



PDT

PEDIATRIC DENTISTRY TODAY

QUARTER 1 Volume LX Number 1

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EVERYTHING
AAPD 2025 **68**

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PDT
PEDIATRIC DENTISTRY TODAY

QUARTER 1 Volume LX Number 1

THE MAGAZINE OF THE AAPD

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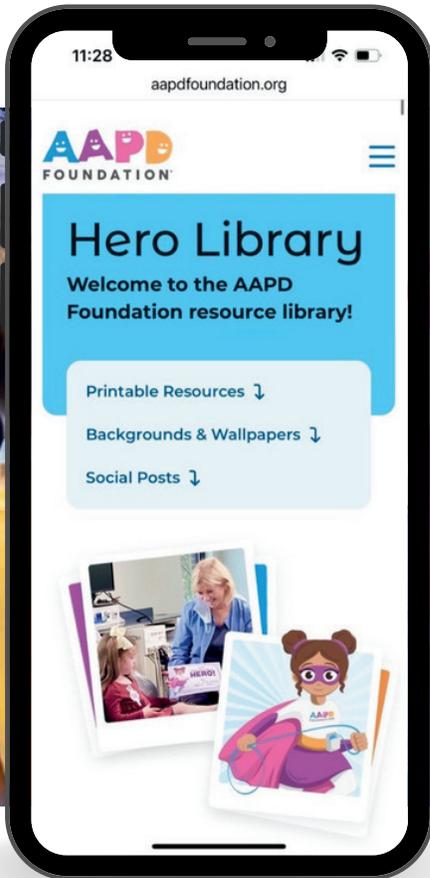
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AAPD 2025 EVENTS

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



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WHAT IS THE **AAPD** FOUNDATION?



THE AMERICAN ACADEMY OF
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THE NATION'S LARGEST **DENTIST-LED**
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PRESIDENT MESSAGE



AAPD PRESIDENT
Dr. Scott D. Smith

AAPD'S GREATEST STRENGTH: ITS PEOPLE

During my term as President, I've led or attended countless meetings with peers. It feels as though my calendar was always full. However, without a doubt, there is one meeting that stands out above all others – the Leadership Institute at the Kellogg School of Management at Northwestern University. I was fortunate to attend the second session of Cohort VII's three-part program last December. As I waited with one of the professors to greet the 30 attendees, he asked me a question that caught me off guard, "What's the best part about being President of the AAPD?"

Without hesitation, I looked him in the eye and answered, "The people!" He smiled and said, "I love that response—not just because of the answer, but also for your enthusiasm, and because it came so quickly and with such sincerity."

Over the years, I have had the privilege of meeting AAPD members from across the globe, at every stage of their careers—from residents to retirees. Though each member is unique with their own approach to pediatric dentistry, they share a core value that runs through the heart of the AAPD—they put children first in everything they do. This value is embedded in the AAPD's Strategic Plan, which defines our culture as one where "our members put children first, adhering to the highest standards of patient safety, evidence-based care, and ethics."

As Dr. John Bogert, AAPD's Executive Director from 1986 to 1999, put it, "Whatever we did as the Academy—whether it was collaborating with other dental organizations, engaging with state or federal officials, or speaking with the media or public—it was always with the primary focus of improving dental care for children." He attributed much of our success to this foundational principle.

As a mission-driven organization with a vision of achieving optimal oral health for all children, an important piece of the puzzle is to support our members in their efforts to realize that vision. It has been inspiring to meet so many members who are working toward this goal, each contributing in their own distinct way, using their unique talents to meet the needs of the diverse communities they serve.



As an AAPD member, I take great pride in the fact that we are the only dental specialty experiencing growth in our ranks. More and more dentists are choosing to join us in providing care for children, and I believe this is because they share our values. Last fall, at the International Academy of Pediatric Dentistry's meeting in Porto, Portugal, AAPD Chief Executive Officer John Rutkauskas delivered an impactful lecture on leadership to the heads of pediatric dental associations from around the world. His talk, titled "Value-Based Leadership," outlined the very values I've described here and how us-

ing them as a foundation for their own country's organizations would focus their membership and create an environment that will lead to achieve greater success. Our *Reference Manual* remains the gold standard for pediatric oral health, serving as a trusted resource for educators, practitioners, and stakeholders alike. Our mission is increasingly being embraced worldwide, and I'm optimistic that our members' passion and commitment will help shape the future of pediatric dentistry both at home and on a global scale.

And that is why, above all, "the people"—our members—are the best part of being President of the AAPD.



AAPD CEO

Dr. John S. Rutukausaks

PEDIATRIC DENTISTRY AT THE 2024 ADA HOUSE OF DELEGATES

During the American Dental Association's (ADA) 2024 Annual Session (SmileCon) in New Orleans, La., this past October, the AAPD hosted a reception for members serving as delegates or alternates in the ADA House of Delegates (HOD), pediatric dentistry speakers, representatives from other dental partner organizations, and corporate sponsors. AAPD leaders also met with officers and executive staff of the Academy of General Dentistry, American Association of Oral and Maxillofacial Surgery and the American Dental Society of Anesthesiology.

The AAPD reviewed resolutions of interest to pediatric dentistry being considered by the ADA House of Delegates. The resolutions listed below were supported by the AAPD and adopted by the ADA House of Delegates.

KEY RESOLUTIONS

Resolution 317H – Oral Health Services During Pregnancy

“Resolved, that the following Comprehensive Statement on Oral Health Services During Pregnancy be adopted.

Resolved, that the ADA encourage all pregnant persons and persons of childbearing age to have a regular dental examination and dental treatment as needed throughout all stages of pregnancy, and be it further

Resolved, that the ADA acknowledges that preventive, diagnostic, restorative and surgical dental treatment rendered to promote health and eliminate disease is safe throughout pregnancy, is supported by the American College of

Preventive dental treatment is safe throughout pregnancy and vital for overall health.



Obstetrics and Gynecology, and is effective at maintaining the oral and overall health of the pregnant person, and be it further

Resolved, that dental coverage of pregnant persons be extended for one-year postpartum to be included in all dental benefit programs to improve the dental health of the pregnant person as well as to promote Age One dental visits for very young children, and be it further

Resolved, that the ADA support federal advocacy efforts to increase funding for women’s oral health research, ensure that women are adequately represented as research subjects in dental clinical trials, and help disseminate research information, on women’s oral health issues as needed . . . “

Resolution 401 H – Increasing Allied Personnel in the Workforce

Resolved, that the ADA urges CODA to revise the Accreditation Standards for each of the allied dental education programs in regard to faculty-student ratios to align with the Accreditation Standards for Predoctoral Dental Education Programs, and be it further

Resolved, that the ADA urges CODA to adopt the following language currently in the Accreditation Standards for Predoctoral Dental Education for the Accreditation Standards for each of the allied dental education programs: The number, distribution and qualifications of faculty and staff must be sufficient to meet the dental program’s stated purpose/mission, goals and objectives, at all sites where required educational activity occurs.”

Resolution 405H – Increasing Allied Personnel in the Workforce

Council on Dental Education and Licensure Resolution Response to Resolution 408H-2023:

Resolved, that the ADA prioritize lobbying efforts focused on allied dental education debt relief for graduates of CODA-accredited dental education programs, and be it further

Resolved, that state dental associations advocate for increased resources from state and local governments for community and technical college dental hygiene and dental assisting education programs to enhance, modernize, and expand training facilities and increase program enrollment capacity; offer competitive salaries to full-time faculty members; and provide scholarships and/or student debt relief, especially for those students who commit to work in underserved areas, and be it further

Resolved, that state dental associations investigate the creation and implementation of awareness and pipeline programs for the dental hygiene and dental assisting professions, depending on the needs of the individual state.”

