirements D.D.S./ D.M.D. DEA #Pediatric Dentistry Certificate. NYS Dental License. Or NJ Dental License or VT Dental License. For more information please contact PedoSolutionsLLC@gmail.com.

NEW YORK—CAPITAL REGION. Our growing pediatric dental practice is looking for our next future partner. Our group currently consists of 5 partners who are board certified pediatric dentists. Our office, where smiles grow, has been the leading pediatric dental group in the area for more than 30 years. We have established strong professional relationships with the pediatricians, hospitals, and dentists in our area. Our respected position in the local medical and dental community has provided us with continuous referrals that keep our practice growing and thriving. Our offices provide state of the art care for children and patients with special health care needs in a safe, nurturing environment. We utilize sedation dentistry and hospital dentistry, in addition to the routine care we provide in our offices. We also offer laser dentistry. We continuously strive to offer the most comfortable and positive experience for our patients and their families through dental education, a variety of treatment options and excellence in clinical expertise. From the second the patients walk in the door, through until they complete their visit at check out, our group of caring, long term team members ensures a pleasant visit. Our team practices in beautiful upstate new york, in the capital region surrounding albania. The location is ideal for all that it can offer being that it is situated within a three hour drive to boston, new york city and montreal. In the immediate area, saratoga springs, lake george, and the adirondack mountain region offer an endless number of outdoor activities, horse racing, art and culture. We offer a path to partnership for the right person and a very competitive salary and benefits package, including health care, ce, 401k, malpractice insurance, and more. We would love to meet qualified candidates who are interested in joining our group. Come visit us for a day and see our practice. To chat or learn more about us, please call Dr. Jennifer Charlesworth at (518) 785-3911. Certificate in pediatric dentistry.

NEW YORK—CLIFTON PARK. WANTED: Superhero Pediatric Dentist. There is a superhero in ALL of us, we just need the COURAGE to put on the CAPE." – Superman. The Smile Lodge is looking to grow its team of dental marvels. Offering six weeks of vacation and a starting salary of \$400k... this job not only offers very competitive benefits but also exponential growth for the right leader. Avenging dental disease and serving the underserved is what we do. Working as a high-functioning, passionate team is how we do it. One can only appreciate our HOWS and WHATS once they have experienced our passion for our WHY, because every child deserves to smile. We invite you to visit The Smile Lodge at your convenience! For More Information:

Contact The Smile Lodge new dentist outreach team at HR@smilelodge.com. Benefits Highlights:; \$400K Yearly Salary, 4 days/week; Ownership Potential; 6 Weeks of Vacation; Licenses, Dues, MLMIC, and CE Reimbursement; Healthcare Insurance Stipend; 401K; Long-term Disability Insurance.

NEW YORK—RHINEBECK. Come join our team of dental practitioners in Hudson Valley New York. We are seeking a personable, confident, and compassionate individual to help us in our mission to deliver extraordinary care to our patients. We are looking for a skilled, compassionate pediatric dentist with the right personality to join our team. This person must be outgoing, patient-oriented, a great team player, and willing to have fun. We are an orthodontic office and our practice consists of three offices in the Hudson Valley. Our growing practice is looking to partner with a pediatric dentist who is interested in an opportunity to participate in our growth and long term vision for expansion. Our practice offers great benefits as well: competitive compensation, 401K, and paid vacation and sick time. For more information please contact om@sunshineortho.com.

NEW YORK—ROCHESTER. New York - Rochester Area. Small To Tall Dentistry For Children, PLLC is searching for a pediatric dentist to join our well established team. We have two state of the art facilities which are currently open 4 days per week, with one doctor and two hygienists providing care in each location. We are a friendly, fun and family-centered practice with an emphasis on preventive dental care. We provide services across all demographic and socio-economic groups. We believe that quality of life is a very important component of a career in pediatric dentistry and having a work-life balance has enabled us to have wonderful lives and rewarding careers. Rochester is a first class place to raise a family with affordable housing and outstanding schools. We have top ranked hospitals and universities, and easy access to the outdoors, arts and leisure activities. This position is open to pediatric dentists who are ready to become established in a family centered community. We are offering a signing bonus, base salary and compensation package which are competitive and commensurate with experience. Rapid progression to Partnership and Ownership is an option for the right candidate. Please send your resume to Dr Alison Harding at alisonhrdng@yahoo.com. New York State Dental License required. Board Certification/ Board Eligibility required.

NORTH CAROLINA—CHARLOTTE. Fulfilling opportunity for an ambitious pediatric dentist to join a modern & growing multi-location Charlotte area pediatric dentistry practice. We are also open to you becoming a partner in the future! Minimum guaranteed daily rate plus a generous percentage of collections, including benefits and time off. Potential to earn \$400k or more per year. Full or part-time available. Please contact ethan@akasmiles.com. Certificate of Residency in Pediatric Dentistry.

