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Dr. Jade Miller

AAPD President

A Year with the AAPD

As my year as your president of the AAPD comes to a close, I sincerely thank you for the opportunity. I would like to recap the activities the Academy and I have been involved in within the past year.

European Academy of Pediatric Dentistry (EAPD)

My year as president started following the AAPD Annual Session, in Belgrade, Serbia, for the EAPD Meeting. The organizers and hosts could not have been more gracious. The scientific programs and social activities were all outstanding. I, along with Dr. Bobby Thikkurissy and two speakers from England, presented a program titled, “Transatlantic Perspective of Sedation and General Anesthesia in Children and Adolescents.” The intent was to give the current European and American status regarding utilization, practitioner and parental acceptance, governmental and regulatory influences related to in office minimal and moderate sedation, as well as, deep sedation and general anesthesia. The differences were quite striking. In many European countries, sedation is not allowed and use of general anesthesia is utilized at a higher frequency.

Media Training

A gem in the Academy’s resources is the commitment to training spokespeople throughout the country that represent the AAPD when talking to media outlets on a variety of topics. This is a two-day training program that provides an intensive learning experience. Should members have an interest and a specific area of strength in dental related topics, please contact the Academy to make them aware of that.

Dental Specialty Group and a New Entity

Twice a year, the nine ADA recognized dental specialties meet to discuss and share in a variety of topics. This is known as the Dental Specialty Group (DSG). This past year an area that has been, and continues to be, an area of focus is in the specialty recognition process. Up until a few years ago the ADA was the sole entity that recognized dental specialties. Recently a new dental specialty recognition organization evolved called the American Board of Dental Specialties (ABDS). The current members of that organization are Dental Anesthesiology, Implantology, Orofacial Pain and Oral Medicine. There have been legal challenges in several states and to date the Federal Trade Commission and state courts have upheld the fact that these areas of dentistry can announce they are a recognized specialty by the ABDS.

Commission on Dental Accreditation

AAPD attends the CODA meeting twice a year, along with our current representative, Dr. Catherine Flaitz. The areas of the Pediatric Dental Educational Standards currently under review are further definition of the minimum sedation experiences in training programs.

AAPD Advanced Leadership (ALI) at Wharton Business School

The second cohort of ALI completed their experience this past year. Their primary responsibility was to provide a detailed study of the areas potentially affecting pediatric dentistry and the AAPD over the next five to seven year time horizon in the broad areas of: business/economic trends, demographic trends, legislation/regulatory trends, political/social value trends and technology/science trends. The product that the five teams of cohorts completed were to be utilized for the development of our updated strategic plan. The plan will serve as a beacon to guide the AAPD in every area of our organization.

District Meetings

As I attended several district meetings, I am continually astounded by not only what incredible people pediatric dentists are, but also their commitment to their patient families and their profession. I sincerely appreciate the hospitality I was shown by all.

Media Events

Your AAPD has made one of their highest efforts to emphasize the importance of children’s oral health and the importance of the profession of pediatric dentistry in oral care of children. The AAPD utilizes the a number of media experiences to obtain the highest public exposure at the greatest value for our investment. In that regard, a highlight of my professional career has been being the face and voice for the AAPD and our profession this past year as president. I had the opportunity to be involved in over 60 media events or publications. In the television and Internet media arena, I was directly involved in over 1,900 media placements and potential-

Legislative and Regulatory Update

Unless otherwise noted, for further information on any of these issues please contact Chief Operating Officer and General Counsel C. Scott Litch at (312) 337-2169 or slitch@aapd.org.

Public Policy Advocacy Conference (PPAC) in Washington, D.C.

On March 6-8, 2017, over 230 AAPD members from 34 states plus D.C., advocated for children's oral health in Washington, D.C. by visiting with their members of Congress. AAPD attendees included members of the Council on Government Affairs, PAC Steering Committee, Executive Committee, and Budget and Finance Committee. Twenty-five AAPD state Public Policy Advocates participated as well. Attendees heard updates on key AAPD public policy issues focusing on Title VII pediatric dentistry funds and pediatric oral health provisions related to the Affordable Care Act. Thirty-five pediatric dentistry residency programs were represented with over 140 residents in attendance. For the second year, the AAPD held a special pre-conference advocacy orientation training session for residents.

The AAPD PAC hosted a fundraiser for new Congressman (and dentist) Drew Ferguson (R-Ga. 3rd). The event, co-sponsored with AD-PAC, AAOMS PAC and Hogan Lovells PAC, raised approximately \$20,000.

The AAPD PAC Legislator of the Year Award was presented to Senator Roy Blunt (R-Mo.). Senator Blunt is chair of the Labor-HHS-Education Appropriations Subcommittee, which has jurisdiction over Title VII funding along with all other programs funded by the Department of Health and Human Services. The Senator was not able to attend in person but sent a personalized video greeting that was introduced by his Legislative Assistant for health issues, Desiree Mowry.

This year's PPAC had additional drama as it coincided with the release of the Republican draft ACA repeal and replacement plan.

The fact sheets used in Congressional visits are available on the AAPD website at www.aapd.org/advocacy/legislative_and_regulatory_fact_sheets/.

We thank all those members who took time from their busy schedules to attend this important conference.

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

Provide FY 2018 funding of \$35.873 million for the HRSA Title VII Primary Care Dental Training Cluster and related oral health programs, with not less than \$10 million for Pediatric Dentistry Training programs. This will support continuation of dental faculty loan repayment program awards, postdoctoral and predoctoral awards, plus a new dental faculty loan repayment grant cycle. Retain authorizing language as provided in the Affordable Care Act.

To assure that children receive the oral health care they need, and based on experience to date under the ACA, the AAPD makes the following recommendations:

- a) Any required health insurance coverage for children should include pediatric oral health coverage, either through an appropriately structured stand-alone dental plan (SADP) or embedded medical plan.
- b) Preventive dental services should have first dollar coverage, meaning they should be exempt from cost sharing (deductibles or co-pays) in embedded medical plans and SADPs. Embedded plans should have separate dental deductibles.
- c) The Children's Health Insurance Program (CHIP), which has required pediatric dental coverage, should be reauthorized.
- d) Any changes to Medicaid should preserve the existing requirement for oral health services for children up to age 21 while lessening financial and administrative burdens in the program.



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C. Scott Litch

Chief Operating Officer and General Counsel

Litch's Law Log

Fax Foul-up Fixed

While you might rightfully consider fax machines an older and possibly dying technology, that doesn't mean they cannot be the cause of some trouble in the office. AAPD members received the following e-mail from AAPD headquarters on March 13, 2017:

UNAUTHORIZED FAX OF AAPD MEMBERSHIP LIST (3/13/17)

Dear AAPD members:

It has been brought to our attention by some members that recently a 159 page fax was sent to their offices containing a listing of AAPD members. Specifically, each member is listed by last name, first name, membership type, city, state, and zip code with four digit extension. (*NOTE: subsequent review also revealed phone and fax numbers were included*)

First of all, for those affected we apologize for the inconvenience.

Second, please note that this fax was NOT sent or authorized by the AAPD. It is an illegal use of our membership data. The AAPD takes precautions to protect our membership data, making it available in print format in the annual membership directory with a "shrink-wrap" license that restricts reproduction or dissemination in bulk, and detailed online membership information on the AAPD website is available to members-only via a log-in. The "Find a Pediatric Dentist" feature in the public section of the AAPD website has a disclaimer and acceptance terms concerning its use: <http://www.aapd.org/fnddentist/>.

The AAPD is working with our information technology and network support vendor, Digerati Group to determine the sender of these faxes. This is challenging because no sender fax number or other identifying information is included on the fax.

You may assist us by notifying AAPD if a fax as described above is received by your office. If possible please scan the fax and e-mail to slitch@aapd.org. If you have any questions about this matter please contact CEO Dr. John Rutkauskas at (312) 337-2169 or jrutkauskas@aapd.org

This long fax was also sent to the AAPD headquarters fax machine, so we did indeed feel our members' pain. We suspected this may have been an unintentional computer-generated fax because the material contained no advertisement or solicitation of services. The "junk fax" law has specific prohibitions against such faxes.¹

Fortunately prompt responses from AAPD members helped us to identify the sender. This in turn led to the following e-mail to AAPD members on March 28, 2017. Given that the company in question acted quickly and cooperatively with the AAPD to fix the situation, and given their past services provided to many AAPD members, the AAPD is satisfied the situation is resolved and is taking no further action at this time.

¹The federal Junk Fax Prevention Act of 2005 prohibits sending any "unsolicited advertisement" to the fax machine of a recipient unless the sender has an established business relationship with the recipient. An "unsolicited advertisement" means "any material advertising the commercial availability or quality of any property, goods or services which is transmitted to any person without that person's prior express invitation or permission, in writing or otherwise." For more information in case your practice receives such faxes in the future see the federal regulations: <https://www.gpo.gov/fdsys/pkg/FR-2006-05-03/pdf/06-4169.pdf>; and this recent update on federal regulatory guidance: <https://www.venable.com/updates-on-fax-laws-opt-out-notices-required-for-all-fax-advertisements-retroactive-waivers-recommended-for-previous-noncompliant-faxes-12-31-2014/>.

UNAUTHORIZED FAX SITUATION UPDATE (3/28/17)

On March 13, the AAPD alerted members via e-mail about unauthorized faxing of an AAPD membership list. Thanks to prompt responses from our members to that e-mail, we were able to identify the company responsible for sending these faxes. After discussion with their president, he forwarded the comments below to share with all AAPD members. Please note that the AAPD membership database was not hacked. If you have further questions please contact AAPD COO and General Counsel C. Scott Litch at slitch@aapd.org.



STATEMENT FROM THE PRESIDENT OF OMS EXCLUSIVELY AND PEDS EXCLUSIVELY DR. LARRY JACOBSEN

Good day. My name is Larry Jacobson and I am president of OMS Exclusively and PEDS Exclusively, a company that provides recruiting and practice sale consulting services to oral surgeons and pediatric dentists. On March 17, we were first informed that a number of pediatric dentists who were supposed to receive one or two page fax ads from us instead received faxes of over 100 pages of spreadsheets which contained information regarding AAPD members around the country. On March 20, we were in contact with the leadership at AAPD discussing the problems caused by our fax program. Over the course of the next 48 hours, we spent countless hours trying to find out the problem and fixing it to make sure that this will never, ever happen again.

We now know that our fax program had a major glitch and inappropriately sent out information in terms of mailing out parts of our internal spreadsheet rather than our short ads. Needless to say, we are no longer using that fax system for any reason. Furthermore, we have no intentions of sending out ads via any fax system to anyone, including members of AAPD.

We are so, so terribly sorry for the problems our fax glitch caused for many of your fax machines. Words cannot describe my anger in finding out about the problem and the total inconvenience many of you suffered. You have my word that you will not be receiving any unwanted faxes from OMS Exclusively or PEDS Exclusively in the future. I want to thank Scott Litch and his team at AAPD in working with us in helping root out the problem and allowing us to apologize to you about this major problem caused by us. I hope you can accept our expression of deepest regret and if any of you want to discuss this with me further, you can reach me at (844) 339-5160.

Best regards,

Dr. Larry Jacobson

President of OMS Exclusively and PEDS Exclusively

Again, I want to remind members that no sensitive member information was breached (the data is publicly available on *Find a Pediatric Dentist* as previously noted). We believe the company's explanation to be truthful and their apology sincere.

For further information contact Chief Operating Officer and General Counsel C. Scott Litch at (312) 337-2169, ext. 29 or slitch@aapd.org.

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

What's New This Year?

Enhance your time in the Exhibit Hall at AAPD 2017



Tech Bar

Visit booth 428 to check out cool gadgets, ask questions about your devices/wearables, learn different ways to increase productivity and improve your online reputation!

Exhibit Breaks

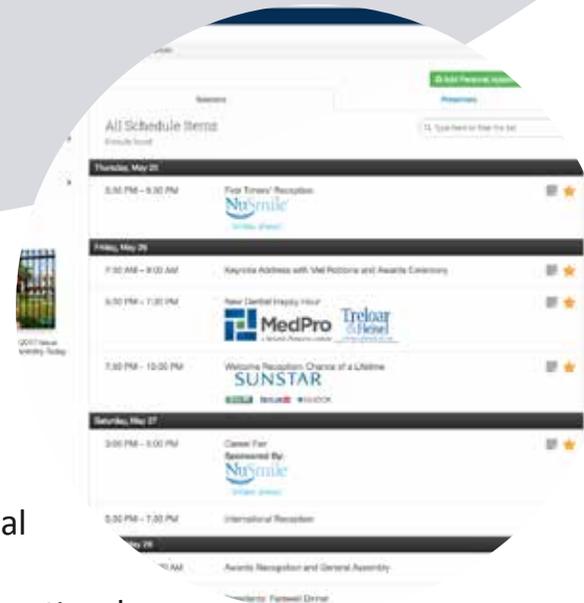
Maximize your 20 minute session breaks in the Exhibit Hall with nearly 200 exhibitors!

AAPD 2017 Mentor Program

The AAPD Mentor Program has officially become a staple at Annual Session! With registration numbers sky-rocketing, the Mentor Program is bound to be a successful program yet again. Residents, new dentists and seasoned professionals are all invited to participate in D.C. Interested in becoming a Mentor or Mentee? Just log into your registration dashboard and sign up today!

Your AAPD 2017 Checklist

- Pack your favorite jersey for the Welcome Reception at FedExField
- Create an app account
- Booked hotel
- Purchased President's Farewell tickets



What Does Your AAPD 2017 Schedule Look Like?

Did you know you can create your very own personalized Annual Session schedule in both the app and Online Itinerary Planner? Prepare for the meeting and star sessions or events you'd like to attend. the accounts are linked.

Want to Know More? Visit the AAPD Annual Session website for details on:

Tours • Sessions • Social Events • CE Credit • Posters On-Demand • Registration Hours

Preconference Course

Frenums to Pacifiers, Pearls for Treating Toddlers

THURSDAY, MAY 25

8:30 AM – 4:45 PM

Dave Tesini, D.M.D., M.S.; Bobak Ghaheri, M.D.; Scott Rickert, M.D.; German Ramirez-Yanez, D.D.S., Pedro Cert, M.D., Sc., M.Sc., Ph.D.; Josh Wiesman, M.S.

With the AAPD's successful messaging on the Age 1 Dental Home, pediatric dentists are confronting issues of toddler dental care daily; in fact it takes up a major portion of the pediatric dentist's morning office hours. Providing oral health care to this cohort requires a special knowledge of diagnostic factors and treatment techniques not inherent in the treatment of the rest of our patients.

LEARNING OBJECTIVES

- Review the clinical importance of growth and development in the comprehensive evaluation of the infant and toddler
- Provide evidence-based guidelines on the management of ankyloglossia and the maxillary frenum as they relate to breast feeding and oral development
- Explore the importance of the developing airway and tongue posture in the growth and development of the oro-facial complex
- Understand how non-nutritive sucking habits can affect oral development and occlusal disharmony
- Learn how to identify and manage developing malocclusions in the primary dentition

Satellite Symposia

New Approaches to Pediatric Pulp Therapy

A Lecture and Hands-On Workshop with Drs. Jessica Lee and Ron Hill

THURSDAY, MAY 25

5:30 – 7:30 PM

Registration fee of \$275 includes a 2.5g kit of MTA, 2 CE credit hours and NuSmile hosted reception. Register by calling (800) 346-5133 or online at goo.gl/8Au4kQ.

Sponsored by NuSmile



Awards & Keynote Address

Mel Robbins

FRIDAY, MAY 26

7:30 – 9 AM

Meet Mel Robbins. Mel is a third generation entrepreneur, a married mother of three, and here's a fun fact – she used to be a public defender representing violent felons in New York City.