Resolution 501H – Federal Student Loan Repayment Incentives

Resolved, that the policy titled Federal Student Loan Repayment Incentives (*Trans.2019:297*) be amended as follows (additions underscored):

Resolved, that the American Dental Association supports using state and federal funds to provide payments toward a dental professional’s outstanding federal student loans in exchange for practicing in underserved areas, entering and

remaining in public service and academic teaching and research positions, and filling other gaps in areas of national need, and be it further

Resolved, that the ADA supports removing barriers that prohibit those with private graduate student loans from taking advantage of state and federal student loan repayment programs, and be it further

Resolved, that the ADA lead efforts to protect the eligibility status of program participants when unforeseen circumstances, such as the removal of a health professional shortage area designation, undermine the participating dentist’s good faith efforts to meet their service obligations.”

Resolution 517H – Engaging Specialty Organizations

“Resolved, that the appropriate ADA agency develop a process to encourage consultation between ADA Councils and Committees, and relevant ADA specialties, and, where appropriate, other organizations, on ADA policy proposals related to public health policy and public health practice settings before proposals are submitted for review by the ADA House of Delegates, and be it further

Resolved, that the results of this resolution be brought back to the 2025 House of Delegates.”

AAPD Member Delegates and Alternates

The AAPD thanks our 67 members who served in the 2024 ADA House of Delegates:

ADA DISTRICT TRUSTEES (NON-VOTING)

14th District

Jeffrey A. Kahl (Colorado Springs, Colo.)

15th District

Rita M. Cammarata (Houston, Texas)

1st District (Conn., Maine, Mass., N.H., R.I., Vt.)

DELEGATES

Jeffrey R. Karen (South Weymouth, Mass.)

Maritza Morell (Andover, Mass.)

Brianna Muñoz (Suffield, Conn.)

ALTERNATES

Annemarie “Mimi” DeLessio-Matta (Southbury, Conn.)

Fotini M. Dionisopoulos (Cranston, R.I.)

2nd District (N.Y.)

DELEGATES

Lauren M. Heisinger (Green Island, N.Y.)

Douglas S. Schildhaus (Woodbury, N.Y.)

Lois A. Jackson (New York, N.Y.)

Margaret Madonian (Liverpool, N.Y.)

ALTERNATES

Renuka R. Bijoor (Briarcliff Manor, N.Y.)

Douglas S. Schildhaus (Woodbury, N.Y.)

Jay Skolnick (Webster, N.Y.)

3rd District (Pa.)

DELEGATE

Lauren Yap (Philadelphia, Pa.)

ALTERNATE

Angela M. Stout (Erdenheim, Pa.)

4th District (Air Force, Army, Del., D.C., Md., Navy, N.J., PHS, P.R., Veterans Affairs, Virgin Islands)

DELEGATE

Elisa J. Velazquez (Toms River, N.J.)

ALTERNATES

Christopher James Luevano (U.S. Army)

Rachel A. Maher (Wilmington, Del.)

5th District (Ala., Ga., Miss.)

ALTERNATES

Charles L. Belknap (Hattiesburg, Miss.)

Robert David Bradberry (Marietta, Ga.)

6th District (Ky., Mo., Tenn., W. Va.)

DELEGATE

Ashley N. Popejoy (Nexa, Mo.)

ALTERNATE

Christine A. Schoolman (affiliate member) (Cape Girardeau, Mo.)

7th District (Ind., Ohio)

DELEGATE

Harold (Hal) S. Jeter (South Point, Ohio)

ALTERNATE

Homa Amini (Ohio)

8th District (Ill.)

DELEGATES

Deborah Susan Bishop (affiliate member) (Peoria, Ill.)

Sharon J. Perlman (affiliate member) (Chicago, Ill.)

Kenneth G. Rawson (O'Fallon, Ill.)

Victoria A. Ursitti (Arlington Heights, Ill.)

ALTERNATE

Cissy K. Furusho (Lincolnwood, Ill.)

9th District (Mich., Wisc.)

DELEGATES

Naila S. Farooq (Commerce Township, Mich.)

Daniel R. Miller (North Muskegon, Mich.)

10th District (Iowa, Minn., Neb., N.D., S.D.)

DELEGATES

Ryan T. Hajek (Council Bluffs, Iowa)

James D. Nickman (North Oaks, Minn.)

ALTERNATE

Jessica A. Meeske (Hastings, Neb.)

11th District (Alaska, Idaho, Mont., Ore., Wash.)

DELEGATES

Christopher Delecki (affiliate member) (Kirkland, Wash.)

Bernard J. Larson (Mount Vernon, Wash.)

12th District (Ark., Kansas, La., Okla.)

DELEGATES

Timothy R. Fagan (Enid, Okla.)

John T. Fales, Jr. (Olathe, Kansas)

Jill C. Jenkins (Shawnee, Kansas)

ALTERNATES

Twana Duncan (Antlers, Okla.)

Christopher Paul Fagan (Enid, Okla.)

13th District (Calif.)

DELEGATES

Paul Ayson (affiliate member) (Visalia, Calif.)

John L. Blake (affiliate member) (Long Beach, Calif.)

Lindsey A. Robinson (Grass Valley, Calif.)

Erin L. Shah (San Francisco, Calif.)

ALTERNATES

Anisha Ranchhod (Lodi, Calif.)

Thanh Tam N. Ton (Los Angeles, Calif.)

14th District (Ariz., Colo., Hawaii, Nev., N.M., Utah., Wyo.)

DELEGATES

Darren D. Chamberlain (Springville, Utah)

Charles A. Davis (Tucson, Ariz.)

Karen D. Foster (Greenwood Village, Colo.)

Christopher C. Lee (Honolulu, Hawaii)

Jessica L. Robertson (Flagstaff, Ariz.)

ALTERNATES

Norman S. Chun (Kailua, Hawaii)

Kirk J. Robertson (Flagstaff, Ariz.)

Leah Schulz (Fort Collins, Colo.)

15th District (Texas)

DELEGATES

Georganne P. McCandless (Tomball, Texas)

Charles W. Miller (Arlington, Texas)

16th District (N.C., S.C., Va.)

DELEGATES

Scott W. Cashion (Greensboro, N.C.)

Roslyn M. Crisp (Burlington, N.C.)

Kristin Kaelke Miller (affiliate member) (Cornelius, N.C.)

Shamik S. Vakil (Charlotte, N.C.)

Lajoi E. Wiggins (Charlotte, N.C.)

17th District (Fla.)

DELEGATES

Natalie Carr-Bustillo (Riverview, Fla.)

Stephen Dwaine Cochran (Jacksonville, Fla.)

Johnny Johnson, Jr. (Chiefland, Fla.)

ALTERNATE

Kenjula Brown (Jacksonville, Fla.)



AAPD FOUNDATION PRESIDENT

Dr. Mario Ramos

ADDRESSING ORAL HEALTH INEQUITY, ONE BARRIER AT A TIME

The children we see in our practices benefit greatly from our expert care—a reality often shaped by their circumstances. Their access to dental care is frequently determined by their parents' employment, their zip codes, and their family's financial resources. Yet, for every child receiving care in our practices, countless others lack access to basic dental services due to systemic disparities far beyond their control.