NORTH CAROLINA—CHARLOTTE. Fulfilling opportunity for an ambitious pediatric dentist to join a modern & growing multi-location Charlotte area pediatric dentistry practice. We are also open to you becoming a partner in the future! Minimum guaranteed daily rate plus a generous percentage of collections, including benefits and time off. Potential to earn over \$400k per year. Full or part-time available. Please contact ethan@akasmiles.com. Certificate of Residency in Pediatric Dentistry.

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

NORTH CAROLINA—WILKESBORO. We are a high quality, multi specialty practice in the triad and foothill areas of North Carolina seeking a talented pediatric dentist to join our rapidly growing practice full time. We offer a generous minimum salary or a percentage of production, whichever is greater with an opportunity to grow. We also offer health benefits, 401K, and profit sharing. New grads welcome. Contact Dr. Chad Shobe at (336) 945-5555 or send your c.v. to chadshobedds@gmail.com. Visit our website at www.southerndentalnc.com.

OHIO—OREGON. If you're looking to make your professional mark on a community, this is your chance. Build valuable relationships with patients and get involved with the greater community of Oregon, Ohio while providing top-notch dental care. Well established practice, long term team members, great location! Our talented and dedicated support team will work alongside you to help ensure your success. Mentorship is available working along side an experience pediatric dentist. Office is a very stable and busy practice with long term employees. Option to add EFDA to team if wanted. As an associate pediatric dentist you'll enjoy the following: Base salary with performance incentives to earn more. Sign-on bonus of \$20,000. Relocation package. Student Loan Repayment Assistance Program. Full time benefits include yearly CE allowance, paid professional liability, 401K with company match and group health/wellness plans. Practice 4-5 days per week with family friendly days/hours. Job Link: <http://puredentalbrands.com/careers/?gk=job&gqi=8a7887a8688e28cf0168aa78c0682efc&gns=Company+Website>. Equal Opportunity Employer/Drug Free Workplace. www.puredentalbrands.com. Candidates must be licensed to practice in the State of Ohio with no board reprimands or issues. New residency grads welcome to apply!

OREGON—SALEM. Be the change you want to see in the world - Mahatma Gandhi. My name is Dr Tim. I started Acorn Dentistry for Kids in 2017 with the vision to fill a significant void in our area of Oregon and change the way pediatric dentistry is done. With personal investment, a lot of sweat equity, and more great doctors coming on board, we are growing to five clinics and 8 doctors within 3 years. We are a group of entrepreneurial-minded doctors that don't believe the current corporate takeover trend is good for us or our patients. We are looking for more pediatric dentists to be a force for good in the Pacific Northwest. If that's you, keep reading. Acorn Dentistry for Kids is leading the way in creating the ultimate patient and family experience for ALL families in the community. Most dentists around here - including pediatric dentists - got into school claiming they want to help the underserved, yet close their doors to those most in need of their help and compassion once they get into practice. We

choose to take care of every child in our community regardless of which insurance they have (or lack thereof). We also do not segregate private and Medicaid insured kids on our schedule. We stand for equal access and quality treatment for all kids. We also have zero tolerance for poor treatment of employees that help us serve our community. We pay them well, provide benefits and do not see them as disposable like many offices do. We spend a lot of time and resources on developing our team, starting with a full two weeks of culture and communication training upon hire. Together we have developed our core values that provide the framework for the Acorn Culture: 1. We Are One; 2. Lead With Compassion; 3. Be Emotionally Proactive; 4. Be Yourself and Let Your Passion Shine; 5. Seek Personal Connection with Patients and Each Other; 6. Be a Little Acorny; 7. Be a Lifetime Learner; 8. Innovate and Embrace Change; 9. Be Humble; 10. Be Grateful. We train as a team each month on these values, and performance reviews use our values as the framework for our discussions and decision making. These are led by the doctor, NOT an office manager. We also have no lead dental assistants and no office managers. Instead, we have created a leadership structure where anyone who chooses to put in the work and qualify for it gets to be in the leadership group, creating accountability for each individual as well as the team. No one wakes up in the morning and says, "I can't wait to be managed today." But we do wake up and say, "I want a good leader" and "I can't wait to be a leader." That is the environment we are creating. If you seek to be a leader for good in every aspect of your life, this is the opportunity you have been looking for. Come join an incredible group of doctors and team members that love and support each other and our patients each and every day, as we continue to grow and serve. Mentorship by more experienced doctors is

built-in, but is also great for an experienced provider to jump right in and add to the momentum we now have. We all help each other be the best doctors and leaders we can be. We offer equal equity ownership after only one year. Guaranteed \$250,000+ during first year associateship (all associates currently earning more than that), plus all professional fees and CE covered, with medical/dental/vision plan in place. Oh, and by the way, you also get to live in the pristine Pacific Northwest where all sorts of outdoor adventures await. The Pacific Ocean, snow sports, water sports, hiking, biking, farm tours, city life and quaint small towns are all at your fingertips. The foodie culture's not too bad either :) Come discover why Oregon is such a desirable place to live. Please contact timrichardsondds@gmail.com to find out more about this incredible opportunity. We look forward to sharing it with you. Must be entrepreneurial minded and want to be a team leader.

