

**Thinking About In-Office GA?**

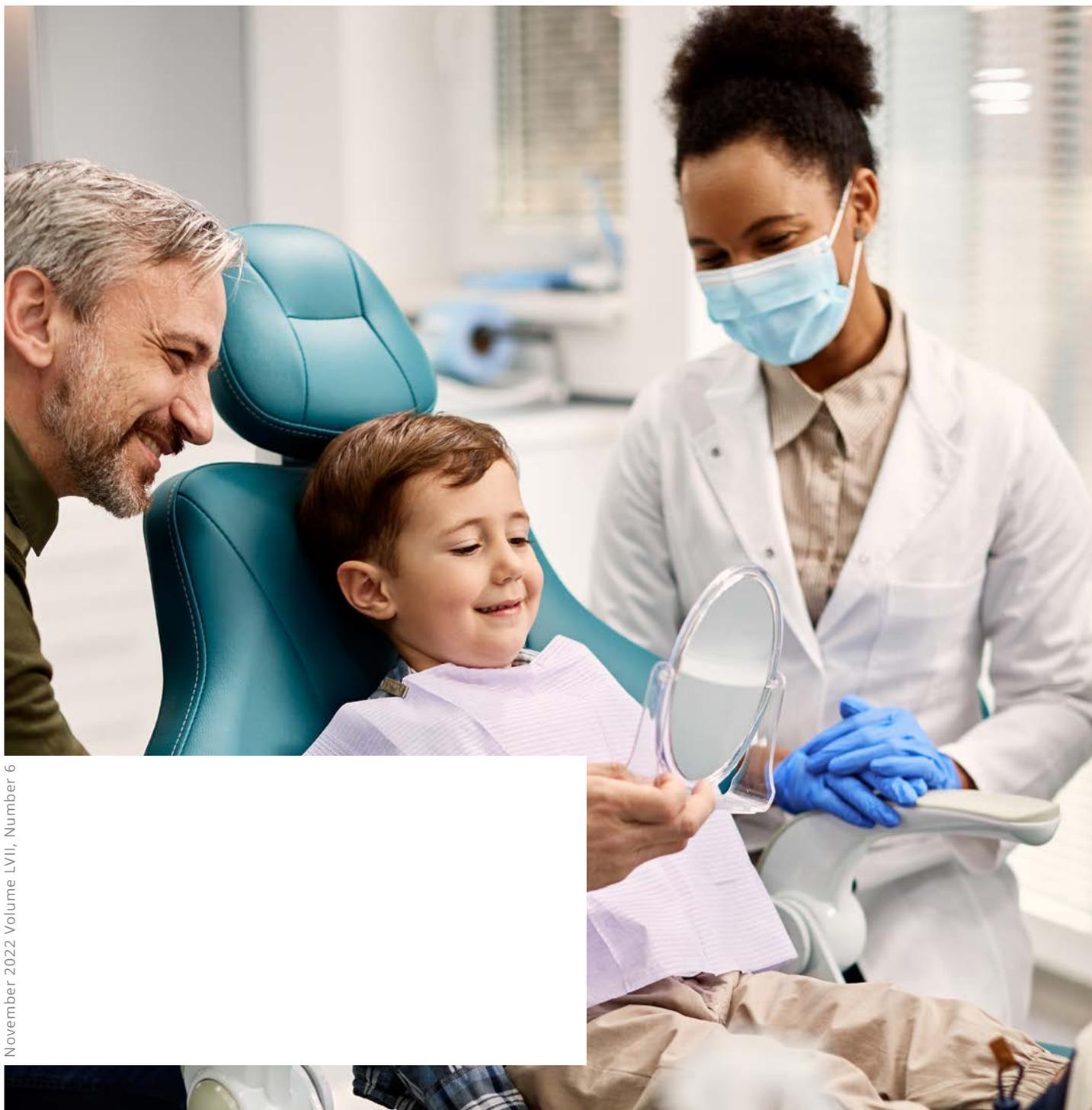
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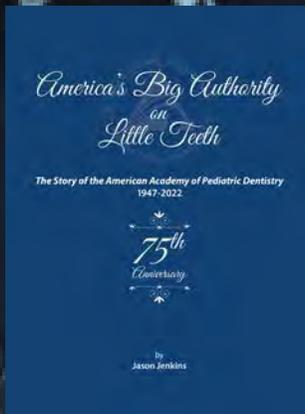
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Journey through the history of the AAPD and the specialty of pediatric dentistry — tracing the organization's development and growth from its study club roots to its eventual ascension as the foremost authority in pediatric dentistry. Learn about the evolution of both the specialty and the role of the AAPD as a professional association seeking to advance optimal oral health for all children while delivering outstanding service to its members. Revisit the pivotal moments that occurred during the past 75 years and reflect on the contributions from the many pioneers, leaders and champions of pediatric dentistry who have worked tirelessly to ensure that all children have healthy smiles. On the occasion of the American Academy of Pediatric Dentistry's 75th anniversary, this compendium reflects on the dental specialty's past while relishing its bright future.



AMERICA'S PEDIATRIC DENTISTS®

THE MAGAZINE OF THE AAPD

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# PRESIDENT'S MESSAGE

## FOLLOW THE EVIDENCE WHEREVER IT LEADS, AND QUESTION EVERYTHING ALONG THE WAY



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### **PRESIDENT**

Dr. Amr M. Moursi

When a parent comes in with Google search results for “is fluoride a poison?” or “do dental X-rays cause cancer?”, I imagine we all respond pretty much the same way. We tell the parent “I practice Evidence-Based Dentistry and the evidence shows...” This is certainly a good approach, but where does this evidence come from and how do we become good consumers of the science? In dentistry, and particularly in pediatric dentistry, we have very few interventions that are supported by a mountain of high quality data, the type of data collected in randomized controlled trials. And, in reality, we probably never will, given the huge social, logistical, ethical and financial challenges involved in conducting such trials, especially in children. Despite the lack of this type of evidence we perform a wide variety of treatments and therapies that have excellent outcomes and have withstood the test of time. For example, the removal of carious tissue and the restoration of the tissue damage caused by the infection has helped millions of children manage the disease of early childhood caries. The lack of a host of randomized controlled trials should not deter us from using the best available evidence



to provide necessary care for our patients. Fortunately Dr. Luther Terry, the U.S. Surgeon General, appointed by President John F. Kennedy, didn't wait for randomized controlled trials before generating his landmark report Smoking and Health which concluded in 1964 that smoking caused lung cancer. That report led to saving an untold number of lives.

In order to be good consumers of science we have all been taught a few fundamental rules. We should avoid making clinical decisions by relying on just one or two studies. Even if they have been put through the rigorous vetting of a systematic review process. We have also been told to consider if studies actually included children and of what age and how many. Especially important is to address whether the study included children with high risk of the disease in question, and also to ask whether children with special health care needs were included. Also, were the social determinants of health taken into account in the study? For instance, more studies are emerging that show that even the best randomized controlled trials do not adequately address factors such as race. These are



all issues that make a seemingly relevant study off the mark when it comes to treating that particular four year-old sitting in your dental chair.

“Systematic Review” and “Meta-Analysis” are terms we often hear when there is an attempt to consolidate and pool data from multiple studies in order to generate a more definitive conclusion. Although the terms themselves often make even the most conscientious clinician start to get glazed eyes, they do offer a good opportunity to assess the existing evidence. Unfortunately, due to the great variability in study designs and study populations, these types of “studies of studies” often find insufficient or weak evidence to support the intervention, and can be far from definitive. But, that doesn’t necessarily mean the intervention is not safe and effective and, more importantly, it may still be the right choice for your four year-old patient.

Evidence also evolves over the years. Clinical trials, while extremely important, are subject to the limitations of their time. With innovation comes better methods to study interventions which can provide new data that

may make us re-assess older results. Fluoride supplementation is an example of an intervention that was once considered best practice for children living in a non-fluoridated community. But now, after a closer look with more current studies, it is used only in very limited situations. The use of pulpotomies, also once the standard of care for any deep caries lesion in primary teeth, has declined based on new evidence. Newly available techniques or materials can also come along and change what would be considered a best practice for a specific clinical situation. For example, silver diamine fluoride used to arrest caries and buy time until definitive treatment can be provided. In addition, “Big Data” can now allow for the analysis of disease and interventions on a very large scale, a natural experiment so to speak, to help guide clinical decisions.

The American Academy of Pediatric Dentistry (AAPD) has been a leader, over its 75 years, in assessing and evaluating the best available evidence and compiling it into our Best Practices and Clinical Practice Guidelines. Published, together with the AAPD Oral Health Policies, in our Reference Manual, they

provide the gold standard for clinical practice in pediatric dentistry and are used by clinicians all over the world. These are living documents constantly updated based on the newest and most reliable data. The AAPD Council on Clinical Affairs, led by Chair Dr. Tom Stark and Associate Editor Dr. Jenny Stigers, is responsible for creating and updating our Reference Manual. Volunteers with specific expertise invest thousands of hours every year in this critical resource. We are also fortunate to have the AAPD Evidence-Based Dentistry Committee, part of the Pediatric Oral Health Research and Policy Center, Chaired by Dr. Tim Wright and staffed with an exemplary group of volunteers and expert consultants who create our Clinical Practice Guidelines.

However, guidelines are just that, ultimately we have to combine all the evidence with our own clinical judgment to decide what is best for our patient in that particular moment. That, I believe, is the art behind the practice of evidence-based dentistry. And, we can all be proud that the AAPD leads the way in helping us practice that artful balance as we provide optimal care for all our patients.



## Grant Recipient Spotlight

### Erie Family Health Center



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#### AAPD FOUNDATION PRESIDENT

Dr. Douglas B. Keck

As a practicing pediatric dentist at a Federally Qualified Health Care Center (FQHC), I know firsthand the challenges community-based dental clinics face. It's one of the reasons why I'm proud to be President of the AAPD Foundation, where the mission is to provide access to care for all kids by ensuring they have a Dental Home where they can receive the treatment they need, regardless of their parent's or caregiver's ability to pay for services.

One of those is Erie Family Health Center in the Chicago-metro area. Erie is a busy place. In 2021, the clinic provided health care services to more than 80,000 patients, via 350,000 patient encounters, at its 13 Chicagoland locations. Like the patients where I work, the patients Erie cares for are among the most vulnerable. Seventy-two percent are Hispanic, 63 percent are women, and 47 percent are pediatric patients under age eighteen. Nearly all (87 percent) of Erie's patient population are under or uninsured.<sup>1</sup>

Among those cared for by Erie's dedicated staff were 12,500 dental patients, 3,634 of which are children. Thanks to your support, Erie Family Health Center received a 2022-2023 Access to Care Grant from the AAPD Foundation, which allows the center to promote optimal oral health through regularly scheduled preventative appointments and comprehensive, culturally appropriate patient education.

Nearly half of Erie's patients are best served in Spanish. Because of you, these patients now have a Dental Home, a trusted place where they can receive the pediatric dental care they need.

Thank you for choosing to support the AAPD Foundation. With your continued support, we can help more children in more communities across the United States and its territories achieve optimal oral health.

1. <https://www.chcchronicles.org/explore/erie-family-health-center-inc>

# The Radical Generosity of Pediatric Dentists



It's hard to believe that autumn is already upon us. As our thoughts turn to the holidays, the AAPD Foundation is preparing to launch its 2022 Giving Tuesday campaign.

Giving Tuesday began in 2012 as a simple idea by folks at the 92nd Street Y and its Belfer Center, in New York. Committed to innovation and social impact, the team wanted to create "a day that encourages people to do good."<sup>1</sup>

By their very nature, pediatric dentists do good every day by using their skills to prevent and treat pain and suffering so many children needlessly experience as a result of caries and tooth decay. More than 70 percent of AAPD members report providing non compensated care. Many of those same pediatric dentists choose to broaden their reach to less fortunate kids by supporting the AAPD Foundation.

The AAPD Foundation is the charitable arm of the American Academy of Pediatric Dentistry (**AAPD**), the nation's leading association of dental specialists committed to optimal oral health for all children. The Foundation is a separate nonprofit that does not derive sustaining support from the Academy. Instead, the bulk of Foundation support comes directly from AAPD members like you.

Your support helps to ensure critical funding for community-based initiatives providing Dental Homes to children from families that cannot afford dental care. Since 2010, The AAPD Foundation has issued nearly \$8 million in grants and commitments

to 153 organizations in 36 states and the District of Columbia. Thanks to you, Foundation grantees have helped provide Dental Homes to more than 700,000 children.

As you know from being on the front lines, many kids did not receive the dental care they needed during the pandemic induced shutdown. Due to pandemic related job loss, more kids than ever are under or uninsured and now rely upon community health programs and services for their dental care. AAPD Foundation grants are essential for many of these programs and services to exist.

The AAPD Foundation's Giving Tuesday goal this year is to raise \$300,000 through Giving Tuesday related activities to ensure that we can continue to make a difference in the fight for optimal oral health for all kids. And YOU can help.

In the coming weeks you will see opportunities to support the AAPD Foundation in print, online, and via direct mail. If you have given to the AAPD Foundation before, THANK YOU. We hope you will consider supporting our work again with as radically generous a gift as you can.

If you have yet to partner with the AAPD Foundation in its mission of providing Dental Homes for kids, please join us by making your first gift. When you support the AAPD Foundation, 100 percent of your gift benefits children directly!



There are many ways to show your support for the AAPD Foundation's work. You can make a one-time gift online, you can contact us about establishing a major gift pledge or to include the Foundation in your estate planning, or you can host a social media fundraiser by using the AAPD Foundation website link directly in your Facebook feed and asking your friends to credit their gift to you in the comments section on our donation page. Use the QR code above to go right to our website. Copy the link and add it to a post on your favorite social media channel telling your friends why you support the AAPD Foundation, and asking them to support it this Giving Tuesday too. Don't forget to tag the AAPD Foundation and to "like" and share!

Our goal of \$300,000 may be modest compared to other nonprofits you might hear from this Giving Tuesday, but the gift you give will be priceless to the recipients of our grants, and the nearly one million kids in their care.

On behalf of the kids whose smiles are healthier because of your radical generosity, and the thousands more the AAPD Foundation aims to help, thank you!

1. <https://www.givingtuesday.org/about/>



## 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](mailto:membership@aapd.org).

### Member Benefit Spotlight

## AAPD Career Center

AAPD Career Center — [jobs.aapd.org](http://jobs.aapd.org)

For more information, please contact Tim Huggenburger at [thuggenburger@aapd.org](mailto:thuggenburger@aapd.org).

### Job Seekers

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

- **Job Agent** – Let the system find new jobs for you: establish your search and you'll be notified automatically whenever a matching job is posted.
- **Career Resources** – Access to free career tips, resume writing services, webinars and more!
- **Resume Builder** – Easily post an updated resume/C.V. by uploading from Microsoft Word or other desktop applications.
- **Professional Profile** – Create a user-friendly professional presentation of your qualifications with information pre-populated from your resume.
- **Searchable Portfolio** – Increase your exposure to employers by uploading up to 5 career-related documents, i.e., work samples, cover letters or certification letters.
- **Job Application Preview** – Control your applications with the ability to preview your application as an employer will see it before submitting.
- **Tighter Confidentiality** – Take comfort in strict confidentiality rules throughout the Career Center.
- **Google Maps** – Assess a potential commute right from the job detail screen.