As pediatric dentists, we confront these health inequities every day. Nearly three-quarters of us accept Medicaid patients, and more than 70 percent of us provide uncompensated care annually for children in our communities. Despite these efforts, the demand for pediatric dental services far outweighs our collective capacity to meet it. This challenge underscores the mission of the American Academy of Pediatric Dentistry (AAPD) Foundation, which is to improve child health by investing in initiatives supporting healthy smiles for all children.

Through the generosity of our donors, the AAPD Foundation supports community-based clinics, organizations, and initiatives that provide essential dental care to thousands of children each year. Since 2010, our funding priorities have evolved to address broader systemic barriers to care, recognizing that access to dental services cannot be addressed separately from other social determinants of health.

One example of this broader approach is the KinderSmile Foundation, a recipient of an AAPD Foundation grant. Based in Bloomfield, N.J., KinderSmile provides comprehensive dental care and oral hygiene education to underserved children and families. Beyond dentistry, KinderSmile offers perinatal health and wellness services to “break the dangerous cycle of untreated dental diseases.”

As a New Jersey resident, I've seen KinderSmile Foundation and its programs in action. They not only deliver critical dental services but also serve as vocal advocates for health equity. By raising awareness of oral health inequities that disproportionately affect racially, ethnically, and socio-economically disadvantaged children, KinderSmile exemplifies the dual importance of care and advocacy.



Increasingly, providing care is just one piece of the puzzle. In today's noisy and often misleading information landscape, it's not enough to quietly do the work. We must also raise our voices to demonstrate that oral health care is a fundamental right for every child.

The AAPD Foundation, as the nation's largest dentist-led charity dedicated exclusively to child oral health, is uniquely positioned to address this challenge. Our collective expertise enables us to identify and support community-based initiatives with the greatest potential to make a meaningful impact. However, our success relies on more than financial resources—it depends on a shared commitment to raise awareness.

The need for services continues to grow, but so does our resolve to meet that need. By expanding our reach, amplifying our voices, and strengthening our partnerships, we can ensure that more



Pictured: Mario Ramos, D.M.D., President of the AAPD Foundation; Nicole McGrath Barnes, D.D.S., F.A.C.D. and Michal Herman, D.D.S., of KinderSmile Foundation; and Deven Shroff, D.M.D., Chair of the AAPD Foundation's Grants & Programs Committee.

children receive the dental care they deserve. Together, we can turn challenges into opportunities and inequities into solutions. With your support, we can continue this vital work and advocate for a future where every child has access to the dental care they need to thrive.

2025 Legislative and Regulatory Priorities

ADVOCACY NEWS

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

Federal Appropriations for FY 2026

Workforce Goal

1. Seek appropriations for **sec. 748 Title VII dental primary care cluster** of \$46 million¹, with directed funding of not less than \$14 million going to pediatric dentistry in recognition of the demand for training grants and the increased need for pediatric dentists to treat insured children under the ACA. Obtain continued preference for pediatric dental faculty in the DFLRP as obtained in FYs 2017, 2019, 2020, 2021, 2022, 2023, 2024, and 2025.

Encourage HRSA to especially focus future Title VII dental grants on priority 7 under current authorizing language:

“7) Qualified applicants that have a high rate for placing graduates in practice settings that serve underserved areas or health disparity populations, or who achieve a significant increase in the rate of placing graduates in such settings.”

AAPD with support of ADA, ADEA, and AADOCR

Workforce Goal

2. Support efforts of Children’s Hospital Association to obtain full funding of \$758 million for **Children’s Hospitals GME**.

Children’s Hospital Association

Access to Care Goal

3. Seek report language to support a dental home concept within the Head Start Program (ACF).

AAPD

Federal Health Care Reform

Access to Care and Medicaid Dental Reform Goal

- 1A. Protect Medicaid EPSDT guarantee and oppose Medicaid block grants proposals.
- 1B. Promote strong CMS Oversight of Medicaid dental program with a focus on the following:
 - a. Make CMS Chief Dental Officer a permanent career professional civil servant position, with strong staffing support.

- b. Obtain stronger CMS regulatory oversight of MCO contracting to ensure greater accountability, especially related to network adequacy standards.
- c. Work with Head Start (ACF) to establish a dental home program for Medicaid-eligible underserved kids.
- d. Work with CMS to promote streamlined enrollment and reduce churning.
- e. Work with CMS to reduce administrative burdens in auditing and credentialing, and promote appropriate and fair Medicaid dental audits, adhering to AAPD clinical recommendations and utilizing peer review by pediatric dentists.

AAPD, ADA, AAP, Families USA Medicaid Coalition, and American Network of Oral Health Coalitions

Access to Care Goal

- 2. Support re-introduction and passage of the Ensuring Lasting Smiles Act, that would require all private group and individual health plans to cover the full medically necessary treatment of patients with congenital anomalies, including related dental procedures.

AAOMS, NFED (National Foundation for Ectodermal Dysplasias), ADA, and other coalition partners (INCLUDING AAPD)

Explore option of introducing similar legislation to require general anesthesia coverage under ERISA plans.

AAPD

Access to Care Goal

- 3. Explore options to establish a simplified process across appropriate governmental agencies to designate individuals with disabilities as a medically underserved popula-

tion, building upon 2023 NIH designation of people with disabilities as a population with health disparities.

Support reintroduction and passage of the HEADS UP Act. The bill would designate people with intellectual and developmental disabilities (I/DD) as a medically underserved population, thereby opening up more than 25 government programs to the I/DD community.

Engage in discussions with Health Care Task Force of the Consortium for Constituents with Disabilities to determine their interest in and best strategy to promote this issue and legislation.

CCD- Consortium of Constituents with Disabilities (of which AAPD is a member).

Access to Care Goal

- 4. Work with ADA and other dental and medical organizations to support re-introduction and passage of the Dental and Optometric Care Access Act (DOC Access Act), which would apply non-covered services provisions to ERISA plans.

ADA

Federal Regulations

Access to Care Goal

- 1. Educate pediatric dentists and hospital administrators about dental case facility fee code (G0330 in CMS HCPCS level II category) **for hospital dental general anesthesia cases that took** effect Jan. 1, 2023, and was added to the **covered procedures list for Ambulatory Surgical Centers (ASCs)** effective Jan. 1, 2024. This educational outreach will illustrate the significantly higher facility fees

under Medicare for hospital and ASC dental cases, utilizing a combination of G0330 and/or CDT coding. Analyze impact of facility fee coding and payment system under CY2025 CMS OPSS & ASC final rule, engage with CMS on implementation and evaluation of progress, and prepare comments on CY 2026 proposed rule to recommend any needed modifications concerning dental cases. This initiative was undertaken so that pediatric dentists do not lose operating room access due to low facility fees for such cases.

AAPD with ADA and AAOMS and other partners (including CCD-Consortium of Constituents with Disabilities)

Access to Care Goal

2. Vigorously oppose any federal legislative or regulatory effort to ban or limit **community water fluoridation (CWF)**. Educate policy-makers regarding effectiveness and safety of CWF.

ADA, AAPD, Organized Dentistry Coalition, Campaign for Dental Health (led by American Academy of Pediatrics)

Access to Care Goal

3. Support federal efforts to reduce intake of added sugar in children's diets, per dietary/nutrition guidelines and consistent with healthy beverage consumption recommendations of the AAPD and partner organizations.²

ADA and AAPD

Access to Care Goal

4. As the Affordable Care Act (ACA) provision defines **pediatric oral health as an essential health benefit (EHB)**, ensure that implementing regulations require robust coverage consistent with the AAPD Policy on a Model Dental Benefits for Infants, Children, Adolescents, and Individuals with Special Health Care Needs. Coordinate joint response/comments on proposed regulations with ADA and keep key members of Congress informed.

