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*Pediatric*

DR. CHARLIE CZEREPAK  
DENTIST OF THE YEAR



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THE MAGAZINE OF THE AAPD

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# PRESIDENT'S MESSAGE

## THE SCIENCE OF PEDIATRIC DENTISTRY



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### **PRESIDENT**

Dr. Scott D. Smith

In my column in the Summer issue, I focused on the the “Art” of pediatric dentistry and the “right brain” side of the specialty. In this column, I want to celebrate the “left brain” side of pediatric dentistry.

As dentists and health care professionals, we are scientists at our core. Many of us excelled in high school to set ourselves up for success in college. Once in college, through hard work and excellence in a broad-based scientific curriculum that left us leaning to the left with our oversized scientific brains, we were rewarded with admittance to dental school. Here, the focus narrowed to human anatomy, microbiology, physiology, biochemistry, dental materials, and pharmacology, among many others, in support of the skills and techniques we use in dentistry. We should all be extremely proud of this accomplishment.

The most fortunate among us were rewarded with the opportunity to focus our scientific efforts and studies on the most rewarding part of dentistry – the pediatric specialty. It is here that we can seize the opportunity to apply our scientific knowledge to help children, our society’s most vulnerable population. But as scientists, we learned to

continually evaluate our understanding of the world and challenge our beliefs and limitations. This is as true for pediatric dentistry as it is for all medical specialties.

The mission of our American Academy of Pediatric Dentistry is to advance oral health for all children by delivering outstanding service that meets and exceeds the needs of our members, partners and stakeholders. One major component of that mission is to advance the scientific knowledge and foundation of pediatric dentistry. We do this with our robust continuing education programs offered throughout the year and culminated at our Annual Session. This represents only a small portion of our scientific offerings. The AAPD’s Council on Scientific Affairs, chaired by Dr. Jessica Webb, and Council on Clinical Affairs, chaired by Dr. Erica Caffrey, work tirelessly throughout the year to question, re-examine or affirm our scientific foundations. The result of the countless hours of work put into this process is the AAPD’s Reference Manual. The Manual is a resource that is unique to our specialty that we make publicly available to all partners serving children and their families.





*Pediatric Dentistry* and the *Journal of Dentistry for Children*, with Dr. Noel Childers acting as Editor-in-Chief of both, are available to each member of the Academy and are the premier sources for scientific research in pediatric oral health. The value of these resources to our members and the role they play in the advancement of our mission cannot be overstated. I contend that you can't read a single issue without becoming a better pediatric dentist by discovering something new or re-examining an existing belief that you have held tightly for years. This is just one of many areas where the AAPD exceeds the expectations of our members.

Another important scientific component of the AAPD is our Research and Policy Center (RPC) dedicated solely to pediatric oral health research. We are the only dental specialty with its own Research and Policy Center that is dedicated to improving our *patients'*

With all these scientific resources available to AAPD members, we are confronted with a unique challenge: an abundance of educational opportunities.

oral and overall health. Headed by Chief Policy Officer Dr. Paul Casamassimo and Director Dr. Chelsea Fosse, the team strives to identify the most effective mechanisms for improving the oral health and overall health of children, and then collaborates with other leaders in oral health and health policy to advance those policies and practices. The Evidence Based Dentistry Committee, chaired by Dr. Tim Wright, and the Safety & Quality Improvement Committee, chaired by Dr. Joe Castellano, are housed in the RPC. The RPC is always keeping an eye out for issues coming down the pike that could impact children and families, as well as pediatric dentists and their teams.

With all these scientific resources available to AAPD members, we are confronted with a unique challenge: an abundance of educational opportunities. Following completion of our residencies, when each of us sets

forth on our individual mission of enhancing pediatric oral health care and begin to develop and refine our unique "right-brain" artistic pediatric dentist skillset, we run the risk of stalling development of our scientific "left-brain." My challenge to you is to not only embrace your artistic self, but also to feed and nourish your scientific self actively exercising your scientific brain by committing to taking advantage of the AAPD's continuing education opportunities, read the *Journal of Pediatric Dentistry's* scientific articles, sign up for the RPC newsletter – the *RPC Rundown*, and utilize the Reference Manual of the AAPD to deepen your knowledge base and enhance the care you provide to your patients.

For our newest members, who have recently joined the Academy, it is crucial that they commit to keeping their intellectual momentum going. For those among us who have been at this for a while, now is the perfect time to map a plan to enhance your scientific foundation.

A solid scientific foundation will lead to an optimal career in pediatric dentistry and optimal oral health for your patients.



# A Galactic Gathering for Healthy Smile Heroes



On a starry summer night in Toronto, Healthy Smile Heroes assembled for the AAPD Foundation's Donor Appreciation Reception. The mission: to honor those who use their powers to provide dental care for underserved children. The spotlight shone on the **Beverly A. Largent Access to Care Innovator Award**, sponsored by Elevate Oral Care.

A guiding force in our organization, Dr. Largent took the stage and recalled a long time ago in a galaxy far away. What did she want for the Foundation? "Eradicate tooth decay in children," she scribbled on paper – the origin of our Access to Care Grants. Thus our alliance was born, armed not with lightsabers, but with determination and compassion for kids' health.

Dr. Largent reminded us that while heroes may change, the mission remains the same: to provide children with the dental care they need. She inspired us all to become agents of change in our galactic quest for healthy smiles.

The 2024 **Beverly A. Largent Access to Care Innovator Award** found its hero in **Dr. Nicole McGrath-Barnes**, Founder and CEO of KinderSmile Foundation. Dr. McGrath-Barnes's colleagues speak of her selflessness, infectious passion, continued vision and drive, and heart. Whether it's a child's life-saving dental treatment, providing care and education for families through KinderSmile Foundation, or advocating for systemic change on a state level, Dr. McGrath-Barnes leaves no stone unturned in her quest to ensure equitable access to care.

Dr. McGrath-Barnes dedicated her award to children facing oral health care inequities on a daily basis. She emphasized the importance of our support for public health dentistry. Access to dental care isn't just about smiles – it's about changing and saving lives. The AAPD Foundation is proud to support Dr. McGrath-Barnes.

As the night sky dimmed, we felt a renewed sense of purpose. The Force is strong with our Healthy Smile Heroes. We need your help to defeat the dark side of tooth decay.



Left to right: Dr. Beverly A. Largent, DMD; Dr. Nicole McGrath-Barnes, DDS, FADC; Dr. Michal Herman, DDS; and Mr. Kevin Thomas of Elevate Oral Care



**"Aside from providing access to care to children, people with developmental disabilities, perinatal mothers, adults, and seniors through KinderSmile Foundation's various programs, she has been a voice in the community, advocating for systemic change on a state level, to make oral health a priority."**

**Dr. Michal Herman,**  
COO of KinderSmile  
Foundation

**Will you join  
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to become a Healthy Smile Hero





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## Welcome New Members

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

## STAYING ENGAGED WITH THE AAPD MATTERS

As a current member of the American Academy of Pediatric Dentistry (AAPD), you are already part of a dynamic and influential community dedicated to the oral health of children. Your membership has connected you with cutting-edge education, a network of peers, and a platform for advocacy. However, the true value of your membership is fully realized when you stay engaged and actively contribute to the organization. Here's why maintaining your membership and getting more involved is crucial—not just for your own professional growth, but for the future of pediatric dentistry as a whole.

### 1. Continued Access to Premier Educational Resources

One of the most significant benefits of AAPD membership is access to unparalleled educational resources. As a member, you receive ongoing updates on the latest research, techniques, and technologies in pediatric dentistry. This continuous learning is essential in a field that evolves rapidly, ensuring that you stay at the forefront of best practices and innovations.

By renewing your membership, you retain access to these valuable resources, including the Journal of Pediatric Dentistry, webinars, and the Annual Session. These tools not only enhance your clinical skills but also keep you informed about emerging trends that can shape your practice and patient care.

### 2. Deepening Your Professional Network

The relationships you've built through the AAPD are one of the most rewarding aspects of membership. Staying engaged allows you to further develop these connections, opening doors to collaboration, mentorship, and support. Whether it's through local chapter meetings, the AAPD Annual Session, or online forums, your continued involvement keeps you in touch with a network of like-minded professionals who share your passion for pediatric dentistry.

These connections are invaluable when faced with complex cases or when seeking advice on expanding your practice. The shared experiences and collective wisdom of your peers can provide insights that help you navigate challenges and seize new opportunities.



### 3. Amplifying Your Voice in Advocacy Efforts

The AAPD is a powerful advocate for pediatric dentists and the children they serve. By remaining an active member, you strengthen the organization's ability to influence policies and legislation that impact the practice of pediatric dentistry. Your continued support ensures that the AAPD can effectively represent the interests of pediatric dentists on both national and global stages.

Moreover, by getting involved in advocacy efforts, you have the opportunity to shape the future of pediatric dental care. Whether it's participating in legislative campaigns, contributing to public awareness initiatives, or serving on an AAPD committee, your involvement amplifies the collective voice of the profession and drives positive change.

**4. Enhancing Your Professional Credibility**

Your membership in the AAPD is a testament to your commitment to excellence in pediatric dentistry. It signals to your patients, their families, and your peers that you are dedicated to maintaining the highest standards of care. By renewing your membership and remaining active in the organization, you continue to uphold this professional credibility, distinguishing yourself as a leader in the field.

Additionally, taking on leadership roles within the AAPD or pursuing further certifications offered by the organization can further enhance your reputation. These opportunities allow you to demonstrate your expertise and commitment to advancing pediatric dentistry, making you a go-to resource in your community and beyond.

As a current member of the AAPD, you are already benefiting from being part of an organization that is dedicated to excellence in pediatric dentistry. But, to truly unlock the full potential of your membership, it's important to stay engaged and actively participate in the organization. By renewing your membership and getting involved, you not only enhance your own professional growth but also contribute to the advancement of pediatric dentistry as a whole. The AAPD is a community built on collaboration, advocacy, and education—your continued involvement ensures that this community remains strong and vibrant for years to come. Take the next step today: renew your membership, explore volunteer opportunities, and be an active voice in shaping the future of pediatric dentistry.

**5. Contributing to the Growth of Pediatric Dentistry**



The AAPD thrives because of the active participation of its members. By getting involved—whether through volunteering, mentoring, or serving on committees—you contribute to the growth and development of the organization and the profession as a whole. Your unique perspectives and experiences can help shape the future of pediatric dentistry, ensuring that the AAPD continues to evolve and meet the needs of its members and the children they care for.

Moreover, involvement in the AAPD allows you to give back to the profession that has supported your career. By sharing your knowledge and expertise, you help foster the next generation of pediatric dentists, ensuring that they have the resources and support they need to succeed.

**6. Maximizing the Benefits of Your Membership**

The value of your AAPD membership goes beyond the resources and connections it provides—it's also about the impact you can make by getting involved. Whether you're interested in research, advocacy, education, or leadership, the AAPD offers numerous avenues for you to contribute and grow. By staying engaged, you maximize the benefits of your membership and ensure that you are making the most of what the AAPD has to offer.

# Get Involved

SHARE  

## Volunteer Opportunities

Become a member of an AAPD Council or Committee and make a difference in pediatric dentistry.

Learn More >

## Your PAC

Join our shared mission of improving children's oral health by getting involved with our Political Action Committee.

Learn More >

## AAPD Foundation

The AAPD Foundation is the charitable arm of the AAPD, dedicated to providing access to dental care for all children. Learn who we are and how your donation can make a difference.

Learn More >

# PEDIATRIC DENTAL RESIDENCY SURVIVAL GUIDE

By Dr. Victoria Chang, D.M.D.

Chief Resident at University of Illinois Chicago, Department of Pediatric Dentistry



As chief resident, part of my role is helping start residency for our new postgraduate year 1 (PGY-1) class of 10 residents. For many, starting residency involves adjusting to significant changes: a new institution, a different location, learning new dental software, or working with more pediatric patients, to name a few. Transition periods are exciting but can also be nerve-racking and overwhelming.

For my class, we also have to adapt to being second-year residents, with new responsibilities like serving as teaching assistants and attendings for predoctoral students and contributing to team-based care in our craniofacial clinic. Our thesis defense, board exams, job search, and post-program plans are now at the forefront of our minds. We still have questions but are also expected to have answers and provide guidance to our new colleagues.

I hope this article benefits all residents who find their way here, primarily those a few months into their residency, while also providing valuable reminders for those who have completed their first year or two. I'd like to share some suggestions that I believe promote happiness and success as a pediatric dental resident:

### **Embrace Being Uncomfortable**

High expectations come with the student and provider roles we hold. We must remember we are learners first while striving to deliver quality care. It's essential to prioritize mastering our knowledge and skills before focusing on speed and remember that growth and confidence come with time and practice. Be humble, patient, curious, seek feedback, and be accepting of constructive criticism.

### **Organization is Key**

Medical consults, preparing for general anesthesia cases—the paperwork piles up quickly. It's helpful to establish a system from the start to stay organized and on top of everything. I recommend reviewing your clinic schedule ahead of time and using a planner to visualize upcoming deadlines and commitments. This will aid in time management and finding balance in your busy schedule.

### **Have a Good Support System**

Connect with others and welcome the chance to make new friends. Surround yourself with people who promote your emotional well-being, provide encouragement and empathy, and genuinely support you. Keep in touch with family and friends, especially if you are long-distance. Getting to know your attendings and co-residents can

also provide mutual understanding, direction, enhanced camaraderie, knowledge exchange, and networking opportunities. Don't be afraid to ask for help.

### **Prioritize Self-care and Work-life Balance**

Pediatric dentistry, especially residency, can be demanding and draining. Remind yourself that you cannot pour from an empty cup—you must dedicate time to de-stress and do things you love. Creating time for yourself and making plans to look forward to can prevent burnout, improve your health, and help you approach work with renewed focus and energy. This can inspire others in healthcare to do the same, contribute to overall career satisfaction, and enhance your professional performance.

### **Practice Gratitude and Adopt a Positive Mindset**

A positive mindset builds resilience by fostering optimism, adaptability, and the ability to bounce back from setbacks. Be appreciative of the privilege of learning and becoming a pediatric dentist. This will help you find fulfillment, especially during challenging times. Remind yourself of the competitive match process and approach your role with gratitude. There may be things you dislike and cannot change, but you are always in control of your outlook.



### **Teamwork Will Take You Far**

Be thoughtful, communicative, and compassionate with everyone you work with and encounter. Effective teamwork and collaboration will distribute the workload, improve patient care, and develop your professionalism. Being part of a cohesive and supportive team promotes a positive work environment for everyone, leading to improved morale, culture, and camaraderie.

### **Residency is What You Make of It**

What you put into residency is what you'll get out of it. Soak up as much as you can, avoid cutting corners, and do your best each day. Give it your all, as this will be your career for many years to come. Be motivated to learn and excel for the sake of your patients.

Take advantage of the opportunity to learn from every full-time and part-time faculty member, as everyone has valuable teachings to offer.

### **Celebrate Achievements and Milestones**

My co-residents and I celebrate each other and make sure to recognize every semester we've completed. Booking a group dinner at a nice restaurant a few weeks before the semester's end is something everyone can look forward to. At our most recent halfway-through-residency dinner, we reflected on the peaks and valleys and shared our personal and professional goals for the upcoming year. Lastly, it's important to celebrate yourself and be proud of how far you've come.

I hope these tips remind you that we are all in this together. As we continue to advance in our careers, we will adapt to each additional year of practice and grow as both individuals and pediatric dental providers. Though this period of professional training is often intense, please remember what matters most and keep the big picture in mind. Before you know it, residency will be over, and you might even find yourself missing it. The days are long, but the weeks are truly short. You've got this!

## REELING IN LEADERSHIP

AAPD Executive Leaders HOOKED ON TEAMWORK,

**ON AND OFF THE WATER**



# TRANSFORMING PEDIATRIC DENTAL CARE WITH VIRTUAL REALITY AND AUGMENTED REALITY



Pediatric dentistry is entering a new era with the integration of Virtual Reality (VR) and Augmented Reality (AR) technologies. These tools are revolutionizing children's dental visits, making them more engaging, educational, and anxiety-free.

