

**Different Associations,
Common History**

The IAPD and the AAPD share a common history. p. 14

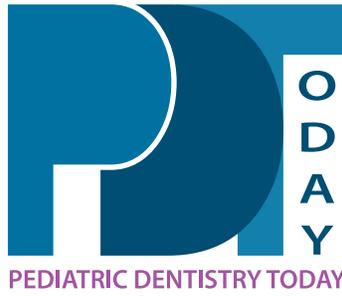
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September 2022 Volume LVII, Number 5





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

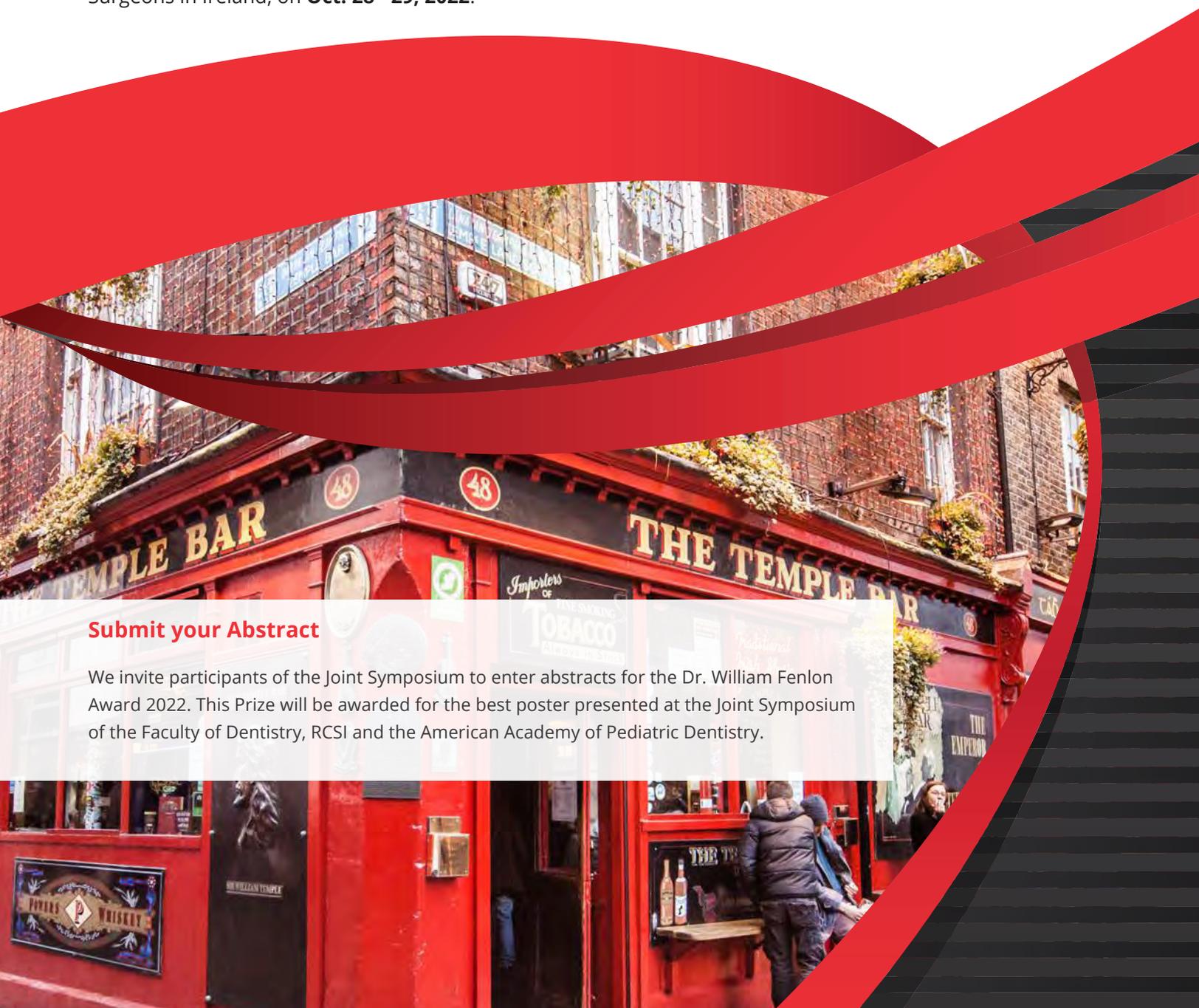


SAME PROBLEM, NEW DIRECTIONS

October 28 - 29, 2022

DUBLIN, IRELAND

The 2022 Joint Symposium of the American Academy of Pediatric Dentistry and the Faculty of Dentistry RCSI will take place in Dublin in the splendid contemporary and historic surroundings of the Royal College of Surgeons in Ireland, on **Oct. 28 - 29, 2022**.



Submit your Abstract

We invite participants of the Joint Symposium to enter abstracts for the Dr. William Fenlon Award 2022. This Prize will be awarded for the best poster presented at the Joint Symposium of the Faculty of Dentistry, RCSI and the American Academy of Pediatric Dentistry.

THE MAGAZINE OF THE AAPD

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Cover photo is of the Roman Forum in Rome, Italy, during sunrise.

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PRESIDENT'S MESSAGE

WHAT WILL HAPPEN TO ANGELA?



PRESIDENT

Dr. Amr M. Moursi

A mom brings her 3-year-old daughter, let's call her Angela, to a pediatric dentist we'll call Dr. Jackson, for her first dental visit. Dr. Jackson finds extensive caries with multiple abscesses, she tells mom that the tooth decay is quite serious and, due to the extent of the treatment needed and the child's age, the best way to treat her is under general anesthesia in the operating room (OR). Mom is quite distressed, "I'm very concerned about Angela, I'd like to get her treated as soon as possible".

Dr. Jackson tells her she's also very concerned but, "unfortunately, there is a 9-month waiting list for the OR". Mom says "what will happen to Angela until then?"

Indeed, what will happen to Angela and all the other children across the country waiting many months for access to general anesthesia and an operating room? Many of us have been in Dr. Jackson's shoes and we read similar stories on AAPD's Little Teeth Chat. We have seen over the years how OR access for pediatric dental cases has been on the decline. Now, the COVID-19 pandemic has reduced OR capacity even further and increased competition among surgical providers for all OR space. Wait times can exceed 12 months in urban areas and are even longer in rural areas where ORs capable of providing dental procedures under general anesthesia are not as readily accessible.

Children on these long waiting lists, many of whom are covered by Medicaid, continue to live with pain and the risk of acute infection and facial cellulitis or worse. The cavities continue to progress and teeth that could have



been restored often end up having to be extracted by the time the child can be treated in the OR.

In response to concerns about OR access the American Academy of Pediatric Dentistry (AAPD) Pediatric Oral Health Research and Policy Center conducted a nationwide survey of AAPD members and found that more than 50 percent reported access to hospital ORs has worsened since March 2020, and 74 percent indicated that wait time has increased (Vo AT, et al. *Pediatr Dent.* 2021;43:33-41). In an effort to enhance the care of children on these waiting lists, and in response to our members who have voiced their concerns, the AAPD has embarked on a concerted advocacy campaign.

The AAPD engaged the consulting services of the Washington, D.C., law firm of Powers Pyles Sutter and Verville PC. The firm identified a major barrier to OR access for dental procedures was the lack of a specific dental facility fee code that hospitals and ambulatory surgery centers could use to bill Medicaid for their costs. The lack of an appropriate code results in an extremely low facility fee for



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dental cases. A strategy was developed to advocate for a specific facility fee code for dental cases and to ensure that it would receive an appropriate level of reimbursement. After several meetings with the Center for Medicare and Medicaid Services (CMS), the AAPD along with the American Dental Association (ADA) and the American Association of Oral and Maxillofacial Surgeons (AAOMS) submitted a proposal to CMS. An advocacy plan for this proposal, with multiple partners, then kicked into gear:

- The American Academy of Pediatrics joined us in our efforts by submitting a letter of support to CMS.
- AAPD, ADA, and AAOMS filed written testimony with the Subcommittee on Health of the House Ways and Means Committee summarizing the problem and advocating CMS adoption of our proposal.
- AAPD members briefed Members of Congress and their staff on this issue during their Congressional visits on March 14-15, 2022. This eventually led to 25 Members of

the U.S. House of Representatives, from both parties, writing to CMS in support of the proposal.

- Twenty-four national patient advocate organizations from the Consortium for Constituents with Disabilities Health Task Force wrote CMS in support of the proposal.

After over a year of advocacy on all these fronts we finally got the good news! On July 26, 2022, CMS proposed a rule change that will have the effect of **raising the facility fee associated with OR dental procedures in hospital outpatient departments from \$203.64 to \$1958.92**. This is a huge step forward and the result of a sustained and multi-faceted advocacy effort. However, there is still work to be done since the rule change does not propose a new facility code for use within ambulatory surgery centers. AAPD-ADA-AAOMS will continue to pursue this effort in our ongoing discussions with CMS and Congress.

This campaign is how health care advocacy is supposed to work. Professional organizations with specific but overlapping interests band together with community organizations to work,

in a bipartisan way, with our elected officials and appointed policy makers to improve our health care system so that it provides better care for everyone, but especially for those who are underserved. I'm very proud that the AAPD played a leading role in this advocacy campaign. Nothing better exemplifies our Vision.

When we survey our members and ask what do you value most in your AAPD membership?, "advocacy for pediatric oral health" is always at or near the top of the list. Enhancing OR access is an excellent example of how our AAPD advocates for children. What makes this all possible? It is our Pediatric Oral Health Research and Policy Center, supported by your membership dues. It is your contributions to the AAPD Political Action Committee. It is the time you invest in visiting congressional offices during the Advocacy Conference on Capitol Hill. And, it is your many hours of work on AAPD Councils and Committees. Together, this is what makes our advocacy so successful. Please think of all this as you renew your membership this year and in the years ahead. All the children out there like Angela need us to succeed.



Big Love for Little Teeth

AAPD Foundation Makes \$1.3 Million in New Grant Commitments

The AAPD Foundation board of trustees has approved **\$1.3 MILLION** in new Access to Care Grant commitments for the fiscal year ending June 30. Since 2010, the Foundation has supported community-based organizations and educational institutions nationwide in their efforts to provide dental homes for children from families who cannot afford care.

Thirty-three organizations will receive single-year Access to Care Grants of up to \$20,000, and we project that these awards will establish dental homes for more than 100,000 for kids in need. Three other exceptional organizations will receive Access to Care Grants of \$225,000 over the three years that will help them to continue to lift barriers within their community and serve low-income children.



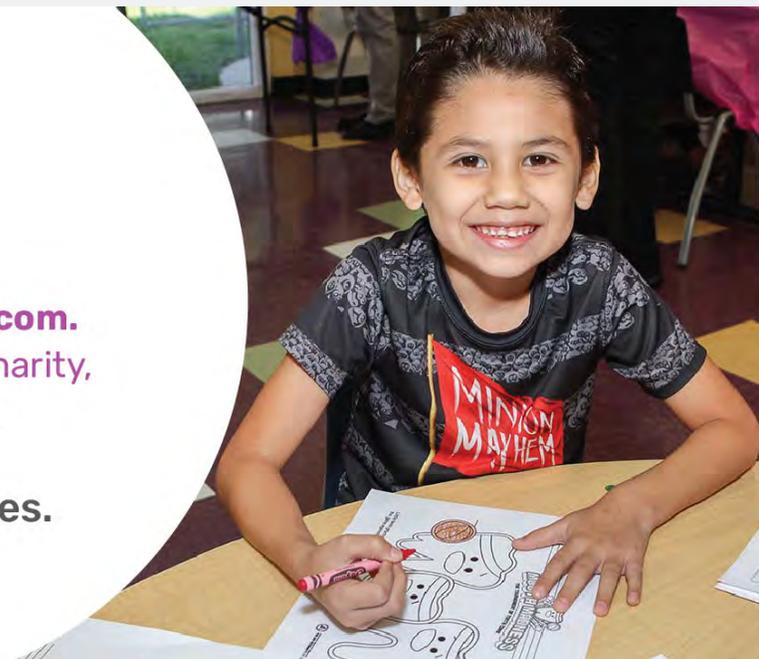
Beginning July 29, 2022, through Oct. 3, 2022, we will be accepting applications for one-year, \$20,000 Access to Care Grants for awards to be issued in April 2023. All eligible organizations are encouraged to apply. Please visit aapdfoundation.org for more information and open your application for 2023.

Make a difference while you shop

Shop for back-to-school supplies and all of your fall essentials at smile.amazon.com. When you choose **AAPD Foundation** as your charity, Amazon will donate 0.5% of eligible purchases.



You shop. Amazon donates.
amazonsmile



Practice Consolidation Is Cresting



It's Time to Understand the Value of Your Practice

Silent Partners Buy Part of Your Practice

Dozens of Invisible Dental Support Organization (IDSO) silent partners are paying record values for partial interests in Pedodontic practices advised by LPS. Pedo-only IDSOs compete fiercely with the multi-specialty and Dental Trifecta groups, driving up values. You should understand all of your options.

IDSOs purchase 51% to 90% of practices for cash now at low tax rates. Doctors retain ownership and have significant upside in the equity value. Some LPS clients have achieved 3x to 7x equity returns in only three to five years.

Long-Term Wealth Building Partnership

Doctors continue to lead their practice with their brand, team and strategy for years or decades. Practices benefit from the resources of a larger, silent partner, but are not micromanaged or homogenized.

IDSO partnership is not a short-term transition strategy, but rather a long-term wealth building partnership. Some happy LPS Pedodontic clients are under 35!

Six or More Choices in Partnership

LPS clients have 6 to 10+ qualified bidders. LPS completed over \$500 million of transactions for dentists of all types, in the last 12 months. LPS' size enables our clients to achieve record values that the little advisors cannot match. Multiple Pedodontic clients have achieved values of over 3x collections.

Your Value in Today's Consolidation Frenzy

Great practices with at least \$1.2 million in collections have many options today. You should understand the value of your practice in an LPS-advised process. Doctors who deal directly with IDSOs often leave millions on the table and do not get to consider ALL of their options.

Contact us to schedule a confidential, no obligation discussion to learn the value of your practice; you might be surprised at today's values!

LPS | Large
Practice
Sales

855-439-7336

MySilentPedoPartner.com
Pedo@LargePracticeSales.com



Welcome New Members

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

Member Benefit Spotlight

Can the President Cancel Student Loan Debt?



As of press time, the White House had just announced its student loan forgiveness plan. Look for updates on the AAPD and ADA websites.

Student loan payments are set to resume Sept. 1, after an extended pause. Biden's actions (and talk of his possible actions) have long since stirred a fierce debate on whether the president can actually cancel student loan debt. The following article breaks down the latest information. Keep reading to get all the details and context.

Canceling Student Loan Debt

On the 2020 presidential campaign trail, Biden ran in part on a student loan reform platform. On top of suggesting potential changes to existing federal student loan forgiveness programs, he floated the possibility—both in Tweets and in campaign speeches—that he supported a proposal to forgive \$10,000 in federal student loan debt.

And in April of last year, Biden asked the Department of Education if he had the authority to cancel student debt. He received a memo in response, but no public eyes have seen it so far. Thus, the cloak of secrecy.

For now.

Student Loan Debt That the President Has Forgiven So Far

Biden recently erased \$5.8 billion worth of educational debt for all former students of Corinthian College,

the now-closed, for-profit school.

This is the largest single student-debt cancellation ever by the United States government.

Another \$6.8 billion in student loans were obliterated for 113,000 borrowers through amendments to the Public Service Loan Forgiveness Program. This allows non-profit and government employees to have their remaining debt forgiven after 10 years or 120 payments.

And more than \$8.5 billion in student loans have been forgiven for 400,000 borrowers who have a total and permanent disability.

Additionally, let's not forget the \$2.1 billion for 132,000 borrowers through borrower defense to repayment. People can apply for borrower defense if their education provider deceived them "or engaged in other misconduct in violation of certain state laws," according to the ED's Federal Student Aid office.

Broad Student Loan Debt That May Be Announced Soon

As many borrowers keep their eyes peeled for Biden's summer announcement, speculation is growing about what is happening behind the scenes.

Many believe a debate continues in the Biden administration over the political and financial ramifications of wiping out billions in student loans. On one hand, the November midterm elections would be a good reason to come through on a campaign promise. On the other hand, inflation, which the Federal Reserve is fighting by raising its interest rates, could be exacerbated by the sudden cancellation of billions of debt.

While the political environment is evolving quickly, here's an overview of some ways Biden might tackle the issue...

Can the President Forgive Student Loan Debt by Executive Order?

So, can the president unilaterally forgive student debt? Senate Majority Leader Chuck Schumer and Senator Elizabeth Warren, among others, are pressuring Biden to take this controversial step, with the former repeatedly saying, “You just need the flick of a pen.”

Now that Biden has frozen repayments until Aug. 31, 2022, people are waiting for what happens next. Will it include a student loan forgiveness executive order? If not Biden, which president will forgive student loans in the future?

The coming announcement could impact how things unfold in the years to come.

Basis for \$10K Student Loan Forgiveness

The president reportedly plans to cancel \$10,000 in student loan debt per borrower. According to the Washington Post, the latest plan is for limiting debt forgiveness to Americans who earned less than \$150,000 (or possibly \$125,000) in the previous year or less than \$300,000 (or possibly \$250,000) for married couples filing jointly.

But Biden is hesitant to cancel the debt with the stroke of a pen. So despite the mystery surrounding the memo from the Department of Education to Biden, he continues to act through them to avoid Congressional challenges to an executive order.

Could Student Loan Relief Affect Private Student Loans?

Some want to see all student loan debt canceled. But reports about forgiving \$10,000 are saying it would be for federal loans only. If you’re looking for private student loan relief, namely to lower your payments, you may want to consider refinancing.

Identifying Existing Repayment Options

Borrowers have been in limbo, waiting to know if and how much student loan debt the Biden administration will cancel. But with interest rates climbing, it could be a good idea to focus on the aspects of your educational debt that you can control.

One place federal borrowers can start is to determine if they qualify for existing federal student loan repayment programs—including income-driven repayment, deferment, and public service student loan forgiveness.

