

PDT

PEDIATRIC DENTISTRY TODAY

QUARTER 2 Volume LX Number 2

PICTURE THIS
AAPD IN **30**
DENVER

41 WHERE THERE'S SMOKE
- THERE'S FIRE

MEMBER RECOGNITION
AWARDS **64**

INTRODUCING

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Next-gen, Self-leveling
Bioactive Bulk Fill



Natural Remineralization Support¹
Secondary Caries Protection²



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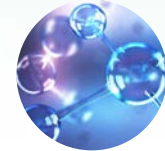
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¹The remineralization process is a natural repair mechanism to restore the minerals again—in ionic forms—to the hydroxyapatite (HAP) crystal lattice. Source: Arifa MK, Ephraim R, Rajamani T. Recent advances in dental hard tissue remineralization: a review of literature. *Int J Clin Ped Dent.* 2019;12(2):139. ²Activa Bioactive physically seals the margin of the material and tooth interface through mineral apatite formation, subsequently protecting against microleakage, the leading cause of secondary caries and recurrent decay. ³"One-step" describes placement after preparation, etching, and bonding steps. Refer to Activa Bioactive Bulk Flow instructions for use (IFU) for complete instructions. ⁴Dual-cure mode. ⁵Fan Y, Hubler D, Choochaisaengrat S, Giordano II R. Polymerization Shrinkage Stress of Novel Light Curing Dental Composites. Poster presented at American Association for Dental, Oral, and Craniofacial Research Annual Meeting; March 12–15, 2025; New York, NY. ⁶See: Maher YA, Rajeh MT, Hamooda FA et al. Evaluation of the Clinical Impact and In Vitro Antibacterial Activities of Two Bioactive Restoratives against *S. mutans* ATCC 25175 in Class II Carious Restorations, *Nigerian Journal of Clinical Practice*, 2023;26(4):404–411; and Mah J, Merritt J, Ferracane J. Adhesion of *S. mutans* biofilms on potentially antimicrobial dental composites. *J Dent Res.* 2017;96:2560.



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FEATURE STORY

Relive a comprehensive recap of AAPD 2025 in Denver, just like you were there, capturing the energy of the Annual Session through highlights of cutting-edge education, inspiring keynote moments, lively networking events, and the celebration of our vibrant pediatric dentistry community.



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

PDT
PEDIATRIC DENTISTRY TODAY
 QUARTER 2 Volume LX Number 2

THE MAGAZINE OF THE AAPD

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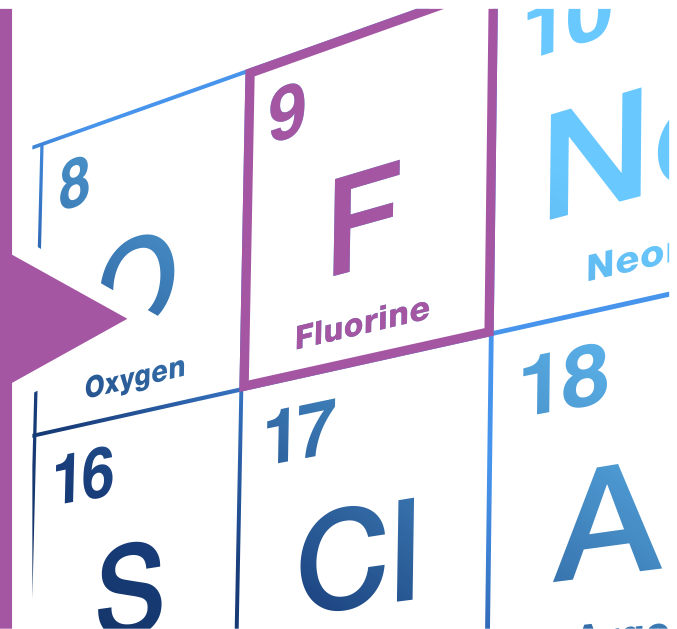
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Announcements of awards, recognitions, and contributions from AAPD members.

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AAPD 2025 AWARDS

AAPD 2025 Member Recognition Awards, Research Poster Competition and GSRA Winners, and Joint Academic Day recap.



No Child Should Wait in Pain: Amelia's Story



Six-year-old Amelia was not a fan of the dentist, to say the least. At KinderSmile Foundation, the AAPD Foundation's newest Three Year Access to Care Grant recipient, the team examined Amelia and it quickly became clear she needed extensive care. Little Am was in pain. The KinderSmile team did their best to comfort her but could not get the extremely fearful patient to cooperate. Instead, they spent time reviewing dental health education with the family and concentrated on relieving some of her fears.

You probably know as well as the KinderSmile team does that referring patients on Medicaid can be complicated and time-consuming. So KinderSmile does their best to provide all treatment in house. But Amelia's situation led to a referral to the hospital. After the family spent hours at the first hospital consultation, they were asked to return an additional 6 weeks later, and only then would it be decided if Am qualified for completion of her treatment under anesthesia. In that case, the soonest she could get on the schedule was 9 months away.

Mom was desperate. Amelia was in pain. They couldn't wait months.

The family returned to KinderSmile. Staff tried again with sweet, nervous Amelia, and despite some tears, the team was able to treat her first tooth! With time, Am became more comfortable and even started enjoying her visits and the staff support around her. Her entire treatment was completed in a couple of months and she is back to being a happy, pain-free kid.



“
**Thank you to the amazing
staff for treating Am with
so much patience and love.
You guys rock!**

-Mother of patient
Amelia, age 6

Amelia was able to heal because of the patience, support, and resources of her community – resources that are only available because of compassionate folks like you. YOU transform our mission from an idea to reality. The Foundation is proud to support KinderSmile Foundation and the relentlessly compassionate work they do for kids in New Jersey – and we hope you will support them to!

Together, we can make a difference. Give today to help kids like Amelia! Visit aapdfoundation.org/donate



Announcing the AAPD Foundation's

2025-2026 Access to Care Grant Recipients

The American Academy of Pediatric Dentistry Foundation, the nation's largest dentist-led charity dedicated to child oral health, is proud to award One Year Access to Care Grants to thirteen outstanding nonprofit clinics across the U.S. Each clinic will receive up to \$30,000 towards dental care for underserved kids.

Children living in poverty are twice as likely to suffer cavities, and their dental disease is more than twice as likely to go untreated compared to their more affluent peers. The 2025-2026 grant recipients will utilize AAPD Foundation support to continue providing comprehensive, compassionate care in their communities. **Congratulations to the following organizations:**

Akron Children's Hospital: Akron, OH

AltaMed Health Services Corp: Los Angeles, CA

Cincinnati Children's Hospital Medical Center: Cincinnati, OH

The Denver Health Foundation: Denver, CO

Ethne Health: Clarkston, GA

Health Ministries Clinic: Newton, KS

InterCare Community Health Center: Benton Harbor, MI

St. Bernard Dental Center: Chicago, IL

St. John's Well Child and Family Center: Los Angeles, CA

Trustees of Indiana University: Bloomington, IN

United We Smile: Traverse City, MI

University of Minnesota Cleft and Craniofacial Clinic: Minneapolis, MN

University of Washington Center for Pediatric Dentistry: Seattle, WA

Interested in an Access to Care Grant? All non-private dental and/or medical organizations located in the U.S. or its Territories providing dental care to kids are welcome to apply! The next call for grant applications opens July 2025. Head to **aapdfoundation.org/apply-for-grants** for more information.



PRESIDENT MESSAGE



AAPD PRESIDENT

Dr. Thomas G. Ison

BUILT TO SERVE, READY TO LEAD: AAPD'S YEAR OF PURPOSE

Summer is upon us, it's busy season in the office, and the Annual Session has just concluded. I trust those of you who attended enjoyed the continuing education, social events, and fellowship with our AAPD family. What a unique experience in Denver – the first time the AAPD celebrated the President in his hometown. Congratulations to Scott Smith for a successful year. Special thanks go out to the planning committees, headquarters staff and volunteer members for making this a memorable meeting. Well done!

One of the questions often asked of me shortly after my election as an officer was, “Do you have an agenda for your presidential year?” At that time, my presidency being a few years away, my response was that I have some goals in mind, but I believe an agenda will find me.

Last year, the first agenda item presented itself when our CEO announced his plans to retire in the summer of 2026. Over this coming year, we will be selecting only the fourth CEO/Executive Director in the history of the AAPD. An independent and diverse search committee of five AAPD members, led by Congressional Liaison and past-president Jade Miller, was appointed and is hard at work, with a final board vote expected to be no later than January 2026. We anticipate our next CEO will be well prepared to assume the helm when the time comes.

This year, as pediatric oral health care professionals are settling into the post-COVID “new” normal, sudden, unexpected and transformative challenges for the months (and years) ahead have presented. Community water fluoridation—one of the CDC’s “ten greatest public health achievements of the 20th century”—is being questioned and banned in some communities and states. The Department of Health and Human Services (HHS) is facing substantial re-organization with proposed elimination of healthcare programs across the medical services spectrum. These concerns will impact our practices, programs, and patients. They need to be an agenda item for every AAPD member.

Before continuing, I must acknowledge our CEO John Rutkauskas for his strong leadership of the AAPD. Among the many accomplishments during his tenure is the growth and influence of AAPD

advocacy. In March, we had nearly 400 attendees for our yearly Pediatric Oral Health Advocacy Conference (POHAC) in Washington, D.C., to address issues related to pediatric oral health. This group included hundreds of pediatric residents fulfilling part of their training requirements while gaining experience in discussing issues with policymakers. This successful interaction with legislators through the years resulted in an increase in resident training positions from 180 in the late 1990's to 500 today. Many of you would not have had the opportunity (i.e., available resident position) to become a pediatric dentist were it not for this success. These efforts are dependent upon and greatly enhanced by the AAPD PAC and the needed member support of the PAC is more urgent than ever.

Extensive advocacy work by all AAPD members is needed to address the proposed changes to community water fluoridation and in the HHS. This past April, the AAPD led a coalition of over 250 dental and medical associations, advocacy groups, health care organizations, and dental industry and insurance organizations in a letter to all U.S. Representatives and Senators reiterating the safety and efficacy of community water fluoridation. We implore members to get involved locally with community water district boards as this is the grass roots level where changes will occur. Develop and strengthen relationships with your local community leaders, state dental boards, as well as state and national legislators. Pediatric dentists must be proactive in discussing these important topics and ready to present solid science in support of these issues. Resources are readily available on the AAPD website and through the Research and Policy Center.

As a volunteer member-driven organization, AAPD leaders and council and committee members have full-time outside responsibilities in addition to their service roles. These people gladly serve to fulfill the mission of the AAPD, and we all benefit from their contributions. I'm reminded of the words uttered by Pres. John F. Kennedy, when our country was facing turmoil on multiple fronts, "Ask not what the country can do for you, but what you can do for your country." Given the current challenges, I believe these words can be applied today to the AAPD. Before the AAPD can do anything on behalf of a member or state unit, like develop a Reference Manual, create safety standards, provide continuing education, or send an expert to testify, another AAPD member must do something – serve on a committee, sacrifice time to be out of the office or from family to attend meetings, share expertise in an educational setting, contribute to the PAC and Foundation – for the AAPD to make those resources available. What will you do this year for the AAPD, so in return, the AAPD can do for others?

I'm grateful for the talented people in this organization that will be working together to face these and other upcoming issues. I appreciate the leaders before me who have shared their wisdom, led by example, and built the framework that made this organization strong. The Board of Trustees, who I have great faith in, will have poignant deliberations and address the issues head-on. Our headquarters officers and staff, who I believe to be the best, will work diligently in support of you, our members, so that *together* we can advance our mission of optimal oral health for all children. Looking forward to a busy and productive year!

"We implore members to get involved locally with community water district boards — this is the grassroots level where changes will occur."

2025 POHAC

Largest Pediatric Oral Health Advocacy Conference in AAPD History

ADVOCACY NEWS

AAPD advocates for dental funding, Medicaid reform, and access to care.



What a fantastic few days in Washington, D.C., for the 2025 Pediatric Oral Health Advocacy Conference! This was the largest POHAC attendance in history, with nearly 400 pediatric dental residents, pediatric dental faculty, Public Policy Advocates, and other Academy leaders advocating on Capitol Hill for children's oral health. We met with the offices of over 200 members of Congress and requested their support for Title VII training programs in pediatric dentistry, the Dental Faculty Loan Repayment Assistance Act (HR 1758 / SB 1080), community water fluoridation, and promoting healthy childhood nutrition. Check out our *fact sheet on these issues on the website under Grassroots Advocacy*. Stay tuned for additional opportunities to get involved in these efforts via our *Grassroots Network*!



The Congressional Handout

Dr. Chelsea Fosse of the RPC reviews key trends in pediatric dentistry.



Team Maryland



Leadership Institute 7 Colleagues



Residents have a great experience at POHAC.



Team Colorado



Team Massachusetts



Team Pennsylvania



The NYU crew



Team California



State teams did a great job prepping for their Congressional visits.



Team Connecticut



Dr. Heber Simmons Jr. provided valuable advice about advocacy and life as a pediatric dentist, receiving a standing ovation afterwards.



COO and General Counsel Scott Litch briefed attendees for Congressional visits along with Julie Allen and Taryn Couture from Powers.



2024 PAC Contributor List

In calendar year 2024, **750 members** contributed **\$217,334.00** to the AAPD PAC. Members in the Southeastern district had the most participation and had the most in hard dollars—those contributions can be used for candidate support.

**AAPD members of Board of Trustees, Council on Government Affairs, PAC Steering Committee and PAC District Teams, members of the AAPD Foundation and ABPD boards, State Public Policy Advocates, Past Presidents, and AAPD Staff.*

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OBTAINING OR ACCESS FOR PEDIATRIC DENTAL PROCEDURES:

Making Your Practice Do “Double Duty” as an Ambulatory Surgical Center

by Diane Millman and C. Scott Litch

It is well documented that there are significant financial, reimbursement, and other barriers that limit hospital Operating Room (OR) access for the performance of pediatric dental procedures that require general anesthesia. The establishment of ambulatory surgical centers (ASCs) equipped to perform dental procedures has the potential to alleviate this pressing need. As the result of concerted advocacy efforts by a coalition of dental organizations led by the AAPD, in 2024 the Medicare Program began to add dental procedures (including dental rehabilitation (HCPCS G0330), a code created the prior year to report OR dental procedures performed for pediatric patients) to the list of procedures that Medicare covers in ASC settings (the Covered Procedures List or CPL). While Medicare is not a significant payer for the pediatric patient population, many other payers (including many Medicaid programs and private payers) utilize the Medicare CPL to determine which procedures are eligible for ASC coverage. These payers generally require that an ASC be state-licensed and Medicare-certified to be eligible to receive payment for their equipment, supply, clinical personnel, and overhead costs (facility costs). While Medicaid programs establish their own payment rates, as the result of the Medicare program’s recognition of the dental OR access cri-

sis, an increasing number of states are authorizing Medicaid payment to ASCs for dental procedures for the first time or increasing the applicable rates. For this reason, there is increasing interest in using ASCs to help fill the continuing unmet need for OR access for pediatric dental procedures that require general anesthesia, particularly for patients classified as ASA I or II. This article explores the organizational and operational issues that should be considered by any pediatric dental practice that is considering establishing a single specialty dental ASC to address the unmet need for dental OR access in its community.¹

DENTAL PRACTICES OPERATED AS PART-TIME ASCS

While ASCs are commonly viewed as mini-hospitals, a significant number of Medicare-certified ASCs are in fact extensions of physicians’ offices—physicians’ offices that are utilized as ASCs on a part-time basis. Likewise, the Medicare certification regulations make it possible for dentists who perform surgical procedures to obtain Medicare certification for their practices as ASCs, so long as Medicare certification and any applicable state certificate of need and state licensure requirements are met. Specifically, while Medicare regulations require that an ASC be a “distinct entity” from other healthcare



operations, this requirement is interpreted broadly in CMS Interpretive Guidelines found in Appendix L of the State Operations Manual:

The same physical premises may be used by the ASC and other entities, so long as they are separated in their usage by time. For example: Adjacent physician office: Some ASCs may be adjacent to the office(s) of the physicians who practice in the ASC. Where permitted under State law, CMS permits certain common, non-clinical spaces, such as a reception area, waiting room, or restrooms to be shared between an ASC and another entity, as long as they are never used by more than one of the entities at any given time, and as long as this practice does not conflict with State licensure or other State law requirements. In other words, if a physician owns an ASC that is located adjacent to the physician's office, the physician's office may, for example, use the same waiting area, as long as the physician's office is closed while the ASC

is open and vice-versa. The common space may not be used during concurrent or overlapping hours of operation of the ASC and the physician office. Furthermore, care must be taken when such an arrangement is in use to ensure that the ASC's medical and administrative records are physically separate. During the hours that the ASC is closed, its records must be secure and not accessible by non-ASC personnel.

Because of this interpretation, a single specialty dental ASC may be established in a space adjacent to (or within) a pediatric dentist's office, so long as the practice is closed when the ASC is in use or there is no overlapping space and the facility otherwise meets all state licensure and Medicare certification (including Life-Safety Code) requirements.

CMS' recognition of space-sharing arrangements also may facilitate the establishment of single-specialty dental ASCs in space otherwise used as

a hospital clinic, during periods when the clinic otherwise would be closed. Under this model, a pediatric dentist would lease the space from the hospital or clinic entity during otherwise unused hours of operation and outfit one of the rooms in a manner that meets any applicable requirements for OR/procedure rooms. Such a model may be particularly attractive for integrated delivery systems that own and operate dental clinics that already have the necessary specialized equipment. Dental ASCs operated in unused space owned by hospitals or hospital clinics may wish to consider joint venturing with the hospital entities involved to spread financial and operational risk.

The same shared space concept may be used by otherwise unaffiliated dentists in an area to establish a single-specialty ASC in office space that is not utilized by one of them or that is set aside for ASC purposes during designated periods of time. While such a joint arrangement is somewhat more complex (insofar as a new legal entity likely would be required), a joint arrangement may also help ensure that the ASC is more fully utilized than if the ASC is operated by a single dental practice.

MEETING THE ASC CONDITIONS OF COVERAGE

A single specialty ASC seeking Medicare certification has the option to either: (a) undergo a survey by state surveyors under contract with the Medicare Program, who inspect ASCs for compliance with the ASC Conditions of Coverage using the survey methodology and standards described in the Interpretive Guidelines; or (b) become accredited by an organization that has obtained “deemed status” from CMS. Because the standards applied by “deemed status” organizations have been reviewed by CMS and have been found to be at least as stringent as Medicare conditions of coverage, ASCs that attain accreditation by an organization that has “deemed status” are “deemed” to be in com-

pliance with Medicare certification requirements. The organizations that have achieved deemed status for ASCs are listed by CMS.² Each deemed status organization has slightly different accreditation requirements, and for those pediatric dental practices interested in attaining Medicare certification through deemed status, each organization’s standards should be reviewed before a choice is made. In addition, some third party payers require accreditation by one of these organizations as a condition of payment, so it is advisable to check the payment policies for the major third party payers in the area, and in some states, accredited ASCs may be deemed to be in compliance with state licensure requirements.

Those dental practices that seek Medicare certification through a state survey will need to meet the requirements set forth in the Medicare regulations, as applied by state surveyors applying the interpretations and survey procedures in the Interpretive Guidelines, including:

- §416.40 — Compliance with State licensure law.
- §416.41 — Governing body and management.
- §416.42 — Surgical services.
- §416.43 — Quality assessment and performance improvement.
- §416.44 — Environment.
- §416.45 — Medical staff.
- §416.46 — Nursing services.
- §416.47 — Medical records.
- §416.48 — Pharmaceutical services.
- §416.49 — Laboratory and radiologic services.
- §416.50 — Patient rights.
- §416.51 — Infection control.³

While the ASC Conditions of Coverage may appear intimidating on their face, in fact many of them can be satisfied with the adoption and implementation of written policies and procedures that can be obtained from consultants and other sources and tailored as appropriate to meet particular needs.

The two ASC Conditions of Coverage that may pose the greatest challenges for a pediatric dental practice seeking to operate as an ASC on a part-time basis are those pertaining to physical plant and personnel.

The requirements related to physical plant are set forth in 42 CFR § 416.44 Condition for Coverage: Environment. To meet Medicare certification requirements, procedure rooms that are used for the performance of non-sterile surgical procedures need not meet the “same design and equipment standards as traditional operating rooms;” however, if state licensure laws (which vary based on the state involved) require that procedure rooms must meet OR standards, those state requirements must be met for the facility to be Medicare-certified or to obtain Medicaid payment. In addition, temperature, humidity, and airflow requirement must be met, special Life Safety Code requirements are applicable, and the facility must have a separate recovery room and waiting room that is separate from the OR/procedure room and separate from each other. These physical facility requirements may make some dental offices impracticable for conversion to ASCs, even on a part-time basis.

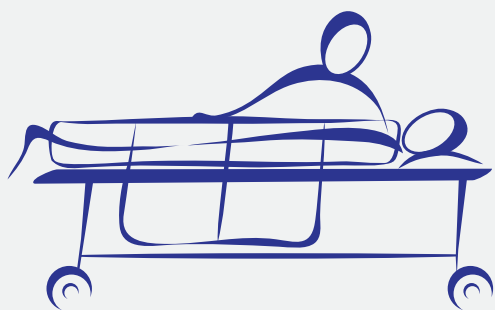
In addition, there are a number of ASC Conditions of Coverage relating to personnel that may pose a challenge for some single specialty ASCs. For example, the Medicare Conditions of Coverage include requirements related to the provision of anesthesia, nursing services, and post-operative examinations that may require the involvement of a medical doctor, anesthesiologist or CRNA, or other qualified personnel in the operations of an ASC; therefore, obtaining Medicare certification for a single-specialty dental ASC operated as a component of a dental practice likely will not be possible without the participation of other physicians or practitioners. Several of the personnel requirements that may warrant consideration accompany this article.