## Effective Distraction

Managing a child's anxiety during dental visits is a long-standing challenge. VR and AR provide immersive and interactive experiences that can significantly reduce a child's focus on the procedure. VR headsets transport children to exciting virtual environments, while AR overlays imaginative elements onto the dental office, transforming the experience. These engaging distractions make dental visits less intimidating and more enjoyable for young patients.

## Interactive Education

Beyond distraction, VR and AR serve as powerful educational tools. Pediatric dentists can use these technologies to teach children about oral health in ways that are both fun and memorable. For instance, VR can guide children through virtual brushing lessons, while AR displays 3D models of teeth to demonstrate the effects of cavities. These interactive lessons help children understand the importance of dental hygiene and encourage good habits at home.

## Creating Positive Experiences

The use of VR and AR in pediatric dentistry isn't just about technology—it's about creating lasting, positive impressions. By making dental visits fun and educational, these tools help children develop a positive attitude toward dental care, leading to better long-term oral health habits and a willingness to return for future visits.

## Looking Ahead

As VR and AR technologies advance, their potential in pediatric dentistry will continue to grow. Pediatric dental professionals are encouraged to explore these tools, enhancing patient care and making dental visits a positive experience for every child. By transforming the dental visit into an engaging and educational experience, VR and AR are paving the way for a future where children view dental health as an important and enjoyable part of their lives.



Get ready for an unforgettable experience at AAPD 2025! The AAPD invites you to join us in Denver for a weekend filled with spectacular education, thrilling events, and endless fun. Connect with colleagues, learn from top experts in pediatric dentistry, and enjoy all the excitement Denver has to offer. This is your chance to enhance your skills, build lasting memories, and have a fantastic time with your peers. Don't miss out on this extraordinary opportunity!

#### WEDNESDAY, MAY 21

Joint Academic Day

#### THURSDAY, MAY 22

Preconference Course

Early Career Dentist Happy Hour

#### FRIDAY, MAY 23

Keynote Address & Opening Ceremony

Scientific Program

Exhibit Hall

Sound Bites

Poster Research Competition

Welcome Reception

#### SATURDAY, MAY 24

Scientific Program

Exhibit Hall

Sound Bites

Poster Research Competition

Graduate Student Research Award  
(GSRA) Presentations

AAPD Foundation Donor Appreciation  
Reception

#### SUNDAY, MAY 25

General Assembly & Research Awards

Scientific Program

Exhibit Hall

Sound Bites

President's Farewell Dinner

## Registration & Housing

The meeting will take place at the Colorado Convention Center. Registration and Housing will open in December 2024. Complete meeting and hotel details will be posted on the AAPD 2025 website at <https://www.aapd.org/education/aapd-2025/>. A prominent email will be sent to all members announcing when registration opens as well as all hotels in the AAPD Official Room Block.

*Highland pedestrian bridge in Denver, Colo.*



Want to know more?

Visit the AAPD Annual Session  
website for details on:

Social Events

Registration Hours



# Celebrating Excellence

## DR. CHARLIE CZEREPAK NAMED 2024 PEDIATRIC DENTIST OF THE YEAR

by Caitlin Kepple, AAPD Marketing & Communications Manager

Each year, as part of our Annual Session celebration, AAPD honors members who have gone above and beyond the call of duty to positively impact the profession, their peers, and their patients. And no one has made an impact quite like the 2024 Pediatric Dentist of the Year, Dr. Charlie Czerepak.



Established in 1998, the annual Pediatric Dentist of the Year (PDOY) award honors an AAPD member who has made significant contributions to the dental profession and the specialty of pediatric dentistry through clinical practice, academics, or policy development over the prior year. Recipients will also have devoted extensive volunteer leadership service to the dental profession and the specialty.

AAPD was honored to celebrate Dr. Charlie Czerepak in 2024. Dr. Czerepak's journey to Pediatric Dentist of the Year was unique. After receiving his BS in Physics from Fairleigh Dickinson University in New Jersey and attending graduate school at New York University, Dr. Czerepak, or "Dr. Charlie" as he's known to colleagues and patients, realized that he wanted to help people more directly, so he changed paths and entered dental school.

"When you're with him, you feel like you're the most important person in the room," shares Paul Amundsen, Senior Vice President of the AAPD Foundation and Integrated Marketing.

Dr. Czerepak graduated from Fairleigh Dickinson University Dental School in June of 1977. In June of 1979, he completed his pediatric dentistry specialty training at the Children's Memorial Hospital and Northwestern University in Chicago, Ill. Upon graduation, he was asked to stay at the hospital as a full-time attending dentist where his primary responsibilities at the hospital were the education of the pediatric



dental residents and the supervision of the dental care for the children undergoing dental procedures under general anesthesia at the hospital.

Throughout his career, Dr. Czerepak has established a reputation as a tireless advocate for children's health, embodying a standard of care that is nothing short of exceptional. His dedication to pediatric dentistry extends beyond clinical practice. It permeates through his roles in education, practice administration, and leadership within professional organizations. His colleagues and patients alike regard him not only as a skilled practitioner but also as a compassionate mentor and leader. Being named the 2024 Pediatric Dentist of the Year is yet another testament to his enduring impact and the high regard in which he is held by his peers and the community he serves. "His passion for his work is what distinguishes him," says pediatric ophthalmologist Dr. Zibute Zaporackas.



He left his full-time position at the hospital to open Pine Dental Care, a community based private practice dedicated to the dental and oral health of children. Since leaving the hospital he has served as the president of the Medical/ Dental Staff at the former Children's Memorial Hospital (now Lurie Children's), interim head of the Division of Dentistry at CMH, and a trustee on the AAPD Board of Trustees. He is a tireless advocate for children's health and prides himself on the quality of the dentists he works with. A natural leader, Dr. Czerepak continues to be on staff as an attending and lecturer at the Ann and Robert H. Lurie Children's Hospital of Chicago, helping to train the next generation of pediatric dentists.

Dr. Czerepak's longtime practice partner Dr. Nancy Hijawi speaks glowingly of her colleague, describing him as, "one hundred percent uncompromising when it comes to the care of children."

To know Dr. Charlie is to love him. He loves his staff and patients as family. In his free time, Dr. Czerepak likes to travel and adores his role as a grandpa. "When you're with him, you feel like you're the most important person in the room," shares Paul Amundsen, Senior Vice President of the AAPD Foundation and Integrated Marketing. Dr. Czerepak is known for his unwavering commitment to mentoring the next generation of dentists and for his influential contributions to access to care in pediatric dental care.

"We bond over lots of things, but the most important is his life advice," shares orthodontist Dr. Paul Lazari. Dr. Czerepak is known to be "all in" in everything that he does and generous beyond compare, including of his time and expertise. "[He] is 'so generous with his time and his care,'" says pediatrician Dr. Jenny Hong.

His passion for his work is what distinguishes him as one of the best, and AAPD is honored to call him one of our own.

AAPD was proud to celebrate all our 2024 awardees in Toronto. For more information about this year's award recipients, visit the AAPD News Room at [www.aapd.org/about/about-aapd/news-room/latest-news/](http://www.aapd.org/about/about-aapd/news-room/latest-news/). Nominations for the 2025 awards open up this fall.

To know Dr. Charlie is to love him. He loves his staff and patients as family.

# *Pediatric* **DENTIST OF THE YEAR**

DR. CHARLIE CZEREPAK

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# RESEARCH AND POLICY CENTER



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## Psychological Safety in Pediatric Dentistry

By Clive Friedman, D.D.S., F.A.A.P.D.

Oft-hidden challenges to child cooperation, such as past psychological traumas, effects of early childhood deprivation, and undiagnosed behavioral conditions can frustrate practitioners, and aren't typically solicited on health histories. Dr. Friedman's perspective on less-considered factors affecting a child's in-office behavior is one of several addressing emerging and little known behavioral, physical, and pharmacologic aspects of pediatric dentistry.

The National Council for Mental Wellbeing found that at least 70 percent of people in the United States have experienced some type of traumatic event in their lifetimes.<sup>1</sup> A history of trauma changes the way a child experiences a dental visit and includes potential for re-traumatization. Relatively minor changes to a health care provider's physical, social, and emotional environment can reduce the likelihood of re-traumatization and improve a patient's feeling of safety.

Trauma can be defined as "any lasting emotional response that results from living through a distressing event."<sup>2</sup> In its original Greek, trauma means "wound." How one copes with woundedness will dictate ways of thinking and shape the experience of one's interactions within one's environment.<sup>3</sup> A traumatic event can harm a person's sense of safety, sense of self, and their ability to regulate emotions and navigate relationships. Long after the original "wound" occurs, people with trauma may feel shame, helplessness, powerlessness, and intense fear due to the imprint of the traumatic event that remains in the body.

According to the CDC<sup>4</sup>, some examples of traumatic events that could occur in the lives of children include:

- Parental separation
- Experiencing violence, abuse, or neglect
- Witnessing violence in the home or community
- Experiencing homelessness
- Experiencing discrimination
- Observing substance use



Little “t” traumas can occur as well through emotional withholding from a child or increased vocalization directed at a child. Pediatric dentists can look beyond the normal definition above. Seemingly benign activities – such as being reclined in a dental chair or the smell of a dental operatory – can reactivate that negative body memory. In instances where previous oral abuse has occurred, any touch in the oral region could be a trigger. These stimuli engage the sympathetic nervous system, initiating a flight or fight response. In that state of hyperarousal, panic, fear, anxiety, frustration, and anger can present. Physiological signs of hyperarousal might include an increase in blood pressure and heart rate and a reduction in ability to relate.

A “freeze response,” or hypoarousal, is also possible. This is when an individual appears to disengage from their physical body. It is as if the person has returned to the scene of the original trauma without knowing why.<sup>5</sup> A child in a freeze state may become dissociated, shut down, feel helpless, and even display an increased pain threshold. This is a difficult state to detect, as it may appear that the child is willingly cooperating. Physiological signs of hypoarousal include decreased heart rate, blood pressure, depth of breath, and lack of responsiveness to the human voice.

When a child is in the state of either hypo or hyperarousal – caused by the sympathetic nervous system – then the parasympathetic nervous system (**PNS**) needs to be activated to positively reengage that child. If not done, the child will not feel safe and traditional behavioral interventions are less likely to work. Physiological signs that the PNS is engaged include restoration of circulation, feelings of safety, curiosity, and calmness in connection, and reorientation to the present environment.

Reengaging the PNS can be accomplished in the moment by helping both parent and child adopt different modes of breathing. Encouraging them to slow down exhalation, for example, is easy and non-invasive. You might say: “Let’s see how long you can hold your breath. Let’s see if you can do it to the count of ten and then very slowly begin to let your breath out. If you need to make a noise while doing that – great! Let’s try that together.”

If you notice that your patient is not successfully shifting from a hypo/hyperaroused state, it will be time to stop treatment. Alternative treatment modes or settings like sedation or general anesthesia might be indicated for the long-term physical and psychological health of the child. The last thing we want to do as dentists is retraumatize a patient; it could have dire consequences on their ongoing dental care, oral health, and overall health.

Dentists – like all health care providers – have an obligation to be familiar with and recognize physiological signs of trauma and prevent re-traumatization.

Here are some tips on how your practice can create safe spaces for your patients:

1. Incorporate items like these into your intake or screening questionnaire:
  - What are you and your child expecting us to do at your appointment today and in the future?
  - Is there anything that makes the dental experience scary for your child?
  - Is there anything we can do to make your child feel more comfortable or safe?

Sympathetic Nervous System (SNS) activation		Parasympathetic Nervous System (PNS) activation
Hyperarousal	Hypoarousal	Relaxed
increased blood pressure	decreased heart rate	restoration of circulation
increased heart rate	decreased blood pressure	sense of safety
reduction in ability to relate	decreased depth of breath	reoriented to the environment calm
	lack of responsiveness to the human	

2. Inquire with parents at the beginning of an appointment how their child self-regulates when stressed.<sup>6</sup>
3. Consider how office smells might trigger a traumatic event. Perfumes, chemicals, and cleaning materials are all abundant in many offices, but the impact can be minimized with adapted cleaning practices and scent policies.
4. Try breathing exercises with your patients when you identify they could be in a state of stress-induced hypo- or hyperarousal.
5. Round out your referral network to include a child psychologist or psychiatrist so you are prepared when a child might need additional care that they are not already receiving, or to turn to for interprofessional guidance.

Pediatric dentists and their teams should be ready to identify, prevent, and manage psychological events experienced by their patients. A single technique or checklist will not necessarily make the dental environment a safe space. This work requires compassion, sensitivity, and perhaps even a shift in the team culture.

Visit the AAPD Safety Corner for more articles on contemporary safety issues in pediatric dentistry.

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## AAPD ANNOUNCES NEW PROMOTIONS

The American Academy of Pediatric Dentistry is pleased to announce several key promotions within its staff, effective July 1, 2024. These appointments underscore the organization's commitment to excellence and leadership within the field of pediatric dentistry.

**Paul Amundsen** has been promoted to Senior Vice President, Foundation and Integrated Marketing. With his extensive experience and innovative approach, Amundsen is poised to drive the Foundation's strategic initiatives and enhance its marketing efforts.

**Kristi Casale** steps into the role of Senior Vice President, Meetings and Continuing Education. Her leadership will be instrumental in shaping the AAPD's educational programs and events, ensuring they meet the highest standards of quality and relevance.

**Tim Huggenberger** has been elevated to Administrative Coordinator. In this capacity, Huggenberger will play a crucial role in streamlining administrative processes and supporting the organization's operational efficiency.

**Camryn Schreiner** has been promoted to Senior Web and Social Media Coordinator. Schreiner's expertise in digital communications will be key in advancing the AAPD's online presence and engagement.

**Adriana Loiaiza** has been promoted to Director, Publications. She ensures quality production of AAPD's two scholarly journals and the *Reference Manual*.

These promotions reflect the AAPD's dedication to fostering talent and advancing its mission to promote optimal oral health for children. Congratulations to all on their well-deserved advancements!



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

### CALL FOR NOMINATIONS: SECRETARY/TREASURER AND AT-LARGE TRUSTEE FOR ACADEMY YEAR 2025-2026

**Positions:** The AAPD Nominations Committee is now accepting submissions for the positions of **Secretary/Treasurer** and **At-Large International Membership Trustee**. These positions will commence in the Academy Year 2025-2026.

**Deadline:** Nominations must be received by the AAPD headquarters office no later than **Nov. 1, 2024**. This deadline is in accordance with the procedures outlined in the current AAPD Administrative Policy and Procedure Manual.\*

**Submission Requirements:** A nominee's submission must include the following:

1. A completed and signed Nomination form. This form is available on our website (<https://www.aapd.org/resources/member/governance/>) or by contacting Executive Assistant for Governance, Lisa Gunderson, at [lgunderson@aapd.org](mailto:lgunderson@aapd.org).
2. A one-page essay explaining their interest in serving in the specific office and summarizing their leadership skills;
3. A biography suitable for publishing in *Pediatric Dentistry Today*;
4. A photograph in electronic format suitable for publication in *Pediatric Dentistry Today*.
5. Three letters of recommendation from Active, Life, or Retired members of the Academy.

**Interview Process:** The Nominations Committee will meet on Dec. 7, 2024, in Chicago, Ill., to interview all nominees in person or via Zoom. All nominees must agree to participate in this interview process.

All nominees for the 2025-2026 Academy year will be published in the March or May 2025 issue of *Pediatric Dentistry Today* and voted on by the membership at the 2025 General Assembly.

For further information, please contact Chief Executive Officer John S. Rutkauskas at (312) 337-2169, ext. 28, or [jrutkauskas@aapd.org](mailto:jrutkauskas@aapd.org).