Another place, as mentioned earlier, is to look into student loan refinancing, it’s important to understand the refinancing process. When federal student loans are refinanced through a private lender, the borrower forfeits eligibility for federal repayment programs as well as federal protections like forbearance and deferment. (With private loan refinancing, a new private loan replaces the borrower’s existing educational debt—generally including new loan terms and rates).

Certain private lenders offer hardship programs to provide a cushion for the unexpected — like being laid off for no fault of your own. (Not all lenders offer these programs, so it’s key to read the lender’s terms and fine print). For example, SoFi offers unemployment protection to eligible borrowers.

When weighing whether to pursue student loan refinancing, some borrowers find it useful to research the rates and terms offered by lenders, including any fees or penalties.

The Takeaway

Major news outlets reported in late May that the president plans on forgiving \$10,000 of federal student loans for each person who makes less than \$150,000 (or \$125,000) annually. He’s expected to make an announcement this summer, no later than when the Cares Act payment freeze is scheduled to end (August 31).

But if you are thinking of refinancing, it may not pay to wait for an official word. After all, interest rates are on the rise from their historic lows. Instead, you could refinance all but \$10,000 (or whatever amount you think will be forgiven) and lock in today’s low rate.

Waiting for federal student loan relief? With SoFi, you can still refi the rest – and lock in today’s interest rate. Apply at SoFi.com/AAPD. AAPD members get an exclusive limited-time 0.25% rate discount (normally 0.125%). Hurry, the offer ends 9/30/22!

This was originally published on SoFi.

SoFi Loan Products: SoFi loans are originated by SoFi Bank, N.A., NMLS #696891 [Opens A New Window](#).(Member FDIC), and by SoFi Lending Corp. NMLS #1121636 [Opens A New Window](#)., a lender licensed by the Department of Financial Protection and Innovation under the California Financing Law (License # 6054612) and by other states. For additional product-specific legal and licensing information, see SoFi.com/legal.

SoFi Student Loan Refinance: IF YOU ARE LOOKING TO REFINANCE FEDERAL STUDENT LOANS PLEASE BE AWARE OF RECENT LEGISLATIVE CHANGES THAT HAVE SUSPENDED ALL FEDERAL STUDENT LOAN PAYMENTS AND WAIVED INTEREST CHARGES ON FEDERALLY HELD LOANS UNTIL SEPTEMBER 1, 2022 DUE TO COVID-19. PLEASE CAREFULLY CONSIDER THESE CHANGES BEFORE REFINANCING FEDERALLY HELD LOANS WITH SOFI, SINCE IN DOING SO YOU WILL NO LONGER QUALIFY FOR THE FEDERAL LOAN PAYMENT SUSPENSION, INTEREST WAIVER, OR ANY OTHER CURRENT OR FUTURE BENEFITS APPLICABLE TO FEDERAL LOANS. [CLICK HERE FOR MORE INFORMATION](#).

Notice: SoFi refinance loans are private loans and do not have the same repayment options that the federal loan program offers such as Income-Driven Repayment plans, including Income-Contingent Repayment or PAYE. SoFi always recommends that you consult a qualified financial advisor to discuss what is best for your unique situation.

Financial Tips & Strategies: The tips provided on this website are of a general nature and do not take into account your specific objectives, financial situation, and needs. You should always consider their appropriateness given your own circumstances.
SOSL0222017

PREDOCTORAL CHAPTER HIGHLIGHT

THE STUDENT CHAPTER OF THE AAPD AT THE UNIVERSITY OF LOUISVILLE SCHOOL OF DENTISTRY

The Student Chapter of the AAPD at the University of Louisville School of Dentistry was founded in 2018. Amid the pandemic, our group remained active by conducting online meetings to learn about pediatric dentistry. We were able to engage with them on topics such as applying to pediatric residencies, how to choose a residency program, special needs, and learning what it is like to be a pediatric dentist. These online meetings provided a great forum to learn, ask questions, and discuss topics related to pediatric dentistry. Our speakers included pediatric dentists, faculty, as well as pediatric dental residents.



In addition to online lectures and discussions, our members remained active by creating educational materials for our community. These included videos to post on the ULSD pediatrics web page as well as pamphlets to distribute in the community

to locations such as pregnancy centers for expectant mothers. Video topics included teething patterns, the use of nitrous oxide at appointments, home dental care, and what to expect for your child's dental appointment. The pamphlets gave information on the ULSD pediatrics services.

We were able to participate in person on a community service project at a church event. Several students were able to do dental screenings and provided dental education to parents and children.

Most recently, our group conducted a school-wide oral hygiene drive. We collected toothbrushes, toothpaste, and floss donated to local children in need.

We had many participants across all four class years and collected over 70 items.

For the last four years, one of the applicants has been enrolled on the UofL Summer research program and presented their research posters at Research Louisville.

Congrats to our Class of 2022! All seven students who applied to pediatric dentistry residencies were accepted.

ULSD SCAAPD is excited to continue to learn about pediatric dentistry and be active in our community. We are planning Q+A panels with residents, a lunch and learn, as well as educational programs in the community.

We would love to feature your chapter! Please contact Suzanne Wester at swester@aapd.org for more information.

BEYOND THE OFFICE: EXTRACURRICULAR OPPORTUNITIES FOR CHILDREN'S ORAL HEALTH ADVOCACY

by Dr. Christina Nuñez, D.D.S., M.S., M.P.H. (she/her)

We are in the beautiful, fortunate and powerful position of being pediatric dentistry professionals. Our field, perhaps more than many other occupations, allows us to consistently serve as advocates for our patients and parents simply by doing our primary clinical occupation. Yet, sometimes we may yearn to advocate for our communities and profession in ways that go beyond individual health. We may desire to make an impact on the oral health of the population at large so as to minimize caries, dental pain and infection we see on a daily basis.

To help you in this mission, outlined below are three ways you can get involved in children's oral health advocacy outside your workplace.

Tripartite Membership

I know you've heard this before, but I'll say it again. Every advocacy journey should begin with membership to your local, state and national level dental organizations. While it may appear intimidatingly bureaucratic at first glance, organized dentistry is currently the primary way our many individual voices can be heard loudly across larger political forums (e.g. Pediatric Oral Health Advocacy Conference (POHAC) in Washington, D.C.). It's through these memberships that you can attend association meetings and participate in lobby days. For new residents and recent graduates, this may also look like applying to volunteer on AAPD's various councils and committees including the Pediatric Dental Resident or Early Career Pediatric Dentist Committees.

Interprofessional, Peer and Community Education

As pediatric dentists, we complete pediatric medicine, emergency medicine, cardiology, hematology and oncology medicine rotations. Yet, upon entering the workforce, many of us find ourselves immersed in private practice and siloed away from the hospital specialties. Advocacy may look like engaging in interprofessional education with community hospitals and specialty private practices to offer education and referral resources for primary, secondary and tertiary prevention of children's oral health issues. In addition to engaging across professions, advocacy may look like engaging across and within dental specialties to provide continuing education to improve clinical practice and therein children's oral health outcomes. Finally, advocacy may look like spending time educating communities and professionals at local health fairs and schools. I truly believe there are so many ways that pediatric dentists can make a difference for children's oral health, especially for vulnerable populations like the immunocompromised and those with special healthcare needs, and advocacy such as this is critical to building these relationships and increasing awareness.

Public Health, Research and Policy Fellowships

Finally, there are many dental schools and dental residency programs which offer additional public health and

policy coursework which allows future pediatric dentists to obtain either a certificate or Master's in Public Health in order to amass specific skills like data analysis and policy development. Outside of pursuing additional education, fellowships like the Samuel D. Harris Research and Policy Fellow can allow for opportunities to be a part of AAPD's Pediatric Oral Health Research and Policy Center (POHRPC) and contribute to contemporary research and policy.

The earlier in your career you begin to advocate in these diverse ways, the greater impact you can make. That said, if at the end of a long work day, the idea of advocating beyond the dental chair is overwhelming, remember that every single time you speak up for yourself or others, you are an advocate. As stated before, we are in the fortunate and powerful position to be advocates for children's oral health – and more – simply in our role as pediatric dentists. It's my hope that we can all find ways to advocate that make our hearts happy.

Dr. Christina Nuñez is a graduate of the Columbia University College of Dental Medicine and University of Illinois Chicago Pediatric Dental Residency. She is a member of the AAPD Resident Committee and currently working as a pediatric dentist in Chicago, Ill. She will be working this year with AAPD's Pediatric Oral Health Research and Policy Center as a Samuel D. Harris Research and Policy Fellow.

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

Wednesday, May 24

Joint Academic Day

Dental Home Day

Thursday, May 25

Preconference Course

Early Career Dentist Happy Hour

Friday, May 26

Keynote Address & Opening Ceremony

Scientific Program

Exhibit Hall

Learning Labs

Poster Research Competition

Welcome Reception: SeaWorld

Saturday, May 27

Learning Labs

Scientific Program

Exhibit Hall

Poster Research Competition

Graduate Student Research Award (GSRA)

Presentations

AAPD Foundation Donor Appreciation Reception

Sunday, May 28

General Assembly & Research Awards

Scientific Program

Exhibit Hall

President's Farewell Dinner: Gaylord Palms



Registration & Housing

The meeting will take place at the Gaylord Palms. Registration and Housing will open in December 2022. Complete meeting and hotel details will be posted on the AAPD 2023 website and published in the January 2023 issue of *PDT*. A prominent email will be sent to all members announcing when registration opens as well as all hotels in the AAPD Official Room Block.

AAPD 2023 Submission Deadlines

Orlando May 25-28, 2023



SEPTEMBER 12, 2022: LEARNING LABS, MINICLINICS, STRING OF PEARLS

JANUARY 16, 2023: GRADUATE STUDENT RESEARCH AWARDS (GSRA), MY KID'S DENTIST & ORTHODONTICS RESEARCH POSTER COMPETITION

If you are interested in making a presentation at the AAPD 2023 in Orlando, Fla., please visit the AAPD website at <http://www.aapd.org> for Learning Labs, International Oral Presentations, MiniClinic or String of Pearls submission form. For additional questions, contact Rachael Haave at rhaave@aapd.org.

You must be an AAPD member in good standing and must be registered for the meeting in order to present at AAPD 2023 (*only exceptions – if presenting an International Oral Presentation*). The AAPD will strictly adhere to these guidelines. All submissions and abstracts must be complete in order to be considered for a session at AAPD 2023, GSRA or a Poster.

Please find a description of each course type below to assist you when submitting for AAPD 2023.

LEARNING LABS

Lead an hour-long interactive presentation on a topic of interest to pediatric dentists (50 minute presentation with 10 minute Q&A). Share your idea with up to 25 colleagues in a smaller setting. AV is available for use during Learning Labs, but the session should focus more on discussing the topic with your attendees. One Learning Lab will be held every hour from 8 a.m. – 5 p.m. on Friday, May 26, and Saturday, May 27. (*One hour time commitment per speaker*)

MINICLINICS

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

STRING OF PEARLS

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

INTERNATIONAL ORAL PRESENTATIONS

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

Research Awards

MY KID'S DENTIST & ORTHODONTICS RESEARCH POSTER COMPETITION

All presenters must be registered for the AAPD 2023. If you are a pediatric dentist, you must be a member of the AAPD to present in the research competition. The research competition will take place on Friday, May 26, and Saturday, May 27, 2023, at AAPD 2023 in Orlando. **Applications are due Jan. 16, 2023.**

GRADUATE STUDENT RESEARCH AWARDS (GSRA)

Up to eight finalists are selected to present their research at AAPD 2023 in May. Finalists receive travel to AAPD 2023, complimentary registration for themselves and a guest, and a cash award and plaque at AAPD 2023. A matching cash award is given to each finalist's training program. The recipients are asked to present their research at AAPD 2023. **All applications and research abstracts must be submitted by Jan. 16, 2023.**

DIFFERENT ASSOCIATIONS, COMMON HISTORY



THE INTERNATIONAL
ASSOCIATION OF PAEDIATRIC
DENTISTRY (IAPD) AND THE
AMERICAN ACADEMY OF
PEDIATRIC DENTISTRY (AAPD)
SHARE A COMMON HISTORY.

Cover photo is of the Roman Forum
in Rome, Italy, during sunrise.



Our story begins in the late 1920s when a young American dentist named Sam Harris decides to study at Forsyth Dental Infirmary.

He was eager to learn about dentistry for children, at a time when many American dentists had notices in their reception rooms stating that *children under 12 are not accepted in this office*. After graduating, Dr. Harris and a couple of his colleagues made the first steps to form the first society dedicated to Dentistry for Children. They called their organization the American Society for the Promotion of Children's Dentistry, which would be renamed in 1940, to The American Society for Dentistry for Children (**ASDC**). Eventually, the ASDC would merge with AAPD (2002). Already at that time the visionary dreamed of similar societies forming throughout the world and all coming together to join forces in one international umbrella organization dedicated to advancing the dental health of children throughout the world.

We now cross the Atlantic and head towards London. The year being 1966. The British Paedodontic Society (**BPS**) decided in view of his long association with pedodontics to confer honorary membership of the BPS upon Sam Harris. Thus, a further important international link was confirmed. In his letter of acceptance received on Oct. 6, Harris again stressed his desire to form an international council of dentistry for children. It was suggested that the proposed international pedodontic symposium at the London Hospital Medical College might provide a suitable forum at which to put forward Harris' ideas. The society under the leadership of Professor Geoffrey L. Slack organized, in 1967, the first International Symposium on Child Dental Health at London Hospital Medical College. The scene was set for the establishment of Sam Harris' long-awaited dream, an international organization of children's dentists!

The International Association of Dentistry for Children, later renamed the IAPD (1991), was officially established in Italy in 1969. The young society received much needed support from American colleagues. A call to ASDC members to join IADC was made in the *Journal of Dentistry for Children* in 1970. The policy of IAPD is to keep membership dues as low as possible thus being inclusive to all dentists around the globe as can be seen in this advertisement calling for Americans to join the association for membership dues of dollar and a half a year!

International Association Membership Sought

Manuel Album, Past President, has urged members of ASDC to support the international activities in the field of dentistry for children by joining the I.A.D.C. Dues are only \$1.50. A check for this amount along with your name and address should be sent to:

Mr. Richard A. Ruddy
ASDC
211 E. Chicago Avenue
Chicago, Illinois 60611

This association was an outgrowth of the meeting held last year in Sienna, Italy. The group plans to hold its next meeting in Copenhagen in 1971.

66
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Journal of Dentistry for Children
Newsletter

IAPD throughout the years has been active in promoting children's oral health in all parts of the world by providing access to dentists to current dental science and clinical techniques in several ways. Our congresses are held in different parts of the globe, each time rotating between continents. Regional meetings have been designed to spread knowledge in various countries, and our website has 20 consensus recommendations in three languages, to help our colleagues acquire the latest information on the basic topics of pediatric dentistry. Last but not least, free monthly webinars are given by leading researchers and clinicians.

IAPD leadership recently met with Pope Francis at the Vatican and discussed with him ways to promote children's oral health globally.



Recently, the Global Leaders Forum was established with the purpose to bring together the leaders of the four major regional umbrella pediatric associations: The AAPD, The European Academy of Paediatric Dentistry, The Pediatric Dentistry Association of Asia and The Latin American Association of Odontopediatrics (**ALOP**). The Forum provides a unique opportunity for international leaders of pediatric dentistry to present their views, share and exchange information with other leaders and allow interaction of pediatric dentists from all over the world.

In 2018, the first Global Summit was held in Bangkok, on Early Childhood Caries. A declaration was published and adopted by all the major pediatric dental societies. The declaration was translated into 16 different languages and published in major journals around the world.

The second summit will be held in Rome this coming November to discuss caries management.

Workshops are made available to dental faculties from low-income countries introducing modern clinical techniques. Workshops have been held in Romania, Turkey, Poland, China, Senegal, Peru and Kenya.



IAPD has basically two types of membership: National-Member Society level membership for pediatric dental societies/associations/academies and Individual membership for dentists. IAPD acts as a kind of the United Nations (U.N.) and provides an international council forum convening delegates from all over the world every two years. The AAPD is actually a national member of the IAPD and participates in IAPD's international council meetings along with 77 other countries!

AAPD and IAPD continue to work together. In San Diego, both organizations' leadership held a working meeting and the IAPD symposium at AAPD proved to be an outstanding success.



An IAPD Congress is an opportunity to combine professional development with travelling to different countries, meeting colleagues from different cultures and establishing long lasting relationships with friends from around the globe. In today's stressful times keeping a good work life balance is so important. IAPD's scientific sessions and presentations are interesting and allow for refreshing global views.

Keeping consistent with the basic values of the Association, IAPD individual membership is only \$130 for two years. Members receive: great savings on Congress registration fees, free access to the IAPD Online Education Library and new IAPD Lecture Center and subscription and online access to the International Journal of Paediatric Dentistry (IJPD). More so, our members get connected and informed about pediatric dentistry activities around the globe via our monthly E-News and our Annual Newsletter. In addition, maintaining individual IAPD membership is a form of giving back to the profession and to those less fortunate.

We call on you to join the IAPD family and our global community for a cavity free future for all children.

Visit our website at www.iapdworld.org.

Join us in the beautiful city of Rome for the 2nd Global Summit of IAPD: Care Pathways for Caries Management in Children: Global Initiative.



[Click Here to Schedule a Staff Meeting](#)

Continuing Education by Dr. Paul Glassman Teledentistry and Minimally Invasive Procedures in the Time of COVID-19
Please download this file for your test and instructions to obtain 1 hr CE Credit for Dr. Glassman's course.

Continuing Education with RDH Panel Discussion Flattening the Misinformation Curve - **Dental Hygiene During COVID-19**
Please download this file for your test and instructions to obtain 1 hr CE Credit for RDH Panel Discussion course.

Continuing Education by Jeanette MacLean The SMART Pediatric Dentist
Please download this file for your test and instructions to obtain 1.5 hr CE Credit for Dr. MacLean's course.

Continuing Education by Dr. Jeremy Horst Minimally Invasive Caries Treatments
Please download this file for your test and instructions to obtain 1.5 hr CE Credit for Dr. Horst's course.

Online

In-Office

Self-Study

Education is What Unites Us

Your patient's health and safety are your priority. Providing safe, effective and non-aerosol producing prevention solutions is ours. Let us provide your office with an informational staff meeting in person or via webinar on the latest prevention protocols. These staff meetings can provide valuable CE!