She's no longer arguing reasonable doubt to a jury; she's teaching people around the world about the power of learning to push ourselves and how to break our habit of self-doubt.

You may have seen Mel's TedX Talk "How To Stop Screwing Yourself Over," which has racked up over 10M views across social channels in 37 countries, and is climbing by the hour. Perhaps you've seen her on TV, she's one of CNN's senior legal and social commentators. Or on the pages of *SUCCESS Magazine*, where she is a contributing leadership editor.

"It takes five seconds to change your life."

Come hear from Robbins or grab a copy of her new book, "The 5 Second Rule: Transform your Life, Work, and Confidence with Everyday Courage."



2017 Annual Session Exhibitors

3M	300	Denovo Dental	507	Kidzcrowns	737
Smile Savvy	704	Dental Tribune	630	Kidzpace Interactive Inc.	522
Academy of Orofacial Myofunctional Therapy	231	DentalVibe	431	Kilgore International Inc.	427
Accurate Mfg., Inc.	527	Dentaquest	545	Kinder Krowns	415
Accutron, Inc.	232	DentistryPlanet.Com	212	KSB	307
ACT/Chattem	137	Dentsply Sirona	111	Lares Research	607
Adakousa	539	Designs For Vision, Inc.	510	Lighthouse	210
Air Techniques	242	Directa Dental	326	LightScalpel	714
Alexion Pharmaceuticals, Inc.	637	DMG-America	116	Lips Inc.	721
American Board of Pediatric Dentistry	104	Doctor.com	220	LumaDent	223
American Dental Society of Anesthesiology	628	dolphin imaging	642	MacPractice	731
Arminco	142	Dr. Fresh	248	Main Street Children's Dentistry	538
Aseptico, Inc.	636	Dry Shield	838	MAM	301
AXPM	114	EA Beck & Co	634	Marathon Realty	822
Bank of America Practice Solutions	638	Eclipse Products	124/817	Marketing by SOS	333
Banyan	211	Edossea	644	McGregor and Olad	808
Benco	429	Elevate	321	MD Brands Inc.	331
Benevis for Kool Smiles	526	Elsevier	710	Medco	112
Bentson	736	EZ Floss	702	Medical Protective	306
Bioflex	613	EZ Pedo	215	Moss, Luse & Womble, LLC	531
Biolase	711	First Medica	227	My Kid's Dentist	501
Birdeye	812	Fotona LLC	310	Myofunctional Research Company	705
Bisco Dental Products	605	Freelance Anesthesia	735	NeoLab	537
Boyd Industries, Inc.	152	GC America Inc.	635	Nowak Dental Supplies, Inc.	201
BQ Ergonomics	242	Giggletime Toy Co.	412	NuSmile	401
Brasseler USA	800	Good Time Attractions	729	NYU Lutheran	533
Cain, Watters & Associates	236	Great Expressions Dental Centers	834	Oasys Practice	205
Carestream Dental	700	GumChucks	200	Ohlendorf	803
Centrix Inc.	121	Hawaiian Moon	830	OMS, Exclusively	322
Cheng Crowns	614	HealthFirst Corp.	216	Orascoptic	712
Cloud9Pedo	521	Henry Schein Dental	515	Ortho2	228
Coast Dental	105	Hu-Friedy	423	OrthoArch	831
Colgate	208	Imagination Dental Solutions (IDS)	215	Ortho-Tain, Inc.	723
College of Diplomates	534	Indoor Media	841	Otto Trading, Inc.	216/610
Convergent Dental	423	Infinite Therapeutics	327	P&G/ Crest	100
Cumberland Pediatric Dentistry	725	Infinite Trading Inc	528	Pacific Continental Bank	328
Dansereau Health Products	646	Isolite Systems	701	Pascal International	836
DDS Mutimedia	330/820	Ivoclar Vivadent, Inc.	506	PBHS Web Site Design	205
		Joey Board	234	Pediatric Dental Assistants Association	714
		Kavo Kerr Group	140	PLANMECA USA, Inc.	819

Plaque HD	135	Sesame Communications	734	Toothfairy Adventures	133
Practice Financial Group	139	Sherman	134	Treasure Tower Rewards	716
Practice Genius / Patient Rewards Hub	314	Shofu Dental Corporation	639	Treloar & Heisel	304
Practicon	511	Smart Market Dental	225	TYDS Biotech	115
Premier Dental Products Co.	101	SmileMakers	107	U.S. Jaclean, Inc.	814
Preventech	606	SML Space Maintainers Lab	601	Ultradent Products, Inc.	632
Professional Sales Associates	613	Smiles for Life	426	Ultralight Optics	530
Prophy Magic	715	Sofi	536	Vision Dental Consulting	801
Prophy Perfect, Inc.	529	soft stuff creations	839	Visit Hawaii	802
Pulpdent	315	Specialized Care Co.	201	VOCO America, Inc.	431
Quintessence Publishing Company, Inc.	236	SpryXlear	103	Waterpik, Inc.	322
RGP Dental	727	St. Renatus, LLC	131	WEAVE	612
Sage Dental	229	Stop White Spots Now!!	136	Web.com	206
Sassy Dental	333	Sunstar	407	Wilamette Dental Group	411
SDI (North America) Inc.	313	Surgitel/General Scientific Corp.	543	Worlds of Wow	707
Second Story Promotions	807	TeleVox	106	XLDent	110
Sedation Resource	626	Tess Oral Health	611	Yapi	738
Septodont, Inc.	615	The Brushies	104	Zoll Dental	617
		Themefusion	827	Zooby	739

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Elevate Oral Care
Indiana University Pediatric Dentistry Alumni Association
Miller Family Foundation
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SML Space Maintainers Laboratories*

AAPD Recognition Awards

The AAPD board of directors wishes to recognize those going above and beyond in our profession and in our community. We will be celebrating their achievements throughout the meeting. Please join us in congratulating the 2017 award recipients!

Opening Ceremony and Keynote Address

Friday, May 26

Pediatric Dentist of the Year

Dr. Sarat Thikkurissy



Sponsored by NuSmile



Jerome B. Miller/ For the Kids Award

Dr. Vincent Dhar



Sponsored by Procter & Gamble Oral Health: Crest & Oral B



Lewis A. Kay Excellence in Education Award

Dr. Homa Amini



Sponsored by Pediatric Dental Associates, Ltd.

Manuel M. Album Award

Dr. Timothy Wright



Sponsored by the Album Society

General Assembly and Awards Recognition

Sunday, May 28

Merle C. Hunter Leadership Award

Dr. Anupama Rao Tate



Paul P. Taylor Award

Dr. Timothy Wright



Sealants for preventing and arresting pit-and-fissure occlusal caries in primary and permanent molars

Wright JT, Tampi MP, Graham L, Estrich C, Crall JJ, Fontana M, Gillette E, Novy BB, Dhar V, Donly K, Hewlett ER, Quinonez RB, Chaffin J, Crespin M, Iafolla T, Siegal MD, Carrasco-Labra A. Pediat Dent 2016; 38(4):282-308.

Evidence-Based Dentistry Service Award

Dr. Suzi Seale-Coll & Dr. James Coll



President's Farewell Dinner

Sunday, May 28

Distinguished Service Award

Dr. Paul A. Reggiardo



Sponsored by The Miller Foundation

All award recipients will be recognized on Sunday, May 28, at the President's Farewell Dinner.

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discussed the evolving and increasing use of silver diamine fluoride and explained that its use is not a panacea, rather an additional tool for managing and delaying definitive care in specific situations. In addition, the topic of the Hall Technique was discussed and its primary use in limited situations in the United Kingdom. Lastly, we discussed the futuristic emerging area of regenerative medicine and dentistry in the area of stem cells.

Q How would you recommend addressing the faculty shortage issue?

A. There are many factors that have contributed to the shortage of pediatric dental faculty at many educational centers. Those include: student educational debt, income differential between education and private practice, growth in dental schools and post graduate programs requiring more educators, to name a few. The potential solutions are multifactorial as well. That includes increasing the culture of benefits of being an educator, faculty loan repayment and innovative financial solutions that reduce the income differential. The Master Clinician program, sponsored by the AAPD and HSHC, is also making a difference.

Q You participated in a national Satellite Media Tour as part of our media outreach for Halloween, as well as an Internet Media Tour for National Children's Dental Health Month. Can you please share insight into these experiences?

A. The commitment the Academy has made to educate and raise the awareness of the specialty of pediatric dentistry through an active and aggressive public awareness campaign over the past several years is continuing to reap growing trust and respect. Many members were AAPD Spokespersons as media outlets across the country collaborated with the Academy to spread the work of pediatric dentistry and children's oral health issues. A highlight of my professional career has been serving as your president and going to New York to have 34 media interviews from local, regional and national markets. This resulted in 1,740 media placements that reached 20.9 millions people. That same trip also allowed the Academy to meet with *The*

New York Times, *Parents Magazine* and *Family Circle Magazine* to share topics of potential interest with their readers. I also had the opportunity to do a second group of 26 media interviews that reached close to 15 million people. Wow! Sixty interviews—over 45 million people—now that's getting our message OUT!

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

A. I know pediatric dentists and the AAPD does a great job of stressing the importance. In my opinion, we still have work to do when it comes to our general dental and family practice medical colleagues. Most important is to create that culture in the pediatric medical provider community.

The evidence is clear: Age One dental visits improve oral health and are a cost savings.

Q With the new administration, there's been lots of discussion around the ACA and how that may look should President Trump repeal this. Can you please provide your opinion on the potential effects of Trump's health policy agenda pursuits on children's oral health?

A. As of the time of this writing the Trump Administration just released the first proposal for the *American Health Care Act*. By the time you read this I am sure there will be a variety of alterations. No matter what becomes final the AAPD feels key elements are:

- Maintain children's oral health as a required part of the Essential Health Benefits.
- No deductible, 100 percent coverage for preventive and diagnostic services.
- Some embedded plans, which combine dental together with the child's medical insurance as one policy, have a combined deductible that often is several thousand dollars. Having a separate reasonable dental deductible is critical.
- Reauthorize the CHIP program.

Q Silver diamine fluoride has generated a lot of media attention this year. Are there other pediatric dentistry topics/trends that you are aware of that the Academy is following?

A. Television and radio networks have been primarily interested in Age One visit, preventive care and dietary recommendations. The print media has been interested in emerging dental science or procedures. Some topics I have discussed are: silver diamine fluoride, the Hall Technique for restorative situations, dental stem cells, newer caries diagnostic technology and Caries Risk Assessment.

Q You've engaged in two Twitter chats representing the Academy. Why is it important in your opinion that we continue to do these?

A. A significant presence in social media forums is critical because, quite honestly, it is the way many of the younger moms and dads get much of their information today. It gives the AAPD an opportunity to tailor the discussion topics and at times that work best for them. With all the information available online and in social media, it is important that the AAPD has significant involvement in getting out the accurate message.

Q Anything else you would like to add?

A. The last thing I would like to express is my deep and sincere appreciation to represent the American Academy of Pediatric Dentistry as your president this past year. My colleagues have been so gracious and welcoming in events I attended, and I can honestly say, "Pediatric Dentists are the finest, most compassionate people in the world." You can be so proud of the AAPD Team at 211 East Chicago Ave., in Chicago at our headquarters office that makes our organization succeed every day. They have been a pleasure to work with and made me look good.

My heartfelt thanks to all of them!



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Welcome New Members

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

Member Benefit Spotlight

Motion Picture Licensing Corporation



Few health care waiting rooms or offices are as inviting and vibrant as those of a pediatric dentist. AAPD members know that enticing young patients to set aside their fear and sit still for the duration of a cleaning is no small feat! From video games and coloring books in the waiting area, to strategically placed televisions in treatment rooms, entertainment is essential if you're going to win over children.

As a result, TVs are commonplace in most practices, and many members show movies and other short programs for patient entertainment. Your practice may already be familiar with Motion Picture Licensing Corporation (MPLC),

an independent copyright licensing agency. As you may recall, in 2011 AAPD negotiated reduced member pricing on MPLC's annual Umbrella License®. The license allows dental offices to show movies and other programs in compliance with the U.S. Copyright Act.

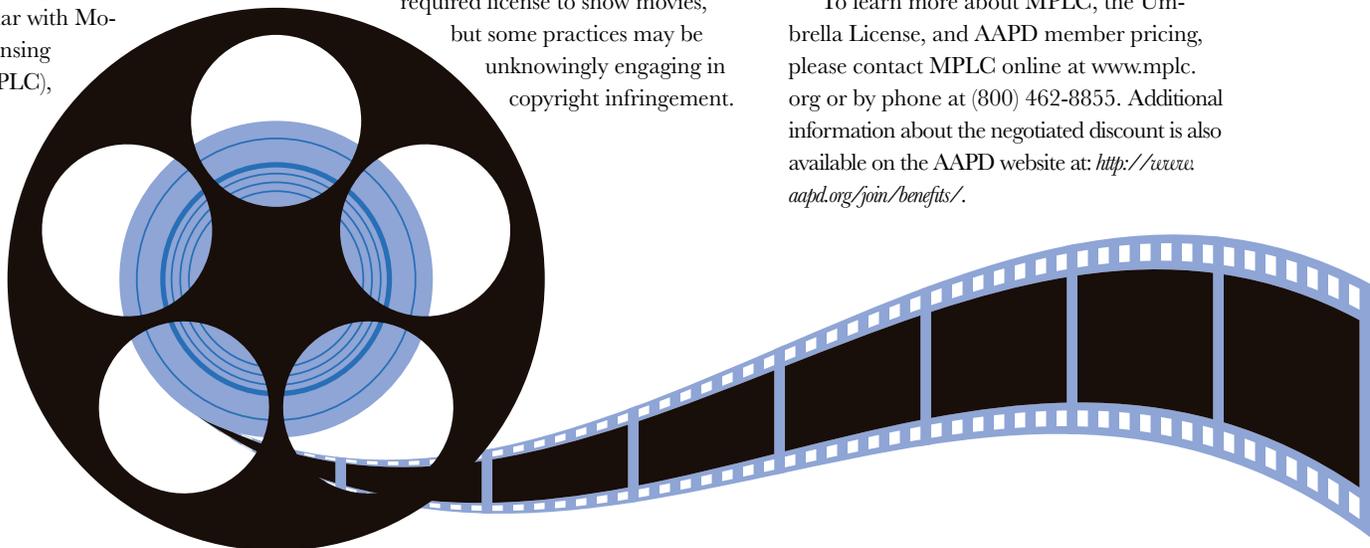
A license to show movies? Yes, whether you pop in a DVD you purchased, or stream a television program via your streaming service subscription, a public performance license is required by law when such content is played in your practice.

Many AAPD members have secured the required license to show movies, but some practices may be unknowingly engaging in copyright infringement.

With fines for noncompliance starting at \$750 per exhibition, securing an AAPD member Umbrella License for only \$300 per year is smart business sense. Besides, what dentist has time to worry about copyright infringement?

More importantly, with the required license in place, you can finally sign up for that streaming service subscription, stock children's DVDs in your reception area, or think of fun ways to compliment your office theme with Hollywood movies. Why not play *Finding Dory* next to the aquarium?

To learn more about MPLC, the Umbrella License, and AAPD member pricing, please contact MPLC online at www.mplc.org or by phone at (800) 462-8855. Additional information about the negotiated discount is also available on the AAPD website at: <http://www.aapd.org/join/benefits/>.