ASC ORGANIZATIONAL AND OPERATIONAL STRUCTURES

A number of legal structures can be utilized for the organization of an ASC. For example, the ASC may be owned by a dental practice, a single dentist, a for-profit joint venture, a not-for-profit organization, or another entity or individual. Under Medicare rules, a single individual can function as the ASC’s “governing body.” Moreover, Medicare rules do not preclude an ASC from being owned and operated as a component of a dentist’s professional corporation or other professional practice. Alternatively, a separate legal entity may be established, and ownership may be held individually or shared with others. Depending upon how the ASC is organized and operated, it may qualify for tax exemption, with contributions to its support qualifying as charitable donations for tax purposes. However, if a separate legal entity is established for an ASC that is co-located with a dental practice, the ASC entity will need to enter into a formal lease (or sublease) agreement with the dental practice specifying that times that the facility will be operated as an ASC and providing compensation for any shared personnel.

Assuming that a dental practice in a community is physically configured in a manner that makes it practicable for conversion to a part-time ASC and compliance with other Medicare Conditions of Coverage and state licensure requirements is achievable, access to the ASC need not be limited to the patients of the dental practice involved or patients of other dentists in the area that may also be part-owners of the facility. Unless access is required to be restricted in order to maintain an exemption from state certificate of need or licensure requirements, the ASC facility can be made available to other dentists, who may be granted staff privileges in much the same way a hospital might grant staff privileges to physicians and other practitioners.

Finally, please note that ASCs are generally subject to state licensure laws that may impose requirements that differ from those imposed by the Medicare program or accreditation organizations. The applicability of state licensure (and, where they exist, certificate of need requirements) in some states may depend upon whether the ASC is organized as a component of a dentist's professional practice or is organized and operated as a separate legal entity, so state laws should be examined before the legal structure of the ASC is determined. In addition, state licensure laws in some states may be triggered by Medicare certification of a facility. For this reason, for pediatric dental practices that do not rely on Medicare as a primary source of revenue, it is important to check whether Medicaid or area payers require Medicare certification as a condition of payment before beginning the process.



CONCLUSION

A number of organizational and operational models can be used to establish facilities that provide OR/procedure room access for the performance of pediatric dental procedures. It is likely that no single model will work in all areas of the country, and that creativity and initiative will be required for those pursuing any of these options. But physicians in a number of specialty areas have successfully negotiated the hurdles involved and, as a result, have established safe, cost-effective settings for the performance of surgery within ASC settings that are accessible to their patients on a timely basis; that meet high quality standards of care; and that are financially viable. While the dominance of Medicaid as the primary payer for dental procedures makes these solutions more challenging for pediatric dentists, pediatric dentists in need of OR access are well advised to explore the many ASC options that are available. The authors recognize that such options may include seeking OR time with an existing ASC that primarily or solely accommodates dental cases and has engaged pediatric dentists.



Diane Millman, JD, is a Principal in Powers Pyles Sutter & Verville's healthcare group, and Adjunct Professor in health care law at Georgetown University Law Center.

C. Scott Litch, MA, JD is the AAPD's Chief Operating Officer and General Counsel and regular author or co-author of this *PDT* column. For further information contact Mr. Litch at (773) 938-4759 or slitch@aapd.org.

Accompanying Material

SELECTED ASC PERSONNEL REQUIREMENTS

The Conditions of Coverage that implicate the services of other physicians or practitioners include the following:

- 42 CFR §416.42(a) - Standard: Anesthetic Risk and Evaluation provides that
 1. "A physician must examine the patient immediately before surgery to evaluate the risk of anesthesia and of the procedure to be performed.
 2. Before discharge from the ASC, each patient must be evaluated by a physician or by an anesthesiologist as defined at §410.69(b) of this chapter, in accordance with applicable State health and safety laws, standards of practice, and ASC policy, for proper anesthesia recovery."
- 42 CFR §416.42(b) - Standard: Administration of Anesthesia requires that, with certain exceptions, anesthesia be administered by a qualified anesthesiologist, a physician qualified to administer anesthesia, a certified registered nurse anesthetist under the supervision of the operating surgeon, or anesthesiologist assistant under supervision of a qualified anesthesiologist.
- 42 CFR §416.46 - Condition for Coverage: Nursing Service requires that the nursing services of the ASC must be directed and staffed to assure that the nursing needs of all patients are met. The applicable Interpretive Guidelines require that nursing services be under the direction and leadership of a RN, and there must be a registered nurse available for emergency treatment whenever there is a patient in the ASC.
- 42 CFR §416.48 - Condition for Coverage: Pharmaceutical Services. The ASC must designate a specific licensed healthcare professional to provide direction to the ASC's pharmaceutical service (i.e. any drugs dispensed at the ASC), and that individual must be routinely present when the ASC is open for business, but a consulting pharmacist is not required unless the ASC is performing activities which under State law may only be performed by a licensed pharmacist.
- 42 CFR §416.49(a) - Standard: Laboratory Services. If the ASC performs laboratory services, it must meet any applicable CLIA requirements, and if the ASC does not provide its own laboratory services, it must have procedures for obtaining routine and emergency laboratory services from a certified laboratory.
- Under 42 CFR §416.49(b)(2), if radiologic services are utilized, the governing body must appoint an individual qualified in accordance with state law and ASC policies who is responsible for assuring all radiologic services are provided in accordance with Medicare certification requirements.

1. A more detailed analysis of this topic was prepared for the AAPD in 2021 by Diane Millman and Julie Allen of Powers, and is available on the AAPD website at: <https://www.aapd.org/advocacy/legislative-and-regulatory-issues/latest-advocacy-news/obtaining-operating-room-access-for-pediatric-dental-procedures-via-ambulatory-surgery-centers/>
2. See: <https://www.cms.gov/Medicare/Provider-Enrollment-and-Certification/SurveyCertificationGenInfo/Downloads/Accrediting-Organization-Contacts-for-Prospective-Clients-.pdf>.
3. See: https://www.cms.gov/Regulations-and-Guidance/Guidance/Manuals/Downloads/som107ap_l_ambulatory.pdf

AAPD Seeks Trustee Nominations for Northeastern (NE) and Southeastern Districts (SE)

The AAPD is accepting nominations for the trustee positions in the Northeastern and Southeastern Districts. Current Trustees Hakan O. Koymen (NE) and Ann M. Bynum (SE) will rotate off the Academy’s Board of Trustees at the conclusion of the 2026 Annual Session.

Nominations for new trustees from the Northeastern and Southeastern Districts—each for a three-year term beginning in 2026 and concluding in 2029—are now being accepted. Nominations must be submitted to AAPD headquarters by the respective districts. The nominations packet (electronic submission preferred) must be received at the AAPD headquarters office, to the attention of Lisa Gunderson, lgunderson@aapd.org, no later than Sept. 1, 2025.

Candidates are strongly encouraged to submit their completed packets to their district leadership by Aug. 14, 2025, to allow sufficient time for the district to review and forward the materials.

Nominations can be transmitted in one of two manners:

Individual Nomination	State Chapter Nomination	The required materials from nominees are the following:
<div>1. Individuals from the respective district can submit a nomination by including:<ul style="list-style-type: none">• A letter signed by ten AAPD voting (Active or Life) members from the district signifying support of the nomination.• <i>*AAPD Nomination Form</i>, signed and dated by the nominee.</div>	<div>2. An AAPD state chapter in the respective district can submit a nomination by including:<ul style="list-style-type: none">• A letter, signed and dated, from the President of the recognized state chapter certifying that the nomination is an official action of the state chapter.• <i>*AAPD Nomination Form</i>, signed and dated by the nominee.</div>	<div>1. Completed and signed <i>*AAPD Nomination Form</i>;</div> <div>2. A one-page essay explaining their interest in serving in the specific office and summarizing their leadership skills;</div> <div>3. A background description suitable for publishing in <i>Pediatric Dentistry Today</i>;</div> <div>4. A photograph in electronic format suitable for publication in <i>Pediatric Dentistry Today</i>;</div> <div>5. Three letters of recommendation from voting members of the Academy.<ul style="list-style-type: none">• These should be sent directly to AAPD headquarters (Attn: Lisa Gunderson, lgunderson@aapd.org)• Letters should not be included in the nomination packet submitted to or forwarded by the district</div>

**AAPD Nomination Form: Available in the AAPD members-only area under Governance Documents > Candidate Nomination Forms.*

Under either scenario, the completed nomination packet must first be submitted to the respective district organization for review and forwarding to AAPD headquarters.

District Contacts:

- Northeastern District: Michelle Jacobi, Executive Director, michelle.e.jacobi@gmail.com
- Southeastern District: Jonathan M. Jackson, Executive Director, jmjdmd@hotmail.com

If two or more candidates are nominated, the AAPD will conduct an electronic ballot of each AAPD voting member in the district in order to select the trustee.



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This essential course, led by expert educators, covers strategies, mock exams, and techniques to help you succeed. You'll learn how to organize and present your knowledge effectively.

In partnership with the College of Diplomates, AAPD also offers Mock Oral Review Interviews—simulated oral exams with two examiners. You'll present two mock cases (15 minutes each) followed by 10 minutes of feedback.

Attendees of both the Oral Review and Comprehensive Review can sign up for one Mock Interview during registration. Interviews will be held during lunch on Friday, August 22 and Saturday, August 23.

REGISTRATION FEES

- **AAPD Member:** \$520 (Before July 21), \$620 (After July 21)
- **Optional Mock Oral Review Interview:** \$200

Oral Examination Review and Mock Oral Exam Interviews is sponsored by College of Diplomates.



The New Comprehensive Review: Advances in Pediatric Dentistry

Aug. 22-24, 2025 | San Diego, CA | 22 CE Credits

COURSE DESCRIPTION

This course provides an in-depth overview of the latest evidence-based pediatric dentistry topics. It's ideal for pediatric dentists preparing for the ABPD Oral Clinical Examination, recertification, or anyone wanting to stay at the forefront of pediatric dentistry. Expect engaging case presentations and open discussions on topics such as caries prevention, interceptive orthodontics, special health needs, pulp therapy, and more.

REGISTRATION FEES

- **AAPD Member:** \$1,430 (Before July 22), \$1,630 (After July 22)
- **AAPD Student Member:** \$715 (Before July 22), \$915 (After July 22)
- **Non-Member:** \$1,630 (Before July 22), \$1,830 (After July 22)

The New Comprehensive Review is sponsored by Sprig.



Smiles Across the Globe

Virtual Option Now Available!

We were overwhelmed by the response to AAPD's Smiles Across the Globe, our joint symposium with the Royal College of Surgeons of Edinburgh and the European Academy of Paediatric Dentistry.

While in-person registration is sold out, you can still join us virtually on Sept. 19-20. You don't need to cross the pond to learn! [Register now!](#)

Virtual attendees can join synchronously or view programming for one month after the live event.

This symposium will cover a variety of engaging topics, including:

- Airway management and sleep apnea
- Artificial intelligence in diagnostic and digital workflows
- Minimally invasive dentistry and silver diamine fluoride (SDF)

Follow along synchronously with the attendees in Scotland or digest the course content when you're available at your own pace. Programming will be available on-demand for one month after the event. [Sign up today!](#)

Smiles Across the Globe is Sponsored by Cheng Crowns, College of Diplomates, Elevate Oral Care, and Overjet AI



ADA CERP® | Continuing Education Recognition Program

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

FUTURE ANNUAL SESSIONS

AAPD 2026

LAS VEGAS

May 21-24, 2026

AAPD CE EVENTS

Oral Clinical Exam Review

Aug. 21, 2025

The New Comprehensive Review: Advances in Pediatric Dentistry

Aug. 22-24, 2025

Smiles Across the Globe

Sept. 19-20, 2025

Smiles Across the Globe - Virtual Option

Sept. 19-20, 2025

Safe & Effective Sedation for the Pediatric Dental Patient

Oct. 17-18, 2025

Advanced Training in Safe Procedural Sedation in Pediatric Dentistry for Faculty and Residents

Oct. 17-18, 2025

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

Oct. 17-18, 2025

Management of Pediatric Sedation Emergencies: Simulation Course

Oct. 19, 2025

STATE AND DISTRICT CE COURSES

TAPD FALL CE - SEDATION FOCUS

Sept. 26, 2025

WSAPD MEETING

Oct. 4, 2025

ISPD FALL CE MEETING

Nov. 7, 2025

Safe & Effective Sedation for the Pediatric Dental Patient

Oct. 17-18 | Chicago, IL | 18 CE Credits

Who Should Attend: Any dentist who sedates children in their office

COURSE DESCRIPTION

This comprehensive course is ideal for pediatric dentists who use or plan to use sedation techniques in their clinical practice. Taught by leading experts, the program focuses on safety, updated protocols, and evidence-based strategies to improve patient outcomes. Attendees will learn how to evaluate sedation candidates through thorough risk assessment, understand pharmacology and drug interactions, and manage adverse outcomes with confidence. This course is an excellent refresher for seasoned providers and a critical learning opportunity for those looking to strengthen their sedation capabilities while staying compliant with current standards.

REGISTRATION FEES

- **AAPD Member Dentist:** \$1,170 (Before Sept. 17), \$1,370 (After Sept. 17)
- **Non-Member Dentist:** \$1,370 (Before Sept. 17), \$1,570 (After Sept. 17)

This course is generously sponsored by Sedation Resource.



NEW! Advanced Training in Safe Procedural Sedation in Pediatric Dentistry for Faculty and Residents

Oct. 17-18 | Chicago, IL | 18 CE Credits

Who Should Attend: Pediatric dental residents and faculty

COURSE DESCRIPTION

For the first time ever, AAPD is offering a specialized program focused on clinical teaching and sedation best practices specifically for faculty and residents. This course is designed to deepen your understanding of procedural sedation—a behavior guidance technique that requires knowledge of assessment, medication use, and airway rescue. Led by experts in pediatric dentistry and dental anesthesia, the course includes lectures, case studies, hands-on training, and panel discussions. Attendees will explore best practices in patient assessment, treatment planning, risks/benefits/alternatives, and patient rescue.

REGISTRATION FEES

- **AAPD Student Member:** \$585 (Before Sept. 17), \$685 (After Sept. 17)
- **AAPD Member - Faculty:** \$878 (Before Sept. 17), \$978 (After Sept. 17)
- **Non-Member Dentist:** \$1,370 (Before Sept. 17), \$1,570 (After Sept. 17)

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

Oct. 17-18 | Chicago, IL | 8 CE Credits + PEARS Course
Completion Card

Who Should Attend: Those on the dental team involved with the sedation of children in the office

COURSE DESCRIPTION

This course is specially designed for pediatric dental assistants to deepen their knowledge of sedation emergencies and other urgent medical conditions in the dental office. You will receive an introduction to oral sedatives and the use of nitrous oxide/oxygen sedation, learn how to effectively organize and prepare the office for a coordinated response to medical emergencies, and how to assist in managing these situations confidently and efficiently.

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

Upon successful completion of the PEARS Course, attendees will receive a PEARS Provider Course completion card, valid for two years.

REGISTRATION FEES

- **Assistant/Dental Team:** \$900 (Before Sept. 17), \$1,100 (After Sept. 17)

Management of Pediatric Sedation Emergencies: Simulation

Oct. 19 | Chicago, IL | 9 CE Credits

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

COURSE DESCRIPTION

While emergencies are unexpected, this simulation will ensure you and your team are well-prepared should they arise. Tailored for pediatric dentists currently using sedation techniques, this course is designed to simulate real-life emergencies and enable you to assess patient status quickly, practice airway management techniques, and manage real-time physiological status trends to stabilize the patient. You'll gain practical skills and training protocols that can be immediately implemented in your practice, enhancing your team's readiness and confidence in handling emergencies.

Space is limited.

REGISTRATION FEES

- **AAPD Member Dentist:** \$1,300 (Before Sept. 19), \$1,500 (After Sept. 19)
- **Non-Member Dentist:** \$1,500 (Before Sept. 19), \$1,700 (After Sept. 19)

Picture This

AAPD 2025 in Denver

May 22-25
DENVER
aapd²⁵

AAPD 2025 in Denver was an unforgettable celebration of education, connection, and community. The event kicked off with an inspiring Opening Session featuring keynote speaker Mick Ebeling, whose message of “commit, then figure it out” set the tone for a weekend of innovation and impact—complete with a whimsical journey through the AAPD Chocolate Factory. The energy carried into the Welcome Reception, a Wild West-themed music festival starring Zac Barnett, Uncle Kracker, and Mark McGrath. The Exhibit Hall was a hub of excitement, hosting everything from the Poster Competition (with over 400 resident presenters!) to the lively D4C Activation Station and Media & Podcast Studio. Early Career Dentists enjoyed a fun and nostalgic night at Lucky Strike, while CE seekers took advantage of world-class sessions with opportunities to earn even more credit through the Education Passport. The Starry Night Farewell Dinner honored outgoing President Dr. Scott Smith in style, celebrating his leadership and contributions. Meanwhile, the AAPD Foundation recognized Dr. Maria Rita Z. Bernardo as the Access to Care Innovator and announced a monumental \$4.75 million in grant funding to support child oral health providers. AAPD 2025 delivered impactful education, lasting memories, and a powerful reminder of the strength of our pediatric dentistry community.





Opening Session & Keynote

AAPD 2025's unforgettable Opening Session & Keynote was the perfect way to start the meeting! Mick Ebeling captivated the audience with his inspiring keynote address, focused on his mantra of "commit, then figure it out" and how this freedom fosters a unique problem-solving approach, bringing together a community of passionate and talented engineers, doers, makers, idea generators and storytellers to create solutions that better the world. Adding to the excitement, attendees were "treated" to a journey through the AAPD Chocolate Factory, the place where the important ingredients to make an impact come together.





Welcome Reception

This year's Welcome Reception kicked off AAPD 2025 with a Wild West-style bang! Our exclusive AAPD music festival lit up the night with unforgettable performances from a star-studded lineup. Zac Barnett of American Authors brought the energy with the band's biggest hits and his own spin on crowd-favorite anthems. Uncle Kracker kept the good vibes rolling with a set full of fan favorites, and Mark McGrath of Sugar Ray brought the house down with a show-stopping performance that had everyone on their feet. It was a night to remember—and the perfect start to an incredible AAPD 2025 weekend!

Sponsored by AAPD Foundation







Exhibit Hall & Poster Competition

As the homebase for the D4C Activation Station, Elevate Oral Care Headshot Lounge, and the Sprig Walking Challenge, the Exhibit Hall in Denver was bustling. From insightful presentations and product demonstrations in the Industry Insights to live recordings at the Media & Podcast Hub, there was always something to experience. The annual Poster Competition was also fierce with 400 residents from all over the country presenting their research this year!

World-Class Education & Networking

With dozens of CE hours available and so many enigmatic speakers, we know it was hard to choose which courses to attend. Luckily, you don't have to worry about what you may have missed! Purchase the entire AAPD 2025 CE Package or just a few individual sessions. Check out the Education Passport to view available courses and earn even more CE!



AAPD Foundation Donor Appreciation Reception

The AAPD Foundation celebrated the announcement that \$4.75 million in grant spending has been allocated in response to the growing challenges facing nonprofit child oral health providers. Of that allocation, \$4 million has been earmarked for bridge grants that will help qualified grantees to continue providing care while they seek funding from other sources. The Reception also honored the recipient of this year's Dr. Beverly A. Largent Access to Care Innovator Award, Dr. Maria Rita Z. Bernardo of FamilyCare Health Centers in West Virginia. Congratulations to Dr. Bernardo and thank you for your compassionate work! And thank you to the AAPD membership. The AAPD Foundation could not do this important work without your generous support.





Early Career Dentist After Glow

On Saturday night this year, the Early Career Dentist After Glow at Lucky Strike was the perfect balance of fun, nostalgia, and networking. Whether you were looking to bowl a strike or strike up a conversation, the evening had limitless options.

Sponsored by MedPro and Treloar & Heisel.



**Treloar
& Heisel**
AN EPIC COMPANY

MedPro Group
a Bellus Health company



President's Farewell Dinner

It was an artful celebration in honor of outgoing AAPD President Dr. Scott Smith. The evening was full of fabulous views and unforgettable memories throughout the Starry Night-themed evening. We thank Dr. Smith for his service and leadership to AAPD this year.

Sponsored by MedPro and Treloar & Heisel.





Research & Policy

RESEARCH AND POLICY CENTER

Staying informed on the latest research and policy developments in children's oral health.

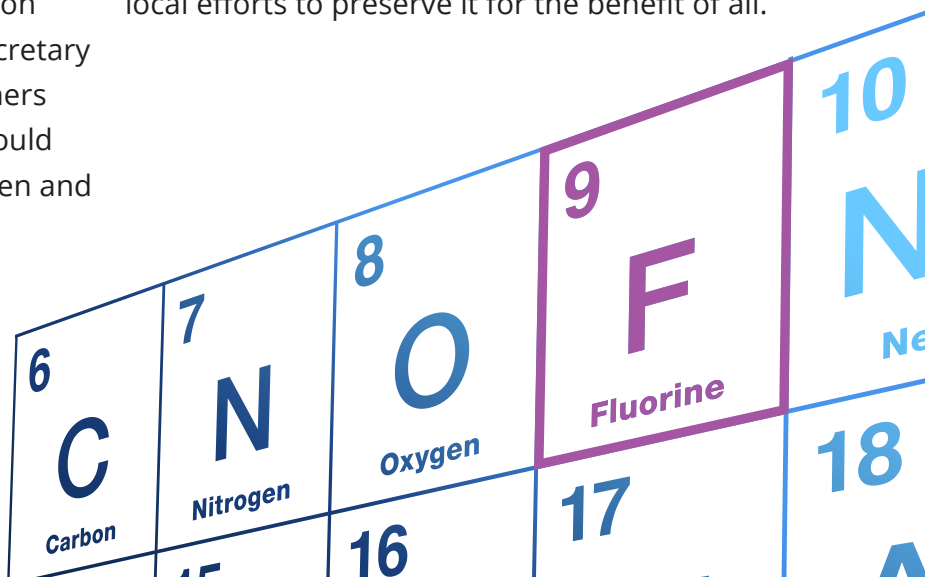
AAPD LEADS COALITION FOR WATER FLUORIDATION

In April 2025, the AAPD, the leading authority on children's oral health, joined 250 leading health organizations and research bodies in a coalition letter affirming the safety and efficacy of community water fluoridation. Supporters include the American Academy of Pediatrics, American Dental Association, Families USA, First Focus on Children, National Association of Pediatric Nurse Practitioners, Center for Medicare Advocacy, Justice in Aging, state health societies, disability advocacy groups, and many more.