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



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# The AAPD Foundation

**Dr. Amr Moursi**

AAPD Past President



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

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



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



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

## Four Easy Ways to Pivot from Passive to Active Leadership

Leading a successful pediatric dental practice requires teamwork. Like every great team, there must be a captain, a leader, a person that steps up to ensure the team wins! For some, the idea of leading a team sounds exciting; however, the practice of becoming a great leader can feel quite intimidating for those who do not feel like a natural born leader.

Leadership, much like anything in life begins with a simple decision. A decision to be proactive instead of being passive. In the immortal words of Hall of Fame football coach Vince Lombardi, "Leaders aren't born; they are made. And they are made just like anything else, through hard work."

The genesis of outstanding leadership is found in a simple decision to actively lead a team instead of passively managing a group of individuals. Successful pediatric dental practice leaders decide to proactively lead in four cornerstone areas.

### DECISION 1: DECIDE TO SCHEDULE AND LEAD OUTSTANDING MEETINGS

If the morning huddle, team meeting, or department meeting is not outstanding, it is time to ask why. Why does the team seem bored? Why isn't anyone taking these meetings seriously? How can we get more engaged and more connected to the purpose of this meeting? Where is the energy and excitement? Helpful Practices:

- **Set a clear agenda:** A well-structured agenda outlining the meeting's topics and goals will help keep everyone on track and ensure all essential items are covered.
- **Encourage participation:** Encourage all team members to participate and share any thoughts and creative ideas. Reward participation in a fun or meaningful way to help each person know how valuable insights and ideas are to the team.

- **Follow up:** Follow up on action items and hold individuals accountable for assignments. This could be accomplished through follow-up emails, team reminders, or team check-ins.

Leaders looking forward to meetings and bringing positive energy and expectations is an excellent start towards having outstanding meetings.

### DECISION 2: DECIDE TO ACTIVELY INVEST TIME AND ENERGY IN KEY PLAYERS AND LEADERS

Like many families, top performers and dependable team members are often overlooked, and the focus is shifted to "problem children." Investing time with the team members who share the responsibility for the practice success is not always an obvious decision. So, decide today to Invest time in mentoring and connecting with these team members instead of waiting until there is a problem.

Helpful Practices:

- **Set clear goals:** Clearly outline the practice's objectives and what is expected from each team member. Communicate how goals align with the practice's mission. This adds meaning and significance to the tasks.
- **Provide regular feedback:** Feedback is crucial for growth and development. Feedback should be provided consistently to keep the team motivated and engaged. Feedback should recognize what is already being done well and what could be improved in the future.
- **Recognize success:** Celebrate team members' successes regularly, as this can go a long way in elevating team morale, not only for the person being recognized but for the rest of the team. When one person wins, the whole team wins.



### DECISION 3: DECIDE TO EMBRACE DIFFICULT CONVERSATIONS AND CONFLICT

Having challenging conversations with team members is common, but many leaders avoid these conversations whenever possible and hope that the issue magically improves in the future. A strategy that rarely if ever works. This passive leadership behavior can inhibit team growth and result in poor team performance. Conversations about poor performance, asking team members to change habits, or confronting difficult team politics can often be uncomfortable. This is why many leaders choose to ignore these issues.

Helpful Practices:

- **Prepare ahead:** Set time aside to prepare for the discussion. Determine the goals of the conversation, the specific problems that need to be discussed, and any potential solutions to offer. Preparation allows a leader to be clear and concise instead of “winging” this important interaction.
- **Schedule a time:** Scheduling time on the calendar to have a difficult conversation increases the odds that it will happen and not be procrastinated.
- **Start with positivity:** Begin the conversation with positive feedback before addressing the problematic behavior.
- **Address the problem not the person:** If there is an action or behavior that needs to be addressed, focus on the problem instead of the person. For example, instead of saying, “You always are late to the team huddle, and you need to be on time.” Consider saying, “Starting our huddle on time is important, but what is most important is us all feeling like a complete team. When someone is missing, the team is incomplete. We need you to be our best! What could support timely attendance to morning huddle?” The problem is that the team is not a team when all members are not present.

### DECISION 4: DECIDE TO COMMUNICATE MORE

It has been said that repetition is the mother of skill, and too often, important messages are communicated once and then filed away. As a leader, taking the responsibility to become a champion of the practice mission statement, to repeat priorities to the team, and to call out the practice core values will empower the team with the key messages of the practice. These messages cannot be over communicated.

Helpful Practices:

- **Keep communications clear and concise:** Be straightforward and clear when communicating information. This will help avoid confusion and inspire correct action.
- **Utilize various channels:** Deliver key messages using a variety of communication channels, such as email, team meetings, or even social media.
- **Reinforce frequently:** Repetition is the key to retention, and constantly reinforcing vital messages or goals is an excellent way to keep everyone on track. If the team has heard the practice mission statement once, it will not be retained. However, if every team meeting highlights someone who demonstrated a core piece of the vision and the mission statement is repeated daily, the odds that the team will not only know but live out the practice mission and vision increases significantly.

Passive leadership, while comfortable for the moment, will eventually give way to larger problems. When leaders abdicate the responsibility to lead, other less savory forces will direct the team. In the absence of good leadership, chaos will reign. Sometimes, several leaders must work together to take ownership of all four of these cornerstone decision areas. The wonderful thing about leadership is that it does not need to be a solo activity.

Making these four decisions—to have outstanding meetings, invest in key team members, have difficult conversations, and communicate more—sets practice leaders on the path of proactive leadership. This allows practice leaders to recognize issues before they become big problems.

Seth Godin said, "If you throw a bucket of water on a small campfire, you'll succeed in putting it out. If you pour a bucketful of sake into one of those little glasses, you'll waste most of it and ruin the table setting. If you try to use a bucket to refill a dried-out lake, not much will happen. Relativity is everywhere we look." What does this mean? It means paying attention to the team and what is needed. Often,

leaders feel pressured to bring a large bucket of resources and answers to a small sake glass problem, and they waste valuable energy. The same is true when a leader passively avoids addressing minor sake glass size problems, which can quickly turn into large bucket problems.

**Decide to be proactive. Decide to lead!**

"You cannot make progress  
without making decisions."

Jim Rohn

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

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# We Asked, You Spoke, We Listened!

To update and enhance ABPD continuing certification, the ABPD Board of Directors created a task force to review its Renewal of Certification Process. As a reference, the American Board of Medical Specialties (ABMS) recently adopted updated evidence-based continuing certification standards for all medical specialties. [1] These standards promote the continuing professional development of all physicians. The ABPD task force reviewed the new ABMS continuing certification standards, engaged two certification professionals, and conducted market research with ABPD's Diplomates to determine changes to its own program.

The task force developed a construct statement, which identifies the various components the program intends to measure. The new ABPD continuing certification construct statement is the following:

*Given advancing research, practice, and standards, the ABPD continuing certification process supports lifelong learning and assesses the Diplomate's habitual and thoughtful use of specialized knowledge and skills, clinical reasoning, communication, and professionalism for safe and effective practice to benefit the individuals, families, and communities served.*



The following goals of the program were also established:

- **Promote and enhance the value of continuing certification for Diplomates.**
- **Improve the specialized knowledge and skills, clinical reasoning, communication, and professionalism for safe and effective practice to benefit the individuals, families, and communities served.**
- **Promote lifelong learning, and the application and retention of knowledge in the clinical setting.**
- **Identify gaps in knowledge to support Diplomates in achieving continued competence and proficiency in pediatric dentistry to benefit the individuals, families, and communities served.**

ABPD engaged a market research firm to determine what Diplomates liked about the current process and what needed improvement. In this market research initiative, eight focus groups were created. Each group was divided by the number of years being board certified, and then segregated further into groups of Diplomates with and without hospital privileges.

The results of the market research were the following:

- **The overall perception of the ABPD was favorable.**
- **Being board certified signifies prestige, commitment, and quality.**
- **ABPD was regarded as the "gold standard" in pediatric dentistry.**
- **A key benefit to being board certified was personal achievement.**
- **The ABPD could do more to promote the value of being board certified to the public.**
- **Regarding the 10-year ROC examination, most saw value in the exam, while others felt it was just "checking a box" and did not promote learning.**
- **The Continuous Quality Improvement (CQI) modules were regarded favorably.**
- **Most enjoyed taking the CQIs, but stated some of them were not current.**
- **Participants would consider answering more questions yearly in lieu of a 10-year exam.**
- **Diplomates were against more frequent assessments during the year as they felt overworked.**
- **Annual requirements that could be managed on diplomates own time schedule seemed most acceptable instead of quarterly or semi-annual deadlines.**

The Board of Directors recently approved changes to continuing certification based upon Diplomate responses, and the specifics of the new program are in the process of being developed. Stay tuned for exciting changes coming soon!

[1] See: ["ABMS Standards for Continuing Certification"](#)





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

## STATE NEWS

### New Illinois Law Fixes Moderate Sedation Permit Challenge



The Illinois Society of Pediatric Dentists (**ISPD**) recently achieved an important legislative victory in the area of dental sedation permits. They faced a challenge in that the Illinois Department of Financial and Professional Registration (**IDFPR—aka the state dental licensing board**) took a position on the training requirements for a pediatric dentist to obtain a permit to administer moderate sedation that was inconsistent with established Commission on Dental Accreditation (**CODA**) educational standards. IDFPR filed an administrative rule that would require documentation of 20 intravenous (**IV**) cases as the demonstrated technique for administering moderate sedation, in order for a pediatric dentist to obtain a moderate sedation permit. As a result, pediatric dentists in Illinois would be unable to obtain this permit, limiting access to care.

After unsuccessful efforts to fix this proposal at the IDFPR level, pediatric dentists and UIC faculty members Drs. Flavia Lamberghini (Illinois Public Policy Advocate) and David Avenetti (UIC chair of pediatric dentistry and NorthCentral Society of Pediatric Dentistry executive director) strategized with ISPD leadership about a legislative solution. ISPD obtained technical and legal assistance from the AAPD, developed a task force led by Dr. Mary Hayes, and ultimately engaged a state-level lobbyist to work on the issue in collaboration with the Illinois State Dental Society and other key stakeholders.

These efforts led to advocacy with key legislators, development of a legislative fact sheet, and the introduction of a bill (SB2822) to remedy the problem. The fact sheet included the following synopsis:

“This is very problematic for pediatric dentists in Illinois and around the country as none of the 80+ US (CODA) approved pediatric dental programs require experience in 20 or more cases of moderate sedation using intravenous techniques. CODA is the gold standard for dental education and is the basis and standard in dental schools across the country. Every dentist in the country must graduate from an (CODA) approved program in order to get a license to practice dentistry. For dental specialty purposes, CODA requirements are tailored for that specialty, patient base and are struc-

tured to promote patient safety and access to care.

The proposed rule change by the Department would exacerbate the current shortage of providers capable of treating children in Illinois, posing a challenge for pediatric dental care, especially to those patients with a high degree of decay and from the underserved Medicaid population. Starting an IV on a scared four-year-old can be tricky if not impossible for the most experienced pediatric provider, whether medical or dental. When treating the oral health needs of children, there are numerous behavior management techniques that pediatric dentists use. These techniques vary based upon the treatment needed and the behavior management for children. Moderate sedation is an extremely valuable treatment modality for this population as it allows pediatric dentists to care for this vulnerable population that also experiences significant dental fear and situational anxiety.

As part of their training, pediatric dental residents complete a minimum of 50 patient encounters in which sedative agents other than nitrous oxide are used, but may include nitrous oxide in combination with oral medications. These sedative agents can be administered via any route. With children, it is common practice for pediatric dental specialists to use oral or intranasal medications to achieve moderate sedation. In addition, all residency programs are required to train their residents to be able to effectively recognize and manage deeper levels of sedation if necessary. In doing so, pediatric dentists are trained to be competent in starting an IV as well as obtaining intraosseous access (IO). All residents are also certified in Pediatric Advanced Life Support (PALS) and are effectively prepared to manage sedation emergencies.”

SB 2822 codifies the national standards and eliminates the Department's ability to require arbitrary and unfounded permit requirements on pediatric dentists. The training standards adhered to by CODA, the ADA and the American Academy of Pediatric Dentistry (**AAPD**) have been carefully structured to promote patient safety and access to care for the children who need this care the most. These guidelines

and standards are consistent with both medical and dental pediatric care, developed with physicians at the American Academy of Pediatrics (**AAP**). There are no statements in any of the aforementioned documents which single out the intravenous IV route as the required route for moderate sedation in the pediatric patient.

The good news is that SB2822 was approved by both the Senate and House of the Illinois General Assembly in May, and signed into law effective July 1, 2024, as P.L. 103-0628<sup>1</sup>

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

<sup>1</sup> <https://www.ilga.gov/legislation/publicacts/103/PDF/103-0628.pdf>

## New Rhode Island Law Boosts Facility Fee for ASC Dental Cases



The AAPD has provided technical assistance for PPAs and state chapters in their efforts to have their state Medicaid agencies (**SMAs**) boost facility fees for dental operating room (**OR**) cases in hospital outpatient settings and ambulatory surgical centers (ASCs).<sup>1</sup> This includes the promotion of the new Medicare HCPCS code, G0330, adopted by CMS thanks to the advocacy efforts of AAPD, ADA, and AAOMS:

G0330: Facility services for dental rehabilitation procedure(s) performed on a patient who requires monitored anesthesia (e.g., general, intravenous sedation [monitored anesthesia care]) and use of an operating room.

### Success in Rhode Island

There was an outstanding recent advocacy success in Rhode Island directed by Aaron C. Guckian (MBA, MA), Executive Director of the Rhode Island Dental Association, in coordination with the ADA and the Rhode Island Academy of Pediatric Dentistry (PPA Dr. Daniel Kane). Thanks to the leadership of Rhode Island State Senator, Louis P. DiPalma<sup>2</sup>, Senate Bill 2751 was introduced earlier this year, with the following provisions:

- Adjusts the Medicaid reimbursement rate for dental procedures performed in ASCs by including a new dental rehabilitation code, G0330, on the list of procedures eligible for Medicaid reimbursement. Created in 2023 by the Centers for Medicare and Medicaid Services (CMS), the new Healthcare Common Procedure Coding System (HCPCS) code G0330 allows ASCs to bill for facility costs they incur by making their facilities available for dental procedures, for instance equipping and staffing for surgical rooms and administrative costs. This code

only applies to reimbursement for the facility costs incurred by an ASC, not the professional fees of the treating dentist. The professional fees are billed separately and are not affected by code G0330.

- Requires that services billed by ASCs, under procedure code G0330, are reimbursed at ninety-five percent (95%) of the total payment rate listed on the Medicare Part B Hospital Outpatient Prospective Payment System (OPPS) for that procedure code and explicitly states that “because services billed under procedure code G0330 are surgical procedures and not traditional dental procedures, all Medicaid benefit plans shall be required to cover these procedures.”

The streamlined billing process and adjusted facility fee will serve to increase the access to and availability of ASCs for dentists with patients who require dental treatment that must be performed in a surgical setting.

Senate Bill 2751 was included in the Rhode Island budget signed by the Governor on June 17, 2024.<sup>3</sup> This means that the new code is ready to be used on July 1st or soon thereafter after certain protocols are followed.

Mr. Guckian made the following comments: “I want to thank everyone for their support during this incredible journey. Dr. Chalmers [CMS, CDO] was extremely helpful when we met - she spent so much time explaining the code and how to move it forward with our state. This was a total team effort between both AAPD and AAOMS, along with the extraordinary work of Jennifer Donahue, Esq. from the ADA, to get the model language which was incorporated into the bill in February. I want to personally thank everyone who supported us in this process, especially Senator Reed's Chief of Staff Chris Albert.”

Senator DiPalma observed: “I was fortunate to be in a position to help see this legislation to fruition. It was my honor to sponsor this much needed bill - to get the now most often referenced Medicaid Code “G0330” - over the finish line during the last five months of the session. Many of my colleagues were aware of the “G0330” and its urgent need and expected benefit in RI. I'm happy we were able to get this accomplished.”