- Patient-centered communication skills
- Silver diamine fluoride updates
- Caries risk assessment made easy and convenient
- Teledentistry tools and strategies
- At-home therapies for moderate to high-risk patients
- Novel antimicrobial coatings
- ...and much, much more

Request **FREE** samples ahead to enhance the educational experience.

To request an informative staff meeting, visit: www.elevateoralcare.com/Staff-Meetings





PEDIATRIC ORAL HEALTH RESEARCH AND POLICY CENTER



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New Brief on Value-Based Care in Pediatric Dentistry

What exactly is Value-Based Care? And what does it look like in a pediatric dental setting? This technical brief de-mystifies this reimbursement system, defining key terms and describing in detail challenges and cautions in re-engineering the pediatric oral health care system to a VBC model. It proposes 15 recommendations for VBC programs to be successful in providing oral health services for children, and describes the methodology used to determine the most important criteria for a strong pediatric dental model.

Quick Facts and Strong Messages on SDF

The Silver Diamine Fluoride (**SDF**) Fact and Policy Summary from the Policy Center offers concise research-based information and clear visuals about SDF as a vital service in children’s oral health treatment. It clarifies the AAPD’s position on key issues, such as establishing SDF as a covered benefit from both private and public third-party carriers.

This publication serves as a lay-friendly companion for advocacy to support the AAPD’s Policy on the Use of Silver Diamine Fluoride for Pediatric Dental Patients and clinical practice guideline on Use of Silver Diamine Fluoride for Dental Caries Management in Children and Adolescents, Including Those with Special Health Care Needs.

This is the Brief that Helps You Explain Restorative Choices to Parents and Insurers

“Treating Tooth Decay: How to Make the Best Restorative Choices for Children’s Health” offers practical information and top-quality photos on restorative choices for children’s teeth, including amalgams, stainless steel crowns, and tooth-colored fillings and crowns. It also provides solutions for pediatric dentists, parents, policy leaders and insurers to help children receive the best treatment using proven restorative choices. It will serve as your go-to support piece when working with legislators, insurance providers, Medicaid/CHIP administrators, and many others as you advocate for making and supporting ideal choices regarding restoration of children’s teeth.

To find these technical briefs – and check out more – visit the Policy Center Technical Briefs webpage at aapd.org under the Research tab.

Introducing the Dental Experience and Research Exchange (DERE)

AAPD Members are encouraged to participate in the DERE program through the American Dental Association (ADA). Launched in 2021, DERE is an outcomes assessment, research, and reporting program intended to promote excellence in dental care. Users of the free program can view reports on their practice and patient data that can help them make evidence-based clinical decisions to improve patient health outcomes.

Dentistry's advancement of quality care starts with your practice. Here's a quick overview of how the process works:

Step 1: Once your practice decides to participate and completes Enrollment (see *Enrollment Checklist*), DERE connects your Practice Management System to ADA's Clinical Data Warehouse (CDW), a protected, cloud-based repository. Practice and Registered Provider data is collected during this step.

Step 2: The ADA CDW then accesses, extracts and stores practice, provider and patient data directly from your Practice Management System's software vendor. Patient data is extracted and stored to the extent of a Limited Data Set (LDS) only. An LDS, as defined in the HIPAA Privacy Rule, is a limited set of patient Protected Health Information that excludes certain identifiers like names and addresses but may include identifiers such as treatment dates and zip code.

Step 3: This data is then aggregated and analyzed to create your customized data portal and support a personalized dashboard for your practice.

Step 4: Data is ready to be accessed through your personalized dashboard.

Step 5: Using your personalized dashboard, you can identify opportunities to help improve your patient care and practice.

For more information on how to get started, please visit the [ADA DERE website](#).

Tips from EBD: Medline vs PubMed

DID YOU KNOW THAT THERE IS A DIFFERENCE BETWEEN MEDLINE AND PUBMED?

PubMed is a free database of more than 30 million citations for published articles in the fields of biomedicine and health. Medline contains the core clinical journals within PubMed. Below is a list of what PubMed offers and what is included in the Medline core clinical journals:

PUBMED	MEDLINE
28 million citations	24 million citations
In-process citations	Citations from over 5,600 scholarly journals published around the world
Out-of-scope citations	Comprehensive journal selection process
Pre-print citations	MeSH indexing (Medical Subject Headings for searching health-related information)
Citations that precede the date that a journal was selected for MEDLINE	Citations from 1946-Present
Pre-1966 citations that haven't been indexed with current MeSH	Most publications are scholarly journals
Life sciences journals that submit full text to PMC® (PubMed Central®)	

PubMed is an interface used to search Medline, as well as additional biomedical content or PubMed Central (PMC) content. Additionally, there is a database that exclusively searches Medline called OVID Medline, available only through a paid subscription.

The Case for Checklists in Dentistry

by Travis Nelson, D.D.S., M.S.D., M.P.H. and Tonya Martino, R.N., B.S.N., N.D.



In 1935, the U.S. Army held a competition to determine which manufacturer would be awarded a contract to build the military's next-generation long-range bomber. Boeing's prototype of the B-17 "flying fortress" was considered greatly superior to the competition and highly favored to win. On the day of the test flight, the plane lifted off smoothly, climbed to 300 feet, and then dropped from the sky in a fiery crash. An investigation revealed that the pilots had simply forgotten to disengage a new elevator and rudder locking mechanism prior to takeoff. In the wake of this tragedy, Boeing created the first pre-flight checklist. After it was implemented, almost thirteen thousand B-17 bombers went on to fly 1.8 million miles without a single incident.¹

The story of the first aviation checklist demonstrates the nature of human fallibility. We have greater knowledge than ever before, yet we fail to apply it consistently and correctly. As a result, human mistakes endanger lives in airplanes, hospitals, and even dental offices. The landing gear is improperly deployed, a pre-surgical antibiotic is not administered, or a throat pack is left after the procedure. In health-care and aviation certain steps don't always matter. This leads to lapse of memory, attention, and thoroughness, which can cause us to skip those steps.

Patients are significantly more variable than airplanes, and as clinicians, we must exercise significant judgment in our clinical interactions. This takes a great deal of mental energy, giving us even more of a reason to not overlook the routine steps that can be confirmed with a checklist.

We know that checklists work. They increase detection of potential safety hazards and decrease surgical complications. Accordingly, in the last two decades, checklists have become integral to the culture of patient safety and perioperative care.² They have also been widely endorsed by those who know healthcare best: 93 percent of clinicians surveyed indicated that they would want a checklist used if they were undergoing surgery themselves.³

Checklists are powerful communication tools. The majority (77 percent) of providers surveyed believe that a checklist improves team communication.⁴ This is because they are frequently employed in team "briefings" or "huddles" where team members take a moment to review procedure specifics before proceeding. These interactions are intended to empower all individuals to speak up and share concerns, regardless of their position or role—including patients, parents, students, residents, and staff members. The checklist is not just

about ticking boxes. It is a mechanism for us to embrace a culture of teamwork, discipline and safety.

Since 1935, the airline industry has taken this concept far beyond simply completing a form before takeoff. Today, Boeing issues over 100 new or revised checklists each year, and pilots who fly their planes drill regularly on their use in high-fidelity simulators.¹ Of course, we have adopted this practice in dentistry too. The tools we use include "normal checklists" such as the OR timeout, team huddles, and surgical sign-outs as well as "non-normal" checklists like the ASA difficult airway and BLS/PALS algorithms. At their best, they are precise, efficient, and easy to use – even in difficult situations.

Knowing how effective a checklist can be in a cockpit or the operating room, where else could checklists be used to increase safety and efficiency in our offices? Appointment confirmation? Chairside equipment setup? Prior to irreversible treatments? Before administration of sedation medications or sedation discharge? Post-op care instructions? In medical emergencies?

Professionalism in health care is defined by competence and ethical practice. Today, should it not also include a commitment to vigilance, discipline and patient safety? Perhaps the best place to begin is with a checklist.

1. Gawande A. *The Checklist Manifesto*. London, England: Profile Books; 2011.
2. Treadwell JR, Lucas S, Tsou AY. *Surgical checklists: a systematic review of impacts and implementation*. *BMJ Qual Saf* 2014;23(4):299-318.
3. Haynes AB, Weiser TG, Berry WR, et al. *A surgical safety checklist to reduce morbidity and mortality in a global population*. *N Engl J Med* 2009;360(5):491-9.
4. Sewell M, Adebibe M, Jayakumar P, et al. *Use of the WHO surgical safety checklist in trauma and orthopaedic patients*. *Int Orthop* 2011;35(6):897-901.



Safety Committee Update

AAPD SAFETY TOOLKIT ON DENTIST SAFETY

In pediatric dentistry, our principle concern over all else is our young patients' health and safety. But what are the conditions that promote YOUR health and safety so you can be at your best to provide the level of care you want for your patients? This resource is a leap beyond traditional aspects of provider safety. The new "Dentist Safety" section in the AAPD Safety Toolkit addresses a number of situations that you may face during your career in pediatric dentistry. It builds awareness that pediatric dentists can expect to have long fulfilling careers doing what they love by being knowledgeable about prevention for themselves. The AAPD Safety Toolkit has grown into a robust go-to safety resource for pediatric dentists. To learn more about making safety your number one core value for your patients – and yourself – visit the AAPD website.

AAAASF OUTPATIENT PEDIATRIC DENTISTRY ACCREDITATION

As anesthesia continues to be a paramount topic in pediatric dentistry, you may be interested in exploring the American Association for Accreditation of Ambulatory Surgery Facilities (**AAAASF**) partnership with AAPD. This accreditation program takes you through the process of developing tight safety protocols and offers guidance at each step. AAAASF worked with AAPD to develop this accreditation program for pediatric dentists interested in providing outpatient anesthesia services and want the option to display their commitment to safety to themselves and their patients when providing anesthesia in the ambulatory setting. For more information on the benefits of receiving your Outpatient Pediatric Dentistry Accreditation, visit the Pediatric Dentistry Accreditation FAQ by scanning the QR Code. To apply for accreditation, visit the AAAASF website.

Chief Executive Officer's Annual Report to the Membership

Dr. John S. Rutkauskas

Chief Executive Officer

SCAN ME



to view the
2022 CEO
Report



EDUCATION AND CE OPPORTUNITIES

Safe and Effective Sedation for the Pediatric Dental Patient

OCT. 7-9, 2022

Omni Atlanta Hotel at CNN Center, Atlanta, Ga.

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. This course will offer opportunities to gain hands-on experience while learning airway techniques to rescue patients and will include breakout sessions with manikin practice with face masks, ambu bags and the insertion of nasal and oral airways; all in a personalized setting with real equipment and monitors.

COURSE CHAIR AND SPEAKER

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

COURSE VICE-CHAIR AND SPEAKER

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

SPEAKERS

Cara Riley, D.M.D.

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

22 hours

22 PDT SEPTEMBER 2022

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

OCT. 7-8, 2022

Omni Atlanta Hotel at CNN Center, Atlanta, Ga.

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

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

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.

Scott Papineau, D.D.S., PharmD

WHO SHOULD ATTEND

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

CE HOURS

11 hours

Sponsored by Sedation Resource



Joint Symposium of AAPD and the Faculty of Dentistry RCSI



SAME PROBLEMS, NEW DIRECTIONS

OCT. 28-29, 2022

(PRECONFERENCE COURSES OCT. 27)

Royal College of Surgeons in Ireland, Dublin, Ireland

Following a couple of very challenging years for many of us, October 2022 will be a unique and special occasion to attend when AAPD working closely together with the FoDRCSI, in a true transatlantic alliance, building on our friendship and common academic endeavors, bringing this special quality face-to-face program to colleagues from both sides of the Atlantic.

Attendees will not only enjoy the quality scientific presentations and academic collaborations, but also the splendid and unique generosity, warmth and hospitality Ireland has to offer in so many ways.

The team from AAPD along with their counterpart from the RCSI Scientific Committee have put together an excellent line up of speakers presenting different themes highlighting, the clinical challenges for pediatric and even adult patients, and of course contemporary solutions and directions which dentistry in 2022 and beyond is evolving and advancing for the benefit of our patients.

For more information or to register, visit <https://asm.facultyofdentistry.ie/>.

Title VII FY 2020 Grant for Postdoctoral Training in Pediatric, General, and Public Health Dentistry Spotlight

The Health Resources and Services Administration (**HRSA**) awarded 27 Title VII FY 2020 grants for postdoctoral training in pediatric, general, and public health dentistry. Six awards were directed solely to pediatric dentistry programs, and another ten include pediatric dentistry in collaboration with general dentistry and dental public health.

In *PDT*, AAPD has been highlighting programs that received this grant. This issue spotlights The University of Texas Health Science Center San Antonio.

The University of Texas Health Science Center San Antonio

PRIMARY CARE DENTISTRY FOR SOUTH TEXAS (PCDST)

The Primary Care Dentistry for South Texas (**PCDST**) Project addresses the three focus areas by (1) enhancing the number, diversity and capacity of primary care dentistry residents (AEGD, Pediatric Dentistry, Dental Public Health) to provide culturally competent health care for underserved and vulnerable populations; (2) collaborating with rural FQHC training sites to provide primary care residents with experiential learning with vulnerable populations; and (3) expanding the dental public health residency program. We will develop a collaborative, multidisciplinary program that incorporates existing and new resident training and care delivery models, enhanced by cooperative agreements with the medical and nursing schools.

PCDST OBJECTIVES

1. Establish infrastructure for collaborative planning and program implementation by the primary care residency programs at the UT Health San Antonio School of Dentistry (hereafter: UTHSA SOD).
2. Conduct collaborative and inter-professional training with primary care medicine and nursing programs and establish formal relationships with rural Federally Qualified Health Centers.

3. Provide didactic and clinical education in the care of patients with special needs for residents and dental faculty who will teach oral health care for individuals with special health care needs, the vulnerable elderly, the homeless, and those with HIV/AIDS, including risk-based clinical disease management for all populations.
4. Establish a special population's oral health education and care center at the UTHSA SOD.
5. Address childhood obesity, the opioid crisis, and social determinants of health and involve telehealth modalities in resident training and care provision.
6. Increase the number of enrolled primary care dental residents from rural, underrepresented minority and disadvantaged backgrounds and among participants in the National Health Service Corps (NHSC) Scholarship Program and NHSC Students to Service Loan Repayment Programs (S2S LRP)—and provide information about NHSC programs to residency candidates and current residents. The number of enrolled dental residents from these groups will increase 21.4 percent from 28 to 34.

7. Train residents and faculty in comprehensive care, rural dentistry, public health, elder care, cultural competency, and health literacy in a Comprehensive Care Curriculum.
8. Implement evaluation to measure PCDST impact on oral health care for vulnerable & rural populations and number of residents from targeted populations who practice in rural areas.

CLINICAL PRIORITIES. The PCDST Project addresses these HHS/HRSA Clinical Priorities: (1) combatting the opioid crisis, (3) transforming primary care dentistry workforce, (5) telehealth, and (6) childhood obesity.

Further details of these specific awards can be found at: <https://data.hrsa.gov/tools/find-grants>. Click on Program Name, scroll down and select, Postdoctoral Training in General, Pediatric and Public Health Dentistry and Dental Hygiene (D88). Then click on Year and select 2020 and hit the Submit button.

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

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

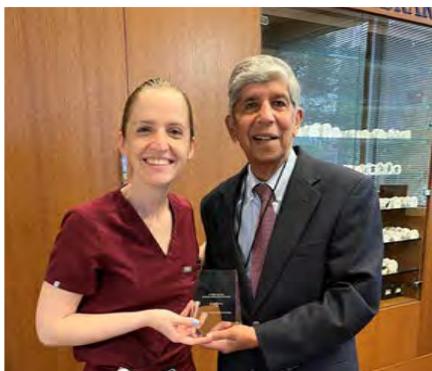
Illinois Society of Pediatric Dentists Names 2022 Dr. Indru C. Punwani Graduate Student Research Award Winners

by Risa Hurwich, D.D.S., M.P.H.

ISPD GRADUATE STUDENT RESEARCH AWARD COMMITTEE CHAIR

The Illinois Society of Pediatric Dentists (ISPD) recently selected Dr. Erika Peters (University of Illinois at Chicago College of Dentistry) and Dr. Evan Templeman (Ann and Robert H. Lurie Children's Hospital of Chicago) to receive the *Dr. Indru C. Punwani Graduate Student Research Award*. This is the ninth year of the award, which serves to honor Dr. Punwani and his dedication to the dynamic field of pediatric dentistry. Punwani is a retired Professor and Department Head of the Department of Pediatric Dentistry at the University of Illinois at Chicago, and is, at present, Professor Emeritus in the department. He also served as the Executive Director of the ISPD for over 15 years and always urged the organization to pursue further involvement in research and academics.

One pediatric dental resident from each of the residency programs in Illinois has been awarded the *Dr. Indru C. Punwani Graduate Student Research Award* in recognition of excellence in dental research. This year's recipients received a plaque and a \$500 prize. Drs. Peters and Templeman shared their projects at this year's American Academy of Pediatric Dentistry's Annual Session.



Peter's research assesses and compares the *in vitro* effect of overlying material on the setting reaction of NeoPUTTY used as a pulpotomy agent in primary molars. Templeman's work aims to determine the calcium ion release from new experimental varnishes with or without xylitol. Dr. Punwani said, "It is a real honor and privilege for

me to be associated with the annual (*Dr. Indru C. Punwani Graduate Student Research Award*) projects. This year's presentations were, again, scholarly, well researched and presented and a valuable contribution to the pediatric dental literature. I congratulate the residents and their faculty mentors!"

Applicants for the *Dr. Indru C. Punwani Graduate Student Research Award* submitted their research abstract and a personal statement. ISPD committee members, Dr. Flavia Lamberghini, Dr. Michael Rabinowitz and Dr. Risa Hurwich were responsible for reviewing all of the residents' submissions and selecting the winners. The chair of the ISPD GSRA committee, Dr. Risa Hurwich said, "It is of great pleasure to take part in the experience of our resident colleagues and honor their contributions to the advancement of pediatric dentistry. We hope that this award encourages future research and highlights the importance of continuing education in the field." The ISPD looks forward to continuing to honor Dr. Indru C. Punwani with this award for many years to come! Thank you, Dr. Punwani!