The letter was sent to Congress and health officials in the Administration in response to Secretary Robert F. Kennedy Jr.'s announced intent to direct the U.S. Department of Health and Human Services (HHS) to stop recommending fluoridated water via the CDC. The U.S. Environmental Protection Agency has also indicated it would follow Secretary Kennedy's directives. The AAPD and its partners are deeply concerned about the harm this could cause to the oral and overall health of children and adults in the years ahead.

Community water fluoridation remains the most effective way to ensure all people—especially those at greatest risk for dental disease and with limited resources—benefit from its proven cavity-preventing advantages. Dental teams, health professionals, and public health officials work with families to assess fluoride exposure and ensure it's both effective and safe. AAPD remains committed to fluoride in water as a means to reach underserved populations, and supports continued research to refine its optimal use.

There is still much to do to ensure equitable access to dental care and oral health nationwide. Community water fluoridation has consistently proven to be a safe, effective, and equitable tool in that mission. AAPD stands ready to support state and local efforts to preserve it for the benefit of all.



WHERE THERE'S SMOKE – THERE'S FIRE: THE HAZARDS OF SURGICAL SMOKE IN DENTAL PRACTICE

by AM Matusak, DDS, MS and C. Thakore, DMD

For many years, pediatric dentists across the country debated the sins and virtues of 'cutting dry.' Research has examined the effect of dry cutting on pulp temperature and found little impact on internal pulp survivability. However, in our post-COVID world, a concern that has re-appeared involves the hazards and risks with surgical smoke and the synonymous 'dental plume'. Dental plumes are also referred to as aerosols, cautery smoke, surgical smoke, diathermy plumes, or smoke plumes.¹

What is surgical smoke? Is surgical smoke different from dental plume?

Surgical smoke is a byproduct of procedures that involve a laser or electrosurgical unit (e.g., Touch 'n Heat unit). Contents may include, "carbon monoxide, polyaromatic hydrocarbons, and a variety of trace toxic gases. As such, they can produce upper respiratory irritation and have in-vitro mutagenic potential."² The Occupational Safety and Health Administration (OSHA) reports no documented transmission of infectious diseases through surgical smoke, but it is a theoretical possibility. Currently, OSHA does not have a specific standard that addresses smoke from surgical procedures in either operating rooms or dental offices. However, there are other OSHA requirements that may be enforced to ensure workers are protected from se-

rious hazards that may occur in the use of lasers and electrosurgical instruments in a health care setting:

Section 5(a)(1) of the OSH Act of 1970, General Duty Clause: Employers may be cited for violations of the General Duty Clause if a recognized serious hazard exists in their workplace and the employer does not take reasonable steps to prevent or abate the hazard. The General Duty Clause is used only where there is no standard that applies to the particular hazard.

OSHA Standard 29 CFR 1910.132, Personal Protective Equipment, requires employers to provide appropriate personal protective equipment to minimize exposures to chemical, radiological and physical hazards.

OSHA Standard 29 CFR 1910.134, Respiratory Protection, requires employers to provide appropriate respiratory protection to control respiratory hazards caused by inhaling air contaminated with harmful substances.

OSHA Standard 29 CFR 1910.1000, Air Contaminants, requires employers to control exposures to air contaminants at or below permissible exposure limits.

Harmful substances in surgical smoke may include bacterial strains (e.g. *Staphylococcus aureus*), infectious aerosols (e.g. *Mycobacterium tuberculosis*), cells of Human Papilloma Virus or Hepatitis B, or toxic gaseous substances (e.g.

benzene, hydrogen cyanide, formaldehyde, methane and carbon monoxide).³ Surgical smoke is produced when the inter and intra-cellular temperature reaches 100 degrees Celsius.³ According to the Centers for Disease Control and Prevention (CDC), the tissue vaporizes at these high temperatures thereby producing surgical smoke. The smoke is often not visible but may have an unpleasant odor.⁴

Given a basic understanding of surgical smoke, it is reasonable to consider the following: ***Is surgical smoke/dental plume hazardous to the dental team?*** The use of energy-generating devices in dentistry is exceedingly common – electrocautery, ultrasonic devices, LASER devices, and powered instruments such as bone drills as the most common examples. One study showed nurses and doctors exposed to surgical smoke experienced “headache, watering of the eyes, cough, sore throat, bad odors absorbed in hair, nausea, drowsiness, dizziness, sneezing and rhinitis.”⁵ Components of surgical smoke (e.g. acrylonitrile) have been shown to have carcinogenic effects. Organic compounds in surgical smoke have been shown to “represent a health hazard similar chronic second-hand smoke exposure.” Additionally, mutagenicity of components of surgical smoke is similar to directly inhaled cigarette smoke.⁶

What engineering controls exist to mitigate exposure?

Smoke evacuator systems that include an **ULPA (ultra-low particulate air) filter with an activated carbon filter have been shown to have an overall efficacy of 99.9%.** Placing an ULPA filter in between the suction cannister and wall connection can significantly reduce the exposure to surgical smoke for providers.⁷ N95 masks were shown to have resulted in statistically significant reductions in exposure to surgical smoke when compared to standard surgical masks. Standard surgical masks have been shown to be loose fitting with significant leakage. Fit-tested N95 masks are designed to protect against 95% of particulate matter and outperform standard surgical masks. **Users of the N95 masks were shown to have lower rates of respiratory irritation and other adverse health effects.**⁸

BEST PRACTICES WHEN OPERATING EITHER IN OUTPATIENT PRACTICE OR IN AN OPERATING ROOM

Use of properly fit-tested N95 masks, smoke evacuation systems, and air filtration systems can significantly reduce exposure to surgical smoke. All personnel in an operating room should be educated about the risks of surgical smoke. Providers who operate a laser should contact the manufacturer to inquire about engineering and safety best practices. While the amount of exposure for a limited treatment procedure (e.g., frenotomy) might be small or negligible, providers have an obligation to consider the number of exposures they and their team might encounter on a daily, weekly, or monthly basis.

References

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5. Ilce A, Yuzden GE, Yavuz van Giersbergen M. The examination of problems experienced by nurses and doctors associated with exposure to surgical smoke and the necessary precautions. *J Clin Nurs*. 2017 Jun;26(11-12):1555-1561. Epub 2017 Mar 20.
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8. Meretsky CR, Mahmoodi A, Knecht EM, Popovich J, Schiuma AT. The Impact of Electrocautery Smoke on Surgical Staff and the Efficacy of Normal Surgical Masks Versus N95 Masks. *Cureus*. 2024 Apr 12;16(4):e58106.

YOU MAY HAVE MISSED THE SIGNING— BUT YOU CAN STILL GET THE NEW 6TH EDITION OF THE HANDBOOK OF PEDIATRIC DENTISTRY!

The highly anticipated new edition of the Handbook of Pediatric Dentistry debuted at the AAPD 2025—and while the special book signing with editors Drs. Art Nowak and Paul Casamassimo has passed, you can still purchase your copy through the AAPD online store. Don't miss out on this essential resource—order yours today!



CELEBRATING EXCELLENCE IN EVIDENCE-BASED DENTISTRY

Congratulations to the 2025–26 EBD Fellow, Dr. Poojan Shrestha!



The AAPD's Evidence-Based Dentistry (EBD) Committee is thrilled to announce Dr. Poojan Shrestha as the 2025–26 EBD Fellow!

Dr. Shrestha is a board-certified pediatric dentist and an Associate Professor in the Department of Pediatric Dentistry and Dental Public Health at the UNC Adams School of Dentistry. A lifelong scholar and advocate for advancing oral health research, he earned his PhD in Epidemiology from the UNC Gillings School of Global Public Health. His doctoral research delved into the genetic foundations of early childhood caries and enamel developmental defects, examining their interplay and potential gene-environment interactions—including factors such as household fluoridated water and sugar exposure.

A native of Nepal, Dr. Shrestha holds a Bachelor of Dental Surgery from the B.P. Koirala Institute of Health Sciences. He also earned a Master of Science in International Health and Tropical Medicine from the University of Oxford as a distinguished Weidenfeld-Arcadia Scholar. His impressive academic journey has been marked by numerous scholarships and accolades.

As the EBD Fellow, Dr. Shrestha will participate in a wide array of scholarly and leadership activities, including:

- Attending the EBD Workshop at AAPD's 2025 Annual Session in Denver
- Completing the AAPD's Systematic Review and Meta-Analysis Course through Education Passport
- Engaging in EBD Workgroups focused on PICO question development, data extraction and synthesis, and manuscript preparation
- Proposing an EBD project that supports the AAPD's mission and contributes meaningfully to the field of pediatric dentistry

We look forward to supporting Dr. Shrestha in his fellowship journey and are confident that his expertise and insight will greatly benefit the AAPD and the broader dental community.

INSPIRED TO FOLLOW IN HIS FOOTSTEPS?

Applications for the 2026–27 EBD Fellowship open in Fall 2025. This opportunity is available to AAPD members, including pediatric dental residents, faculty, program directors, and practicing pediatric dentists. Stay tuned and learn more about our EBD initiatives on our website at <https://www.aapd.org/research/evidence-based-dentistry/>.

Congratulations once again, Dr. Shrestha!

The AAPD EBD Committee is excited to work alongside you in the year ahead.

HONORING A CHAMPION OF EVIDENCE-BASED DENTISTRY

Dr. Tim Wright Named 2025 Recipient of the Suzi Seale Coll EBD Service Award



The American Academy of Pediatric Dentistry is proud to announce that **Dr. Tim Wright** has been awarded the **2025 Suzi Seale Coll Evidence-Based Dentistry Service Award**—a prestigious honor recognizing outstanding contributions to pediatric dentistry through evidence-based clinical practice, academic leadership, or policy development.

This award celebrates individuals or groups who have significantly advanced the specialty through exemplary service or scholarly publication within the past year. Dr. Wright exemplifies this spirit through decades of leadership, mentorship, and research that have shaped the landscape of pediatric oral health.

Dr. Wright earned his DDS from **West Virginia University**, followed by Pediatric Dentistry training and a Master of Science degree from the **University of Alabama at Birmingham**. Currently, he serves as Professor in the **Department of Pediatric Dentistry and Dental Public Health** at the **UNC Adams School of Dentistry**, where he has previously led as Chair of Pediatric Dentistry and Interim Chair of Endodontics.

A highly respected voice in dental research and education, Dr. Wright is a:

- **Diplomate** of the American Board of Pediatric Dentistry
- **Fellow** of the American Academy for the Advancement of Science
- **Past President** of the American Association of Dental Research

He has also chaired the **Council of Scientific Affairs** for both the **American Dental Association** and the **AAPD** and currently serves as **Editor-in-Chief** of the *Journal of the American Dental Association*. Over the course of his career, Dr. Wright has authored more than **215 peer-reviewed manuscripts**, edited **two textbooks**, and contributed **30 textbook chapters**, cementing his role as a leading voice in evidence-based dentistry.

The AAPD applauds Dr. Wright for his continued dedication to excellence in clinical research, education, and policy—and for his enduring impact on the future of pediatric dentistry.

Congratulations, Dr. Wright!

We are honored to recognize your service and achievements with this well-deserved award.

Member News

MEMBER NEWS

Announcements of awards, recognitions, and contributions from AAPD members.

RENEW NOW AND KEEP BUILDING YOUR FUTURE

WHY AAPD MEMBERSHIP MATTERS

If you're early in your pediatric dental career or building momentum, AAPD membership isn't just a box to check—it's a smart investment in your future. Here's why:

GROW FASTER WITH CONTINUING EDUCATION

You're busy—but staying sharp is non-negotiable. AAPD makes it easy with on-demand learning through our **Education Passport**, the **Annual Session**, and specialty courses. Stay ahead in behavior management, treatment planning, and efficient workflows.

FIND YOUR PEOPLE

Connect with peers and mentors who understand pediatric dentistry—share tips, find support, and grow your network.

USE REAL-WORLD TOOLS

From billing help to consent templates, AAPD offers practical resources you can use every day—including guidance for tough conversations and policy updates.

BE HEARD

AAPD advocates for policies that protect children and support your profession. Your membership gives weight to that voice.

TRUST THE STANDARDS

Access gold-standard, evidence-based clinical guidelines to keep your care consistent, current, and credible.

BUILD YOUR REPUTATION

AAPD membership boosts your professional profile and signals excellence to patients and families.

THE BOTTOM LINE

AAPD gives you the tools, connections, and support to **thrive—not just survive**—in the first chapters of your pediatric dental career.

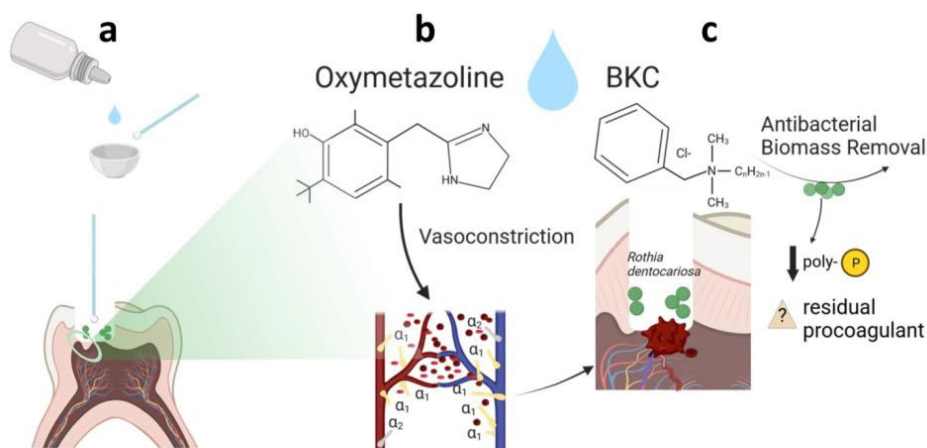
BRIGHT MINDS, BRIGHT SMILES

AAPD Academic Excellence Spotlight – Shining a Light on Academic Excellence

We are happy to share a recent publication from **the University of Minnesota Pediatric Dental Residency Program**:

Kumar, D., Pride, M., Mukherjee, K. et al. The use of oxymetazoline-based nasal solutions to remove bacteria-blood debris and eradicate Rothia dentocariosa: an artificial cavity model study. BMC Oral Health 25, 448 (2025)

Could a Common Nasal Spray Revolutionize Pulp Therapy? New Study Suggests Promising Alternative to Ferric Sulfate



a NS-OXY have potential to be used off-label to manage pulp exposures in dental applications. b Literature studies support the mechanism of OXY creating vasoconstriction of pulp tissue by activating α-1 receptors found in pulp tissue (c) Results of this current study support direct antimicrobial effects of NS-OXY against *Rothia dentocariosa* and a key ingredient benzalkonium chloride (BKC) which has biomass removing effects and limits the presence of residual polyP, which is a known pro-coagulant that may have residual effects. Figure adapted from Jones 2021 and created with BioRender.com

Managing pulpal bleeding during vital pulp therapy is a daily challenge in pediatric dentistry. A new study explores an unexpected solution: an over-the-counter nasal spray containing oxymetazoline (NS-OXY), typically used for nasal congestion. Researchers found that this easily accessible solution not only combats oral bacteria but also clears blood and debris from dentin more effectively than ferric sulfate—while being gentler on dental pulp stem cells.

This study examined an over-the-counter (OTC) nasal solution with oxymetazoline (NS-OXY) that can manage edema and bleeding in nasal tissue and potentially be used off label as a pulp medicament. The study determined that NS-OXY had antimicrobial activity against an oral pathogen and removed bacteria-blood debris from dentin with greater efficacy than ferric sulfate. NS-OXY was also found to be more biocompatible to

dental pulp stem cells than ferric sulfate. This study provides support for potential future clinical trials of repurposing an FDA-approved drug consisting of oxymetazoline to manage dental pulpal bleeding.

This work involved three types of resident/student researchers who contributed to the extensive work: a pre-dental student involved in a summer research program at the University of Minnesota, Morgan Pride (undergraduate student interested in pediatric dentistry from North Carolina A&T); a U of Minnesota dental student interested and accepted into a pediatric dental residency program, Kaushik Mukherjee; and a U of Minnesota pediatric dental resident, Gaurav Jain. The faculty collaboration involved corresponding authors, Dhiraj Kumar, Assistant Research Professor in the Division of Basic Science and Rob Jones Professor of Pediatric Dentistry. And in memoriam, Prof. Isha Mutreja, whose insights and generosity were instrumental in examining the biocompatibility assay.

To read the full publication, visit <https://pubmed.ncbi.nlm.nih.gov/40148918/>.

AAPD MEMBERSHIP RENEWAL

Dues period is July 1, 2025– June 30, 2026

Membership Category	Annual Dues	Outside U.S.*
Active	\$690	\$690
Life	\$345	\$345
Affiliate	\$345	\$386
Associate	\$345	\$386
International	N/A	\$386
Active 2nd year	\$345	\$345
Active 3rd year	\$345	\$345
Friends of AAPD	\$345	\$345
Allied	\$172	\$172
Retired	\$0	\$0
Post Doctoral Student	\$0	N/A
Pre Doctoral Student	\$32	N/A
International Student	N/A	\$30

**Associate and Affiliate members residing outside the United States pay a \$35 annual postage assessment.*

Dues must be received by Oct 1, 2025, and are payable by check, Visa, MasterCard or American Express. Otherwise, membership privileges will be suspended until full payment of dues is received.

In keeping with the IRS, non-profit organizations are required to notify members that a portion of their dues payment is applicable to lobbying expenses and therefore not deductible as a business expense. (This is printed on the dues invoice.) The AAPD has determined that the following amounts are not deductible as a business expense for 2025–26:

Active: \$59
Associate, Affiliate, Life, Friends: \$37
All other membership categories: \$0

If you have any questions, please contact Membership and Marketing Coordinator Lee Gonzalez at (773) 938-4473 or membership@aapd.org.

ATTENTION: CLASS OF 2025

Congratulations to all of our June postdoctoral graduates! As you begin your professional journey, the AAPD celebrates your achievement and is here to support you every step of the way. Now is the perfect time to transition your membership and continue accessing the many benefits your AAPD has to offer.

WHY CONTINUE YOUR MEMBERSHIP?

- **Free Transition from Student to Active Membership**
Submit your Active Membership application by Dec. 31, 2025, and your transition from student membership is completely free!
- **Dues Savings for Recent Graduates**
Maintain continuous membership and you will receive:
 - **One year of FREE membership**
 - **Two years at 50% off Active membership dues**

Graduation Year	Transition by Dec. 31, 2025	Transition After Dec. 31, 2025
First Year (2025–2026)	\$0	Prorated dues
Second Year (2026–2027)	\$345	\$690
Third Year (2027–2028)	\$345	\$690

HOW TO UPDATE YOUR STATUS

Program Directors may email a list of graduating residents to membership@aapd.org to verify program completion. This allows the AAPD to update your status automatically. Otherwise, you must submit an application and certificate yourself.

Have questions? Contact the AAPD Membership Department at (773) 938-4473 — we're here to help!

Note: Transition from student to active membership is not automatic. You must submit an application along with a copy of your pediatric dentistry certificate if not confirmed by your program.

CEO SEARCH UPDATE

The Search Committee is pleased to share an update on the activities of the American Academy of Pediatric Dentistry's CEO Search. As you know, selecting our next CEO is a mission-critical endeavor, and the Committee remains fully committed to identifying a leader who will continue to advance the Academy's excellence and growth into an exciting new chapter.

RECOGNIZING DR. JOHN RUTKAUSKAS



First, we would like to take a moment to express our deep gratitude to **Dr. John Rutkauskas**, who will be retiring in June 2026 after **27 years of exemplary service** to the AAPD. Under his visionary leadership, the AAPD has grown into the premier pediatric dental membership organization in the country. Dr. Rutkauskas's legacy of dedication, innovation, and service has been instrumental to our success. Thank you, John!

ABOUT THE SEARCH COMMITTEE

The CEO Search Committee was appointed by the AAPD Board of Trustees, with thoughtful consideration to ensure broad representation across our membership. The Search Committee is a completely independent committee. No officer or voting member of the Board is on the Committee or has any input or influence on the process. The Search Committee consists of:

- 5 AAPD members
- A balance of early-, mid-, and late-career professionals
- Three women and two men
- Culturally diverse individuals
- Members from both academic and private practice settings
- All with various levels of AAPD leadership experience
- All with prior experience serving on search committees

PROCESS AND PROGRESS

Since launching our work in **July 2024**, the Committee has dedicated **hundreds of hours** to this critical process. We began by establishing our charge, setting protocols, and defining the key qualities and skills we seek in our next CEO. To develop this leadership profile, we consulted:

- Dr. Rutkauskas, our current CEO
- The AAPD Executive Committee
- Leaders from similar sized for-profit and nonprofit organizations
- Other dental and healthcare associations

We also partnered with **multiple human resources management firms**, as well as the AAPD Executive Committee, to establish a competitive and appropriate compensation range and benefits package, informed by industry benchmarks and standards.

A **professional executive search firm** was engaged to assist the Committee and has been an invaluable partner, greatly enhancing the quality and professionalism of the search process.

Candidate Qualities



RECRUITMENT AND OUTREACH

A detailed job posting was created and distributed broadly through:

- Career Center websites of various dental associations and non-profit executive associations

Also, we informed many partners to enlist their help in identifying potential candidates and we then reached out to invite those individuals to apply. We asked the following groups to consider potential candidates in their networks:

- AAPD State and District Chapters
- Selected ADA State and District Chapters
- AAPD Past Presidents, Board of Trustees, and the entire AAPD membership through *E-News* and national/district meetings

In addition, a **special AAPD podcast** was recorded to introduce potential candidates to the culture of our organization and to highlight the uniqueness of this leadership opportunity. The podcast was also made available to our membership.

Balanced Scorecard: Aligning Goals Across the Organization



APPLICATION AND INTERVIEW PROCESS

We received **76 inquiries**, with **52 individuals** submitting complete applications, including a CV or resume, a personal statement, and an optional biography. To ensure **strict confidentiality**, all candidates signed a Non-Disclosure Agreement (NDA). This confidentiality is essential to protect candidates' current employment and to ensure the integrity and legal protection of the Academy.