PENNSYLVANIA—EASTON. Children's Dental Health is currently seeking a full-time Pediatric Dentist for our pediatric practice in Easton, Pennsylvania. The Lehigh Valley region of Pennsylvania is uniquely situated within the Northeast Corridor and is located within two hours of New York City, the Pocono Mountains region, Philadelphia, and the Hudson Valley/Catskills region. Children's Dental Health is proud to be the leading provider of pediatric dental health services in the region. With over 30 practice locations throughout Pennsylvania, New Jersey, and Delaware, our mission is to provide the finest and most appropriate dental care to all children we serve, while partnering with parents and families to educate and facilitate a lifetime of excellent oral health. We are proud of our unique characteristics that make Children's Dental Health a great career opportunity for pediatric dentists. Some ways that we are different

include: **Surgery Center Ownership** - We are unique in our ownership of Children's Dental Surgery; a collection of four AAHC-accredited ambulatory surgery centers where our pediatric dentists perform dental procedures on patients under general anesthesia in a safe, state-of-the-art environment. **Family-Friendly** - Over 80% of our colleagues and more than half of our senior leadership team is female, ensuring focus and attention to the needs of women and families. **Diversity and Inclusion** - As the largest pediatric dental provider in Pennsylvania, we serve a diverse patient population, including special needs patients. Additionally, we accept a variety of insurances, and are one of the few providers who will accept Medicaid plans in the state. This enables us to make a greater impact with children who need it most. **Work-Life Balance** - Starting your own dental practice is not easy and takes time. At Children's Dental Health, our business and support teams will take care of practice management and administrative functions, offering you time to focus on practicing dentistry, without the added pressure of managing a business after patient appointments. With us, you can enjoy a healthy career without limiting the amount of time doing what you love. This opportunity is open to both experienced dentists, as well as recent graduates of pediatric residency programs. Our competitive compensation and benefits package is among the best in our industry, and we are proud to offer a program that is focused on long-term personal and professional growth with our organization. **Compensation:** Our compensation plan is highly competitive and designed to provide CDH dentists with a solid baseline salary, with the opportunity to earn an even higher income through a competitive share of collections. We do offer sign-on and relocation packages as well, in addition to annual service bonuses for certain locations. Benefits include medical/dental/vision coverage, HC FSA/



How Would You Like To Have The Best, The Happiest, And The Most Competent Pediatric Dental Assistants **Who Actually Make You Money?**

The Pediatric Dental Assistants Association is proud to accept memberships from qualifying pediatric dental offices. Take a look at everything that is included in your exclusive membership:

- The Annual PDAA Conference* - an excellent place to keep your PDAs connected and excited to be part of bigger community of high-performing PDAs.
 - Pediatric dental assistant video training modules in key practice areas with optional Q&A assessments.
 - Email support from Dr. Haugseth personally.
 - 24/7 access to videos and training modules to allow learning during downtime at the office, at the house, or even from a tablet.
 - Opportunity to request new training modules to be developed.
 - A bi-monthly newsletter filled with fun, helpful news and information.
- ...and so much more!*

As a PDAA member, your practice receives terrific benefits. Your dental assistants gain valuable knowledge and training. Their increased abilities help grow and develop your practice. And overall communication and patient care are greatly improved. Learning new skills and sharpening the skills of your existing assistants is the key to keeping your practice happy, productive, and profitable.

*additional fee

Maximize your PDA's value to your practice!

Call (770) 823-3534 or visit www.thepdaa.org to join today!

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PDAA
PEDIATRIC DENTAL ASSISTANTS ASSOCIATION

DC FSA plans, company-paid life insurance and AD&D, company-paid short-term and long-term disability insurance, company-paid liability insurance, and a 401(k) Retirement Savings Program with generous company match. We also offer an annual stipend for continuing education, professional dues, etc, and will reimburse all costs of obtaining licensure in Pennsylvania. Patient care is of the utmost priority at Children's Dental Health, and our philosophy is to allow our talented providers to do what they do best, while providing all of the support and resources you will need to be successful. If you would like to speak directly to our Talent Acquisition Manager, please call Matt Shaffer at (484) 787-2923! D.D.S. or D.M.D. accredited by the Commission on Dental Accreditation. Certificate in Pediatric Dentistry. Ability to obtain license to practice dentistry in Pennsylvania. Ability to obtain PA anesthesia restricted 2 license (to be able to administer nitrous oxide) Other certifications as required by state to include: DEA, CPR, PALS. No sanctions for Medicare, Medicaid, or any licensing board.

PENNSYLVANIA—LEWISBURG. Come be a part of our newly constructed office, Pediatric Dentistry of Lewisburg <https://www.teetharecool.com>, conserving the warm and welcoming community of Lewisburg, Pennsylvania <https://lewisburgpa.com>. FULL or PART TIME. \$20,000 signing bonus Salary based on percentage of net collections of fee for service and select PPO insurances. Health care benefits, retirement plan, and malpractice coverage offered. Path to partnership Treatment modalities: N2O, conscious sedation, and in-office general anesthesia with our Pediatric Dental Anesthesiologist. Private practice with over 15 years experience. Work-Life Balance supported by Practice Manager Interested or have a question? Contact Genna Neidig, Practice Manager Text: (570) 847.9947. phone: 570.522.7070. Email: genna@teetharecool.com.