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Oral Clinical Exam Review

AUGUST 17, 2017

Westin St Francis on Union Square
San Francisco, California

Preparing for the Oral Board Exam? Do you want to brush up on your oral test-taking skills? This course will provide you with the opportunity to participate in numerous mock examinations.

Drs. Fields and Casamassimo will focus on the area of the examination process as well as topical areas of the exam. Not only will they discuss how cases are designed and created, but also provide suggested readings to help you study.

Speakers

Henry Fields, D.D.S., M.S., M.S.D.
Paul Casamassimo, D.D.S., M.S.

Who Should Attend

Members preparing to take the ABPD's Oral Clinical Examination.

CE Credits

8 hours



Safe and Effective Sedation for the Pediatric Dental Patient

Westin Gaslamp Quarter
San Diego, California

OCTOBER 27 – 29, 2017

This course features the 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

Alan Milnes, D.D.S., Ph.D.
Cara Riley, D.M.D.

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



AUGUST 18 – 20, 2017

Westin St Francis on Union Square
San Francisco, California

Comprehensive Review of Pediatric Dentistry

Taught by expert clinicians, the Comprehensive Review Course will provide attendees an extensive review of Pediatric Dentistry. The topics discussed in this course include Growth and Development, Assessment and Prevention, Oral Pathology, Care for Special Needs Patients, Restorative Dentistry and Materials, Trauma, Behavior Management and Pulp Therapy. Whether you're preparing for the ABPD examinations or just need a refresher, this course is an in-depth summary for all pediatric dentists.

Course Chair and Speaker

Amr Moursi, D.D.S., Ph.D.

Speakers

Catherine Flaitz, D.D.S., M.S.
Christina Carter, D.D.S., D.M.D.
Timothy Wright, D.D.S., M.S.

Who Should Attend

Any dentist treating children; whether you are preparing for the ABPD examinations or just need a refresher.

CE Credits

22 Hours



Westin Gaslamp Quarter
San Diego, California

OCTOBER 27 – 28, 2017

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

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.

Recently added is a four-hour workshop on Saturday morning that allows hands-on training for the dental assistant. Participants will rotate through multiple stations to include airway management; airway equipment; papoose board and monitor placement.

Course Chair and Speaker

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

Speakers

Alan Milnes, D.D.S., Ph.D.
Cara Riley D.M.D.
Stephen Wilson, D.M.D.,
M.A., Ph.D.

Who Should Attend

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

CE Hours

11 hours

2017 NuSmile Graduate Student Research Awards



Sponsored by NuSmile, the Graduate Student Research Award was established in 1989 for current students and residents and recent graduates from advanced education programs in pediatric dentistry. The AAPD Committee on Scientific Affairs selects eight finalists to present their research during the Annual Session. Finalists receive complimentary Annual Session registration for themselves and a guest, travel expense reimbursement, a cash award and plaque presented during the General Assembly. A matching cash award is given to each finalist's training program.

Congratulations to the following recipients:

BMP2 Enhances Osteogenesis of Gingival Stem Cells in Peptide Hydrogel

Annapurna Bondalapati, B.D.S., Nova Southeastern University, Davie, Fla.

Association Between Sealant Placement and Caries Development in Primary Molars

Michael Hong, D.D.S., Boston Children's Hospital/Harvard School of Dental Medicine, Boston, Mass.

A Novel Material for Pulpal Regeneration After Direct Pulp Therapy

Chu-Chun Hsiao, D.D.S., M.S., University of Michigan School of Dentistry, Ann Arbor, Mich.

Association of Polymorphisms in Genes Involved in Enamel Formation with Childhood Caries

Alexandra Katsantoni, D.D.S., Rutgers School of Dental Medicine, Newark, N.J.

Dental Treatment and Expenditures Under General Anesthesia for Medicaid-Enrolled Children

Beau Meyer, D.D.S., University of North Carolina, Chapel Hill, N.C.

Silver Diamine Fluoride Has Little Effect on the Oral Microbiota

Christopher Goodell, D.M.D., Boston Children's Hospital/Harvard School of Dental Medicine, Boston, Mass.

Parental Perceptions of Silver Diamine Fluoride Staining

Dylan Hamilton, D.M.D., New York University, New York, N.Y.

Longitudinal Association of Thrush in Infancy With Early Childhood Caries

Sara Goldberg, D.D.S., Children's Hospital of Philadelphia/University of Pennsylvania, Philadelphia, Pa.

Following their oral presentations at the Annual Session, the Graduate Student Research Award recipient judged to have accomplished the most outstanding research project is awarded the Ralph E. McDonald Award. The recipient receives an additional cash award. Established in 1991, the award honors Ralph E. McDonald, AAPD past-president and editor emeritus. The Indiana University of Pediatric Dentistry Alumni Association graciously supports this award.

2017 Joint Academic Day

Plan on meeting your colleagues for the 2017 Joint Academic Day being held at the Gaylord National Harbor Resort and Convention Center in National Harbor, Md., on Thursday, May 25, 2017. The combined morning session for pre- and post-doctoral program directors will feature presentations about graduate medical education by Lori Mihalich-Levin, a partner with Dentons, and updates on HRSA initiatives by Dr. Renee Joskow, senior dental advisor and Shane Rogers and Thomas Vallin from the Oral Health Branch. Dr. Matt Grady and Nick Husong from the ADA Department of Testing Services will provide an update and answer questions on the Advanced Dental Admission Test (ADAT).

Following lunch, the Society of Predoctoral Program Directors and the Society of Postdoctoral Program Directors will hold discussions on issues relevant to predoctoral and postdoctoral topics of interest.

The AAPD graciously acknowledges Procter & Gamble Oral Health: Crest and Oral-B for their continued sponsorship of the Joint Academic Day.



Save the Date
February 9-10, 2018
Joint AAO/AAPD Meeting
Westin Kierland
Scottsdale, Ariz.



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



Key Components in Employee Retention

Julie Weir & Associates is recognized as the premier consulting firm specializing in pediatric dentistry since 1996.

High retention of productive employees is one of the most critical benchmarks of a healthy dental practice. Employee retention is integral in making a business thrive and achieve its goals. In the last five years, there has been a dramatic shift in workplace expectations. Currently, competitive pay and benefits no longer will retain top performers. Employees now desire a sense of fulfillment in the workplace with opportunities that allow and encourage personal growth and development or they will look for these opportunities elsewhere. Just as technology has changed significantly in dentistry, so has successful employee engagement and retention. Doctors must now have the leadership skills to attract and retain great employees.

SHARING PRACTICE MISSION, VALUES AND CULTURE

- Understanding a common goal inspires employees to be engaged and driven by a greater purpose. The doctor should share their vision for the practice and the *why* behind their motivators and chosen passion of pediatric dentistry. This will help the team better understand what they are a part of and being asked to help create.
- Discuss the work place culture that each team member is expected to support. This is represented through the office decor, the team's appearance, verbal skills and how they interact with each another as well as with the patients and parents.
- Understand each employee's set of motivators and growth goals. Look for ways to help them feel engaged and fulfilled.
- As a team, create two practice mission statements that align with the goals of the doctor's vision: 1) a practice mission statement on how to serve the patients and parents; and 2) a team mission statement on how to serve each other. A shared mission statement will encourage a unified team and serve as a reminder of the code of honor everyone is expected to abide by.
- Revisit the practice vision, mission statements and core practice values consistently with your team to stay on track.

BUILD TRUST AND CONFIDENCE

- Employees want to have trust and confidence in their leaders. Be the kind of leader that employees want to follow:
 - Show confidence in your work and ability to lead.
 - Be the first to arrive for the morning meeting and welcome everyone with a smile on your face.
 - Understand your attitude will set the mood/tone for the day.
 - Show personal interest and encouragement in each employee.

- Simon Sinek, motivational author and consultant says, "A team is not a group of people who work together. A team is a group of people who *trust* each other." It is important for the doctor to create a foundation of trust with the team by trusting them to make the right decisions and delegate tasks with the courage that the task will get done correctly.
- Encourage employees to create strong workplace relationships where they feel they can depend and rely on each other.

EMOTIONAL INTELLIGENCE

- Emotional intelligence is defined as the capacity to be aware of, control and express one's emotions, and handle interpersonal relationships judiciously and empathetically. The more emotionally intelligent a leader and team is, the happier and more productive the team will be because team members will feel recognized and appreciated.
- When the doctor shows vulnerability and kindness, it lets team members know that they are cared for as more than just employees.

APPRECIATE, RECOGNIZE AND GIVE FEEDBACK

- Employee's personality, emotions and strengths all impact their work and productivity.
- Offering guidance and recognizing each employee's contributions, accomplishments and positive behaviors creates confidence in the employee that their job performance is aligned with the practice's goals and values.
- Recognize positive behavior instantly by telling employees how you value the behavior and how it makes a positive impact.
- Publicly celebrate success. Hold monthly award ceremonies for employees when they have accomplished goals or have made a difference in a patient or parent's day.

ENGAGEMENT

- Doctors can empower their team by regularly asking for ideas and feedback for practice improvement.
- Include co-leaders in business decisions. Get them involved. If the team feels that their ideas are heard, validated and implemented, the more invested they will be.
- Employees want stimulating work. Keep growing and introducing new ideas to the team.
- If you find an employee seems unfulfilled, find out what their work-place goals are, if appropriate, offer more challenging tasks or tasks that align more with their skills and personality.

INCENTIVE/REWARD PROGRAMS

- Engaged employees directly impact the bottom line. Incentives can be put into place to encourage certain behaviors or outcomes. People weigh an incentive's value by how difficult it is to earn. If the goal is unattainable, the incentive will not produce the desired result. An effective rewards program must be attainable to engage employees.
- Doctors ask whether financial or non-financial incentives are more effective. Although everyone enjoys receiving financial rewards, money alone does not buy happiness and it does not retain employees. Wages and benefits are the equalizer when an employee is considering where to work. It is the sense of value the employee feels from the leader and team that will make the difference in staying or leaving. Research has shown that when employees feel a sense of belonging and are recognized for making a positive difference, they are more likely to stay long-term and put forth their best efforts because they feel appreciated and connected to their leaders and team.
- Ideas for rewards:
 - Financial: cash, gift cards, team bonuses, paid time off
 - Team events: catered lunch, dinner and play, shopping afternoon, family day at an amusement park
 - Non-financial: team member of the month award, notes of appreciation, advancement opportunities, additional leadership role, continuing education

EMPLOYEE BENEFITS

- Health insurance is a top necessity for an employee. A strong medical plan can help retain an employee who otherwise would not have access.
- An annual benefit towards dental cleanings and treatment for the employee's children.
- 401k and profit sharing plans can help with employee retention because the longer the employee stays with the practice, the more vested they are and will receive a higher benefit from the retirement plan.

PROFESSIONAL DEVELOPMENT: CONTINUING EDUCATION AND LEADERSHIP COURSES

- Professional development is more than continuing education courses and leadership exercises. Employees want a true career path with advancement opportunities and options for learning and developing new skills.
- Continuing education courses should be sponsored and paid for by the employer. This is true for both the clinical team and front office team. HIPAA, OSHA, CPR and first-aid are mandatory regulations that by law should have scheduled trainings provided by the practice.
- Leadership courses for practice leaders (doctors, practice administrators, office managers, front office coordinators and clinical coordinators) encourage personal growth and are instrumental to developing leaders within the team.
- Hands-on clinical trainings for clinical staff should be encouraged by the practice to maintain current standards.
- Cross-train some clinical and the front office team members. This will increase employee availability and benefit the team member by continuing to learn new skills.

SETTING GOALS

- Set practice goals using the March *PMM* article on business metrics. Communicate and monitor these goals as a team. When a team understands a clear benchmark that is to be met, it creates a strong work environment as they work toward a common objective together and they are more likely to achieve the goal.

I LOVE MY JOB!



- At a monthly team meeting, celebrate the goal numbers that were met and discuss the goal numbers that were not met and what the team can do differently in the next month to try to meet those goals.

TEAM RETREATS AND TEAM BUILDING

- The purpose of a team retreat is to get team members focused, encourage bonding and energize and refresh the team. Team retreats are different than team building exercises; they create an opportunity to collaborate in a more concentrated setting to celebrate success and problem solve to overcome areas in the practice that need improvement. Some ideas for off-site team retreats are spending two days at a resort and have part of the day discussing practice items and the rest of the day enjoying the hotel, spa, local museums and art galleries, going for hikes and much more.

- Team building activities are important because they encourage the team to work together outside of the dental environment, discover and understand each other's strengths, create better work relationships and build a strong sense of dependability with each other. Some ideas for team building activities are visiting a ropes course, cooking classes or inviting a coach that specializes in team building to spend an afternoon with your team.

There is a high financial cost to employee turnover. Studies have shown that replacing an employee can cost 1.5-2 times the employee's annual salary in lost productivity. The integral components in employee retention is to understand and value each individual team member, to help them develop skills for personal and professional growth that benefit both themselves and the practice as a whole. Investing in employees is vital to an enjoyable and prosperous dental practice.

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader”

John Quincy Adams

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

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- ◆ Would you like to know which software reports you should be reviewing and what all those numbers mean?
- ◆ Want to know the best return on investment in regards to Marketing?
- ◆ Would you like to increase staff morale, learn to train employees, and create a cohesive team?
- ◆ Do you see leadership potential in a team member but not sure how to develop that within them?

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Coming this June: Pediatric Dentist Toolkit for Seeing Medicaid Patients

If you are a new pediatric dentist, a pediatric dentist new to Medicaid, or both, you will find this toolkit an invaluable guide to getting a Medicaid program started in your practice. It covers such practical concerns as how to become a dental Medicaid provider, schedule patients wisely, and find training opportunities for your team members. It features no-nonsense answers to common questions about how to appropriately administer Medicaid and offers a host of time-saving resources. This toolkit will assist you in joining the nearly 70 percent of pediatric dentists who accept patients covered by public assistance programs and successfully influence children's access to oral health care. Visit the POHRPC webpage to download your copy.

AAPD Launches Pediatric Dentist Workforce Study

The AAPD accepted a proposal from The Center for Health Workforce Studies, Albany, NY, to produce a comprehensive pediatric dentist workforce study. The research project will gather and analyze credible evidence to provide policymakers an overall target for the ideal number of pediatric dentists in the U.S. The analysis will include existing data, as well as estimated projections on such variables as population growth and characteristics, consumer behavior, general dentist contributions to pediatric oral care, pediatric dentist trends regarding retirement and preferred practice locales, and influences of national legislative policies. The final report will be completed later this year.

Meeting Representation Builds Visibility for Pediatric Dental Issues

General Session of the International Association for Dental Research, March 22-25, San Francisco, California. Robin Wright, PhD, Assistant Director of the POHRPC, participated in a symposium titled "Evidence on the Association Between Sugar-Sweetened Beverages and Childhood Obesity, and the Role of Oral Health Professionals and Insurers in Preventing Childhood Obesity." She discussed AAPD member survey results on reducing the consumption of sugar-sweetened beverages in young patients and preventing childhood obesity. The program also featured presentations by Dr. Norman Tinanoff, Dr. Raul Garcia, Mary Foley and Julie Frantsve-Hawley.

National Oral Health Conference, April 23 - 26, 2017, Albuquerque, New Mexico, sponsored by the Association of State and Territorial Dental Directors and American Association of Public Health Dentistry. Wright presented original research on the attitudes and practices of pediatric dentists related to childhood obesity and the consumption of sugared drinks.

Evidence-Based Dentistry Update

Since so much evidence-based dentistry (EBD) activity has been going on at the AAPD, the Evidence-Based Dentistry Committee has created an award to acknowledge these EBD efforts.