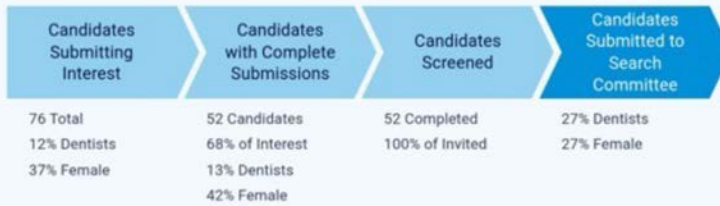
Each candidate who submitted the required materials participated in an initial **screening call**. These calls allowed us to further explore candidates' qualifications and ask the important question: *"Why do you believe you are the right fit for the CEO role?"* Comprehensive **Executive Summaries** were created for each candidate; synthesizing application materials and insights gathered during the screening call.

To date, the Committee has reviewed more than **560 pages** of candidate documentation. Based on this in-depth review, a group of individuals was selected for **first-round interviews**. From that pool, a smaller number of candidates have now been invited for **in-person interviews**.



Recruitment Update

Quantitative View on the CEO Search Process



Candidate Comparison

Comparison of the candidates' leadership experience, industry expertise, strategic vision, and management skills (Percentages)



NEXT STEPS

After the in-person interviews are completed, the Search Committee will present a **slate of recommended candidates** to the **AAPD Board of Trustees**. The Board will receive all supporting materials and interview summaries to inform their final selection. The Board will then conduct the final interviews to make a selection.

OUR COMMITMENT

We remain deeply committed to a **thorough, inclusive, and confidential** process that reflects the values, professionalism, and excellence of the AAPD. Thank you for your continued support and trust in this important undertaking.

**Dr. Jade Miller, Chair, AAPD
CEO Search Committee**

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FROM THE FLIGHT LINE TO THE FRONT LINES OF ORAL HEALTH

If you've ever wondered what question I get asked most often when someone learns I am an officer in the United States Air Force, it's, "Do you fly a plane?" I've served 23 years in the USAF Dental Corps and the closest I've been to a military aircraft like the F-15, F-22, or C-130 is probably like you.....at an airshow! I used to respond, "No, I'm just a dentist," and I'd be met with, "Oh...that's nice." The conversation would often end or shift to similar dental Q & A you all get asked.

A few years ago, I decided to come up with a better answer. I still get the same question several times a year, "Do you fly a plane?" Now I respond with, "No, but I fly a dental chair." It's hilarious to see the puzzled looks quickly mixed with laughter. Furthermore, I follow with, "My chair carries precious cargo, and I make sure it goes up and down safely every time. I've never crashed one." Whether you are in the Air Force or a private practice, you can relate. We all want the best possible experience and optimal outcome for our patients. All pediatric dentists embrace a Culture of Safety woven into the fabric of our practices. Procedural checklists, time-outs, and verifications that we use are like those used on the flight line to ensure the safety of that "precious cargo" sitting in our dental chairs.

It's undeniably a calling for all of us in the military and private practice to "serve" in dentistry's best specialty. For those in uniform, it's an additional blessing to serve military children and families

while receiving amazing support from the communities we call home for 3 to 4 years at a time before uprooting and moving our own families on to the next assignment. Every time we hear "Thank you for your service" it is greatly appreciated and doesn't fall on deaf ears.

Sixteen USAF pediatric dentists have chairs parked all around the world. We fly our chairs in England, Germany, Italy, and Japan focusing care on families stationed overseas. We also fly our chairs in California, Nevada, Texas, Mississippi, Ohio, and the Washington, D.C., area in support of AEGD residencies and key leadership positions to ensure quality training for general dentists preparing for overseas tours and locations that do not have a pediatric dentist on station. Additionally, some of us have been deployed on humanitarian projects in remote areas of the Pacific, Africa, Central America, South America, and multiple underserved areas in the United States. We have established lasting partnerships at several universities that graciously train our next generation of USAF officers and pediatric dentists. I would like to personally thank those institutions for the outstanding training received and continued support.

I've thought about updating my response to that questioned mentioned earlier. Maybe, I'll add, "My dental chair comes equipped with a highspeed turbine engine, lasers, and x-ray capability." Enjoy flying your dental chair!

MEDICAL UNIVERSITY OF SOUTH CAROLINA

By: Emily Dengler - Chapter President

The 2024-2025 academic year was a great year for the Medical University of South Carolina's Student Chapter of the AAPD. We had a record number of members in our club this year, expanding to 30 members. When the new Executive Committee met in August, we planned our year based on three goals: increase student knowledge on pediatric dentistry and residency opportunities; serve our community together; and foster community within our club.

We started off the year in August with our interest meeting where our executive board went above and beyond to recruit the most members we have ever had. In October, we came together for a Halloween service event. We had a table at MUSC's Halloween trick or treat event where we played games with the children, gave out toys and, of course, educated the children on dental hygiene and its importance. We also tabled at a community health fair where we educated community members about dental hygiene and the opportunities for treatment at the dental school.

We were equally busy heading into the winter season! In November, our chapter had a meeting with pediatric dentist, Dr. Mary Alice Hughes, who gave us wonderful insight into what it is like to be a pediatric dentist and her journey throughout dental school residency and her career. Dr. Hughes's discussion with our chapter left members feeling inspired and excited about pediatric dentistry. In Our December meeting, a social event at a local restaurant, was designed to help tighten our community and foster relationship building.



To celebrate "National Children's Dental Health Month" in February, chapter members participated in MUSC's Give Kids a Smile Day. Activities included treating patients, assisting residents, and escorting patients around the building. Give Kids a Smile Day was a huge success because it helped so many children and gave our members first-hand experience with pediatric dentistry. We also had members volunteer at Night to Shine, a free prom for people with special needs. Our members danced the night away with the guests and even did some karaoke.

During this year's residency application cycle, we had 5 of our members apply and we are so proud that all five of our members matched into pediatric dentistry residency programs. Those members were kind enough to do a panel for the rest of our members about the residency application process. We also had a meeting with our chapter advisor, Dr. Deirdre Williams, Associate Professor of Pediatric Dentistry at MUSC. Dr. Williams gave us some more valuable insight into the residency application process. These two meetings provided our members with valuable information which we hope will help them succeed in their future residency applications.

As our 2024-2025 executive board gets ready to pass the torch, we look back on this year with pride. Not only did we achieve all three of our goals, but we had so much fun and made amazing memories doing it. We cannot wait to see what the 2025-2026 academic year has in store for our chapter!



Little Teeth, Big Smiles is sponsored by HuFriedy Group



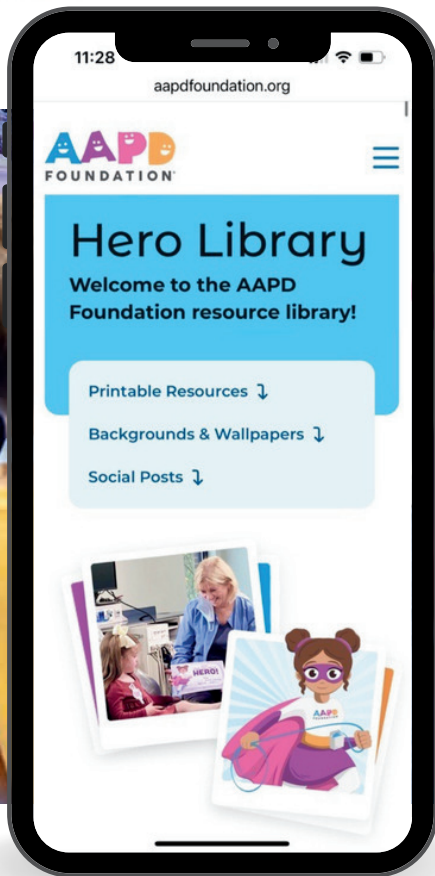
Newly Erupted is sponsored by Elevate Oral Care



Listen on aapd.org, Spotify, iTunes, Stitcher, Google Podcasts

AAPD's two podcasts, Little Teeth, Big Smiles and Newly Erupted, continue to be extremely popular. Be sure to tune in to the episodes that are released monthly.

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5

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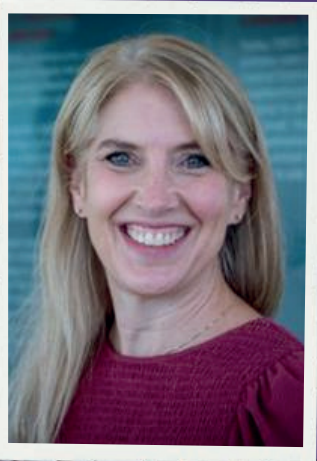
Meet ABPD's New Director: Sally Sue Lombardi

The American Board of Pediatric Dentistry (ABPD) is **proud to welcome Dr. Sally Sue Lombardi** as a director for the 2025–2031 term. A Diplomate for 22 years, Dr. Lombardi has served as an Examiner for the Oral Clinical Examination since 2014 and contributed to both the Qualifying Examination and Renewal of Certification Committees. She's also mentored new examiners and committee members.

A native of Washington, Dr. Lombardi completed her dental education and pediatric dentistry training at the University of Washington. **Her diverse clinical background** includes 24 years of private practice and her current roles at the Odessa Brown Children's Clinic, Seattle Children's Hospital, Swedish Hospital's General Practice Residency Program, and the University of Washington School of Dentistry.

She is a Fellow of the American Academy of Pediatric Dentistry and a founding member of the Pacific Northwest Pediatric Dentistry Study Club.

Outside of her professional commitments, **Dr. Lombardi is a dedicated wife and mother of two.** She brings her experience balancing work and family into her approach with patients and colleagues. In her free time, she enjoys traveling, cooking, and crocheting — having made more blankets than she can count for family and friends.



The science of dentistry is not static. The ABPD's commitment to lifelong learning through the Initial and Continuing Certification processes serves a vital role in communicating to both entry level and more seasoned practitioners the importance of understanding and utilizing best practices throughout their career. I hope my experience, vision, values, and temperament will help provide an effective and authentic voice to advance the mission of the ABPD.

–Sally Sue Lombardi, DDS, MSD

As a Director, she looks forward to championing the benefits of lifelong learning in an accessible way for all pediatric dentists as they navigate ABPD's initial and continuing certification processes.

Dr. Lombardi is excited about the opportunity to continue her service with ABPD as director and ABPD looks forward to having Dr. Lombardi share her skills and leadership as a member of the Board of Directors.

Meet the Author
Edward Ginsberg, DDS

Immediate Past President, American Board of Pediatric Dentistry



YOUR INCOME, INFLATION, AND PRACTICE VALUES HAVE ALL GONE UP. HOW IS YOUR LIFE INSURANCE KEEPING UP?

Contributed by

Shawn M Johnson, ChFC®, CLU®, CLTC, Vice President, Business Development
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If you're like most dentists and physicians, you likely incurred a substantial amount of debt to fund your education. Upon graduation, that debt trend shifted (or will shift, if you're still in training!) as you begin to make money. At some point, you will be able to save money toward future goals. You may purchase your home, perhaps you will start a family and choose to provide opportunities for your children. All of this is possible.

HOW WILL YOUR FAMILY CONTINUE LIVING THE WAY YOU ENVISIONED?

When all this growth is happening in your life, it's easy to ignore the potential risks that could get in the way of your vision for the future. From a life insurance perspective many of you are woefully underinsured. Basically this means that if you were to unexpectedly pass away, your family would not be able to maintain the lifestyle to which they have become accustomed based on your income.

A SIGNIFICANT PORTION OF THE POPULATION IS UNDERINSURED

According to research conducted by the Life Insurance Marketing and Research Association (*LIMRA*) and *Life Happens*, "Overall, 52% of American adults report owning life insurance, and 41% of adults — both insured and uninsured — say they don't have sufficient life insurance coverage."

As a dentist or physician, it's possible that you, too, may be among the 41% of the American population that doesn't have sufficient life insurance coverage. For example, unless there are significant additional assets, a specialist earning say \$400,000-500,000 a year may not be appropriately covered with just \$2 million of life insurance.

Whether you make more or less than this in annual income is not the question. The point is: when was the last time you sat down to calculate how much insurance you truly need? People tend to buy life insurance in their thirties when they are thinking of having or starting a family. Many never go back to revise that amount as their family grows, or as their income grows.

PRIVATE EQUITY HAS DRIVEN UP THE PRICE OF PRACTICES

If you are a partner in private practice, you may have noticed that practice values have gone up dramatically in recent years. This is because private equity firms have entered the dental and medical space and have started acquiring practices, thereby driving up prices. If you were to have a valuation done on your practice, and it showed an increase in value, that should propel you to increase your life insurance coverage to adequately fund your buy-sell agreement.



ARE YOU COVERED?

Other things that have been trending upwards in the past few years are incomes – which ties into another upward trending factor, namely inflation. Rising inflation means that the cost of everything is going up, and with it naturally the replacement cost of everything in your life is going up. Your life insurance policies need to be updated to reflect these increases in price.

HOW DO YOU KNOW HOW MUCH LIFE INSURANCE YOU NEED?

The simplest answer is that your life insurance need is the amount of money your family will need in the future to live minus the assets (including retirement plans) and life insurance you currently have. This will give you a ballpark number. If you work with a financial professional, they will ask you how much you're saving, how much taxes you're paying, what assets you have and how they are invested. That will give you a more accurate picture.

Typically, we do not include your home as an asset in these calculations because if you pass away, your family will still need a place to live and will likely incur costs associated with this expense. Anyway, you do the math, and you will probably realize that you are underinsured.

REVIEW YOUR EXISTING LIFE INSURANCE COVERAGE WITH AN EXPERIENCED PROFESSIONAL

The best gift you can give yourself and your loved ones is to set up a meeting with an insurance professional to accurately calculate your life insurance need. The best place to begin is to figure out how much life insurance you truly need. Once you know that, you can move to the next step of determining how best to fill your insurance coverage gap.



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

The Great Resignation Cure

How Pediatric Dental Leaders Attract, Inspire, and Keep Top Talent Without Raising Pay

For today's growing pediatric dental practice, talent turnover is one of the greatest threats to continuity, culture, and quality patient care. Research shows that the average dental employee tenure is only two to three years, forcing practices to fill roles, often under urgent timelines.

The temptation is to either search for quick fixes or wait for the "perfect hire." However, if practice leaders take a step back and address the root challenge facing the practice, the truth becomes clear: great leadership attracts and keeps great employees.

WHAT IS THE TOTAL COST OF TURNOVER?

Replacing a dental team member can cost 30% to 50% of their annual salary when factoring in recruitment, onboarding, and lost productivity. Beyond financial impact, turnover disrupts the team

culture, affects the patient experience, and drains practice leadership energy. Every employee departure sets the tone for those who remain or those considering leaving as well.

According to DentalPost's 2024 Workforce Survey, 63% of dental professionals reported feeling undervalued at work, and 41% have considered leaving due to poor leadership or lack of growth opportunities.

Simply put, when an employee feels undervalued, the employee will seek that validation somewhere else. When a leader models personal responsibility, positivity, and consistency, others follow. A leader who invests in self-awareness, emotional regulation, and clear communication lays the foundation for a workplace others want to be part of.

SHOULD THE PRACTICE INVEST IN POTENTIAL OR EXPERIENCE?

Some of the most committed team members didn't come with perfect résumés or all the desired experience. Instead, the leaders took the initiative to coach, support, and develop the new employee into a high performer. "Leaders see more than others see, and they see it before others do." —John C. Maxwell

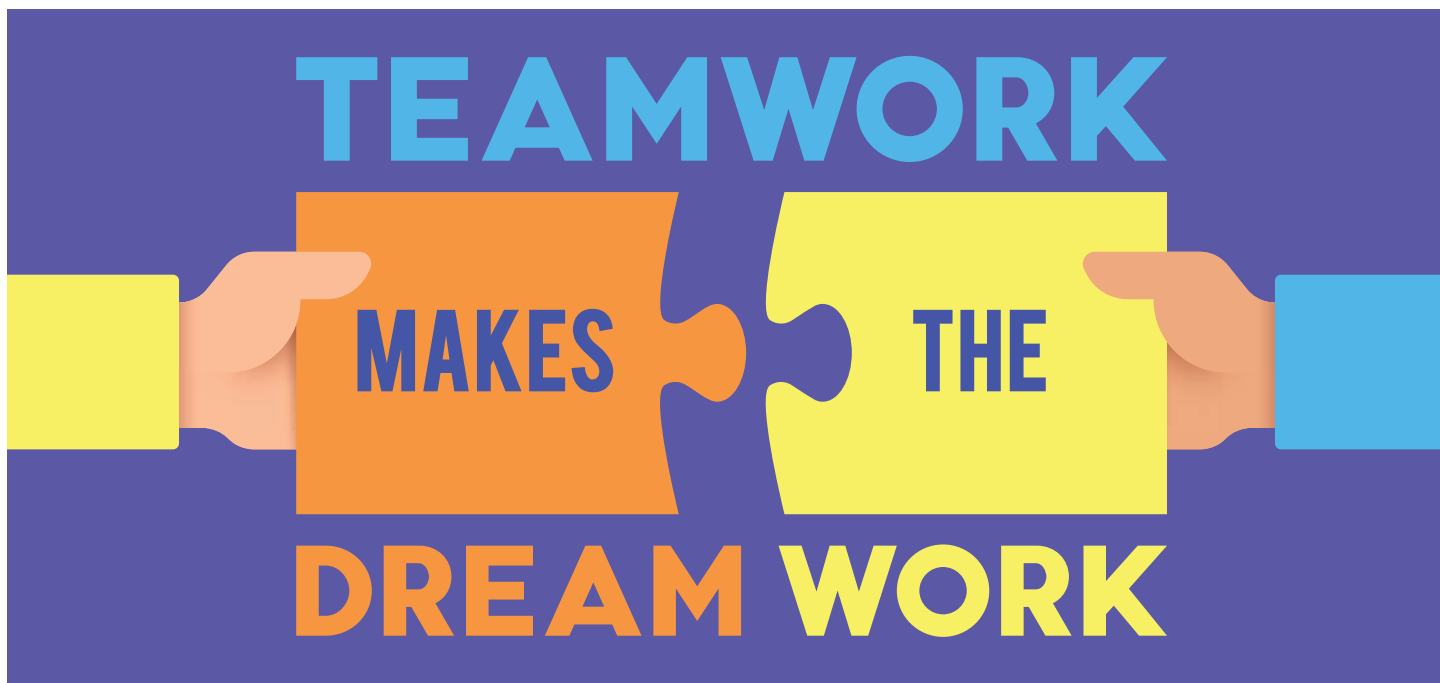
In 2021, Dr. Rivera struggled to retain her administrative team. Instead of cycling through candidates, she hired a receptionist with no dental experience but exceptional customer service skills. With a six-month development plan and weekly coaching, that hire became her office manager within 18 months. Today, Dr. Rivera has a waitlist of people who want to work in her practice.

What made the difference for Dr. Rivera? Clear values-based hiring criteria, structured onboarding programs, consistent check-ins, and leadership visibility. Even though the hiring pool may not be as rich as it was before COVID, there are still a variety of things practice leaders can do to attract and retain employees.



Leadership insight when training new team members without experience:

1. **"Why" can be much more empowering than "what".** Avoid only training tasks. Teach the employee the reasoning behind the task. Explain why a certain tone calms nervous parents and why phrasing matters in treatment planning or preventive care calls. When the employee understands the ideal outcome or goal of the task, they can learn to pivot when challenges arise.
2. **Provide frequent quick coaching moments.** Leaders can use this simple coaching structure: "Here's what I saw. Here's what I loved. Here's one thing to try next time." These "mini check-ins" or coaching moments will create a daily rhythm of growth and progress. Sprinkle coaching conversations throughout the day, after a procedure, patient hand-off, or morning huddle.
3. **Consistent recognition:** Great team members stay when they feel seen, heard, and supported. Leaders who commit to providing recognition religiously garner significantly more loyalty. Recognition and growth pathways matter more now than ever. Remember to recognize progress just as much as production. Highlight specific examples of new and veteran team members who handled a difficult parent with poise or went the extra mile for a wow patient experience. Publicly affirm when someone takes initiative, grows in confidence, or shows a new strength. Every employee will benefit from seeing practice leaders recognize the efforts and successes of their team. Try having monthly shout-outs for patient compliments, teamwork, or personal milestone achievements. As Dale Carnegie said, "People work for money but go the extra mile for recognition, praise, and rewards."



CULTURE HIGHLY IMPACTS EMPLOYEE RETENTION

In Clint Pulver's book *I Love It Here*, the author shares extensive research gathered from undercover interviews with employees across various industries. The recurring theme was that employees don't leave companies; they leave their leaders. Pulver notes when asking why some organization better retained their people, "It wasn't the perks or pay that kept employees; it was the mentorship, the appreciation, and the opportunity to be heard." This means leaders have a significant impact on whether their team stays or leaves.

IS CULTURE MORE IMPORTANT THAN COMPENSATION?

A 2023 Gallup poll revealed that 56% of employees would trade a raise for a better boss. The emotional environment, communication style, and consistency of leadership often outweigh compensation in determining employee satisfaction.

So, how is culture created? Well, culture isn't something that can be created with the right mission statement or words in an employee manual.

Culture is built upon the daily actions of the practice leaders. Culture is what people feel every day within the practice walls. From morning huddles to how mistakes are handled, culture is shaped in the small moments. Leaders who create safety, structure, and inspiration attract those who want to belong.

When Kinder Smiles introduced monthly "Mission Moments," where team members shared how they impacted a child's experience, engagement scores rose 26% over six months. Turnover dropped to near zero. The initiative didn't cost the practice a dime, it simply re-centered the mission and gave people a platform to feel valued.

"The greatest compliment a leader can receive is when people say, 'I love it here.'" —Clint Pulver, *I Love It Here*

WHAT IF THE PRACTICE INVESTS IN EMPLOYEES AND THEY LEAVE?