PENNSYLVANIA—PITTSBURGH. Looking for a motivated, energetic individual to join our well-established private practice in a fast-growing suburb of Pittsburgh. We've recently moved into our new practice-owned building, and offer a competitive salary and benefits package. Buy-in potential, practice growth, and the ability to share ideas with other board-certified pediatric dentists make this a wonderful opportunity. Come join us! Send resume to twjrdmd@aol.com.

SOUTH CAROLINA—CHARLESTON. Coastal Kids Dental and Braces is looking for amazing pediatric dentists to work in our state of the art practices in Charleston, South Carolina. Specifically, we are looking for doctors who share our values and are as passionate about helping children achieve a lifetime of great oral health as we are! Come join our supported dental offices, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, and mentorship while you build the practice of your dreams. The practice is doctor owned, doctor run and believes in advocating for patients while elevating the quality of care for kids by specializing in specialists. If you want to change lives, keep reading! Our ROCK STAR candidate has the following: Experience in pediatrics and LOVES working with children. Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./ D.M.D. from an accredited university Completion of residency from an accredited pediatric residency program. Active Dental Board License. Current residents are encouraged to apply. Sign on bonuses offered! To reach us directly, please contact

Dr. Isabel Driggers: isabel@coastalkidsdental.com. Coastal Kidsoffers doctors 401(k), medical, dental, and vision benefits, short and long term disability, PTO + paid holidays, state of the art facilities, equity opportunities, a deferred compensation plan, life insurance, malpractice insurance, etc. D4C Dental Brands, together with its affiliated practices, is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran.

SOUTH CAROLINA—COLUMBIA. Wild Smiles is looking for an amazing pediatric dentist to work in our state of the art pediatric dental practices in Columbia, South Carolina. Specifically, we are looking for doctors who share our values and are as passionate about helping children achieve a lifetime of great oral health as we are! Come join our supported dental offices, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, and mentorship while you build the practice of your dreams. The practice is doctor owned, doctor run and believes in advocating for patients while elevating the quality of care for kids by specializing in specialists. If you want to change lives, keep reading! Our ROCK STAR candidate has the following: Experience in pediatrics and LOVES working with children Positive attitude with a great personality; excellent chairside manner and communication skills D.D.S./ D.M.D. from an accredited university Completion of residency from an accredited pediatric residency program Active Dental Board License Current residents are encouraged to apply. Sign on bonuses offered! To contact us directly, please reach out to Alycia Tooill: alycia.tooill@d4c.com. Wild Smiles offers doctors 401(k), medical, dental, and vision benefits, short and long term disability, PTO + paid holidays, state of the art facilities, equity opportunities, a deferred compensation plan, life insurance, malpractice insurance, etc. D4C Dental Brands, together with its affiliated practices, is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran.

SOUTH CAROLINA—CONWAY. Excellent opportunity for a pediatric dentist to join a well established pediatric dental office in the Myrtle Beach/ Conway, SC area. This pediatric dental office has all the latest technology. This is not a corporation so there will not be anybody looking over your shoulder. There is very little competition in the area so this is an excellent opportunity for a prosperous future. Full time position (4- 5 days a week). Guaranteed annual salary plus a percentage of collections. Health insurance. Retirement. Malpractice. 2 weeks paid vacation. CE Stipend. Executive benefits. Plus more. The Myrtle Beach/ Conway location is a growing area that has great weather that allows for outdoor activities year round. It is located near the Waccamaw River. It is a very welcoming community that has a low cost of living, affordable housing and great schools and colleges nearby. There is so much to do for the entire family in Myrtle Beach and the Grand Strand. Pediatric Dentist. For more information please contact ellis3dmd@gmail.com.

SOUTH CAROLINA—GREENVILLE. Ashby Park Pediatric Dentistry, in Greenville, South Carolina, is looking for an amazing pediatric dentist to work in our state of the art practices. Specifically, we are looking for doctors who share our values and are as passionate about helping children achieve a lifetime of great oral health as we are! Come join our supported dental offices, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, and mentorship while you build the practice of your dreams. The practice is doctor owned, doctor run and believes in advocating for patients while elevating the quality of care for kids by specializing in specialists. If you want to change lives, keep reading! Our ROCK STAR candidate has the following: Experience in pediatrics and LOVES working with children. Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./ D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program Active Dental Board License Current residents are encouraged to apply. Sign on bonuses offered! To contact us directly, please reach out to Dr. Rebecca Ward: DrRebecca.Ward@d4c.com. Ashby Park offers doctors 401(k), medical, dental, and vision benefits, short and long term disability, PTO + paid holidays, state of the art facilities, equity opportunities, a deferred compensation plan, life insurance, malpractice insurance, etc. D4C Dental Brands, together with its affiliated practices, is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran.