### Employers

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

- **Two Posting Options** – Employers will now have the choice of posting to AAPD Career Center only OR extending their reach by posting to the National Healthcare Career Network.
- **National Healthcare Career Network (NHCN) Partnership** – AAPD is now a member of the National Healthcare Career Network (NHCN), a network of nearly 300 leading healthcare associations nationwide. Our partnership allows your posting to be seen on AAPD Career Center AND all relevant associations in the network, helping you attract specialized talent through multiple healthcare industry leaders.
- **Network Wizard Technology** – Our latest enhancement, the AAPD Network Wizard gives you peace of mind in knowing exactly where your job will be distributed before committing to a purchase AAPD employers can paste their entire job description in the Network Wizard and see a list of career center sites in which their job might be listed.
- **Larger Resume Database** – NHCN job postings allow employers to have immediate access to our network database of resumes that have been posted to AAPD and the nearly 300 niche job boards in the network.
- Resume email alerts, job posting statics, and more!

## Fellow of AAPD

Over 1,500 AAPD members have become a Fellow under the new guidelines. If you are board certified by ABPD and have been an Active Member of AAPD for five years (student membership is not include) then you are eligible to become a Fellow of AAPD. The FAAPD added to your credentials shows your commitment to organized dentistry, scholarship and community. It is a voluntary program that is renewed every five years.

The term Fellow in a professional association often refers to a person who has distinguished themselves above the standard norm, either by publications or contributions to the profession. AAPD wanted to create that opportunity.

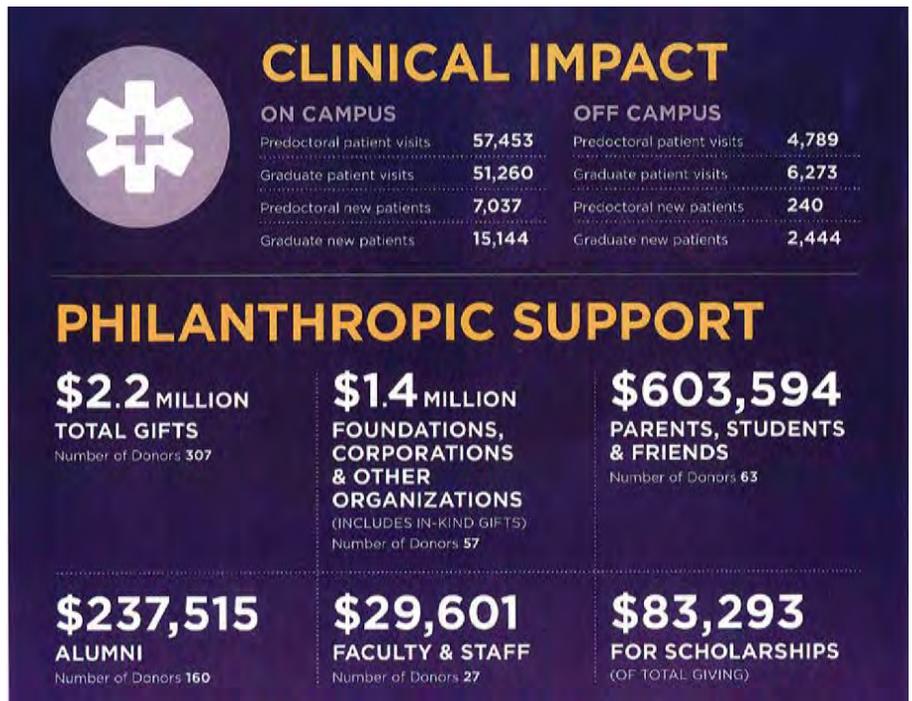
The AAPD Fellow Program was revised, reintroduced and reenergize to the membership to bring fresh meaning and value to the designation. The focus of the fellowship program is to reward and encourage participation in organized dentistry, scholarly activity and community involvement. It is completely voluntary

If you were a Fellow of AAPD under the previous guidelines and did not renew in 2017 it is easier to reinstate your Fellow status with 15 points from two of the four categories, and a \$200 reinstating fee. Letters of recommendation are not needed for reinstatement.

For more information please contact Senior Membership and Chapter Relations Director Suzanne Wester at [swester@aapd.org](mailto:swester@aapd.org).

## Dr. Phil and Karen Hunke Special Care Clinic

Thanks to Dr. Phil and Mrs. Karen Hunke's special leadership gift of \$500,000, UT Health San Antonio School of Dentistry will meet the needs of people with cognitive and physical disabilities in a beautiful new clinic at the Center for Oral Health Care & Research, designed especially for those with special needs. The specialty practice will have five rooms for general dental care plus two fully functioning surgical operating rooms. This unique clinic is the first of its kind in an academic environment in South Texas. While providing excellent oral health care to patients, the practice will offer interdisciplinary educational opportunities for students and residents. Area dentists can refer patients with physical or cognitive impairments to receive the special care and attention that can be difficult to find.



## Secretary/Treasurer, Affiliate Membership Trustee and At-Large Trustee for the Federal Services

The AAPD Nominations Committee is accepting nominations for the 2023 election of Secretary/Treasurer, Affiliate Membership Trustee, and At-Large Trustee. The At-Large Trustee also represents the member in the Federal Services. The term of the current At-Large Trustee, Dr. Paul A. Kennedy III, expires in 2023.

Nominations must be received by the AAPD headquarters office no later than Dec. 1, 2022. This date reflects procedures for the Nominations Committee, per the current AAPD Administrative Policy and Procedure Manual.\*

A nominee's submission must be on the standard AAPD Nominations Committee Candidate Consideration form. This form can be obtained online at <https://www.aapd.org/resources/member/governance/> (Candidate Nomination Forms) or by contacting Governance and Operations Manager

Margaret Bjerklie at [mbj@aapd.org](mailto:mbj@aapd.org). The required materials from nominees are the following:

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

Letters of recommendation: Nominations for Secretary/Treasurer and At-Large Trustee must have three letters of recommendation from active, life, or retired members of the Academy. Nominations for Affiliate Membership Trustee must have a letter signed

by five (5) AAPD members signifying support of the nominations. One of the signatories must be a voting (i.e., Active or Life) member of the Academy. It is recommended that one of the signatories be the president of the state unit where the Affiliate member practices.

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

For further information, please contact Chief Executive Office John S. Rutkauskas at (312) 337-2169, ext. 4988, or [jrutkauskas@aapd.org](mailto:jrutkauskas@aapd.org).

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



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

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

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

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

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

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

## AAPD 2023 TOPICS

The Preconference Course:  
Tongue Tie Toolkit

Medical Emergencies: Preparation,  
Recognition & Management for the  
Office Staff

Diagnosis and Management of  
Oral Pathology

Dental Image Branding

Growth Modification for Children

Sedation Emergencies

PALS/BLS/PEARS Skills Checks

Team Talk

Practice Ownership Formula

Early Career Dentist Course

Pharmacology

Building an Inclusive Practice

AI in Health Care & Cutting Edge  
Science

Resilience & Mental Wellness

Advances in Dental Fear Research



## Registration & Housing

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

# AAPD 2023 Submission Deadlines

Orlando May 25-28, 2023



## JANUARY 16, 2023: GRADUATE STUDENT RESEARCH AWARDS (GSRA), POSTER RESEARCH COMPETITION

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

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

### Research Awards

#### POSTER RESEARCH COMPETITION

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

#### GRADUATE STUDENT RESEARCH AWARDS (GSRA)

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



## SMILE...

if you're excited to attend AAPD 2023!

# THINKING ABOUT IN-OFFICE GA?

## 10 Things to Think About Before You Start In-Office General Anesthesia and Deep Sedation

by Dr. Jade Miller, D.D.S., F.A.A.P.D., F.R.C.S.I. and Dr. Christine Quinn, D.D.S., M.S.



MULTIPLE VARIABLES EXIST WHEN CONSIDERING GA/DS IN AN OFFICE SETTING. THE OBJECTIVE OF THIS ARTICLE IS TO BROADLY HIGHLIGHT ISSUES THAT SHOULD BE CONSIDERED TO ENSURE PATIENT SAFETY WHEN PROVIDING GA/DS SERVICES IN DENTAL OFFICES FOR DENTAL CARE.

A small segment of patients can only receive necessary dental treatment while unconscious or deeply sedated. There has been a shift among pediatric dentists to offer general anesthesia (**GA**) and deep sedation (**DS**) services by an anesthesia provider within private dental offices and out of hospitals and ambulatory surgery centers. The increasing movement to offer GA/DS services in pediatric dental offices is due to a variety of reasons.

- Increasing difficulty in the availability of operating room access in hospitals and surgery centers. The pandemic has exacerbated this challenge.
- An increase in families eligible for Medicaid and CHIP. A higher percentage of patients covered on a government-sponsored plan may require more advanced behavior management services.
- Poor Medicaid/CHIP reimbursement to facilities for their facility fees.
- Poor Medicaid/CHIP reimbursement for anesthesia services.
- The increasing number of anesthesia providers available to private offices.
- Efficiency in providing patient care - all equipment and supplies readily available, a familiar office environment and potential decreases in turn-around time between patients.
- Changes in state law concerning the provision of moderate sedation for the pediatric patient. The pediatric dental profession is moving away from medications that provide deeper levels of sedation due to changes in state law, increased risk, and medication availability.
- Convenience and economics for the dental team to provide these in-office services.
- Increasing family acceptance for in-office GA/DS services for dental care.
- Trend in postgraduate pediatric dental programs to limit training to mild to moderate sedation, sometimes with the avoidance of multi-drug sedation regimens.

### 1. The Experience of the Providers Involved

All pediatric dentists have varying degrees of training, experience and expertise. Partnership with the anesthesia provider and the coordination of each professional's role in managing the patient is critical.

Dentists have access to anesthesia providers with varied levels of training, familiarity, comfort level and experience in treating pediatric patients and patients with special healthcare needs that are undergoing dental procedures in the office setting.

Anesthesia providers come from different training programs that range from dentist anesthesiologist, physician anesthesiologist, oral maxillofacial surgeon, and certified registered nurse anesthetist (CRNA).

### 2. A Location that Meets the Needs of the Patient

The locations may vary widely for patients who have their dental treatment while undergoing GA/DS. Site location varies from urban to rural; facilities range from in-office, ambulatory surgical center, or hospital. Coupled with that are the dynamics of the training and experience of the pediatric dentist in providing operating room dentistry and the background for cooperative management with other professionals. Patients will also present challenges for their management. Of particular importance, are patients with special healthcare needs. Pediatric dental residencies vary in training and experience for the complex patient population who require advanced behavior management.

### 3. The Health of the Patient

There are several factors to consider when deciding the appropriate environment to treat the patient. Paramount is the health and emotional status of the child. The American Society of Anesthesiologists (ASA) physical status is often one determining element. Another is the emotional state of the child and the appropriateness of being managed in an office environment. There are certainly those patients that would not be appropriate for in-office GA/DS and must be treated in an ambulatory surgery center or hospital.



### 4. Access to Anesthesia Providers

The decision to offer in-office anesthesia services depends on access to anesthesia providers. Considerations include the training and experience the anesthesia provider has with pediatric patients, experience in providing those services in a dental office facility and experience with delivering anesthesia for dental procedures.

### 5. Communication of the Anesthesia Care Plan

Communication between the pediatric dentist and anesthesia provider is essential. As both the dentist and the anesthesia provider will be cooperatively managing the care of the patient it is critical that each professional is able to review the medical and emotional status of the patient before, during and after the case. Each professional shares responsibility for the patient's care. The pediatric dentist and the anesthesia provider need to work as a team when developing an anesthesia care plan.

### 6. Collaboration of Duties

The pediatric dentist is the first point of contact for the patient and makes the decision as to the need for anesthesia and sedation services. If the patient has a significant medical history – cardiac, respiratory, craniofacial, behavioral - it is important to discuss the patient with the anesthesia provider as to suitability for office-based services and if preoperative

consultations or laboratory testing are needed prior to the procedure and who will be responsible for obtaining them.

### 7. Familiarity with Local and Facility Regulations

State law dictates a minimum of what equipment, medication and personnel must be available when providing anesthesia and sedation services in the office setting. There are also specific requirements for the facility – is it large enough to accommodate the provision of anesthesia, equipment, and the required personnel? Do the facility and providers have the required permits or licenses from the regulatory and licensing bodies to provide GA/DS?

### 8. Monitoring Through Recovery Care

Recovery care is another area that needs to be considered. Where will the patient recover, and what personnel are qualified to provide that care? This is a critical aspect of anesthesia care. Although most patients undergo sedation or anesthesia for the procedure without incident, some have suffered serious injury – even death – in the recovery phase.

### 9. Planning for Medical Emergencies

The last component of safe care in the office setting is the recognition and management of medical emergencies that may occur. The best practice is to train as a team so that every individual in the room understands what is expected of them. Unlike in the hospital, where there are support personnel, back up in the office are the Emergency Medical Services (or 911).

### 10. Voluntary Accreditation

Lastly, offices should consider working with an independent organization to become voluntarily accredited to help ensure and demonstrate to their patients their commitment to the highest level of safety in their facility. The American Academy of Pediatric Dentistry has partnered with QUADA (quada.org) and has a process specifically for dentistry.

Office-based anesthesia services are an important component for the safe and humane management of healthy pediatric patients and patients with special healthcare needs. This topic could be chapter in a book, and it is important to raise awareness as we will continue to see growth around in-office anesthesia services.



Jade Miller, D.D.S., F.A.A.P.D., F.R.C.S.I.  
AAPD Safety Committee



Christine L. Quinn, D.D.S., M.S.  
Clinical Professor  
Section of Oral Maxillofacial Surgery and Dental Anesthesiology  
UCLA School of Dentistry

# Practice Consolidation Is Cresting



## It's Time to Understand the Value of Your Practice

### Silent Partners Buy Part of Your Practice

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

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

### Long-Term Wealth Building Partnership

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

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

### Six or More Choices in Partnership

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

### Your Value in Today's Consolidation Frenzy

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

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

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Pedo@LargePracticeSales.com



## Disaster Preparedness Resource Hub Helps You Expect (and Plan for) the Unexpected



Hurricanes, earthquakes, cyberattacks, pandemics – we have seen the devastation caused by natural and man-made disasters on our families, patients and livelihoods. Research suggests that these emergencies will not only continue to occur, but will likely become more frequent and extreme. The best way to protect both your patients and your practice is to have a disaster plan.

The Disaster Preparedness Resource Hub provides helpful information to prepare for emergencies, and includes action plan templates, emergency checklists, and the latest research on assisting children during times of crisis. Created specifically for pediatric dentists, it provides relevant information for pediatric dentists as both small business owners and healthcare providers who work with children. You can find the Disaster Preparedness Resource Hub on the AAPD Practice Safety webpage.

## AAPD Safety Toolkit: Dentist Safety

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

The AAPD Safety Toolkit has grown into a robust go-to safety resource for pediatric dentists. To learn more about making safety your number one core value for your patients – and yourself – visit the AAPD Practice Safety webpage.