Leadership isn't just about managing tasks—it's about shaping an environment where people **want** to stay, grow, and contribute their best. Especially in pediatric dental practices, where team-

work, emotional resilience, and patient experience are everything, leadership is the invisible force that holds the culture and the team together.

The uncertainty of “what if they leave” becomes less daunting when the environment inspires people to stay.

In the ever-changing landscape of pediatric dentistry, one truth remains constant: successful practices rise on the strength of their people. People are the practice’s truly appreciable asset. The future of every practice isn’t built on hiring the right people. It’s secured by becoming the kind of leader others want to follow.

FINAL THOUGHTS

Leadership is a daily commitment. As Jon Gordon says, “You don’t get burned out because of what you do, you get burned out because you forget why you do it.” Great leaders in pediatric dental practices remember their “why” every day: to build a place where people love to work, patients love to visit, and children feel safe, seen, and cared for.

Creating a winning team culture is not a one-time motivational speech or a single great hire. It is the daily, intentional decision to show up with positivity, purpose, and persistence. Checking in with a stressed assistant, recognizing a team member for their calm under pressure, or choosing encouragement over criticism, and connection over control.

Decide today to become the leader you would want to follow—apply these insights and watch the transformation unfold.

“Train people well enough so they can leave.
Treat them well enough so they don’t want to.”

Sir Richard Branson

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AAPD 2025

AAPD EVENTS

Updates on the annual session, conferences, and other important AAPD events.

MEMBER RECOGNITION AWARDS

In Denver, we were thrilled to honor the 2025 AAPD annual award recipients – those who went above and beyond in our profession and our community over the past year. Congratulations to all of the awardees!

May 22-25
DENVER
aapd²⁵



Natalia I. Chalmers

Pediatric Dentist of the Year

Sponsored by NuSmile



Sarat Thikkurissy

Merle C. Hunter Leadership Award



Martha Forero

Manuel M. Album Award



Sahar M. Alrayyes

Ann Page Griffin Humanitarian Award

Sponsored by Practicon



Bina Katechia

Dr. Lewis A. Kay Excellence in Education Award



Margherita Fontana

Paul P. Taylor Award



Brianna Munoz

Jerome B. Miller "For the Kids" Award

RESEARCH POSTER COMPETITION AND GRADUATE STUDENT RESEARCH AWARD WINNERS

We had over **500 entries** into the research poster session this year. If you missed the posters, you can still check them out and listen to audio presenters uploaded on the annual session website or the annual session app.

CONGRATULATIONS TO THE WINNERS!

2025 AAPD Poster Competition

1st Place

PATRICK NABHOLZ

*University of Tennessee Health Science Center (UTHSC)
Dimensional Stability of BioFix Crowns After Sterilization*

2nd Place

NIDA-E-HAQUE MAHMUD

*UT Health San Antonio School of Dentistry
Sensory-Adapted Dental Environment for Pediatric Patients with Sensory Processing Disorders*

3rd Place

MARIA PARK

*The Ohio State University/Nationwide Children's Hospital
Working Towards Health Equity in School Based Dental Program*

2025 Graduate Student Research Award Finalists

BERENICE CHENG

*Loma Linda University
Streptococcus Mutans Inhibition by Lactobacillus Rhamnosus Probiotic-Supplemented Infant Formula*

PASSANT HASSANEIN

*Alexandria University
12-Month Clinical Assessment of Papain-Based Agents in Young Permanent Molars*

2025 RALPH E. MCDONALD AWARD*

BERENICE CHENG

*Loma Linda University
Streptococcus Mutans Inhibition by Lactobacillus Rhamnosus Probiotic-Supplemented Infant Formula*

SEKNA DABAJA

*University of Michigan, Ann Arbor, MI
Comparison Of Bitewing Radiography And Near Infrared Imaging In Diagnosis Of Caries Lesions In Primary Molars*

MEGAN HOANG

*Children's Hospital Colorado, Aurora, CO
Association of Bifid Mandibular Canal with Dental Anomalies and Pathologies*

* Ralph E. McDonald Award
Following oral presentations, this award is presented to the Graduate Student Research Award (GSRA) recipient judged to have accomplished the most outstanding research project. The recipient receives an additional cash award. Established in 1991, the award honors Ralph E. McDonald, AAPD past-president and editor emeritus. The AAPD Council on Scientific Affairs selects the recipient. The Indiana University of Pediatric Dentistry Alumni Association graciously supports this award.

JESSICA DAIBER

*University of Tennessee Health Science Center (UTHSC)
Color Translucency and Whiteness of Fluoride-Releasing Composite-Resin*

AEKTA PATEL

*University of Florida - Gainesville
Effect of Dispersin B on Supragingival Biofilms from Pediatric Participants*

STEPHANIE FOTOUHI

*University of Michigan, Ann Arbor, MI
Dexmedetomidine vs midazolam regimens for procedural sedation of the child dental patient*

RATA ROKHSHAD

*Loma Linda University
AI and Chatbots in Pediatric Dentistry: Clinical Applications, and Ethics*

For further information, please contact the Education Development and Academic Support Manager Leola Royston at (773) 938-4986 or lroyston@aapd.org.

Early Career Awards

EARLY CAREER “UNDER 10” AWARD

SARA EHSANI

EARLY CAREER “UNDER 10” AWARD

KYULIM LEE

EARLY CAREER “UNDER 10” AWARD

NINA RAY

RESIDENT RECOGNITION AWARD

ZIWEI CHEN

RESIDENT RECOGNITION HONORABLE MENTION

BERENICE CHENG

RESIDENT RECOGNITION HONORABLE MENTION

NIDA-E-HAQUE MAHMUD

RESIDENT RECOGNITION HONORABLE MENTION

AMANDA SWANSON

2025 JOINT ACADEMIC DAY

Almost 200 academics met on Wednesday, May 21, for the 2025 Joint Academic Day in Denver, Colo. The day started with a keynote presentation from Dr. Sheldon Romer, “Preparing for Honest, Important Conversations.” This invaluable sessions was followed by an interactive solution-focused workshop. Another favorite was Dr. Bruce Freeman’s presentation, “Healthcare 2.0: The Art and Science of Mindful and Collaborative Communication.” It was very interesting and informative, offering many practical tips. Academics working in pre- and post-doctoral education then broke out for individual sessions and group work in the afternoon.

For those registered, presentations from the day are available on the AAPD 2025 website and app. If no presentation and/or handouts are posted, that means the speaker(s) opted out of sharing their presentations.

Annual Session Website: <https://aapd2025.eventscribe.net/> (login required to download, email address and badge number)

For further information, please contact the Education Development and Academic Support Manager Leola Royston at (773) 938-4986 or lroyston@aapd.org.



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OPPORTUNITIES

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

SEEKING PEDIATRIC DENTISTS

ARIZONA—GOODYEAR. Arizona -West Vally. Exceptional pediatric dental practice has a fantastic opportunity for a pediatric dental associate! We have a well-established, state of the art, themed office in a rapidly growing area. Our office is looking for an enthusiastic pediatric dentist to join our team who will provide high quality, patient-based care on either a part-time or full-time basis. Our office is a very positive work environment, is doctor owned, includes a general anesthesia suite, and has been a successful business for over 20 years. Associates earn a guaranteed daily base salary, quarterly bonuses, and share in the corporate retirement plan as well as group medical insurance. Applicants must have received (or will receive by time of employment) a certificate from an accredited pediatric dental residency. Please email your C.V. to azkidsdentist@yahoo.com to learn more about this exciting opportunity! Must have Certificate from accredited pediatric dental residency (or will receive by time of employment).

ARIZONA—MESA. We are looking for a full-time pediatric dentist to join our busy practice. We have 2 locations in Mesa and Gilbert, Arizona, and have grown every year since opening over 15 years ago. We are fast-paced and see a large number of patients every day. We strive to treat patients with kindness and fun - we have a great reputation and the families that bring their children to see us are very loyal to our team. The pediatric dentist who joins our practice will work 4 to 5 days per week. We have a generous production-based pay structure. Please send your resume to azpediatricdental@gmail.com so we can set up a phone call to give more details and get to know you better. We are looking forward to meeting you! Must have completed a pediatric dental residency, must have (or must obtain) an Arizona dental license and an oral sedation permit.

CALIFORNIA—FONTANA. At Dentistry 4 Kids - kid's dental care comes first, website: www.dentistry4kids.com. Established in 1998 with 15 location in inland empire and orange county of southern California with 2 location to open this year so we are expanding and in need of skilled experienced pediatric dentist or even fresh out of residency. Dentistry 4 kids is a southern California based company that offer comprehensive dental services that include Preventative dental care, orthodontics and oral surgery services. We also own our own surgery center so we offer general anesthesia service for kids of need of having dental treatment done under

general anesthesia. We offer a friendly work environment so there is no pressure to produce or daily goals pick your own pace of work with family owned dental environment. Our doctors are paid above industry paid compensation and we are proud to have a high retention rate of our doctors. We also have above average compensation compared to others in the field. We are looking for a doctor who is compassionate, caring, board eligible or board certified. Must have a California dental board license, DEA and CPR license.

CALIFORNIA—ORANGE COUNTY. Lollipop Pediatric Dentistry & Orthodontics is seeking a Board Certified or Board Eligible Pediatric Dentist to join our growing team of Pediatric Dental Specialists & Orthodontists in Los Angeles and Orange County, California. We are a private practice with a team of amazing doctors! We have been consistently voted best dental practice in Orange County by the OC Register and Parenting OC Magazine. Our highly trained team is committed to providing the best pediatric dental care and we emphasize conservative treatment, building relationships with our families, and an exceptional patient experience. Our benefits package includes: Guaranteed competitive salary, Medical, dental, and vision insurance allowances. Healthcare FSA. Dependent Care FSA. \$1000 CE allowance per year. 401K contributions + Profit Sharing. Paid Time Off & Holidays. Malpractice allowance. Dental Board License Renewal fees. Provided mentorship to ensure your success! We look forward to your interest in this opportunity - please contact us by email: drmary@lollipopdental.com. Learn more about our practice and doctors by visiting: www.lollipopdental.com.

CALIFORNIA—SALINAS. Seeking an associate pediatric dentist interested in a part-time position with opportunity to full-time / ownership in a multi-specialty practice in the beautiful Monterey Peninsula. We are looking for a passionate and caring practitioner to be a leader for our pediatric practice, team and community. This is a perfect opportunity to join an established pediatric practice of a new, state of the art facility in a very desirable area. The pediatric wing of this multi-specialty office is about 1800 sq. ft. including a 3 unit open bay, and two quiet rooms. All operators fitted with Adec chairs and delivery systems, and state of the art technology and instrumentation. In addition, the facility offers an on-site, Joint Commission certified, ambulatory surgery room and anesthesia machine for general anesthesia cases. Qualified applicants will possess a dental license to practice in California and will have graduated from an ADA accredited pediatric dental residency program. Experienced specialists, and recent graduates

are equally encouraged to apply. The ability to speak in Spanish is a plus, but not an absolute requirement for the position. Must have a Valid California dental license. Graduation from an ADA approved pediatric dentistry residency program. For more information please contact ahalia_herrera@hotmail.com.

CALIFORNIA—SAN LUIS OBISPO. We are a private dental practice seeking an Associate Pediatric Dentist (Fulltime/Part time) to provide top quality care in a fun, supportive environment. Join us in creating bright, healthy smiles! We Offer: Guaranteed Competitive salary & benefits in a State-of-the-art facility. Collaborative, team-oriented environment and Growth & professional development opportunities including mentorships/Option to buyin for the right candidate. We provide Pediatric minimal sedation, GA in office or hospital and Invisalign. We're Looking For: Board-certified/eligible pediatric dentist with Strong communication & teamwork skills, compassionate & patient-focused care. Please send your resume to youeunha@gmail.com.

COLORADO—AURORA & COLORADO SPRINGS. We are seeking a full-time pediatric dentist. You will be busy on day one. We care for almost 20,000 patients each year. Current docs are doubling the national average salary. We are a high-end private practice providing comprehensive care for children including, Oral Conscious Sedation, and Surgery Center general anesthesia. We have built our reputation on patient care, patient experience, parent communication, and team building. Our focus is on high quality patient care. We strive to have world-class communication with our patients and parents. Individuals who would fit with our team are those who are compassionate and hard working, who are interested in treating people and not treating cavities. Someone who wants to connect with their community and other children health care workers. Someone who wants to grow with us and be apart of something bigger then themselves. You must have a Colorado license and be willing to do in-office oral conscious sedation. This is a Full-Time position with medical premiums stipend, 401 (k), and paid holidays. Please email Josh Erickson D.D.S., M.S.D. (Pediatric dentist and orthodontist) at doctorwirebender@gmail.com, with your cover letter and Curriculum Vitae. I can also be reached at (719) 439-9476. www.MySmileHQ.com. My professional background: I am a dual specialist in orthodontics and pediatric dentistry and I practice both specialties daily. We have 3 Pediatric Dentists, 3 Orthodontists, and me. We are a three-location private practice specializing in both pediatric dentistry & orthodontics. Aurora Monument Colorado Springs.

Requirements: Colorado Dental License. Oral Conscious Moderate Sedation License. Board Certified.

CONNECTICUT—BRISTOL. Are you a pediatric dentist who is passionate about providing quality care for children? Do you enjoy working at a modern office with the latest technology at your fingertips? Do you appreciate a relaxed friendly work atmosphere? Do you like a position that you can treat like your own practice and dictate your own hours? If the answer to the above is yes, then this associate position is for you. The ideal candidate will have excellent communication skills, a gentle and caring demeanor, and a passion for working with children. Join our team of experienced dental professionals and help us continue to provide high-quality care to the community. This is an excellent opportunity for a motivated individual who is committed to delivering top-notch dental services in a supportive and collaborative setting. Requirements: D.D.S. or D.M.D. from an accredited dental school. Active state dental license. Pediatric Dentistry residency training. Board certification preferred. Excellent clinical and diagnostic skills. Strong communication and interpersonal abilities. Passion for working with children. For more information please contact aidlibi@yahoo.com.

FLORIDA—ORLANDO. Fee for service pediatric dental office with 2 locations in the Orlando area, is seeking a board certified or board eligible pediatric dentist for associate position. Nitrous oxide, in-office IV sedation with pediatric anesthesiologist, digital impressions. Send C.V. to drnickwhite@aol.com. Requirements: Board Certified/Board eligible. Florida license. Graduate of accredited residency program. Pediatric Conscious sedation permit or eligible.

FLORIDA—ORLANDO. Established Pediatric Dental office located in the West Orlando area, looking for an associate. Our office provides comprehensive pediatric dentistry, nitrous oxide and in-office IV sedation (utilizing Pediatric Anesthesiologist), to children from birth to age 18. We are looking for an associate, 3-4 days per week. The right candidate will have a patient, caring demeanor, excellent communication and clinical skills and value building relationships with patients and families. We provide a competitive daily guarantee, as well as 401K and CE reimbursement. We also have a Light Scalpel laser. Interested candidates can send their resume to orlandopeddent@gmail.com. Requirements: Graduation from an accredited Pediatric Dental Residency Program. Board Eligible or Certified. Florida State Dental License. Florida Sedation License.

FLORIDA—WINTER GARDEN. Winter Garden Pediatric Smiles is a combined general and pediatric dental office which was established in 2012. We are a privately family owned high-tech dental office. Our office offers nitrous oxide and IV sedation. Our office has been growing since we opened our doors and we are currently seeking a part-time pediatric dentist to join our team. We are in search of a friendly and skilled pediatric dentist who is interested in possibly

transitioning to a full-time pediatric dentist in the future. FFS & Insurance. No HMO, DMO, Capitation or Medicaid. Doctorate in Dental Surgery or Dental Medicine. Active Florida Dental License. Pediatric Dental Certificate. For more information please contact lissette.bernal@gmail.com.

GEORGIA—BRASELTON. We are big on personality and we desire to keep our small town feel with exceptional customer service even as we continue to grow. Offering minimal invasive dentistry (SDF), standard operative and IV in-office sedation will allow you to provide parents with the best option for their child with each individual case. We are an established dentist-owned private practice of 14 years looking for a full-time or part-time pediatric dentist. We have two locations in northern Gwinnett county. This is an excellent opportunity to join a thriving practice continuing to see tremendous growth. We love to have tons of fun while working and we are big on having a solid work-life balance! Shortened hours to ensure that you are able to get home to be with the ones you love or to do things that you enjoy outside of work! A highly competitive compensation package. If you feel this would be a great opportunity for you please contact. Email: dmd4kids@gmail.com.

GEORGIA—COLUMBUS. Pediatric Dentist Wanted in Columbus, GA - Join a Fun, High-Energy Team! Hey, Pediatric Dentists! Are you ready to step into a thriving, high-energy practice where kids love coming to the dentist? At Pediatric Dentistry of Columbus, we don't just care for smiles, we create happy, confident dental experiences that last a lifetime! We're on the lookout for a passionate, playful, and skilled Pediatric Dentist to join our dynamic team. If you love working with kids, value work-life balance, and want to be part of an established, high-growth practice, keep reading! Why You'll Love It Here: Kid-Approved Atmosphere - Our office is designed for fun, with TVs above every chair, a playful waiting area, and a team that knows how to keep little ones giggling while delivering top-tier care! No Corporate Pressure - We're an independent practice that believes in quality over quotas. Here, you can focus on patient care without production stress. Your Time Matters - We respect work-life balance and offer flexible scheduling options so you can enjoy your time inside AND outside the office. Competitive Pay & Perks - We offer a highly competitive compensation package (\$200,000-\$350,000 plus), including bonuses, benefits, and growth opportunities. A Rockstar Team - You'll be surrounded by a collaborative, upbeat crew that loves what they do and supports each other like family! What You'll Do: Provide comprehensive dental care for children, from toddlers to teens. Educate families on the importance of oral health in a fun, engaging way. Work alongside an experienced and friendly team that supports you. Build trust with kids (and their parents!) by making dental visits stress-free and enjoyable. What We're Looking For: D.M.D./D.D.S. + Pediatric Residency (Board-certified or eligible). Georgia Dental License (or ability to obtain one). A kid-friendly, energetic personality

- we want someone who LOVES working with children! A team player with strong communication skills. Someone who believes in positive reinforcement and making the dentist's office a happy place! Ready to Join Us? Let's Chat! We'd love to meet you! Send your resume and a short note about why you'd be a great fit to smile@pediatricdentistryofcolumbus.com. Come grow with us, have fun, and make a difference one little smile at a time! Learn more about us at www.pediatricdentistryofcolumbus.com. Requirements: Doctor of Dental Surgery (D.D.S.) or Doctor of Dental Medicine (D.M.D.) degree from an accredited dental school. Completion of a pediatric dentistry residency program. Board certification or eligibility in pediatric dentistry. Valid state dental license in Georgia. Excellent communication and interpersonal skills, with the ability to connect with children and their parents. Strong commitment to ethical patient care and professional integrity.

GEORGIA—NORCROSS. We are a high-volume pediatric dental practice located just 30 minutes from Atlanta, GA, seeking a dedicated and compassionate Pediatric Dentist to join our growing team. Our modern facility sees over 160 new patients each month and is equipped with 4 operatories and 6 hygiene chairs. We offer IV sedation once or twice a month and provide full support through an experienced clinical and administrative team. Our office focuses on delivering outstanding care in a warm, child-friendly environment. We offer: Competitive pay structure. Dental, medical, and malpractice insurance. License reimbursement. Well-trained assistants and front desk support. A strong flow of new and returning patients. Ownership Track: Clear pathway to partnership for the right candidate. Come grow with a team that values both clinical excellence and a great patient experience. Requirements: D.D.S./D.M.D. from an accredited dental school. Certificate in Pediatric Dentistry. Active Georgia dental license. Excellent communication and interpersonal skills. Strong work ethic and a passion for working with children. IV sedation experience is a plus. For more information please contact andres.munoz@dentalnow14.com.

ILLINOIS—CHICAGO. We are seeking a board certified/eligible, licensed pediatric dentist to join our team in the Chicagoland area. We are a FFS practice with two locations that provides care for infants, children, teens, medically complex and special needs patients. Full or part time positions are available. This position offers a generous salary, excellent patient base and future buy-in potential. If you are interested, please send your C.V. to Nancy.H@pinedental-care.com. Required: Licensed pediatric dentist in the state of Illinois. Board certified or board eligible.

ILLINOIS—CHICAGO. Looking for an associate pediatric dentist for our pediatric dental offices in Chicago for the Second Saturday of the month and Friday or Monday. Contact: (773) 947-8884, drv@tfwdentistry.com.

ILLINOIS—COLLINSVILLE. Want a clear pathway to ownership? We are a well-established group pediatric dental practice, located in Metro St. Louis, that wishes to add a pediatric dentist to our team. We focus on your professional growth and coach a practice ownership mindset. The Little Smiles Teams have fun at work and outside of work. Position offers. Full time position (4- 5 days a week). Clearly outlined pathway to ownership. Up to \$1500 per day minimum based on location and experience. Payment on collections or daily minimum, whichever is higher for all services, including hygiene services. Health insurance. Retirement matching and profit sharing. Malpractice Insurance. Plus more. Call or text Corey Hastings if interested: (314) 496-3562. Email: Dr.corey@littlesmilespediatricdentist.com. The candidate must: Hold a D.D.S. or D.M.D. certificate from an accredited dental school. Have completed or are set to complete a pediatric dental residency program. Must have or be applying for a Missouri dental license.

ILLINOIS—PLAINFIELD. Looking for a part-time pediatric dentist associate for our private pediatric dental office in Plainfield. We have been serving Plainfield in our beautiful downtown area for twenty-five years and are searching for the right pediatric dentist to join our amazing team. We offer exceptional quality of care to infants, children, adolescents and special needs children. We offer a competitive salary, along with medical, dental, and vision insurance. We have a 401K plan as well. For more information on this wonderful opportunity, please contact us at tmauricej90@gmail.com. Requirements: Graduate of an accredited Pediatric Dentistry Residency Program, Board Certified, or Board eligible.