SOUTH DAKOTA—RAPID CITY. Pediatric Dentist: Are you looking for a career opportunity with a Pediatric Dentist owned, state of the art facility? Black Hills Pediatric Dentistry was established over 34 years ago and is located in Rapid City, South Dakota. Our campus includes a Pediatric Clinic, an Adolescent Clinic, and a Surgical Center dedicated to providing comprehensive dental treatment under general anesthesia. Enjoy the dental career you love, coupled with the endless outdoor attractions of the Black Hills. We offer an excellent work-life balance with a 4-day work week, summer hours, and an optional ownership path for the right candidate. Loan reimbursement, sign-on bonus, and starting salary of 250K or 35% adjusted production whichever is greater. Current associates make between 275K-450K. For more information, please send your C.V. to pamm@bhpdsc.com or call 605-341-3068.

TENNESSEE—CHATTANOOGA. If you're looking to make your professional mark on a community and help continue to lead a well established and successful dental practice, this is your chance. Build valuable relationships with your patients and be involved with the greater community of Chattanooga, TN while providing top-notch dental care. Our talented and dedicated support team will work alongside you to help ensure your success. You'll enjoy the following: Base salary with performance incentives to earn more. Sign-on bonus of \$20,000 Student Loan Repayment Package up to \$50K Relocation package Full time benefits include yearly CE allowance, paid professional liability, 401K with company match and group health/wellness plans. Practice 5 days per week with family friendly days/hours. Full service center to support you in your mission for

providing great care: Marketing, Revenue Cycle, IT, Human Resources, Accounting, Call Center and Leadership Teams. Job Link: <http://puredentalbrands.com/careers/?gk=job&gnc=8a78879e6c507356016c937b7a901508&gns=Company+Website>. Equal Opportunity Employer/Drug Free Workplace. www.puredentalbrands.com #WeHaveWhatMakesYouSmile #LoveWhereYouWork Candidates must be licensed to practice in the State of Tennessee with no board reprimands or issues. Current Tennessee Medicaid number preferred.

TENNESSEE—NASHVILLE. My Kid's Dentist has an excellent opportunity for a pediatric dentist to work in Smyrna, Tennessee. As a pediatric dentist practicing at My Kid's Dentist you'll have the opportunity to focus 100% of your time on pediatric dentistry and patient care; likely the reasons you chose pediatric dentistry as a profession rather than dealing with the practice management side of things. My Kid's Dentist only partners with residency trained pediatric dentists in an environment where you have complete clinical autonomy in how you choose to treat your patients. Pediatric dentists are supported with trained assistants along with industry-leading tools, technology and safety equipment. Compensation includes a guaranteed daily draw or a percent of adjusted production along with comprehensive benefits. My Kid's Dentist also has equity opportunities for pediatric dentists who are interested in a path to ownership. If patient care and the relationships you create is your passion, then practicing at My Kid's Dentist is likely just the place for you! Contact Ed at 949-842-7936 or e-mail looname@pacden.com. Dental degree from an accredited University and an active State Dental Board license. D.D.S./ D.M.D.. Oral Sedation license required.

TEXAS—AUSTIN. We are a Pediatric Dental Practice, located in and around the Austin area with multiple locations to fit the needs of our diverse population. Our commitment is to provide the highest quality comprehensive dental and orthodontic care to the children and teens of the Austin community in a compassionate and caring environment. We truly believe that each patient is unique. We take the time to develop the perfect treatment plan for each child that sits in our chair, treating everyone on a case-by-case basis. Austin is consistently rated one of the best cities to live in and for good reason. It is a hub for live music, the food is amazing, and there are more outdoor activities than you could ever get to. One of the keys to long term happiness and success is the ability to work and live in a city you love. We know you will love your time in Austin! We offer a comprehensive compensation package: • Full Medical Benefits • Company Paid Life Insurance • Company Paid Long Term Disability Insurance • 401K with up to 3.5% company matching. New grads welcome to apply. TX License. Contact Joinourpractice2010@gmail.com for more information.

TEXAS—BELTON. We are a clinician owned group that consists of board certified Pediatric Dentists, Orthodontists and Oral Surgeons with an Associate Pediatric Dentist opportunity available in the Killen-Temple-Fort Hood Metropolitan Statistical Area. This is a growing community with opportunities to settle down outside of the fast paced urban lifestyle while still being only an hour away from all that the Austin area offers. Copperas Cove is known as the Five Hills area due to its beautiful creeks and valleys and the Belton area has a wonderful school district that received the Texas Education Agency's highest accountability rating (met standard) based on student performance on the State of Texas

Assessment of Academic Readiness. Please email your C.V. to joinourpractice2010@gmail.com. TX License.

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, 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: chartless system, electronic charting, built-in nitrous oxide system and in-office monitored sedation along with IV sedation. Please contact Bradley Harris, D.M.D. at cpdpuffin@gmail.com.