Support mandatory purchase (vs. offer) of an appropriately structured embedded or stand-alone dental plan for children inside exchanges, and encourage states to adopt such a requirement as several have already done (Kentucky, Nevada, Washington state). Once finalized, monitor implementation and impact of new CMS adult dental coverage essential health benefit option for states.

Sustain regulatory inclusion of general anesthesia coverage state mandates as EHB in 2017 and beyond (for states that approved such mandates prior to 12-31-11). Monitor types of pediatric oral health insurance offered in state health insurance exchanges as compared with AAPD model benefits.

Evaluate and respond to key ACA insurance plan issues such as network adequacy, provider fees, family out-of-pocket costs, and the impact of pediatric dental coverage embedded in medical plans. Communicate recommendations to Center for Consumer Information and Insurance Oversight.

Ensure electronic access for ACA plan members and dental providers to access up-to-date available benefits.

AAPD and ADA

Access to Care Goal

5. Work closely with ADA, state dental associations, and state pediatric dentistry chapters to ensure that **state health insurance exchanges** appropriately adhere to federal guidelines and regulations concerning insurance plans offering pediatric oral health coverage. Fully engage state Public Policy Advocates in this effort.

State chapters and state dental associations

Medicaid Dental Reform Goal

6. Ensure that **Medicaid EPSDT regulations** continue to promote the dental home and a required examination by a dentist.

AAPD and ADA

Access to Care Goal

7. Monitor implementation of **Head Start Performance Standards** proposed in 2015, to ensure appropriate requirements for dental periodicity schedule and establishment of a dental home.

AAPD and ADA

Access to Care Goal

8. Monitor implementation of **Tricare Dental Plan** reform provisions included in section 701 of the FY 2023 National Defense Authorization Act, especially premiums, reimbursement, and network adequacy.

ADA and AAPD

Other Federal Legislation (taxes, student loan reform)

Workforce Goal

1. Support reintroduction and passage of the **Dental Loan Repayment Assistance Act**, legislation that would **exempt DFLRP from taxation** to individual faculty recipients. Include in any comprehensive tax legislation under consideration by Congress.

AAPD and ADA

Workforce Goal

2. Support reintroduction and passage of the **Resident Education Deferment Interest (REDI) Act**, incorporating REDI provisions into the College Cost Reduction Act that is supported by Republicans on the House Education and Workforce Committee. REDI is supported by the Organized Dentistry Coalition and spearheaded by AAOMS, and would halt interest accrual while loans are in deferment during residency training.

AAOMS and Organized Dentistry Coalition (of which AAPD is a member)

Workforce Goal

3. Work with ADA and other organizations to support reintroduction (or incorporation into the College Cost Reduction Act) and passage of the **Student Loan Refinancing and Recalculation Act**, which would:
 - Allow borrowers to refinance their student loan interest rates to the 10-year Treasury note rate, plus one percent, throughout the lifetime of the loan.

- Eliminate origination fees and instead set future student loan interest rates at the 10-year Treasury note rate, plus one percent.
- Delay student loan interest rate accrual for many low- and middle-income borrowers while they are in school.
- Allow for borrowers in medical or dental residencies to defer payments until the completion of their programs.

Oppose attempts to cap the **Grad PLUS loan program**.

ADA and Organized Dentistry Coalition (of which AAPD is a member)

State Legislation and Regulations

Access to Care Goal

1. Update advocacy toolkit and work to obtain state Medicaid agencies' acceptance and private insurers use of **HCPCS code G0330 and related coding/payment policies for facility fees**, for dental OR cases in hospitals and ASCs. Track state Medicaid agencies' implementation via RPC ongoing surveys of state PPA network and related resources.³

AAPD (with PPA network), ADA, AAOMS, and other partners

Access to Care Goal

2. Ensure that state dental boards adopt regulations concerning **mild, moderate, and deep sedation and general anesthesia** practice and permitting that are consistent with policies, best practices, and guidelines of the AAPD. Utilize review and input from AAPD's Committee on Sedation as needed.

AAPD and state chapters (PPA network)

Access to Care Goal

3. Work with ADA, state dental associations, and state pediatric dental chapters to **promote community water fluoridation**, and prevent efforts to remove fluoride from currently fluoridated communities.

State dental associations, state chapters (PPA network), and American Network of Oral Health Coalitions

Medicaid Dental Reform Goal

4. Provide continued technical assistance to state pediatric dentistry chapters for **Medicaid dental reform** for their efforts with both state legislatures and state dental associations. **Work closely with new ADA initiative to boost patient utilization and provider participation in six states (Md. Neb., Ohio, Pa. R.I. and S.D.)**

Continue to promote states' adoption of appropriate dental periodicity schedules consistent with AAPD guidelines, and update research and policy center dental periodicity schedule adoption map on website as appropriate.

Continue to inform and educate key constituencies about reforms that work, including MSDA (Medicaid/CHIP State Dental Association), NCSL, NGA etc.

Work with research and policy center and CDBP to respond to Medicaid medical movement to managed care by:

- a. promoting dental managed care hybrid payment models that leave the risk with the plan contractor (or at least share it between the plan and the provider); and
- b. maintaining accountable dental fee-for-service plans.
- c. promoting SMA MCO dental contracting that adheres to criteria in the ADA's 2015 guidance document *Medicaid: Considerations When Working with the State to Develop an Effective RFP/Dental Contract*.

AAPD, state chapters (PPA network), and state dental associations

Medicaid Dental Reform Goal

5. Ensure that state **Medicaid programs conducting provider audits**, as well as auditors contracted by CMS, do so in an appropriate and fair manner, adhering to AAPD clinical recommendations and utilizing peer review by pediatric dentists. Work with PPA network to secure language in SMA dental provider manuals referencing AAPD clinical recommendations as the appropriate criteria for any audits of pediatric dental practices, and a dental advisory board for every SMA. Pursue dental auditor training initiative with CMS Center for Program Integrity. Assist state PPAs interested in pursuing model Medicaid audit reform legislation as passed and signed into law in Nebraska in 2020.

AAPD, state chapters (PPA network) and state dental associations⁴

Access to Care Goal

6. Continue to provide technical assistance to states for **General Anesthesia coverage via legislation or state insurance marketplace regulations**, highlighting ongoing cost analysis and using TRICARE coverage and success in 33 states to spur momentum. Utilizing research and policy center technical brief and working closely with CDBP, educate insurers and insurance regulators on necessity of this benefit and role of pediatric dentists in treating high risk children.

State chapters (PPA network) and AAPD

Access to Care Goal

7. Provide technical assistance to states seeking legislation for **mandatory or incentivized oral health examinations or screenings prior to school matriculation, utilizing efforts in Colorado as an advocacy model**. Seek support of state dental associations and other interested organizations via efforts of state Public Policy Advocates.⁵

State chapters (PPA network), AAPD, and state dental associations

Workforce and Access to Care Goal

8. Secure or expand **student loan forgiveness** programs for pediatric dentists who practice in under-served areas.⁶

State dental associations and state chapters (PPA network)

Workforce and Access to Care Goal

9. Promote states' adoption of **expanded duties for dental assistants** as recommended in the AAPD's Policy on Workforce Issues and Delivery of Oral Health Care Services in a Dental Home, and assist state chapters dealing with dental therapist and other mid-level proposals.⁷ Provide technical assistance, via research and policy center, to state Public Policy Advocates working in collaboration with state dental associations on this issue. Work with research and policy center to identify data on national rate of EFDA use.