The Evidence-Based Dentistry Service Award, established in 2016, recognizes pediatric dentist(s) who have made a major contribution, on a national or international level, to the dental profession and the specialty of pediatric dentistry through evidence-based clinical practice, academics or policy development over the past year.

This year's winners are Drs. James Coll and Suzi Seale-Coll.



The EBD Committee has also been active this year reorganizing and reclassifying the *Reference Manual* and overseeing the publication of the first AAPD EBD guideline in conjunction with the American Dental Association, "Evidence-based clinical practice guideline for the use of pit-and-fissure sealants." The pulp therapy workgroup, commissioned by the EBD Committee, has published "Primary tooth vital pulp therapy: a systematic review and meta-analysis" in the January/February 2017 issue of *Pediatric Dentistry*. A new evidence-based pulp therapy guideline based on this systematic review is slated for publication this spring and should appear in the 2017-2018 *Reference Manual*.

The EBD Committee is trying a new methodology to develop guidance on the use of silver diamine fluoride (SDF). The new SDF guideline is expected this spring and should also appear in the 2017-2018 *Reference Manual*.

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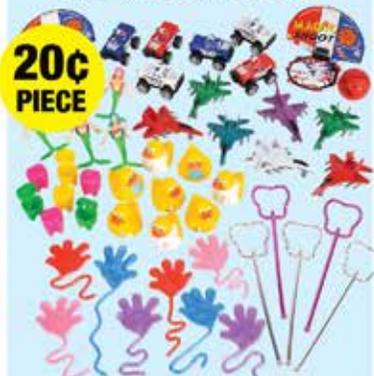


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CDT 2017 – New Codes for Pediatric Dentistry Include Four Case Management Codes

The Code on Dental Procedures and Nomenclature (CDT) is updated annually. The American Dental Association (ADA)'s Code Maintenance Committee (CMC) meets early each year to review the code change requests that are submitted, and votes to either accept, deny or table each request. For 2017, the CMC adopted 17 substantive changes and 40 editorial changes. The substantive changes consist of 11 new codes, five revised codes and one deleted code. This article will review the new codes pertinent to pediatric dentists. Of particular note is recognition of four case management codes which were submitted by the AAPD.

D0414 Laboratory processing of microbial specimen to include culture and sensitivity studies, preparation and transmission of written report

Rationale for adding D0414: In the past, CDT contained a code to report the collection of a specimen. However, there has not been a specific code for reporting the laboratory processing of a microbial specimen, including culture and sensitivity studies, preparation of the sample, and transmission of a written report. This process had to be reported by an unspecified, "by report" code. CDT 2017 creates D0414 to report the laboratory processing of a microbial specimen.

D0600 Non-ionizing diagnostic procedure capable of quantifying, monitoring, and recording changes in structure of enamel, dentin, and cementum

Rationale for adding D0600: Nonionizing "light" is a relatively new technology used to quantify, monitor, and record changes in tooth structure (i.e., enamel, dentin, and cementum). This technology uses transillumination to highlight areas of potential caries and cracks by capturing an image of the diseased tooth. Non-ionizing light produces an image where enamel appears transparent and carious lesions and cracks are dark.

One of the most popular products on the market providing this transillumination technology is the DEXIS CariVu™ caries detection device.

D1575 Distal shoe space maintainer – fixed – unilateral

Fabrication and delivery of fixed appliance extending subgingivally and distally to guide the eruption of the first permanent molar. Does not include ongoing follow-up or adjustments, or replacement appliances, once the tooth has erupted.

Rationale for adding D1575: A distal shoe space maintainer is utilized following the premature loss or extraction of a primary second molar to guide the unerupted, permanent first molar into the proper arch position. These space maintaining appliances may be placed immediately following the extraction of the primary second molar or at a subsequent appointment. This type of fixed space maintainer extends subgingivally and distally to guide the proper eruption of the first permanent molar.

For example, a pediatric patient requires the extraction of the lower left second primary molar. A unilateral, fixed distal shoe space maintainer is attached to the remaining first primary molar. This specific type of space maintainer helps promote the proper eruption of the first permanent molar.

The submitter suggested that the existing code D1510, space maintainer – fixed – unilateral, does not accurately describe a distal shoe space maintainer that extends subgingivally and distally to guide the eruption of the first permanent molar. Therefore, a distal shoe fixed appliance should not be reported using any of the existing space maintainer codes. The CMC agreed with this stance and acknowledged the need for a new code to describe the fixed distal shoe space maintainer.

D4346 Scaling in presence of generalized moderate or severe gingival inflammation – full mouth, after oral evaluation

The removal of plaque, calculus and stains from supra- and subgingival tooth surfaces when there is generalized moderate or severe gingival inflammation in the absence of periodontitis. It is indicated for patients who have swollen, inflamed gingiva, generalized suprabony pockets, and moderate to severe bleeding on probing. Should not be reported in conjunction with prophylaxis, scaling and root planing, or debridement procedures.

Rationale for adding D4346: Perhaps one of the biggest debates in the dental coding arena concerns treatments that are more complex than a typical prophylaxis, but do not qualify as periodontal treatment or even full mouth debridement. In order to qualify for scaling and root planing (SRP), D4341 or D4342, the patient must have radiographic evidence of bone loss, pocket depths of 4mm or more, and bleeding on probing, indicating active periodontal disease. Additionally, full mouth debridement (D4355) is justified when an oral evaluation cannot be performed due to excessive calculus, heavy plaque, and debris buildup.

When a patient presents with moderate or severe gingival inflammation but no bone loss (and an oral evaluation can be successfully performed) the time and effort needed to treat the condition are often well beyond a standard prophylaxis. However, reporting either SRP or gross debridement is considered inappropriate, since the patient (with gingivitis) typically does not have all of the signs and symptoms required to report either of these codes. Thus, there is no existing code

that accurately reports the additional time and effort required to treat the patient's moderate or severe gingival inflammation.

Following a work group's (including the AAPD CMC representative) research and considerable debate, a consensus on the proper code to report was reached. And thus, D4346, scaling in the presence of moderate or severe gingival inflammation, was created. The work group indicated that the patient's inflammatory condition may be chronic or acute, but also stressed that there are very specific diagnostic criteria for the submission of moderate or severe gingival inflammation (gingivitis). The payers hope that by adding new code D4346, the frequent abuse or upcoding of the existing SRP codes (D4341 or D4342) will decrease.

D4346's descriptor clearly indicates that this code should not be submitted with D1110 (prophylaxis, adult), D4341 and D4342 (scaling and root planing), or D4355 (full mouth debridement) when performed on the same service date. In nearly every case, with appropriate treatment and improved hygiene, moderate or severe gingival inflammation is a reversible condition so the subsequent treatment visit (typically two to four weeks later) could be described using the conventional prophylaxis code, D1110. Typically, the patient is then placed on a six month recall schedule.

D9311 Consultation with a medical health care professional

Treating dentist consults with a medical health care professional concerning medical issues that may affect patient's planned dental treatment.

Rationale for adding D9311: In order to offer a patient with contributory health conditions the best treatment options, the treating dentist may need to consult with the patient's other health care professionals. The purpose of this consultation is to discuss a proposed or active treatment and ensure that the appropriate care is provided while also being mindful of other potentially dangerous medical conditions. The patient does not need to be a part of this exchange of information between the various medical providers.

D9991 Dental case management – addressing appointment compliance barriers

Individualized efforts to assist a patient to maintain scheduled appointments by solving transportation challenges or other barriers.

D9992 Dental case management – care coordination

Assisting in a patient's decisions regarding the coordination of oral health care services across multiple providers, provider types, specialty areas of treatment, health care settings, health care organizations and payment systems. This is the additional time and resources expended to provide experience or expertise beyond that possessed by the patient.

D9993 Dental case management – motivational interviewing

Patient-centered, personalized counseling using methods such as Motivational Interviewing (MI) to identify and modify behaviors interfering with positive oral health outcomes. This is a separate service from traditional nutritional or tobacco counseling.

D9994 Dental case management – patient education to improve oral health literacy

Individual, customized communication of information to assist the patient in making appropriate health decisions designed to improve oral health literacy, explained in a manner acknowledging economic circumstances and different cultural beliefs, values, attitudes, traditions and language preferences, and adopting information and services to these differences, which requires the expenditure of time and resources beyond that of an oral evaluation or case presentation.

Rationale for adding D9991, D9992, D9993, and D9994: The American Academy of Pediatric Dentistry (AAPD) submitted a request for the addition of case management codes to provide a method to quantify case management efforts. Additionally, California has a Medicaid-Dental Transformation Initiative, and California Medicaid provides incentives for dental health management efforts. Each of these federally supported initiatives involves certain documentation requirements.

With all of these case management initiatives in place, case management codes are necessary to help dentists report any efforts to fulfill the documentation requirements of the initiatives.

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

Coding & Insurance Manual 2017

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Media Mix

For more information on how to submit your media coverage, please contact Public Relations Director Erika Hoeft at (312) 337-2169 or erika@aapd.org.



AAPD President Featured on *FoxNews.com*

Dr. Jade Miller was interviewed by Julie Revelant of *FoxNews.com* for a Feb. 12, article titled, “Can banking baby teeth treat diabetes?” The article discussed the process for banking stem cells from baby teeth, noting they may be used to repair cavities, fix a tooth damaged from periodontal disease or bone loss, or even grow a tooth instead of using dental implants. The story said, “researchers are only beginning to delve into the possibilities,” and quoted Dr. Miller, who stated, “I think at some point in time, we’re going to see dental stem cells used by dentists...on a daily practice.”

AAPD President Contributes Guest Editorials for NCDHM

Dr. Jade Miller was featured as a guest columnist in both *Dimensions of Dental Hygiene* and *Decisions in Dentistry*’s February issues centered around National Children’s Dental Health.

AAPD President on *Parents.com*

Dr. Jade Miller was interviewed for an online March story titled, “The Worst Foods and Drinks for Kids’ Teeth.”

AAPD and Delta Dental of Iowa Host NCDHM Twitter Chat

In honor of National Children’s Dental Health Month, the AAPD and Delta Dental of Iowa hosted a Twitter Chat on Feb. 24, covering key points about children’s oral health. Discussion topics included the importance of baby teeth, dental appointments and the oral health benefits of water. The conversation was facilitated by AAPD President **Dr. Jade Miller** and **Sara Fossum** from Delta Dental.

Key results included:

1. Trended nationally for much of the hour.
2. There were 516 tweets.
3. Our potential reach was calculated to near 1.5 million.

National Children’s Dental Health Month

In anticipation of National Children’s Dental Health Month, AAPD president **Dr. Jade Miller** conducted 24 interviews during an internet media tour held at his office in Reno, Nev. This consisted of virtual interviews with reporters from 13 websites, and 11 radio stations across the country, including parenting and health websites, and national radio stations. During the interviews he stressed the importance of establishing a Dental Home by age 1 and visiting www.mychildrensteeth.org

New Mouth Monster Hub Highlights

DENTY LAND



Welcome To Denty Land! This interactive dental-themed game, *Denty Land*, allows parents and children to journey through whimsical places, such as Floss Forest, Molar Marshes and the Fluoride Fountains as they discover dental health tips in order to beat the Mouth Monsters and ultimately meet their pediatric dentist at the end.

5 BITE-SIZED TIPS: HOW TO GET KIDS EXCITED ABOUT ORAL HEALTH



Most parents know that kids should brush twice a day for two minutes each time, but that can be easier said than done. It can be challenging to get children in the routine of brushing their teeth. Visit www.mychildrensteeth.org for a few fun ideas to get your kids excited about brushing their teeth in order to keep those pesky Mouth Monsters away.

Press Releases

Feb. 1, 2017: What You Don’t Know About Your Child’s Teeth Could Be Hurting Them

March 1, 2017: AAPD and ADA Reaffirm Importance of Early Childhood Dental Visits



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Your Diplomate Status with the ABPD

Remember the most important reason...

We have the best profession in the world. Each precious child is unique and ensures we will smile and reinvent ourselves daily to best serve them. Of course, what we do is far from easy. It seems with each passing year the practice of pediatric dentistry gets a bit more complicated.

Perhaps this pre-patient care day thought process seems familiar: Are we missing a team member at our morning huddle? When was the last time we checked that the fire extinguishers were working? Where did the radiation sign go that was outside of the x-ray room? Is it time to do our medical emergency and natural disaster drills again? It is already time for biannual reviews of the team? Did we get our updated state license renewal? Is it time for the DEA license renewal? Did the property management company switch our flowers to a spring variety? Do we have team coverage for when her baby is born? Did we announce our contest in social media? *(I just reminded you of something you need to put on "the list", didn't I?)*

It is understandable that pursuing board certification, or simply maintaining your board certification, could be thought of as being yet something else on your list. There are many reasons for board certification. For starters, it is the new standard. More than 75% of pediatric dentists are board certified compared to approximately 25% in the early 2000s. (This was prior to the Oral Clinical Examination becoming the second step after the Qualifying Exam to achieve board certification.) Maintenance of employment, hospital privileges and reputation are other top reasons candidates state they pursue board certification. Sometimes amidst the rather long lists of things to do while trying to find balance between personal, family and professional life, it is possible to lose sight of our true reason to be board certified. We became pediatric dentists because we are called to serve the oral health needs of children. When we think of pursuance and retention of board certification in alliance with the values of excellence in pediatric oral health care and lifelong learning, it is simple to see that diplomate status goes beyond something that needs to be addressed on our to-do lists. It becomes more meaningful tasks in-line with our already present value system to achieve or maintain diplomate status. We have the opportunity to easily review or acquire new knowledge and bring it forward to enhance our care of children. If an effort to make ourselves accountable and embrace integrity for our profession results in making a difference for just one child... it is all worth it!

TIPS TO MAINTAINING YOUR DIPLOMATE STATUS

1. Remember everything you do in your professional life supports your commitment to care of children.
2. Take out your phone and make an alert for January 1st (repeating every year) to log into abpd.org.
 - Go to your ROC-P
 - Complete your annual renewal and credentialing
 - Make a plan of how you are going to fulfill your 15 CE
 - Complete 2 Continuous Quality Improvement Modules
3. Immediately upon CE completion, log-in again and record your CE and file your CE in a folder for needed documentation for state licensure.
4. Complete this early and be eligible for the ABPD early-bird prize drawings!
5. Enjoy the fact that you are a lifelong learner with a passion for excellence in pediatric oral health care.
6. Take this task off your list until next year!



E. LaRee Johnson, DDS, MS
Director and OCE Board Liaison, ABPD
Raleigh, NC
Board Certified 2001

Starting a Practice? Here are Some Pointers on Risk Management

by Shawn M. Johnson, ChFC, CLU, CLTC
Vice President, Sales



Buying or starting a practice can seem like a daunting task fraught with countless details. In our work with specialists and dentists, we frequently come across doctors who particularly need help navigating the insurance landscape. Here are some of the most common issues we run across.

If You're Borrowing Money, the Bank Will Want Protection

In order to secure a practice loan, many banks require various insurance policies to protect their exposure should something happen to you or the physical practice itself. Traditionally, one of those requirements is disability insurance to cover the monthly payment. While it's tempting to want to use your personal disability income insurance for this purpose, resist the urge.

Instead, you should consider one or both of the disability policies designed to protect this risk: business overhead expense insurance and/or business loan protection (also referred to as reducing term disability insurance). Business overhead expense insurance is a policy that helps pay the fixed costs of running the business in the event you are unable to work due to an injury or illness and typically pays for 12-24 months. Business loan protection disability insurance is designed to pay your monthly practice loan payment in the event of a total disability.