<sup>1</sup><https://www.aapd.org/research/policy-center/rpc-publications/dental-rehabilitation-in-operating-rooms/>

<sup>2</sup><https://www.rilegislature.gov/senators/dipalma/Pages/Biography.aspx>

<sup>3</sup><https://webserver.rilegislature.gov/PublicLaws/law24/law24117-09.htm>

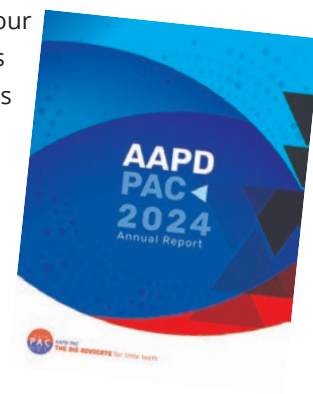
## PAC CORNER

### STEP IN OR STEP UP YOUR SUPPORT!



You recently received via e-mail the 2024 AAPD PAC Annual Report highlighting how important your support of the AAPD PAC is to our advocacy efforts. I urge you to review this report closely. It was released on **July 29—the annual AAPD PAC day of giving**—based on the date that the AAPD was incorporated (in 1947).

Thanks to the many of you that have already supported the AAPD PAC via the voluntary PAC contribution “check-off” on your 2024-25 dues statement. You have also received a series of e-mail appeals, including brief informational videos about the AAPD PAC.



If you have not yet given this year, we need your support. The voluntary recommended support level for early career dentists is only \$100. **If you have been a regular PAC contributor at recommended level of \$300, why not jump up to the next level of support such as Cabinet (\$500-999) or Patriot (\$1000 and above)?** You can contribute online at: <https://www.aapd.org/advocacy/aapd-pac/pac-contributions/>.

I have already contributed at the Patriot level this year.

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

For further information about the AAPD PAC, please contact PAC Secretary C. Scott Litch at [slitch@aapd.org](mailto:slitch@aapd.org).

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



## CONSIDERING DSO AFFILIATION AS AN EMPLOYMENT OPTION

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

Dental Service Organizations or dental support organizations (“DSOs”) are continuing to experience growth in the marketplace. In 2022, DSO affiliation in the U.S. increased to 13 percent from 10.4 percent in 2019, according to the American Dental Association Health Policy Institute (“ADA HPI”).<sup>1</sup> Based on this same source, 11 percent of pediatric dentists are affiliated with a DSO. Increased visibility due to this growth makes them more recognized as a competitive marketplace employer. Their presence is also evident at national dental conferences as corporate sponsors and through their participation in vendor and exhibit halls. **All of this means they are present, growing, and can be considered as an available employment option for pediatric dentists.**

### Growth of DSOs in the Marketplace

While DSOs offer employment for all levels of hire in dentistry, they may be particularly attractive for entry level employment. In contrast to the overall 13 percent DSO affiliation noted above, 27 percent of dentists, zero to five years out of dental school were affiliated with a DSO and 23 percent of dentists, up to ten years out of dental school were affiliated with a DSO.<sup>1</sup> According to the ADEA 2023 survey of U.S. dental school seniors, affiliation with a DSO is a growing choice for respondents planning on entering private practice immediately upon graduation. In 2018, 16 percent of respondents planning to go immediately into private practice intended to affiliate with a DSO; it jumped to 34 percent in 2023.<sup>2</sup>

The Association of Dental Support Organizations reports on its website that their membership includes over 80 DSO companies that support more than 11,000 dentists at over 6,000 supported practices.<sup>3</sup> Some factors that may influence the decision of entry level dentists to pursue DSO employment include: 1) providing opportunities to work in desirable locations across the U.S.; 2) making an increased number of employment opportunities available; and 3) offering competitive compensation and benefit packages. While DSO affiliation is an alternative to working in a traditional dental practice, there are many issues to consider.<sup>4</sup>

DSOs are now located in every state in the United States.<sup>1</sup> The states with the lowest percentage of dentists affiliated with a DSO are Alaska (2 percent), South Dakota (2 percent), Hawaii (3 percent), North Dakota (3 percent), Maine (4 percent), Montana (4 percent), Rhode Island (4 percent), and West Virginia (4 percent). The highest percentage of dentists affiliated with a DSO are located in Nevada (23 percent), Arizona (21 percent), Colorado (21 percent), Texas (21 percent), Georgia (20 percent), Wisconsin (20 percent), Florida (19 percent), and New Mexico (19 percent).<sup>1</sup>

This variation may be the result of the state laws regulating the “corporate” practice of dentistry or the definition of the practice of dentistry. Some state laws may prove to be more challenging for a DSO to legally operate a dental practice.<sup>5</sup> For example, South Dakota’s law is more restrictive and provides that “[d]entists have the *exclusive* responsibility for ... [t]he management, ownership, or operation of a business, corporation, organization, or entity through which dentistry ... is offered or provided to the public.” (emphasis added)<sup>6</sup> In contrast, the Dental Health Care Act in New Mexico specifically provides for licensure of a “non-dentist” owner<sup>7</sup>

The variation in the populous of DSOs may also be the result of the population size of a state. Of the eight states with the lowest percentage of dentists affiliated with a DSO, six are counted in the ten least populated states according to the 2020 census. Three of the states with the highest percentage of dentists affiliated with a DSO are in the ten most populous states.<sup>8</sup> DSOs often acquire practices of a certain revenue level which tends to increase their presence in more urban versus rural locations and leads to the acquisition of larger versus smaller practices. It has been reported that DSO affiliated practices are more commonly found in large urban areas with populations that have higher income and education levels, are more racially and ethnically diverse, and are younger.<sup>9</sup>

### What is Best, Employment or Independent Contracting?

A pediatric dentist’s pursuit of a position with a third party should include consideration of the legal relationship that will exist between the parties after the hire. The two pos-

sible dentist options are to be hired as an employee or as an independent contractor. Which is preferable depends on the goals of the hiring and hired party. These two legal relationships are entirely different and are most notably distinguished by one key aspect, which is the focus of an Internal Revenue Service (“IRS”) classification perspective: who assumes the risk in the relationship and whether or not the “payor” controls what work will be done and how it is performed.<sup>10</sup> An employee works for an employer who: 1) provides all that is needed for the work to be performed; 2) retains ownership over all of the business assets including all revenue; and 3) assumes the business risk. The work that the employee performs does is for the benefit of the employer. In contrast, an independent contractor: 1) is paid for the work requested and performed; 2) is not provided any benefits; 3) may be required to provide their own staff support, instruments, and materials to perform the work; 4) maintains a level of autonomy separate from the hiring party and determines what and how their work will be performed; and 5) controls their work schedule and may work for multiple parties at one time. From a tax perspective, the IRS views the relationships differently and may reclassify an independent contractor to an employee if it determines that the independent contractor classification does not apply. The result can be quite negative for the hiring party who was not paying employer taxes on the compensation paid to the hired dentist, which may accrue penalty and interest over the time period that this has continued.

Additionally, the hired dentist’s earnings would be subject to FICA (i.e. Social Security and Medicare taxes) and income withholding. Historically, dental associating has not often met the risk shift or control test necessary to withstand IRS scrutiny if tested, and as a result, there has been a reluctance of hiring parties to hire associate dentists as independent contractors. Examples of when independent contracting may be supportable include: 1) when a specialist works out of several general dentistry offices providing specialty services to those practices’ patients; and 2) when a selling dentist works for the buyer for a short transition period after the closing of a practice sale. This article will focus on the pediatric dentist being employed.

### **Employment in a Traditional Private Practice versus a DSO**

Comparing and contrasting DSO affiliation to a traditional practice model allows for a closer look at some key aspects of employment offered by each type of employer. While there are similarities in employment terms, there are also some important differences. Below are some of the key

elements to consider regarding employment in pediatric dentistry. While not an exhaustive list, it provides a construct for comparing and contrasting these two models of dental employment.

**Organizational Structure and Legal Compliance.** The organizational structure of a traditional dental practice generally consists of a single legal entity (professional corporation or limited liability company) owned by one or more dentists who run one or more locations from the singular employing entity. Because the ownership of the traditional practice model resides with licensed dentists in the state in which the practice is located, compliance with state laws that prohibit the “corporate” practice of dentistry is usually not a concern. On the other hand, there is considerable variation among DSOs and their organizational structure; with some primarily owned by dentists, some owned by some dentists and non-licensed persons, and some having unlicensed private equity investors. This variation away from predominately dentist ownership can create compliance challenges for the DSO and the dentist seeking employment. For example, the Florida dental practice act provides that:

*“No person other than a dentist licensed pursuant to this chapter, nor any entity other than a professional corporation or limited liability company composed of dentists, may: (a) Employ a dentist or dental hygienist in the operation of a dental office”, (emphasis added)<sup>11</sup> and*

*“Being employed by any corporation, organization, group, or person other than a dentist or a professional corporation or limited liability company composed of dentists to practice dentistry” is grounds for denial of a license or disciplinary action. (emphasis added)<sup>12</sup>*

It is important to be familiar with and comply with the laws in the state in which DSO employment is being considered.

Secondly, a traditional dental practice is more likely to be located and operated in one state, county, and city. In contrast, many DSOs will have their principal offices located in one state, yet operate in various locations outside of the principal place of business or registration. This often makes it more challenging to obtain accurate information about the organization of the DSO. Requesting an organizational chart from the DSO to better understand who the dentist will actually be working for and how that entity fits into the larger organizational structure of the DSO is recommended. The multi-state arrangement also leads to “controlling state law” and “choice of venue” issues as it relates to contract

terms interpretation and dispute resolution provisions. There is also significant state-by-state variation with regard to employment related laws (e.g., benefits and taxes) and ensuring the DSO's compliance with the state in which work is performed should be specifically noted as a contractual obligation of the DSO employer.

Thirdly, as with any contract review, engaging legal representation to assist the dentist in their due diligence regarding the DSO as an employer is strongly advised. Talking to others who have engaged with the subject DSO being considered is also recommended.

**A Definitive Term of Employment.** Currently all states in the U.S., but Montana, still recognize some form of "Employment - at- Will"<sup>13</sup> Although recognized in most states, state policies or other state exceptions impact the employment-at-will in those states. By way of example only but not to fully discuss, many of these states are also "Right to Work States" which allows an employee a choice on whether or not to join an existing union or participate in unionization during employment. The benefit of employment-at-will to employers in states that are also "Right to Work States" may be diminished. The essence of being employed -at- will is that the employee does not have a promised term or time of employment. In other words, the employment continues until it is terminated by either the employee or the employer. Termination may not require notice and can be for no reason, subject to laws prohibiting termination based on discrimination, including but not limited to, race, color, religion, sex (i.e. pregnancy, sexual orientation, and gender identity), national origin, age (40 or older), disability, and genetic information including family medical history).<sup>14</sup> These "protected classes" may be further expanded by state laws.

Whether a traditional practice model or DSO affiliation, it is generally advisable for both the employee and employer to include a definitive term in the employment agreement rather than hire the pediatric dentist on an employee-at-will basis. Employment term periods for pediatric dentist employees are often for one or two years. It can be beneficial for the employment agreement to allow for its automatic renewal when the initial term ends. If the employment agreement does not allow for automatic renewal or the ability, with notice, to renew the agreement, then it will terminate by its term.

**Termination provisions.** These provisions should be in any employment agreement, whether with a DSO or traditional practice model. They should allow for termination of the employment relationship under four circumstances: 1) without cause by either party with a negotiated notice period; 2) for cause (generally by employer and they should be objective occurrences not subjectively determined); 3) for a breach by either party with opportunity to first cure the breach; and 4) all contracts are terminable by the mutual agreement of the parties whether the contract specifically provides for it or not. Notice is of importance to both the employer and the employee. Notice benefits the employer by supporting continuity of patient care and scheduling, while it benefits the pediatric dentist employee by providing sufficient time to pursue new practice opportunities. The amount of time required for notice is a negotiable point, but for dental employment agreements it usually ranges from 30 to 120 days. The notice time period may be less negotiable with a DSO employer. Some employment agreements, traditional practice model and DSO affiliation, will not allow for the unilateral termination by the employee for the initial term of the agreement, which may be for more than a year. This is not a desirable provision for an employee dentist.

**Compensation and benefits.** As reported from a survey of pediatric dentists with experience as a dental associate, the most important factor in being attracted to an employment relationship was income. Income was also selected as a common reason for leaving employment.<sup>15</sup> It is important to fully understand any compensation arrangement (see, American Dental Association online guidance).<sup>16</sup> The DSO employer and the traditional practice model employer will in most circumstances offer similar compensation packages for payment for work performed. Compensation models for a pediatric dentist may include the following: 1) a commission based on work performed unless contrary to state law; 2) salary based on an annual rate; and 3) an initial period of a guaranteed base salary with enhancement of commission if it exceeds the guaranteed salary. The difference in the compensation between the DSO employer and the traditional practice model employer is in the opportunity for the pediatric dentist to negotiate compensation that includes a combination of models in or to meet their goals and needs. There may also be more likelihood for singularly rewarding individual performance in traditional practice employment. The reason for the difference in opportunity for negotiation is generally a result of the DSO's organizational complexity, constraints, and profitability requirements.



The DSO affiliation may offer more benefits than a traditional practice model employer, such as access to free continuing dental education courses, insurance coverage (e.g., health care, disability and malpractice, and retirement plan participation.) Time off is generally provided in similar amounts in both the traditional practice model and the DSO affiliation.

**Opportunity for professional mentoring.** A DSO affiliation may offer more exposure to various clinical procedures because of the size of the DSO and its affiliation with many dentists across multiple locations. It is likely to offer more exposure to dentists in other regions of the country if it has a national presence. It may offer less legacy one-on-one mentoring unless the DSO has acquired the employer practice from a selling doctor who is still actively working in that purchased practice.

**Restrictive covenants and non-disparagement clauses.** Both the DSO and the traditional practice employer include these types of provisions in their employment agreements. Since the recent Federal Trade Commission (“FTC”) rule (April 2024) banning non-compete agreements, restrictions on employees from working for a competitor business for a period of time **after** the end of the employment relationship may no longer be enforceable after September 4, 2024.<sup>17</sup> However, the FTC ban is under legal fire with lawsuits having already been filed and its enforcement is still not certain. Non-solicitation, non-disclosure of confidentiality and trade secrets provisions remain enforceable in most jurisdictions providing they are not drafted to have the effect of a non-compete. Non-disparagement clauses remain enforceable and should have mutual obligations not to disparage the other’s business and professional reputation.

**Other factors.** Several other factors impacting either the selection of affiliation opportunity or the desire to leave a particular opportunity were identified by pediatric dentists and reported in 2020.<sup>15</sup> The factors included “practice lifestyle philosophy” and “practice treatment philosophy”. More than 40 percent of the respondents to the survey indicated that the lifestyle that the practice affiliation allowed for was an important consideration for accepting a particular affiliation. This included flexibility of schedule, expected hours to work per week, and the desired amount of autonomy or mentorship the practice allowed for or provided. Alternatively, more than a third of the survey respondents reported that “practice treatment philosophy”, which includ-

ed things like treatment quotas, treatment planning (more or less aggressive), procedure/service mix, and insurance mix or patient population, was the main reason identified for leaving a practice affiliation. These factors may differ significantly between traditional practice model and DSO employers.

## The Negotiation Process and Legal Documents

**Time and complexity of documents.** While the negotiation process is similar with both a traditional private practice employer and a DSO, it may take longer with traditional practice employment because the process, at least for smaller practices, usually allows for more individualized negotiation. In comparison, negotiations with a DSO may be more limited. While the resulting employment agreements may be similar in length and types of provisions, the DSO terms when compared to comparable terms in traditional practice employment, may be more employer friendly. For example, they may include more constrained post-employment restrictions, longer than one year employment terms, limitations on the employee’s ability to terminate, and dispute resolution provisions that mandate arbitration and forego an initial mediation step.