State chapters (PPA network) and AAPD, and state dental associations via promotion of model ALEC dental workforce legislation

Workforce Goal

10. Ensure that state dental boards maintain and enforce regulations concerning appropriate **advertising of specialty status** and advertising guidance for general dentists treating children consistent with AAPD policies concerning Affiliate members.⁸

AAPD and state chapters (PPA network)

1. *The AAPD, ADA, and ADEA supported \$12 million each for pediatric dentistry and general dentistry in FY 2021, but increased this request to \$14 million in FYs 2022, 2023, 2024, and 2025 due to the amount of approved but unfunded HRSA Postdoctoral Training Grants in the FY 2020 cycle. Congressional appropriators have included the Feingold-Collins State Oral Health grants and the Action for Dental Health grants under the total cluster amount.*
2. *https://www.aapd.org/globalassets/media/policies_guidelines/r_healthybev.pdf*
3. *<https://www.aapd.org/research/policy-center/rpc-publications/dental-rehabilitation-in-operating-rooms/>*

Access to Care Goal

11. Support states' adoption of **TRANSPARENCY IN DENTAL BENEFITS CONTRACTING MODEL ACT** adopted by the National Council of Insurance Legislators to address several vexing third party-payer issues: fair and transparent network contracting (allow dentists to accept or refuse contracts to which they would be obliged); virtual credit cards (not limiting payments to such method); and prior authorization (hold dental insurers to pay what was promised in the authorization).⁹ Also support **medical-loss ratio (MLR)** dental insurance legislation, modeled after MLR ballot initiative approved in Massachusetts in 2022 and adopted in 3 states (Louisiana, Rhode Island, and Virginia) and introduced in 15 other state legislatures in 2024.

State dental associations and state chapters (PPA network)

4. *This resolution was adopted by the ADA's House of Delegates in 2017:*

33H. Adopted—Consent Calendar Action Council on Advocacy for Access and Prevention Resolution 33—Peer to Peer State Dental Medicaid Audits. Resolved, that the American Dental Association encourages all state dental associations to work with their respective state Medicaid agency to ensure that Medicaid dental audits be conducted by dentists who have similar educational backgrounds and credentials as the dentists being audited, as well as being licensed within the state in which the audit is being conducted."

This resolution was adopted by the ADA's House of Delegates in 2018:

"69H Adopted- Council on Advocacy for Access and Prevention Resolution 69—State Medicaid Dental Peer Review Committee. Resolved, that the American Dental Association encourages all state dental associations to work with their respective state Medicaid agency to create a dental peer review committee, made up of licensed current Medicaid providers who provide expert consultation on issues brought to them by the state Medicaid agency and/or third party payers."

This resolution was adopted by the ADA's House of Delegates in 2020:

"25H Adopted- Consent Calendar action- Council on Advocacy for Access and Prevention Resolution 25—Proposed Policy, Guidelines for Medicaid Dental Reviews. Resolved, that the American Dental Association encourages state dental associations to work with their respective state Medicaid agency to adopt such guidelines for Medicaid Dental Reviews and/or in States that use a managed care model to incorporate such guidelines into their request for proposal (RFP) to third-party payers interested in managing the dental benefit:

Guidelines for Medicaid Dental Reviews

The Auditor/Reviewer shall demonstrate adherence, not only to individual State Board regulations and requirements, but also an understanding, acceptance and adherence to Medicaid State guidelines and specific specialty guidelines as applicable. In addition, the Auditor/Reviewer shall demonstrate experience in treatment planning specific patient demographic groups and/or unique care delivery sites that influence treatment planning being reviewed.

It is recommended that entities, which conduct Medicaid Dental reviews and audits, utilize auditors and reviewers who:

- 1. Have a current active license to practice dentistry in the State where audited treatment has been rendered and be available to present their findings.*
- 2. Are of the same specialty (or equivalent education) as the dentist being audited.*

- 3. Document and reference the guidelines of an appropriate dental or specialty organization as the basis for their findings, including the definition of Medical Necessity being used within the review.*
- 4. Have a history of treating Medicaid recipients in the state in which the audited dentist practices.*
- 5. Have experience treating patients in a similar care delivery setting as the dentist being audited, such as a hospital, surgery center or school-based setting, especially if a significant portion of the audit targets such venues.*

In addition, these entities shall be expected to conduct the review and audit in an efficient and expeditious manner, including:

- 1. Stating a reasonable period of time in which an audit can proceed before dismissal can be sought.*
- 2. Defining the reasonable use of extrapolation in the initial audit request."*
- 5. A tool kit is available on the AAPD research and policy center web page.*
- 6. A listing of current state loan forgiveness programs is available at: <https://www.aapd.org/globalassets/media/residency-programs/updated-student-loan-repayment-plans-by-state-final-july-2019.pdf>*
- 7. The AAPD Pediatric Oral Health Research and Policy Center maintains an EFDA "tool kit" on its web page.*
- 8. A summary of AAPD efforts to date is available at: <https://www.aapd.org/about/about-aapd/newsroom/latest-news/protect-specialty-advertising/>*
- 9. <https://www.ada.org/publications/ada-news/2021/september/national-council-of-insurance-legislators-push-for-transparency-in-dental-insurance-bills>*

ARE YOU READY FOR A DENTAL BOARD COMPLAINT, INQUIRY, AND INVESTIGATION?

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

Introduction—The Regulation of Dentistry

In the United States, the practice of dentistry is regulated by state agencies through the delegation of authority to dental boards, commissions, or committees (Board). The primary goal of a Board is to protect the general public from unsafe and unprofessional practices.¹ Boards fulfill this protective role through the examination and licensure of dentists, adoption of administrative regulations, and the enforcement of laws and regulations related to the practice of dentistry. **Issuance of a dental license is an earned privilege and not a right, and when warranted to protect the public this privilege can be terminated by Board action.** Even the best of dentists find themselves under scrutiny from time to time, often as result of a patient complaint. Being prepared for a regulatory inquiry and investigation is essential to good practice and can contribute to a more desirable outcome. While the foremost goal of Boards is to protect the health, safety, and welfare of the public, a dentist's interest in their license is also protected through procedural safeguards. There is variation across the United States with regard to the laws and regulations governing the practice of dentistry. This article outlines the general parameters associated with the administration of the disciplinary process designed to protect the public while at the same time provide due process for practicing dentists.

Composition of Dental Boards, Their Purpose and Authority

Boards have been created by law in the states, District of Columbia, and territories (i.e., Guam, Northern Mariana Islands, Puerto Rico, and Virgin Islands) of the United States. The appointment process varies and may be through selection by an executive office (e.g., governor, secretary of state, board of regents, or mayor) or election by licensed dental professionals. A majority of the members of Boards are licensed dentists with several years of active practice immediately preceding appointment. Boards also commonly include licensed dental hygienists. Other dental professionals (e.g., dental assistants, dental therapists, and denturists) are less frequently represented. Given that the purpose of Boards is to protect the public interest in health, safety, and welfare, representation also commonly includes public/consumer representatives.

In some jurisdictions, Board composition explicitly includes representation from dental specialties. For example, in Louisiana, the Board includes a licensed, board-eligible or board-certified pediatric dentist.² In Ohio, the Board includes two dentists recognized as specialists who are not representing the same specialty.³ In Michigan, two members of the Board are dentists who have been issued a health profession specialty certification. In addition, the Board is authorized to create a task



force for the health profession specialty fields that consists of nine members including one pediatric dentist to advise the board.⁴ In Missouri, the Board is authorized to establish a committee for each American Dental Association (ADA) recognized specialty that consists of at least two dentists who hold valid Missouri specialty licenses in the recognized specialty and who are current diplomats of an American specialty board recognized by the ADA. These committees assist the Board in evaluating applicants for specialty licensure and other duties as established.⁵ Whether or not mandated, the AAPD strongly encourages every Board to include a pediatric dentist as a member or in an advisory capacity in order to provide the best subject matter expertise concerning children's oral health.