## Columbia University Study Seeks Your Opinions on Novel Approaches to Caries Management

Are we doing all we can to manage Early Childhood Caries? The AAPD is partnering with Columbia University to learn how pediatric dentists manage Early Childhood Caries and counsel families about caries prevention. As an active AAPD Member, you may be contacted for a 45-minute Zoom interview.

This NIH-funded study aligns with AAPD's policies and guidelines on Early Childhood Caries management, specifically the policy on "Unique Challenges and Treatment Options for Early Childhood Caries" calling for more emphasis on prevention and arrestment of the disease process.

We welcome your thoughts to inform the AAPD and its members about stronger preventive efforts for the oral health of children. Watch for your survey invitation in your inbox, and thank you in advance for your participation.

### Special Note from the Columbia Study Team

We need your opinions and ideas about ECC prevention!

OVER 600 AAPD MEMBERS have already participated.

*We will email you to schedule a time that works.*

**You will receive a \$150 VISA Bank Card.**

*Please consider participating in this NIH-funded Study of American Pediatric Dentists.*

## Conversations on Practice Safety in Pediatric Dentistry

Tune into *Pedo Teeth Talk* and *Newly Erupted* to hear compelling conversational interviews with host, Joel Berg, as he explores how safety plays out in a variety of arenas. Check out this sample collection, which can also be found in the Safety Toolkit.

### Why you should look into OSAP, ASAP!

WITH MS. MICHELLE LEE AUGUST 2022

### Managing a start-up practice while championing safety

WITH DR. ALEXANDRA OTTO, APRIL 26, 2022

### Are narcotics disappearing from our sedation cases?

WITH DR. BRYANT CORNELIUS, MAY 2021

## Tips from EBD: Searching for Clinical Practice Guidelines

Did you know that you can limit your search in some library databases to look for clinical practice guidelines?

In many library databases (MEDLINE, CINAHL, ClinicalKey for Nursing, Nursing Reference Center), you can limit your search to just guidelines.

Look for a filter called “guidelines”, “practice guidelines”, or “consensus development conference”. These filters can be found under:

- Publication Types in MEDLINE and OVID (PubMed example below)
- Edit Results in CINAHL and Nursing Reference Center
- As a search type in the drop-down menu to the left of the Search Box in ClinicalKey and ClinicalKey for Nursing

#### ARTICLE TYPE

- Books and Documents
- Clinical Trial
- Guideline
- Meta-Analysis
- Practice Guideline
- Randomized Controlled Trial
- Review
- Systematic Review

UpToDate and Dynamed clinical topics include links to pertinent guidelines in the left column on the topic pages.

Additionally, there are numerous resources available focused specifically on clinical practice guidelines. For more information on where to find clinical practice guidelines, please visit the “Guidelines and Benchmarking” handout on the AAPD Evidence-Based Dentistry page.

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# EDUCATION AND CE OPPORTUNITIES

## Qualifying Examination Prep Course

**FEB. 3-5, 2023**

*Renaissance Nashville, Nashville, Tenn.*

This course will help you prepare for the first step toward becoming a Diplomate - taking and passing the ABPD Qualifying Examination. It will be presented by leading educators and clinicians who will utilize a lecture format to review subjects and materials included in the board examination.

Learn about the various domains contained in the American Board of Pediatric Dentistry examination and how to be prepared for this type of high-stakes written examination.

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

### **COURSE CHAIR AND SPEAKER**

*Travis Nelson, D.D.S., M.S.D, M.P.H.*

### **SPEAKERS**

*Elise Sarvas, D.D.S., M.S.D., M.P.H.*

*Juan Yepes, D.D.S., M.D., M.P.H., M.S.,*

*Dr.P.H., F.D.S. R.C.D.S.(Ed)*

*Clarice Law, D.M.D., M.S., F.A.A.P.D.*

### **WHO SHOULD ATTEND**

Those preparing to take the Qualifying Examination Test.

### **CE HOURS**

20.5 hours

## The 2023 LEAP Program

Building on the momentum of the past several years, the AAPD and the AAPD Foundation proudly announces the 2023 Leadership in Education and Administration Program (**LEAP**). The Academy for Advancing Leadership's (**AAL**) Institute for Teaching and Learning (**ITL**) course is offered, as well as scholarships for AAL's Chairs and Academic Administrators Management Program (**CAAMP**). The scholarship covers tuition only.

Selected scholarship recipients will also receive complimentary registration to the AAPD Comprehensive Review of Pediatric Dentistry continuing education course.

Scholarship applications are available under Awards and Fellowships/LEAP on the AAPD website. Applications must be received by Feb. 1, 2023.

Please contact Education Development and Academic Support Manager Leola Royston at (312) 337-2169 or [lroyston@aapd.org](mailto:lroyston@aapd.org) for further information.

Difference between the two programs:

- **ITL Focus:** Educator proficiency, pedagogical theory, best practice applications for clinical and didactic education, IPE, faculty development, and trends in education
- **CAAMP Focus:** Best practices for leadership and management, professional development, team dynamics, and strategic planning topics

## Pediatric Medicine Update

**MARCH 31-APRIL 2, 2023**

*Boston Park Plaza, Boston, Mass.*

This course will provide the pediatric dentist, dental resident, hygienist and assistant an update on a wide variety of areas of pediatric medicine. Each lecture will provide a medical review of the more common disorders and diseases the pediatric dentist might encounter in clinical practice, followed by a discussion of the latest advances in management. For some of the topics there will be a specific emphasis on dental management. The lecture format followed by questions and answers affords participants an opportunity for dialogue between the lecturer and the audience.

### **WHO SHOULD ATTEND**

The pediatric dentist, dental resident, hygienist and assistant looking for an update on a wide variety of areas of pediatric medicine, to include common disorders and diseases that the pediatric dentist may encounter in clinical practice

### **CE HOURS**

13.75 hours



*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.*

## HRSA Announces Nine New DFLRP Awards

The AAPD is pleased that the federal Health Resources and Services Administration (**HRSA**) has awarded nine (9) new FY 2022 grants under the Dental Faculty Loan Repayment Program (**DFRLP**), totaling \$657,655. These new awards are in addition to 20 DFLRP continuation grants first awarded in FYs 2018 and 2021, totaling \$3,125,689 in FY 2022. Thanks to AAPD's advocacy efforts, the DFLRP contains a funding preference for pediatric dental faculty members.<sup>1</sup> The loan repayment program extends for five years, repaying a higher amount each year so long as the benefitted individual remains a full-time faculty member.<sup>2</sup>

### NEW AWARDEES

University of Illinois (Chicago, IL)

University of Iowa (Iowa City, IA)

University of Louisville (Louisville, KY)

Tufts College (Boston, MA)

University of Minnesota (Minneapolis, MN)

University of Mississippi Medical Center (Jackson, MS)

New York University (New York, NY)

Temple University (Philadelphia, PA)

University of Tennessee (Memphis, TN)

Each awardee program will administer the loan repayment and identify the individual recipient (s) of such funds. Seven (7) of the 9 awardees met the preference for pediatric dental faculty, and the other two indicate potential support for pediatric dental faculty. The AAPD will continue to highlight pediatric dental faculty benefitting from this program in future advocacy communications.

For more information about AAPD Title VII advocacy, contact Chief Operating Officer and General Counsel C. Scott Litch at [slitch@aapd.org](mailto:slitch@aapd.org). For more information about HRSA Title VII dental grant opportunities, contact Educational Development and Academic Support Manager Leola Royston at [lroyston@aapd.org](mailto:lroyston@aapd.org).

1. *These are defined in HRSA's Notice of Funding Opportunity as individuals who have completed a pediatric dental residency, have an appointment in a division or department of pediatric dentistry, and who teach in the field of pediatric dentistry at either the predoctoral or postdoctoral residency level.*
2. *The institution will use grant funds to pay an amount equal to 10, 15, 20, 25, and 30 percent of the student loan balance, upon completion of each year of service.*

SAVE THE DATE

Annual Joint Academic Day

WEDNESDAY, MAY 24, 2023

Planning is underway for the Annual Joint Academic Day, to be held on Wednesday, May 24, 2023, in Orlando, Fla. Details of the planned activities will appear in the January 2023 edition of *PDT*.



## CASE STUDY #11: Profitable Practice Protocols

Below is a case where a great dentist who had been a resident for many years, lacked the skills to operate her practice and profitability was bleak, almost three years into practice ownership. Here is how she quickly turned that all around!

### PRACTICE PROFILE

- A single doctor pediatric dental practice. The owner doctor was previously an associate dentist at another practice for 4.5 years. She started a new dental practice 2.5 years ago.
- 1 location
- Owner doctor works 3-3.5 patient days per week, 1 hospital day per month, and 1 in-office GA day per month.
- 4 Chairs: 2 restorative, 2 hygiene
- Team: 1 doctor, 0 hygienists, 4 assistants, 3.5 front office
- Average monthly production as of December 2020: \$52,546
- Average monthly collections as of December 2020: \$52,717
- Collection ratio as of 2022: 100%
- Average monthly new patients: 53

### DOCTOR CONCERNS

- Lack of personal organization
- Managing expectations with the team
- Ineffective accounts receivable system
- Lack of understanding of the practice numbers and benchmarks
- Inexperienced at holding team members accountable
- Communication skills
- Professionalism of the team
- Customer service
- Inconsistent patient schedule
- Training and efficiency of the clinical team
- Increase new patients and retention of current patients
- Follow-up on completion of tasks
- Overwhelmed with the management of the office, the team, and performing dentistry
- Hiring the right people for the practice

### DOCTOR GOALS

- Grow practice through effective marketing and reviews
- Hire a leader for the practice to assist with employee accountability and administrative tasks
- Create standard operating procedures for the team to maximize efficiency
- Work on team communication and expressing appreciation
- Effectively train clinical team members to be efficient and stay on track with the schedule
- Focus on customer service and patient experience
- Lead with confidence
- Increase scheduling effectiveness
- Set new growth goals with team members
- Organize personal space for optimal productivity and focus

## FINDINGS

### LEADERSHIP

- Doctor working on gaining confidence in managing expectations, holding team members accountable, and requesting performance changes.
- The doctor was the only leader in the practice resulting in her having to hold the team accountable, manage administrative tasks, and oversee employee performance resulting in the doctor being overstretched.
- The doctor did not share practice production or collection goals with the team.
- Doctor's Vision and Mission were not clear to the team, causing unclear expectations.
- Team did not have consistent scheduled monthly meetings.
- Team members did not have written up-to-date job descriptions.
- Inefficient communication due to inconsistent team and department meetings.
- Lack of trust in team members to perform their duties.

### TEAM DYNAMICS

- Low team morale because there was no true team leader to implement and follow through with strong systems
- Lack of teamwork and unity due to the team being unaware of a common goal to work towards
- Lack of follow-through due to unclear expectations
- Lack of preparedness for the day due to no morning huddle
- No clear delineation of duties resulting in tasks and responsibilities not getting accomplished
- Inappropriate amount of team members due to turnover
- Lack of structure

### FACILITY/PRESENTATION

- Office in a nice location/newer building
- Child-friendly décor
- Clean and organized in common areas
- Nice reception area for parents with a large television playing kid-friendly movies, interactive play stations throughout the office, and a designated play area for kids

### FRONT DESK EFFICIENCY

- Welcoming check-in area with beautiful practice logo displayed prominently
- No private area to present treatment plans and discuss financial responsibility
- Insurance payments only being posted one time per week
- Insurance coverage tables and fee schedules not updated in software
- No clear delegation of duties for accountability
- Poor efficiency due to lack of standard operating procedures manual
- Needed proper verbal skills for scheduling appointments, handling cancellations, no-shows, and last-minute changes in the schedule
- Ineffective communication among team members regarding patient information and appointment notes

### SCHEDULING/PRODUCTION

- Morning meetings not being held
- No scheduling template being utilized for efficient and productive scheduling
- Clinical team not staying on schedule with patients
- Late patients being accommodated causing on-time patients to wait
- Unscheduled treatment not followed up on
- No preventive care system being utilized
- No knowledge of daily provider goals

## MARKETING

- No marketing team established leaving one person marketing remotely
- Community involvement and school presentations
- Doctor or team member was visiting referring offices on occasion
- Social media posts not engaging or consistent
- Effective website and good search engine optimization

## RECOMMENDATIONS

### Leadership Recommendations

- Doctor shared her vision for the practice with the team to create unified goals to work towards
- Created practice and team mission statements. Posted them in the office where they could be seen
- Hired office leader-doctor spent time having leadership meetings and developing him
- Morning huddles, monthly team, and quarterly department meetings happening consistently
- Practice vital signs and goals monitored to ensure that implemented systems are working
- Hire a clinical leader to help develop the clinical team to be more efficient
- Scheduled consistent performance reviews to discuss accomplishments and goals for the future

### Team Dynamics Recommendations

- To increase team morale, team members and doctor express appreciation for each other daily
- Schedule quarterly “Team Building/Bonding” events
- Update job descriptions and review them periodically for updates
- Team members be held accountable to accomplish their expectations

### Front Desk Recommendations

- Everyone taught proper verbal skills and techniques for converting shoppers
- Present treatment plans and financial responsibility in a private area
- Create Standard Operating Procedures Manual for the front office team to reference. Use this Manual as a guide for training all new team members
- Establish specific roles and duties for team members such as check-in, check-out, and treatment coordinator
- Trained to properly verify insurance benefits and eligibility, enter coverage tables and fee schedules into software
- Coached on verbal skills to maintain a full and productive schedule during school hours and how to minimize last-minute cancellations and no-shows

### Scheduling/Production Recommendations

- A customized block schedule was created to meet provider goals and help establish a smooth flow and stay on time with appointments
- By placing patients in the proper block in the customized block schedule, the patient experience was up-leveled for all patients and parents throughout the day
- Make sure designated front office team members are held accountable for keeping the hygiene and restorative schedules full
- Schedule uninterrupted time for designated members to work the past due continuing care and unscheduled treatment reports
- Chart reviews are to be completed by the clinical team at least one day before to check for medical alerts, radiograph needs, and unscheduled treatment

### Marketing Recommendations

- Theme days should be implemented and posted to social media
- Establish a marketing team with team members who are interested and excited to create and post to social media consistently, sign up for and help with community and school events
- Post photos and videos of patients enjoying their visit. Be sure to obtain a signed consent form and only use the patient’s first name in posts. Encourage parents to tag your social media pages
- Create a full team birthday video to be sent through your patient communication software to patients

- Ask for referrals and reviews from parents during their child's visit
- Increase efforts to connect with referring and non-referring local healthcare providers to increase referrals and word of mouth

### Post Coaching Results

- Practice Business Analysis & Recommendations Report created and followed
- New leader and doctor began holding team members accountable in a respectful and timely manner
- Substantial decrease in no-shows and cancellations

- Morning meetings were implemented to better communicate and plan for the day and goals were discussed leading to an increase in production
- Designated roles and responsibilities were given to front desk team members resulting in full schedules, increased production, and collections with new systems
- Production increased 63 percent by an additional \$49,000/month to \$101,751/month by January 2022
- Collections increased 60 percent by an additional \$45,000/month to \$98,440/month by January 2022
- Collection ratio increased two percent at 102 percent in 2022
- New patients increased 32 percent to 73 per month in 2022

### Takeaways to Increase Profitability

- The exceptional experience you provide to your patients/parents is what keeps them coming back and referring others to your office
- Office culture and communication are vital to creating a high-functioning team where everyone enjoys their job and their coworkers. Parents and patients can see and feel when a team enjoys what they do and each other
- Leadership is about influence. Learn to motivate and inspire your team and they will take your practice to the next level
- Make sure you are running your office and it is not running you
- Having systems in place increases efficiency and consistency

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

## STRUGGLING WITH HIRING, TRAINING, OR MEETINGS? WE HAVE A SOLUTION!

Our digital resources are 20% off from now through the end of the year!