**Use of templated documents.** DSOs and larger traditional practices with multiple associates may use templated documents with all of their dental associates. This can provide for consistency among associates regarding the terms of their hire, but tends to limit negotiation at least as to the significant terms of the employment agreement – a take it or leave approach. In regard to DSOs and as earlier mentioned, out-of-state courts (courts in a state other than the state of employment) are often identified as the designated court for purposes of arbitration and litigation regarding any dispute that arises under the employment agreement. This could disadvantage an employee in terms of the cost to pursue or defend any legal claim arising under the employment agreement.

In summary, affiliating with a DSO may be an advantageous way to enter dentistry for a pediatric dentistry resident or pediatric dentist early in their career. Because of what they offer they may better meet the expectations of pediatric dentists on their early career trajectory. In contrast, affiliation with a DSO may be more difficult for a dentist with years of experience in a traditional private practice to successfully adapt. Like any opportunity there are risks and

benefits that may vary between and among the different DSO organizational models/structures and across companies. Such diversity makes it more challenging to evaluate as part of the dentist's due diligence review and evaluation. Obtaining legal counsel to advise the pediatric dentist and assist in their review and understanding of the legal complexities and documents presented for their employment with a DSO or with traditional practice employment is recommended.

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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.



# EDUCATION AND CE OPPORTUNITIES

## Safe and Effective Sedation for the Pediatric Dental Patient

**OCT. 25-26, 2024**

*JW Marriott Los Angeles L.A. LIVE, Los Angeles, Calif.*

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

### Course Chair and Speaker

Bobby Thikkurissy, D.D.S., M.S.

### Speakers

Stephen Wilson, D.M.D., M.A., Ph.D.  
Cara Riley, D.M.D.  
Christine Quinn, D.D.S., M.S.  
Scott Papineau, D.D.S., PharmD

### Who Should Attend

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

### CE Hours

18 hours

### Sponsor

Sedation Resource



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

**OCT. 25-26, 2024**

*JW Marriott Los Angeles L.A. LIVE, Los Angeles, Calif.*

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

On Saturday, attendees will be take part in the AHA PEARS Course (Pediatric Emergency Assessment, Recognition and Stabilization). In this portion of the course, the attendees will learn how to use a systematic approach to quickly assess, recognize the cause, and stabilize a pediatric patient in an emergency situation. During PEARS, attendees will interact with real patient cases, and realistic simulations

and animations to assess and stabilize pediatric patients experiencing respiratory and shock emergencies, and cardiopulmonary arrest. PEARS prepares students to provide appropriate lifesaving interventions within the initial minutes of response.

Upon successful completion of the PEARS Course attendees will received a PEARS Provider Course completion card, valid for 2 years. Course completion requirements include:

- Active participation in the case discussions.
- Active participation in the rescue breathing skills station and cardiac arrest case simulations.
- Pass the skills tests in 1- and 2-rescuer child BLS with AED and 1- and 2-rescuer infant BLS.
- Pass the video-based written exam.

### Course Chair and Speaker

Scott Papineau, D.D.S., PharmD

### Speakers

Bobby Thikkurissy, D.D.S., M.S.  
Stephen Wilson, D.M.D., M.A., Ph.D.  
Cara Riley, D.M.D.  
Christine Quinn, D.D.S., M.S.

### Who Should Attend

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

### CE Hours

9 Hours + PEARS Provider Course Completion Card



## Management of Pediatric Sedation Emergencies: Simulation

**OCT. 27, 2024**

*UCLA Simulation Center, Los Angeles, Calif.*

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

### Course Chair and Speaker

Bobby Thikkurissy, D.D.S., M.S.

### Speakers

Stephen Wilson, D.M.D., M.A., Ph.D.

Cara Riley, D.M.D.

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

Scott Papineau, D.D.S., PharmD

### Who Should Attend

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

### CE Hours

9 hours\*

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

## SAVE THE DATE

### Qualifying Examination Prep Course

**FEB 28 – MARCH 2, 2025**

*Location TBD*

This course will help you prepare for the first step toward becoming a Diplomate - taking and passing the ABPD Qualifying Examination. It will be presented by leading educators and clinicians who will utilize a lecture format to review subjects and materials included in the board examination. Learn about the various domains contained in the American Board of Pediatric Dentistry examination and how to be prepared for this type of high-stakes written examination.

*Participation in this course does not guarantee successful completion of board exams.*



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

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

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

**ARKANSAS—CONWAY.** Pediatric Dentist. Position Details: \$350,000 Base Salary Guaranteed—650,000 Potential. \$650k+ Potential in YEAR ONE! Up to 37% Production on ops. Up to 18% Production on X-rays and sealants? Malpractice Insurance, 401K, Health Insurance. Partnership Option. Monday—Friday Schedule—4 Day work week option is available, too. For more information please contact [Sean@thestaffpad.com](mailto:Sean@thestaffpad.com).

**COLORADO—GREELEY.** Associate Dentist-Smile Academy Pediatric Dentistry. We are seeking a passionate, ethical, motivated and fun-loving dentist to join our growing, established pediatric practice. We strive to treat each patient as we would our own and seek someone with a similar value system. This is an exciting time for us and we are looking for the right person to join our team and grow with us. Competitive compensation package with a sign on bonus open to new grads and seasoned practitioners. Seeking full time but would consider part time for the right candidate. If you are interested, please email your C.V. to: [tgenho@gmail.com](mailto:tgenho@gmail.com). Please include a cover letter describing why you think you are the best fit for our team. Feel free to call for more information: Tricia (307) 421-5034. We look forward to meeting you!

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

**FLORIDA—FORT LAUDERDALE.** Modern, well-established Pediatric-Orthodontic Office seeking Pediatric Dentist to work in a fun, energetic team-centered approach to treating children with the highest standard of care. An excellent opportunity to join a thriving practice with mentorship in both Pediatric Dentistry and Orthodontics. Excellent compensation package, practice autonomy with

a focus on personal and professional growth and future partnership opportunity. TVs in every operatory, plumbed nitrous, itero scanner, digital x-rays, themed spaces. Located in Fort Lauderdale, Florida. Contact: [dr.monika@jacarandasmiles.com](mailto:dr.monika@jacarandasmiles.com). Required: Graduated from Pediatric Dental Residency.

**FLORIDA—FT MYERS / NAPLES.** Great opportunity to work and play on the coast of beautiful, sunny Southwest Florida! Pediatric Dentistry of Florida has two wonderful locations in Southwest Florida and are looking for someone to serve in both our Naples and Fort Myers communities. We are an established, high producing practice with a healthy patient base and a steady new patient flow. We are looking for a motivated, friendly, reliable, self-starter to be a great match for our team. We offer a flexible schedule, great benefits, and competitive pay (\$1300-2500 per day, average depending on your skills and ability)! New and soon-to-be graduates are welcome to apply! If you are interested, we would love to have you email us at [tmvmd89@yahoo.com](mailto:tmvmd89@yahoo.com) or give us a call at (239) 482-2722 x2204. Must be willing to: Work in both our Fort Myers and Naples locations. Feel comfortable in a fast-paced environment. Work 4-5 days a week. You'll need to have: Licensure and all required certifications for the state of Florida.

**FLORIDA—NAPLES.** Beautiful, growing and modern office with amazing team members looking for an associate. Located in wonderful Naples, Florida, the office only sees PPO and cash patients. Digital Radiography/MTA used for pulp treatments and all the latest technologies. Practice name is Hakuna Matata Pediatric Dentistry of Naples- look us up online! Patients and parents love us! Please email [morinaline@gmail.com](mailto:morinaline@gmail.com) if interested. [www.hakunakidsdentistry.com](http://www.hakunakidsdentistry.com). Requirements: Dental degree and a pediatric dentistry certificate.

**FLORIDA—PLANTATION.** Super Smiles Kids Dental Pediatric Dental Associate in South East Broward- Plantation/Ft Lauderdale. Excellent opportunity with competitive salary! State of the art practice husband owned private practice. Full time We are a private pediatric dental office. Tremendous earning potential, sedation & hospital dentistry practiced. New grads welcome. Preferred to have medicaid number already and Florida state dental license. Love where you work! Our goal is having happy doctors. [www.SuperSmilesFL.com](http://www.SuperSmilesFL.com). Please send resume to [Pediatricdentaljobs1@gmail.com](mailto:Pediatricdentaljobs1@gmail.com).

**HAWAII—WAIPAHU.** Pediatric Dentist Associate with Ownership Opportunity. Are you ready to make a difference in the lives of our Keiki by creating healthy and happy smiles? Join our team as a Pediatric Dentist and embark on a rewarding and fun-filled journey of caring for our youngest patients! As a pediatric dentist, you have the unique opportunity to positively impact the dental health of our Keiki and their families. Smiles for Keiki is currently seeking a full-time pediatric dentist to join our team. At Smiles for Keiki, we prioritize creating a comfortable and welcoming environment for our young patients. Our team is dedicated to educating children on proper oral hygiene habits and making dental visits an enjoyable experience. In addition to providing excellent patient care, joining our team also offers competitive compensation packages, opportunities for professional growth, and a supportive work environment. We value teamwork, communication, and collaboration to provide the best possible care for our patients. As a pediatric dentist, your duties will include: Perform Pediatric dentistry specialized clinical services, including the diagnosis and treatment of diseases, injuries, and malformations of teeth, gums, and related oral structures. Consult with the patient, parent and/or guardian and advise of suggested treatment, risks, benefits and alternatives. Complete treatment planned procedures such as restoring teeth affected by decay and treating gum disease. Maintain the highest standards of ethics and professionalism while providing treatment. Remain apprised of current technologies and standards of care through CE and professional development. Included: Ownership Opportunity. Competitive and uncapped earning potential. Strong patient referral system. Clinical autonomy to diagnose and treat patients. Patient Care centered practice. Modern facilities and equipment. Established business support allowing the providers to focus on patient care. Complete range of benefits for full-time employment. If you are a caring and compassionate individual with a love for working with children, we would love to hear from you! Join us in positively impacting the oral health of our young patients. Apply now to become our newest pediatric dentist! Qualifications: D.D.S./D.M.D. from an accredited Dental School. Certificate from an accredited US Pediatric Dental Residency Program. Active Dental License in the state of Hawaii. For more information please contact [veronica@smilesforkeiki.com](mailto:veronica@smilesforkeiki.com).

**ILLINOIS—CHICAGO.** Looking for an associate pediatric dentist for our pediatric dental offices in Chicago for Fridays and second Saturday of the month (5 days/month). Contact (773) 947-8884 or [drv@tfwdentistry.com](mailto:drv@tfwdentistry.com), for more information.

**ILLINOIS—ELGIN.** This rapidly expanding and extremely successful Schaumburg/Elgin private practice has a great opportunity for a Pediatric Dentist to join our top-notch team. New graduates are welcomed and flexible hours allowing a great work/life balance are encouraged! Kids First Pediatric Dentistry has an amazing reputation, resulting from an environment that emphasizes team work and supports individual excellence. We also offer an extremely competitive compensation plan. Kids First. Provides dental care for infants, children, and adolescents. Manages patients with behavioral problems or handicapping conditions. Counsels/advises patients and family on growth and development. Well respected, highly sought-after practice. Strong new patient flow most of which is referral based from our repeat clientele. Friendly, long term, highly trained staff ensures efficiency and productivity. Excellent earnings and competitive base guarantee. Much more! Requirements: D.M.D. or D.D.S. licensed to practice in Illinois. Pediatric Dentist Certification. For more information Call or Email today! Phone (847) 717-5437. [Info@kidsfirstpd.com](mailto:Info@kidsfirstpd.com).

**INDIANA—FISHERS.** Who we are: Welcome to the Fishers Pediatric Dentistry family! We are a privately owned pediatric practice located in Fishers, IN, a flourishing suburb north of Indianapolis with big city amenities and a small town feel. You will feel right at home in a city which has been ranked as one of the top places to live in the U.S. Here at Fishers Pediatric Dentistry, we aim to provide the highest level of compassionate, ethical and quality care to our patients. Our beach-themed office provides an inviting and memorable experience for our families, laying down a foundation for a life-time of happy dental visits. With 17 chairs and several different treatment settings, we are able to cater to everyone's individualized needs. We are looking for a self-motivated, highly energetic, long-term associate who can bring their own talents, creativity, and ideas to our team of aces! Why us: We are growing and we need you (avg 300 new patients per month). You will never be alone—working with a seasoned team of 5 doctors, 10 hygienists and 28 assistants, you will always be empowered. We value a healthy work-life balance—Monday-Thursday (no Fridays or weekends). We love to have fun and play! (our #1 core value—want to experience first-hand? We invite you to come visit). We face challenges together, WIN together, and do amazing things together. We take pride in turning a profession, into a passion. We embrace change—we try new things, learn from them, and execute again. Our systems are documented, polished and perfected. We promote autonomy and encourage happiness. We welcome and embrace diversity. No travel—all of this greatness is at one location. Actively involved in the community. What we believe & deliver: We place large emphasis on

creating a positive experience for every patient. We treat every patient as if they are the only patient in the room. We pride ourselves with behavior management techniques to ensure delivery of a top-notch experience. State-of-the-art equipment: Isodry system, digital x-rays, paperless office, N2O. We provide OR services for treatment under GA. We deliver and educate on a level that parents and children can understand. Why you: Do you have a desire to elevate your dental profession and want to join a cohesive team? If yes, this is the perfect opportunity for you. 'Work Hard Play Hard' is a commonly used phrase due to our bustling daily schedule. If you are highly self-motivated and have an unruly desire to succeed, you can work at your desired pace from day ONE with the potential to earn up to \$300k+ per year! Compensation is paid on a percentage of collections, and we pride ourselves in having an overall quick collection rate over 98%. Other benefits include paid CE as well as a 401K program. To learn more about this incredible opportunity, email Dr. Misti Pratt at [drmisti@fisherspeditric.com](mailto:drmisti@fisherspeditric.com) or call (317) 698-3029. Requirements: Graduate of an accredited Pediatric Dentistry Residency Program. Active Dental License D.D.S./D.M.D. DEA Certificate.

**INDIANA—FORT WAYNE.** If you are seeking to become or are in pediatric dentistry, have great people skills, knowledge in your industry, and possess a genuine interest in becoming involved in one of northeast Indiana's premier dental practices, we want to talk to you! We offer an excellent opportunity for you to become an owner in our strictly fee-for-service practice. While many dental offices have chosen to follow a corporate model, Fort Wayne Dental Group is an established, contractual partnership completely owned and run by the practicing doctors. Fort Wayne Dental Group will continue to follow this business model. Our doctors have outstanding respect for family values and reap great financial rewards producing a lifestyle that is enviable. Call us and we will be happy to share our numbers of growth and your significant income potential. Call us at (260) 432-3459 or email your resume to [vicki@fortwaynedental-group.com](mailto:vicki@fortwaynedental-group.com).

**INDIANA—INDIANAPOLIS.** Summary: We are searching for an experienced or newly graduated Pediatric Dentist seeking a full or part-time opportunity to excel in a privately owned, multi-doctor office with exciting expansion plans. Park Pediatric Dentistry is currently seeking an enthusiastic and dedicated Associate Pediatric Dentist to join our team as we prepare to open our second location in the summer of 2024. What You'll Do. Provide compassionate and comprehensive dental care to pediatric patients including patients with special health care needs requiring multi-disciplinary approaches. Utilize



advanced sedation techniques to ensure the comfort and safety of our patients during procedures. Oral conscious sedation. In-office general anesthesia. Weekly block time at local ambulatory surgery center. Collaborate with our experienced team of doctors and staff to create personalized dental care that meet the unique needs of each child. Strong communication and interpersonal skills, with the ability to build rapport with patients and parents. Benefits: Competitive compensation package with opportunities for growth and advancement. 401k. Supportive mentorship and continuing education opportunities to further develop your skills and expertise in pediatric dentistry. Multi-doctor approach makes work-life balance a priority with scheduling able to accommodate personal and professional needs. Quarterly team building outings to foster team building and problem solving. Requirements: D.D.S./D.M.D. from accredited dental school. Board-certified or board-eligible with certificate from CODA certified pediatric dental residency program. Active Indiana license in good standing. Interested in joining our Team? If you're a passionate Pediatric Dentist ready to make dentistry a walk in the Park, we want to hear from you. Please contact [drandrew@parkpediatricdentist.com](mailto:drandrew@parkpediatricdentist.com) to learn more!