A key role of Boards is to establish educational, licensure, and scope of practice regulations. **State regulation and licensure for specialty practice varies significantly across the United States,** ranging from specific specialty licensure or certifi-

cation; to permits, recognitions, and designations; to no requirement beyond the general dental license. Categories of regulation and licensure include: 1) specific state general dental license and specialty status with no limits on scope of practice⁶; 2) specific state general dental license and specialty status with limits on scope of practice (e.g., specialty only or majority specialty)⁷; 3) non-specific state general dental license and specific state specialty status required with limits on scope of practice⁸; 4) only specific state specialty license required with no limits on scope of practice⁹; 5) only specific state general dental license with no limits on scope of practice¹⁰; and 6) only specific state general dental license with limits on scope of practice.¹¹

Another key role of the Board is to monitor licensee practice for compliance with controlling state laws and regulations, and to discipline and impose sanctions for violations.

What to Expect in the Event of a Board Complaint, Inquiry, and Investigation

Licensed dentists have a property interest in retaining their license, which is different from having a right to their license. A property interest cannot be deprived by the government without a disciplinary process that includes the state's procedural due process protections. The disciplinary process, which includes notice and an opportunity to be heard, varies across the United States, but has four foundational stages: receipt of a complaint, inquiry and investigation, hearing, and adjudication.

Receipt of a Complaint. No one wants to be the subject of a complaint to a Board. While most complaints probably come from patients, or in the case of a pediatric patient, their parents or legal guardian, a complaint could also be made by a staff member or even another dentist or health-care provider, governmental agency, educational institution, or Board itself. Boards are generally charged with responding to complaints in their role to protect the consumer of dental services. Upon receipt of a complaint, Boards will conduct a preliminary or initial threshold review: 1) review compliance with the complaint submission process, and 2) review jurisdictional authority. The complaint submission processes vary across the United States. Some Boards require a formal written, signed complaint that is notarized or contains an affidavit as to the truth of the complaint¹², others require a written and signed complaint¹³, and still others request a written and signed complaint, but allow for anonymous submission.¹⁴ Boards will generally include information on how to file a complaint on their websites, and may include an online complaint submission process. While anonymous complaints, if not strictly prohibited, may pass the initial submission compliance review, they may



face difficulty getting past the jurisdictional review based on the inability of the Board to interview the complainant and gather additional information. The jurisdictional review considers factors such as whether the scope of the complaint is within the disciplinary authority of the Board (e.g., does the complaint set forth facts which if proven would constitute grounds for taking action against the respondent's license and/or whether the complaint is time-barred). Complaints that fail to meet threshold requirements will be closed with no further action and not made public.

Notice of a complaint may not be provided to a licensee until after such an initial threshold review is conducted and determination is made to proceed with further inquiry and investigation. When notice of complaint is issued to the subject dentist, it will include the complaint, a request for a response, and requests for patient records or other documentation as relevant to the matter. **Interestingly, while the complainant's identity is often necessary to conduct a full investigation, the complainant's identity is usually not directly provided to the subject dentist during the initial inquiry and investigation to protect the complainant's identity during this process.**¹⁵

Upon receipt of a complaint from a Board, it is advisable for a pediatric dentist to seek legal counsel. The complaint will require a time sensitive response and the dentist is best positioned to respond with the assistance of legal counsel. There may be a tendency for the dentist to think they can handle the response alone. Getting ahead of charges at the initial stage with legal counsel may help in several ways to: 1) potentially limit the scope of the review; 2) prevent the dentist from providing information that may expand the scope beyond the initial complaint; and 3) prepare for possible charges of state law violations. It is also strongly recommended that the dentist notify their professional liability insurance carrier of the complaint.

Complaint advances to disciplinary proceeding - inquiry and investigation. Complaints that advance to disciplinary proceedings are subject to continued investigation. The scope of investigation can include a request for patient records, an office visit, an interview or meeting with the subject dentist, or all of the above. The required document production will be impacted by the number and type of alleged violations, severity of alleged violations, and complexity of legal issues. For example, if recurring behavior is under investigation then multiple patient records may be requested. A subpoena for dental records from the Board should include patient's consent for release of the patient records in order to comply with HIPAA, since an agency subpoena does not rise to the level of a court ordered subpoena. If a Board requests patient records and does not issue a subpoena it should be requested. The Board is likely to provide very specific instruction about how it wishes to receive the requested information. Adherence to the specifics of the request is critical. If the subject dentist or their staff are uncooperative or do not timely respond to the Board's requests, this may

lead to an expanded and prolonged investigation. If a meeting with the Board is requested, it is best to avoid having it at the dentist's practice to reduce the risk of an expanded scope of review.

An investigation may or may not end with a dentist licensee being charged with violation of state law. If the investigation is completed and no violation is found, the licensee should be notified that the matter will be dismissed or closed and resolved without further action. In some jurisdictions, when the findings of an investigation are limited to minor or technical violations, or it is not clear that there has been a violation, the matter may be concluded with the issuance of an informal, non-disciplinary action such as an administrative warning or letter of concern.¹⁶ Investigations that are dismissed or closed as a result of no finding of violations do not become public record; however, non-disciplinary actions may become public record.¹⁷

Investigation results in the finding of violations. If an investigation results in charges, the charged dentist will generally have opportunity for "due process" before disciplinary sanctions are administered unless preliminary, emergency action (e.g., license suspension) is determined to be necessary to protect public health, safety, and welfare. Charges often result for any of the following non-exhaustive reasons: lack of informed consent, incomplete patient record keeping, failure to diagnose, over treating, failure to meet the standard of care, failure to properly supervise staff, practicing outside the scope of practice by staff or dentist, practicing without a license (failure to timely renew), actions related to prescribing or distributing controlled substances, substandard infection control practices; fraudulent billing practices, failure to provide proof of fulfillment of continuing education requirements, and pharmaceutical records/storage/disposal violations. There can also be charges that result from failure to cooperate with

an investigation, including timely and complete responses.¹⁸ Specialty licenses can be suspended or revoked on the same grounds as general dental licenses.¹⁹

Depending on the nature and severity of a violation and whether there is controversy over the findings, the licensee may be provided the opportunity to resolve the matter through settlement in lieu of proceeding with an administrative hearing. A settlement in some jurisdictions may be referred to as a consent agreement. Such forms of dispute resolution are legal documents that are enforceable against the dentist. Their terms may be publicly accessed. The effect is that the charges are dropped, but only if the conditions of the consent agreement are met. Conditions may include a restriction on practice in the areas of concern (e.g., endodontic or surgical treatments) until the completion of designated remedial actions that the dentist has agreed to take under the consent agreement. For example, a dentist may be required to complete a requisite number of hours of continuing dental education regarding the subject matter that led to the alleged violation of state law. The dentist may further be required to regularly report to the Board with the production of patient records for the Board to assess ongoing level of care. Any settlement or consent agreement should be reviewed by the licensee's legal counsel prior to its execution, as they may be able to affect some favorable changes. The decision of whether or not to accept a consent agreement may depend on the circumstances, including, but not limited to, the nature and extent of the charges, the degree to which the dentist disputes the allegations, the likelihood of not being more successful with a full hearing (e.g., the standard of proof required at the hearing – preponderance of the evidence versus clear and convincing evidence), the potential costs associated with proceeding to hearing²⁰, and the

risk tolerance of the subject dentist. The same risk analysis may be applied as in the case of whether or not to settle a lawsuit.