<p><b>TOP 10 FRONT DESK VERBAL SKILLS REFERENCE</b> <del>\$68</del></p> <ul style="list-style-type: none"> <li>• Answering the Telephone</li> <li>• New Patient Phone Call</li> <li>• New Patient Arrival Greeting</li> <li>• Patient Check Out</li> <li>• Courtesy Call</li> <li>• and MORE!</li> </ul>	<p><b>NEXT LEVEL MEETINGS</b> <del>\$116</del></p> <ul style="list-style-type: none"> <li>• Action Plan</li> <li>• Practice Systems Reporting</li> <li>• Morning, Team, Leadership &amp; Marketing Meeting Agendas</li> </ul>	<p><b>PERFORMANCE REVIEW &amp; JOB DESCRIPTIONS</b> <del>\$156</del></p> <ul style="list-style-type: none"> <li>• Effectively provide feedback and coaching on an employee's performance.</li> <li>• Pairs well with the Employee Total Compensation Calculator.</li> </ul>	<p><b>HIRING THE IDEAL TEAM MEMBER</b> <del>\$156</del></p> <ul style="list-style-type: none"> <li>• Includes step-by-step checklist for hiring the right person.</li> <li>• Pairs well with the Employee Total Compensation Calculator.</li> </ul>
<p><b>FINANCIAL FORMS PACKET</b> <del>\$92</del></p> <ul style="list-style-type: none"> <li>• Financial policies, forms and letters that you can further customize to meet the needs of your practice.</li> </ul>	<p><b>EMPLOYEE COMPENSATION CALCULATOR</b> <del>\$68</del></p> <ul style="list-style-type: none"> <li>• Calculate wages, bonus, holiday, vacation, sick leave, retirement, fringe benefits, continuing education and more!</li> </ul>	<p><b>OVERHEAD BUDGET MONITORING</b> <del>\$92</del></p> <ul style="list-style-type: none"> <li>• Keep track of the total costs you spend on supplies each month.</li> </ul>	<p><b>DOCTOR VISION &amp; MISSION EXERCISE</b> <del>\$92</del></p> <ul style="list-style-type: none"> <li>• This step by step exercise will greatly increase the probability of success.</li> </ul>
<p><b>COMPREHENSIVE TRAINING RESOURCES SOP'S &amp; VERBAL SKILLS FOR THE PEDIATRIC DENTAL PRACTICE</b> <del>\$995</del></p> <ul style="list-style-type: none"> <li>• Over 60 pages of essential resources to improve practice systems               <ul style="list-style-type: none"> <li>• 21 Verbal Skills</li> <li>• 6 Standard Operating Procedures</li> </ul> </li> </ul>			

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# LEGISLATIVE, REGULATORY AND LEGAL UPDATE

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

## FEDERAL NEWS

### AAPD and Key Partner Organizations Support CMS Proposal to Boost Facility Fee for Hospital Dental OR Cases

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

As described in the September 2022 *PDT*, the Center for Medicare and Medicaid Services (CMS) issued a notice of proposed rulemaking on July 26, 2022, that (among a host of other matters) proposes to change the Medicare Ambulatory Payment Classification (APC) of CPT code 41899 (unlisted procedure, dentoalveolar structures), which is the code frequently used by hospitals to bill the facility fee for dental operating room (OR) cases. The code is currently assigned to APC 5161 (Level 1 ENT Procedures) whose payment rate is approximately \$200, a rate that in no way reflects the average cost of providing facility-related (not dental professional) services it is meant to cover. CMS proposes to move the code to APC 5871 (Dental Procedures). **This would have the effect of raising the Medicare facility payment rate associated with this procedure code from \$203.64 to \$1,958.92.**

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

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

**The CMS proposal was strongly supported in the following regulatory comment letters submitted to CMS by the Sept. 13, 2022, deadline.** The comment letters described below also asked CMS to work towards a solution for dental cases performed in ASCs.

- **AAPD-ADA-AAOMS submitted a regulatory comment letter that was also endorsed by seven additional members of the Organized Dentistry Coalition.** The letter is reprinted under *Litch's Law Log* in this issue of *PDT*.
- **22 Members of the Consortium for Constituents with Disabilities (CCD) Health Task Force submitted a comment letter:**

Access Ready  
 Allies for Independence  
 American Association on Health and Disability  
 American Medical Rehabilitation Providers Association  
 The Arc of the United States  
 Autism Society of America  
 Autism Speaks  
 Autistic Self Advocacy Network  
 Brain Injury Association of America  
 Center for Medicare Advocacy  
 Disability Rights Education and Defense Fund  
 Epilepsy Foundation  
 Family Voices  
 Justice in Aging  
 National Association of State Directors of Developmental Disabilities Services  
 National Association of State Head Injury Administrators  
 National Center for Parent Leadership, Advocacy, and Community Empowerment (National PLACE)  
 National Disability Rights Network  
 National Down Syndrome Congress  
 National Down Syndrome Society  
 Spina Bifida Association  
 United Spinal Association

The AAPD is also a member of CCD.

- **20 Members of Congress submitted a comment letter. This effort was led by Congresswoman Terri Sewell (D-Ala. 7th) and Congressman/dentist Drew Ferguson (R-Ga.3rd).** The AAPD applauds their leadership on this critical issue.
- **Several AAPD state chapters submitted comments in support of the proposal, including California, Connecticut, Kentucky, Massachusetts, and Virginia.**
- **The proposal was also supported by the Ambulatory Surgery Center Association.**

Copies of all letters referenced above are available on the AAPD website.

## AAPD Hosts Chapter Leadership Summit and PPA Workshop



The AAPD hosted a Chapter Leadership Summit and state Public Policy Advocates Workshop in Chicago on Sept. 9-10, 2022. This is a planned biennial event which had not taken place in person since 2018 due to the COVID pandemic. There were representatives from 33 state chapters and all five district chapters. Attendees heard presentations on chapter organizational topics such as: AAPD chapter dues collection process, CERP extended approval process, AAPD's group tax exemption for chapters, chapter budgeting, communications strategies, organizing issues (for smaller chapters), and leadership development (for larger chapters). Advocacy presentations included the following topics: Missouri's Medicaid dental fee increase success, selecting and evaluating a state lobbyist, maintain/energizing/engaging a grass roots network, draft recommendations of the ADA's Medicaid Task Force, Medicaid provider audit defense considerations, and influencing Medicaid MCO dental contracts. Presentations are available in the members-only section of the AAPD website under Chapter Resources.

# REGULATORY COMMENT LETTER

## SUBMITTED TO CMS BY AAPD-ADA-AAOMS ON OR ACCESS

by C. Scott Litch      COO and General Counsel



Below is the regulatory comment letter submitted to CMS by AAPD, ADA, and AAOMS.



Sept. 13, 2022

Dear Administrator Brooks-LaSure:

On behalf of the members of the American Academy of Pediatric Dentistry (**AAPD**), the American Dental Association (**ADA**) and the American Association of Oral and Maxillofacial Surgeons (**AAOMS**), we are writing to provide comments on the Hospital Outpatient Prospective Payment System (**HOPPS**) proposed rule for calendar year (CY) 2023 (Proposed Rule).<sup>1</sup> On behalf of our organizations' dentist members, we appreciate the opportunity to comment on the HOPPS Proposed Rule. Over the past several years, our groups have held frequent meetings with the Centers for Medicare and Medicaid (**CMS**) staff regarding the critical lack of operating room (**OR**) access for dental procedures for patients who require general anesthesia, and we applaud CMS for taking the first step in this proposed rule toward addressing this crisis.

In this regard, we are pleased to express our strong support for reclassification of the CPT code generally used to report dental procedures performed in hospital outpatient settings (CPT 41899) into the Ambulatory Payment Classification (**APC**) that includes other dental procedures (proposed reclassification of CPT 41899 from APC 5161 to 5871). The resulting increase in Medicare payment for dental procedures that require general anesthesia has the potential to mitigate the current reimbursement obstacles to OR access.

However, we remain concerned that dental rehabilitation and other dental procedures performed in Ambulatory Surgical Centers (**ASCs**) are not yet included on the ASC Covered Procedures List (**CPL**), and therefore, are not eligible for coverage when performed in ASC settings. Since the ASC CPL is broadly used not only by Medicare but also by other third-party payers (including many state Medicaid programs), Medicare's exclusion of these procedures from the CPL significantly impacts Medicare and non-Medicare patients, including Medicaid-covered children and the

disabled in desperate need of dental surgical procedures. Without access to ASCs, dentists are concerned that the current crisis in OR access for children, the disabled and those with special needs as well as those without timely access to a hospital due to geographic limitations will continue.

It is particularly important that CMS address this issue now. The 2023 proposed Physician Fee Schedule (PFS) proposes to expand the dental procedures eligible for Medicare coverage and suggests that further expansion may be forthcoming. If this expanded dental coverage is finalized, it is critical that there be sufficient OR access for those Medicare patients who need general anesthesia for the safe performance of their newly covered dental procedures. Access to ASCs is highly likely to be necessary if these patients are to obtain needed dental treatment in a safe environment in a timely manner.

It appears that dental procedures historically have been excluded from the CPL for two reasons. First, 42 CFR § 411.15 excludes ASC coverage for dental procedures performed "in connection with the care, treatment, filling, removal, or replacement of teeth, or structures directly supporting the teeth" with the exception of certain procedures requiring inpatient hospitalization. Since Medicare coverage for virtually all dental procedures were considered to be precluded by this provision, there presumably was no need to include them on the ASC list. However, assuming that the 2023 PFS Proposed Rule is finalized, there will be a significant (and potentially expanding) number of dental procedures that will be covered by Medicare that are not performed in connection with the care, treatment filling, removal or replacement of teeth but rather in connection with the performance of other Medicare-covered services (such as transplantation). Under these circumstances, 42 CFR § 411.15 should no longer preclude the inclusion of dental procedures on the CPL.

The second obstacle to coverage is presented by 42 CFR §416.166( c)(7), which precludes ASC coverage of procedures that can “only” be reported using an unlisted code, such as CPT 41899. There are several ways for CMS to address this issue. For example, CMS could modify the regulations to delete §416.166( c)(7), thereby allowing ASCs to report dental procedures using the same unlisted code used by hospitals; CMS could create a new HCPCS Level II code for use by ASC store port dental procedures performed under general anesthesia; or CMS could include individual CDT codes on the CPL. In fact, the 2023 PFS Proposed Rule implicitly supports an approach that would include individual CDT codes in HOPPS and on the ASC list, since it notes that the expanded dental coverage may include numerous CDT codes that are listed in the preamble to the Proposed Rule. The CDT list includes CDT codes used to report dental services to eradicate infections when performed to facilitate organ transplantation, which are often also used to perform dental surgical rehabilitation.<sup>2</sup>

Our organizations recognize that including all applicable CDT codes to report newly covered dental procedures in the HOPPS system and on the CPL may require additional consideration by CMS. In light of the urgency of the situation, however, and **as an interim solution, we urge CMS to consider including a single CDT code on the ASC list to be used to report covered dental procedures in ASC settings. Specifically, we urge CMS to consider including CDT D9420 on the ASC list in the 2023 HOPPS Final Rule, on an interim final basis:**

#### **D9420–Hospital or Ambulatory Surgical Center Call**

Since this proposal was not included in the 2023 HOPPS Proposed Rule (and could not have been included since dental coverage was limited at the time), this proposal should be included in the 2023 HOPPS Final Rule on an interim final basis, subject to public comment. We believe that this interim solution provides a way to ensure that any patients whose dental treatment is eligible for coverage under the 2023 PFS Final Rule and whose treatment cannot be performed safely without general anesthesia, can access needed dental treatment in a timely manner. This approach also provides CMS with the opportunity to further consider whether to add individual CDT procedures to the HOPPS and to the ASC CPL to facilitate access to Medicare-certified ORs for patients whose dental treatment qualifies for coverage under the 2023 PFS final rule.

## **CONCLUSION**

The ADA, AAPD, and AAOMS appreciate the opportunity to comment on the 2023 HOPPS Proposed Rule and offer recommendations for how to address dentistry’s concerns. These comments are also supported by the following additional organizations:

**Academy of General Dentistry**

**American Academy of Periodontology**

**American Association of Endodontists**

**American College of Prosthodontists**

**American Dental Education  
Association**

**American Society of Dental  
Anesthesiologists**

**American Student Dental Association**

If you have any questions about these comments, please do not hesitate to contact Julie Allen at [Julie.allen@powerslaw.com](mailto:Julie.allen@powerslaw.com) or (202) 494-4115.

Sincerely yours,

**American Academy of Pediatric  
Dentistry**

**American Dental Association**

**American Association of Oral and Maxillofacial Surgeons**

1. *87 Fed. Reg. 44502 (July 26, 2022).*
2. *The preamble to the 2023 PFS Proposed Rule specifically provides that Medicare cover the following types of dental procedures in conjunction with organ transplants: pulling of teeth (CDT D7140, D7210), removal of the infection from tooth/actual structure, such as fillings (e.g., CDT D2000-2999), periodontal therapy for removal of the infection that is surrounding the tooth, such as scaling and root planning (e.g., CDT D4000-4999, and more specifically D4341, D4342, D4335 and D4910), or end odontic therapy for removal of infection from the inside of the tooth and surrounding structures, such as root canal (e.g., CDT D3000-3999).*

# STUMPED BY THE DISABILITY INSURANCE UNDERWRITING PROCESS?



## DON'T LET INSURANCE TERMINOLOGY GET IN THE WAY OF PROTECTING YOUR INCOME INTO THE FUTURE

by Alex D. Spiller, CFP®      Treloar & Heisel Regional Director

If the thought of the application process to obtain insurance is holding you back from making this critical investment in your financial future, we have good news. All those fancy terms, including the word 'underwriting' should not deter you from protecting your greatest asset: your ability to earn an income. If you're a dental student, you are in a particularly good position to pick up an affordable policy and lock in any potential discounts while you're in school. Here are a few of the most common questions we encounter when it comes to the process of obtaining disability income insurance...

### **What is underwriting, anyway?**

Underwriting is the process through which an insurer will assess the risk of insuring you. It includes getting information about you, your health history, and your professional responsibilities, so that the insurer can determine if they would like to insure you and for how much.