**LOUISIANA—ALEXANDRIA.** Pediatric Dentist—750,000—Alexandria, LA. Reward yourself for the Hustle 750,000+ Potential, #1 in Louisiana, \$425,000 Guarantee Salary. Doctors enjoy: Full-Time Pediatric Dentistry—New Grads Welcome. Rotate a 4-Day Work Week twice a month—Schedule Flexibility. Efficiency from the TOP down with TONS of help from Staff. Top group in Louisiana—Virtually No Competition. Compensation: 750,000 Potential For Associate—Base Plus Production. 425,000 base or 34% or greater Production. Very Low practice overhead—A well-oiled machine. Health Benefits, Malpractice & Mentorship. If you're ready to make a change and find the RIGHT opportunity, then contact: Sean Scoville at (602) 315-8339, or [Sean@Thestaffpad.com](mailto:Sean@Thestaffpad.com). Job Type: Full-time. Pay: Up to 750,000.00 per year.

**MAINE—SACO.** Fantastic opportunity to fill a "dental void" in beautiful southern Maine! We are searching for a pediatric dentist to bring children's dentistry to our community. The greater Biddeford-Saco area has a population of over 80K people and growing. Currently, there are no pediatric dentists in this area. We are a general dentistry practice looking to establish a symbiotic relationship with a pediatric dentist. We have recently moved into our brand-new building and have ample space (and patients) to create a more comprehensive dental facility. Depending on your career goals, we would consider any number of arrangements from associate to

partner to independent practice owner. There is no question that the need is great, and the right person will be very successful. The ideal candidate will have had some experience, but more importantly a good work-ethic and great communication skills. We strive to develop long-lasting relationships with our patients and to deliver high-quality dental care. If this sounds like a good fit for you, we'd love to hear from you. Maine is a wonderful place to live and practice. For more information, please contact Dr. Jacob Roskelley at [jroskelley@bsda.com](mailto:jroskelley@bsda.com) or our office manager, Summer Ellis at [summer@bsda.com](mailto:summer@bsda.com).

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

**MARYLAND—CALIFORNIA.** We are looking for an associate dentist to join our well established pediatric dental office. State of the art facility with new chairs and equipment. Highly trained staff and good community with appreciative patients and parents. We offer health benefits, 401K, paid continuing education, paid malpractice insurance and other benefits. We are seeking an associate who can make a long-term commitment and complement the current pediatric dentists. In office oral sedation and OR at St. Mary's hospital. We offer infant frenectomy with CO2 laser. 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](http://www.SmileCastle.com). Please contact Carlie at [manager@smilecastle.com](mailto:manager@smilecastle.com) or Dr. Hwang at [EunHwangDDS@gmail.com](mailto:EunHwangDDS@gmail.com). Requirements: Must have a D.D.S./D.M.D. from an accredited dental school. Must be licensed to practice in Maryland. Must have completed the postgraduate residency in Pediatric Dentistry.

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

**MICHIGAN—HOLLAND.** Welcome to Holland, MI! Steps from the sandy shores of Lake Michigan, Holland offers an incredible place to enjoy work-life balance while raising your family and embracing year-round outdoor living. As a part of the fastest-growing county in the state, you'll enjoy our many beaches, boating, hiking, annual festivals, locally-owned shops along heated streets and cobblestone sidewalks, and unique restaurants and microbreweries. Holland truly is a place with small town charm and big city amenities. We are looking for a Pediatric Dentist to join our team at Little Red Pediatric Dentistry. At Little Red Pediatric Dentistry, we have built a place where families and kids feel like they're at home. We foster a positive, educational, and fun experience for every child who comes through our doors; we are BIG hearts serving little smiles. Families love us for the genuine relationships that we build with them, our investment in our community, and the FUN that we have while we work. We strive to provide the highest level of care and service to every child and family we meet, and will continue to do so as we move into our brand-new 7800sf building. As a result of this growth, we are looking for a long-term, committed, and energetic associate who can bring their talents and personality to our community. Experienced provider preferred, board-certification is encouraged. We are looking for a pediatric dentist 4 days/week, with future partnership available. Our office hours are designed to be family-friendly for YOU—never work past 3pm, never miss your child's soccer game or dance recital, and still have time for yourself. No DSO involvement, and no one pushing you to produce—quality will always take precedence over quantity. We have set ourselves apart in our community by offering services not found anywhere else in the area, including hard-tissue laser dentistry with a Solea laser and collaboration with a local IBCLC to assess and treat infant lip- and tongue-ties. We offer oral sedation, in-office general anesthesia, and hospital-based anesthesia. Compensation includes: Guaranteed base of \$1,200/day or 35% of adjusted production, whichever is higher, including

exams, all restorative, GA cases, and oral sedation charges. Paid malpractice. CE allowance of \$1,500 annually. Retirement savings plan. Relocation bonus of \$5,000. Must have completed a pediatric residency program and have board certification completed or in-progress. Must be a US Citizen or have an existing visa. For more information please contact [drwillenberg@littleredpd.com](mailto:drwillenberg@littleredpd.com).

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

**NEW JERSEY—MANASQUAN.** Our office is looking for an associate to join our 30 year solo practice. We are a fee for Service and select insurance carriers practice with a 99% collection rate. We are located in a coastal town between New York City and Philadelphia. Our patients are respectful and long-term, some are even second generation. Completion of Pediatric Dental Residency and sedation experience are required. For more information please contact [lizdmd@aol.com](mailto:lizdmd@aol.com).

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

**NEW MEXICO—RIO RANCHO.** Mountain View Pediatric Dentistry is looking to hire an associate for our growing practice. Great opportunity for growth with potential for partnership for the right candidate. Great work/life balance opportunity working 12-13 days per month. Private practice setting with days scheduled at the local hospitals for Operating Room use. Competitive compensation with mentoring from the owner doctor. Require-

ments: Pediatric Dentistry certificate from an accredited program. Board eligible, Board Certified preferred. For more information please contact [drbrian@mvpedsdental.com](mailto:drbrian@mvpedsdental.com).

**NEW YORK—BROOKLYN.** At Bitesize Pediatric Dentistry, we're more than just a dental practice; we're a community committed to setting the foundation for lifelong oral health in families. Our mission is rooted in building meaningful relationships with our young patients and their parents, ensuring every visit is filled with smiles and positive experiences. With a strong focus on preventive care and community involvement, we pride ourselves on going above and beyond in pediatric dental care. The Opportunity: We are on the lookout for a Pediatric Dentist who shares our passion for making dental visits a happy, enriching experience. If you are an experienced, compassionate professional eager to contribute to a practice that values community, exceptional care, and innovative approaches, you might be the perfect fit for our team. Your Role: Provide comprehensive pediatric dental care with a focus on preventive measures and patient education. Engage in community outreach to educate families about the importance of oral health. Contribute to a welcoming, fear-free environment for our young patients and their parents. Bring your unique talents and personality to enhance our practice's presence in the community. What We Offer: A vibrant, fun, and supportive work environment in a private practice setting. Opportunities for professional growth and involvement in community initiatives. Competitive compensation: \$1,200—\$2,500 per day, based on experience and contributions. Flexible scheduling to support work-life balance: Monday to Friday with weekend opportunities as needed. Requirements: Licensed Pediatric Dentist with a minimum of 1 year of experience (preferred). A commitment to high-quality, patient-centered care. Strong communication skills and the ability to build relationships with children and their parents. A team player attitude, ready to collaborate with our dedicated team to expand our practice's reach and impact. For more information please contact [employment@wearebitesize.com](mailto:employment@wearebitesize.com).

**NEW YORK—CLIFTON PARK.** Do you want to make an impact? Are you an awesome dentist with a New York State Enteral or Para-enteral sedation certificate? If so, come join our team of awesome dentists at The Smile Lodge. Our sedation doctors are the best in the business! We have a busy operative and sedation schedule with a dedicated sedation team including certified dental assistants, registered nurses, and a dental anesthesiologist. Come call Mt. Brushmore, a dedicated state of the art facility designed specifically for operative and sedation dentistry, home. We believe every child deserves to smile, and are looking to add to our team of likeminded

individuals. The right candidate can earn over 4,000 per day with a guaranteed base rate of \$2,500- \$3000 per day based on experience. We can be your primary practice with a 4 day, 40 hr a week schedule, or a supplement to your current practice, offering 1,2,or 3 day a week positions. Come join a team that truly revolutionizes how pediatric dental care is delivered. Google has spoken with over 5,500 reviews and a 5 star rating! Required: NYS enteral or paraenteral sedation certificate. For more information please contact [jmcdonnell@buildinghealthysmiles.com](mailto:jmcdonnell@buildinghealthysmiles.com).

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

**NEW YORK—SOUTHAMPTON.** Full or part-time energetic pediatric dentist wanted for well-established privately owned pediatric dental practice on the beautiful east end of Long Island. We have an outstanding reputation and have been serving the community for 30 years. We provide high quality dental care to an extremely diverse population of children from infancy to college. We are patient-driven and not profit driven. There will not be an office manager breathing down your neck or critiquing your day's production. We have fun with our patients and our goal is to avoid sedation dentistry by establishing a rapport with our kids through traditional tell-show-do, desensitization visits, nitrous and play. Competitive salary and benefits. Contact us if interested at [drconsenza@optimum.net](mailto:drconsenza@optimum.net). Requirements: Board certified or eligible. New York State license.

**NORTH CAROLINA—DURHAM.** Looking for a Pediatric Dental Associate in Durham, North Carolina. We are looking for part time or full time dentist to add to our growing work family. We are a fast growing dental office with a brand new facility (built in 2020) with all the latest technology (Digital xrays, iTero, Light Scalpel, etc...) with a rich history of patient families since 1975. Immediate start available, but willing to wait for the right fit for our growing practice. Partnership potential for the right candidate. Great work/life balance and our staff are the best! We have a fun and hard working team that makes coming to work a great experience. Our doctors will have operating room privileges at Duke Hospital as well as in office GA with board certified anesthesiologists. Previous associates compensation range: 300k-380k+ working a 3-4 day work week. Production based compensation and/or salary. Board Certification preferred. For more information please contact *manager@smilefirstdental.com*.

**NORTH CAROLINA—GREENSBORO.** Wanted part-time Pediatric Dentist with potential to become full-time. Greensboro—North Carolina. Who We Are—A group of committed professionals who create a fun environment so that kids love to come to the dentist. Our warm, supportive, energetic, hard-working and highly trained Team, working in a combined orthodontic-pediatric dental practice, delivers high quality patient care and exceptional customer service. We provide a true dental home that includes procedural sedation in our office as well as excellent access to the operating room. Our rapidly growing practice has earned over 4000 5-star Google reviews. Our practice has been named one of the “Best Places to Work in the Triad” 4 times by the Triad Business Journal and our dentists have been named “Best in the Triad” 8 times by Triad Mom’s on Main. Our practice has no corporate ownership; we are a privately owned family business that is led by a dual-trained orthodontist and pediatric dentist. Who We Are Seeking—An ethical, honest and personable pediatric dentist with sound clinical skills who interacts well with parents, patients and Team members. North Carolina Dental License is required. North Carolina Moderate Pediatric Conscious Sedation Permit is preferred. What We Offer—Part-Time employment with potential to become full-time, a healthy work/life balance, mentoring, camaraderie, a generous salary based on production, daily minimum salary, professional liability insurance and a continuing education allowance. Should the position become full-time, the following benefits would be added: medical, dental, vision and life insurance, a 401K retirement plan with matching employer contributions. Greensboro, the third largest city in North Carolina, is convenient to the coast and mountains and offers an exceptional quality of life, low cost of living, mild climate, five colleges and universities, a

vibrant arts scene, and excellent public and private schools. Please submit a letter of interest, curriculum vitae, and three references to: Dr. Michael A. Ignelzi, Jr. at *ignelzi@gmail.com*.

**NORTH CAROLINA—KANNAPOLIS.** Immediate great opportunity for a motivated pediatric dentist to provide care in a expanding Pediatric dental practice. Full and part-time opportunities available. Potential future partnership. Excellent compensation and earnings potential. For information or consideration please email resume to *bhavna@kannapolis-pediatricdentistry.com*. Required: Active NC license(D.M.D./D.D.S.).

**NORTH CAROLINA—WILSON.** Are you a passionate, service-oriented pediatric dentist looking to make a difference in a vibrant, underserved community? Wilson Pediatric Dentistry is seeking a dedicated full-time Dental Associate to join our busy, heart-centered practice. About Us: Located in Wilson, NC, serving Wilson and the surrounding communities of Greenville, Rocky Mount, and Knightdale. Our mission is to provide top-notch dental care to children in a community that truly needs our services. With a long waitlist and a steady stream of patients, our practice offers an unparalleled opportunity to hone your skills and make a significant impact. What We Offer: A Thriving Patient Base: You'll have the chance to work with a diverse and appreciative patient population, providing comprehensive pediatric dental care. Professional Growth: Gain valuable experience and expand your expertise in a fast-paced, supportive environment. Heart-Centered Team: Join a team that is committed to compassionate, patient-centered care. We believe in making a difference, one smile at a time. Convenient Location: Our practice is only a 45-minute commute from Raleigh or Greenville, NC. Medical Benefits: Comprehensive medical benefits available. Work-Life Balance: No on-call duties, no weekends, and a 4-day work week (Monday-Thursday, 8 AM—4 PM). Financial Support: \$1000-\$1400+/daily guarantee available, along with a signing bonus. Mentorship: Receive mentorship from a board-certified pediatric dentist who has extensive connections in the dental community to support your career advancement. What We're Looking For: Pediatric Dentist: A newly graduated or experienced pediatric dentist with a passion for serving children. Service-Oriented: A heart for serving the underserved and making a positive impact on the community. Why Join Wilson Pediatric Dentistry? Make a Difference: Be part of a practice that brings essential dental care to children who need it most. Dynamic Work Environment: Enjoy a busy, varied workload that keeps each day engaging and rewarding. Supportive Community: Work with a team of like-minded professionals who share your commitment to excellence and service. Growth and Development: Benefit from mentorship and professional connections

that will help you advance your career. If you're ready to embark on a fulfilling career path that combines professional growth with meaningful community service, we want to hear from you! How to Apply: To learn more about this opportunity, please send your resume and a cover letter to *wilsonpediatricdental@gmail.com*. We look forward to welcoming a new member to our dedicated team at Wilson Pediatric Dentistry! Requirements: D.M.D. or D.D.S. degree from an accredited dental school. Completion of a Pediatric Dentistry residency program. Valid North Carolina state dental license. Commitment to providing high-quality, compassionate care.

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

**OHIO—UNIVERSITY HEIGHTS AND WILLOWICK.** Come Grow with Us! New location for an established, state-of-the-art private pediatric dental practice in the suburbs of Cleveland, OH is looking for a Pediatric Dentist. We are seeking a provider for 3-4 days a week as we offer comprehensive dental care: preventative, restorative, N2O, in-office sedation, and hospital dentistry. The candidate should be passionate about creating a positive dental experience for our patients while partnering toward great oral health! The candidate



must possess strong ethical values, a great personality, and value patient education. Applicant must be qualified to administer in office nitrous oxide and to obtain hospital privileges. We are a fast-paced practice with a wonderful team that includes, 2 Hygienists, 4 Dental Assistants, a Manager, and front desk staff. We offer competitive salary and benefits. We offer a competitive salary, health benefits including medical, vision, and dental, malpractice reimbursement, 401k savings plan, paid vacation days, CE paid time off and a generous signing bonus. If you are passionate about providing excellent dental care with a highly experienced staff, please send your resume to [hr@growingsmilesoh.com](mailto:hr@growingsmilesoh.com). Job Types: Full-time, Part-time. Pay: From \$150,000-\$400,000 per year. Must have a valid Ohio Dental license, or in the process of obtaining one.