Violations are adjudicated. Matters that are not resolved through settlement will proceed to an administrative/adjudicative hearing. The subject dentist will be issued a notice of hearing with the charges delineated. The subject dentist will be provided an opportunity to subpoena witnesses and records to support their presentation of arguments on issues of law and policy and evidence on issues of fact at the hearing. At the hearing, the subject dentist will be able to present and cross-examine witnesses. Because of the legal formality of the hearing process, the engagement of legal counsel is strongly encouraged. The hearing body will render a decision as to each charge and the sanction(s) to be imposed. The sanctions that can be imposed include, but may not be limited to, public reprimand, censure, fines, education requirements, probation (for specified time and conditions), limitations of practice (permanently, until time certain, or until certain acts are performed), suspension of a license, and revocation of a license. The results of hearings that call for sanctions against the subject dentist are made public. Adverse licensing actions will also likely be reported to the National Practitioner Data Bank.²¹

What Risk Management and Best Practices Should be Considered to Limit Potential for Complaints and Minimize Untoward Consequences of a Complaint?

The first goal of risk management is to protect the health and safety interests of your patients and minimize the potential for allegations of professional misconduct. As a dentist, it is imperative to know and comply with the laws under which you practice. It is equally important for staff and

colleagues to comply with those laws. It is vital to be familiar with reporting requirements to which you may be subject, such as communicable disease reporting²², child abuse or neglect reporting²³, termination or restriction of services provided by a licensed employee based on unprofessional conduct or inability to practice with reasonable skill and safety due to a mental or physical condition²⁴, and adverse event reporting such as “patient death or other life-threatening incident or complication, permanent injury or admission to a hospital ... which is or may be the result of a dental procedure ...”.²⁵ As a specialist, you may be subject to expectations that exceed those of a general dentist. In addition to the general laws associated with the practice of dentistry, there may also be specific laws or those more closely aligned with pediatric dentistry specialty practice. As noted above, many jurisdictions have licensure/certification requirements for specialty practice that may or may not limit the authorized scope of practice. It is important that all dentists in the practice adhere to those requirements, including owner dentists and their associates. Understanding the advertising requirements for specialty practice is also important as they vary significantly across jurisdictions.

It is essential to be familiar with the Board authorized to regulate and enforce the laws associated with the practice of dentistry in your jurisdiction and to maintain compliance with requirements associated with maintaining your license such as: 1) keep the Board informed of the address(es) where you practice dentistry, 2) complete the required continuing education, which may be on a one, two, or three year cycle²⁶, and 3) timely license renewal, which may be annual or biennial.²⁶ **Receipt of any communication from the Board must always be taken seriously and acted upon promptly, with the licensee taking charge.** Best practice is not to delegate response to any communication or inquiry from the Board to staff.

As noted above, obtaining legal counsel to advise and represent the licensee as necessary is an advisable risk management strategy. Legal counsel will advocate for the licensee to the extent possible. In the event of disciplinary action or legal action, as noted previously it is important to report to your malpractice carrier as may be required by your policy. The policy may have coverage for responding to complaints and investigations and timely reporting to the carrier helps ensure that payment under such coverage will be approved. The carrier may also identify an experienced attorney to handle your case.

REFERENCES

1. ALA. CODE § 34-9-2 (2024); CAL. BUS. & PROF. CODE § 1601.2 (West 2024); and DEL. CODE ANN. tit. 24, § 1100 (West 2024)
2. LA. STAT. ANN. § 37:753 (2024)
3. OHIO REV. CODE ANN. § 4715.02 (West 2024)
4. MICH. COMP. LAWS ANN. § 333.16621 (West 2024) and MICH. COMP. LAWS ANN. § 333.16624 (West 2024)
5. MO. ANN. STAT. § 332.171 (West 2024)
6. MICH. COMP. LAWS ANN. § 333.16608 (2024) and N.J. ADMIN. CODE § 13:30-6.1 (2024)
7. LA. ADMIN. CODE tit. 46, pt. XXXIII, § 122 (2024) and TENN. COMP. R. & REGS. 0460-02-.06 (2024)
8. NEV. REV. STAT. ANN. § 631.255 (West 2024)
9. MINN. STAT. ANN. § 150A.06 (1c) (West 2024)
10. COLO. CODE REGS. §709-1:1.17 (2024)
11. 234 MASS. CODE REGS. 5.03 (2024)
12. Board of Dental Examiners of Alabama Complaint and Investigation Policy (Rev 2024), <https://dental-board.org/wp-content/uploads/2024/08/BDEAL-Investigation-Complaint-Protocol-FINAL-08162024.pdf> (last visited February 3, 2025) and MD. CODE REGS. 10.44.07.05 (2024)
13. D.C. Mun. Regs. tit. 17, § 4101 (2024) and MO. CODE REGS tit. 20, § 2110-2.200 (2024)

14. California Department of Consumer Affairs, *How to File a Complaint with the Dental Board*, <https://www.dca.ca.gov/consumers/complaints/dbc.shtml> (last visited February 3, 2025) and FLA. STAT. § 456.073 (2024)
15. ARIZ. REV. STAT. ANN. § 32-1263.02 (2024)
16. N.Y. EDUC. LAW § 6510 (McKinney 2024); LA ADMIN. CODE tit. 46, pt. XXXIII, § 803 (2024); and COLO. REV. STAT. ANN. § 12-20-404 (West 2024)
17. ARIZ. REV. STAT. ANN. § 32-1201 (2024)
18. ALASKA ADMIN. CODE tit. 12 § 28.906 (2024)
19. ALASKA STAT. ANN. § 08.36.245 (West 2024) and MICH. ADMIN. CODE r. 338.11527 (2024)
20. WASH. REV. CODE § 18.32.775 (2024) and MINN. STAT. ANN § 150A.08 (West 2024)
21. U.S. Department of Health & Human Services, *National Practitioner Data Bank*, <https://www.npdb.hrsa.gov> (last visited on February 11, 2025).
22. WASH. ADMIN. CODE § 246-101-101 (2024)
23. WASH. REV. CODE § 26.44.030 (West 2024)
24. WASH. ADMIN. CODE § 246-16-270 (2024)
25. WASH. ADMIN. CODE § 246-817-780 (2024)
26. NEV. REV. STAT. ANN. § 631.342 (West 2024); OHIO REV. CODE ANN. § 4715.141 (West 2024); and WASH. ADMIN. CODE § 246-817-440 (2024)
27. N.J. STAT. ANN. § 45:6-10 (West 2024) and OHIO REV. CODE ANN. § 4715.14 (West 2024)

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



AAPD PAC
THE BIG ADVOCATE for little teeth



2024 District Competition and PAC Year-End Numbers

Congratulations to the Southeastern Team Captain, Dr. Chad S. Eslinger and the Southeastern District on being awarded the Simmons Cup! This recognition celebrates a district’s outstanding contributions to advocating for optimal oral health for all children, through the most hard dollar contributions in a calendar year. The Simmons Cup, created in honor of Dr. Heber Simmons, Jr., will be presented at the AAPD 2025 General Assembly, where the team will have the honor of “hoisting the Cup.”

Thank you for your dedication and leadership!