### **Will I need to submit labs?**

Many applicants do not need to submit any kind of labs. It's up to the insurer, obviously, to request them if they see reason to. More than ninety percent of student/resident applicants we see

can secure disability income insurance without any routine lab requirements. Depending on your health history, you may be asked to complete bloodwork. If requested, bloodwork is done at your convenience and the insurance company's expense.

### **How long does it take to get an approval from underwriting?**

If your health history is clear, and there are no other issues, we have seen approvals come through in a week. On the other hand, if the insurer requests your medical records, that could slow down the process.

### **I keep hearing that students can get a discount, how does that work?**

Indeed, you may be able to buy yourself a solid 'starter' DI policy for the equivalent of a few lattes at your favorite coffeeshop. Basic as it may be, that policy could provide a foundation for further enhancements as your income grows.

### **What about an interview - will I need to speak with a live person about this?**

A quick conversation with a financial advisor is helpful to answer any questions you may have, and for your advisor to get a sense for what fea-

tures would be suitable in a policy. You would get a chance to talk about affordability and discuss riders that you may want to add to the policy for future insurability and/or future benefit increases.

### **What if my health status changes?**

The best part about securing disability income insurance while you are younger and presumably healthier, is that even if your health declines, you have locked in a policy and can continue to be protected. Many companies offer a feature that allows you to increase your coverage in the future without regards to any changes in your health.

### **Can't I just buy this online?**

Disability income involves protecting your ability to earn an income, which factors in your income and your health - two very important parts of your life. Most insurance companies have significantly simplified the application process.

Regardless of what insurer you choose, you cannot buy disability insurance directly from an insurance company, you need to work with an agent. Given that's the case, we cannot emphasize enough the importance of working with an agent who is familiar with the dental market space.

An educated representative of a reputable company will be a helpful guide to you in this process.

### What is the underwriting process, step by step?

Every company will be different, but this may give you a good sense for the timeline:

1. Speak with an advisor to ask any remaining questions you may have about DI.
2. If you choose to move forward, the advisor will collect some personal information from you (name, contact info, that kind of thing), along with your graduation date if you're in school.
3. The insurance company will email you a link to complete a health questionnaire at your convenience

4. An underwriter reviews your information and may reach out for more should there be any questions about your health history that may impact the application
5. Assuming there are no issues, the underwriter comes back with an approval
6. The policy is issued, and you can sign for it electronically
7. Payment can be set electronically to debit from a checking account

And that's pretty much it! Disability income insurance is one of the most important financial protections anyone, but especially dentists, can have in place. Obtaining it is never easier or more affordable than when you are in school. Take advantage of student discounts and of your good health and lock in your income protection while you can.

TH- 22-012



#### ABOUT TRELOAR & HEISEL

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

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



# Headquarters Staff Updates

## Awards

**Margaret Bjerklie** received a special Presidential Citation from Dr. Beauchamp at the 2022 General Assembly. A well deserved award! Congratulations to Margaret!



## Promotions

*(as of July 1, 2022)*

**Clare Conte** was promoted to Project Manager in the Research and Policy Center.

**Jasmine Williams** was promoted to Grants and Programs Coordinator in the AAPD Foundation.

## New Hires

**Sierra Smith** joined the AAPD in July as Accounting Associate. Sierra is a graduate of Northern Illinois University, and has worked the past four years in accounting with Vanderbilt Office Properties.

**Caitlin Kepple** joined the AAPD in October as Marketing and Communications Manager. Her prior experience in marketing and communications was with Six Flags Great America, the National Association of Women Lawyers, and the Illinois CPA Society. She earned a Bachelor of Arts degree in Communications from DePaul University.

**Dr. Chelsea Fosse** joined the AAPD in October as Director, Research and Policy Center. Dr. Fosse earned a DMD (Doctor of Medicine in Dentistry) degree from Rutgers University School of Dental Medicine and a Master of Public Health degree from the Mailman School of Public Health at Columbia University. She was also completed a General Practice Residency and Dental Public Health Residency. Dr. Fosse previously served as a Program Manager, American Academy of Pediatrics (Division of Children with Special Needs) and more recently as Senior Healthy Policy Analyst for the American Dental Association's Health Policy Institute.

## Retirement



**Dr. Robin Wright**, Director, Research and Policy Center, recently announced her retirement. Robin joined the AAPD in 2015, and helped moved the center

forward in a number of areas including technical briefs on key issues, pediatric dentist workforce analysis, EBD guidelines, Medicaid dental reforms, expanded website resources such as COVID-19 and practice safety issues, Kimpton and Harris Fellowship projects, and research partnerships with several organizations and educational institutions. The research and policy center updates in *PDT* were expanded due to Robin's efforts. In addition, she led the annual media training sessions for AAPD spokesperson. The AAPD will greatly miss Robin, and wishes her the best in her retirement years.



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



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

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

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

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

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

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



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

## Congratulations 2021 Pugh Awardees!

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

Miriam I Alkheder - Redlands, CA  
Loma Linda University

Rajveer S Bal - Bellerose, NY  
Howard University

Veronica Brandley - Glenside, PA  
NYU Langone

Natalia M Caballero Marrero -  
Jacksonville, FL  
University of Kentucky

Taimy Cruz Hondares - Birmingham, AL  
University of Alabama at Birmingham

Lisbet Diaz Linares - Crestview, FL  
Temple University

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

Lauren Geffen - Bayside, NY  
Yale-New Haven

Mahta Hosseinkhani Hazaveh - Ottawa,  
ON  
Rutgers

Yong Woo Jeon - Toronto, ON  
University of Toledo

Gurvinder Kaur - Williamsburg, VA  
Rutgers

Luana J Lim - San Bernardino, CA  
Loma Linda University

Jillian P Muhlbauer - Annapolis, MD  
Children's National Medical Center

Christopher Niu - San Gabriel, CA  
Children's Wisconsin

Kristine O Oladipo - Upper Marlboro,  
MD  
NYU Langone

Sarah S Park - North Dartmouth, MA  
Boston University

Kathryn M Pawlak - Hunter, NY  
University of Buffalo

Megan K Phillip - Kissimmee, FL  
Howard University

Caitlin Pyle - Windham, NH  
Tufts University

Stephanie P Tran - Philadelphia, PA  
Temple University

Soo Yoo - Jersey City, NJ  
Montefiore Medical Center

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# Opportunities

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

## Seeking Pediatric Dentists

**NATIONWIDE.** Pediatric Dentistry—NYU Langone Dental Medicine Postdoctoral Residency Programs (NYU Langone Dental Medicine)—Advanced Education in Pediatric Dentistry—invites applications for faculty openings in its affiliated training sites in Arizona, California, Kansas, Massachusetts, Maryland, Missouri, New York, Rhode Island, Tennessee, and Washington. NYU Langone Dental Medicine is the largest postdoctoral pediatric residency program with 12 training sites across the U.S. The following sites have openings for full-time or part-time faculty. For program descriptions, please visit the website: <https://www.nyulangonedental.org/programs/pediatric>. See below for contact information for each specific site. AZ: Sun Life Pediatric Dentistry—Excellence in Health, Wellness, and Education, Casa Grande, AZ. Dr. Takish Ziad. [Takish.Ziad@nyulangone.org](mailto:Takish.Ziad@nyulangone.org). CA: San Ysidro Health Center. San Ysidro, CA. Dr. Mark Macaoay. [Mark.Macaoay@nyulangone.org](mailto:Mark.Macaoay@nyulangone.org). KS: Community Health Center of Southeast Kansas. Pittsburg, KS. Dr. Joshua Bullock. [jbullock@chcsek.org](mailto:jbullock@chcsek.org). MA: Holyoke Health Center. Holyoke, MA. Dr. Raffi Miller. [Raffi.Miller@nyulangone.org](mailto:Raffi.Miller@nyulangone.org). MD: Chesapeake Health Care. Princess Anne, MD. Dr. Rajesh Adhia. [Rajesh.Adhia@nyulangone.org](mailto:Rajesh.Adhia@nyulangone.org). MO: Compass Health Network. Columbia, MO. Dr. Sujatha Sivaraman. [Sujatha.Sivaraman@nyulangone.org](mailto:Sujatha.Sivaraman@nyulangone.org). NY: NYU Langone Hospital-Brooklyn. Brooklyn, NY. Dr. Raghbir Kaur. [Raghbir.Kaur@nyulangone.org](mailto:Raghbir.Kaur@nyulangone.org). RI: St. Joseph Health Center. Providence, RI. Dr. Daniel Kane. [Daniel.Kane@nyulangone.org](mailto:Daniel.Kane@nyulangone.org). TN: Dental Specialty Education, Inc. Nashville, TN. Dr. John Kenney. [John.Kenney@nyulangone.org](mailto:John.Kenney@nyulangone.org). WA: Yakima Valley Farm Workers Clinic. Yakima, WA. Dr. Joseph Wilson. [Joseph.Wilson2@nyulangone.org](mailto:Joseph.Wilson2@nyulangone.org). Primary Areas of Responsibility for Attending Pediatric Dentists: Supervise postgraduate residents in patient care. Provide direct patient care oversight in all aspects of pediatric dentistry. Mentor research project. Participate in resident literature review seminars. Provide/supervise residents delivering full mouth rehabilitation under general anesthesia. Provide/supervise residents utilizing best practices for oral conscious sedation in treating children. Perform other clinical or teaching activities as assigned. Candidate Qualifications: Must possess a dental license for the state and site they wish to apply. Possess a D.D.S. or D.M.D. degree and a certificate from a CODA-accredited pediatric dentistry program. Board certification/eligibili-

ty in pediatric dentistry and previous teaching and/or research experience are preferred. Must have excellent mentorship skills and a desire to treat an underserved population in a busy team-oriented environment. Please email a letter of interest and C.V. to the site contact person listed above.

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

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

**CALIFORNIA—MODESTO.** Pediatric Dentist wanted for brand new office in Modesto starting November. Our office is open 3 days a week. Private pay only. Dentist will be responsible for taking care of children ages 6 months to 18 years. Working for a doctor-owned practice. Being able to focus on patient care, while other professionals handle the business aspects of running a practice (HR, Payroll, Marketing, etc.). Full clinical autonomy to diagnose and treat patients. Patient Care centric practice. Modern facilities and equipment. Qualifications: D.D.S./D.M.D. from an accredited Dental School. Certificate from an accredited US Pediatric Dental Residency Program. California Valid Dental License. For more information please contact [ssarevalo@gmail.com](mailto:ssarevalo@gmail.com).

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

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

**GEORGIA - ALPHARETTA.** If you want to be independent, you'd be crazy not to call. This is a position in a pedo ortho practice where the founder is looking at retiring in two years. The owner is willing to help train both the clinical and business aspects of practice, and also in ORTHODONTICS. It is a traditional fee for service practice in a north Atlanta suburb with access to hospital care. It is a fantastic local area close to five pediatric medical practices. The practice is located in a Class A building on the ground floor with free parking and has eight operatories. Four for restorative and bracketing, four for hygiene and orthodontic adjustments. It is a new modern office. If the prospective associate is not interested in orthodontics they can either bring in an orthodontist or refer out once practitioner leaves. Applicant must have completed a residency in pediatric dentistry and is either board-certified or board eligible in pediatric dentistry. They must be energetic and willing to help

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**GEORGIA—ATLANTA.** Successful, pediatric and orthodontics practice (Solo with an associate) with five locations in the Georgia area seeking a pediatric dentist for a partnership opportunity. We are looking for an enthusiastic, personable practitioner, who is motivated and is aspiring to build a quality pediatric practice along with us. For more information please contact [lyotidmd@yahoo.com](mailto:lyotidmd@yahoo.com).

**GEORGIA—CONYERS.** Well established solo practice in Conyers Ga. Office is paperless with digital x-rays and panograph. Some procedures referred out but can be added back. Practice collects over \$900k/year. Approximately 25% of revenue is from orthodontics. Located in free standing owner occupied building. Seller can stay on for 6 months or more if desired. Pediatric Certificate. Georgia dental license. For more information please contact [jp@jproctordds.com](mailto:jp@jproctordds.com).

**ILLINOIS—St. Charles.** We are a well-established, fee for service Pediatric Dental practice seeking an associate to join our team. We have been serving our community for twenty years. Our goal is to provide exceptional pediatric dental care in a gentle and playful environment. The ideal candidate would demonstrate excellent communication and clinical skills with confidence. Candidate must be motivated, personal, and possess a positive team attitude. Please e-mail resumes to [frontdesk@dayspringpd.com](mailto:frontdesk@dayspringpd.com).

**INDIANA—FISHERS.** Who We Are: Welcome to the Fishers Pediatric Dentistry family! We are a rapidly growing, privately owned pediatric practice located in Fishers, IN, a flourishing suburb outside of the Indianapolis area. Here at Fishers Pediatric Dentistry, we aim to provide the highest level of compassionate, ethical and quality care to our patients. Our beach-themed office provides an inviting and memorable experience for our families, laying down a foundation for a life-time of happy dental visits. With 17 chairs and several different treatment settings, we are able to cater to everyone's individualized needs. We are looking for a self-motivated, highly energetic, long-term associate who can bring their own talents, creativity, and ideas to our team of aces! Why Us: We are growing and we need you (avg 185 new patients per month). You will never be alone—working with a seasoned team of 4 doctors, 10 hygienists and 28 assistants, you will always be empowered. We value a healthy work-life balance—Monday-Thursday (no Fridays or weekends). We love to have fun and play! (our #1 core value—want to experience first-hand? Come visit). We face challenges together, WIN together, and do amazing things together. We

take pride in turning a profession, into a passion. We embrace change—we try new things, learn from them, and execute again. Our team is cohesive and our company culture is unified. Our systems are documented, polished and perfected. We promote autonomy and encourage happiness. We welcome and embrace diversity. NO travel—all of this greatness is at one location. Actively involved in the community. What We Believe & Deliver: We place large emphasis on creating a positive experience for every patient. We treat every patient as if they are the only patient in the room. We pride ourselves with behavior management techniques to ensure delivery of a top-notch experience. State-of-the-art equipment: Isodry system, digital x-rays, paperless office, N20. Provide OR services for treatment under GA. We deliver and educate on a level that parents and children can understand. Why You: Do you have a desire to elevate your dental profession and want to join a winning team? If yes, this is the perfect opportunity for you. Work Hard Play Hard is a commonly used phrase due to our bustling daily schedule. If you are highly self-motivated and have an unruly desire to succeed, you can work at your desired pace from day one with the potential to earn up to \$300k+ per year! Compensation is paid on a percentage of collections, and we pride ourselves in having an overall quick collection rate over 98%. Other benefits include paid CE as well as a 401K program. To learn more about this incredible opportunity, email Dr. Misti Pratt at [drmisti@fisherspeditric.com](mailto:drmisti@fisherspeditric.com) or call (317) 698-3029. Requirements: Graduate of an accredited Pediatric Dentistry Residency Program. Active Dental License, D.D.S./D.M.D. DEA Certificate.

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

**INDIANA—MUNCIE.** Rector Family Dental and Orthodontics has been experiencing tremendous growth in our patient base, and we're looking for a Pediatric Dentist to join our dynamic team! This opening is in our established specialty practice in Muncie, IN.