**OREGON—CORVALLIS.** If you are looking for a place to put down roots, grow and thrive for the rest of your working career, let's talk. We have an engaged purpose-led private practice and are expanding rapidly due to our entertaining and educational way of doing business with high retention and new patient flow. Come and see why Oregon is one of the highest-rated places to live, especially if you appreciate a wide variety of outdoor recreation opportunities right on your doorstep; and why there is so much opportunity for both personal and professional success. We've got a good thing started and there's lots of room to grow together. Let's talk about your goals and how we can help. Compensation and benefits: Private practice with doctor mentorship built-in. Enjoy building ownership equity without having to buy in; additional buy-in option available for a larger share. Guaranteed \$1200/day or 30% compensation of everything, whichever is greater (including hygiene). Possible to earn 500k+/year while keeping work-life balance intact. Matching 401k retirement plan. Malpractice insurance and licensing fees paid for. Generous CE stipend. 100% doctor and family coverage for really good medical / dental / vision plans. 35k sign-on bonus. Wait no longer, let's talk! Send inquiries to [timrichardsondds@gmail.com](mailto:timrichardsondds@gmail.com).

**OREGON—PORTLAND.** Job Type: Full-time (4 days per week) at the Kaiser Permanente Glisan Dental Office Interested? Text Glisanto (503) 217-2672. Specialist who supports the practices of an evidence-based group by being a clinical and non-clinical resource for the full scope of pediatric dentistry, including but not limited to the following: diagnosis and treatment of diseases, injury, malformations, and desired esthetic enhancements of teeth and gums, and related oral structures for infants and children through adolescents including patients with special health care needs. Provides preventative services to patient, such as applications of fluoride and sealants to teeth. Educates pediatric patients

and/or guardians on preventative measures to promote overall oral wellness in an evidence-based group practice. As a clinical leader, provides direct and indirect mentoring, supervision and feedback to clinical staff. As a professional leader, provides high quality care and serves as a responsible steward of resources. Successful candidates will be subject to a pre-employment background check. Benefits: Associate Dentists (and their dependents) are eligible to enroll in medical, dental, vision, alternative care, supplemental medical and life insurance. Additionally, employees are covered by AD&D coverage, voluntary short-term and long-term disability insurance. PDA offers an industry-leading 401(k) plan, with a generous 7.5% Safe Harbor Employer contribution which is automatically contributed and vested immediately. Plus, an additional employer supplemental 401(k) contribution and an employer sponsored defined-benefit retirement program (cash balance). PDA Dentists enjoy four weeks of paid parental leave, two community service and wellness days per year, an annual benefit reimbursement pool, Dependent Care Flexible Spending Account, and award-winning Wellness Program. About Permanente Dental Associates: Our Northwest based multidisciplinary group practice, owned by dentists, offers professional camaraderie, clinical and leadership development opportunities, a comprehensive compensation and benefits package, including an industry-leading employer-funded retirement program, and the opportunity to become part-owner in the group. Decisions are in the hands of dentists, for the dentists. Additionally, PDA offers guaranteed salary and bonus opportunities with the freedom to focus on your clinical practice without the pressure of selling dentistry. Our Mission: Better lives through total health, starting with the smile. Our Vision: Be the leading dental group through total health for patients, the people who care for them, and the communities we serve. Required Skills: Demonstrated ability to utilize evidence based dentistry to educate pediatric patients and/or guardians regarding preventive dental care, cause and treatment of dental issues and oral health services. Proven ability to coordinate, supervise, or manage the activities of others to accomplish goals. Understanding of principles and processes for providing patient services. Required Experience: Doctor of Dental Medicine (D.M.D.) or Doctor of Dental Surgery (D.D.S.) and successful completion of a U.S. Pediatric Residency Program. Minimum qualifications include an applicable State License with specialty noted (if required by state). Washington and Oregon providers must have a valid DEA number and current CPR certification. Oregon providers must also have at least a Nitrous Permit (Permit required within 60 days of hire). For more information please contact [pdajobs@kp.org](mailto:pdajobs@kp.org).

**OREGON—SALEM.** If you are looking for a place to put down roots, grow and thrive for the rest of your working career, let's talk. We have an engaged purpose-led private practice and are expanding rapidly due to our entertaining and educational way of doing business with high retention and new patient flow. Come and see why Oregon is one of the highest-rated places to live, especially if you appreciate a wide variety of outdoor recreation opportunities right on your doorstep; and why there is so much opportunity for both personal and professional success. We've got a good thing started and there's lots of room to grow together. Let's talk about your goals and how we can help. Culture is not just a buzz-word with us. Our Doctor Development is top-notch, guided by a mentor doctor right out the gate. This is great for a new-grad doctor to get intense support while starting, or an experienced doctor to immediately have high income potential with great team support. Doctors are the leaders, and the team is ready to help deliver on our Purpose of "Every Child Gets A Smile". This is private group practice and we want you to start building ownership with us within 2 years. This is the place to plan for the long term, to grow with us along the way. Look no further! Compensation and benefits: Private practice with doctor mentorship built-in. Enjoy building ownership equity without having to buy in; additional buy-in option available for a larger share. Guaranteed \$1200/day or 30% compensation of everything, whichever is greater (including hygiene). Possible to earn 500k+/year while keeping work-life balance intact. Matching 401k retirement plan. Malpractice insurance and licensing fees paid for. Generous CE stipend. 100% doctor and family coverage for really good medical / dental / vision plans. 30k sign-on bonus. Wait no longer, let's talk. For more information please contact [timrichardsondds@gmail.com](mailto:timrichardsondds@gmail.com).

**SOUTH CAROLINA—AIKEN.** Calling all Super Smilers! Join our dynamic dental team as a Pediatric Dentist Extraordinaire! Are you ready to embark on an adventure in tooth-tastic fun? We're seeking a pediatric dentist with a passion for making smiles sparkle brighter than the stars! If you're a dental dynamo who loves working with little ones and believes in turning dental visits into exciting adventures, then you're the perfect fit for our team! At our practice, every day is a chance to spread joy and instill lifelong healthy dental habits in our youngest patients. From treasure hunts for lost teeth to storytelling sessions that make dental procedures feel like magic, we're all about creating a positive and playful environment where kids can't wait to visit the dentist! So, if you're ready to join a team that's all about laughter, lollipops, and making dental care a blast, then hop on board our dental express! Apply now and let's make smiles shine brighter together! We are a privately owned dental practice with a well established

patient base. We pay a daily minimum or a % of Production whichever is higher. Covered Malpractice and CE allowance. If Interested please email: [TLHAUBURN@MINDSPRING.com](mailto:TLHAUBURN@MINDSPRING.com) or [DrTHubbs@icloud.com](mailto:DrTHubbs@icloud.com). Required: SC Dental Licence.

**SOUTH CAROLINA—BEAUFORT.** Calling all Super Smilers! Join our dynamic dental team as a Pediatric Dentist Extraordinaire! Are you ready to embark on an adventure in tooth-tastic fun? We're seeking a pediatric dentist with a passion for making smiles sparkle brighter than the stars! If you're a dental dynamo who loves working with little ones and believes in turning dental visits into exciting adventures, then you're the perfect fit for our team! At our practice, every day is a chance to spread joy and instill lifelong healthy dental habits in our youngest patients. From treasure hunts for lost teeth to storytelling sessions that make dental procedures feel like magic, we're all about creating a positive and playful environment where kids can't wait to visit the dentist! So, if you're ready to join a team that's all about laughter, lollipops, and making dental care a blast, then hop on board our dental express! Apply now and let's make smiles shine brighter together! We are a privately owned dental practice with a well established patient base. We pay a daily minimum or a % of Production whichever is higher. Covered Malpractice and CE allowance. If Interested please email: [TLHAUBURN@MINDSPRING.com](mailto:TLHAUBURN@MINDSPRING.com) or [DrTHubbs@icloud.com](mailto:DrTHubbs@icloud.com). Required: South Carolina Dental License. Graduated from Accredited Pediatric Dental Residency.

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

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

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

**TENNESSEE—OOLTEWAH.** Looking for a pediatric or general dentist who loves working with kids to come along side of us and work either at our Ooltewah or Cleveland TN location. Specifically, we are looking for a doctor who shares our values and is passionate about helping children achieve a lifetime of great oral health as we are! While some experience is preferred, communication skills, confidence, positive attitude and high motivation level are the key characteristics the owner is looking for. For more information please contact [stephenwillwright@gmail.com](mailto:stephenwillwright@gmail.com).

**TENNESSEE—POWELL.** Upscale and modern fully digital office. Flexible scheduling including full time or part time options. Autonomy over treatment planning. Treatment options include in office IV sedation with anesthesia team and N2O. Working with well-seasoned collaborative group including Pediatric Dentists, dental assistants, and dental hygienists. Working with pediatric population ages 0-19. In-office procedures include general restorative procedures with restorative assistants to assist. 7:15 am—4:00 pm schedule between Monday and Thursday. Required: A certification in Pediatric Dentistry. TN Dental License. Board Certified or board eligible. For more information please contact [michaelfkjoch63@yahoo.com](mailto:michaelfkjoch63@yahoo.com).

**TEXAS—AUSTIN.** We are a group practice in Austin TX and the pediatric dentist in the practice is retiring. We are looking for a part-time pediatric dentist with flexible hours. Salary negotiable. Please apply with your resume and salary requirements. For more information contact [contacthfd@gmail.com](mailto:contacthfd@gmail.com).

**TEXAS—CONROE.** Excellent opportunity for a pediatric dentist to join our well established, highly successful fee for service pediatric practice that has been in business for over 40 years. We are a privately owned practice with a part-time opening for 2—3 days a week, possibly leading to full-time. Our new facility opened in 2007 along with another office location that opened in 2015. We are ideally located near a privately owned orthodontic practice, 2 general dentist's offices, and an oral surgeon's office. We offer the latest advancements in dental technologies including: chart-less system, electronic charting, built-in nitrous oxide system and in-office monitored sedation along with IV sedation. For more information please contact [cpdpuffin@gmail.com](mailto:cpdpuffin@gmail.com).

**TEXAS—GRAPEVINE.** Private, family-supported and locally-owned Pediatric and Orthodontic office in Grapevine, Texas seeking Board-Certified Pediatric Dentist for a long-term associateship to care for our friends and neighbors 3-4 days per week. Compensation: Base minimum or percentage of production, Health, Dental, Vision insurance, 401K match. Excellent staff, location and facility with full clinical autonomy. The doctor must hold a D.D.S. or D.M.D. degree and be board-certified/board eligible in Pediatrics from ADA accredited program and a license in Texas. Please email [smile@grapevinekids.com](mailto:smile@grapevinekids.com) with C.V. and contact.

**TEXAS—LAREDO.** We are looking for a Pediatric Dentist (part-time or full-time) for our 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. Daily Guarantee or Percentage. We are a fun, busy, 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 call or text Dr. Joanna call (210) 632-4560, or email [joanna.c.ayala@gmail.com](mailto:joanna.c.ayala@gmail.com).

**TEXAS—MISSOURI CITY.** A progressive and advanced Pediatric Dentistry Practice is looking for a Pediatric Dentist for long term associateship, with potential for an Equity position if desired. The company boasts to have multiple offices with high profitability and is in a continuous expansion and progression since its in-

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

**WASHINGTON—EAST WENATCHEE.** Washington State: Seize this opportunity in growing Wenatchee Washington. We are seeking a full time Pediatric Dentist to join our busy private practice. Potential for \$400,000+/year plus upwards of 50K benefit package with flexibility of 198 working days/year. Competitive advantage includes: Guaranteed rate of \$1500/day or Percentage of collections. PTO, 401K options. Sign On Bonus. Generous CE allowance. Our practice boasts a fully digital integrated platform for seamless efficiency. We also utilize a restorative hygienist to maximize scheduling. With our loyal and well-seasoned staff, we are a force of uplifting energy that runs like a NASCAR team. Our practice also provides orthodontic care which strengthens our patient loyalty and retention. Wenatchee is an excitingly diverse area with robust outdoor adventures for the entire family. Adventure seekers enjoy biking, hiking, fishing, hunting, water & winter sports alike. Wenatchee is well equipped with excellent character focused schools, a modest cost of living and a tight knit community that feels like home. For more information please contact [jschall@wvdentalvillage.com](mailto:jschall@wvdentalvillage.com).

**WASHINGTON—KENMORE.** Escape the Hustle and bustle and enjoy practice in beautiful and growing Whatcom County, WA. Annual collections of approximately \$600,000. Plenty of room for growth in this 6 op, 2,500 square foot building. Call Rod Johnston at (206) 979-2660 or email [rod@omni-pg.com](mailto:rod@omni-pg.com). (WAD546)

**WEST VIRGINIA—BRIDGEPORT.** Thriving pediatric dental practice located in Bridgeport, West Virginia looking for an Associate Pediatric Dentist with an opportunity to buy in June 2025. Practice provides oral sedation and hospital dentistry at a nearby hospital. Practice is located in a school district rated among the best in the state. We are in close proximity to Pittsburgh, PA and Washington DC, 40 minutes to Morgantown, West Virginia and West Virginia University. Close proximity to many ski resorts and state parks with an abundance of outdoor activities including fishing, biking, hiking, whitewater rafting, and kayaking. If interested, please email [mmomen@ma.rr.com](mailto:mmomen@ma.rr.com).

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

## OUTSIDE THE U.S.

**ALBERTA—AIRDRIE.** Exciting long-term associate opportunity to work within the cities of Calgary & Airdrie Alberta, as we are seeking an exceptional Pediatric Dentist to join our well-established team. Our highly successful offices are fast paced and growing, offering an exciting experience in all aspects of Pediatric care. Experience is an asset, however, the successful candidate will have the opportunity for excellent mentorship working alongside both Dr. Ethan Zuker and Dr. Adam Siray. Our modern and state of the art clinics are fully digital and equipped to provide nitrous and oral sedation in-office, and access is readily available to surgical centres for provision of care under general anesthetic. Number of days working and time off are always open to discussion and we offer generous remuneration on all in-office procedures including radiographs. The clinic culture is centered on high quality, compassionate patient care and our doctors take great pride in spending quality time with each of their patients. The office also embraces the importance of a friendly, supportive, fun environment for our team, so the enthusiasm to collaborate in a demanding, fast-paced environment is a must. Our highly successful team hosts motivated, forward thinkers, positive team players, efficient multi-taskers who are tolerant under pressure, and individuals who are caring and understanding with children and their families. Please contact us in confidence [drsiray@mahoganykidsteeth.com](mailto:drsiray@mahoganykidsteeth.com). Requirements: D.D.S./D.M.D. Canadian Board Certified Pediatric Dentist.

**ALBERTA—EDMONTON.** An amazing opportunity is now available within our practice in Edmonton Alberta. Our practice is growing and we are looking for a caring, skilled and motivated pediatric dentist to join our team. The practice has established itself as one of the premier pediatric dental practices in the area. We have well trained staff, a wonderful reputation in the community, and access to hospital and private surgical suites. Perfect position for starting your career with competitive income. If you are motivated to provide quality care in a friendly and professional setting, contact us at [f.vaziri@childrensdental.ca](mailto:f.vaziri@childrensdental.ca). Requirements: D.D.S. or D.M.D., Residency in Pediatric Dentistry.