TEXAS—LAREDO. We are looking for a Pediatric Dentist (part-time or full-time) for growing practice in Laredo, TX (2.5 hrs south of San Antonio). The work days would be 4 Days per week or more if you like. Able to start immediately after insurance credentialing. Full Time Benefits available such as Paid Time Off, Holiday pay, CE allowance, License reimbursements and more. Pay is percentage of collections or daily rate (whichever is higher). We are a fun, private practice pediatric dental group looking for the right Associate. Our team is experienced and knowledgeable with pediatric dentistry. We offer sedation in-office and hospital outpatient time for those in need. New Grads welcome to apply. For more information please email Dr. Joanna Ayala at pdedodocjobs@gmail.com or call (210) 632-4560.

TEXAS—ROCKWALL. Amazing pediatric dental associate opportunity. Are you hardworking, honest and eager to grow personally and professionally? Are you giving, kind, and caring? Are you a team player and wish to contribute to a thriving team? Then, we want you! We have the best opportunity at the premier pediatric dental practice in beautiful Rockwall County, TX. We are seeking a top notch professional who possesses high personal standards, strong work ethic and morals, excellent technical and communication skill. Our current group is highly skilled, kind, and have a great name in our community. Needing part-time help on Monday, Wednesdays and Fridays if possible. Preferably has at least 1 year experience. If you are ready to take the next step in your career, please email your C.V. to Chouatwork@yahoo.com.

TEXAS—SAN ANTONIO. We are looking for a Pediatric Dentist (part-time or full-time) for growing practices in San Antonio, TX. The work days would be 3 to 4 Days per week. Able to start immediately after insurance credentialing. Full Time Benefits available such as Paid Time Off, Holiday pay, CE allowance, License reimbursements and more. Pay is percentage of collections or daily rate (whichever is higher). We are a fun, private practice pediatric dental group looking for the right Associate. Our team is experienced and knowledgeable with pediatric dentistry. For more information please email Dr. Ayala at pdedodocjobs@gmail.com or call 210-632-4560.

TEXAS—TYLER. Dentistry for Children is a privately owned pediatric dental practice with 3 locations in the beautiful East Texas area. Dr. Culberson R. Boren has provided quality dental care with a personal touch to children for more than 35 years and is currently looking for a Pediatric Dentist and General Dentist to join our team!. Associateship, ownership and partnership opportunities available. Our services include comprehensive preventive

and restorative dentistry, in-office and hospital sedation, and some interceptive orthodontics in Tyler, Jacksonville and Longview, Texas. Whether you are a new graduate, or an experienced provider, we are confident you will find our practice both professionally and financially rewarding. Our dental offices offer a wonderful opportunity with limitless potential for growth, and a large established patient base. Visit us on facebook: Dr Boren/Dentistry For Children/Culberson R. Boren, D.D.S. & Associates! Visit us online: www.TylerKidsTeeth.com. For more information or to express interest, please contact Tonya Kennedy, Operations Manager. Phone: (903) 581-2198 Email: tdavis@tylerkidsteeth.com.

WASHINGTON—MARYSVILLE. Full time position (or two part time positions) available in February. Limited part timework available immediately if needed. Practice in a modern office. Practice as conservatively as possible to help the community. Experience welcome, mentorship available. If moving from out of state, will reimburse packing/moving fees. Enjoy the beautiful Pacific Northwest, full of tech, and close to the outdoors. Gain mentorship in SMART technique as a tool to help avoid sedations. Pediatric Dentistry Certificate. For more information please contact drlucas@kidsdentist.com.

WISCONSIN—KENOSHA. Consider joining Wisconsin's largest family-owned dental organization as a Pediatric provider and become the newest member of the Dental Associates' family! Over the past 45 years, we have grown from a one-chair-clinic to offering dental care across Wisconsin with 14 clinics providing general and specialty dentistry. Joining our team means that you will have the unique opportunity to run your practice within a practice. Devote your time and energy to providing excellent oral health care, and building high-quality relationships instead of focusing on the business side of running a practice. Collaboration and mentorship set us apart, with access to our exclusive in-house network of doctors, specialists, and support staff, push your practice to the next level. We offer the total compensation package with a salary guarantee and a robust patient base, leading to full schedules and higher earning potential through our Doctor Incentive Program. You can also enjoy full benefits, such as vacation, 401k, relocation allowances, continuing education, and potential for bonuses. At Dental Associates, you are a leader, you can direct your team, schedule and treatment plans and focus on providing excellent care. Because we want you to focus on dentistry, we provide robust internal support: IT, marketing, staffing, scheduling, accounting, compliance, continuing education, patient financial services, reputation management and more. If you're interested in learning more about our team, visit www.dentalassociates.com/careers to see our current openings. Kelly Doheny at (414) 778.5214 or kdoheny@dentalassociates.com. Graduated with a D.M.D. or D.D.S. from an accredited university. Board certified by the American Academy of Pediatric Dentists, or eligible for certification. Licensed in the state of Wisconsin, or eligible to be licensed in the state of Wisconsin. Have completed a pediatric dentistry residency. Upholds a positive and charismatic chairside manner. Maintains a strong dedication and commitment to quality patient care. Strongly values continuing education and personal development.