AAPD Public Relations Activities



COVERAGE HIGHLIGHTS

AAPD was showcased through key national and local targets within the 2021/2022 fiscal year via a NCDHM satellite media tour, dedicated “bad candy” seasonal outreach timed to Halloween and syndicated news article encouraging parents resume routine (and important) dental check-ups.

RESULTS AS OF JUNE 2022

250+ MM
TOTAL IMPRESSIONS

230.8+ MM
ONLINE IMPRESSIONS

19.2+ MM
B’CAST/RADIO IMPRESSIONS

1,847
TOTAL PLACEMENTS

LOCAL MARKET STORY TELLING

We offered up local AAPD spokespeople to conduct interviews in priority cities including Denver, Chicago and Baltimore to inform consumers that not all Halloween candy is created equally when it comes to dental health.

Efforts resulted in a standalone broadcast segment in *ABC Chicago* as well as in the December print issue of *Parents Magazine*.



NCDHM Virtual Satellite Media Tour

AAPD Past-President Dr. Jeannie Beauchamp delivered the Academy’s annual virtual satellite media tour on Jan. 27, 2022, where she participated in over four hours of TV and radio interviews coast to coast. Beauchamp shared important information about patient families continuing with their pediatric dentist visits while sharing the possible impact of brushing off these important dental visits.

This effort resulted in **25 million impressions across 900+ placements.**

Syndicated News Article

We developed and placed a syndicated news article titled, “Pandemic creating cavity-prone kids? Brush up on oral health this holiday season.” The article addressed the importance of scheduling routine pediatric dental appointments and tips to maintain children’s oral health between dental check-ins.

This effort has resulted in **210 million impressions and over 950 placements** across top markets including: New York, Los Angeles, Chicago, Philadelphia, Dallas - Ft. Worth, San Francisco-Oakland-San Jose, Washington, DC., Houston and Boston.

culture, define their expectations for their team, and set an example by living up to their values. When people feel seen, heard, and respected, they're more likely to focus on what needs to be done instead of giving umbrage or being defensive.

Cultivating a healthy practice culture means everyone aligns with the doctor's vision and their role within the team. Start creating a desirable culture where employees brag about their workplace.

These simple steps empower team members to feel confident, not competitive:

Create a team-oriented organization

– make it clear that teamwork is a core value; emphasize the group rather than the individual.

Assign goals – Be clear about expectations and share the plans with the team; what is their role in helping to achieve them?

Cross train – Don't allow employees to say, "That's not my job." A true team mentality is created when everyone knows how to fill the gaps and help wherever needed.

Provide education – No matter how qualified a team is, the dental industry constantly changes. Don't allow team members to feel limited by their lack of knowledge. Offer them ample opportunities to learn and grow. When people know better, they do better. The more doctors invest in their team members, the more they will believe in the doctor's vision and success.

CFO asks the CEO: "What happens if we invest in developing our people, and then they leave us?"

CEO: "What happens if we don't, and they stay?"

"Train people well enough so they can leave. Treat them well enough, so they don't want to." ~ Richard Branson

Communication is key to healthy team culture. The best way to improve communication is by having regular and productive meetings. Meetings should be well-planned with an agenda, discussing old and new business. Everyone should be invited to participate and speak in an open and safe environment. Meetings should start and end on time and always be a place for everyone to have a voice. The important meetings for next-level communication among team members are:

Morning Huddle: Each day should begin with a Morning Huddle. Starting the day united will set the tone and prepare the day by starting and ending on a positive note, discussing the game plan, changes in the schedule, who will do what, and where to go the extra mile. What treatment is scheduled? Any unfinished treatment? Are financial arrangements complete? Engineer the schedule for the next three days.

Squish Squash: At the end of the day, hold a five-minute meeting where the team quickly touches base on what worked and areas that need improvement. It is not meant to be a complaining session, just a quick problem-solving/planning meeting. Anything that needs further, or lengthier discussion should be discussed at the Monthly Team Meeting.

Monthly Team Meeting: The leaders should schedule these meetings in the software calendar for the entire year. A "Topics to Discuss" sheet should be posted in the breakroom so the team may add topics to address as they

occur throughout the month. Once the agenda is finalized, each team member should receive a copy in advance, so they may be prepared to participate in the meeting. The meeting should revisit old business in progress, discuss new business and have open discussion time. An action plan with deadlines must be completed at each meeting, so everyone knows what they are responsible for accomplishing.

Quarterly Department Meetings:

Department meetings should be held monthly, on a rotating basis, meeting with each department once per quarter. For example, in January, meet with the Administrative Team; February, meet with the Clinical Team; in March, meet with the Leadership Team; and in April, meet with the Marketing Team. Touching base with each department for more in-depth discussions allows doctors to check the pulse in every part of their practice.

Team building brings teams together to nurture relationships and encourages them to work together more constructively. Team building/bonding is vital for cultivating the desired culture. Team building not only enables teams the opportunity to interact with each other outside of the office but also helps them to build relationships and trust with doctors, leaders, and each other. Team building activities can be as simple as holding a monthly potluck over an extended lunch hour, blocking off an afternoon twice a year for team outings such as bowling or mini golf, having pizza and games, and a yearly team retreat for a weekend. Activities like scavenger hunts and escape rooms typically allow natural leaders to emerge and build confidence. Creative ways for teams to build relationships and have fun helps them bond and work well together daily, increasing productivity and communication.

While team culture is critical, recognizing individuals is crucial to making team members feel valued. Celebrating their birthdays and work anniversaries and remembering all their hard work throughout the year makes team members feel seen and that all of their hard work is appreciated. Recognition builds loyalty, dedication, a positive work environment, and commitment to the practice goals and vision. In addition to monetary rewards, team members feel these core values are also important:

Trust: This is essential in all relationships, both personal and professional. Actively listen to what people say, providing plenty of avenues for dialogue.

Care: Get to know employees as individuals. Learn the names of their children and what is important to them.

Respect: Giving respect to team members demonstrated to them how to respect one another, regardless of position or title.

Appreciation: Everyone wants to be appreciated; genuinely give praise and recognition when someone does something well. Simple gratitude is often overlooked and underrated. Praise in public, correct in private.

Optimism: Studies have shown that positivity affects the brain and increases employee engagement. Teams are more creative, productive, energetic, and motivated in optimistic, encouraging environments.

Feedback: People need to know how their performance contributes to the practice's goals.

Every team member has a heart. Many hearts are hurt, broken, and downcast in the current Covid-era and economic downturn. Providing a safe space for employees where they are valued, appreciated, and needed, will create an environment where people will not want to leave, even if they are offered more elsewhere. Offering a competitive compensation package that rewards their hard work and gifts them for being loyal employees will all play a big part in decreasing stress, solidifying employee retention and increasing production and collections.

“Customers will never love a company until the employees love it first”

Simon Sinek

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



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FEDERAL NEWS

CMS Proposal Would Boost Facility Fee for Hospital Dental OR Cases

AAPD-ADA-AAOMS have been working together in a concerted advocacy campaign to address the challenges pediatric dentists and other dentists around the country are experiencing in obtaining or maintaining hospital or ambulatory surgery center (ASC) operating room time for dental cases requiring care under general anesthesia.¹

The Center for Medicare and Medicaid Services (CMS) issued a notice of proposed rulemaking in late July that (among a host of other matters) proposes to change the Medicare Ambulatory Payment Classification (APC) of CPT code 41899 (unlisted procedure, dentoalveolar structures), which is the code frequently used by hospitals to bill the facility fee for dental operating room (OR) cases. The code is currently assigned to APC 5161 (Level 1 ENT Procedures) whose payment rate is approximately \$200, a rate that in no way reflects the average cost of the dental services it is meant to cover. CMS proposes to move the code to APC 5871 (Dental Procedures). This would have the effect of raising the Medicare facility payment rate associated with this procedure code from \$203.64 to \$1958.92.²

If finalized in regulation, effective Jan. 1, 2023, this increased facility fee would apply to dental OR cases taking place in hospital outpatient settings for Medicare patients when CPT 41899 is billed. Many states use Medicare billing codes for Medicaid services and also use the codes' assigned billing rates to guide Medicaid reimbursement. AAPD will issue additional guidance and Q and A on implementation issues as this proposal moves forward in the regulatory process.

This CMS proposal is a result of a sustained advocacy effort and addresses hospital access for these important oral health services. Since the rule does not propose to establish a new HCPCS code for use within ambulatory surgery centers (ASCs), AAPD-ADA-AAOMS will continue to pursue this effort in our ongoing discussions with CMS and Congress.

AAPD-ADA-AAOMS filed regulatory comments in support of this proposal by the comment deadline of Sept. 13, 2022. A copy of these comments will be provided in the next issue of *PDT*.

STATE NEWS

Maryland Boosts Medicaid Dental Rates

In 2022 state legislative sessions, a number of states approved increases in Medicaid dental fees as described in the ADA News.³ AAPD's state Public Policy Advocates were engaged in many of these efforts, which will be profiled in upcoming issues of *PDT*. This current issue summarizes the improvements in Maryland.

Effective July 1, 2022, the Maryland Medical Assistance Program will provide a one-time rate increase of 9.4 percent for specific dental codes.

During the 2022 legislative session, the Maryland FY 2023 Operating Budget directed \$19.6 million (\$9.1 million General Funds) to Medicaid to increase dental reimbursement rates, representing the largest increase since FY 2009. The table below provides the updated fees by CDT code.



Dental Code	Description	New Rate
D0120	Periodic Oral Evaluation – Established Patient	\$31.81
D0140	Limited Oral Evaluation – Problem Focused	\$47.26
D0145	Oral Evaluation, Patient Under Three Years Of Age And Counseling With Primary Caregiver	\$43.76
D0150	Comprehensive Oral Evaluation – New or Established Patient	\$56.34
D0220	Intraoral – Periapical First Radiographic Image	\$9.85
D0230	Intraoral – Periapical Each Additional Radiographic Image	\$6.56
D0272	Bitewings – Two Radiographic Images	\$16.41
D0274	Bitewings – Four Radiographic Images	\$24.07
D0330	Panoramic Radiographic Image	\$45.95
D1110	Prophylaxis – Adult	\$63.62
D1120	Prophylaxis – Child	\$46.35
D2330	Resin-Based Composite – One Surface, Anterior	\$91.90
D2331	Resin-Based Composite – Two Surfaces, Anterior	\$111.59
D2332	Resin-Based Composite – Three Surfaces, Anterior	\$136.75
D2335	Resin-Based Composite – Four or More Surfaces or Involving Incisal Angle (Anterior)	\$165.19
D2391	Resin-Based Composite – One Surface, Posterior	\$101.74
D2392	Resin-Based Composite – Two Surfaces, Posterior	\$131.28
D2393	Resin-Based Composite – Three Surfaces, Posterior	\$164.10
D2394	Resin-Based Composite – Four or More Surfaces, Posterior	\$164.10
D2740	Crown – Porcelain/Ceramic Substrate	\$328.20
D2750	Crown – Porcelain Fused to High Noble Metal	\$410.25
D2930	Prefabricated Stainless Steel Crown – Primary Tooth	\$168.48
D2931	Prefabricated Stainless Steel Crown – Permanent Tooth	\$196.92
D2934	Prefabricated Esthetic Coated Stainless Steel Crown – Primary Tooth	\$168.48
D3220	Therapeutic Pulpotomy (Excluding Final Restoration)	\$65.64
D7140	Extraction, Erupted Tooth Or Exposed Root	\$112.69
D7220	Removal of Impacted Tooth – Soft Tissue	\$157.54
D7230	Removal of Impacted Tooth – Partially Bony	\$230.83
D7240	Removal of Impacted Tooth – Completely Bony	\$303.04
D9222	Deep Sedation/General Anesthesia – First 15 Minutes	\$77.67
D9223	Deep Sedation/General Anesthesia – Each 15 Minute Increment	\$77.67
D9230	Inhalation of Nitrous Oxide/Analgesia, Anxiolysis	\$19.69



Nebraska Pediatric Dentist Heads Medicaid Community Advisory Committee for State

In January 2002, pediatric dentist Dr. Jessica A. Meeske (Hastings, Neb.) was appointed by the Nebraska Medicaid Director to become part of the Medicaid Community Advisory Committee. Meeske was subsequently elected chair by that group, which serves in an advisory role to the Director and his leadership team on Medicaid policy. The group includes various types of providers from the medical, dental, behavioral health, long-term care, developmental disabilities as well as patients who receive Medicaid and advocates. They meet every other month. Most recently, state the Medicaid leadership team volunteered for the Nebraska Mission of Mercy in Omaha. They met with several dentists, patients seeking care, and were able to see the devastating effects of dental disease.

Meeske reports there have been number of productive meetings that included discussion on dental Medicaid issues, allowing for a meaningful dialogue with those in charge of the program and the providers who deliver the care.

Meeske, a former AAPD NorthCentral Trustee, currently serves as a member of the AAPD's Medicaid and CHIP Advisory Committee and a consultant to the AAPD's Council on Government Affairs. She also recently served as chair of the ADA's Council on Access, Advocacy, and Prevention (**CAAP**) and current serves as vice chair of the ADA's Medicaid Task Force.

1. For background information on these efforts see: <https://www.aapd.org/advocacy/legislative-and-regulatory-issues/latest-advocacy-news/access-to-operating-rooms-in-general-cases/>
2. For or a copy of the proposed rule see: <https://www.federalregister.gov/public-inspection/2022-15372/medicare-program-hospital-outpatient-prospective-payment-and-ambulatory-surgical-center-payment>
The dental section begins on page 168 of the PDF at the link above.
3. See: <https://www.ada.org/publications/ada-news/2022/june/ada-highlights-state-advocacy-wins-to-improve-dental-medicaid>



PAC CORNER

AAPD PAC
THE BIG ADVOCATE for little teeth

STEP IN OR STEP UP YOUR SUPPORT!

You recently received via e-mail the 2022 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 date that the AAPD was incorporated (July 29, 1947).



This is a critical time with the fast-approaching 2022 mid-term Congressional elections. Thanks to the many of you that have already supported the AAPD PAC via the voluntary PAC contribution “check-off” on your 2022-23 dues statement. You received a series of video appeals, based on member testimonials filmed during the Annual Session in San Diego.

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

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

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

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

HONORARY MEMBERSHIP



by C. Scott Litch COO and General Counsel

This column takes a break from discussing legal and regulatory issues affecting pediatric dental practice to recognize an attorney who has been instrumental to AAPD's federal advocacy successes over the past two decades.



On May 28, 2022, at the AAPD General Assembly, the AAPD approved Honorary AAPD Membership for C. Michael "Mike" Gilliland, by unanimous consent. Gilliland recently retired as a partner in the Washington, D.C., office of Hogan Lovells, a global legal practice with over 2,800 lawyers operating out of more than 40 offices in the United States, Europe, Latin America, the Middle East, and Asia. Hogan Lovells and Mike have represented the AAPD in Washington, D.C., since 2003. This relationship resulted in a tremendous increase in Title VII funding for pediatric dentistry education, including the Dental Faculty Loan Repayment Program (**DFLRP**) that is developing a great cadre of new faculty to secure a bright future for the profession.¹

At the Jan. 14, 2022, AAPD Board of Trustees meeting, the board approved a motion to initiate the process for considering Honorary AAPD Membership for Mr. Gilliland. Per the AAPD

bylaws, "honorary members may be elected for unusual and outstanding contributions to the profession."² A nomination must come from a voting member; in this case, the entire Board of Trustees concurred. The nominee's qualifications were sent to the Credentials and Ethics Committee, who made a unanimous recommendation as required under the Bylaws. The Board of Trustees approved this recommendation at its meeting of May 24, 2022, and forwarded it to the General Assembly.

As group leader of the Hogan Lovells' appropriations practice, Mike directed federal appropriations efforts that effectively secured millions of dollars for university construction and research projects, hospital expansion projects, economic development initiatives, public transportation facilities and airports, new technology programs, and defense procurement. He also assisted clients in using the appropriations process to accomplish other legislative goals, including federal agency regulatory and policy matters. Mike counseled clients on legislative and policy matters involving tax, energy, health,

telecommunication, insurance, federal election law, and other matters. He represented a broad range of clients including corporations, trade associations, universities, and nonprofit entities. AAPD greatly benefitted from his vast range of knowledge and expert guidance.

Prior to joining the firm, then called Hogan & Hartson, in 1991, Mike practiced in the legislative department of another major Washington, D.C., law firm. From 1987 to 1991, he served as tax and legislative counsel to the American Insurance Association, which represents more than 200 of the country's largest stock property and casualty insurance companies. While at the association, he was instrumental in drafting and negotiating the property casualty portions of the 1986 Tax Reform Act. From 1981 to 1987, Mike was the Legislative Director for Senator Howell Heflin of Alabama. He received his law degree from Cumberland School of Law at Samford University in Birmingham, Ala., and Master's in Tax Law from Georgetown University Law Center.

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

1. <https://www.aapd.org/globalassets/2022-ceo-report.pdf>

2. AAPD Bylaws Chapter 1 (Membership), Section 2 (Eligibility), Paragraph O (Honorary).



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HOW ADDING NEW LOCATIONS MAY AFFECT YOUR INSURANCE NEEDS



by John A. Adcock, CLU®, ChFC®, CFP®

Treloar & Heisel Regional Vice President

If you are the owner of a dental practice, chances are you either have a Business Owner's Policy (**BOP**), or you need one. We tell our clients to imagine a BOP being like a homeowner's insurance policy for their practice. Just like a homeowner's policy, it covers a lot of ground, so it's good to have a basic understanding of what's included and what's not.

Say your business is growing, and you have multiple locations. Congratulations! Bigger business comes with more considerations. BOP gets even a bit more complex, as you must address the needs of your various dental office locations. This is when it helps to have professional guidance. Most practice owners get the coverages they have because of a bank requirement or a landlord requirement. But that doesn't mean that it's the right kind of insurance or the right amount.

Today we are going to take you through a few of the common questions that come up around insurance needs for multiple locations. If your practice is adding locations, make sure to read this article, or to share it with a colleague!

1. Do you understand the basic setup of your BOP? Even if you're not an insurance expert (which you don't need to be), you should be aware of your coverage

amounts and features. We think every solid policy needs to include general liability and property coverage.

2. Can one BOP policy cover multiple locations? Great question! If you have the same business entity owning say, two, locations, then they can be on the same policy.