Not only are both policies more cost effective solutions when compared to using your personal coverage, but they're also more suitable. Consider a hypothetical scenario where you borrow \$400,000 to start a practice, but a few months after opening the doors, you're injured and can't work.

While you were wise to buy personal disability coverage at the conclusion of your training, that benefit amount is barely enough to cover your practice loan and rent payments. You're still left worrying about how to pay the other costs of the office, as well as your own personal expenses.

In this situation, a business overhead disability policy would alleviate the pressure of the fixed office expenses such as rent and staff salaries while you're assessing whether or not you can return. If you can return, you'll come back to a more intact operation. If not, the business loan disability policy will pick up the monthly loan payments. This is especially critical with new practices as their initial value may not exceed the amount of outstanding debt. All the while, though, your personal disability coverage is helping you meet your expenses outside of the practice.

Why the Bank Should Not Be the Beneficiary of Your Life Insurance Policy

Banks typically ask that you obtain and pay for life insurance to cover the amount of the loan. Every situation is different, but usually the type of insurance you will purchase to cover a bank loan will be inexpensive term insurance – named "term" because it simply provides protection for a fixed period of time. It makes good sense *not* to make the bank the beneficiary of your policy. Instead you will want to use what's called a collateral assignment. This ensures that in the event of your death, only the outstanding loan amount is repaid to the bank, and any balance of the death benefit goes to your loved ones.

Obtain the Right Kind of Property Insurance

Another area of great importance when you open a practice is obtaining the right kinds and amounts of property insurance. Property insurance actually encompasses several different types of insurance, which are packaged into what's known as a Business Owner's Policy (BOP). The key components of this policy are:

- Contents coverage, which provides money to replace all of your stuff inside the practice such as computers, chairs, supplies etc.
- Build-out coverage, which provides funding to rebuild the interior of the practice in the event of damage.
- Business income interruption, which reimburses the practice for loss of revenue in the event the space is totally or partially unusable and you're unable to see patients.
- General liability to protect the practice's liability (i.e. slip & fall)

Both the bank and landlord will typically require evidence of sufficient coverage prior to closing and/or occupying the space.

Other Liability Concerns

In addition to property coverage, there are a few other liability concerns a practice owner should address. Employment Practices Liability Insurance (EPLI) protects your liability in the event an employee sues you for wrongful termination, harassment or discrimination. Although a traditional property policy has a very small amount of coverage allotted for this risk, an enhanced limit or separate policy needs to be considered.

Another addition to the property policy is coverage for Data Breach. It too goes by different monikers (i.e. Cyber Liability), but protects the practice in the event confidential patient data is compromised. Not only will it help offset expenses associated with notifying patients of a breach and providing the appropriate identity monitoring, it also offers liability protection in the event of a patient lawsuit.

Last, but not least, many states require employers to carry worker's compensation insurance for their employees. This is a form of insurance that provides wage replacement and medical benefits to employees injured in the course of employment. It is a separate policy from your BOP.

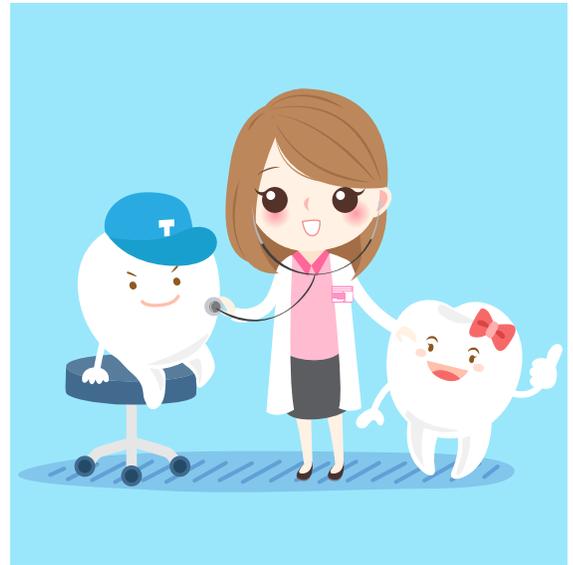
If You're Starting a Practice with a Partner

All multi-professional practices should have a buy-sell agreement that addresses both death and disability.

Buy-sell agreements are contracts between business owners for the purchase and sale of a practice in the event of death, disability or retirement. The buy-sell agreement will establish a pricing formula for the practice, serve to have a ready buyer for the practice and may be used to value the business interest for federal estate tax purposes. It's strongly recommended that both partners insure their agreement with life and disability insurance.

In the event of a death, the practice should have life insurance on both or all partners in order to provide an immediate funding source for the deceased partner's share of the practice. Ensuring the policies have the correct owner and beneficiaries is critical to avoiding potential tax and legal hurdles.

The situation can be more complicated in the event of a disability as most partnership agreements don't require a disabled partner to sell their portion of the practice unless they've been disabled for 12 months. During that time, however, determining how the disabled partner's share of the expenses get paid can be a concern. This is why each owner should carry business overhead disability coverage.



At the end of 12 months, the non-disabled partner has a contractual right to purchase the other half of the practice. In this instance, disability buy-out insurance provides two essential functions. First, the insurance company's determination that a partner is disabled relieves the non-disabled partner from having to prove it themselves. And second, the policy can help fund the buy-out.

Now's the Time to Do Other Insurance Housekeeping

While you are launching your practice, it's not a bad idea to also do some risk management housekeeping. By this we mean, taking another look at your professional liability insurance. Make sure to update your location with your carrier. If there is another doctor working in your practice as an employee, independent contractor, or partner, make sure that your professional entity (i.e. corporation or partnership) is also covered in the event of a malpractice suit.

There are indeed many details to consider when you are starting out. You are no longer just the doctor; you are also the human resources department, marketing department, and everything in between. Although the insurance concerns can seem overwhelming, soliciting the guidance of an experienced and competent advisor is a critical step in protecting one of your biggest investments.

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Kids Dental Network

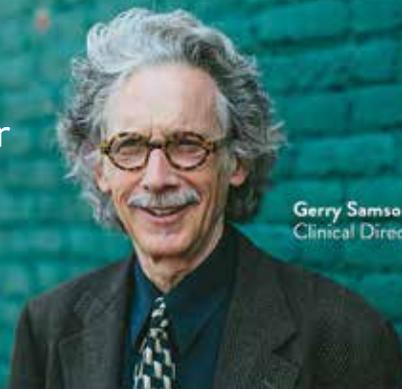
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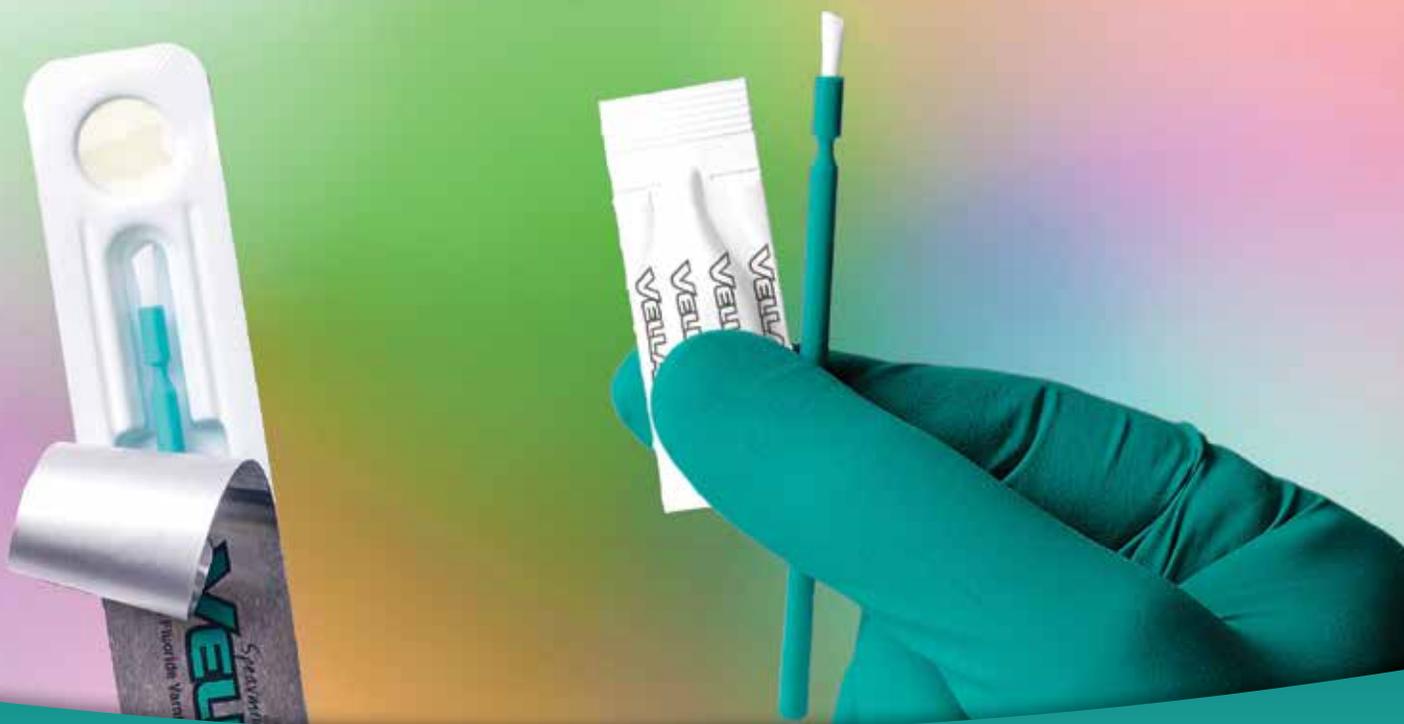


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The Two BIGGEST Problems Facing Pediatric Dentists

By Rhea Haugseth, D.M.D.

My name is Dr. Rhea Haugseth, and like you, I am a practicing pediatric dentist in Marietta, Georgia. Over the years, I found myself feeling very frustrated with the lack of efficient, cost-effective training available for pediatric dental assistants. In fact, there were two major problems that I continually had to deal with when hiring a dental assistant for my pediatric practice:

1. **They had no clinical training.** Even if they had dental assistants' training, they still fell short of the unique needs of a pediatric practice.
2. **They had no communication skills.** They often did not know how to talk or act professionally or how to communicate effectively with children and their parents. Newly hired dental assistants tend to be young people who are just starting their careers. For a variety of reasons, many of them had very little people skills and life skills such as how to manage their resources or prioritize efficiently.

There was plenty of training for general dental assistants, but nothing for the pediatric field. I knew what it took to create a spectacular PDA, but frankly, I was tired of training and re-training with every new PDA.

Dealing With Problem #1

Knowing that my colleagues were also frustrated with these same challenges, I formally created the Pediatric Dental Assistant School (PDAS) in Atlanta where newly hired PDAs in Atlanta-based pediatric dental offices or those seeking a career as a pediatric dental assistant could get the training they need (for an entry-level position) in 9 weeks of training at my office in Atlanta.

Dealing With Problem #2

Although the PDA graduates were trained clinically, I realized there were other issues I needed to address; namely, teaching them the soft skills that came with working closely with children, parents, and the office staff. So I created training modules on parent/patient communication that teaches PDAs the art of effective communication in a professional setting, and specifically how to communicate and connect with children and their parents. This training can make a remarkable impact in patient/staff relationships.

I realized that the need for specialized training was universal, and pediatric dentists across the nation had to deal with these two problems regularly. "How can I help them?" I wondered. That is when I launched the Pediatric Dental Assistants Association. It not only provides the instruction and resources needed to train newly hired PDAs to quickly become a valuable and fully-functioning member of the staff, it is also a place where high-performing PDAs have been able to grow in their skills and in their careers.

The development of the Pediatric Dental Assistant School, along with the Pediatric Dental Assistant Association has been a wonderful addition to my practice. My staff truly loves these programs!

Pediatric dental offices who would like to receive more training and mentorship for their pediatric dental assistants should enroll their assistants in the PDAA.

For further information, please contact the Pediatric Dental Assistants Association at 770-823-3534 or email pdaadirector@gmail.com.



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

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

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

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A PDAA membership is a truly hands-off program for you as the owner/doctor. Your dental assistants will gain valuable knowledge and training that will increase their abilities and help grow and develop your practice. Teaching new skills and sharpening the skills of your existing assistants is the key to keeping your practice happy, productive, and profitable.



Maximize your PDA's value to your practice! Call (770) 823-3534 or visit PediatricDentalAssistantsAssociation.org to join today!

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Dr. Ned Savide

HSHC President

Charity Begins at Home

If all politics is local, the same can be said of charity. It makes sense because people like to see what it is that they're supporting. In the years since we started supporting community-based efforts providing Dental Homes to children from underserved families, we've helped our grantees help more than 300,000 kids in 29 states and the District of Columbia.

As our grant footprint expanded, so has our support from the generous members of the American Academy of Pediatric Dentistry. With 30 percent of AAPD members making at least one contribution to the Foundation during the last four years, we enjoy the greatest percentage of member support in organized dentistry – and among other membership association foundations.

This growth in our programs and in membership support got us thinking: What could we do to bring our mission closer to home for our members? Some of you might already know because, last

month, we began promoting the option for AAPD members to dedicate their contributions in support of our access to care efforts in their districts.

Starting with our 2018 Access to Care Grants, which we'll be announcing next month, we will apply members' contributions to eligible projects in their respective districts. We'll let you know who the grantee is, what they're doing and how your gift will make a difference.

As I've stated previously in this space, HSHC is blessed by its affiliation with the AAPD. Besides being the primary source of financial support that fuels our mission, AAPD members also provide the expertise we rely upon to shape our priorities and identify the initiatives we ultimately support.

One of the greatest perks in my role as HSHC president is I have a front row seat to see this generosity and expertise in action. Earlier this year, I got to spend time with the pediatric dentists and resi-

dents at the Louisiana State University Health New Orleans School of Dentistry as they celebrated HSHC's grant supporting after-hours care at its LSU's Pediatric Dental Clinic. The \$37,156 grant supported evening hours two nights a month and one Saturday per month.

Like all of us, I'm a softie when it comes to the kids, but I also take such great pride in seeing the future of pediatric dentistry care for kids and do so in a fun and engaging way for the children. That I got to do some story time with the patients, all the better!

When we convene in National Harbor, Md., for AAPD 2017, I hope you'll stop by the HSHC booth to learn more about our efforts and to make your gift so HSHC can continue promoting initiatives supporting Dental Homes for all children. Whether you're a current donor, someone who hasn't given in a while, or someone who has never given, any contribution you make will make a difference in the life of a child. Please be as generous as you can.

Thank you.

Dr. Ned Savide
HSHC President

AAPD Past President (2005) Dr. Savide, is a retired pediatric dentist residing in suburban Chicago.

Bringing Smiles to Children during AAPD Annual Session for Five Years

This year marks the fifth anniversary of Dental Home Day!

It all began during the first annual Healthy Smiles, Healthy Children Dental Home Day held on May 22, 2013, at the **Orange Blossom Family Health Center** in Orlando. Sunstar Americas, Inc., has sponsored Dental Home Day since the beginning. Forty AAPD members and volunteers from across the country helped provide free dental care to 91 homeless children during Dental Home Day. Orange Blossom received a total of \$45,000 in grants to help provide Dental Homes to participating patients for the next 12 months.

Volunteers and residents brought smiles to more underserved children and parents during our second Dental Home Day, held on May 21, 2014, at **Tufts University School of Dental Medicine** in Boston. We had 60 volunteers and helped provide free dental care to 71 children that day. Tufts received a grant of \$30,000 to provide ongoing care to participating children for the next year.