WISCONSIN—MARSHFIELD. Excellent opportunity for a pediatric dentist to join our well established multi-specialty group practice in central

Wisconsin. We are looking for a pediatric dentist to assume a very active patient load. We offer a new associate an outstanding wage and benefit package with the potential of ownership. This is an excellent opportunity to step into an active practice and become an equal partner in a large group practice. If you are interested, please send C.V. to Dental Clinic of Marshfield, P.O. Box 929, Marshfield, WI 54449, Attn: Mr. Neil Armitage or call (715) 387-1702 or email neil.armitage@dentalclinicofmarshfield.com for additional information.

INTERNATIONAL

ALBERTA—CALGARY. Are you positive, passionate, enthusiastic and motivated? We are looking for a new graduate or experienced Pediatric Dentist who is committed to outstanding patient care to join our vibrant, growing family! We are a well-established practice in majestic Calgary, Canada. We offer the unique opportunity to care for patients in our two beautiful locations, as well as our own private surgical facility, staffed with Pediatric Anesthesiologists. Hours, days of work and buy-in are open for discussion. OR 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 kidsmiles2020@gmail.com. Generous remuneration, a monthly minimum and signing bonus/moving expenses offered.

ONTARIO—MILTON. Little Bird Pediatric Dentistry located in Milton, Ontario, Canada (40 minutes west of Toronto), designed, owned and operated by Dr. Alison Sigal; Is focused on optimizing the growth, development and function of our children from birth onwards, and caring for persons of all ages with special needs. Our provision of airway centric pediatric health care, we are focused on every patient's breathing, sleeping, nursing/feeding, dental and overall health. Having created comprehensive age-specific assessments and treatment protocols from newborns onwards, (Orofacial Myofunctional Therapy programs/appliances, tongue and/or lip tie frenotomies, Buteyko breathing, etc.), we have seen remarkable changes. From habitual mouth breathing, disrupted sleep, behavioural issues, regular sickness, food aversions - to sleeping through the night, no longer snoring, happier, able to nurse/eat and enjoy foods. The clinic, opened in Sept 2017 is non-traditional, encompassing sensory integrated elements and nature throughout. With rooms that lend to all abilities or needs (rebounding therapy, calming water or dim lit spaces, including a Snoezelen; treatment room, etc.). We have a large pediatric population and persons with special needs of all-ages patient base; with a preventive care focus. Pharmacological intervention is of last resort; When appropriate, we have a medical team that provides general anesthesia in office. Research, anatomy and physiology are integral to our care; inspiring the custom software at Little Bird to capture and create an anonymous database, that can be assessed, evaluated and shared.

Real time research allowing us to constantly provide (and teach) the highest standard of health care. We are looking for an empathic and enthusiastic pediatric dentist to join our Little Bird family and practice! Hours, days of work and vacation are open for discussion. You will have firsthand mentorship and training from Dr. Sigal and staff on all aspects of our care to ensure your utmost confidence in its provision. If interested in learning more about this position or to apply - please email your cover letter and resume/ C.V. to walison@littlebirddental.com or phone Dr. Sigal at (905) 876-2473. Requirements: Licensed Dentist (Canada) - D.D.S./ D.M.D. Pediatric Dentistry Specialty Active License (Canada) (Final year residents and New grads welcome to apply!)

FACULTY POSITIONS AVAILABLE

SOUTH CAROLINA—CHARLESTON. Pediatric Dentistry; The Medical University of South Carolina, James B. Edwards College of Dental Medicine, is seeking applications for the position of Chair of the Department of Pediatric Dentistry, a full-time tenure-track faculty position. Located in the historical peninsula of Charleston, SC, the Medical University of South Carolina is the State's only comprehensive academic health science center. The primary responsibilities include leadership of the pre-doctoral training program and the certificate-granting residency program in Pediatric Dentistry; participation in advanced pediatric dentistry clinical and didactic training; and promoting and participating in scholarly activities. Outstanding opportunities exist for teaching and curriculum development and participation in an active intramural faculty practice. The Medical University of South Carolina (MUSC) has six health science colleges on its campus. MUSC provides the optimal environment for the James B. Edwards College of Dental Medicine to meet its tripartite mission of education, research and service. The James B. Edwards College of Dental Medicine is the only public dental school in South Carolina and it educates more than 60% of the state's dentists. The pediatric dentistry residency program is CODA approved for 6 residents. The JBE College of Dental Medicine is comprised of six departments that support seven specialty residency training programs accredited by CODA. The college also benefits from a T32 award from the National Institutes of Health. The candidate should demonstrate: Leadership in pediatric dentistry as demonstrated by outstanding clinical reputation, participation in a successful academic program, and mentoring students and residents; Expertise in leading growth and change efforts in the development of new clinical, educational or scientific programs; Ability to anticipate and respond to challenges and opportunities; Capability of managing a complex