ILLINOIS—SYCAMORE. Our brand new, state-of-the-art practice is searching for the right Pediatric Dentist to join our amazing Team! We are a family-centered office, working closely with our orthodontic providers and take pride in the positive experiences we create and exceptional quality of care we provide for our patients. Our patient demographic includes children of all ages, as well as patients with complex medical needs. We have a strong Team culture and enjoy a positive and fun work atmosphere. We have a high demand for patient care and are looking to add an associate to our work family. New graduates are welcome! Our practice is mostly fee-for-service - state and HMO plans are not accepted. We offer a competitive compensation - days worked and pay are negotiable. Our office is not open on the weekends. For more information, call (847) 404-4906 or email sarahd.dmd@gmail.com. Check out our website and Facebook page to find out more about our practice! www.SycamoreOrthoPedo.com.

INDIANA—COLUMBUS. Columbus Pediatric Dentistry, P.C., is located in Columbus, IN. We are a practice of about 22,350 patients. We accept all state and private dental plans. Our operatory schedule is booked out five months and our OR schedule is booked 7 months. We average about 125 new patients per month. We have 10 operatories with 5 dedicated to

hygiene and 5 dedicated for dental procedures. Our schedule has a low no-show rate. Compensation is based on 30% adjusted production, with a guaranteed daily minimum. A Pediatric Associate would run their own columns and can just focus on dentistry, while a highly trained staff takes care of everything else. Our office has access to three major hospitals for pediatric dental surgery privileges. We are not a corporate office and like to have our associates coordinate their own treatment plans and schedules, with-out production pressures. We have a full staff to address scheduling, insurance, and human resources. CE is provided face-to-face in office for up to 13 hours and the rest are accessible online via a dental CE site. Job Specifications: This position requires a high degree of responsibility, excellent interpersonal skills, organizational ability, problem-solving skills, and written communication skills. Position requires the ability to work independently and within a team to meet goals. May be required to perform the duties of other employees, including supervisors/managers, in their absence. May be required to perform duties and responsibilities not listed in this description, on a temporary or long-term basis. Experience: Education/Training Level. Graduation from an accredited school of dentistry (D.M.D. or D.D.S.). Must maintain required CE credits to maintain licensure. Experience with nitrous oxide, oral sedation, IV sedation and/or general anesthesia preferred. Licenses & Certifications. Possession of a current Indiana license to practice dentistry. Board Eligible/Board Certified in Dentistry. Board Certification in Pediatric Dentistry (or in current Residency for). Current CPR Certification in Basic Life Support. DEA License. Technology Skills. Understanding of and ability to use Electronic Dental Record. Experience with Dentrax system preferred, but not required. For more information please contact marvinpavlov@icloud.com.

LOUISIANA—BATON ROUGE. Associates in Pediatric Dentistry is currently seeking a full-time, compassionate, dedicated, and motivated pediatric dentist to join our thriving practice. We have 4 convenient locations in the Greater Baton Rouge area and serve a diverse community of children from several parishes. You will be joining an experienced, dedicated team that includes veteran hygienists, dental assistants, and supportive administrative staff who are all bound by a shared passion for providing comprehensive dental care for our young patients. We believe that a child's oral health plays a crucial role in their overall well-being, and we encourage full family participation in one's care. As a key member of our team, you will help us foster a safe, fun, and comfortable environment where children and parents alike can feel at ease. Our practice is built on a foundation of evidence-based dentistry, maintaining a strong commitment to keeping abreast of the latest trends and developments in pediatric oral health. As such, we encourage and support our team members' continuing education and professional development endeavors. We offer practice autonomy as well as a competitive benefits package that you are sure to find

attractive. If you are eager to take your career to the next level in a fulfilling, patient-focused setting, we would love to hear from you. Come join us and become part of a team that truly cares! We look forward to your interest in this opportunity. Please contact us by email at info@aipdbr.com or by phone at (225) 924-6622 to further discuss. Learn more about our practice and doctors by visiting: www.aipdbr.com. Requirements: Team player committed to the highest quality patient care. D.D.S. or D.M.D. degree. Board certified or eligible in pediatric dentistry. Experience in moderate sedation and hospital-based dental treatment. Effective, positive communication skills. Empathic, compassionate, outgoing personality. Ability to relate well to children and parents. Ability to manage a diverse patient population and adapt to the needs of each patient and family.

MARYLAND—BOWIE. This is a great opportunity for a Pediatric Dentist to join our fun and amazing team of Pediatric and Orthodontic specialists. We are looking for an equally fun and energetic compatible Pediatric dentist who is personable, enthusiastic, caring, and loves to treat children and special needs patients. Position can lead to partnership for the right individual. We Offer: 100% clinical autonomy over patient care and schedule template. This is not a corporate office. Mentorship from our highly experienced board certified doctors. State of the art technology and resources that will foster and facilitate our doctors. Compensation very competitive with industry standards (guaranteed daily minimums, plus commission based on collection). We offer quality patient care to all of our pediatric and special needs patients via: Hospital dentistry. Sedation dentistry. Orthodontic dentistry. Community Service. Job Type: Full-time and Part-time. Benefits: paid hospital credentialing application fees. CE allowance. Dental insurance Health insurance Paid time off Vision insurance. All interested Candidates please email Resume/C.V. to: bernychildsdental@comcast.net. Medical specialties: Pediatrics. Schedule: 8 hour shift. Monday thru Thursday. On call. Supplemental pay types: We offer guaranteed base pay plus a competitive bonus pay based on percentage of collections.

MARYLAND—CALIFORNIA. Come join our well-established pediatric dental office in Southern Maryland. State-of-the art facility with experienced pediatric dentists and highly trained staff will support you to grow and thrive! In office oral sedation and OR at St. Mary's hospital. We are an airway conscious practice and offer frenectomy with CO2 laser. Our office is located in a beautiful Southern Maryland between Chesapeake Bay and Potomac River near the Patuxent Naval Base. It is about 1.5 hours' drive from Central Maryland, Northern Virginia and D.C. Full-time pediatric dentists have benefits such as paid malpractice insurance, paid continuing education, 401K and health insurance etc. Does it sound like a job you'd enjoy? We would love the opportunity to talk to compassionate pediatric dentists with great work ethics and similar mindsets. Equal opportunity employer. For more information, visit our

office website at www.SmileCastle.com. Please contact our Carlie at manager@smilecastle.com or Dr. Hwang at EunHwangDDS@gmail.com. Must have a D.D.S./D.M.D. from an accredited dental school. Must be licensed to practice in Maryland. Must have completed the postgraduate residency in Pediatric Dentistry.

MARYLAND—FREDERICK. This state-of-the art pediatric owned pedo-ortho practice is located in a fast growing suburban area between Baltimore and Washington DC. This is an excellent practice opportunity for a caring and motivated pediatric dentist. This busy established practice has a mix of private insurance and Medicaid patients. The office has an outstanding reputation in the area and has been voted Best of the Best for the last several years. Patient care is our top priority as well as maintaining a friendly team-based work environment. Four to Five dentists working per day which allows for support and mentoring from your colleagues. The open position is part time but could turn into 3-5 days per week and starts May 1st 2025. Experience is preferred. Must have D.D.S. or D.M.D., active state license, CDS, DEA, and be board eligible/certified. Opportunity for OR dentistry and oral sedation if desired. The position comes with a guaranteed salary, benefits, and percentage of production. Please contact Dr. Sivi at (301) 514-6588 or email drsivi@aol.com.

MARYLAND—FREDERICK. The Pediatric Dental Center of Frederick is looking for a Pediatric Dental Associate to join our fabulous team and well established, thriving practice in Frederick, Maryland. Just 45 minutes from DC! This exiting, full time opportunity would suit a charismatic, energetic and personable Doctor. We have been voted "Best of Frederick" by our community as a result of our care and philanthropic ethics. Our Doctors enjoy the income of the average pediatric practice owner, without any of the administrative responsibilities. Current associates earn between \$300,000 and \$530,000 annually, with a guaranteed daily minimum rate of \$1,200.00. Benefits include paid Holidays and vacation time. 401K. Malpractice insurance is paid, cell phone monthly allowance, 90 minute lunch breaks, gym membership, reimbursement to attend the annual AAPD meeting is also given. One location, privately owned practice. We are offering 5 days per week. No evening or weekends. Please contact Tina Strowman at tstrowman@mykiddsmiles.com. Requirements: Pediatric Specialty. Must have or obtain Maryland Pediatric Dental License.

MARYLAND—MOUNT AIRY. Mt. Airy Children's Dental Associates-Pediatric Dentistry and Orthodontics has an immediate full time opening for a talented Pediatric Dentist 4-5 days per week with partnership-ownership potential. Our 37+ year private practice has an outstanding reputation in the dental and medical community for compassionate, comprehensive and conservative pediatric dental care with in-office sedation and an opportunity for general anesthesia/hospital care. We are seeking a practitioner with additional experience in CO2 laser tethered oral tissue revision. Our practice is a unique, combined pediatric-or-

thodontic practice in a 5000+ sq.ft., 14 chair, state of the art facility providing traditional preventive, restorative and surgical care. You will be supported by our dedicated, fun, and extremely talented team. Excellent compensation and benefits package. Our single location in the Town of Mount Airy continues to grow, centrally located to Washington DC, Frederick and Baltimore, MD. No evenings, no Saturdays ever! We believe strongly that your weekends belong to you! Maryland dental license, DEA/CDS and board eligible/certification required. Please send your letter of introduction and curriculum vitae to: drhasson@comcast.net. David M. Hasson, D.M.D., (443) 745-3779. Requirements: DEA/CDS, Maryland Dental License. PALS. AAPD Board Certified/Eligible.

MARYLAND—SILVER SPRING. Join our well-established pedo/ortho dental office in Silver Spring, Maryland as a Pediatric Dentist. We are seeking an energetic and team-focused professional to be a part of our growing team. The ideal candidate should possess a certificate in Pediatric Dentistry and demonstrate excellent clinical and communication skills. Our practice includes in-office sedation, nitrous oxide, and Hospital Dentistry. Compensation for this position is based on collections. This is an excellent opportunity for a passionate dentist to contribute to the oral health and well-being of children in our community. As a Pediatric Dentist in our office, you will have the chance to work with a dedicated team that focuses on providing high-quality and compassionate dental care to pediatric patients. You will have the opportunity to utilize your skills in Pediatric Dentistry to create positive dental experiences for children and build long-lasting relationships with patients and their families. Additionally, you will collaborate with our team to develop individualized treatment plans and educate patients on proper oral hygiene practices. The successful candidate will be passionate about working with children, possess a strong work ethic, and be committed to delivering exceptional patient care. Strong interpersonal skills, a caring demeanor, and the ability to work effectively in a team environment are essential for this role. If you are a motivated Pediatric Dentist looking to make a difference in the lives of young patients, we encourage you to apply for this position and become part of our close-knit dental practice. Requirements: Certificate in Pediatric Dentistry. Excellent clinical skills. Strong communication skills. Ability to work with children. In-office sedation experience. For more information please contact kidzfamilydental@gmail.com.

MASSACHUSETTS—PEABODY. About Us: We are a busy, established (1975), dentist-owned practice consisting of 3 pediatric dentists, 1 orthodontist, and 1 general dentist. We are just north of Boston with two office locations in Peabody and Lynn, MA. We are seeking a compassionate pediatric dentist to help us continue to provide excellent care to our pediatric community. Position Overview: Full or Part Time. Monday-Friday (no weekends!). Hours are abbreviated in the summer! Treatments provided:

Exams, Emergency visits, Fillings, Extractions, Pulpotomies, Crowns, Space Maintenance, Nitrous oxide sedation. 2 Office Locations. We are seeking a: Compassionate bedside manner. Dedicated, team player. Excellent communication skills. New graduates or experienced providers welcomed. Why Join Us? Awesome staff. Generous compensation package. Diverse patient population. The North Shore is beautiful! We are in close proximity to the beach, the mountains and Boston! Benefits Include: Malpractice insurance coverage. Health insurance coverage (doctor and family plans). Matching 401k retirement plan. Vehicle Stipend. Dues & licensing fee coverage. Continuing education compensation. Requirements: D.D.S. or D.M.D. degree. Completion in accredited pediatric residency program. Massachusetts Dental License (or ability to obtain). Nitrous oxide licence (or ability to obtain). For more information please contact marissa.kuhnen@gmail.com.

MICHIGAN—GROSSE POINTE. Toothworks is an established, fast growing private practice, located on the campus of a major level one trauma center. We are in a family-oriented community with top ranked schools, amazing community parks with beautiful lake views of Lake St. Clair. Grosse Pointe has small town charm while being only 30 minutes to Detroit and 45 minutes to Ann Arbor, home to University of Michigan. Toothworks serves a diverse clientele and we believe strongly in giving back to the community. The office has a robust restorative practice, including in-office general anesthesia, balanced with an established continuing care system. We are offering a full-time position to an energetic, hard-working professional to complement our motivated team. Partnership is available for the right candidate. This position offers an excellent pay and benefit package. For more information please contact tmocerit@toothworkspc.com.

MICHIGAN—ST. CLAIR SHORES. Well established pediatric dental and orthodontic office serving Metro Detroit area for over 10 years is seeking a motivated and caring pediatric dentist. Our practice, which is non-corporate has a passion for treating children. We are seeking both part-time and full-time opportunities. Experience is welcomed, mentorship available. We offer a very competitive salary and benefit package for the right person including CE allowance and malpractice insurance. We have 2 very modern offices with state-of-the-art equipment, OR privileges at two area hospitals, and in office GA available. To find out more information about our office, please contact Julie Spinek at julie@growingsmilesd.com.

MINNESOTA—WOODBURY. Pediatric Dentist Associateship in Minnesota! St Paul Pediatric Dentistry is a private practice located on the east side of the Twin Cities. We are a well known dental practice in a high income area of the cities. The position available could be full time or part-time depending on the associate's desired schedule. Why work for us? We are a well run, established practice in a vibrant metropolitan area. Our awesome clinical team is the best in the business and they have fun

working together. The amazing leadership team we have created manages everything from staffing to insurance and everything in between. We have exceptionally high reimbursement rates for our providers. You will be paid on all procedures completed, including sealants, cleanings, radiographs, and fluoride. You can create the schedule you want and enjoy family friendly hours; no weekends, late nights (done by 3:00 pm), or holidays. Our current associates are fully involved in every aspect of the practice. Benefits: Sign-on bonus. Moving stipend. Annual CE stipend. ADA and AAPD dues allowance. Uniform Allowance. Licensing reimbursement. 401K with employer match. Bi-annual team travel. Who are we looking for? Board Eligible or Board Certified Pediatric Dentist with the ability to secure a valid Minnesota dental license. New graduates and experienced practitioners. Wellness minded practitioner with a desire to educate patients and parents. For more information please contact drhaman@stpaulskidsdentist.com.

MISSISSIPPI—HATTIESBURG. This thriving pediatric dental practice in South Mississippi presents an exceptional opportunity for growth and success. Housed in a 2,500 sq/ft free-standing facility built just three years ago, the practice features five operatories, fully digital technology, and nitrous oxide plumbing. With high patient demand, appointments are booked out five months for restorative care and four months for operating room procedures. The practice is generating \$735,000 in revenue in three short years and continues to grow. Real estate is available for purchase or lease, providing flexibility for the new owner. This is a fantastic opportunity for a dentist looking to establish themselves in a supportive community with a strong foundation for future expansion. For more information, please contact Alisa Shoaf, (850) 879-4235, alisa.shoaf@henryschein.com. #MS4135

NEW JERSEY—AVON BY THE SEA. Shore Children's Dental Care has an opening for a full-time or part-time position. Over 40 year established pediatric/orthodontic practice with 2 office at the beautiful New Jersey Shore. We are situated midway between New York City and Philadelphia. Very busy practice with state-of-the-art offices. Guaranteed base salary and/or percentage of collections. Benefits include medical, vision, life insurance, paid vacation, Sign on bonus, Reimbursements for CE Malpractice and 401K Retirement Plan. Hospital privileges available. Great patient base and highly experienced staff. Orthodontist in practice for immediate referrals. Wonderful situation for professional and personal growth. You will have the opportunity to practice all aspects of pediatric dentistry. Practice is not a DSO. Great place to live and work. Contact: Lisa (732)775-1492 or e-mail: Lisa@shorechildrensdentalcare.com. Required: Graduate of a Pediatric Dental Post-Graduate Program. Board eligible or Diplomate.

NEW JERSEY—BASKING RIDGE. We are seeking a dedicated Pediatric Dentist to join our busy private practice. We take pride in providing the highest standard of care and to have

positive experiences for our patients. We have a state of art facility and have invested in the latest technology. The position is part-time for one a day week with the opportunity for additional days for the right candidate. Compensation is a competitive percentage of production. We are looking for someone who is eager to learn, have good communication skills and a team player. Join our team by sending a cover letter and C.V. to tina@njkidssmile.com. Looking forward to hearing from you!

NEW JERSEY—CHERRY HILL. Immediate opening for a Full or Part-time Pediatric Dentist, in our private practice in South Jersey, near the Philadelphia area. Willing to wait for the right candidate. We serve a diverse community and take great pride in providing compassionate quality care to all our patients including "routine" pediatric dental patients, as well as those with special health and behavioral needs. Mentorship for anyone who desires it. We are a well established practice that is known to attract patients from throughout the State of New Jersey, as well as from the Philadelphia area. We offer a guaranteed daily minimum, plus collections, along with great benefits including Health, Dental, 401k, CE Allowance etc. We are NOT a DSO and make sure that each of our patients is treated with the kind of time, respect and individualized quality dental care that we would want for our own children. Opportunities available for treating patients under General Anesthesia in multiple area Hospitals. We also have a robust Infant Frenectomy program that treats patients with a team based approach. Please contact via email at your earliest convenience. Requirements: NJ Dental License. Board Eligible or Board Certified in Pediatric Dentistry. For more information please contact kidsd-md1@gmail.com.

NEW JERSEY—RANDOLPH. Family group practice is looking for an enthusiastic and eager pediatric dentist to join our team. You will be working alongside a dedicated pediatric hygienist in a new state-of-the-art facility. Our practice averages 50+ new pediatric patients a month. Candidates must be comfortable with all phases of pediatric treatment including sedation cases with our dedicated anesthesiologist. Our office includes all dental specialties from OS, Endo, Ortho, and Perio to General Dentistry. We have a reserved children's waiting room and child friend facility that is sure to impress. The position is for approx. 3-4 days a week. NJ specialty permit is required. No current or pending litigation. Submit your resume and be excited to potentially join an amazing growing, progressive office. Looking forward to talking with you on our first phone interview. Cheers! For more information please contact edickerson05@gmail.com.

OHIO—CLEVELAND. Take advantage of this rare opportunity to join the growing team at one of Greater Cleveland's premier Pediatric Dental practices! We are seeking a talented Pediatric Dentist to join our dynamic, well-established practice in Mentor, OH. This is a fantastic opportunity to work with a team dedicated to providing top-notch dental care in a friendly

and supportive environment. One look at the office's impressive, child-friendly design and state-of-the-art digital equipment, and you'll see why this is one of Greater Cleveland's leading Pediatric Dental practices! You'll be supported by an experienced, dedicated, and tenured team that works cohesively to deliver outstanding patient experiences, helping to keep your days as efficient and rewarding as possible while getting kids excited about taking care of their smiles for a lifetime. Greater Cleveland offers the perfect balance between excellent professional opportunities and an amazing quality of life! Whether you're drawn to the thriving arts and culture scene (think Cleveland Museum of Art or Playhouse Square), the pro sports teams, or the abundance of parks and outdoor activities along Lake Erie, Cleveland has something for everyone. The city boasts affordable living, top-rated schools, and a welcoming community, making it a fantastic place to call home! This position offers high earning potential, a competitive compensation structure with a daily guarantee and percentage of production, medical insurance allowance and a 401k plan to help you plan for your future. We believe in your professional growth and will cover CE costs to ensure our entire team stays on the cutting edge of Pediatric Dentistry. If you are a Board Certified Pediatric Dentist or a Board-Eligible Recent Grad with a passion for providing excellent dental care for children, and you want to take your career to the next level in a vibrant community, join a team that cares about your success! Please contact Erin.Glending@eghma.com. Requirements: Current Ohio Dental License or Eligible for Ohio Dental License. Current ABPD Certification or Board Eligible.

OHIO—COLUMBUS. Hines Little Smiles is a highly energetic practice that genuinely likes to have fun with our patient's, and our team. We are looking for a team player that likes to jump in, and be all in. Our practice is privately owned, and is located east of the Easton area, adjacent to New Albany, Westerville, and Gahanna. This opportunity provides supportive mentorship within our group practice. Our office promotes a healthy work-life balance with a Monday to Thursday, 7:30-4:30 schedule. Columbus is a test market for many restaurants and is considered to be one of the fastest-growing areas in the country, and is consistently ranked among the best places to live in the US. Our office is conveniently located just 15 minutes from John Glenn International Airport, making travel a breeze. We operate with a high level of excellence in our hand skills, as well as our communication, and our reputation within the community reflects this. We take pride in our dedicated and exceptional team, who are passionate about working with children and creating a positive experience for our young patients. Our incredible team culture fosters a welcoming and fun environment, making dental visits enjoyable for our patients and providing a rewarding workplace for our team. We seek an associate committed to delivering the highest quality pediatric dental care, who thrives in a compassionate and engaging atmosphere. We

offer a comprehensive range of treatments, including nitrous oxide, in-office IV sedation, and we are unique in the fact that our ambulatory surgery center is located next door. Additionally, we provide CO2 laser treatment for lip- and tongue-ties. We are well trained with BioFlex crowns, as well as Zirconia, and have SleeperOne anesthesia available if you prefer. Our office features 14 chairs, digital charting, TVs above the op bays, and a well-established, supportive team. If you are looking to join an incredible practice, we invite you to send your C.V. and Letter of Interest to drmitzihines@hineslittlesmiles.com. We look forward to hearing from you soon. Requirements: Graduation from dental school, and pediatric residency program.