Dental Home Day has always been more than a day of service, it's a year of comprehensive care where patients receive ongoing treatment through HSHC Access to Care grants. The third Dental Home Day was held on May 20, 2015, at the **University of Washington Center for Pediatric Dentistry** in Seattle. With the support of 60 volunteers, we helped provide free dental care to 152 children. HSHC awarded the University of Washington a \$20,000 Access to Care Grant to continue to provide care to Dental Home Day children.



The fourth Dental Home Day was our most successful to date. On May 25, 2016, our event was held at both the **University of Texas Health Science Center in San Antonio (UTHSCA) and the Ricardo Salinas Pediatric Dental Clinic**. We were able to help 203 San Antonio children find Dental Homes. University of Texas Health Science Center received a \$25,000 Access to Care Grant to continue to provide care to Dental Home Day children.

Dental Homes are key to improving the overall health and oral care for children.

Our fifth Dental Home Day during AAPD 2017 will be held on May 24, at **Children's National Hospital** in Washington, D.C. For the first time, we will be offering dental care during Dental Home Day for children requiring specialty care.

Our past success is due to our many supporters and our continued success is contingent on future giving. Without our donors and volunteers, we are unable to provide Access to Care grants and Dental Homes to children in need.





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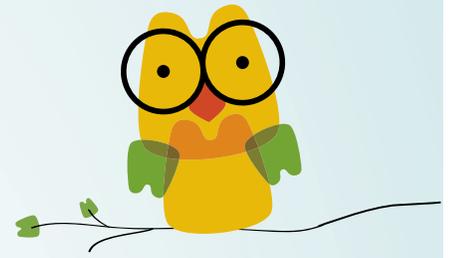
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The administrative support I receive from PDS allows me to do that. I feel secure with my role as a clinician because I have the support of a team that expands beyond my office walls. Plus, it’s very rewarding when my patients that relocate tell me they looked for a My Kid’s Dentist® in their new neighborhood. ”

Dr. Kelly Kim

Supported Pediatric Owner Dentist
Murrieta, California



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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

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ALASKA. We are seeking a full-time pediatric dentist to help fill the needs with our growing number of pediatric patients. Our office is well established and we are in the early phase of building a new office to accommodate our growing patient population. Our supportive team members care about our patients and strive to provide the best patient care. We provide a fun and friendly atmosphere and need an energetic provider to help with excellent patient care. Requirements. To provide and educate patients and parents on their Pediatric dental treatment with preoperative and postoperative care. Work in unison with other specialist and general dentists to provide the best optimal dental care. Provide a current Alaska Dental license. Must have a Pediatric certificate from an accredited US dental University either board eligible or board certified. DEA certificate. NPI Number. For more information please contact robmc Alpine7@yahoo.com.

ARIZONA—COTTONWOOD. Every Kid's Dentist (EKD) has a phenomenal opportunity for a pediatric dentist to work in Cottonwood, Arizona located in beautiful Northern Arizona. Cottonwood, located 100 miles north of Phoenix, is loaded with outdoor activities that will make you feel like a kid again! As a pediatric dentist practicing at EKD you'll have the opportunity to focus 100% of your time on pediatric dentistry and patient care; likely the reasons you chose pediatric dentistry as a profession rather than dealing with the practice management side of things. Pediatric dentists are supported with trained assistants along with industry-leading tools, technology and safety equipment. EKD accepts nearly all PPO and HMO plans and we only partner with residency-trained pediatric dentists. Compensation includes a guaranteed daily draw or a percent of adjusted production whichever is higher. If patient care and the relationships you create is your passion, then practicing at EKD is likely just the place you are looking for. Contact Ed at 949-842-7936 or e-mail loaname@pacden.com. Requirements: Dental degree from an accredited University and an active State Dental Board license. Oral Sedation license required.

ARIZONA—GOODYEAR. Great opportunity for friendly quality oriented PEDIATRIC dentist in a fast growing suburban community of Phoenix (City of Surprise, Goodyear & Avondale, Buckeye). This is a single doctor private practices. We provide all levels of pediatric dentistry: N2O, CONSCIOUS SEDATION, IV SEDATION with in office Anesthesia Team, including Phoenix Children Hospital Privileges. Currently we have part time 2-3 days per week position with an opportunity for full time. We offer: Clinical autonomy to diagnose and treat patients; Comprehensive administrative support; Comprehensive compensation (minimum guarantee & percentage base) and benefits packages including 401K, Health and Vision Insurance. Primary focus: Provide exceptional dental care; Educate patients regarding their comprehensive treatment options; Maintain an environment where

patients understand their health is our top priority. Requirements: D.D.S. or D.M.D. from an accredited school. Certificate form an Accredited Pediatric Residency Program. Board Eligible or Board Certified. Dedication to integrity and achieving the highest standards of ethical patient care To learn more about this opportunity, please contact Judy Bower at Palm Valley Pediatric Dentistry, email: odolghier@gmail.com; Website: <http://pvpd.com/>

ARIZONA—PHOENIX. A long established pediatric dental practice for 30 plus years is looking for a caring, compassionate, outgoing pediatric dentist to join our practice full time/part time. We are NON-CORPORATE. We have three valley locations in Phoenix. We offer oral conscious sedation and in-office IV/General Anesthesia. All of our locations are located in medical buildings. Great compensation and benefits. We are seeking a long term relationship. Please email your resume or C.V. to babyteeth4life@yahoo.com.

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ARIZONA—PHOENIX. Dr. Lisa Bienstock, Pediatric Owner Dentist supported by Pacific Dental Services, is hiring a Full Time Pediatric Associate Dentist to join her at Every Kid's Dentist in North Phoenix, on the corner of 23rd Ave & Happy Valley Rd, next to Tutor Time. Pediatric Dentists have the opportunity to earn more income than specialists in a traditional group practice, without the headaches of running a business. As a Pediatric Dentist supported by Pacific Dental Services, you'll be able to enjoy both clinical autonomy and a balanced lifestyle. You'll work with state-of-the-art technology and provide clinical excellence. Your Role: Build trust with patients, ultimately building a community of Patients For Life™ Evaluate and treat patients with the highest quality of care. Utilize modern technology to provide clinically excellent dentistry Advantages: Opportunity, Service, Clinical Excellence, Quality of Life. With support from Pacific Dental Services, you can maximize your individual and professional potential. Pacific Dental Services pioneered the concept of modern dentistry—helping dentist and dental specialists access a powerful combination of

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ARIZONA—SCOTTSDALE. An amazing opportunity for a full-time pediatric dentist at an established, well-respected private Pediatric Dental and Orthodontic practice in Scottsdale, AZ. We are looking for an associate to help continue the growth of our practice by cultivating relationships with our existing patients and peers in the community. We are only looking for serious candidates with long term intentions and an interest in taking a partnership path. You must be motivated, enthusiastic, personable, caring, and have strong management skills. Our practice has state of the art facilities and treatment options for our patients (including ICON, laser, etc). Must be a graduate from a Pediatric Dental Post-Graduate Program and must be Board-Eligible or a Diplomate. Candidate should be comfortable with oral sedation and IV sedation. If you are interested in joining our practice – we would like to speak with you in further detail to share our practice values and to learn about your professional and personal interests and goals. For more information dannigold@gmail.com.

CALIFORNIA—ESCONDIDO. My Kid's Dentist has an excellent opportunity for a pediatric dentist to work full time in Escondido, CA located in beautiful North County San Diego. As a pediatric dentist practicing at My Kid's Dentist you'll have the opportunity to focus 100% of your time on pediatric dentistry and patient care; likely the reasons you chose pediatric dentistry as a profession rather than dealing with the practice management side of things. Pediatric dentists are supported with trained assistants along with industry-leading tools, technology and safety equipment. My Kid's Dentist accepts nearly

all PPO and HMO plans and we only partner with residency-trained pediatric dentists. Compensation includes a guaranteed daily draw or a percent of adjusted production along with comprehensive benefits. If patient care and the relationships you create is your passion, then practicing at My Kid's Dentist is likely just the place you are looking for. Contact Ed at (949) 842-7936 or e-mail looname@pacden.com. Requirements: Dental degree from an accredited University and an active State Dental Board license. Oral Sedation license required.

CALIFORNIA—FAIRFIELD. Do you desire to serve others thorough uncompromising dental care at the highest level while fulfilling both your professional and personal life goals? Our modern dental office in Fairfield is looking for an enthusiastic team-player who is determined and inspired to improve the oral health of our tight knit community beyond all expectations. We are seeking an exceptional dentist. This is a great growth opportunity for the right candidate as we treat our patients as family where being a friendly, people-person is a priority. Most importantly, we are looking for someone with a great attitude that is willing to learn where we will help with training, as needed. For more information please contact ksadairdds@yahoo.com.

CALIFORNIA—SACRAMENTO. Pediatric Dentist needed in a busy Pediatric Dentistry Practice. Very busy office. State of the art. Great reputation. Must be great with children and good people skills. Board certified or Board eligible would be great. Partnership for the right person. Please send your C.V. and any questions you may have to kathleenrebhan@comcast.net.

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COLORADO—COLORADO SPRINGS. Looking for a pediatric dentist who is outgoing and loves working with children. What's great about our office: Live in COLORADO!!! Join a PRIVATE PRACTICE! Single doctor office that is rapidly growing and planning on expanding. Fully themed pediatric dental office (So Fun!!!). Four days a week w/ rotating Monday and Fridays off. Four day weekends every other week. Offering: A daily minimum or percentage of collections (whichever is higher). Paid as an employee and not an independent contractor. Medical professional liability insurance. Professional licensing fees. Organized Dentistry Fees. Continuing education allowance. Future buy in options. Dream big or go home! Please email your C.V. to: DDSTrojan@gmail.com. Must have graduated from a 2 year pediatric dental specialty program. Must be able to secure a Colorado Dental License. Must be able and willing to obtain a Colorado Moderate Sedation License.

COLORADO—DENVER. Established, highly successful, state of the art pediatric dental practice is seeking an associate pediatric dentist with partnership for the right individual. You communicate well with patients, parents, and co-workers, are caring and compassionate, and highly motivated. We provide

the highest quality of care while promoting a positive dental experience at every visit. We offer a full range of services including laser dentistry, hospital care, digital x-rays. We believe in a high level of patient and parent education. Located in a fast growing, family oriented neighborhood. Certification in Pediatric Dentistry. Board eligible/certified. One year post residency experience preferred.

COLORADO—FORT COLLINS. Exciting opening for the right person to work in a brand new, state-of-the-art facility and live in one of the top-rated cities in the nation. Fort Collins has ranked consistently as one of the best places to live with great weather, outdoor activities, great food and a family-friendly environment. We are seeking a passionate, ethical, motivated and fun-loving pediatric dentist to join our growing, established practice. We strive to treat each child as we would our own and seek someone with similar value system. Doctor will have full autonomy as well as resources to do in-office sedation and the opportunity to do cases in the surgery center if desired. We recently moved into a our new state-of-the-art facility! This is an exciting time for us and we are looking for the right person to join our team and grow with us. If you are interested, please email your C.V. to: gowgates21@gmail.com Please include a cover letter describing why you think you are the best fit for our team. We look forward to meeting you! kidsfirstfc.com

CONNECTICUT—DANBURY. Our well-established private, busy & still growing Pediatric Dental office is looking for the perfect candidate for our state of the art facility. Seeking a dynamic Pediatric dentist to provide unparalleled quality treatment and compassion for our patients. Ideal candidate will be energetic, motivated and passionate about dentistry. Board certified or Board eligible. Position is open to new and experienced practitioners. If this sounds like you please send us your resume for an interview. For more information please contact mari.toothfairy@outlook.com.

FLORIDA—ORLANDO. Please Inquire about Generous Sign-On Bonus for this Position! Looking for an opportunity with a successful and growing company? Sage Dental is comprised of 51 "full service" General and Multi-Specialty practices located throughout South and Central Florida! Sage Dental currently has opportunities for qualified General Dentists & Specialists given our continued expansion and excess demand for our services, we are presently seeking a Pediatric Dentist to join our family in our growing South and Central Florida offices. Sage Dental offers you: Excellent Earning Potential – Sage Dental operates more efficiently and we share the results with our doctors through a higher compensation model. Ability to Focus on Patient Care – By delegating all the management and administrative stresses to us, our doctors can focus on providing the best patient care possible. State-of-the-Art Facilities – Our dentists enjoy working in state-of-the-art facilities with the latest dental technology and equipment. Quality of Life – Since you don't have to worry about insurance claims, payroll, staffing, accounting and marketing, you have the time to enjoy everything Florida life has to offer, including our many golf courses and beautiful beaches. If you are ready to take the next step in your career as a Specialist and want a position with excellent earning potential, Sage Dental has what you are looking for. Apply today! Contact: Nina Voelker or Bradford Cabibi—Doctor Recruitment Email: nvoelker@mysagedental.com; bcabibi@mysagedental.com; careers@mysagedental.com website: <http://www.mysagedental.com/>; <https://www.appone.com/>

[MainInfoReq.asp?R_ID=977494](http://www.mysagedental.com/career-opportunities/); <http://www.mysagedental.com/career-opportunities/> Phone: (561) 288- 1521 or (561) 999-9650 Ext. 6146. Fax: (561) 526-2576 Florida Dental License required.

GEORGIA. Growing specialty office is currently interviewing for a full time Associate Pediatric Dentist with future partnership possibility. This is a great opportunity to practice in a non-cooperate, fun and privately owned office. We believe in a high level of patient and parent education and making sure that children have an excellent dental experience at each visit. Our office is upscale and modern with a team of happy, motivated, multi-skilled staff. Candidate must have excellent communication skills, be enthusiastic and motivated. Excellent benefits, guaranteed compensation with bonus incentive and sign-on bonus are offered. Please visit our website at www.niadentistry.com. For more information about this position please contact Dr. Azi Nia at DrNia@niadentistry.com.

GEORGIA. Growing specialty office is currently interviewing for a full time Associate Pediatric Dentist with future partnership possibility. This is a great opportunity to practice in a non corporate, fun private office. We believe in a high level of patient and parent education and making sure that children have an excellent dental experience at each visit. Our office is upscale and modern with a team of happy, motivated and multi-skilled staff. Candidate must have excellent communication skills, be enthusiastic and motivated. We offer an excellent competitive package which includes a guaranteed salary with incentive bonus, CE coverage, 401(K), moving budget, and sign-on bonus. Please visit our website at www.niadentistry.com. For more information about this position please contact Dr. Azi Nia at DrNia@Niadentistry.com.

GEORGIA. A respected and growing private pediatric / orthodontic dental practice in the Marietta suburb of Atlanta, GA is seeking a part-time or full-time associate. For the right candidate, this position may lead to an opportunity for ownership / partnership in the future. This practice is located in a thriving and supportive community and is known for exceptional patient care and superior customer service. Their dental team focuses strongly on patient and parent education and providing a full understanding of any treatment being provided to the child. The staff is multi-skilled and motivated. Applicants must be compassionate, ethical, and excel in interpersonal and social skills. New graduates are encouraged to apply. Please send C.V. to zachrocco2006@gmail.com. Must have Pediatric Dental Certificate, be AAPD Board Eligible/Certified.

GEORGIA—ATLANTA. Part-time pediatric dental associate needed for thriving fee-for-service dental practice in Atlanta. Our main office is conveniently located in Buckhead just off of I-75 with a satellite office in the Virginia Highland neighborhood. This is a great opportunity to work with 2 board certified pediatric dentists and committed staff in a practice celebrating more than 20 years in our community. We and our staff strive for a professional yet fun work environment. We enjoy a consistent referral base from local pediatricians, place a strong emphasis on prevention and patient education, and utilize state of the art equipment. Excellent potential for growth and future partnership for a motivated associate. Serious inquiries, contact info, and C.V. may be emailed to courtney@buckheadpediatricdentistry.com.