This is a busy multiple doctor practice where the needs of the patient always come first. We are seeking a provider who has a passion for working with children, and loves to stay busy! Our practice focuses on building relationships with our patients while creating a fun and comfortable atmosphere for children, parents and our staff. We Offer: \$50,000 Sign-On Bonus for two-year commitment, \$25,000 Sign-On bonus for one-year commitment, HUGE Patient Base, beautiful State of the Art Facility, Production Based Compensation. Equity Purchase Program. Malpractice insurance coverage and comprehensive benefit package. To learn more about Rector Family Dental and Orthodontics, please visit us at [www.rectordentalgroup.com](http://www.rectordentalgroup.com). Rector Family Dental and Orthodontics is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran. Required Experience: D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation. Completed a Pediatric Residency accredited by the Commission on Dental Accreditation. Current, valid license to practice dentistry in state where providing care (License must be in good standing) or eligible for licensure. Other certifications as required by state to include- CPR, DEA, etc.

**IOWA—CEDAR RAPIDS.** Iowa Pediatric Dental Center is looking for a pediatric dentists to work in its pediatric dental practice located in Cedar Rapids! We are looking for a doctor who shares our values and is passionate about helping children achieve a lifetime of healthy smiles! Come join our supported dental office, where we do just that; support pediatric dentists by bringing them cutting-edge technology, well-trained support staff, and work/life balance. The practice is doctor-owned and is dedicated to our mission of raising the standard of children's oral healthcare! We Offer: \$100,000 Sign-On Bonus for Three Year Commitment. \$66,000 Sign-On Bonus for Two Year Commitment. Clinical Autonomy. Equity Purchase Program. Malpractice insurance. Medical, Dental, Vision, PTO, 401K. Current residents are encouraged to apply. Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact [iadocrec2@d4c.com](mailto:iadocrec2@d4c.com).

**MAINE—SCARBOROUGH.** Private pediatric dental practice is seeking a full-time pediatric dentist to join a well-respected and estab-

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

**MARYLAND—SILVER SPRING.** Excellent opportunity for a pediatric dentist to join a well 8 years established pedo/ Ortho dental office in the Silver Spring, Maryland area. We are looking for an energetic and team focused Pediatric Dentist to join our growing team. This is not a corporation. The ideal candidate must hold a certificate in Pediatric Dentistry and have excellent clinical and communication skills. In office sedation, nitrous oxide, Hospital Dentistry is including in our job. Compensation is based on the production and the collection. Part time/Full time. Oral Sedation and Hospital Dentistry. For more information please contact [kidzfamildental@gmail.com](mailto:kidzfamildental@gmail.com).

**MASSACHUSETTS—GROTON.** Pediatric Dentist. Come join our beautiful fun and friendly Pediatric dental practice. We are currently looking for a Pediatric Dentist to join our team. We seek candidates who are enthusiastic with "Positive Smiling Attitudes"! We really do treat our patients like members of our family and we deliver exceptional care. We are passionate about both! This position starts at 2 days per week with incredible opportunity to expand. Our established private practice is family-centered and focused on creating healthy beautiful smiles one child at a time. Compensation is per diem with bonus incentives. Come enjoy dentistry the way it should be, simply stated; by doing the best treatment for your patient, while being happy at your job. If you are dedicated to provide excellent care and service to your patients, if you have an amazing personality, great communication skills and a positive fun attitude, we want to hear from you. You will love our community and the amazing sense of family values present here. We look forward to meeting you.

Thank you for your consideration and interest. Requirements: Pediatric Dentist, D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric resident program. Active Dental board License. Current residents are encouraged to apply. For more information please contact [jdeco6@aol.com](mailto:jdeco6@aol.com).

**MICHIGAN—ANN ARBOR.** We are an established pediatric dental practice that has been providing top notch care to the families of Ann Arbor, Michigan for over 25 years. We are seeking a caring professional with outstanding clinical skills to join our practice. We have a full or part-time position available. Our practice is doctor owned, and our awesome support staff allows you to focus on providing the best patient care. Enjoy a great work-life balance in a beautiful, bustling university town that is consistently ranked one of the best places in the US to live. Doctor benefits include mentorship, 401(k) plan, medical insurance, dental stipend, all licensing and malpractice insurance fees paid, as well as a CE stipend. Graduation from a US accredited Pediatric residency program, US and Michigan Dental License, and Michigan Specialty License. To find out more information about our office please contact me, [dr.aimee@annarborpediatricdentistry.com](mailto:dr.aimee@annarborpediatricdentistry.com). Graduation from US accredited Pediatric residency program. Required: US and Michigan Dental License.

**MICHIGAN—HAZEL PARK.** Pediatric Dental Residency Training Program. Provide clinic coverage in the Pediatric Dental Clinic. Provide Pediatric Dental Residents with the structure and curriculum for successful preparation for board certification. Identify, apply and develop funding and research opportunities. 1. Oversee 8 residents, curriculum development, evaluations, and ensuring adherence to ADA and CODA requirements. 2. Participate in compliance, leadership, and other hospital meetings at the discretion of the department chair. 3. Participate in development of interdepartmental collaborative relationships at the discretion of the Chairman. 4. Provides scheduling for Pediatric Dental Residents and Attendings. Provides Operating Room oversight for Pediatric dentistry—Supervise the Pediatric Dental Clinic—Provide anesthesia services for scheduled IV sedation cases—Provide training in dental anesthesia to oral surgery residents—Complete all pre- and post-anesthesia documentation, and/or monitor the resident to ensure compliant documentation Requirements: 1. Must have a Dental License. 2. Must be board certified pediatric dentist. 3. Must have some academic experience. 4. Must have pediatric OR experience. 5. Must experience in a hospital setting or GPR setting. Benefits included, Moving costs (if applicable). For more information please contact [ifechiden@gmail.com](mailto:ifechiden@gmail.com).

**MICHIGAN—PORTAGE.** Portage Pediatric Dentistry is a single office, well established private pediatric practice located in South-

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

**MONTANA—BOZEMAN.** Bridger Children's Dentistry is a well-established pediatric dental practice located in beautiful Bozeman, Montana. Our practice is growing, and we expect to move to an expanded, state-of-the-art new office location in 2023. We are seeking an enthusiastic Associate Pediatric Dentist to join our team! We see patients from infants to teens who, like us, love the amazing community and opportunities that Bozeman has to offer. We're a mountain town with two world-class skiing locations just minutes away. Come work with us and reimagine your life, practicing in a vibrant town with easy access to any outdoor amenity you could ever wish for. What we offer: Leading-edge, integrative pediatric dentistry and orthodontics. Airway focus, Myofunctional therapy, Solea laser treatment and Cone beam CT. An energetic staff committed to the highest quality of care for our patients. A dedicated business management team, allowing you to do what you do best—care for your patients. Mentorship opportunities available from our owner-dentist. Competitive compensation, benefits, and CE stipend. Flexible scheduling to offer work/life balance. Who you are: An outstanding pediatric dentist with a high standard of integrity and commitment to professional excellence.

Friendly, kind, and caring, with the ability to make our patients and parents feel welcome and at-ease. Committed to serving the diverse needs of our growing community. Requirements: D.D.S. or D.M.D., with a certificate in pediatric dentistry. Current MT license or the ability to obtain MT license. Recent grads are welcome to apply! Your Essential Responsibilities will include: Oral and radiographic examinations and diagnosis of pathological conditions, including airway screening. Performing restorative care (fillings, extractions, pulpotomies, stainless steel crowns, seating appliances, etc.). Offering individualized/specialized pediatric care, including working with special needs children. Proficiency in appropriate/approved behavior management practices. Please submit your resume and cover letter to [DrA@BridgerChildrensDentistry.com](mailto:DrA@BridgerChildrensDentistry.com).

**NEVADA—LAS VEGAS.** Childrens Dental Care is seeking Full & part-time Pediatric Dental associate ready to take on the needs of our pediatric office in Las Vegas, Nevada! This is the perfect practice for a Pediatric Dentist to expand on their clinical skills and grow. Las Vegas NV continues to rank as one of the fastest growing cities in the US! Great schools & housing market fuel this growth, along with everything else you've come to love and expect about Las Vegas. Dr. Lalande has spent over 20 years in the community and continues to thrive to this day! Come join her today and learn from one of the best Pediatric dentists in Las Vegas! Take Advantage Of This Exceptional Career Opportunity That Includes: High income potential \$300,000+. Guaranteed salary during credentialing. CE Opportunities. 100% clinical autonomy. Potential equity/ownership opportunities. Responsibilities: Helping children establish good oral health habits at an early age. Educating parents and children on proper brushing and flossing techniques. Reviewing x-rays to assist in diagnosing and proper course of treatment. Following up with parents after treatment to ensure successful execution. Qualifications: D.M.D. or D.D.S. from accredited dental school. Valid state dental license (or in the process of obtaining). Ability to maintain state required insurance coverage. For more information please contact [Heather@tinytooth.com](mailto:Heather@tinytooth.com).

**NEW JERSEY—MOUNT LAUREL.** Growing Smiles of Mount Laurel is currently seeking a talented, compassionate and efficient Pediatric Dentist to join our family. Located just miles outside of Philadelphia, Mount Laurel is a beautiful, affluent suburb with close access to all major highways and countless local amenities. Our current position is full-time, Monday-Friday with both clinical and OR days. There is a very high earning potential for the right candidate. In addition, we offer health insurance, 401k, paid licenses/insurance premiums, paid CE and a profit-sharing plan. We also offer mentorship programs for new

grads. Please contact us at [info@mygrowing-smile.com](mailto:info@mygrowing-smile.com) today for more details!

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

**NEW YORK—RIVERHEAD.** Who are we looking for: Facing the Future Orthodontics is looking for a highly motivated, growth-oriented Pediatric Dentist to establish and grow a new practice: Flourish Pediatric Dentistry. We have built our success by providing excellent patient care, always making it a 5-star experience. We want a like-minded partner that will help lead and fuel our pediatric practice growth while improving the health and wellness of our community. We have an incredible patient flow stemming from treating multiple generations and have excellent relationships with dozens of referral sources. We would expect the right candidate to have at least 2 years of private practice experience, the ability to create systems, and be an exceptional communicator. Where are we: A growing orthodontic practice on the Eastern End of Long Island with locations in East Hampton (yes, those Hamptons) and Riverhead, the gateway to the North Fork vineyards and breweries. East Hampton was started in 2008 and has 4 chairs. Riverhead has been in the community for over 60 years and was recently renovated with 7 chairs. Both are within a drive or train ride to vibrant New York City and all it has to offer. Better yet, every summer you can enjoy the city life in the Hamptons with some of the world's best beaches! It's a wonderful place to live for a young professional family. Who

are we: A practice that believes in helping our patients flourish by using the latest innovative technology including iCats, iTero scanners, and much more! But people don't care how much you know until they know how much you care. What really matters is: We pride ourselves on our incredible culture built around team alignment and goal achievement. We invest heavily in our employees' development to create the most incredible working environment! To join our team, you will need to fit our culture of open and honest communication and share our core values: Facing the Future~ We are originators and proponents of ideas that create the future. Have a growth mindset. Above and Below~ We are above no one and no job is beneath us. Be confident and humble. Be the Buffalo~ Run towards the problem. Face your challenges and get comfortable with the uncomfortable. Kindness and Compassion~ Do not take anything personally and don't make assumptions. Be the sun! 5 Star experience~ We provide a 5-star experience in everything we do. We uphold these values in everything we do and if you join our team, we expect the same from you! What you should expect: An environment where you will be nurtured and challenged with work that matters for people who care. A long-term position in a growing company with a culture that values people. In a typical week: Arrive prepared and ready to huddle with the team a half hour before patients. Conduct examinations and provide comprehensive dental care of infants, children and adolescents. Perform restorative treatment of primary and permanent dentition. Perform interceptive orthodontic treatment. Collaborate with referring providers and other partnering physicians regarding complex treatment of pediatric patients. Perform pediatric moderate sedation and/or in-office general anesthesia attended by board-certified anesthesiologists. Spend lunch with the team, setting your expectations and working to continually improve communication. Grow and empower others offering support in all areas of patient treatment. End of day huddle with the team to discuss daily wins and opportunities, making sure all treatment notes are in. Attend a webinar or coaching session to improve your leadership skills. Our purpose is simple; We want to partner with other providers to help our patients flourish by improving their overall wellness. We take our work seriously, but not ourselves, so you must be willing to laugh and have fun! What we are offering: We are seeking a part-time Pediatric Dentist (2-3 days per week) to work in our Riverhead and East Hampton offices. We expect the practice to grow to at least 4 days per week and offer compensation based on production and growth. Our goal is for you to succeed! For the right associate who can grow a business and manage a team, there is an opportunity for clearly defined equity ownership without loans or cash payments. Check out our website at [www.FacingTheFuture.com](http://www.FacingTheFuture.com) to see who we are to make sure you'd be a good

fit. Then send your C.V. and cover letter to [management@facingthefuture.com](mailto:management@facingthefuture.com). We would expect the right candidate to have at least 2 years of private practice experience, the ability to create systems, and be an exceptional communicator.

**NORTH CAROLINA—FAYETTEVILLE.** Pediatric Dentist (part-time with room to grow to full-time) We are looking for an exceptional Pediatric Dentist committed to providing high-quality dentistry and excellent patient care to join our DECA Dental Group family part-time. Our multi-specialty approach and comprehensive suite of services include general, orthodontic, surgical, cosmetic, and restorative dental treatments! All practices are modern, fully digital and equipped with state-of-the-art technology treating majority fee-for-service and PPO patients. Pediatric Dentists working in our practices have the autonomy to focus on providing outstanding pediatric care while letting the office staff manage all non-clinical aspects of running and growing a practice. Pediatric Dentist will travel to multiple offices with their personal support team. Having credentials with a local hospital for surgical cases is a great bonus, but not required for this position. What does our practice offer? DECA full-time Pediatric Dentist's average income is \$300,000+ per year. We supply state-of-the-art equipment, including iTero scanners, fully digital practices, and robust KPI online dashboards at our offices. PPO and Fee for Service Guests with high reimbursement rates for maximum income potential. 100% clinical autonomy and strong internal referral base. Dedicated operational support through specialty leaders in each market. Ownership opportunities for candidates who are interested in continued personal, professional, and financial growth! Once you become an Owner Doctor, you can earn additional income through our equity buy-in program while continuing to practice without taking on any additional operational burdens, risk, or debt! Who are we? DECA Dental Group is a dentist-founded and dentist-led organization committed to clinical excellence. Our model of providing a Clinical Board of doctors to mentor and develop new team members is a differentiating factor key to our success. DECA Dental is one of the fastest-growing dental organizations in the country with a rapidly expanding Culture of Clinical Excellence, which is unique in the industry. With over 50,000 5-star guest reviews, the company cares deeply about its brand and the guest experience. Our vision is to be the premier dental services provider under one roof while being the first choice for dentists seeking a partner for growth, innovation, and learning. Job Duties and Requirements: Establish and grow long-term patient and team relations. Pursue lifelong clinical and practice management learning/education. Assume quality of care for patients while adhering to the highest standard of dental practice ethics and professionalism. Ability to travel between

offices with surgical equipment/supplies less disposables. For more information please contact [eramla@decadental.com](mailto:eramla@decadental.com).