3. How does General Liability (GL) work in a multiple BOP situation? Let's begin with a refresh on what general liability insurance covers in the first place. For example, if someone were to slip and get hurt in your office and then pursue legal action that's when your general liability insurance may kick in. A starting point for coverage amounts may be \$2 million of coverage per occurrence and \$4 million in aggregate. If we were to add an additional office (or offices) you should consider an umbrella policy to cover the additional location(s). Don't go by these numbers, though, because every situation is different. **In any event, when you add locations, you need to expand your liability coverage by adding umbrella coverage.** If you can obtain an umbrella policy for higher limits, you should consider it.

4. OK, now how about property coverage – how does that change in a multiple office situation? That depends on your situation – do you own your new building or is it a rented space? If you own your space, you will obviously need to add building coverage. If you're a tenant in a rented space, you may not. If your lease requires you to cover the improvements and betterments then you would need coverage to include the permanent fixtures in the space like cabinetry, countertops, walls, and items you generally can't take with you if you were to leave as a tenant.

How much equipment do you have? Equipment is anything that you could pack up and take with you to a new space. This may include dental chairs, dental equipment, supplies, computers, and waiting room furniture to name a few. Your BOP needs to cover these items for all your locations. Sometimes you may have loans on different pieces of equipment, and you may need to prove to the lender or equipment company that you have replacement coverage in place to protect these exposures.

5. What should I know if I am about to start a buildout in my new location? This is a big question that may exceed the scope of this article (but we'll get you started here anyway!). At a minimum, you should work with an insurance professional to assess how extensive the plans are for your buildout. Depending on the extent of your buildout you may need what's called a 'Builder's Risk policy.' Talk to your builder, or contractor about the coverage, and if they don't provide it then your insurance professional may be able to help you obtain coverage.

Are you making cosmetic changes to the space, or structural ones? Will your space be vacant for more than 30 days? Will the construction take longer than 90 days? These are some of the triggers that may alert you to consider Builder's Risk as opposed to BOP.

If you're planning a buildout and need to secure Builder's Risk coverage you will want to have separate General Liability (**GL**) coverage. Builder's Risk does not include General Liability like a BOP does, so you will need a separate GL policy until your practice opens, at which time you will secure BOP coverage.

What we want to emphasize here is that a BOP covers property and general liability once the construction is completed, while the Builder's Risk covers property during the build out and does not include General Liability coverage. Make sure you get experienced advice around this.

6. How does business interruption work for multiple locations, and is that covered by my BOP? Business interruption, just like any other insurance coverage, requires a qualifying event to kick into action. Within a BOP, a covered loss would be an event that involves physical damage.

One example would be if a building was destroyed due to a tornado. In this case, BOP would provide coverage to rebuild the building, funds to purchase replacement equipment and would include a provision providing coverage for financial loss due to the inability to practice in the physical location under the business interruption section of the policy. Coverage expenses may include staff salaries and other ongoing expenses. Business interruption coverage is defined by length of the interruption and has a standard per day limit. Let's say one of your locations is closed because of a water damage restoration and you know you will be impacted for a week. Often coverage is designed with a standard daily monetary limit. If the coverage is triggered by a covered loss the doctor can use the standard daily benefit amount at their discretion for what they need – whether it's rent, or salaries, or anything else.

Let's say you have an actual sustained loss, and one of your locations would be closed for a longer period. The insurance company may require you to provide prior year profit and loss statements and other financial documentation to assess your reimbursement needs.

The key take-away here, though, is that for business interruption to be triggered in a BOP policy – whether it's for a single location or for multiple locations – their needs to be a covered loss that is preventing you from having your office open to see patients.

7. What about Worker's Compensation? How is it impacted in a situation where I have multiple office locations? If all your locations are owned by one business entity, then you are covered by one worker's compensation policy. Remember, your worker's compensation coverage is a separate policy from the BOP.

By the way, if you are adding locations and adding doctors, keep in mind that employees (even doctors) will be included in worker's compensation because it is based on payroll audits. Owners and officers can elect to be excluded from coverage. Often the determining factor is whether the doctor's health insurance would cover any injuries they sustain at work or if these types of instances would not be covered.

8. What about other coverages like EPLI (Employment Practices Liability Insurance), Data Breach and Cyber Insurance? How are those affected? Any time your business expands, so does your risk exposure. The short answer to this question is that all your coverages – whether for EPLI or Data Breach, will need to be reviewed and commensurately adjusted to cover multiple locations, multiple employees, and increased potential for data breaches.

9. What does my umbrella policy cover? On a commercial policy, your umbrella policy covers your general liability. An umbrella provides an extra layer of liability protection to help pay for costs that exceed certain liability policy limits. Purchasing additional umbrella coverage for General Liability may prevent you from having out of pocket expenses if your claim exceeds your liability policy limits.

10. Should I keep all my insurance with one carrier? It really depends. Sometimes people have offices in different states, and there are different coverage limits for different states. We work with our business owner clients to find the right fit for them. From an administrative standpoint, reasons to consider keeping it all under one carrier would be to streamline billing and the potential claims process. That said, your optimal risk mitigation should drive the choice of carrier, not necessarily the ease of administration.

Review your coverage annually with an experienced insurance specialist. Managing multiple locations can get complicated. It's important to sit down once a year with your insurance professional and review your coverages. How much would it cost to rebuild your space in the event of a total loss? What new equipment have you added this year? Should you consider an umbrella policy? Does it make sense to consolidate certain policies under one carrier?

All these questions can be answered within the context of a comprehensive review to adjust your coverages accordingly and put you in a better position in the event of a loss.

ABOUT TRELOAR & HEISEL



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





Welcome ABPD Director: Anupama Rao Tate, D.M.D., M.P.H.



Anupama Rao Tate, D.M.D.,
M.P.H.

Dr. Anupama Rao Tate, D.M.D., M.P.H., the American Board of Pediatric Dentistry's (ABPD) newest director, received her dental degree in 1998 from Harvard School of Dental Medicine and her Master's in Public Health from Johns Hopkins Bloomberg School of Public Health in 2013. Her certificate in Pediatric Dentistry was gained at Children's National Medical Center in 2000.

'Her many contributions underscore a deep commitment to all children and their families.'

Dr. Tate is a faculty member and Director of Advocacy and Research at the Goldberg Center for Community Pediatric Health at Children's National Hospital (CNH) in Washington, DC. She previously served as Department Chair for Pediatric Dentistry at CNH for six years. Dr. Tate has been board-certified in pediatric dentistry since 2006. She has been a member of the ABPD Examination Committee since 2009 and served as chair of the Qualifying Examination Subcommittee from 2017 to 2020. She served as an examiner for the Oral Clinical Examination from 2009 to 2021.

Among her other accomplishments, Dr. Tate has served as a trustee of the American Academy of Pediatric Dentistry (AAPD) and the Foundation of the AAPD and is the AAPD Public Policy Advocate for the District of Columbia. She is a Fellow of the AAPD Pediatric Oral Health Research & Policy Center, a Co-director of the District of Columbia Pediatric Oral Health Coalition as well as a member of the executive committee of the Section on Oral Health of the American Academy of Pediatrics and the Pediatric Review Committee of the Commission of Dental Accreditation. Her many contributions underscore a deep commitment to all children and their families.

As Director, Dr. Tate looks forward to championing two of the ABPD's strategic emphases; lifelong learning and developing effective leaders. We are fortunate to welcome Dr. Tate's perspective and dedication to advancing patient care, learning, and clinical knowledge. Please join me in thanking her for her willingness to serve as an ABPD Director.



Gregory Olson, DDS, MS
President, ABPD
Board Certified 2006
Houston, TX

Congratulations 2021 Pugh Awardees!

The Pugh Award is given to those who have scored in the top 3% of the 2021 Qualifying Exam.

Miriam I Alkheder - Redlands, CA
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Lisbet Diaz Linares - Crestview, FL
Temple University

Sara H El-Sherbini - Fontana, CA
Loma Linda University

Lauren Geffen - Bayside, NY
Yale-New Haven

Mahta Hosseinkhani Hazaveh - Ottawa,
ON
Rutgers

Yong Woo Jeon - Toronto, ON
University of Toledo

Gurvinder Kaur - Williamsburg, VA
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Luana J Lim - San Bernardino, CA
Loma Linda University

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Christopher Niu - San Gabriel, CA
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Tufts University

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Temple University

Soo Yoo - Jersey City, NJ
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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—GOODYEAR. Part time, with potential Full time 4 to 5 days a week. Established full-time “growing” pediatric practices in 3 locations in Goodyear, AZ, Surprise, AZ, Buckeye AZ and 4th location coming to Scottsdale July 1st 2022. This successful Phoenix, West Valley, private practice group has a great advantage with an open concept. Four full time pediatric dentists and orthodontist in an open concept design. On average, our doctors are scheduled a four day work week, with one day a month (negotiable) of surgery under general anesthesia, including the local hospital. Expect minimal on-call duties, and a schedule proven to allow flexibility for family planning and maternity leave. Private Insurance only - no Medicaid. 401k, and health insurance available, competitive salary. Contract year to year. No weekends Good hours, Good Team Culture! Join Palm Valley Pediatric Dentistry & Orthodontics today! Requirements: Doctorate D.D.S. or D.M.D. degree from a dental school accredited or eligible to become board certified through the examination process of the American Board of Pediatric Dentistry (ABPD). Must be actively licensed by the Arizona State Board of Dental Examiners. For more information please contact odolghier@gmail.com.

ARIZONA—GOODYEAR. At Palm Valley Pediatric Dentistry & Orthodontics, we're are looking for full time (4-5 days/week), for a Pediatric Dentist to join our exceptional team of specialists in the Phoenix Metro area. We seek dedicated exceptional clinicians who want to grow professionally and personally. All of our dental specialists are trained to work specifically with children as young as age one and those with special needs. Our team understands that going to the dentist can be stressful on children, which is why we take the time to clearly explain in friendly, simple language how treatments will be carried out. If you are looking for a fun and rewarding career, you have come to the right place. We offer employment opportunities that promote professional, personal, and financial growth. We work extremely hard to provide our employees with continuous professional development and a supportive work environment. Competitive wages, great benefits, and opportunities for advancement are just a few reasons why a career with us is an investment in your future; make Palm Valley Pediatric Dentistry & Orthodontics your employer of

choice. At Palm Valley Pediatric Dentistry & Orthodontics, we ensure that each and every child receives individualized attention. Whether it is a first visit, regular check-up or an orthodontic appointment, it is our goal to make each patient leave with a smile. At PVPD we don't just accept differences, we celebrate them and recognize the value this brings to our patients and employees. Our practice is proud to be an equal opportunity workplace. Equal opportunity and consideration are afforded to all qualified applicants and employees. We won't discriminate on the basis of gender identity or expression, race, ethnicity, religion, national origin, age, gender, marital status, physical or mental disability, Veteran status, sexual orientation, and any other category protected by law. Our team is best characterized by the relationships we have with our patients and each other. We embrace collaboration which is necessary to innovate in today's changing world of dentistry. Our culture encourages participation, diversity of thought, innovation, and strong execution. In addition, we offer an outstanding compensation package including: highly competitive salary + 401k, medical insurance, opportunity for those seeking a long term home. We foster a patient friendly environment and provide you with all the resources needed to deliver outstanding patient care. Contact us to find out more before making your next career move. Required: Arizona License to Practice Dentistry. For more information please contact odolghier@gmail.com.

ARIZONA—GOODYEAR. Exceptional pediatric dental practice has a wonderful opportunity for a pediatric dental associate! We have a well-established, non-corporate, state of the art, themed office in a rapidly growing area. Our office is looking for an enthusiastic pediatric dentist to join our growing team who will provide high quality care to our patients on either a full-time or part-time basis. Our office is doctor owned, offers patient-centered treatment (accepting private PPO dental insurances only/ no state based plans), and has been a successful business for over 16 years. We also offer in-office general anesthesia in our surgical suite dedicated to weekly general anesthesia days and are open weekdays only (no weekends). Associates earn a guaranteed daily salary, quarterly bonuses, paid vacation days if full time, and share in the corporate retirement plan as well as group medical insurance. Please email your C.V. to hilgersk@yahoo.com to learn more about this exciting opportunity! Requirements: D.D.S. or D.M.D. with a certificate from a pediatric dental residency program. Current residents may apply.

ARIZONA—SCOTTSDALE. A full time, 4 to 5 days a week pediatric dentist could earn 300K to 400K per year depending on experience and days worked. Established full-time “growing” pediatric practices in 4 locations in Goodyear, Surprise, Buckeye and Scottsdale AZ. This successful dual specialty dental group private practice has a great advantage with an open concept. Four full time pediatric dentists and orthodontist in an open concept design. On average, our doctors are scheduled a four or 5 day work week. Expect minimal on-call duties, and a schedule proven to allow flexibility for family planning and maternity leave. \$1,200-\$1,400/day based on experience (% of collection also available). Private Insurance only - no Medicaid. Contract year to year. No weekends Good hours, Good Team! This opportunity also includes health benefits, 401K with a match and CE stipend. Join Palm Valley Pediatric Dentistry & Orthodontics today! Required: Doctorate D.D.S. or D.M.D. degree from a dental school accredited or eligible to become board certified through the examination process of the American Board of Pediatric Dentistry (ABPD). Must be actively licensed by the Arizona State Board of Dental Examiners. For more information please contact odolghier@gmail.com.

CALIFORNIA—ARTESIA. Pediatric Dentist - Your choice F/T or P/T work in a fabulous modern office in Artesia. If you are looking to join a dental practice where you get to work with other experienced dentists and specialists in a group practice setting, welcome to West Coast Dental Services. Work in a modern up-to-date dental practice where you can enjoy working with professional experienced dental staff that you will be proud to work with. Who we are: For more than 30 years, West Coast Dental Services has served southern California with the finest dental and orthodontic care in the state. Started by a group of dedicated dental professionals who saw the need for quality, multi-specialty dental care, West Coast Dental now has 40+ offices (and counting!) We deliver the highest standard of care using the latest technologies with a team of talented general dentists and specialists. Our Company Culture: We recognize the importance of investing in our most valuable asset that strengthens the very foundation of West Coast Dental, our employees. In line with this objective, we understand that providing excellent service to our employees facilitates professional and personal growth that will enable them to live our company principle - To Welcome, Communicate and Deliver unparalleled customer service to all.

West Coast Dental Services is a privately held company—the ideal work environment for experienced dentists, doctors, specialists and hygienists looking to join a stable, supportive and innovative organization offering best-in-class care to a steady flow of patients. We offer an excellent compensation, flexible workdays for P/T work or F/T work. Required: Active dental license for California, Pediatric certificate degree from an accredited dental school in the U.S. Have a current DEA and CPR, Malpractice, NPI number. What we offer you: Medical, Dental, Vision, Life insurance and 401K. Bonuses and Career Advancement. For more information please contact swilliams@westcoastdental.com.

CALIFORNIA—ORANGE COUNTY. Lollipop Pediatric Dentistry & Orthodontics is seeking an ambitious and motivated Pediatric Dentist to join our growing team of Pediatric Dental Specialists in Los Angeles and Orange County, California. We are a private practice that operates out of 6 office locations in Placentia, Garden Grove, Cerritos, Tustin, Long Beach and Lake Forest and has provided excellent dental care for more than 10 years. We have been consistently voted best dental practice in Orange County by the OC Register and Parenting OC Magazine for the past 5 years. Our highly trained team is committed to providing the best pediatric dental care and we emphasize conservative treatment, building relationships with our families, and the patient experience. Our benefits package includes: Guaranteed competitive salary. Medical, dental, and vision insurance allowances. Healthcare FSA. Dependent Care FSA. \$1000 CE allowance per year. 401K contributions + Profit Sharing. Paid Time Off & Holidays. \$1500 Malpractice allowance. Dental Board License Renewal fees. Uniform Allowance. Provided mentorship to ensure your success! We look forward to your interest in this opportunity - please contact us by email: drmary@lollipopdental.com. Learn more about our existing practice and existing doctors by visiting: www.lollipopdental.com

CALIFORNIA—SAN DIEGO. We are looking for an outstanding pediatric dentist to join our practices in San Diego. We invite applications from team players who can provide compassionate care for our patients. We are an established practice with well trained staff that help run a smooth busy practice. We constantly upgrade our technologies and have the Solea, LightWalker and LightScalpel lasers in our office. We also have a CBCT unit to assist with complex cases. Our office offers treatment with oral conscious sedation, GA in office and at Rady Children's Hospital, in addition to all the routine modalities of care for our patients. Come join our fun team! Please send resumes to dr.dabir@sunnysmilez.com Requirements: D.D.S./D.M.D. or international equivalent AND 2 years post graduate certificate in Pediatric Dentistry from an ADA accredited program AND Current license to practice dentistry in California.

CALIFORNIA—SANTA ROSA. Looking for a fun, professional, independent pediatric dentist who has excellent clinical and behavior management skills to add to our wonderful, experienced team. We are a high-end pediatric dental office where parents value the quality of care and the importance of good oral health. The practice was founded in 1981 and many former patients now bring in their children and even grandchildren! The position has the potential for growth, future partnership or full-buy in for the right fit for our patients and team. Our office is located in Santa Rosa, CA, the heart of wine country. \$1200 daily minimum or % of adjusted production on all procedures, whichever is higher. Malpractice insurance stipend. Please send your C.V. along with a cover letter or any inquiries to norcalpd@icloud.com. Completion of Pediatric Dental Residency and at minimum Board Eligible.

COLORADO—BRIGHTON. We are looking for a Pediatric Dentist to work at our established Brighton, Colorado office full time, 4-5 days a week. Please call Val at (720) 982-1681 for more information.

COLORADO—DENVER. Seeking an associate who is energetic, compassionate, and passionate with a desire to be on the forefront of dentistry. We are a highly sought out and education based Fee For Service CO2 laser frenectomy/frenuloplasty practice in Denver helping to pioneer this field. We are helping mothers and babies bond and breastfeed, children with feeding and speech issues, and all with better airways. If interested, please email your resume and interest to DrJesse@ColoradoTongueTie.com. We assume candidates will have minimum exposure to frenectomies and frenuloplasties and expect to train.