OHIO—DAYTON. We are seeking a compassionate, caring, and energetic pediatric dentist in an established, privately owned and operated pediatric dental practice in Southwest Ohio. The position is mainly in an office setting (three days/week), however, some treatment is completed under general anesthesia at the local children's hospital (one day/week) for full-time employees (four days total/week). While experience and board certification are preferred, we welcome all applicants. The salary is competitive for the area, guaranteeing a minimum of \$250,000 for full-time with potential for performance-based collection bonuses. Some benefits include malpractice insurance, CE and licensure credit, and paid vacation. Participation in a 401(k) plan is also available. We are open to considering full-time or part-time candidates, with part-time compensation at \$1200 per day with quarterly collection bonuses. Future potential for ownership is also possible. For more information, or to send in your C.V., please email hensleyk@childrensdayton.org or call (937) 641-4193. Specialization in Pediatric Dentistry is required.

OHIO—DUBLIN. Welcome to Tiny Teeth of Dublin Pediatric Dentistry. We are seeking a pediatric dentist to join our team in Dublin, OH. We are looking for a doctor who shares our values and is passionate about helping children achieve a lifetime of great oral health through positive dental experiences! Come join our team at Tiny Teeth of Dublin! We bring cutting edge technology and mentorship to new pediatric dentists who are looking to grow in their field. We offer nitrous oxide sedation in office and have block time at local surgery centers to handle general anesthesia cases. This successful practice is looking for someone who wants to work in a team centered environment. Requirements: Experienced with and loves working with children. Positive attitude with a great personality; excellent chairside manner and communication skills. D.D.S./D.M.D. from an accredited university. Completion of residency from an accredited pediatric residency program. Active OH Dental Board License. For more information please contact draapage@gmail.com.

OHIO—FAIRBORN. About the Opportunity: Fairborn Pediatric Dentistry, a well-established, family-focused practice in Fairborn, OH, is seeking a compassionate and skilled Pediatric

Dentist to join our team. This is an excellent opportunity for someone looking to step into a leadership role with the potential for future ownership. Why Join Us? Thriving Practice: 200-250 new patients monthly, supported by a fantastic team in a state-of-the-art facility with 7 quiet rooms and 6 hygiene bays. Solea laser capabilities and in-office general anesthesia team. Work-Life Balance: Enjoy a strong balance between clinical care and family life in a supportive environment. Growth Potential: Room to grow both professionally and financially with mentorship. Compensation & Benefits: Competitive annual earnings: \$300,000 - \$600,000+. Paid on a percentage of collections. Sign-on bonus: Competitive sign-on bonus up to 25K. Full-time or part-time options available. Full-time associates qualify for Medical, 401(k), and more. Requirements: Pediatric dentistry skills with IV sedation and hospital experience a plus. New grads welcome; experience preferred but not required. Ohio dental license and completion of Pediatric Dental residency. For more information please contact springfieldpeddent@gmail.com.

OHIO—UNIVERSITY HEIGHTS AND WILLOWICK. Come Grow with Us! New location for an established, state-of-the-art private pediatric dental practice in the suburbs of Cleveland, OH is looking for a Pediatric Dentist. We are seeking a provider for 3-4 days a week as we offer comprehensive dental care: preventative, restorative, N2O, in-office sedation, and hospital dentistry. The candidate should be passionate about creating a positive dental experience for our patients while partnering toward great oral health! The candidate must possess strong ethical values, a great personality, and value patient education. Applicant must be qualified to administer in office nitrous oxide and to obtain hospital privileges. We are a fast-paced practice with a wonderful team that includes 2 Hygienists, 4 Dental Assistants, a Manager, and front desk staff. We offer competitive salary and benefits. We offer a competitive salary, health benefits including medical, vision, and dental, malpractice reimbursement, 401k savings plan, paid vacation days, CE paid time off and a generous signing bonus. If you are passionate about providing excellent dental care with a highly experienced staff, please send your resume to hr@growingsmilesoh.com. Job Types: Full-time, Part-time. Pay: From \$150,000-\$400,000 per year. Must have a valid Ohio Dental license, or in the process of obtaining one.

OREGON—PORTLAND. About Permanente Dental Associates: We are dedicated to transforming lives through evidence-based dental care. We are a Northwest-based, dentist-owned group practice that empowers our clinicians to make decisions that prioritize patient health and well-being. As part of our supportive and collaborative environment, we encourage growth, leadership, and the opportunity to become a part-owner in our group practice. What We Offer: Leadership Opportunities: As a clinical leader, you will mentor and guide other professionals while maintaining a focus on high-quality patient care. Ownership Potential:

We are a dentist-owned group, meaning decisions are made by the people who understand the practice best. The opportunity to become a part-owner allows you to directly contribute to the future of our practice. Work-Life Balance: With a 4-day work week, you'll enjoy more time to focus on both your professional and personal life. Unparalleled Benefits: Industry-leading retirement plan, including a defined-benefit (cash balance) and 401(k) with 7.5% employer contribution. Paid Parental Leave (up to 4 weeks). Two community service and wellness days per year, annual benefit reimbursement, and an award-winning Wellness Program. Comprehensive medical, dental, and vision insurance options (for dentists and dependents), as well as alternative care, life insurance, and AD&D coverage. Voluntary short-term and long-term disability insurance. Dependent Care FSA. Professional Development: We are committed to continuous learning, offering both clinical and leadership development opportunities to support your growth. Position Overview: As a Pediatric Dentistry Specialist with Permanente Dental Associates, you will support the practices of an evidence-based group by being a clinical and non-clinical resource for the full scope of pediatric dentistry. In this role, you will: Diagnose and treat diseases, injuries, malformations, and desired esthetic enhancements of teeth and gums, and related oral structures for infants and children through adolescents, including patients with special health care needs. Provide preventive services to patients, such as applications of fluoride and sealants to teeth. Educate pediatric patients and/or guardians on preventive measures to promote overall oral wellness in an evidence-based group practice. As a clinical leader, provide direct and indirect mentoring, supervision, and feedback to clinical staff. As a professional leader, provide high-quality care and serve as a responsible steward of resources. Required Skills and Experience: Doctor of Dental Medicine (D.M.D.) or Doctor of Dental Surgery (D.D.S.) and successful completion of a U.S. Pediatric Residency Program. Minimum qualifications include an applicable State License with specialty noted (if required by state). Washington and Oregon providers must have a valid DEA number and current CPR certification. Oregon providers must also have at least a Nitrous Permit (Permit required within 60 days of hire). Demonstrated ability to utilize evidence-based dentistry to educate pediatric patients and/or guardians regarding preventive dental care, cause and treatment of dental issues and oral health services. Proven ability to coordinate, supervise, or manage the activities of others to accomplish goals. Understanding of principles and processes for providing patient services. Successful candidates will be subject to a pre-employment background check. Why Permanente Dental Associates? Our Mission: Better lives through total health, starting with the smile. Our Vision: To be the leading dental group through total health for patients, the people who care for them, and the communities we serve. If you are a dedicated and skilled dentist looking to grow professionally and personally in a supportive and empowering environment, we want to hear

from you! For more information please contact pdajobs@kp.org.

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

RHODE ISLAND—CRANSTON. Well established, non-corporate pediatric dental practice serving the Rhode Island community for over 40 years is seeking a motivated and caring pediatric dentist to join our three pediatric dentist team. Full time position leading to partnership for the right individual. Opportunities to practice behavior management, nitrous, in office sedation, or general anesthesia. We will support your success! We have two modern offices equipped with the latest digital technology including an iTero scanner and digital radiographs. Working in the smallest state means beaches, major academic institutions, and the culture and diversity of Providence are all a short distance away. Competitive salary with bonus offered along with health insurance, malpractice insurance and CE allowance. To find out more information about our office, please contact Nicole Robbio at Nrbbio@peddenti.com or (401) 463-5540. Requirements: Board eligible or American Board of Pediatric Dentistry

Certified Pediatric Dentist. Licensed to practice dentistry in the state of Rhode Island.

SOUTH CAROLINA—DUNCAN. River Falls Pediatric Dentistry is looking for an energetic pediatric dentist to join our team in upstate South Carolina. Our privately-owned practice is in the stunning Greenville-Spartanburg area, nestled among the foothills of the Blue Ridge Mountains. This opportunity provides supportive mentorship and the exciting potential for future ownership. Our office promotes a healthy work-life balance with a Monday to Thursday, 8-5 schedule. Upstate SC offers breathtaking natural landscapes, perfect for hiking, biking, and exploring nearby waterfalls and trails. Enjoy easy day trips to the mountains and lakes within reach from our beautiful location. This area is one of the fastest-growing areas in the country, and is consistently ranked among the best places to live in the US. Our office is conveniently located just 15 minutes from Greenville-Spartanburg International Airport (GSP), making travel a breeze. At River Falls Pediatric Dentistry, our commitment to excellence and the trust our community places in us, have earned our office the award for Best Pediatric Dentist in Spartanburg County, three years in a row. We take pride in our dedicated and exceptional team, who are passionate about working with children and creating a positive experience for our young patients. Our incredible team culture fosters a welcoming and fun environment, making dental visits enjoyable for our patients and providing a rewarding workplace for our team. We seek an associate committed to delivering the highest quality pediatric dental care, who thrives in a compassionate and engaging atmosphere. We offer a comprehensive range of treatments, including nitrous oxide, oral conscious sedation, in-office IV sedation, and hospital-based general anesthesia. Additionally, we provide CO2 laser treatment for lip- and tongue-ties. Our office features 10 chairs, digital charting, TVs above the op bays, and a well-established, supportive team. If you are looking to join an incredible practice, we invite you to send your C.V. and Letter of Interest to rfpd@outlook.com. We look forward to hearing from you soon.

TENNESSEE—FRANKLIN. Join a thriving pediatric dental practice in one of the nation's best cities for families! We're looking for a compassionate, energetic Pediatric Dentist who is ready to make a difference not just in smiles, but in the lives of children and families. Located just outside Nashville in beautiful Franklin, TN, our legacy practice offers the unique opportunity to build your future with potential ownership/equity for the right long-term fit. About Us: At Buzz Dental Care, we don't just treat tiny teeth, we create experiences that kids and parents actually look forward to! Led by the legendary Dr. Buzz, our practice has cared for generations of families and is known for a fun, high-energy environment, clinical excellence, and unwavering integrity. We have two growing locations, a loyal patient base, and a mission to build long-term relationships, not just "get them in and get them out." We're now looking for another amaz-

ing doctor to help us serve even more families in our community. What We Offer: Full-time preferred (4-day workweek) with flexibility for part-time. Competitive base salary + production incentives. Path to partnership/equity, own part of something meaningful. Supportive, skilled team in place to help you thrive. Mentorship from a seasoned, community-trusted pediatric dentist. Paid CE, malpractice coverage, licensing fees, and potential relocation bonus. Why Franklin, TN? Top 10 Best Places to Live for Families - Fortune, 2024. Top 50 Safest Cities in the U.S. - SafeWise, 2024. No state income tax, top-rated schools, vibrant downtown, and just 21 miles from Nashville! A perfect blend of charm, culture, and opportunity for young professionals or growing families. Who We're Looking For: Board-certified or board-eligible pediatric dentist. Licensed (or able to obtain licensure) in Tennessee. Passionate about working with children and educating parents. A team player who brings energy, empathy, and heart to every visit. A long-term thinker ready to grow with the practice and the community. Join the Buzz Dental Care Family! This is more than just a job, it's a place to grow, belong, and eventually become a part-owner in a successful, values-driven pediatric dental practice. Whether you're a recent grad looking for mentorship or an experienced dentist ready to settle down, we'd love to meet you! Apply now or send your resume to: pdcmgmt@icloud.com. Learn more about us at: <https://www.drbuzzkids.com>.

TENNESSEE—KINGSPORT OR MORRISTOWN. We are a one doctor owner with two locations looking for an energetic, motivated, hard-working, full-time (or part-time) SUPER STAR pediatric dentist to add to our team. Our mission at Kingsport/Morristown Pediatric Dentistry is to provide excellent patient centered care involving parents/guardians to ensure the best and healthiest results with outstanding customer service. The practices see children as young as one day old for tongue/lip tie release procedures to age 18 for total oral health care. We offer in office general anesthesia with a pediatric anesthesiologist. We take pride in the brand that we have built in our community and surrounding areas and are excited to add to our team so we can continue to grow. Kingsport is centrally located to Asheville, NC, Johnson City, TN, and Bristol, VA. Morristown is centrally located to Knoxville, TN, Gatlinburg/Pigeon Forge, Johnson City, TN and Asheville, NC. These beautiful East Tennessee communities are family-oriented areas surrounded by mountains and lakes with a variety of outdoor activities! If you ever dreamed of living on a lake, this is the place to do it! Please contact or send C.V.: debbie@morristownpediatricdentist.com. Offer includes: Competitive salary Or percent of Employee's Collections. 4 weeks Vacation plus holidays. Credentialed with BCBS and Dental Dental only. Malpractice Insurance. Relocation/Signing Bonus. Optional Health and Vision Insurance. Continuing Education reimbursement. Requirements: Tennessee Dental License or eligible for licensure. Completion or soon to be completed Pediatric Residency Program. Tennessee Dental License or eligible for licensure in Tennessee.

Completion or soon to be completed Pediatric Residency Program.

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

TEXAS—AUSTIN. Part-Time Pediatric Dentist. An opportunity to move to one of the fastest growing cities in the United States where quality of life and positive vibes are what it is all about! We are a Private Pediatric Practice in Austin, Texas looking for a motivated self-directed pediatric dentist to join our practice. We are a busy practice and are looking for an individual who is looking to make a great living with an easy work schedule. Daily Guarantee or % Whole Office Revenue, whichever is higher. Single Owner Private Pediatric Dental Practice. Positive and energetic work environment. Offering mentorship and leadership towards growth professionally and clinically. Benefits: \$2,000/yr. CME Reimbursement. Licensure/Re-certification paid for by the practice. \$2,000/yr. Malpractice reimbursement. Up to \$10,000 Relocation assistance. High Income Potential. Job Description: Full Scope Pediatric Dental Practice. Bread and Butter Pediatric Dentistry. GA and Sedation Cases. No Orthodontics. Experience Preferred. If you or someone you know is interested in this opportunity, please shoot me an email at Austin-PedsJob@gmail.com.

TEXAS—AUSTIN. Are you a passionate and dedicated pediatric dentist looking for an exciting new opportunity? Who are we? An Experienced, board certified Orthodontist with a passion for creating beautiful smiles in children. Already working in a pediatric-orthodontic setup and understand the synergy that exists between these two specialties and the ability to enhance patient care and revenue. The Orthodontist is looking to start journey in building their own practice by seeking partnership with Pediatric Dentist. Opportunity is for either an independent adjacent pediatric office

or sharing the same office with Orthodontist. Who are we looking for? A pediatric dentist who has dedicated their career to pediatric oral care. You are ready to take the next step to have a partnership with Orthodontics in a pedo-ortho set or currently owning an office and looking to add another one in the area this is the opportunity for you. Growth and Development - Looking for a like minded doctor with a growth mindset who will help build the practice from the ground up, with a shared passion for children's oral health and pediatric-orthodontic growth. About the location Location is a growing suburbs of North Austin with surrounding daycares, elementary schools, middle school. The demographics are great for a pedo-ortho practice. There is 1800 SF space available in the complex for independent office. If you are interested about the opportunity and want to find out more and have a chat with the orthodontist please email smiles4allorthodontics@gmail.com.

TEXAS—CONROE. Excellent opportunity for a pediatric dentist to join our well established, highly successful fee for service pediatric practice that has been in business for over 40 years. We are a privately owned practice with a part-time opening for 3-4 days a week, possibly leading to full-time. Our new facility opened in 2007 along with another office location that opened in 2015. We are ideally located near a privately owned orthodontic practice, 2 general dentist's offices, and an oral surgeon's office. We offer the latest advancements in dental technologies including: chart-less system, electronic charting, built-in nitrous oxide system and in-office monitored sedation along with IV sedation. For more information please contact cpdpuffin@gmail.com.

TEXAS—FORT WORTH. We are looking for a pediatric dentist to join our team! We are a non-corporate, doctor-owned, small group practice and are proud to have created an environment where kids love to visit, team members love to work, and doctors love to practice. We are a very vibrant private practice nestled in the suburbs of NW Fort Worth; 30 mins from DFW international airport; 20 mins from downtown Fort Worth; 45 mins from downtown Dallas! We are looking for an outgoing, hard-working, and team-oriented associate that is searching for a career-based opportunity that offers clinical and leadership growth, mentorship, with benefits. We are here to help you find the work-life balance that works for you. We are flexible and open to negotiate working days and compensation so we can help you build a forever dental home. Interested applicants please send your C.V. & Letter of Interest to saginawkidsdentistry@gmail.com. Website: www.saginawkidsdentistry.com. Position Highlights: Competitive Pay. Guaranteed daily minimum -or- percentage of production -- whichever is higher. Full clinical autonomy. Well trained staff, fully staffed with low staff turnover. We prioritize high quality, ethical patient care. Office Hours: Mon-Thu 8am-5pm/Fri 8am-2pm with the option of choosing a 3, 4 or 5 day work week. 4 hygiene chairs and 5 treatment ops available to fill; we can build schedule to however you can manage

your patient flow and production. SKD Doctor Benefits: Access to Blue Cross Blue Shield of Texas PPO plans and HSA plans. Flexible with time off requests. Mentorship Opportunities. Guaranteed Daily Minimum or percentage of adjusted production - whichever is higher. Percentage is based on experience and board certification. Requirements: D.M.D. or D.D.S. Completed education in an accredited pediatric dentistry residency program. Residents are welcome to apply! Texas Dental License. Level 2 Sedation permit.

TEXAS—SAN ANTONIO. Family Dental Practice - San Antonio, TX. Goals: The current owner-doctor would like to sell to another dentist and transition to retirement. Overview: Located just 15 minutes from downtown, this established family dental practice sits in a historic San Antonio neighborhood known for its strong community ties and easy access to local businesses, parks, and schools. The practice is equipped with five operatories and has built a loyal patient base of 2,120 active patients, despite limited advertising efforts. Averaging 50-55 new patients per month, the practice demonstrates strong organic demand and untapped growth potential. Currently open just three days a week, the owner is ready to transition out and sell to a motivated dentist seeking to build on a solid foundation. With over \$280,000 in True Take Home, this is a rare opportunity to step into a turnkey operation with significant upside in one of Texas' most culturally rich and accessible metro areas. Practice Highlights. 5 operatories. Collections of \$600,000. TTH of \$280,000+. Open just 3 days/week. Reference #HTX4725. Ready to learn more? Contact Headwaters Practice Transitions. Email: bailey@headwaterstransition.com Phone: (719) 694-8320. Reference Number: HTX4725.

TEXAS—SAN ANTONIO. Pediatric Dentist Wanted - Join Our Growing Team! We are seeking a compassionate and skilled Pediatric Dentist to join our dynamic team at Tots to Teens Pediatric Dentistry. Our practice is dedicated to providing top-quality care in a friendly, welcoming environment for children of all ages. Position: Pediatric Dentist (New Grads Welcome as well to apply) Location: Laredo, TX (2hrs south of San Antonio, TX) Full-Time/Part-Time. Benefits: Sign on bonus/Relocation bonus. Paid CE. Paid Vacation Days/Holidays Days. Competitive Wage. Medical Benefits. Qualifications: D.D.S./D.M.D. degree from an accredited dental school. Board Certified or Board Eligible in Pediatric Dentistry. Passionate about working with children and providing exceptional care. Excellent communication and interpersonal skills. Ability to work effectively in a team environment We Offer: Competitive compensation and benefits package. Modern, well-equipped office. Supportive, friendly team. Opportunities for professional development and growth. If you love working with kids and want to make a difference in their dental health, we'd love to hear from you! To Apply: Send your resume and cover letter to drayala@2tpd.com for more information.

TEXAS—WACO. Located just 1hr 20 minutes from Austin, Texas, our full-service, full-time pediatric dental office offers a unique opportunity for one exceptional pediatric dentist or general dentist who excels with children. We're seeking a dedicated professional to join our team and help build a practice that will provide long-term financial rewards. The practice provides all pediatric dental services- prevention, restorative, emergency care, oral sedation and several general anesthesia days per month. The practice has a mix of FFS, private insurance and Medicaid. The practice has an abundance of patients with efficient and organized systems in place to help associates succeed. The current doctor is working Monday through Friday but there is an option of flexible schedules if desired. Compensation: Guaranteed base of \$1200 to \$1600 based on experience. Income potential of over \$500,000. Benefits: Paid mal-practice, health insurance stipend, \$2000 annual CE contribution, mentorship and potential pathway to equity/ownership, potential doctor's clinical retreat (all expense trip for doctors and their significant others). The practice is located in a fun University town with plenty of shopping, restaurants, theater events, fun sports bars and breweries. Warm temperatures all year round provide for an active lifestyle. The area also has a lower cost of living with affordable homes, excellent neighborhood public schools and low crime rate. The office is located within an hour and a half drive to Austin or Dallas. What We Offer: Ownership Opportunity: Potential ownership after 1st year, with the potential for your collections and profit sharing percentage to grow over time. Sign-On Bonus: Generous sign-on bonus to welcome you aboard. Ideal Location: Enjoy a lower cost of living while being close to the vibrant city of Austin. This is your chance to be part of something special, where you can grow both professionally and financially as a practice owner. Contact Dr. P to learn more and discuss this exciting opportunity. Let's chat! Contact Dr. P., D.D.S. Phone: (385) 243-0459 or email piedradds@gmail.com.

UTAH—AMERICAN FORK. Are you ready to revolutionize pediatric dentistry in a dental practice where prevention takes center stage and patient care is truly health-focused? We invite you to join our team at Total Care Dental. We are on a mission to transform dental care for children by using innovative health-based approaches that promote lifelong oral health and overall wellness. As a Pediatric Dentist at Total Care Dental, you'll be part of a multi-specialty practice that thrives on collaboration, innovation, and patient-centered care. Provide tailored dental care to pediatric patients using a health-focused approach. Educate young patients and their parents, setting them up for a lifetime of healthy habits. Utilize state-of-the-art equipment, materials and techniques to ensure our young patients receive the best possible care. Collaborate with a team of healthcare professionals to ensure a well-rounded and integrated approach. At Total Care Dental, you're not just treating teeth - you're changing lives. At our practice you will be part of a practice and team that are at the forefront of health-based

dental care. Details:- Position: Full time, days flexible. Compensation: Fee-for-service, percent of production (no PPO contracts). Requirements: D.M.D. or D.D.S. degree. Graduation from an accredited pediatric dental residency program. Valid Utah state dental license or ability to acquire one. Excellent communication skills, especially when interacting with children. Passion for health and dedication to patient-centered care. Ability to thrive in a collaborative team environment. For more information please contact michelle@totalcaredental.com.