**NORTH CAROLINA—MORGANTON.** Immediate opening available for a Pediatric Dentist to join our well established, multi provider team! Great income and growth potential. Full or Part time is available. We are located in the beautiful Foothills of Western North Carolina. Compensation includes a guaranteed base salary and bonuses. Benefits include medical insurance, malpractice insurance, continuing education allowance and more. Fully staffed with an experienced and knowledgeable team. Contact us for more information at [murphysscottmdpa@bellsouth.net](mailto:murphysscottmdpa@bellsouth.net).

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

time to plan for your arrival and set you up for success. If you are thinking long term, we have a leadership track that outlines a simple pathway to partnership to truly be invested and create a legacy as part of our fast-growing group. Please check out our website at [www.acorndentistryforkids.com](http://www.acorndentistryforkids.com) and email [timrichardsondds@gmail.com](mailto:timrichardsondds@gmail.com) to find out more about this remarkable experience. We look forward to sharing this incredible journey with you!

#### **PENNSYLVANIA—MECHANICSBURG.**

We are looking to hire a full time pediatric dentist for our pediatric dental practice. The 2 location private practice has been a part of the community for over 40 years. Well known and loved by patients and parents. The busy and child-friendly practice is booked out 6 weeks for restorative and 6 months for active recall. The patient base is 70% insurance and 30% fee for service. Compensation includes: Guaranteed Base- \$1250 per day for the first 6 months. 35% of collections on: restorative, patient exams, nitrous charges and OR cases. Benefits include: Paid Malpractice, Full Health Insurance, Paid CE, Paid annual dues, 401 K Retirement Plan, 4 day work week and \$15,000 sign on Bonus. Both locations are located in a town that offers all the amenities of a large city delivered with small-town hospitality. The area has great housing options and an excellent public school system providing a great quality of life. For more information please contact [patil.madhur@gmail.com](mailto:patil.madhur@gmail.com).

**SOUTH CAROLINA—CHARLESTON.** Coastal Kids Dental & Braces have been experiencing tremendous growth in our patient base, and we're looking for a Pediatric Dentist to join our dynamic team! This opening is in our established specialty practice in Charleston, SC. This is a busy multiple doctor practice where the needs of the patient always come first. It will be a rewarding opportunity for a doctor who is looking for clinically autonomy and enjoys working with other providers. Our practice focuses on educating our patients while creating a fun and comfortable atmosphere for children, parents and our staff. We offer clinical autonomy, great pay, ownership and a seasoned support staff that makes your job easier. Our Pediatric Dentists Enjoy: Working for a doctor-owned practice, complete clinical autonomy, a focus on patient care without the hassle of administrative tasks and the ability to invest in your future—all full-time providers have the opportunity to purchase equity in our organization. We also offer working alongside other pediatric dentists and orthodontists, Malpractice insurance coverage and a comprehensive benefit package which includes Medical, Dental, Vision, Life Insurance, Disability Insurance, PTO and 401(k). Job Duties: Examine, diagnose, prescribe, and carry out services and treatment plans. Collaborate with other providers on referral cases, as well as all other clinical and non-clinical personnel as necessary. Uphold the policy, protocol, and procedures which are in compliance with the

most current accepted professional standards; as well as our commitment to the Dental Quality Alliance. Improving clinical skills and acumen through participation in continuing education and training opportunities (continuing education support is available). Participate in various community outreach initiatives as necessary. Required Experience: D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation. Completed a Pediatric Residency accredited by the Commission on Dental Accreditation or have at least 5+ years of experience focused primarily on pediatric care. Current, valid license to practice dentistry in state where providing care (License must be in good standing) or eligible for licensure. Other certifications as required by state to include- CPR, DEA, etc. To learn more about Coastal Kids Dental & Braces, please visit us <https://www.coastalkidsdental.com/locations/hanahan/>. Coastal Kids Dental & Braces is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran.

**TENNESSEE—MORRISTOWN.** Pediatric Dental Associates has a full-time opening for a talented pediatric dentist 4 or 5 days per week with potential for a rapid path to partnership/ownership. Our 30+ year privately owned practice provides compassionate, comprehensive, and conservative pediatric dental care with options for in-office sedation as well as general anesthesia/hospital care at East Tennessee Children's Hospital and an out-patient surgery center. We currently have two board certified pediatric dentists in a 7500+ sq ft, 15 chair state of the art facility providing traditional preventive, restorative and surgical care as well as minor orthodontic treatment with an experienced administrative and clinical staff in place. Paid malpractice insurance and 401(k) included in an excellent compensation and benefits package. Our thriving single location practice is located in a medium size town less than an hour from Knoxville and the Gatlinburg/Pigeon Forge area amidst the beautiful mountains and lakes of East Tennessee. If you are looking for a great place to practice and raise a family in a no-income tax state with a low cost of living, we would love to hear from you to discuss joining our team. If interested, please respond to [peddentmtown@gmail.com](mailto:peddentmtown@gmail.com). Requirements: D.D.S./D.M.D. and Certificate or MS in Pediatric Dentistry. Board certified or board eligible. Tennessee license.

**TEXAS—AUSTIN.** Our Austin office is looking for a part time pediatric dentist. Flexible with days & hours. Please send your resume and salary requirements. For more information please contact [contacthfd@gmail.com](mailto:contacthfd@gmail.com).

**TEXAS—EL PASO.** Pediatric dental office in El Paso Texas with 2 location has a full or part time position opening for pediatric dentist associate or general dentist. Must be comfortable treating kids. Competitive pay with health benefit and sign on bonus also for the right candidate could lead to future partnership license to practice dentistry in the state of Texas. For more information please contact [drvera@kidsdentalelpasso.com](mailto:drvera@kidsdentalelpasso.com).

**TEXAS—HARKER HEIGHTS.** All Star Children's Dentistry is looking for a pediatric dentist to work in its pediatric dental practice located in Harker Heights, TX. We are looking for a doctor who shares our values and is as passionate about helping children achieve a lifetime of great oral health! Come join our supported dental office, where we do just that; support pediatric dentists by bringing them cutting edge technology, continued education, an industry leading quality care program, and mentorship. The practice is doctor owned and is dedicated to our mission of raising the standard of children's oral health-care! Our Pediatric Dentist Enjoy: Working for a doctor owned practice, clinical Autonomy, Work/Life Balance, Equity Purchase Program. We cover your malpractice insurance, Medical, Dental, Vision and 401K. Requirements: D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active Dental Board License. Positive attitude with a great personality; excellent chairside manner and communication skills. For more information please contact [allstardocrec@d4c.com](mailto:allstardocrec@d4c.com).

**TEXAS—SAGINAW.** Hiring a Pediatric Dentist. Hi all! We are looking to add a full time or part time Pediatric Dentist to our privately owned practice in North Fort Worth, Texas. We are looking for a kind and enthusiastic pediatric dentist focused on delivering quality care with lots of TLC to our beloved patient families. We offer very competitive compensation and flexible hours. Guaranteed minimum. We offer all modalities of treatment for our patients: nitrous, oral conscious sedation, in office general anesthesia, and hospital general anesthesia. Please email me at [saginawkidsdentistry@gmail.com](mailto:saginawkidsdentistry@gmail.com) for more information. Visit our website: [www.saginawkidsdentistry.com](http://www.saginawkidsdentistry.com). Requirements: D.D.S./D.M.D. degree and Pediatric Dentistry certification.

**TEXAS—SAN ANTONIO.** We are seeking a Board Certified/Eligible Pediatric Dentist to work part time or full time. Southside Children's Dental Center has been in practice for 35 years on the southside of San Antonio with a one owner doctor. We currently have a staff of 50 employees, 3 pediatric dentist, an oral surgeon, two orthodontist, and two general dentist. Due to a very busy patient base we are excited to welcome an additional pediatric dentist to our team. Our office culture is professional, organized, and friendly. Our vision is to give every patient an excellent clinical and office experience. We are using Dextrix

Ascend for practice management and are paperless. Please check out our web site at [www.sscdc.org](http://www.sscdc.org) for additional information. What we value: An office that is well run. Organized and up to date with technology and the latest treatment techniques. A forward thinking vision that allows for personal and professional growth. Teamwork and professionalism when working with staff and doctors. Good communication between all staff members and patients. Parents/Guardians being allowed in treatment areas as we feel this is comforting for both the parent and child during treatment. Treating children in office using current sedation, general anesthesia, and operative standards. Doctors alternating operative/ OR days with recare checking days in order to allow for fair production opportunity. The satisfaction of a job well done and a patient that has had a great experience. Also being able to reassure parents/guardians that their child is being given the best possible care. COVID-19 considerations: Currently mask are not required for patients or admin staff. Staff are required to adhere to universal precautions regarding PPE.

**TEXAS—SAN ANTONIO.** Immediate Position Available. Looking for a Pediatric Dentist to join our growing practices in San Antonio, TX and surrounding communities. Part-time or Full-Time available. This is a locally own practice who has a team that can support your growth in fun and friendly professional environment. We provide dentistry services focusing on the oral health of children from infancy through the teen years. We offer in-office sedation and general anesthesia at an outpatient facility. The ideal candidate must have excellent communication skills with children and parents and work well with team members to have a successful day. This is a Private Practice Group that is located in one of the top 10 fastest growing cities in the United States. We offer our Pediatric Dentists: Sign on Bonus, Part time positions available, Company Paid Professional Liability Insurance, Company Paid CE courses, Paid Holidays Day, Paid Vacations Days and Healthcare benefits for full time providers. Email resume to [pedodocjobs@gmail.com](mailto:pedodocjobs@gmail.com).

**WASHINGTON—SPOKANE.** Spokane Pediatric Dentistry is an established pediatric dental practice with a primary location in Spokane, WA and a growing clinic in Colville, WA. Opened in 2013, we are an energetic, patient-driven practice, striving to provide the highest quality dental care. Our clinics provide a comfortable, kid-friendly environment to serve our growing patient base. Our team performs comprehensive preventative and restorative dental treatments, sedations and in-office General Anesthesia. Learn more about our office and team at [www.spokane-pediatricdentistry.com](http://www.spokane-pediatricdentistry.com). We have an opening for a part-time (flexible days) Associate OR a full-time Associate to join our fun, energetic team. The position includes a competitive

salary and complete benefit package including employer-paid professional liability insurance, C.E. reimbursement, health insurance and 401(K) plan with match. Please send a letter of interest and C.V. to our Office Manager at [om@spokanepediatricdentistry.com](mailto:om@spokanepediatricdentistry.com).

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

**WASHINGTON—VANCOUVER.** Deluna Kids Dental is looking for a full-time or part-time associate dentist to join our team in Vancouver, Washington. We are a private pediatric dental practice, focused on prevention and parent education and we hope to find an associate with similar philosophy. The typical work schedule is 4 to 5 days per week and we offer sedation services for treatment, including, Nitrous Oxide and in-office General Anesthesia. We accept PPO and Medicaid insurance and currently see 90-110 new patients per month. Compensation is negotiable based on experience with bonus opportunities as well as health insurance and 401k match available. Relocation and Sign on bonus are also available. Owner Dentist lives in Portland, OR and commutes 20 to 30 minutes. Experienced Pediatric Dentists and new grads are encouraged to apply! Apply via email to [david@delunakids.com](mailto:david@delunakids.com).

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

## CANADA

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

## Practice for Sale

**ALASKA—JUNEAU.** Southern Alaska is home to vividly diverse wilderness landscapes—from beaches to mountaintops to fjords—as well as half the state's population. Newly back on the market is a thriving pediatric dental practice for sale. The current doctor has practiced in the community for over a decade and is interested in exploring all of their transition options. Currently, the practice is only open 2 weeks/month. Even so there are over 1,500 active patients! With very limited marketing, the practice sees 25-30 new patients each month. 5 total operatories Collections of \$1 million & EBITDA \$200,000. Massive growth potential with additional hours of operation and marketing efforts. Real estate opportunity. The practice supports both the owner doctor as well as an associate. As you can see, there is massive potential for growth for the right doctor to really stretch their legs in the practice! To learn more, please contact Professional Transition Strategies. Email Bailey Jones: [BAILEY@PROFESSIONALTRANSITION.COM](mailto:BAILEY@PROFESSIONALTRANSITION.COM) or call: (719) 694-8320. REFERENCE #: AK92322. We look forward to speaking with you!

**ARIZONA—PHOENIX.** Unique opportunity to own a profitable Pediatric practice in SE Valley of Phoenix. This office features 3360 sq feet with 6 open bay chairs and 4 closed rooms. Great for Ortho/Pedo combo. There are also 2 private provider offices. Located right off a major freeway in a free standing building with ample parking. Dextrix, Apixia Phosphor plates and Pano, 80% PPO, 12% FFS & 8% Medicaid. Gross Production of \$1,300 000 in a 4 day work week. Located within the area of 4 cities out of "top 10 fastest growing cities" in the country. Please contact [eastvalleypedo@gmail.com](mailto:eastvalleypedo@gmail.com).

**LOUISIANA—ALEXANDRIA.** Louisiana is a place like no other. For centuries, a variety of cultures have called Louisiana home and contributed to the state's deep and color-

ful history. New to the market is a thriving multi-location pediatric dental practice seeking affiliation. The practice supports four doctor owners; each in various stages of their respective careers. They are, therefore interested in exploring their transition options. The each practice has eleven and ten operatories, respectively. With an average of one hundred and fifteen new patients per month, the practice is clearly well-established. You won't want to miss this incredible pediatric practice affiliation opportunity! FOR AN OVERVIEW OF THIS PEDIATRIC DENTAL PRACTICE IN LOUISIANA, READ BELOW: Two locations in desirable communities 21 total operatories. Collections of \$3.803 million. EBTIDA of \$825,000. Supports several doctors. 28,700 active patients. 115 new patients/month. Sprinkled among the lakes and bayous in this northwestern part of the state are scenic state parks, excellent fishing and hunting grounds, and great nature-viewing areas, including portions of the Kisatchie National Forest, which spreads across some 600,000 acres. In the cities of Shreveport and Bossier City, six casinos and a horseracing track entertain visitors. The Louisiana Boardwalk Outlets is a hub for outlet shopping, dining and recreation. To learn more about this large pediatric dental practice in Louisiana, please contact Professional Transition Strategies. Email Bailey Jones: [BAILEY@PROFESSIONALTRANSITION.COM](mailto:BAILEY@PROFESSIONALTRANSITION.COM) or call: (719) 694-8320. REFERENCE #LA8322. We look forward to speaking with you! \*Notice: map placement is approximate to protect the practice and doctor's confidentiality.