COLORADO—LAKEWOOD. We are looking for a Pediatric Dentist who is interested in joining our group of 5 pediatric dental locations in the Denver area. Each of our locations are combination offices with Ortho and General Dentistry, and we have a built-in network of referring dentists and orthodontists that have growing successful practices. Management and business support will be provided by partners. All details will be provided over the phone. We look forward to adding an eager Pediatric Dentist to our team!

CONNECTICUT - BOZRAH. Children's Dental Associates of New London County, PC is a privately-owned practice offering pediatric services to Southeastern Connecticut. We offer an excellent opportunity for a compassionate, ethical, pediatric dentist looking for an associate position leading to partnership. This well respected group practice is located in four locations within a 25 mile radius in up-to-date modern facilities with great visibility. We have an experienced, caring team devoted to providing high quality preventive care, and exceptional patient service. Our offices are located halfway between Boston and NYC

close to the railway. This is a great opportunity to become part of our successful, well respected, quality based practice that has been in business for more than 40 years. Salary guarantee, health insurance and 401K plan. Candidates should be hardworking, caring and dedicated to providing excellent pediatric dentistry to all types of children. For more information please contact children.dental@snet.net. Or visit our website www.childrensdentalinc.com. Required: Pediatric Dental Residency Certificate, Connecticut Dental License, Connecticut DCP, Husky Credentialing.

CONNECTICUT—BRISTOL. Established modern state-of-the-art pedo practice in Bristol, CT now offers a full-time or a part-time position. Full benefits and LOAN Repayment Program. Compensation is percentage based with minimum guarantee and flexible hours like it is your own practice. Board certification is preferred but not required. Please email C.V. to aidlibi@yahoo.com. Text (860) 543-5400. Thank you for your interest.

FLORIDA—BOYNTON BEACH. Pediatric Dentist. Now Hiring a Pediatric Dentist for Growing Dental Practice! Are You a Pediatric Dentist ready to Make a Big Impact on a Growing Company? Position Snapshot. Company: Miller Pediatric Dentistry and Orthodontics | Children's Dentistry of Coral Springs. Position Title: Pediatric Dentist. Location: Boynton Beach & Coral Springs, FL. Compensation: Base + Percentage based. Position Overview: We are looking for a caring, professional, and fun pediatric dentist to join our growing practices in Boynton Beach and Coral Springs, Florida. Work with great doctors (multispecialty) and great staff! The ability to grow within the company. Position is for 3 days a week with additional days available in the future in both our Boynton Beach and Coral Springs locations. Associate will be a caring individual whose primary focus is to care and treat our patients to the best of their ability Target compensation rate: Will be discussed during interview. Located in beautiful, sunny South Florida! This is a great place to grow and raise a family and just a few miles from the beach! Position Benefits: CE Benefits: \$2000 of CE yearly. CPR/PALS: Every 2 years. Flexibility: Flexible scheduling and family focused! Modern Office: Brand new pediatric dental office with all brand new equipment and technology. Autonomy: So, you can practice how you were trained and can provide excellent care, the best you can. Stability: We are looking for someone to join long term, this position is part-time leading to full time. Opportunity: Great opportunity to get started with a great team and have the potential for growth. Team: Be a part of our fantastic team! Our team always works together to bring the highest level of care to our patients. Requirements: D.D.S. or D.M.D. Pediatric Dental Specialty Certificate, Florida Dental License, CPR & PALS, Motivated, friendly, and energetic, Work one Saturday a month if needed,

Attend 2 community outreach events a year. For more information please contact smile@millerpdo.com.

FLORIDA—WESLEY CHAPEL. Looking for a full or part-time, pediatric dentist for a large private pediatric practice in the Wesley Chapel area of Tampa Bay, Florida. A+ rated schools, great neighborhoods. You can enjoy the Florida lifestyle of beaches, boating, and all the activities of a big city like Tampa. Long established, pediatric dental practice with a doctor owner, (no corporate ownership). All PPO and fee-for-service, no medicaid, and no capitation plans. High income potential over \$400K+ per year based on 30-35% of collections. Digital x-rays and digital panorex in the office. Dentrix software with computers in each room. Fully trained and certified staff in place with years of experience. Potential candidate must have a current Florida dental license. Previous experience in private or corporate offices is preferred. Must be a pediatric dental specialist and must enjoy a fast paced work environment. We are interviewing qualified candidates now. Please provide your current C.V. tdentalapplicant@yao.com.

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

HAWAII—WAIPAHU. Very Busy Pediatric Dental office Needs a Pediatric Dental Associate. We are in need of an enthusiastic Pediatric Dental Associate. We are offering a full time (4 days a week) position in our very busy pediatric dental office in Waipahu, Hawaii. Compensation is based on collection, great team of dental assistants and admin who will help and assist you. Please email a cover letter to veronicam@leewardpediatricdentistry.com. We look forward to meeting you! Must be able to work 4 days a week.

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

ILLINOIS—CHICAGO. Board Certified Pediatric Dentist needed for an amazing opportunity associating in a modern, sleek, tech savvy, highly reputable and papoose free pediatric dental practice in Chicago. Average 50+ new word of mouth referrals per month with 80% ffs and 20% ins. We are a unique group of board certified pediatric dentists associated with the top children's hospitals in Chicago-land. Must be board certified by the American Board of Pediatric Dentistry (ABPD). For more information please contact pedopracticechicago@gmail.com.

ILLINOIS—FOREST PARK. We are looking for a highly motivated, compassionate pediatric dental associate with excellent communication and clinical skills for a full-time or part-time position (1-5 days/week) at our growing pediatric dental practices. The ideal candidate will join a work culture based on building relationships among co-workers, patients and parents, while balancing life and work. We believe in continuous professional and personal growth with core values of positive attitude, strong work ethic, integrity, empathy, open to change, and being a team player in a fun environment. We have 2 practices (one in Forest Park and one in Elmhurst) with an excellent reputation and referral base from the area general dentists, pediatricians and local community. Both offices are state of the art with paperless charts, digital radiography, and updated patient communication technology. We provide comprehensive pediatric dental care for our patients as well as options for treatment under General Anesthesia in an office setting by a board-certified Anesthesiologist or IV Sedation performed under the care of a board-certified Pediatric Anesthesiologist. Our patient base is composed of private insurance and cash patients. We have highly skilled and compassionate dental assistants who work to create a positive experience specific to every family's needs and expectations. Our goal is for every patient to feel welcome, safe and know we care about each of them personally. Recent graduates from a US accredited Pediatric Dentistry program and experienced candidates are welcome to apply. We offer a daily guaranteed base salary for the first 60 days. After this, compensation will be equivalent to a percentage of your daily production. If you are interested in this position, we would love to hear from you. Please send us your resume along with the days you would be interested in working with a cover letter to DrJerry@kidsdentistforestpark.com. We look forward to hearing from you!

ILLINOIS—NAPERVILLE. We looking to hire a FT or PT Pediatric dentist in our established Multi Speciality practice. Our growing practice is PPO/FFS and is located in one of Illinois' most sought after neighborhoods for families. The office is Dentist owned and operated, established in 2007 and has a very strong patient base. The office is state of the art with all of the latest technologies. We are looking for

an outgoing Pediatric dentist to join our team. New grads are welcome to apply; we are looking to fill this position immediately. We offer a very generous compensation package, with a daily guarantee or percentage of production. www.woodlakefamilydental.com. Requirements: Illinois Dental License, Pediatric Specialty License.

ILLINOIS—WHEATON. Rapidly growing multi-specialty offices for sale and/or partnership in two highly reputable areas of the western suburbs. Great signage and on major intersections. Newly renovated offices in 2020 and 2021 that have plenty of Covid-19 safety measures in place. Primarily pediatrics with part time orthodontics and oral surgery. Equipped to be able to handle GP or other specialties with many closed room ops. Extra large surgical room also set up for in office sedation. Highly trained staff and owner/primary practicing doctor flexible on transition. Owner financing possible. Grossing over \$2.2mm with \$1mm in EBITDA. Email management@dpsmiles.com for more info. Requirements: Must have a license in the state of IL. Board Certification preferred but not required. Willing to work hard. Laser dentistry preferred but not required.

INDIANA—FISHERS. Who we are: Welcome to the Fishers Pediatric Dentistry family! We are a rapidly growing, privately owned pediatric practice located in Fishers, IN, a flourishing suburb outside of the Indianapolis area. 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 185 new patients per month). You will never be alone - working with a seasoned team of 4 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? 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 team is cohesive and our company culture is unified. 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. 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 winning 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 drmistipratt@fisherspediatric.com, or call (317) 698-3029. Requirements: Graduate of an accredited Pediatric Dentistry Residency Program, Active Dental License, D.D.S./D.M.D. and DEA Certificate.

IOWA—URBANDALE. \$100,000 SIGN- ON BONUS. Children's Dental Center of Central Iowa is looking for a pediatric dentist to work in its pediatric dental practice located in Urbandale. We are looking for a doctor who shares our values and is passionate about helping children achieve a lifetime of healthy smiles! Come join our supported dental office, where we do just that; support pediatric dentists by bringing them cutting-edge technology, well-trained support staff, and mentorship. The practice is doctor-owned and is dedicated to our mission of raising the standard of children's oral healthcare! Our Pediatric Dentist Enjoy: Working for a doctor-owned practice and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). We also offer Clinical Autonomy, Work/Life Balance and the ability to invest in your future - Full-time doctors have the opportunity to purchase equity in D4C. We cover your malpractice insurance, Medical, Dental, Vision, PTO and 401K. Current residents are encouraged to apply. Candidate Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact alex.english@d4c.com.

KENTUCKY—CRESTVIEW HILLS. Associate Pediatric Dentists at Pediatric Dental Center are a key part of helping our patients look forward to the dentist. Associate Pediatric Dentists have the opportunity to perform dentistry at the highest level with access to state of the art technology and the highest-rated materials, including sedation dentistry. Associ-

ate Pediatric Dentists must be passionate and service-oriented as our patient experience is at the heart of what we do. By leading clinical diagnosis and developing dental treatment plans, Associate Pediatric Dentists focus on the unique needs of each patient. Most of all, Associate Pediatric Dentists are part of a highly motivated and collaborative dental team, have supportive leadership and have the ability to work within our 3 beautiful locations in Northern Kentucky. The Associate Pediatric Dentist we are looking for has: A Certificate in Pediatric Dentistry. Is Board Certified or Board Eligible. Current CPR/BLS certification. Current license to practice dentistry in the state of Kentucky. Preferably a Minimum 1 year of clinical experience at a dental practice. Dedication to ensuring the highest quality of dental care. A high level of integrity, dependability, creativity, and resourcefulness. Leadership skills that value a team collaborative approach to care. As an Associate Pediatric Dentist at Pediatric Dental Center you will: Lead clinical diagnosis and patient treatment, with the goal of providing the best possible dental care and providing the best possible patient experience. Partner with non-clinical staff to help the dental office operate as well as possible. Help patients look forward to the dentist. Have the option to work across multiple locations including hospital privileges. Benefits for Associate Dentists at Pediatric Dental Center: Generous compensation package. Wonderful patient base. Potential Equity Partnership. For more information please contact emsoper@gmail.com.

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

MANITOBA—WINNIPEG. We require a full-time Pediatric Specialist in the City of Winnipeg, Manitoba, Canada. This is a multidisciplinary practice with multiple locations featuring in house 2 GA suites. Unique opportunity to make an extremely good income and work with an experienced multidisciplinary team with an extremely well managed professional environment. Fully booked three OR days every week Guaranteed. Fully digital & state of the art facility. Potential to take home 90K/mth. A relocation allowance and licensing fees reimbursed with a long term contract. Please contact Dr D.K Mittal at (204) 297-5344 (Ph or Text), email: dmittal@shaw.ca, Web: www.GreenwoodsDental.com. Must be licensed or eligible to be licensed with the Manitoba Dental Association.

MARYLAND—BALTIMORE. Dentistry for Children of Maryland has been experiencing tremendous growth in our patient base, and we're looking for a Pediatric Dentist to join our dynamic team! This opening is in our established specialty practice in Cross Keys - Baltimore, MD. This is a busy multiple doctor practice where the needs of the patient always come first. It will be a rewarding opportunity for a doctor who is looking for clinical autonomy and enjoys working with other providers. We are seeking a provider who has a passion for working with children. Our practice focuses on educating our patients while creating a fun and comfortable atmosphere for children, parents and our staff. We offer clinical autonomy, great pay, ownership and a seasoned support staff that makes your job easier. Cross Keys is a quiet, tucked away neighborhood in North Baltimore just off one of the city's major commuting routes. Our Pediatric Dentists Enjoy: Working for a doctor-owned practice, complete clinical autonomy, a focus on patient care without the hassle of administrative tasks. We also offer the ability to invest in your future - all full-time providers have the opportunity to purchase equity in our organization. We cover Malpractice insurance. Comprehensive benefit package which includes Medical, Dental, Vision, Life Insurance, Disability Insurance, PTO and 401(k). Job Duties: Examine, diagnose, prescribe, and carry out services and treatment plans. Collaborate with other providers on referral cases, as well as all other clinical and non-clinical personnel as necessary. Uphold the policy, protocol, and procedures which are in compliance with the most current accepted professional standards; as well as our commitment to the Dental Quality Alliance. Improving clinical skills and acumen through participation in continuing education and training opportunities (continuing education support is available). Participate in various community outreach initiatives as necessary. Required Experience: D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation. Completed a Pediatric Residency accredited by the Commission on Dental Accreditation or have

at least 5+ years of experience focused primarily on pediatric care. Current, valid license to practice dentistry in state where providing care (License must be in good standing) or eligible for licensure. Other certifications as required by state to include- CPR, DEA, etc. To learn more about Dentistry for Children Maryland, please visit us at <https://dentistry-4childrenmd.com>. We are offering a \$100,000 sign on bonus! Dentistry for Children Maryland is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran.

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

MICHIGAN—CHESTERFIELD. Well established pediatric dental and orthodontic office serving Metro Detroit area for over 6 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@growingsmilespd.com.

MICHIGAN—LINCOLN PARK. We are an expanding pediatric Dental practice located in Lincoln Park, MI. Our practice is dedicated to giving our young patients the best dental care available. We pride ourselves on providing a happy stress free setting for our little guys and girls by providing using AAPD behavior

techniques and general anesthesia for comfort during dental procedures. We are searching for a Pediatric Dentist that is passionate about providing excellent dental health to our community. We have an amazing team here to help you achieve your personal goals as well as the practice goals. We average 130-150 new patients per month. Active Michigan Dental License. Active malpractice Insurance. Active Michigan Pediatric Dental License. Active DEA and Controlled substance for the state of MI. Current C.V. should be e-mailed. CPR certified. Basic Life Certification. For more information please contact kids1stdentistry@gmail.com.

MICHIGAN—LINCOLN PARK. We are a rapidly expanding Pediatric practice looking for a caring and motivated Pedodontist to join our team. Our practice is highly profitable with a mix of Traditional insurance and Healthy Kids State plans. We currently see 130 + new patients per month, just from general dentist referrals. We would like to reopen the practice to all new patients upon the addition of another Pediatric Dentist to our team. Our approach to dentistry is one of patience, kindness and inclusiveness in treatment with parents. We provide general anesthesia both in office and in a hospital setting. We also provide sedation and nitrous to keep our patient comfortable. Our Team is caring and experienced in the Pediatric Dental field. The office provides updated equipment. Salary / Contract is negotiable Pediatric Specialty License for the state of Michigan, Board Certified or Board eligible, BLS and PALS certified, Current C.V. For more information please contact kids1stdentistry@gmail.com.

MICHIGAN—MIDLAND. Pediatric Dentist start-up opportunity in Mid-Michigan! Looking to start-up your own pediatric dentistry practice from scratch? Design your own brand-new, state-of-the-art facility of your dream practice without paying for the real estate (land or building)? And fill the need in a great community as the only pediatric dentist in town? Let us help you! The practice will be located adjacent/connected to an existing, established orthodontic practice with your own separate entrance. The orthodontist will soon be remodeling the existing ortho facility and would like to build-out to equip for a fully functioning and thriving pedo facility. You can design the pedo portion of the build-out to be exactly how you would like, but not be responsible for the mortgage! Once the build-out is complete, you will just have to pay a monthly rent. Want to get started ASAP? The existing ortho facility can be used 2-3 days per week (on the non-patient days of the ortho practice) while the pedo facility is under construction. The best part of this opportunity is that it is in a great family-focused community with an exceptional public school system and stable job market (headquarters of Dow Chemical). Interested applicants must have completed (or will be completing) a pediatric dental

residency. Please call or text Dr. Andrew Grillo at (989) 600-8037 if you have any questions about this opportunity!

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

MICHIGAN—TROY. A growing pediatric dental practice in Troy of Michigan is looking for a full time or part time pediatric dentist with potential buy in and eventually take over. The area has the best public high school in the country-Troy High School. I am a solo practitioner and willing to offer 40% collections or \$1,250.00 per day. Our office offers conscious sedation and full range of pediatric dental services to children and special needs patients. Michigan state dental license required. If you like to learn more about this opportunity, please call (248) 797-2551 or e-mail at Jianfuz@aol.com. The safety and care of our staff and patients are very important to us. All employees are provided proper PPE and hand sanitizer. All patients entering the office are screened and their temperatures are taken, masks are required. Both air purifier machine and aerosol reduction system have been added into each operating room to keep our workplace safe for all.

MONTANA—BOZEMAN. Bridger Children's Dentistry is a well-established pediatric dental practice located in beautiful Bozeman, Montana. Our practice is growing, and we expect to move to an expanded, state-of-the-art new office location in 2023. We are seeking an enthusiastic Associate Pediatric Dentist to join our team! We see patients from infants to teens who, like us, love the amazing community and opportunities that Bozeman has to offer. We're a mountain town with two world-class skiing locations just minutes away. Come work with us and reimagine your life, practicing in a vibrant town with easy access to any outdoor amenity you could ever wish for. What we offer: Leading-edge, integrative pediatric dentistry and orthodontics, Airway focus, Myofunctional therapy, Solea laser treatment, Cone beam CT. An energetic staff committed to the highest quality of care for our patients. A dedicated business management team, allowing you to do what you do best - care for your patients. Mentorship opportunities available from our owner-dentist. Competitive compensation, benefits, and CE stipend. Flexible scheduling to offer work/life balance. Who you are: An outstanding pediatric dentist with a high standard of integrity and commitment to professional excellence. Friendly, kind, and caring, with the ability to make our patients and parents feel welcome and at-ease. Committed to serving the diverse needs of our growing community. D.D.S. or D.M.D., with a certificate in pediatric dentistry. Current MT license or the ability to obtain MT license. Recent grads are welcome to apply! Your Essential Responsibilities will include: Oral and radiographic examinations and diagnosis of pathological conditions, including airway screening. Performing restorative care (fillings, extractions, pulpotomies, stainless steel crowns, seating appliances, etc.). Offering individualized/specialized pediatric care, including working with special needs children. Proficiency in appropriate/approved behavior management practices. Please submit your resume and cover letter to DrA@BridgerChildrensDentistry.com.