organization, including clinical, educational and academic missions with success levels determined by accepted outcome measures; Focus on a team-oriented, collegial and collaborative leadership style with extensive performance management experience; Appreciation for the importance of compliance, fiscal management with institutional and external regulatory protocols. The Medical University of South Carolina is an Equal Opportunity/Affirmative Action employer. Please submit a letter of interest including statement of career goals and curriculum vitae to: Dr. Martin Steed, Chair of the Search Committee, Medical University of South Carolina, 173 Ashley Avenue, BSB 453, MSC507, Charleston, South Carolina 29425. Candidates must possess a D.D.S. or D.M.D. degree or international equivalent and a certificate from a CODA-accredited graduate pediatric dentistry program. Candidates must possess the qualification required to obtain a South Carolina dental license and an appointment to the medical staff of MUSC. A tenured appointment in the College of Dental Medicine requires candidates to have a record of research, scholarly works and teaching excellence. Board certification by the American Board of Pediatric Dentistry is required. Preference will be given to those with significant clinical and administrative experience in dental education. Academic rank and salary will be based on the candidate's qualifications and commensurate with level of experience. Review of candidates will begin immediately and applications will be accepted until the position is filled.

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NEW JERSEY—MARLTON. Highly profitable four (4) operatory pediatric practice. Strong referral base and excellent reputation. Overhead <40% with incredible cash flow! Extremely productive hygiene department, digital, and great community. A must-see! Real Estate is also available. For details contact Henry Schein Professional Practice Transition Sales Consultant Denise Bouwhuis, 734-765-7080, denise.bouwhuis@henryschein.com.

MICHIGAN—METRO DETROIT AREA. Pediatric practice equipped with 12 treatment rooms in a desirable location one hour northeast of metro Detroit. Gross Rev \$1M+. Digital using Dentrax software. Strong hygiene program. Real estate available. For more details contact Henry Schein Professional Practice Transition Sales Consultant Sara Marterella, 734-765-0770, sara.marterella@henryschein.com.

VERMONT—RUTLAND COUNTY. Rutland County, VT- Pediatric Practice with \$750k in collections. For details contact Henry Schein Professional Practice Transition Sales Consultant Greg Whitmer, 857-278-3535, Greg.Whitmer@henryschein.com.



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ASK YOUR DENTIST ABOUT
SEALANTS



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What are sealants?
Sealants protect the grooved and pitted surfaces of the teeth, especially the chewing surfaces of back teeth where most cavities in children are found. Made of clear or colored plastic, sealants are applied to the teeth to help keep them cavity-free.

SEALANTS

How do sealants work?
Some of your child's teeth and their surfaces, especially the chewing surfaces, are naturally grooved and pitted. These grooves and pits are the perfect hiding places for bacteria and sugar. Sealants fill in these grooves and pits, creating a smooth surface that is resistant to decay. Sealants also help protect the teeth from staining and discoloration.

How long do sealants last?
Research shows that sealants can last for many years if properly cared for. However, your child will be provided the highest dental care possible. If your child has good oral hygiene and avoids biting hard objects, sealants will last longer. Your pediatric dentist will check the sealants during regular dental visits and recommend reapplication or repair when necessary.



Before sealant is applied.



After sealant is applied.

What is the treatment like?
The application of a sealant is quick and painless. It takes only one visit. The teeth to be sealed are first cleaned and dried. The sealant is then brushed onto the prepared teeth and allowed to harden or be cured with a special light. Your child will be able to eat, play and brush their teeth right after the appointment.

How much does it cost?
The sealant is very affordable, especially for one of the valuable dental services it offers your child. Financial assistance, payment over time, some co-pay, insurance, free care and specific health insurance plans may be available. Check with your health provider about your child's coverage and ask for your pediatric dentist about the exact cost of sealants for your child.

Which teeth should be sealed?
The general rule of sealants is to keep the permanent teeth that are most vulnerable to decay. In the permanent teeth, the most vulnerable are the molars and premolars. As the eruption of the permanent teeth is complete, your dentist will also likely discuss sealant coverage. Age, health, finances, and insurance will also affect the availability of sealants. Talk to your pediatric dentist, or call, child's dentist for help.

If my child has sealants, are brushing and flossing still important?
Brushing? Flossing? Sealants can only do so much. The job is to keep your child's teeth free from decay. Brushing, flossing, balanced nutrition, limited snacking, and regular dental visits are still essential to a healthy, healthy smile.

The American Academy of Pediatric Dentistry (AAPD)

The American Academy of Pediatric Dentistry (AAPD) is the national authority on children's oral health. As advocates for children's oral health, the AAPD promotes evidence-based practice and clinical guidelines, education and infection prevention, practice and guidelines, and other health care professionals who have research and provide a continuing practice-based education for pediatric dentists and general dentists who care for children. Founded in 1942, the AAPD is a non-profit professional membership association representing the specialty of pediatric dentistry. Its highly acclaimed primary care and comprehensive dental specialty treatments for children, children, adolescents and individuals with special health care needs. For further information, please visit the AAPD website at <http://www.aapd.org>.

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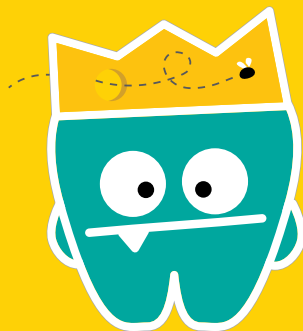
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