**OREGON—PORTLAND.** Portland has much to offer. From food carts and farm-to-cone ice cream to breweries and books, Portland has something for everyone. New to the market is a vibrant pediatric dental practice in Portland, OR. The current doctor is seeking a growth partner to help manage the busy practice. The practice is a staple in the community and sees an average of 70 new patients each month. Additionally, the location is excellent with a plethora of parks and a small town feel; making it ideally situated for young families and children! For an overview of this vibrant Pediatric Dental Practice in Portland, read below: 7 operatories, Collections of \$1.647 million, EBITDA (2021) over \$280,000, 2240 active patients and 70 new patients/month. Like it's monikers, Portland is pretty unique. It has world-renowned chefs and hundreds of food carts; art in theaters and outside on the street; the world's largest independent bookstore and highest concentration of craft breweries; a huge urban forest; and a bridge reserved for bicyclists. As the biggest city in Oregon, the draw for Portland is the job opportunities. With major companies such as NIKE, Boeing, The Standard and Columbia, career opportunities attract talent to the area. The relaxed, outdoor lifestyle and food seems to be a magnet for young professionals and families. This isn't your typical city. If Portland wasn't so different, it wouldn't be

Portland. To learn more about this pediatric dental practice in Portland, OR please contact Professional Transition Strategies. Email Bailey Jones: [BAILEY@PROFESSIONALTRANSITION.COM](mailto:BAILEY@PROFESSIONALTRANSITION.COM) or call: (719) 694-8320. Reference #:OR31622. We look forward to speaking with you!

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

**TEXAS—HOUSTON.** New to the market is an incredible pediatric dental practice near Houston, TX. Having practiced in the community for over a decade, the current doctor is interested in partnering with a group. Currently, the practice is equipped with a total of twelve operatories: six closed bays, five open bays and an infant consult operator. Additionally, there is room for expansion as well! With 5300 active patients, the practice supports both the owner-doctor as well as

an associate. This incredible practice sees an average of two hundred new patients each month. Don't miss out on this rare affiliation opportunity! For an overview of this Pediatric Dental Practice near Houston, read below: 12 operatories, expansion opportunity, collections of \$2.799 million, EBITDA \$537,000, 5300 active patients, 200 new patients/month and supports multiple doctors. Houston is filled with world-class dining, arts, hotels, shopping and nightlife. There's a reason the Houston metro area is one of the fastest-growing metropolitans in the country. Among the many reasons, newcomers are flocking to the Bayou City to take advantage of a growing job market, vibrant arts and culture scene and family-friendly quality of life and cost of living. To learn more and review the prospectus for this pediatric dental practice near Houston, TX please contact Professional Transition Strategies. Email Bailey Jones: [BAILEY@PROFESSIONALTRANSITION.COM](mailto:BAILEY@PROFESSIONALTRANSITION.COM) or call: (719) 694-8320. REFERENCE# TX81022K. We look forward to speaking with you.

## Faculty Positions Available

**PENNSYLVANIA—PHILADELPHIA.** Temple University Kornberg School of Dentistry is seeking to hire a full time board-certified pediatric faculty member and practitioner, in either the tenured or non-tenured track, to work in a growing urban patient-care center serving children and in a newly established Sedation Center. Preference will be given to those with experience in teaching and research, those who have directed courses or provided continuing education, or those who have the potential to conduct funded research. Applicants must have completed an ADA-accredited Pediatric Dentistry advanced training program and must have, or be eligible for, full Pennsylvania licensure or a Pennsylvania restricted teaching license; and must be (or be eligible to be) Board certified by the American Academy of Pediatric Dentistry. Responsibilities will include didactic and clinical teaching, and clinical practice in the Pediatric Clinic and a newly established Dental Sedation Center. Candidates seeking tenure-track or tenured appointments should have advanced training in research at the PhD level or equivalent experience. Extensive records of research funding or productivity are necessary to be appointed with tenure. Temple University is an equal opportunity/affirmative action employer. Women and minorities are encouraged to apply. For confidential consideration, interested individuals should email a cover letter, curriculum vitae, and three references to [jo.ann.nyquist@temple.edu](mailto:jo.ann.nyquist@temple.edu).

**SOUTH CAROLINA—CHARLESTON.** Coastal Family Oral Surgery & Sedation is looking for an experienced Oral Surgeon to work in our Oral Surgery Center. It will be a rewarding opportunity for a doctor who is looking for

clinically autonomy and enjoys working in a group practice. Our practices are built out for oral surgery and we've had providers in this role previously. This opportunity is uniquely positioned to receive referrals from our own area practices as well as other providers in the region. Our group provides rewarding careers for employees and comprehensive dental services to children. Our Oral Surgeons Enjoy: Working for a doctor-owned practice, complete clinical autonomy, state-of-the-art technology and a focus on patient care without the hassle of administrative tasks. We offer the ability to invest in your future—all full-time providers have the opportunity to purchase equity in our organization. We also offer Malpractice insurance coverage, work-life balance and a comprehensive benefit package which includes: Medical, Dental, Vision, Life Insurance, Long & Short Term Disability, PTO and 401(k). Job Duties: Examine, diagnose, prescribe, and carry out oral surgery services and treatment plans. Educate patients on treatment including preoperative and postoperative care. Communicate and build a foundation of trust and respect between you and the patient. Uphold the policy, protocol, and procedures which are in compliance with the most current accepted professional standards. Collaborate with Pediatric Dentists on referral cases, as well as all other clinical and non-clinical personnel as necessary. Required Experience: Completed an Oral Surgery Residency accredited by the Commission on Dental Accreditation or have at least 5+ years of experience focused primarily on oral surgery. Current, valid license to practice dentistry in state where providing care (License must be in good standing) or eligible for licensure. D.D.S./D.M.D. from a dental education program accredited by the Commission on Dental Accreditation. Experience working in pediatrics. Other certifications as required by state to include- CPR, DEA, etc. Current residents are encouraged to apply. Generous sign-on bonus offered! To learn more about Coastal Family Oral Surgery & Sedation, please visit us at: <https://coastal-familyoralsurgery.com/>. Coastal Family Oral Surgery & Sedation is an equal opportunity and affirmative action employer that does not discriminate in employment and ensures equal employment opportunity for all persons regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, or status as a qualified individual with a disability or Vietnam era or other protected veteran.

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

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

# AAPD President on the Go

Autumn has just begun, but AAPD President Dr. Amr M. Moursi has already jetted from District to District to celebrate milestones and meet members and residents.

On Sept. 15, Moursi shared an AAPD update with attendees at the Minnesota Academy of Pediatric Dentistry (MNAPD) Fall Meeting held at the University of Minnesota in the Northcentral District. The update included details on AAPD 2023, as well as discussion of what AAPD is doing to support efforts to enhance OR access. Vice President of MNAPD Dr. Amelia Leuer also shared the results of the Mission of Mercy two-day event which helped over 100 children in need of dental care. Meeting attendees were also treated to a tour of Huntington Bank Stadium on the University of Minnesota campus. Go Golden Gophers!

After taking in the sights and sounds of the gridiron in Minnesota, Moursi zoomed off to the Northeast District on Oct. 1, to attend the University of Maryland's Pediatric Dentistry Residency Program 50th Anniversary Celebration. At the time of its establishment in 1968, the program was the first specialty post-graduate curriculum offered at the University. Since the inaugural class of 1971, the program has produced 193 graduates, including past AAPD Past President Dr. Warren A. Brill. The celebration kicked off with CE sessions, featuring a keynote presentation by Moursi, before shifting gears to an evening social hour.



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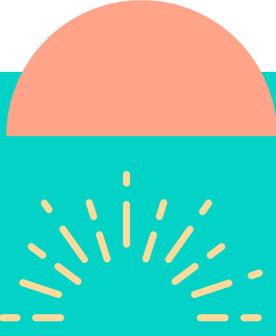
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a. Total Number of Copies (Net Press Run)	9,962	10,133
b. Paid and/or Requested Circulation		
(1) Paid/Requested Outside-County Mail Subscriptions Stated on Form 3541. (Include advertiser's proof and exchange copies)	8,803	8,989
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(1) Outside-County as Stated on Form 35416845	0	0
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g. Total Distribution (Sum of 15c. and 15f.)	9,367	9,553
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b. Total Paid Print Copies (Line 15c) + Paid Electronic Copies (Line 16a)	9,367	9,553
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17. Publication of Statement of Ownership is required. It will be printed in the November 2022 issue of this publication.  
 18. Signature and Title of Editor, Publisher, Business Manager, or Owner

  
 John S. Rutkauskas, Chief Executive Officer

Date: October 1, 2022

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).



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retain ownership and thrive in today's market.

## Everyone Loves Options.

HERE ARE OURS:

### New Practice

Your new practice launch is closer than you think. With a ready-made brand, comprehensive training program, help with site selection, financial modeling, purchasing, and marketing right from the get-go, you'll be successful from the start.

### Practice Conversion

Already have an orthodontic practice? No sweat. We can easily convert your existing practice to this new model. And, when we do, you'll have full access to a proven model. This, combined with the power of the Smilebliss™ brand, will shine new life into your existing business.

**Being in business for yourself, but not by yourself. That's bliss.**



[www.joinmilebliss.com](http://www.joinmilebliss.com)





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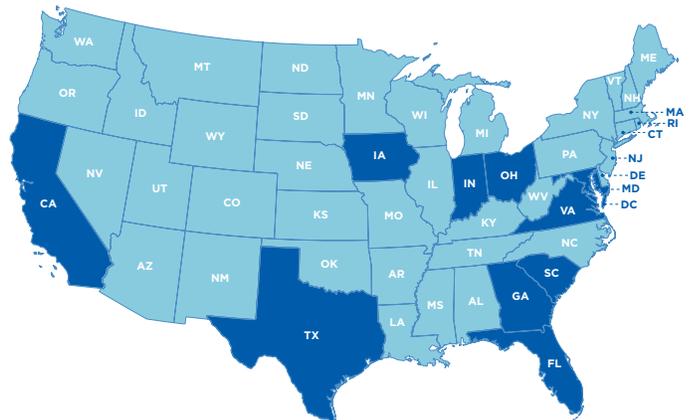
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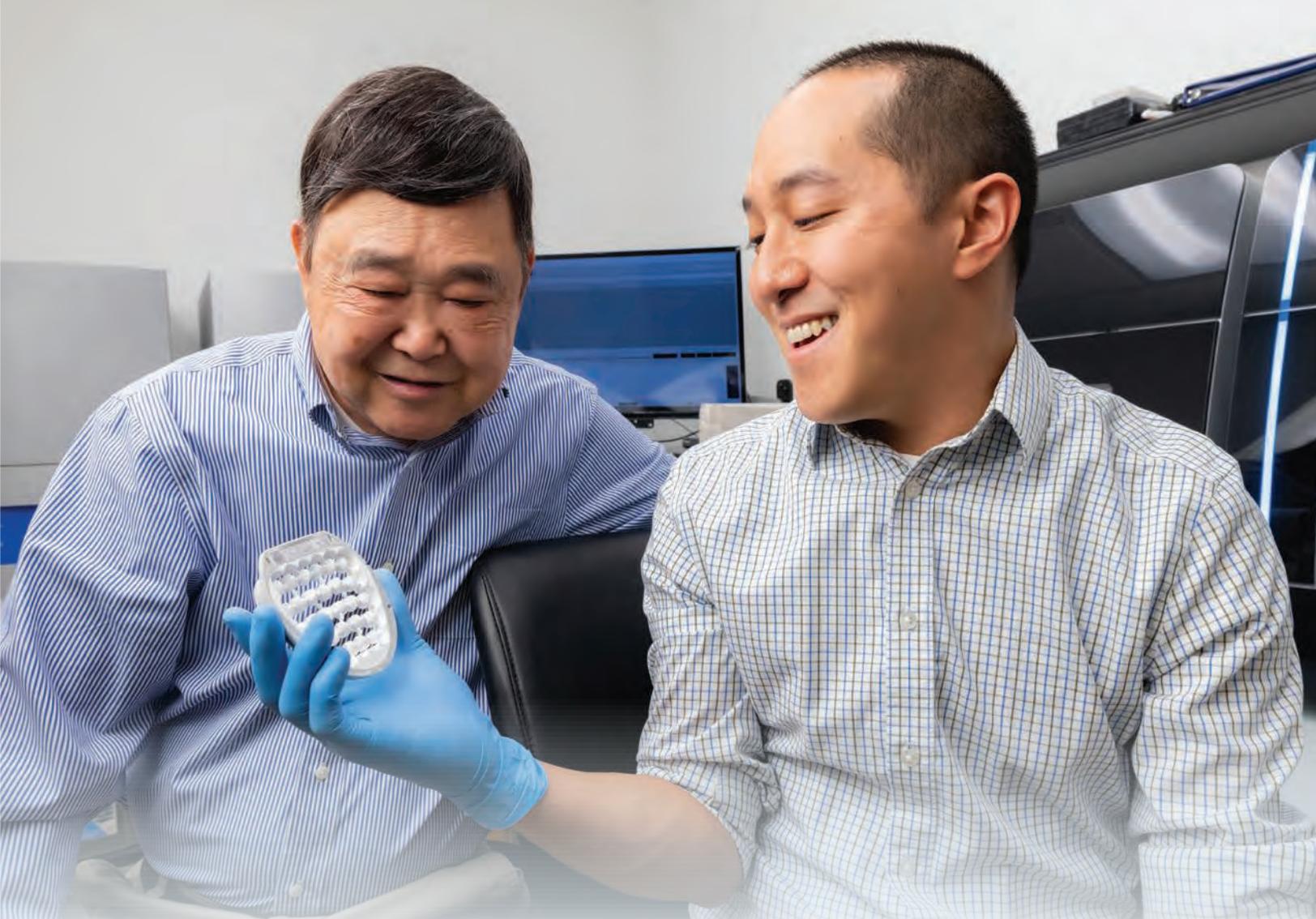
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# It's different with family.

*Cheng Crowns is a family-owned company.* That means you always have a direct line to someone who can answer your question or resolve your issue, whether it's our Chief Operating Officer Benjamin Cheng or another member of the Cheng family. We stand behind our products, as we have for 35 years, so you can have confidence that you are doing the very best for your young patients. Get to know us at [ChengCrowns.com/PDT-4](https://ChengCrowns.com/PDT-4).



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MADE IN THE USA

# Stay N Place<sup>®</sup> Supports

*These Cozy Cushions Help Make Your Dental Chair Just Right  
No Matter The Size, Shape Or Ability Of Your Patient.*

## Stay N Place<sup>®</sup> Chair Cushion

When patients become fearful at the sight of a dental chair, the **Stay N Place<sup>®</sup> Chair Cushion** can help. It presents a welcoming image to help calm anxiety. As the patient settles in, the soft foam shifts inside the pillow, filling gaps in the chair and providing a secure, comfy feeling. The Stay N Place Chair Cushion curves in at the neck, allowing your patient's head to tilt back and the chest to be lifted, while leaving you room to maneuver.

A non-slip bottom helps the cushion stay where you place it. The chair cushion is covered in a soft, durable vinyl, and also comes in a size for infants.



## Stay N Place<sup>®</sup> Booster Seat

Do you "scoot" patients to the top of the chair, only to have them slide back down when the chair is brought upright? That maneuver is unsettling for the patient, causes back problems for you and lost time for the practice.

**The Stay N Place<sup>®</sup> Booster Seat** positions your patient 5" higher in the chair, providing better access and increasing efficiency. This simple addition to the dental chair is more ergonomically correct for you and more comfortable for your patient. It now comes with a removable lumbar support pillow.

To place an order, call us at 800-722-7375 or visit our website at [www.specializedcare.com](http://www.specializedcare.com).