GEORGIA—ATLANTA/SOUTH CAROLINA—COLUMBIA. Pediatric Dentist career opportunities in; GA (Metro-Atlanta), SC (Columbia/Charleston), and the DMV (Metro DC, MD and VA). Generous Signing Bonuses Offered for Select Locations: Enjoy the dental career you love, with the freedom to live the life you've been working towards, while working in a doctor owned practice setting. Our network of offices provide all levels of care including oral sedation, IV sedation, and general anesthesia at hospitals. Please contact: Brian Friedman: (678) 923.4466 email: brian.friedman@SmilesForLifeNetwork.com or Ryan Murdock: (678) 794-9440 email: ryan.murdock@SmilesForLifeNetwork.com Website: www.SmilesforLifefnetwork.com Requirements: D.D.S. or D.M.D. Degree, Pediatric certificate and/or license, Active dental license or ability to obtain dental license in preferred state of employment.

ILLINOIS—NAPERVILLE. Fantastic Future Now! Career for a Pediatric Dentist in a multi-specialty dental practice! Our large multi-specialty Practice has immediate opportunities for Pediatric Dentists with Certificates in Pediatric Dentistry and those that are Board Certified Pediatric Dentists. The Pediatric Dentist will provide dental care for infants, children, and adolescence. The Pediatric Dentist should be comfortable working with young patients and enjoy providing excellent patient care to children in a loving and comforting way. The parents in our practice are equally important and must have a full understanding of the treatment being provided to their child. Why Chose A Multi-Specialty Practice? For many reasons, including these: Our Specialty Team includes the finest specialists in the industry, including faculty from previous dental educational centers. Our commitment to developing the strengths and abilities of our Specialists and providing high quality of care and safety to our patients is our standard. Our Multi-Specialty Practice is located in beautiful downtown Naperville, which has a large and diverse pediatric patient population, including special needs children. We are located about 40 minutes from Chicago. We are looking for both part and full time or 2 to 4 weekdays and at least 2 Saturdays per month. Certificate in Pediatric Dentistry. Board Certified Pediatric Dentist is a plus! For more information please contact arielw@pedocenters.org.

INDIANA—INDIANAPOLIS. We are an excellent new pediatric dental practice in northeast Indianapolis. My wife and I started out the practice and are looking for a wonderful associate to join us (part-time or full time) with the possibility of becoming a partner in the future. We provide the full spectrum of care including oral and IV sedation. If you are hard working, and truly love caring for children, this is the perfect place for you! We provide personal and top quality care for our patients. Excellent production and very efficient systems including digital radiology. We have a skilled and harmonious team. This is truly an exceptional opportunity for the right pediatric dentist. We would like our new associate and future partner to start by August of 2017. Pediatric dentist board certified or eligible. For more information please contact jfyepes@iupui.edu.

MARYLAND—BEL AIR. PEDIATRIC DENTAL PRACTICE IN BEL AIR, MARYLAND PROUDLY LOOKING FOR AN ASSOCIATE. Well established private pediatric dental practice continues to grow and we wish to add a doctor to our team. Our office is state of the art and designed for child and parent acceptance. Sedation and OR at 2 nearby hospitals. Consider this prime opportunity

and contact us! info@growingmiles.com or 410-569-6700 www.growingmiles.com.

MARYLAND—CALIFORNIA. We are looking for an associate dentist for our busy, growing pediatric dental office. State of the art facility with new chairs and equipment. highly trained staff. Excellent management and marketing support. Paid continuing education and other benefits. We are seeking an associate who can make a long term commitment and complement the current solo pediatric dentist. Our office is located in a rapidly growing area with influx of many young families. We are 2 hours from D.C., Northern Virginia with a good school system. Perfect place to practice pediatric dentistry and raise a family. Sedation and OR at two nearby hospitals. Sound like a job you'd enjoy? We would appreciate talking to compassionate dentist with great work ethics and similar mindsets. Equal Opportunity Employer. For more information, visit our website www.smilecastle.com. Please contact Carlie at info@smilecastle.com or (240) 349-5000 to discuss this opportunity.—Must have a D.D.S./D.M.D. from an accredited dental school Must be licensed to practice in Maryland. Must have completed the postgraduate residency in Pediatric Dentistry.

MARYLAND—ELDERSBURG. Fusion Dental, a multi-specialty group practice in the Carroll County area is seeking a highly qualified, experienced pediatric dentist. Practice in our modern Eldersburg facility working collaboratively with specialists and staff to provide the best quality care for your patients. The large patient base provides unlimited opportunities for practice growth and professional development. This is a great supplement to an existing schedule working Mondays and Fridays and two Saturdays per month. For more information on our practice, please visit our website at www.fusiondentalgroup.com. Required: Licensure in Maryland, team player and quality focused.

MARYLAND—SILVER SPRING. Do you love seeing smiles on the face of children? Would you like to work in an environment where you and your patients are treated like family? Join our team! Our beautiful state of the art practice is located right outside our nations capital. We are in search of individuals with a passion for educating patients and parents in oral hygiene. Individuals who are kind, compassionate, confident and can listen as well as provide sound advice will thrive in our busy practice. We have a unique philosophy of idea sharing and practice management that allows you to focus on providing superior dentistry and leave the rest to us! Our hours are Monday through Thursday from 8-5 and Fridays from 8-1. A Generous Benefits package is included for this full time position. Please email your C.V. to mandy@funsmiles.com Must have: Pediatric Dental Certificate; Dental License; DEA; MD CDS.

MASSACHUSETTS—BROOKLINE. We have a thriving, well established, high quality, fee-for-service, pediatric dental/orthodontic practice. We are looking for the "right" pediatric dentist to join our team. We are well respected in the medical and dental community for our care as well as our practice management. The clinical and administrative teams are great and work together well. The candidate must have excellent technical skills and be enthusiastic, personable, and articulate. PT (2-3 days) position considered to start. Email a C.V. and a cover letter describing your qualifications for this. position to: drweiss@PediatricDentalCare.com Web address: www.PediatricDentalCare.com

MASSACHUSETTS—WORCESTER. Our pediatric dental office is growing and looking for an energetic, personable, and skilled pediatric dentist to join our team as an associate for 2-3 days a week. We are a well-established four doctor practice with a vision of providing excellent, comprehensive pediatric dental and orthodontic care with exceptional customer service. Our newly renovated modern office is outfitted with new equipment including digital radiography and is located in a professional medical office building in central Massachusetts. We offer a competitive salary and benefits package. Candidates must be warm, caring and possess superior communication and people skills. If you would like to join our team of talented and caring professionals please provide a C.V., photo and cover letter describing your interests. For more information please contact drdan01@gmail.com.

MISSOURI—COLUMBIA. Pediatric dental office in mid-Missouri is seeking a pediatric dentist. Our growing, pediatric-dentist owned private practice has two offices in the mid-Missouri area. We place the highest priority on lasting and trusting relationships with our patients, parents, staff and doctors. Join our team and be a part of something as extraordinary as the families we care for. Please contact : kristin@columbiadentistryforchildren.com. Must have completed a pediatric residency and be seeking board certification.

NEBRASKA—SCOTTSBLUFF. My name is Matthew Henry. My partner, Luke Milmont, and I are looking for someone great to join our practice in Scottsbluff, NE. Our new building will be completed soon and will be a dream practice as far as space, entertainment, technology, etc. A future buy-in opportunity is definitely available for the right person if desired. We feel as though ownership is often key to continued success and satisfaction. Benefits will include paid major holidays and 2 work weeks of paid vacation, 230k salary, as well as marketing/CE allowance (loan repayment from the state is also available). We have the patient base and are looking to expand the number of days we are open. Scottsbluff is a great and growing small town with daily flights to major airports for those quick weekend getaways! Feel free to call us for more info! Please send C.V and cover to Matt@saptron.com or call 970-682-8504 Have a U.S. Pediatric Dentistry specialty certificate.

NEW JERSEY—CHERRY HILL. Are you looking for the perfect opportunity to fulfill your career and life goals? If you are an enthusiastic, hard working, passionate about your work, kind of Pediatric Dentist, who performs high quality dentistry and wants to maintain a great life/work balance; If you are someone who is looking for a great place to live and a great place to work; If you take pride in your work and would like to be well compensated, as well as be recognized in the community for your efforts; THIS IS IT. Located just outside Philadelphia, our practice has been in continuous existence for more than half a century. We serve a diverse population with healthcare needs that are balanced between routine Pediatric Dental care as well as those requiring Oral Rehabilitation under Gen Anesthesia. Guaranteed base salary plus collections as well as great benefits. Contact us at kidsdmd1@gmail.com Full time or Part Time considered.

NEW JERSEY—TOMS RIVER. State of the art, well established, fee for service pediatric dental practice seeking a pediatric dentist to join our team. This is an excellent opportunity for a highly skilled, personable, motivated practitioner who is interested in a lucrative and rewarding future. We are seeking

an associate to complement our practice. Part-time or Full-time available. Please e-mail C.V. to info@oceanpediatricdental.com. Requirements: licensed (NJ) pediatric dentist; ideally board certified; Specialty permit.

NEW YORK—ALBANY. Are you interested in being part of a growing multi-unit pediatric dental practice? We have an outstanding opportunity in our successful, well-respected, quality oriented private practice. Located in beautiful Upstate New York, we are seeking a motivated, personable individual to join in our success. We have a booming three doctor practice with two locations. We offer tremendous growth and earning potential. Treatment modalities include nitrous oxide, in office sedation, and hospital dentistry. We offer excellent compensation and additional benefits to ensure a well rounded, competitive package. New York State license. For more information please contact lleilleurpdgf@gmail.com.

NEW YORK—CLIFTON PARK. Are you interested in serving patients with unsurpassed clinical excellence? Come explore a truly unique pediatric practice where we routinely surprise patients and their parents by doing ordinary tasks extraordinarily well each and every time. We treat each child and family with respect and strive to serve all children of the Capital District including the least privileged of our society. Our office exemplifies what can be achieved by a team of people inspired to be collectively more than the sum of our parts. We seek an extraordinary associate to join our team. We offer an unmatched benefit package including a four day work week, 1,500.00 per day, 401K, longevity bonus, continuing education allowance, reimbursement for board certification, PALS training, two weeks vacation, all fees associated with professional organizations and licensing, malpractice insurance, and full premium coverage on medical and dental insurance individual or family. Please contact Dr. McDonnell or Dr. McMahon at info@buildinghealthysmiles.com

NEW YORK—COMMACK. Growing Pediatric Dental Office seeking a Full-Time and/or Part-time associate to join our team of doctors. The candidate must exhibit excellent people skills, be highly motivated, dedicated and nurturing to our young dental patients. For more information please contact pjpedts@yahoo.com.

NEW YORK—COMMACK. An Amazing opportunity for a Pediatric Dentist to work in state of Art Pediatric Dental Practices either full time or part time. Offices located in Commack, Medford, and Stony Brook NY. Days available include Monday-Saturday. Work full time or part time . All three offices looking for associates. Option to work as many days as availability allows. Looking for individual who possesses professional enthusiasm and excellent clinical abilities to grow with our very busy offices equipped with digital xrays and centrally plumbed nitrous oxide. Very productive offices. Generous compensation packages. Immediate availability. Must graduate from accredited Pediatric Dental residency and licensed to practice in state of NY. For more information please contact mikeioannou@hotmail.com

NEW YORK—GREAT NECK. Beautiful, state of the art pediatric office looking for a part-time associate to provide only the best care for our patients. We are looking for a highly motivated, energetic and caring individual that will join our team. Please e-mail your resume to greatepedjob2000@gmail.com

NEW YORK—MASSAPEQUA. Amazing opportunity for a pediatric dental specialist who is willing to work full- time/part-time for a well-established, busy and still growing practice on Long Island. Any candidate for this job should be caring, compassionate, and open to learning, as our team of doctors and staff thrives when working as one unit. The candidate should also be highly motivated and prepared to produce in a state-of-the-art, 10-chair facility. This position includes in-office general anesthesia cases and Saturday workdays. August 2017 start date. Send C.V. to Dr. Chillemi at drtchillemi@gmail.com Requirements: NYS Dental License. Certified Pediatric Dental Specialist

NORTH CAROLINA—SOUTHERN PINES. We have an outstanding opportunity for a motivated Pediatric Dentist to join our progressive, high-quality, and rapidly expanding multi-specialty group practice in Southeastern North Carolina. This area is desperately underserved. There are only 176 pediatric dentists in the state to serve a population of 8,186,268 of which 1,424,538 are school-aged children. Our practice offers the unique opportunity to have four hospitals with which we are credentialed so we have OR block time every day. In addition, as a family practice, serving this area for more than thirty years, family referrals are always available. We are currently under design of a dental only ambulatory surgery center, to open in 2017. Placement needed for provider to live in the PINEHURST, NC area and work in regional offices twenty miles from Pinehurst/Southern Pines, NC. Live in the beautiful resort area. In addition, a placement is needed to

live in FAYETTEVILLE, NC and work in regional offices as well. Visit us on the web at <http://www.vfdental.com>, and come see us at the job fair at this year's AAPD annual conference in Washington! Must be dentist that has completed a pediatric residency.

OREGON—EUGENE. We are looking for a fun-loving and outgoing pediatric dentist to join our team. We have a great administrative staff that will handle the billing, HR, marketing and everything up to training your assistants in your style. Our goal is run an efficient clinic that allows our providers to do their craft without the heavy burdens of handling day-to-day management. We are looking for a provider that can handle producing \$150k per month, or more. Our office collects \$2.2mil+ each year are continuing to grow our patient base at 150—180 new patients a month. Though we are part of a group we are not "corporate". We run as a private practice with strong support for our doctors to be independent and to become owners. About the Eugene/Springfield Area. The area wedged between the coast and mountains in the southern Willamette Valley. Skiing at Bend is just a couple hours away and a trip to the coast is only an hour drive. If you need a big city fix, Portland is an hour away. A 15 min commute from anywhere in town will lead you to numerous hiking trails. The Willamette Valley is dubbed Napa North for award-winning wines. Organic farms support a great food scene with small restaurants serving a wide variety of cuisines all over town. The area is anchored by The University of Oregon (The Ducks) which keeps a young, fun, vibe to the area. Our cost of living is very reasonable compared to most cities. If you are into



**Clinical Assistant/Associate Professor,
Department of Pediatric Dentistry
Position #34261**

The University of Missouri – Kansas City seeks to fill a 100% benefit eligible, full-time, Tenure, Tenure Track position at the Clinical Assistant/Associate Professor level in the Department of Pediatric Dentistry. The department is responsible for pre-doctoral education, research, patient care, and service. Specific responsibilities will concentrate on pre-doctoral classroom and clinical instruction. Preferred candidates should have a DMD/DDS degree, advanced training in Pediatric Dentistry and must be eligible for licensure in Missouri. Interviews of qualified candidates will begin immediately and continue until the position is filled.