MONTANA—GREAT FALLS. Pediatric Dental Office in Great Falls, MT Seeking AssociateA busy pediatric dental office is seeking a full time or part time associate to join our fast growing pediatric dental practice. We offer nitrous, conscious sedation, IV sedation, and general anesthesia. Flexible Hours and days. Great place to live and work! Call Jenae Everett at (801) 995-1951.

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

NEW HAMPSHIRE—DERRY. Pediatric Dentist: located in Southern New Hampshire. We have a premier state-of-the-art facility with a fun vibrant environment that is warm and welcoming. We are known for being pediatric dental sedation specialists. We also offer orthodontic and general dentistry. We are here for the whole family! This is an incredible opportunity for a provider looking for a part-time position. We offer a competitive salary with a daily minimum and monthly production-based bonus system along with a great benefits package. Be part of our fun, energetic and amazing team! Requirements: D.D.S./D.M.D. from an accredited university. Active Dental Board License. Completion of residency from an accredited pediatric residency program. Kind and compassionate approach. For more information please contact ccoruth@haasdentalth.com.

NEW JERSEY—OLD BRIDGE. KidZdent is offering a full or part-time career opportunity to an enthusiastic, experienced or entry-level pediatric dentist who is interested in joining an amazing team of professionals, and developing a satisfying career. We are located in Central New Jersey, an easy drive to New York City, Philadelphia, the beautiful Jersey Shore, and the spectacular mountains of Northern New Jersey. Applicants will enjoy an exceptional production-based compensation pro forma, coupled with a full menu of benefits to include health care, dental care, 401K, an extensive CE program and much more! This opportunity to grow and prosper provides our pediatric dental associates with great financial success, as well as personal and professional growth and security. KidZdent is a full-service oral healthcare center for children and is dedicated to pediatric dentistry, interceptive orthodontics, orthodontics, and special needs dentistry. We believe in preventive dentistry, and providing the best options for our patients during each phase of growth and development. For over 40 years, KidZdent has grown to become the most trusted, premier practice in NJ for children's dental health care needs. Join our team of outstanding pediatric dental professionals today by sending your C.V. along with an introductory letter to christine@kidzdent.com, or by faxing same to Christine at (732) 679-8896. Visit our website to learn more about the culture at KidZdent! www.kidzdent.com.

NEW YORK—NEW YORK. Busy Pediatric Dental group with 16 locations and 40+ Pediatric Dental Associates is seeking full-time and part-time Pediatric Dentists. FT positions upstate make 400k+ per year [2k-3k per diem] and downstate 200k+ [1k-2k per diem]. Results vary based on clinical skills, efficiency, staff and patient management, etc... but we have had great success with onboarding and training talented Pediatric Dentists in the past. If you are caring and compassionate, if you enjoy working hard and helping people every day then this is the job for you. FT po-

sitions include 2wks PTO, medical insurance, malpractice ins, and relocation and retention stipends. Email resume to debrao@hqrcms.com. Requirements: New York State Dental license. NYS Medicaid Provider ID. DEA- we will cover the cost for new grads.

OREGON—NEAR PORTLAND / WILLAMETTE VALLEY. At Acorn Dentistry for Kids, our mission is to promote health and well-being through Entertainment and Education in a Magical Environment of Safety, Comfort and Fun. To us, the experience we provide is more than just good dentistry - it is about creating a memory that kids and parents look forward to doing again and again. Are you a miracle worker that can transform that dental experience with us, or want to be mentored to become one? Our doctor group is humble, collaborative, and looking to grow both individually and as a team. Acorn Dentistry for Kids is a private practice with a public-health mindset. We exist because of the belief that Every Child Gets A Smile, whether on private insurance, Medicaid, or no insurance. We make it possible for EVERY child to have what we call "Magical Moments." Do you align with that vision for the community in which you work? We are looking for purpose-driven pediatric dentists that want to grow along with our expanding private group practice, especially if you are interested in ownership. There are many great benefits to living in the area around Portland, Oregon too. Our clinics are centrally located for easy access to the Oregon coast; the Columbia River Gorge and Cascade Mountains with 4 season recreational opportunities are also near; big city life and quaint small towns are equally accessible; our temperate climate means we don't have to worry about tornados, major floods, or hurricanes; and the local food is fantastic! Have you thought about doing international mission trips? We just started a non-profit organization named Acorn Kids International, whose purpose is Creating Magic around the world! This is bigger than a single clinic, we are starting a locally-led, globally-minded movement! Doctor benefits include a generous amount of doctor mentorship, a great signing bonus, a guaranteed daily base pay, 401k plan, medical/dental/vision insurance, all licensing and malpractice insurance fees paid, as well as a generous CE stipend. For those that sign a contract while in school, we even offer a monthly living stipend while finishing up! This helps incentivize students to get a head start so we can have ample time to plan for your arrival and set you up for success. If you are thinking long term, we have a leadership track that outlines a simple pathway to partnership to truly be invested and create a legacy as part of our fast-growing group. Please check out our website at www.acordentistryforkids.com and email timrichardsondds@gmail.com to find out more about this remarkable experience. We look forward to sharing this incredible journey with you!

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

SOUTH CAROLINA—GREENVILLE. Ashby Park Pediatric Dentistry has been experiencing tremendous growth in our patient base, and we're looking for a Pediatric Dentist to join our dynamic team! This opening is in our established specialty practice in Greenville, SC. This is a busy multiple doctor practice where the needs of the patient always come first. It will be a rewarding opportunity for a doctor who is looking for clinically autonomy and enjoys working with other providers. We are seeking a provider who has a passion for working with children. Our practice focuses on educating our patients while creating a fun and comfortable atmosphere for children, parents and our staff. We offer clinical autonomy, great pay, ownership and a seasoned support staff that makes your job easier. Rated "The South's Most 'Tasteful' Small Towns" according to Forbes in 2020, Greenville continues to expand rapidly, which is evident from population, economic and developmental growth. Our Pediatric Dentists Enjoy: Working for a doctor-owned practice. Complete clinical autonomy. Focus on patient care without the hassle of administrative tasks. Ability to invest in your future - all full-time providers have the opportunity to purchase equity in our organization. Malpractice insurance coverage Comprehensive benefit package which includes Medical, Dental, Vision, Life Insurance, Disability Insurance, PTO and 401(k). Job Duties: Examine, diagnose, prescribe, and carry out services and treatment plans. Collaborate with other providers on referral cases, as well as all other clinical and non-clinical personnel as necessary. Uphold the policy, protocol, and procedures which are in compliance with the most current accepted professional standards; as well as our commitment to the Dental Quality Alliance. Improving clinical skills and acumen through participation in continuing education and training opportunities (continuing educa-

tion support is available). Participate in various community outreach initiatives as necessary. Required Experience: D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation. Completed a Pediatric Residency accredited by the Commission on Dental Accreditation or have at least 5+ years of experience focused primarily on pediatric care. Current, valid license to practice dentistry in state where providing care (License must be in good standing) or eligible for licensure. Other certifications as required by state to include- CPR, DEA, etc. We are offering a \$100,000 Sign On Bonus! To learn more about Ashby Park Pediatric Dentistry, please visit us at www.wild4smiles.com/. Ashby Park Pediatric Dentistry is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran.

SOUTH CAROLINA—LEXINGTON. We are seeking a Pediatric Dentist for an established, privately owned, children's dental practice located in Lexington, South Carolina! Our goal is to find a provider who shares our values, has a passion for working with children, and one who focuses on educating each patient and parent, while creating a fun and comfortable atmosphere. Our practice opened it's doors in January 2015 and has grown exponentially. We are looking for a full-time associate willing to work at least four days a week, including one day of hospital dentistry, if desired. Five days a week can be accommodated as well. Guaranteed annual salary plus commission with buy in opportunity, as well as a full benefits package. Lexington is centrally located in South Carolina, two hours from the mountains and two hours from the beach and nestled just next to the beautiful Lake Murray. Lake Murray, also known as the "Jewel of South Carolina", offers world-class fishing, boating, golfing, and dining, with fun things to do for the entire family. This is an extraordinary opportunity to join a family owned practice with tremendous growth and partnership potential. For more information please contact jessica@sunsetchildrens.com.

TENNESSEE—KNOXVILLE. We welcome new and experienced pediatric dentists to apply. Excellent opportunity for a confident, highly motivated and professional pediatric dentist with great work ethic to join our friendly, well-trained team in the Knoxville, TN area. Possible purchase or partnership available. Please e-mail C.V. to michaeljkoch63@yahoo.com. 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 dentists, dental assistants and dental hygienists. Working with pediatric population ages 0-19. In-office procedures include general restorative procedures. 7:30 am - 4:00 pm, Monday-Thursday. Required: a certification in Pediatric Dentistry (or in a residency program to obtain certification).

TEXAS—AUSTIN. A family owned and operated pediatric specialty small group practice based out of Austin, Texas is excited to open a full-time pediatric associate position in our state-of-the-art Austin location. Come live in one of the most vibrant, growing cities in the country. Guaranteed salary with a bonus system, paid full benefits package, CE stipend, ADA membership dues, mentorship opportunities and much more. Looking for a team-oriented, energetic associate who is ready to put our patients first and join a practice that they can grow with throughout their career. New grads welcome to apply! Interested applicants please email your C.V. to AustinPedoOpportunity@gmail.com. Requirements: Graduation from a CODA accredited Pediatric Dental Residency Program. Board-eligible or Board-certified. Eligible for Texas Dental License & DEA. Eligible for Texas Level 2 sedation permit.

TEXAS—AUSTIN. We are looking for a caring and energetic board certified pediatric dentist to join our practice 3 - 5 days per week. Our office is located just south of Austin in one of the fastest growing cities in Texas. We offer state of the art equipment and highly trained and motivated staff. A great opportunity to practice without any corporate influence. New graduates and experienced pediatric dentists are welcome to apply. Please contact us at kyledentalposition@yahoo.com. Requirements: Board Certified or eligible. Conscious sedation permit.

TEXAS—AUSTIN. LUV Braces and Kid's Dentistry is seeking a Pediatric Dentist to work part-time 1 day per week in our upscale and state of the art multi-specialty office. Can grow to 2 days per week. Our mission is to provide children with the highest quality dental care available in a fun, friendly and caring environment. Our practice is dedicated to enhancing the lives of children in our community by delivering exceptional dental care in a friendly, welcoming environment for our patients. Our practice believes in contributing to the community to help in its growth and success. As such, the ideal candidate will possess the same vision and sense of focus towards our patients and community. This position also offers buy-in opportunity after the first year. Salary: \$1,300.00 - \$1,500.00 per diem or 25-30% of collections; negotiable. Email resumes: Ortho.resume512@gmail.com. Required: Texas License, Sedation level 3 license, PALS.

TEXAS—AUSTIN. Join our elite Pediatric Dental practice made up of a great team who love working with children and great culture and core values where positivity, communication and hard work are the norm and not the

exception. We are looking for an associate for our busy Pediatric Dental practice just 15-20 minutes from downtown Austin. We are a PPO and FFS practice that always puts our patients first. You will have an opportunity to be a part of the community and really make a connection with all your patients. We are privately owned which means you will have total freedom to treat the patients based on your professional judgement. In our practice you will have the opportunity to grow professionally, personally and financially. We have been established in the area for over 10 years and see over 100 new patients a month so staying busy will not be a problem. We pride ourselves in making sure all the patients and parents leave happy and smiling. Ultimately, we are looking for someone who wants to be a part of team that puts the patients needs first, works hard and values their well-trained staff. You will also have the opportunity to have a senior Pediatric Dentist as a mentor if that is something you desire. Email resume to kdsAustin@yahoo.com. Candidate would need to have their Texas dental license. Candidate would also need to have their Texas sedation and nitrous oxide permit or would need to be in the process of getting both. This would be a full-time position (Monday-Thursday. 8am-5pm). Fridays are also available if desired.

TEXAS—HAWKER HEIGHTS. All Star Children's Dentistry is looking for a pediatric dentist to work in its pediatric dental practice located in Hawker Heights, TX. We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of healthy smiles! Come join our supported dental office, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, an industry leading quality care program, and mentorship. The practices are doctor owned and are dedicated to raising the standard of children's oral healthcare! Our Pediatric Dentist Enjoy: Working for a doctor owned practice and being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). We also offer Clinical Autonomy, Work/Life Balance and the ability to invest in your future - Full-time doctors have the opportunity to purchase equity. We cover your malpractice insurance, Medical, Dental, Vision and 401K. Candidate Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact alex.english@d4c.com.

TEXAS—HOUSTON. Looking for a full time or part time pediatric dentist to join on family owned pediatric dental practice. We have two privately owned pediatric practice in Houston suburb. This is a great opportunity for an experience pediatric dentist that does not

want to deal with the headache of running their own office or a new graduate that wants to learn quality dentistry. Please email your C.V. or questions to VLLSPH@gmail.com. Requirements: D.D.S./D.M.D. from an accredited university and pediatric program. Active Dental License. Positive attitude and excellent chairside manner.

TEXAS—SAN ANTONIO. We are seeking a Board Certified/Eligible Pediatric Dentist to work part time or full time. Southside Children's Dental Center has been in practice for 35 years on the southside of San Antonio with a one owner doctor. We currently have a staff of 50 employees, 3 pediatric dentist, an oral surgeon, two orthodontist, and two general dentist. Due to a very busy patient base we are excited to welcome an additional pediatric dentist to our team. Our office culture is professional, organized, and friendly. Our vision is to give every patient an excellent clinical and office experience. We are using Dentrix Ascend for practice management and are paperless. Please check out our web site at www.sscdc.org for additional information. What we value: An office that is well run. Organized and up to date with technology and the latest treatment techniques. A forward thinking vision that allows for personal and professional growth. Teamwork and professionalism when working with staff and doctors. Good communication between all staff members and patients. Parents/Guardians being allowed in treatment areas as we feel this is comforting for both the parent and child during treatment. Treating children in office using current sedation, general anesthesia, and operative standards. Doctors alternating operative/ OR days with recare checking days in order to allow for fair production opportunity. The satisfaction of a job well done and a patient that has had a great experience. Also being able to reassure parents/guardians that their child is being given the best possible care. COVID-19 considerations: Currently mask are not required for patients or admin staff. Staff are required to adhere to universal precautions regarding PPE.

TEXAS—TEXAS CITY. Citrus Dental & Kids is seeking a compassionate pediatric dentist in Texas City, TX, who enjoys providing high quality of care with a supportive team and modern technology. The office is a 45 min drive from Houston, TX. Office Features : All digital charts, handheld X-ray Units, PANO, CEPH, CBCT. Intraoral scanner for digital impression. N2O, Oral Conscious Sedation, In, Office General Anesthesia available. Compensation: \$1200 Per Diem vs 35% adjusted production. 3 Days available with potential to grow, Mentorship if desired. Please send C.V. or questions to ehuang@citrusdentalkids.com. <https://www.citrusdentalkids.com/>. Required: D.M.D./D.D.S. from an accredited university. Graduate or pending graduate from an accredited pediatric dental residency. Active Texas Dental License with Level 1 & Level 2 sedation permits.

VIRGINIA—CULPEPER. Culpeper Kids Dentistry is a growing pediatric dental practice looking for a Pediatric Dentist or a General Dentist with pediatric dental experience. We are located in Culpeper, VA, which is a 45-minute commute from Northern Virginia. We are looking for a board-certified or board-eligible pediatric dentist who is motivated to help us realize our mission and vision of delivering the highest standard of dental care to the children of our community. We offer a competitive compensation package. Responsibilities: Provide high-quality care for all pediatric patients including children with special needs. Able to multitask efficiently. Demonstrate professional and friendly service. Maintain accurate and thorough patient records. Provide compassion and care for children. Qualifications: VA Dental license and DEA certification. Strong communication skills, outgoing personality and a positive attitude. For more information please contact alvinamante@gmail.com.

WASHINGTON—MARYSVILLE. Looking for a community health oriented pediatric dentist 30 minutes north of Seattle in Marysville, WA. Between 1-4 days/ week available. Mix of traditional restorations, smart fills, hall crowns, and general anesthesia. Can mentor for a limited amount of invisalign/ orthodontics as well as a bonus. For full time option, medical and 401(k) available. Must also love chocolate. For info, email: drlucas@cascaedkidsdentist.com. Required: Pediatric Dentistry certificate.

WASHINGTON—RICHLAND. Orchard Hills Pediatric Dentistry has an immediate opening for an associate to join our awesome pediatric dental practice. We are a busy private practice that focuses on a great experience for each patient while providing excellent care in all aspects of pediatric dentistry. Our three owner doctors are board certified pediatric dentists. We practice in two locations within 3 miles of each other. Orchard Hills is a PPO/FFS 11 chair office. We have our own state certified pediatric dental ambulatory surgery center for general anesthesia cases and we also contract our services with a local FQHC Medicaid clinic. Our patient base is diverse and wonderful! A full time position is preferable but part time would be considered. Associate would be replacing our recent associate of seven years who moved out of country to be closer to family. Associate would be busy from day one. No weekends or late evenings. Health, dental, vision insurance and 401k with employer match. Compensation is negotiable based on experience. We have restorative hygienists and an in-house myofunctional therapy program. Our office systems are thorough and efficient. Looking for a compassionate, team oriented pediatric dentist to join our hard working, well trained, fun family! Candidate must have completed a pediatric dental residency and either be board certified or board eligible. Please inquire to our office manager at: tiffany@grinsforkids.com.

Requirements: Certificate of completion of a pediatric dental residency. Board certified or eligible in pediatric dentistry. PALS and ACLS certification.