**BRITISH COLUMBIA—KELOWNA.** Okanagan Pediatric Dentistry, a thriving specialty pediatric practice in one of the most beautiful destination cities in Canada, Kelowna, BC, is looking for an energetic, enthusiastic pediatric dentist to join the team! Located in the Okanagan valley, there are opportunities for activities and leisure abound. Kelowna is located on the shores of Okanagan Lake, offering incredible beaches and resorts in the summer, less than an hour drive from both Big White and Silver Star world class ski resorts, and 4 hours from Vancouver. The Thompson-Okanagan region boasts a long golf season with more than



50 courses and 120+ award winning wineries. Opportunities for skiing, hiking, cycling, mountain biking, boating, running, dining, and simply sight-seeing are endless. Kelowna offers a fabulous environment for raising a family with excellent schools; public, private, and post-secondary, as well as YLW international airport. Our practice draws from a very large geographic area, with patients travelling from as far as the Northwest Territories. Access to hospital dentistry makes this one of few practices in the Interior region able to offer comprehensive oral rehabilitation with fewer appointments. Our team is strong and stable with long term staff and is paperless with digital radiography. An Associate position is available in a part-time capacity (3-4d/wk) currently, however, the future is bright! An increase to full-time with growth and possibility of buy-in for the right candidate. Please contact by email [omegadds@me.com](mailto:omegadds@me.com).

## PRACTICE FOR SALE

**ARKANSAS—LITTLE ROCK.** Arkansas General & Pediatric Dental Practice—Seeking Affiliation. Arkansas, known for its picturesque landscapes and warm, welcoming communities, offers a unique opportunity with a general and pediatric dental practice now available for sale. This thriving practice is located in a small, close-knit community, conveniently situated just thirty minutes from a major city in the state. The current doctor-owners are interested in exploring affiliation options with a group while continuing to practice for years to come. This comprehensive dental practice features seventeen operatories, with an additional operator plumbed but not yet equipped on the GP side. Both the specialty and general practices share a recently remodeled building, and the real estate is available at the time of the practice sale. The general practice side boasts over 2,400 active patients and welcomes an average of 45 new patients per month. The pediatric practice serves nearly 4,200 active patients and averages 50 new patients per month, along with 190 prophies per week. Currently, both practices operate only four days per week. Supporting both the owner doctors and an associate, this practice generates over \$480,000 in EBITDA, making it an incredible opportunity to partner with established dentists in The Natural State of Arkansas. This is a prime chance to invest in a flourishing practice and become part of a community-focused, high-demand dental service provider. Highlights of the Arkansas General/Pediatric Dental Practice: General and pediatric dental practice. 17 total operatories. Collections of \$3.099 million. EBITDA over \$480,000. Real estate available. Living in Arkansas offers a unique blend of art and culture, outdoor sports and recreation, and a welcoming community atmosphere. With a cost of living below the national average and top-rated school systems, it's an attractive place for families. Outdoor enthusiasts like

Clay Newcomb of Meateater praise the state for its exceptional hunting, fishing, and hiking opportunities. Arkansas also boasts dynamic sporting events and a business-friendly environment. Recently, the region has received high marks for its quality of life and affordability, making it an ideal place to call home. Interested in learning more about this Arkansas dental practice? Contact Professional Transition Strategies—email Bailey Jones: [bailey@professionaltransition.com](mailto:bailey@professionaltransition.com) or call: (719) 694-8320. Reference #AR71724. We look forward to talking to you!

**GEORGIA—ATHENS.** Athens, GA Pediatric Dental Practice for Sale. Georgia, a state celebrated for its lush landscapes and rich cultural heritage, is home to an exceptional orthodontic and pediatric dental practice that has become a cornerstone of its community. For over three decades, the dedicated doctor has nurtured a flourishing practice that stands as a testament to unwavering commitment and exemplary dental care. Open to exploring a range of transition opportunities, including a buy-out or a partnership with a group, the practice presents a rare and inviting prospect for those looking to invest in or expand their dental practice footprint. This well-established practice boasts six total chairs, thoughtfully arranged to include two open bay chairs dedicated to pediatric dentistry and four open bay chairs for orthodontic treatments, complemented by an additional chair specifically for x-ray procedures. Situated in a spacious, free-standing building, the practice not only offers a significant physical presence but also comes with the possibility of real estate acquisition and existing expansion plans, adding even more value to this already attractive offering. The practice's impressive patient base, with over 3,050 active patients, underscores its strong reputation and community trust. In just the last year alone, the practice welcomed 280 new pediatric patients and initiated 162 new orthodontic treatments, achievements made with minimal advertising efforts. This underscores the practice's integral role and prominence within the community. With an EBITDA of \$330,000, the practice represents an unparalleled specialty practice opportunity in the Peach State. It offers a solid financial foundation and potential for growth, making it an ideal investment for dental professionals seeking to make a mark in Georgia's health-care landscape. Highlights of this Georgia Orthodontic and Pediatric Practice: 6 chairs with room for expansion. Collections of \$1.318 million. EBITDA of \$330,000. Real estate available. 3,050 active patients. Living in Georgia's suburban areas offers a harmonious blend of cultural richness and recreational activities, amidst an economically thriving and business-friendly environment. These suburbs boast exceptional school systems and relatively low cost of living, making them ideal for families and professionals alike. Residents enjoy access to a plethora of outdoor sports,

cultural events, and major sporting events. Georgia's suburbs have been recognized for their quality of life, often receiving positive ratings for safety, education, and business opportunities. Ready to learn more and review the prospectus? Contact Professional Transition Strategies—email Bailey Jones: [BAILEY@PROFESSIONALTRANSITION.COM](mailto:BAILEY@PROFESSIONALTRANSITION.COM) or call: (719) 694-8320. REFERENCE #GA40324. We look forward to speaking with you! \*Please note, location listed is not exact in order to maintain confidentiality.

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

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

**GEORGIA—MACON.** Introducing a rare and exceptional opportunity in the pediatric dental sector: a highly profitable pediatric dental practice for sale in the beautiful state of Georgia. This practice is a jewel in the southeast pediatric dental community, boasting over \$1.2 million in EBITDA, making it a lucrative investment for potential buyers. Designed to support multiple doctor owners as well as associates, the practice is a bustling hub of dental excellence, serving a vast patient base with nearly 23,000 active patients. Its impressive patient influx is evident, with an average of 225 new patients every month, highlighting its strong market presence and community trust. The practice's facility is a testament to modern dental care, recently remodeled to encompass upscale, state-of-the-art equipment and design. Spread across 16 total operatories, the space includes open bay hygiene chairs, quiet rooms, and open bay operatories, each crafted to provide the best patient experience and workflow efficiency. What sets this practice apart is not just its financial success or its advanced facilities, but its readiness for growth and collaboration. The current doctor owners are open to exploring partnership options, welcoming both group involvements and individual pediatric dentists who share a vision for excellence in pediatric dental care. This practice represents more than just a business transaction; it's an opportunity to be a part of a thriving, community-oriented dental practice with a strong foundation and limitless potential for growth. Whether you're looking to expand your dental practice portfolio or step into a rewarding pediatric dental venture, this practice in Georgia offers

an unparalleled chance to make a significant impact in the pediatric dental community. For an overview of this Georgia Pediatric Practice, read below: 16 total operatories. Collections of \$6,241 million. EBITDA of \$1.273 million. 23,000 active patients. 225 new patients/month. Multiple dentists. Georgia, often referred to as the Peach State, offers a delightful blend of Southern charm and modern living, making it an exceptional place to call home. Renowned for its rich cultural heritage, Georgia boasts a vibrant arts scene, including the famous Fox Theatre in Atlanta, and the Savannah Historic District, where the past and present harmoniously coexist. Sports enthusiasts revel in the state's passionate sports culture, with exhilarating events like Atlanta Braves baseball games and the revered Masters Golf Tournament in Augusta. The state's culinary landscape is as diverse as its heritage, ranging from classic Southern comfort food to contemporary cuisine, with notable restaurants scattered across cities like Atlanta, Savannah, and Athens. Outdoor enthusiasts are spoiled for choice with the scenic Appalachian Mountains, tranquil coastal beaches, and the Chattahoochee River, offering endless opportunities for hiking, kayaking, and fishing. Georgia's livability ratings consistently rank high, thanks to its affordable cost of living, excellent education system, and a warm, welcoming community. All these factors combine to make Georgia not just a place to live, but a place to thrive, rich in experiences and brimming with opportunities for a fulfilling lifestyle. Ready to learn more and review the prospectus of this GA pediatric dental practice opportunity? Contact Professional Transition Strategies—email Bailey Jones: [BAILEY@PROFESSIONALTRANSITION.COM](mailto:BAILEY@PROFESSIONALTRANSITION.COM) or call: (719) 694-8320. REFERENCE #GA12623. We look forward to speaking with you. Please be aware that the practice's location shown on the map is intentionally inaccurate to preserve confidentiality. For the exact location, contact PTS.

**ILLINOIS—MOLINE.** Highly profitable single doctor FFS pediatric practice for sale in Moline, IL. The area is part of The Quad Cities. There is minimal competition in the area. Owner only selling due to family health reasons. Practice is ready for immediate transition with owner's assistance. Practice is priced to sell due to the nature and time of the sale. Collections average above 1.5 million on a 32 hour work week. Office is up to date and equipped with a newly renovated sterilization room, 4 hygiene open floor chairs, 2 quiet ops with nitrous, and one semi-quiet op for older kids. The office also does IV sedation 2 days a month with a pediatric anesthesiologist. This is a fantastic opportunity to hit the ground running in a practice already at its peak. The Quad Cities is a great family oriented place to live that is easy to get around and a lot to do. Interested parties please contact Dr. Greg Weinberg at [gwe21384@gmail.com](mailto:gwe21384@gmail.com).

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

**TENNESSEE—NASHVILLE.** Nashville, TN Pediatric Dental Practice for Sale. Nashville, Tennessee is celebrated for its rich musical heritage and welcoming atmosphere, qualities that extend into its flourishing suburban communities. One such community within fifteen miles of downtown Nashville is home to a well-established pediatric dentistry practice that is now available for sale. This practice, thriving in a family-friendly neighborhood known for its peaceful residential setting and convenient access to city amenities, presents a rare opportunity for an aspiring dental professional. The current owner, a respected pediatric dentist with two decades of experience, is exploring various transition options, including a full sale or a partnership. The owner is also committed to providing mentorship and is willing to continue practicing for up to three years to ensure a seamless handover of the patient base and operations to the new dentist. This practice boasts eight fully equipped operatories and offers the potential for further expansion as the real estate is also available for purchase. Despite minimal advertising, the practice has successfully maintained a roster of 1,550 active patients and attracts an average of 20-25 new patients monthly. Financially, the practice is highly profitable with nearly \$1 million in revenues and over \$250,000 in EBITDA, making it a financially attractive investment. This pediatric dentistry practice represents a remarkable opportunity to own a thriving business in the heart of Tennessee's most dynamic and culturally enriched region. Highlights of the Nashville Pediatric Dental Practice: 8 operatories. Collections of \$975,000. EBITDA of \$255,000. 1,550 active patients. Real estate available. Nashville, Tennessee, often acclaimed for its rich arts and cultural scene, offers residents a unique blend of musical heritage and contemporary art. The city is a haven for outdoor enthusiasts with numerous parks and waterways suited for sports and recreation. Nashville also hosts a variety of major sporting events, appealing to sports fans. The cost of living remains competitive, complemented by strong school systems and a dynamic business environment. Recently, Nashville has earned high ratings for its overall quality of life, making it an increasingly attractive place to live and work. Interested in learning more about this Nashville, TN pediatric dental practice? Contact Professional Transition Strategies—email Bailey Jones: [BAILEY@PROFESSIONALTRANSITION.COM](mailto:BAILEY@PROFESSIONALTRANSITION.COM) or call: (719) 694-8320. REFERENCE #TN50124. We look forward to speaking with you!

## FACULTY POSITIONS AVAILABLE

**INDIANA—INDIANAPOLIS.** The Department of Pediatric Dentistry in Indiana University School of Dentistry invites applications for a clinical or tenure track position at the assistant or associate professor level. This will be a 12-month appointment at 1.0 FTE, with an anticipated start date of January 1, 2025. The successful candidate will possess a passion for teaching, leadership and team-building skills, and experience with and enthusiasm for the work in with residents in outpatient clinics. Major teaching responsibilities include providing didactic and clinical instruction for both postdoctoral (majority) and predoctoral students, student counseling, and research mentoring, as well as support of evidence-based learning and clinical care. Additionally, participation in hospital on-call service and various interactions with postdoctoral and predoctoral students are expected. Other responsibilities include participation in committees at the department, school, and university levels, as well as the production of scholarship to support promotion. Opportu-

nities for extramural dental private practice are available. Indiana University School of Dentistry is located on the IU Indianapolis campus. IU is one of the outstanding urban research universities in the United States and has been recognized nationally for its civic and community engagement. The School of Dentistry is the only dental school in the Hoosier state and educates 80% of the dentists practicing in Indiana and offers an extraordinary learning environment in which teaching, research and community service are uniquely combined to prepare tomorrow's dental professionals. Indiana University is an equal employment opportunity/equal access/affirmative action employer and a provider of ADA services. As the state's premier urban research institution, IU Indianapolis is committed to being a welcoming campus community that reflects and enacts the values of diversity, equity, and inclusion that inform academic excellence. We seek candidates who will not only enhance our representational diversity but whose research, teaching, and community engagement efforts contribute to diverse, equitable, and inclusive learning and working environments for our students, staff, and fac-

ulty. IU Indianapolis condemns racism in all its forms and has taken an anti-racist stance that moves beyond mere statements to interrogating its policies, procedures, and practices. We hope to identify individuals who will assist in our mission to dismantle racism so that everyone has the opportunity to succeed at IU Indianapolis. D.D.S. or D.M.D. or foreign equivalent. Experience in teaching minimal to moderate sedation in pediatric dentistry and providing supervision in an operating room setting. Graduates from a CODA accredited specialty program in pediatric dentistry preferred but internationally trained candidates who have completed a minimum 24-month pediatric dentistry specialty program will be considered. Requirements: Board eligible or certified. Required Documents. Curriculum Vitae. Letter of Application. List Of References. For more information please contact [dswwww@iu.edu](mailto:dswwww@iu.edu).

The advertisement features a blue background with a dark purple rounded rectangle on the left containing the 'aapd merch SHOP' logo. To the right, three items are displayed in white rounded rectangles with colored borders: a grey hoodie with 'TINY TEETH TEAM' in green and blue, a white t-shirt with 'TINY TEETH' in pink and blue, and a black travel mug with a silver handle and lid. Below the items, the text 'Get Ready to Level Up Your Style and Hydration Game with Our Brand New Line of AAPD Merchandise!' is written in white.

**aapd merch SHOP**

**Get Ready to Level Up Your Style and Hydration Game with Our Brand New Line of AAPD Merchandise!**

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kids will  
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Despite the importance of brushing for good oral health hygiene, many children **struggle to do it effectively**. Short attention spans and improper technique often hinder good oral hygiene habits.

Introducing the NEW Willo AutoFlo+ with the OptiClean brush head – the first fully automated toothbrush designed specifically for kids. It's clinically proven to enhance plaque control, removing up to **7 times more plaque** than a manual toothbrush.<sup>1</sup>

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Discover more about how the NEW Willo AutoFlo+ can transform your patients' oral health at **Willo.com**.

<sup>1</sup>. Study WCS-1001. Data on file Willo 2024.

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Innovative Toothbrush*

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It is designed with three angled bristle pads positioned to clean all surfaces of the teeth at the same time and comes in regular or toddler sizes.

Whether your patient is brushing on their own or with someone's help, the Surround Toothbrush allows more tooth surface to be cleaned with each stroke. The soft, end-rounded nylon bristles and heart-shaped, compact head make brushing safe and comfortable.

To learn more about the Surround Toothbrushes, or to place an order, visit our website at [www.specializedcare.com](http://www.specializedcare.com). Or call us at 800-722-7375.

*Cleans Multiple  
Surfaces Simultaneously*