UMKC is part of the University of Missouri, with excellent fringe benefits package www.umkc.edu. Applicants should submit a letter of interest, a CV, names and contact information for three references in one document online to: Dr. Pamela Overman, (overmanp@umkc.edu) Associate Dean for Academic Affairs, UMKC School of Dentistry. Equal Opportunity is and shall be provided for all employees and applicants for employment on the basis of their demonstrated ability and competence without discrimination on the basis of their race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, genetic information, disability status, protected veteran status or any other characteristic protected by law. All final candidates will be required to pass a criminal background check prior to beginning employment.

great food, wine, the outdoors, low-cost and low-stress living, you are really going to enjoy living and working in the Eugene/Springfield area! Expectations and Goals. Great working attitude towards staff, parents and patients. Willing and excited about community involvement. Is willing to train staff to fit your style. Wanting to grow the business with us over the long term. Compensation. Very competitive base salary or 30% of collections, whichever is greater. We do not expect you to make your base but it's there just in case. Continuing Education Fund of \$2000 per year but if you have ideas of things you can learn that would benefit the practice we are always open to hear about it. Employer pays for your malpractice insurance. Two weeks of Paid Time Off. \$2000 in moving expenses allotment. Ownership Opportunity. Defined pathway for ownership. We encourage our providers to become owners and share in the equitable growth which in-turn provides a stable environment for staff and patients. Group Minded. We are a group practice of sister clinics. We strive to have one doctor in each clinic but with access to a larger group for support. We understand that all providers are unique and we are very flexible with treatment style as long as the patients are happy. Interested? Please reply to careers@eugenekidsdentist.com with your C.V. and some information on what you are looking for. Thank you and look forward to hearing from you. For more information please contact

RHODE ISLAND—NEWPORT. Immediate associate position in a reputable pediatric dental practice in beautiful, historic Newport, Rhode Island seeking a confident, motivated, highly skilled pediatric dentist. Effective communication skills, friendly disposition and understanding of quality of care is of primary importance in this practice that serves a small and tight-knit community. Opportunity for operating room privileges in a local hospital. Competitive compensation package available. Please email C.V.: staff@drennonmd.com.

SOUTH CAROLINA—SENECA. Seeking full-time pediatric dentist for a busy state-of-the-art practice with two locations in Seneca and Clemson, South Carolina. Conveniently located near Clemson University at the foothills of the Blue Ridge Mountains. Offering opportunities with sedation dentistry, including in-office IV sedation with a pediatric anesthesiologist and hospital privileges. Competitive benefits package and compensation provided. For more information camillehorton@gmail.com.

SOUTH CAROLINA—SUMTER. Excellent Opportunity for pediatric dentist starting IMMEDIATELY!! Patients abound for a dentist who wants to work hard and enjoy Southern living in a private practice setting. We have been in practice for over 33 years and are seeking a full-time Pediatric dentist who is passionate about their career. Great relationships with all pediatricians in area. Digital radiographs since 2009. Regional hospital nearby for hospital OR cases and oral conscious sedation is performed. Full Time Position: Continuing Education stipend, health Insurance, \$1000/day or 35% collections, whichever is higher, and relocation expenses provided. The Midlands of South Carolina provide quick access to the mountains and all the beaches of South Carolina, while welcoming you home like no other place. Our team is extremely loyal and dedicated to providing the absolute best in treatment and comfort for each patient. For more information send C.V. to goinsandpoag@ccdsmail.com. Visit our website at www.carolinachildrendentistry.com.

TENNESSEE—SMYRNA. My Kid's Dentist has an excellent opportunity for a pediatric dentist to work 3 days a week in our new office located in Smyrna, Tennessee. As a pediatric dentist practicing at My Kid's Dentist you'll have the opportunity to focus 100% of your time on pediatric dentistry and patient care; likely the reasons you chose pediatric dentistry as a profession rather than dealing with the practice management side of things. Pediatric dentists are supported with trained assistants along with industry-leading tools, technology and safety equipment. My Kid's Dentist accepts nearly all PPO and HMO plans and we only partner with residency-trained pediatric dentists. Compensation includes a guaranteed daily draw or a percent of adjusted production along with comprehensive benefits. If patient care and the relationships you create is your passion, then practicing at My Kid's Dentist is likely just the place you are looking for. Contact Ed at (949) 842-7936 or e-mail looname@pacden.com.

TEXAS—AUSTIN. Pediatric Dental Practice, located in and around the Austin area, is looking for a Pediatric Dentist to join our team. We offer a comprehensive compensation package, full benefits, company paid life and long term disability insurance; as well as, 401K with company matching. New grads welcome to apply. Please e-mail C.V. to Joinourpractice2010@gmail.com Must have: TX Dental License (or in the process of applying for one), Pediatric Dental Residency Completion (or near graduation date), Current CPR/PALS.

TEXAS—AUSTIN. A leading Pediatric Dentist Practice is looking for an Associate. We are a high volume, privately and locally owned. Great opportunity to build a client base while enjoying life in Austin. Active Texas Dental License. For more information please contact tal@austinchildrendentistry.com

TEXAS—HOUSTON. Unique opportunity with a well established fee for service practice with an excellent reputation for providing exceptional quality pediatric dentistry while building long term trusting relationships with families. Our families expect a Pediatric Dentist that is energetic highly professional with a strong compassionate demeanor. The Primary Pediatric Dentist seeks a career-oriented pediatric dentist who genuinely is transparent and holds integrity with the highest regard. The practice offers excellent earning potential with a short term equity position available or full purchase option. New Stand Alone Building with excellent access and community developments. Please email curriculum vita to cathaustin@mcfallmanagement.com

TEXAS—SAN ANTONIO. We are looking for a Board eligible/certified Pediatric dentist with a love for working with kids. Our team based approach is very important to us to make sure we take the best care of the patients we see. Most patients seen are PPO and FFS with a vein of Medicaid. Office is growing by the day and is situated in a great location in the fast growing city of San Antonio. A clear path to ownership/partnership/profit sharing is available to the right applicant that is willing to work as a team player and treat the children they see as they would treat their own family. We are open to all possibilities but know that surrounding ourselves with good people is the most important thing. Very bright friendly atmosphere with demographics that just aren't seen every day. 197,000 people in a five mile radius! With more houses going up everyday. All located in one of the fastest growing areas in San Antonio. If you love to work with kids, want a stable

income and a clear path to ownership/partnership or just being an associate with not having to deal with the headaches that come with ownership we are the place for you. We even have our own surgical suite designed for GA cases with two recovery rooms on site. Fantastic new facilities that are state of the art. This is a private practice Board certified/eligible pediatric dentist. New graduates or upcoming graduates welcome to apply. Email C.V. to sergio.chapa@imaginemysmile.com

TEXAS—SAN ANTONIO. We are currently seeking a part time Pediatric Dentist associate to compliment our busy Pedo/Ortho practice located in San Antonio, Texas. We are privately owned, well established, with a large and loyal patient base. We employ two full time Pediatric Dentists, one full time Orthodontist, and are looking for a part time Pediatric Dentist to work Tuesdays, Thursdays, and Fridays. Additional days will be available depending on coverage. Compensation includes a guaranteed salary, percentage of production, retirement plan, and health insurance. You may meet our doctors, staff, and see our office at www.SSCDC.org. Please submit resume to dcoderre@sscdc.org.

WISCONSIN—GREEN BAY. Successful, well respected and growing pediatric dental office serving our community for over 40 years seeking a compassionate and motivated pediatric dentist. We are a private group practice of board certified pediatric dentists offering comprehensive pediatric dentistry and orthodontics to patients in a fun, family centered atmosphere. We currently have a large patient base with 100+ new patients every month in addition to our busy recall system. We are completely digital, paperless and have a well-trained team. We are seeking a full time pediatric dentist with the opportunity for partnership. Our practice is located in beautiful northeastern Wisconsin which offers professional sporting events, year round outdoor recreation, excellent school systems, convenient art and cultural events, and a wonderful community for families. We are offering a generous starting salary with bonus potential based on production and an excellent benefits package. New residents and experienced practitioners encouraged to apply. Send letter of interest along with C.V. to julieanderson@kidsdentalexperts.com.

CANADA

ALBERTA—CALGARY. Are you Positive, Passionate, Enthusiastic and Motivated? We are looking for an experienced Pediatric Dentist or new graduate who is committed to outstanding patient care to join our vibrant, growing team. We are a well-established practice in majestic Calgary, Alberta. We offer the unique opportunity to care for patients in our two beautiful locations, as well as our surgical facility. Hours and days of work are open for discussion, and GA time is guaranteed from day one. If you are the right individual who is a strong clinician, communicator, team-player and patient-educator, please contact us in confidence at kidsmiles2017@gmail.com. Generous remuneration and signing bonus/moving expenses offered.

ONTARIO—OTTAWA. Celebrate Canada's 150th birthday by joining our pediatric dental practice located in Canada's capital city. This is a full-time position with the possibility of purchase. Our experienced team makes for a pleasant and efficient work environment. Associates of this single owner office have autonomy to develop and grow their practices in a patient-centered and highly ethical

environment. Please contact us to further discuss our practice philosophies and your opportunity be a part of an established and progressive pediatric office. Contact: 1637wpd@gmail.com WoodroffePediatricDentistry.ca Candidate must be licensed as a pediatric dentist in Ontario, Canada

FACULTY POSITIONS AVAILABLE

ILLINOIS—CHICAGO. SEARCH EXTENDED. Clinical Assistant/Clinical Associate Professor (Non-Tenure Track). Department of Pediatric Dentistry. College of Dentistry. University of Illinois at Chicago. The Department of Pediatric Dentistry in the College of Dentistry at University of Illinois at Chicago is seeking a qualified candidate for a full-time faculty non-tenure track position of Clinical Assistant or Clinical Associate Professor. The Department seeks an excellent educator, mentor, and clinician with an interest in research to teach in both the pre-doctoral and post-graduate programs. The Department has a history of strong interaction with Public Health; thus, the ideal candidate should be able to work well within that environment. Responsibilities will include resident, dental student, physician and medical student education and training, delivery of dental care for children under general anesthesia and sedation, professional service and scholarly activity, including mentoring of graduate student research projects. Participation in intramural or extramural practice is available. Qualifications include a Doctor of Dental Surgery (D.D.S.)/Doctor of Dental Medicine (D.M.D.) or equivalent degree; completion of an accredited specialty program in Pediatric Dentistry; currently hold or be eligible for dental licenses in Illinois and maintain current dental, specialty, and controlled substances licenses, and current CPR/BLS/PALS certificates; be board certified or board eligible. If board-eligible, the candidate will be expected to complete the board certification process within three years of the date of hire; experience utilizing conscious sedation and general anesthesia; and must be eligible for rank at the Clinical Assistant Professor level (minimum) or Clinical Associate Professor (depending on prior education and experience) commensurate with norms and criteria for faculty appointments within the Department of Pediatric Dentistry. Preferred qualifications include a strong background working with diverse patient populations, and experience or training in the care of medically compromised and/or special needs patients. Experience in evidenced-based dentistry, curriculum development, and practice management preferred. For fullest consideration, submit a letter of intent, current C.V., and the names of three references to University of Illinois at Chicago, Human Resources website at <https://jobs.uic.edu/job-board/job-details?jobID=65284> through the close of business on Monday, May 1st, 2017. Position to remain open for applications until filled. The University of Illinois at Chicago is an Equal Opportunity, Affirmative Action employer. Minorities, women, veterans and individuals with disabilities are encouraged to apply. The University of Illinois may conduct background checks on all job candidates upon acceptance of a contingent offer. Background checks will be performed in compliance with the Fair Credit Reporting Act.

OHIO—COLUMBUS. Nationwide Children's Hospital seeks clinically-oriented and compassionate pediatric dentists to join our expanding and nationally renowned Division of Dentistry. The pediatric dental attendings will be responsible for providing direct patient care in multiple clinical settings with an emphasis on treating children and adolescents in our newly constructed and interprofessional ambulatory care center on the hospital campus. Opportunities for dedicated time for scholarly activities and professional development are available. Qualified candidates must possess a D.D.S./D.M.D. degree or international equivalent; a certificate from a CODA-accredited advanced education program in pediatric dentistry; Board certification/eligibility by the American Board of Pediatric Dentistry and be eligible for a dental license in the State of Ohio. The position offers a competitive salary and excellent benefits package. The successful candidates will possess strong interpersonal and communication skills, and a desire to create an environment that promotes collegiality and collaborations among members of the division and the hospital. The candidate must embrace a "One Team" philosophy that includes a genuine willingness to put the safety and needs of the child first in a culturally diverse, clinical care setting. The Division of Dentistry at Nationwide Children's Hospital is administratively housed within the Department of Surgery and provides comprehensive oral health care for pediatric patients from infancy through adolescence. The division focuses on the care of children with medically and dentally complex conditions and needs. In May 2017, Nationwide Children's will be opening our new dental clinic at the interprofessional Livingston Ambulatory Center. The new 17,000 sq. ft., state-of-the-art dental clinic will provide a significant increase in treatment space that will include 30 dental chairs, telehealth capabilities and new imaging equipment. In addition, specially designed operating rooms in the dental surgery center are undergoing renovations for improved access to care. The Division of Dentistry at Nationwide Children's is privileged to benefit from a relationship with the prestigious Ohio State University College of Dentistry. Our flagship Pediatric Dentistry Residency Program is highly respected as being a well-balanced clinical experience in all areas of pediatric dentistry with a rigorous academic focus that capitalizes on the long-term, collaborative partnership of both institutions, through this special partnership. Nationwide Children's is a national leader in pediatric care and is the nation's largest free-standing pediatric healthcare networks providing wellness, preventive, diagnostic, treatment and rehabilitative care for infants, children and adolescents, as well as adult patients with congenital disease. In 2015-2016, we were recognized by U.S. News & World Report as one of only 12 Honor Roll hospitals and honored in every specialty. If you or any of your colleagues are interested in applying or discussing this opportunity, please contact: Catherine M. Flaitz, D.D.S., MS, Chief, Pediatric Dentistry. Nationwide Children's Hospital. Catherine.Flaitz@nationwidechildrens.org. All inquiries and referrals will remain confidential.

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NORTH CAROLINA—GREENSBORO. 30+ year full service pediatric dental practice for sale. Practice is full range, with restorative, preventive, orthodontics, and hospital treatment. Hospital is Level 2 Trauma Center with 2 day op facilities, and full services. Large referral area. Production average for last 5 years—\$1,810,000—98% collection rate and 48% overhead. 950+ new patient exams per year. Well trained staff, 4-4 1/2 day work week currently. Very efficient 2950 square foot Pride-THE Design building with 6 operator bay and 1 private treatment room. Recently redecorated. Building is in campus setting with another building site that could be developed or sold. ScanX digital xrays. Greensboro is home to 2 branches of the UNC University system with numerous other colleges. School system is excellent. Easy transportation throughout city. Close to mountains and beaches. Excellent opportunity for experienced Pediatric Dentist wishing to relocate or 2 Pediatric Dentists wishing to partner or dual trained Pediatric Dentist. Contact Dr Bryan Cobb at (336) 288-9445 or email bcobbdeacs@aol.com for more details.

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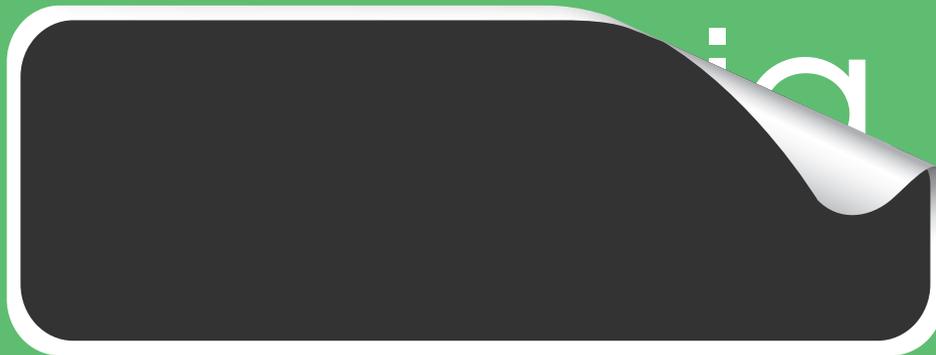
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