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

WASHINGTON—SPOKANE VALLEY. We're looking for an experienced Pediatric Dentist to join our pediatric office \$25,000 guaranteed bonus! Benefits: Great Respect, Benefits & Bonuses. Excellent well-trained team. Health Insurance, Dental benefits, we pay Washington Dental License after 1 yr employment. We offer a very busy schedule. We pay the lab costs. Educational Support & Training. Brand new equipment. Full time hours per week. Responsibilities: Examine, diagnose, prescribe, and carry out oral health care services that are in the best interest of the patient. Contribute towards a team environment by working with other clinical and non-clinical staff members, as necessary. Uphold the policy, protocol, and procedures in compliance with the most current accepted professional standards. Improving your clinical skills and acumen through participation in continuing education and training opportunities (continuing education support is available). Participate in various community outreach initiatives, as necessary. Qualifications: D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation. Current, valid license to practice dentistry in Washington. Minimum of three years of practice experience. Required certifications - CPR, DEA & NPI. A focus on the Patients first, working well with children. True Team player. Excellent communication skills. For more information please contact molly@growsmileshine.com.

WASHINGTON—VANCOUVER. Deluna Kids Dental is looking for a full-time or part-time associate dentist to join our team in Vancouver, Washington. We are a private pediatric dental practice, focused on prevention and parent education and we hope to find an associate with similar philosophy. The typical

work schedule is 4 to 5 days per week and we offer sedation services for treatment, including Nitrous Oxide and in-office General Anesthesia. We accept PPO and Medicaid insurance and currently see 90-110 new patients per month. Compensation is negotiable based on experience with bonus opportunities as well as health insurance and 401k match available. Relocation and Sign on bonus are also available. Owner Dentist lives in Portland, OR and commutes 20 to 30 minutes. Experienced Pediatric Dentists and new grads are encouraged to apply! Apply via email to david@delunakids.com.

WISCONSIN—GREEN BAY. Kids Dental Experts is seeking an Associate Dentist to join our thriving practice in the Green Bay/De Pere, WI area. We offer guaranteed salary, a sign on bonus, 401k, profit sharing, medical insurance, a multi-doctor support system, and monthly bonuses. Option for buy-in available. We're committed to providing high quality, patient-driven dental care with an emphasis on superior service for our patients and parents. You can expect a steady flow of new patients, a full schedule of patients, and a truly rewarding career. The right individual must be proficient in treating children with a high level of compassion and have aspirations to commit to our practice and the community. We offer full service dentistry for children including the use of conscious oral sedation, in office general anesthesia, general anesthesia at local hospitals, orthodontics/Invisalign, and 3D scanning for impression free treatment. The highly skilled Kids Dental Experts team provides you with the tools, resources, and support necessary for you to focus your days on providing quality patient care. The Green Bay, De Pere, and surrounding areas offer a great environment to raise a family with excellent school systems, restaurants, entertainment, major sports teams, convenient access to hunting, boating, fishing, paddle boarding, kayaking, walking/running/biking and cross country ski trails, and golf courses. Enjoy an area that offers the beauty and excitement of all four seasons. If you love working with children and desire a fast paced, well established and respected practice, please email your C.V. to mackenziecox@kidsdentalexerts.com. Graduating residents are encouraged to apply.

CANADA

ALBERTA—CALGARY. Happy Trails Children's Dentistry is seeking a full-time board certified pediatric dentist to join our busy pediatric dental office! Located in the beautiful city of Calgary, AB we aim to provide the highest level of compassionate and individualized care for our patients. We are looking for an empathetic, skilled, and highly motivated individual to become a strong member of our team. New grads welcome! Why us: Rapidly growing state of the art practice. Healthy work-life-balance (7am-2pm working hours). Only an hour away from the mountains! Competitive

wages. Please send your resume to: drsam@happytrailscd.com.

NEWFOUNDLAND AND LABRADOR—MOUNT PEARL. Would you like to work for a practice that offers stability, flexibility and operates with integrity? We may be just what you've been searching for. Wade Abbott Dentistry and Associates is looking for a Pediatric Dentist to join our established pediatric family of professionals. We offer an enjoyable, safe space where you can feel proud of the work you do and be recognized for your efforts. We have a modern, technologically savvy and dynamic working atmosphere, and enjoy a family-like feel amongst our talented staff. In other words, we are a busy bunch who like to have fun while working hard in a professional and respectful environment. We are committed to providing a quality experience tailored to the individuality of each of our patients and the same applies to our employees! We are proud to be an equal opportunity employer who celebrates diversity and is committed to creating an inclusive environment for all employees. Are you a team player who is dedicated to making a positive difference in the lives of children by offering the highest-quality dental care? If so, we'd like to hear from you. We are looking for a Pediatric Dentist who: Is committed to establishing long-term patient relationships. Plays a leadership role by living our core values and acting as role model for the team. Puts both their head and heart into their work and patient care. Has strong communication skills and is able to work through challenges. Keeps a positive attitude and is willing to do what it takes to make it work. Practices high standards of care. The team of Wade Abbott Dentistry and Associates practices the following Core Values: Patients come first, focus on patient care. Practice honesty, trust & respect of others. Provide guidance by equality, fairness & accountability. Cultivate a fun, enjoyable & positive work environment. Have gratitude, praise each other & give recognition when due. Our Pediatric practice is well established and is part of a larger general practice group. This full-time position is in beautiful Mount Pearl, Newfoundland. Newfoundland is currently under serviced with patient wait times of greater than 6 months. We currently have one full-time pediatric dentist ready to mentor the right candidate. If you enjoy working in a bustling, modern practice, enjoy the outdoors and friendly people then Newfoundland and Wade Abbott Dentistry and Associates this is the right practice for you. New graduates or experienced Pediatric Dentist's are welcome to apply. Only candidates that are qualified will be contacted. All resumes will be kept confidential. For more information please contact jennifer@wadeabbottdentistry.ca.

ONTARIO—PICKERING. We are a state of the art, quality oriented pediatric dental office seeking a rock star associate! Our commitment is to provide the highest quality comprehensive care to our patients. Great income

and growth potential. We are in the greater Toronto area in an area booming with growth. Our practice is a gorgeous new facility with great staff designed for an excellent patient experience. If you are a motivated, responsible individual with a great personality who wishes to succeed, please apply within. New grads welcome! Please send C.V. to kidsdental-resumes@gmail.com.

Practice for Sale

MINNESOTA—DULUTH. The hidden gem cities along the shores of Lake Superior are constantly topping the lists of Best Places to Live. This family dental practice for sale is ideal for a pediatric or general dentist, as the practice sees a strong mix of both. The practice is located in a large free-standing building and the real estate is also for sale should the buyer be interested. For an overview of this well-established family dental practice, read below: 5 fully equipped ops, Collections of \$930,000, EBITDA (2021) \$342,000, 1100 active patients, 15-20 new patients/month, Real estate opportunity. The current doctors are interested in exploring their options, with retirement in mind. There is a massive opportunity for growth with additional days in office and marketing. The communities along the shores of Lake Superior are often an eclectic mix of people. Amazing outdoor recreation opportunities, lower cost of living and great career opportunities certainly encourage young families to stick around. To learn more about this practice, including the exact location, please contact Bailey Jones with Professional Transition Strategies via EMAIL: BAILEY@PROFESSIONALTRANSITION.COM, or give us a call: (719) 694-8320. REFERENCE #MN21021. We look forward to speaking with you!

OREGON—PORTLAND. Portland has much to offer. From food carts and farm-to-cone ice cream to breweries and books, Portland has something for everyone. New to the market is a vibrant pediatric dental practice in Portland, OR. The current doctor is seeking a growth partner to help manage the busy practice. The practice is a staple in the community and sees an average of 70 new patients each month. Additionally, the location is excellent with a plethora of parks and a small town feel; making it ideally situated for young families and children! For an overview of this vibrant Pediatric Dental Practice in Portland, read below: 7 operatories, Collections of \$1.647 million, EBITDA (2021) over \$280,000, 2240 active patients, 70 new patients/month. Like its monikers, Portland is pretty unique. It has world-renowned chefs and hundreds of food carts; art in theaters and outside on the street; the world's largest independent bookstore and highest concentration of craft breweries; a huge urban forest; and a bridge reserved for bicyclists. As the biggest city in Oregon, the draw for Portland is the job opportunities. With major companies such as NIKE, Boeing, The Standard and Columbia, career opportunities attract talent to the

area. The relaxed, outdoor lifestyle and food seems to be a magnet for young professionals and families. This isn't your typical city. If Portland wasn't so different, it wouldn't be Portland. To learn more about this pediatric dental practice in Portland, OR please contact Professional Transition Strategies. Email Sam Schoenecker to receive the prospectus: SAM@PROFESSIONALTRANSITION.COM or call: (719) 694-8320. We look forward to speaking with you!

TENNESSEE—CLARKSVILLE. Rich in heritage, culture and scenic beauty, Middle Tennessee provides genuine Southern hospitality and delivers an unparalleled creative music experience. New to the market is a family dental practice in Clarksville, TN! The current doctor is interested in exploring all transition options as they transition to retirement. The practice is equipped with ten total operatories; four closed ops and six open-bay chairs. With limited marketing (most patient referrals come from word of mouth) the practice sees an impressive sixty-five new patients each month! There is additional opportunity for growth with increased hours of operation (currently open four days/week). Clarksville is a growing community located within an hour of Nashville and this practice is in a prime location! For an overview of this Clarksville, TN family dental practice, read below: 10 total operatories, Collections of \$1.206 million, SDE of \$413,000, An average of 65 new patients/month, 4075 patients seen in last 24 months, Prime for growth! Striking a balance of historic charm with modern-day cool, Clarksville is a vibrant city on the Cumberland River with hip boutiques, restaurants and breweries. Those who move here can purchase homes for \$100,000 less than the national average. It's no wonder Money magazine named Clarksville one of the best places to live. While Fort Campbell Army base is the area's largest employer, Clarksville also has a strong manufacturing and tech industry. Students have higher education choices like Austin Peay University, Miller-Motte Technical College and Nashville State Community College. Clarksville's young population (the average age is 29) means you'll find lots of kids and lots of kid-friendly activities! Experience, create, taste and enjoy all the things to do in Clarksville. Historic attractions, an artsy vibe, naturally beautiful rivers and trails, and a trendy craft food and beverage scene deliver fun times and lasting memories. To learn more about this Clarksville, TN family dental practice please email Bailey Jones: BAILEY@PROFESSIONALTRANSITION.COM. REFERENCE #TN60822. We look forward to speaking with you!

WISCONSIN—FOND DU LAC. Long standing pediatric practice for sale in Fond du Lac Wisconsin. Doctor is looking to retire and seeking the right candidate to take over the care of his patients. Email bstecker1@wi.rr.com for information.

Faculty Position Available

NEBRASKA—OMAHA. Creighton University School of Dentistry. Chair of Pediatric Dentistry and Orthodontics. Creighton University invites qualified applications for the position of Chair the Department of Pediatric Dentistry and Orthodontics who will provide vision, leadership, direction and management of the didactic, pre-clinical and clinical instruction in coordination with the other departments and the School's pre-doctoral curriculum. This position involves engaging the faculty of the department in teaching, scholarly activity, professional development and service activities in alignment with the mission and purpose of the department, School and University. The position will need to work well in a collegial environment with other department chairs and leadership of the School to assure that the department is integrated within the School and the University and fosters the continued growth of the school's team-based practice model and advances the efficient delivery of the department's curriculum. The position includes the opportunity for advancement through rank and tenure processes of the University. D.D.S./D.M.D. degree or equivalent is required, a specialty certification in pediatric dentistry and eligibility for dental licensure in Nebraska. Preferred qualifications include specialty degree in pediatric dentistry, advanced degrees appropriate for academia and the needs of the position. Creighton is an EEO/AA employer and strives to create and maintain a diverse education community. Interested candidates should fill out an online application at: <http://k.rfer.us/CREIGHTONWLK-1nx>.

PENNSYLVANIA—PITTSBURGH. The University of Pittsburgh, School of Dental Medicine (UPSDM) invites applications for an appointment stream (non-tenure), senior faculty position in the Department of Pediatric Dentistry at the Associate Professor/Professor level who will assume the Chair position of the Department of Pediatric Dentistry. The candidate should have a D.D.S./D.M.D. degree or equivalent; a Certificate in Pediatric Dentistry from a CODA-accredited institution; be certified by the American Board of Pediatric Dentistry; possess or be able to obtain an appropriate license for clinical practice in the Commonwealth of Pennsylvania; have developed an area of clinical excellence; and have proven administrative experience. Favorable consideration will be given to those with additional credentials such as master's degree and/or PhD, a track record in scholarly activities and national level service in professional organizations. Salary will be commensurate with the candidate's qualifications, experience, and credentials. We are seeking an outstanding individual with excellent leadership skills to lead all aspects of the clinical practice, educational programs, and research activities of the Department of Pediatric Dentistry. The Chair of Pediatric

Dentistry must be a role model for faculty, students, residents and investigators. The position requires an outstanding clinician who is a distinguished national and international leader in the field as well as an extraordinary mentor with a strong background and accomplishments in scholarly activity. The desirable candidate will have administrative experience in a sizable research enterprise. The ideal candidate will be able to develop a dynamic and strategic vision with a plan for short and long-term growth with the ability to foster the development of this historic program. The Chair will be overseeing financial management, personnel and faculty development, space planning, strategy development, philanthropy, and all other business, operational, and administrative functions. The University of Pittsburgh is a top ranked public research institution and is currently ranked 8th among U.S. universities in NIH funding. The UPSDM is ranked 6th FY20 in NIDCR funding among U.S. dental schools. The UPSDM is located on the University's main campus in Pittsburgh, contiguous with the other five health science schools. The Department of Pediatric Dentistry is comprised of three full-time faculty and a full complement of administrative staff. The Department works as a key partner within the School of Dental Medicine and has interactions with the University of Pittsburgh Medical Center (UPMC). UPMC is an internationally renowned academic medical center and health care enterprise with a robust infrastructure to support clinicians with innovative clinical programs, and biomedical and health sciences research making discoveries that save lives and change the landscape of patient care. As part of the clinical practice and faculty of the University of Pittsburgh, the Chair will have the opportunity to collaborate with clinicians, innovators, and investigators from around the world, and become part of a vibrant community of health care providers dedicated to making a difference in their chosen field and in the lives of others. The Department of Pediatric Dentistry is situated in one of the most dynamic healthcare delivery and University environments built for innovation available anywhere. The platform provides a unique and rich ethos for the development of transformative scientific discovery and the translation of intellectual property and clinical solutions. The Chair will have the opportunity to collaborate across multiple platforms and help transform the field. To apply please go to www.join.pitt.edu, select Faculty Positions and search 19008491. Please upload a curriculum vitae, and a statement describing interest in the position, qualifications and experience. The search committee will begin reviewing applications upon receipt. Only

applicants who appear best qualified will be invited for a personal interview. The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer and values equality of opportunity, human dignity and diversity, EOE, including disability/vets. The candidate should have a D.D.S./D.M.D. degree or equivalent; a Certificate in Pediatric Dentistry from a CODA-accredited institution; be certified by the American Board of Pediatric Dentistry; possess or be able to obtain an appropriate license for clinical practice in the Commonwealth of Pennsylvania; have developed an area of clinical excellence; and have proven administrative experience.

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

instructor for residents and pre-doctoral students. Provide patient care at the CPD and the DSC. Represent the department at interdisciplinary meetings at university, local and state level associations such as Washington Pediatric Dentistry Alumni Association and Washington State Academy of Pediatric Dentistry. Participate in the School of Dentistry and national Graduate Program Directors meetings such as the American Academy of Pediatric Dentistry. Play a lead role in the Interdisciplinary Special Needs Access Network (I-SPAN), a five-year Health Resources and Services Administration grant. Participate in after-hours call at Seattle Children's Hospital. The University of Washington faculty engages in teaching, research, and service. The Department of Pediatric Dentistry is committed to building a diverse, equitable and inclusive learning environment. This position will be expected to innovate and create teaching/research/service models that incorporate diversity, equity, and inclusion. The University of Washington (UW) School of Dentistry was ranked No.4 in the United States, and No.15 in the world in Britain's 2021. Quacquarelli-Symonds (QS) World University Rankings. The University of Washington, as both a state government institution and a public university, meets the federal requirement of a "public service organization" as defined by the Public Service Loan Forgiveness (PSLF) Program. The successful candidate must have a D.D.S./D.M.D. or foreign equivalent, and completion of a CODA-accredited advanced education program in Pediatric Dentistry with current standing as a diplomate of the American Board of Pediatric Dentistry; and ability to practice dentistry in the State of Washington. Successful candidates must either hold the title of associate professor or equivalent, or be eligible for promotion from assistant professor. In addition, the candidate is expected to obtain a State of Washington permit to administer moderate sedation or moderate sedation with parental agents by the start date. Positive factors for consideration include, but are not limited to, high emotional intelligence, determination, accountability, strong organization skills, leadership, excellent written and verbal communication skills, team player, ability to connect with others and a sense of humor. Applicants must possess a substantive teaching portfolio, history of funded research/training grants, manuscript publications, and expertise in academical leadership to enable her/him to lead a graduate program into one of the country's premier pediatric residency programs. Salary will be commensurate with the qualifications and experience of the selected applicant. For more information please contact macheso@uw.edu.

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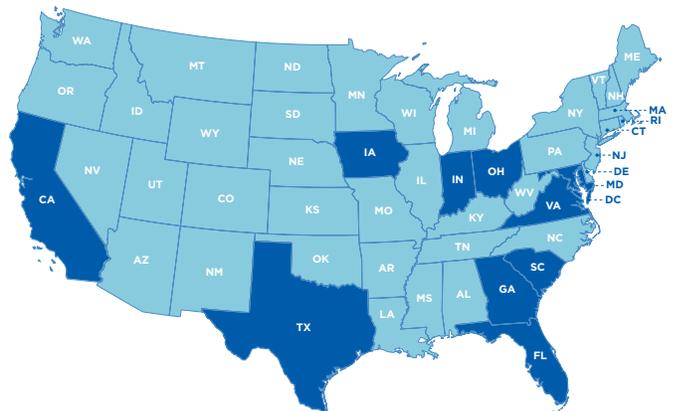
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