VIRGINIA—PRINCE WILLIAM COUNTY. We seek a responsible and enthusiastic pediatric dentist to join our high-quality, patient-centered private practice. Our practice is committed to providing exceptional care and promoting children's oral health in a warm, welcoming environment. As a part of our dedicated team, you will have the opportunity to work with a diverse patient base and positively impact children's dental health. We prioritize hiring a pediatric dentist who is passionate about delivering top-tier care and who shares our commitment to improving children's dental experiences. Candidates interested in performing in-office oral sedation and general anesthesia (GA) procedures will receive special consideration. We are proud to have an in-house dental anesthesiologist to support these services. We'd love to hear from you if you're eager to join a practice that offers professional growth and the opportunity to make a difference in children's lives. We require a Virginia dental license, a Virginia moderate sedation license, and a VA DEA. For more information please contact gcpham@yahoo.com.

VIRGINIA—ROANOKE. Roanoke Pediatric Dentistry is looking for a full-time Pediatric Dentist for their established practice in Roanoke, Virginia. We are seeking a long-term, committed, and energetic associate who can bring their talents and personality to care for our patients. We believe in a healthy and supportive work environment and want this job to be rewarding and fun. This associate would receive comprehensive training and growth opportunities, competitive pay and benefits, and the support of a highly reputable doctor partner and experienced staff. We offer the latest technology and software solutions to ensure the best possible treatment for our patients. This associate will have a pathway to ownership opportunity. At Roanoke Pediatric Dentistry, we provide unique services for pediatric patients, including laser dentistry and laser frenectomy for lip and tongue ties. The doctors are Board Certified and the office has state-of-the-art equipment. Roanoke Pediatric Dentistry utilizes the local hospitals for OR cases and has dedicated operating rooms in the clinic that is certified as a Level 1 Surgicenter with anesthesiologists for GA services in office. Additionally, we make use of all materials for procedures, including up to date Zirconia for cosmetic pediatric dentistry. This privately owned practice is committed to preserving doctor ownership, and ensures doctors control all their treatment decisions with the support of an experienced

team. This practice has recently expanded with a new brand-new location that has been fully renovated. Nestled in the heart of the Blue Ridge Mountains, Roanoke offers a diverse and dynamic home. Immerse yourself in outdoor adventures by hiking on the iconic Appalachian Trail or kayaking on the Roanoke River. Smith Mountain Lake, Virginia's most popular lake, offers parks, beaches, and activities. Explore the vibrant downtown where local art, music, and culinary delights thrive. With a perfect mix of culture, natural beauty, and history, Roanoke captures the essence of Virginia's beautiful scenery. Qualifications: D.D.S. or D.M.D. (Required). Specialty Certificate in Pediatric Dentistry (Required). US work authorization (Required). Licensed to practice in Virginia (Required). For more information please contact mparsons@pepperpointe.com.

WASHINGTON—ISSAQUAH. We are a well established pediatric dental practice known for providing warm and welcoming environment. Equipped with state-of-the-art technology, we prioritize the health, comfort, and smiles of our young patients and their families. We offer: Competitive compensation package. Modern facilities with the latest dental technology. Supportive and professional team culture. Flexible schedule options. How to apply: Please send your resume to: issaquahdentist123@gmail.com. Required: D.D.S./D.M.D. degree and completion of a pediatric residency. Active Washington state dental license. Strong communication and interpersonal skills. Passion for working with children and making dental visits fun. Location: Issaquah, Washington. How to apply: Please send your resume to: issaquahdentist123@gmail.com.

WASHINGTON—MARYSVILLE. Pediatric Dentist Wanted: Puget Sound Pediatric Dentistry. Are you a pediatric dentist who wants to practice real dentistry not production-driven quotas and spreadsheet dentistry? Do you want to work with a team that supports you, a schedule that lets you breathe, and leadership that actually understands what it's like to be in the operator? Then stop doomscrolling and check us out. Puget Sound Pediatric Dentistry is exactly what you're looking for. What We Offer: Competitive Compensation & Benefits. We believe great dentistry deserves great pay, with incentives that reward quality care, not just speed. No Soulless DSO's. We're private practice, dentist-owned, and here to stay. No corporate overlords, no middlemen micromanaging your work. Work-Life Balance. No 12-hour clinic marathons. You'll have a reasonable schedule, so you don't feel like you're living at work. Strong Clinical Autonomy. We trust you to do what's best for your patients, not what a remote corporate office tells you. Supportive Team Culture. Our team has your back. No toxic environments, just people who want to help kids have healthy smiles. Your Role: Turn tiny tornadoes into cooperative patients (or at least into tiny tornadoes who will tolerate a cleaning). Perform excellent pediatric dentistry without an insurance adjuster breathing down your neck. Educate parents (politely) about why "they'll

grow out of it" is not a treatment plan. Advocate for your patients and call out insurance absurdities with the full support of our team. What You Need: D.D.S./D.M.D. from an accredited school (If you learned dentistry on YouTube, we admire your hustle, but this might not be the job for you). Pediatric dentistry training or experience. Bonus points if you've mastered the art of calming down a sugar-rushed 5-year-old. Patience, humor, and a strong caffeine tolerance. Because pediatric dentistry is not for the faint of heart. Why Us? Puget Sound Pediatric Dentistry is a practice where your skills are valued, your work is appreciated, and your sanity is protected. We're dentist-led, team-focused, and built around a belief that taking care of our patients shouldn't mean sacrificing the happiness of our doctors. Plus, we're in one of the most beautiful places in the country so after work, you can decompress with some incredible views (or a drink, we don't judge). How to Apply: If you're tired of feeling like just another cog in the machine, it's time for a change. Join us and rediscover what you love about pediatric dentistry. Requirements: Pulse, two hands, D.D.S. or D.M.D. degree. For more information please contact Tanya.g@pugetsoundpd.com.

WASHINGTON—PUYALLUP. We are seeking a passionate and skilled Pediatric Dentist to join our team and provide exceptional dental care to children and adolescents. As a Pediatric Dentist, you will specialize in treating the dental needs of young patients, from infancy through teenage years. Your responsibilities will include performing routine check-ups, cleanings, and treatments, as well as educating children and their parents about proper oral hygiene practices. You will have the opportunity to create a welcoming and comfortable environment for young patients, helping them develop positive dental habits that will last a lifetime. Additionally, you will work closely with parents to address any concerns and provide personalized treatment plans. The ideal candidate will have a Doctor of Dental Surgery (D.D.S.) or Doctor of Dental Medicine (D.M.D.) degree from an accredited dental school, as well as a certificate or advanced training in pediatric dentistry. Strong communication skills, patience, and a friendly demeanor are essential for building trust with our young patients and their families. Experience working in a pediatric dental setting is preferred. Join our team and make a difference in the lives of children by promoting oral health and ensuring positive dental experiences. We offer a supportive work environment, competitive compensation, and opportunities for professional growth and development. For more information please contact loveb@pacden.com.

WISCONSIN—PEWAUKEE/BROOKFIELD. Small World Children's Dentistry of Southeastern Wisconsin is seeking a pediatric dentist for associateship or partnership. Specifically, we are looking for a doctor who shares our values and is passionate about helping children achieve a lifetime of great oral health as we are! Come join our team! We bring cutting edge technology and mentorship to pediatric dentists who are looking to grow in their field. Our prac-

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

OUTSIDE THE US

ALBERTA—CALGARY. Seeking a compassionate pediatric dentist to join our Calgary-based clinic part-time. Enjoy a supportive and family-oriented practice with a steady patient load, weekdays from 8 am to 3 pm. We offer a great work-life balance, generous vacation time, and potential for a long-term partnership. New grads are welcome, and our outstanding, long-term team, awaits. Located in Midnapore, our mission is to inspire a generation that is happy going to the dentist. Must have an Alberta practice permit or be willing to obtain one. Join us and make a difference in young patients' lives! Learn more about us at www.BabyTooth.ca. Send your resume and cover letter to babytooth@mac.com. Requirements: Alberta practice permit or be willing to obtain one.

ALBERTA—EDMONTON. An exciting opportunity has opened up at one of Edmonton's premier pediatric dental practices! We are seeking a caring, skilled, and motivated Pediatric Dentist to join our dynamic team. As a valued member of our practice, you'll benefit from: A Well-Established Reputation: Our practice is renowned in the community for providing exceptional dental care to children. State-of-the-Art Facilities: Enjoy access to both hospital and private

surgical suites to provide the best possible care. Supportive and Skilled Team: Work alongside a dedicated, well-trained staff committed to helping you succeed. Competitive Compensation: Whether you're just starting your career or you're an experienced practitioner, we offer a competitive income and a busy practice environment to grow your skills. This is the perfect opportunity for a passionate pediatric dentist looking to work in a friendly, professional, and collaborative setting. If you're motivated to provide top-quality care while enjoying a fulfilling work-life balance, we'd love to hear from you. Contact us today at f.vaziri@childrensdental.ca to learn more and apply! Requirements: D.D.S. or D.M.D., Residency in Pediatric Dentistry.

BRITISH COLUMBIA—KELOWNA. Okanagan Pediatric Dentistry, a thriving specialty pediatric practice in one of the most beautiful destination cities in Canada, Kelowna, BC, is looking for an energetic, enthusiastic pediatric dentist to join the team! Located in the Okanagan valley, there are opportunities for activities and leisure abound. Kelowna is located on the shores of Okanagan Lake, offering incredible beaches and resorts in the summer, less than an hour drive from both Big White and Silver Star world class ski resorts, and 4 hours from Vancouver. The Thompson-Okanagan region boasts a long golf season with more than 50 courses and 120+ award winning wineries. Opportunities for skiing, hiking, cycling, mountain biking, boating, running, dining, and simply sight-seeing are endless. Kelowna offers a fabulous environment for raising a family with excellent schools; public, private, and post-secondary, as well as YLW international airport. Our practice draws from a very large geographic area, with patients travelling from as far as the Northwest Territories. Access to hospital dentistry makes this one of few practices in the Interior region able to offer comprehensive oral rehabilitation with fewer appointments. Our team is strong and stable with long term staff and is paperless with digital radiography. An Associate position is available in a part-time capacity (3-4d/wk) currently, however, the future is bright! An increase to full-time with growth and possibility of buy-in for the right candidate. Please contact by email omegadds@me.com.

BRITISH COLUMBIA—VANCOUVER. Join our team as a Full-time Pediatric Dentist working 4 to 5 days a week at our thriving pediatric dental office. Our office specializes in providing exceptional dental care to children of all ages. As a key member of our team, you will be responsible for diagnosing, treating, and preventing oral health issues in our young patients. We offer in-office moderate sedation to help manage anxiety and ensure a comfortable experience for our young patients in various dental procedures. For cases requiring general anesthesia, we work closely with anesthesia facilities to provide a safe and effective treatment environment. Ideal candidates should have a passion for pediatric dentistry, excellent communication skills, and the ability to build rapport with both children and their parents. A strong background in pediatric dental procedures and

techniques is essential to deliver high-quality care and positive patient outcomes. The successful candidate will need to be detail-oriented, compassionate, and dedicated to promoting good oral health habits in children. This position offers a competitive salary, benefits package, and opportunities for professional growth and development within a supportive team environment. Requirements: D.D.S. or D.M.D. degree from an accredited dental school. Pediatric Dentistry Residency Program completion. Active state dental license. Board Certification or eligibility in Pediatric Dentistry. Experience working with pediatric patients. Proficiency in sedation dentistry techniques. Excellent communication and interpersonal skills. For more information please contact drjban@gmail.com.

ONTARIO—KITCHENER. Seeking an experienced pediatric dentist or new graduate looking for mentorship for our comprehensive pediatric clinic located in Kitchener, Ontario, Canada (1 hour north west of Toronto). We offer all forms of sedation, basic restorative care, interceptive orthodontics, and TOTs treatment in our fully digital office. Demographics of the practice are highly diverse and we pride ourselves on patient-centred care. Great staff, work-life balance, and competitive compensation. Must be in good standing and have/be eligible for an RCDSO license. For more information please contact christine@chameleondental.ca.

PRACTICE FOR SALE

ALABAMA—MOBILE. Pediatric Dental Practice. Mobile, AL Metro. Goals: The current doctor seeks to sell the practice and transition to retirement quickly. A part-time associate is committed to staying with the practice after the sale. The owner prioritizes maintaining the high standard of care for both staff and patients. Overview: Location: Mobile, Alabama metro area. Established Reputation: Over 20 years serving the community with a strong patient base built through word-of-mouth referrals. Facility: 7 fully equipped operatories. 2 additional plumbed rooms available for expansion. Patient Base: 1,620 active patients. 25 new patients per month with minimal advertising. Hours of Operation: Open 4 days per week, offering growth potential with extended hours. Team: Supports both the owner doctor and an associate. Financials: Annual collections: \$920,000. Seller's Discretionary Earnings (SDE): \$385,000. Growth Opportunities: Expand hours, increase marketing efforts, and utilize plumbed rooms for additional operatories. Practice Highlights: 7 operatories with room for expansion. Collections of \$920,000. SDE of \$385,000. 1,620 active patients. Contact Headwaters Practice Transitions. Email - bailey@headwaterstransition.com, phone - (719) 694-8320. Reference Number - AL12424HW.

FLORIDA—BROWARD COUNTY. Well-Established Pediatric Dental Practice for Sale in Prime Location - South Florida, Broward County. Situated in a high-traffic area near a major avenue, this pediatric dental practice offers a fantastic opportunity for growth. After 16 successful

years, the current owner is selling due to lifestyle changes but is committed to ensuring a smooth transition for the new owner. The practice features 4 fully equipped dental chairs with one being a quiet room, Ceph/Pano and Nitrous Oxide system, with room for expansion. Currently, all orthodontic and oral surgery cases are referred out, providing a tremendous opportunity to increase revenue by bringing these services in-house. Operating four days a week, this practice is poised for growth by extending working hours, adding orthodontic services, and implementing targeted marketing strategies. Located in sunny South Florida, just minutes from stunning beaches and warm year-round weather, this is a perfect opportunity for those who enjoy an outdoor lifestyle. Say goodbye to cold winters and enjoy living where others vacation! Annual collections: \$485,000. Profit: 58%, 1,500 sq ft. For more information, please contact call (754) 202-6934 or email: cssbarros@yahoo.com.

GEORGIA—AUGUSTA. Orthodontic/Pediatric Dental Practice for Sale near Augusta, GA. Augusta, Georgia - known for its world-class golf, thriving arts scene, and affordable cost of living - offers a compelling mix of Southern charm and economic opportunity. Just outside this dynamic metro area, a long-standing pediatric and orthodontic dental practice is now available for sale. Established in the community for over thirty years, the practice supports more than 3,050 active patients and continues to grow organically, with 280 new pediatric patients and 162 ortho starts annually, all with minimal advertising. The facility includes six chairs: two for pediatric care, four for ortho, and one for x-rays, with room to expand further. The real estate is available at the time of sale, and the doctor is open to all transition options, including staying on short-term to ensure continuity. With over \$330,000 in EBITDA, this is a rare opportunity to acquire a high-performing, dual-specialty practice in the greater Augusta area. Georgia orthodontic & pediatric practice highlights: 6 chairs with room for expansion. Collections of \$1.318 million. EBITDA of \$330,000. Real estate available. 3,050 active patients. Augusta, GA offers a low cost of living, strong value score (7.3), and affordable housing. Known for its rich arts scene, the city features museums, historic theaters, and outdoor recreation along the Savannah River. Home to the Masters Tournament and supported by major employers like Fort Gordon and Augusta University, it combines cultural depth with economic stability. U.S. News ranks Augusta among the top 150 places to live in the U.S. for overall livability. Ready to learn more and review the prospectus? Contact Professional Transition Strategies - email Bailey Jones: bailey@professionaltransition.com or call: (719) 694-8320. Reference #GA40324. We look forward to speaking with you!

GEORGIA—MACON. Introducing a rare and exceptional opportunity in the pediatric dental sector: a highly profitable pediatric dental practice for sale in the beautiful state of Georgia. This practice is a jewel in the southeast pediatric dental community, boasting over

\$1.2 million in EBITDA, making it a lucrative investment for potential buyers. Designed to support multiple doctor owners as well as associates, the practice is a bustling hub of dental excellence, serving a vast patient base with nearly 23,000 active patients. Its impressive patient influx is evident, with an average of 225 new patients every month, highlighting its strong market presence and community trust. Looking for a unique opportunity in pediatric dentistry? This thriving pediatric dental practice in Georgia might be the perfect fit. With over \$1.2 million in EBITDA and nearly 23,000 active patients, it's a solid investment with plenty of growth potential. Plus, the practice welcomes 225 new patients each month, reflecting its strong reputation and community trust. The recently remodeled facility is equipped with 16 operatories, featuring open bay hygiene chairs, quiet rooms, and modern technology designed for both patient comfort and efficient workflows. It's set up to support multiple doctors and associates, making it an ideal opportunity for collaboration. The current owners are open to partnership opportunities - whether you're a group or an individual pediatric dentist looking to make an impact in a thriving practice. Beyond the numbers and state-of-the-art setup, this is a chance to be part of a community-focused dental practice with a bright future. If you're ready to take your next step in pediatric dentistry, this Georgia practice could be just what you're looking for. For an overview of this Georgia pediatric practice, read below: 16 total operatories. Collections of \$6.241 million. EBITDA of \$1.273 million. 23,000 active patients. 225 new patients/month. Multiple dentists. Georgia, the Peach State, blends Southern charm with modern living. Known for its rich culture, from Atlanta's Fox Theatre to Savannah's historic beauty, it also boasts a vibrant sports scene, including Braves games and the Masters Tournament. Outdoor enthusiasts enjoy the Appalachian Mountains, coastal beaches, and Chattahoochee River. With diverse cuisine, affordable living, excellent schools, and welcoming communities, Georgia offers a thriving, well-rounded lifestyle full of opportunities and experiences. Ready to learn more and review the prospectus of this GA pediatric dental practice opportunity? Contact Professional Transition Strategies - email Bailey Jones: bailey@professionaltransition.com or call: (719) 694-8320. Reference #GA12623. We look forward to speaking with you.

GEORGIA—SAVANNAH. Introducing a rare and exceptional opportunity in the pediatric dental sector: a highly profitable pediatric dental practice for sale in the beautiful state of Georgia. This practice is a jewel in the southeast pediatric dental community, boasting over \$1.2 million in EBITDA, making it a lucrative investment for potential buyers. Savannah, Georgia is known for its coastal charm, historic architecture, and a strong sense of community - making it an appealing place to live and work. In this thriving Southern city, an established pediatric dental practice is now seeking a partner to help shape its next chapter. For more than 25 years, the practice has been a trusted part of the community, supporting both owner doctors

and associates. With 23,000 active patients and an average of 225 new patients each month, the practice is primed for continued growth. The space was recently remodeled and features sixteen operatories, including eight open bay hygiene chairs, two quiet rooms, and six open bay operatories - a layout designed for collaboration and efficiency. With over \$1.2 million in EBITDA, this is an exceptional opportunity to join a high-performing, community-driven practice and grow into a long-term leadership role in pediatric dentistry. For an overview of this Georgia pediatric practice, read below: 16 total operatories. Collections of \$6.241 million. EBITDA of \$1.273 million. 225 new patients/month. Partnership opportunity. Savannah, Georgia, offers an appealing lifestyle marked by affordability, rich cultural experiences, and abundant recreational opportunities. With a cost of living approximately 9.8% below the national average and median home prices around \$260,000, residents enjoy a comfortable standard of living. The city boasts a thriving arts scene, including the historic Telfair Museums and numerous galleries, alongside outdoor activities like kayaking, golfing, and beach outings at nearby Tybee Island. Savannah's educational landscape features top-rated institutions such as Savannah Arts Academy. The city's economy is

bolstered by sectors like logistics, manufacturing, and healthcare, with the Port of Savannah playing a pivotal role. Recognized among the top 150 places to live in the U.S. by U.S. News & World Report, Savannah combines historical charm with modern amenities, making it an attractive place to call home. Ready to learn more and review the prospectus of this GA pediatric dental practice opportunity? Contact Professional Transition Strategies - email Bailey Jones: bailey@professionaltransition.com or call: (719) 694-8320. Reference #GA12623. We look forward to speaking with you.

TEXAS—DALLAS. Established pediatric practice available for sale in a highly desirable suburb of Dallas. Located in a busy commercial retail center with street visibility. Modern, clean office featuring large treatment bay with 6 total chairs/units, two private operatories and updated equipment and technology. Mostly PPO/Medicaid patient base with over 1,600 active patients visited in the past 24 months. Office is open 3 days/week. Practice started in 2005 and moved to current location in 2016. No active marketing. Dentrix Ascend practice software. If interested, please e-mail info@lewishealth.com or call (972) 437-1180.

TEXAS—DALLAS. Modern pedo/ortho office practice facility (no patients/charts) for sale in a growing part of DFW. 2,400 sf. Open bay with 5 chairs (for hygiene or ortho). 2 private/quiet treatment rooms. Lab. Pan/ceph imaging area. 3 restrooms. Private doctor's office (with own private restroom with shower). Consultation room. Flat screen TVs throughout, including above patient chairs. Includes all equipment & furnishings. Save time, headache, and money with this turn-key office to run your own dream office! \$375K. Owner financing available. Serious inquiries only. Email: ucb1995@hotmail.com.

WASHINGTON—WHATCOM COUNTY. Pediatric Dental Office for sale in Beautiful Whatcom County, Washington. Escape the hustle and bustle and enjoy practice in beautiful and growing Whatcom County. Annual collections of approximately \$600,000. Plenty of room for growth in this 6-op, 2,500 square foot building. Building is for sale or lease. Contact Rod at (206) 979-2660 or rod@omni-pg.com for more information. Lic.#24938 (WAD546)

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