District	Hard Dollars	Soft Dollars	Total Contributors	\$/Contributor	Patriot Level
NorthCentral	31,201	18,250	177	279.38	10
Northeastern	22,575	14,225	131	281.14	7
Southeastern	32,745	22,110	180	304.75	15
Southwestern	21,096	14,611	132	270.5	5
Western	26,431	14,090	130	311.7	10
TOTALS	\$134,048.00	\$83,286.00	750	\$289.49	47

TOTAL CONTRIBUTIONS \$ 217,334.00

Clifford R. Hartmann, DDS, FAAPD
 PAC Steering Committee Chair

AAPD'S



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AAPD 2024

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Comprehensive Review

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Pediatric Medicine Update

Journal CE Packages



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Oral Clinical Exam Review

Aug. 21, 2025

Westin San Diego Bayview, San Diego, Calif.

COURSE DESCRIPTION

Serious about becoming a diplomate? This course, led by top educators and clinicians, prepares you for the oral board exam. Gain test-taking strategies, participate in mock exams, and master presenting pediatric dentistry knowledge with confidence.

SPEAKERS

Christina Carter, D.M.D.

Timothy Wright, D.D.S., M.S.

CE HOURS

AAPD designates this activity for **8** continuing education credits.

Sponsored by College of Diplomates.



Again this year, AAPD in collaboration with the College of Diplomates will be offering Mock Oral Review Interviews. This allows attendees to participate in a simulation of the oral interview with two examiners.

The New Comprehensive Review: Advances in Pediatric Dentistry

Aug. 22-24, 2025

Westin San Diego Bayview, San Diego, Calif.

COURSE DESCRIPTION

Led by expert clinicians, this course offers a deep dive into evidence-based pediatric dentistry. Covering interceptive orthodontics, caries prevention, behavior guidance, oral pathology, trauma care, pulp therapy, and the latest in restorative materials, it integrates cutting-edge science with real-world application. Engaging case presentations and open discussions enhance learning.

SPEAKERS

Course Chair & Speaker: Amr Moursi, D.D.S., Ph.D

Kathleen Schultz, D.M.D.

Christina Carter, D.M.D.

Timothy Wright, D.D.S., M.S.

CE HOURS

AAPD designates this activity for **22** continuing education credits.

Sponsored by Sprig



Streamlined CE Certificate Requests

As part of your membership benefits, AAPD is proud to support local chapter/society events by providing **Continuing Education (CE) certificates**. We've recently updated our process to make it easier for you to request CE certificates for your events.

To access information and links, please visit the AAPD website (<https://www.aapd.org/resources/member/chapter-resources/obtaining-ce-certificates-from-aapd/>).

WHAT'S NEW AND IMPROVED?

- **Simplified Online Submission:** Requesting CE certificates is now faster and more straightforward. Use our new online form to submit your requests: <https://aapd.wufoo.com/forms/aapd-ce-certificate-requests/>
- **Clear Guidelines and Templates:** We've created a dedicated resource hub with everything you need, including step-by-step instructions and templates: <https://www.aapd.org/resources/member/chapter-resources/obtaining-ce-certificates-from-aapd/>

HOW TO MAKE THE MOST OF THIS MEMBERSHIP BENEFIT:

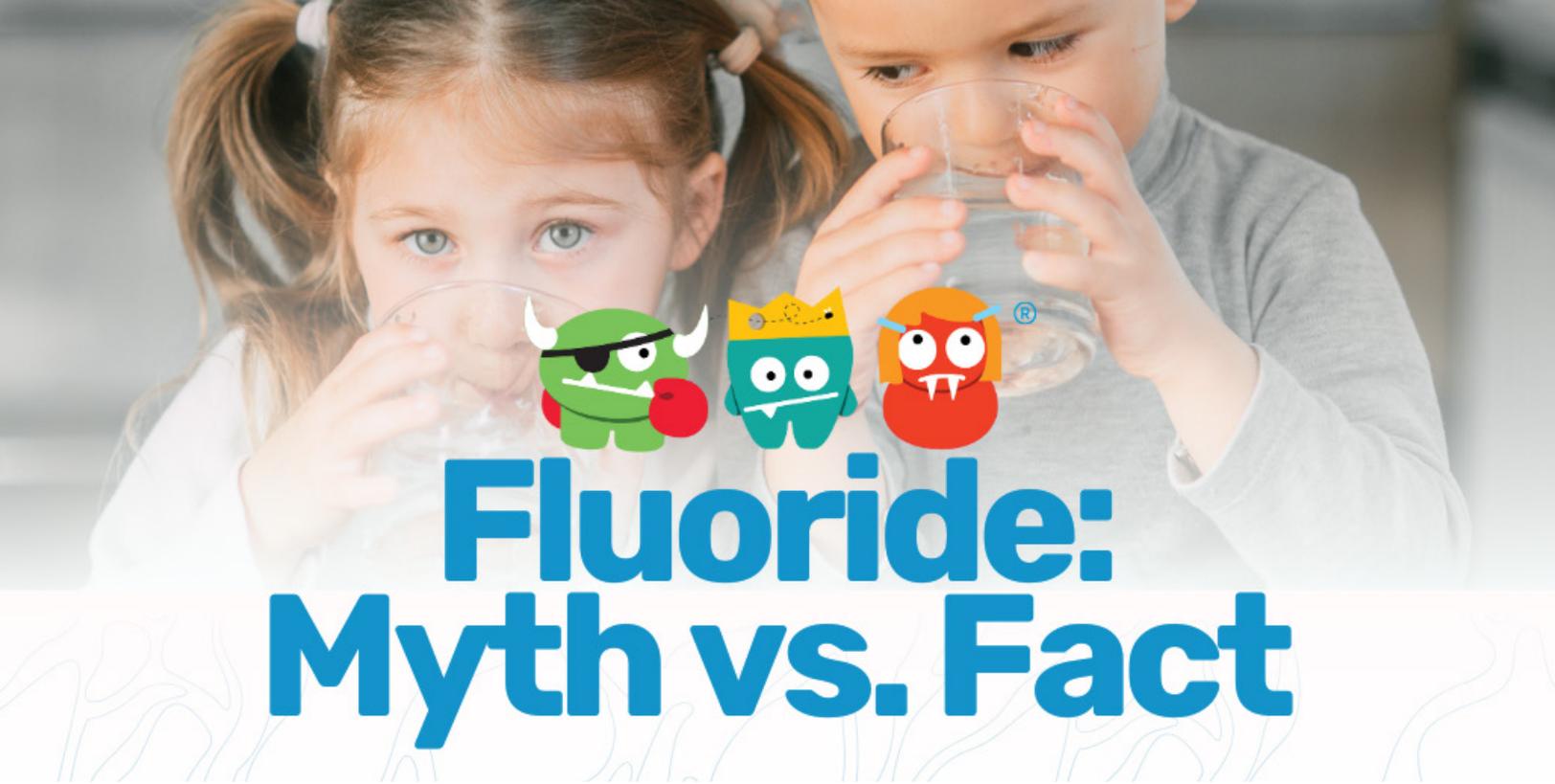
- **ADA CERP Recognition:** As an ADA CERP Recognized Provider, AAPD can extend CE recognition to your local chapter events, ensuring they meet the highest standards.
- **Plan Ahead for a Smooth Process:** Reach out to AAPD early in your event planning. This gives us time to review materials, ensure compliance, and address any questions about commercial support or conflicts of interest.
- **Don't Miss the Deadline:** CE certificate requests must be submitted at least **30 days before your event**. Late submissions are not guaranteed to be processed.

This service is one of the many ways AAPD supports your chapter's success. Let us help you deliver exceptional educational experiences to your members!

Note you must be logged in to the website to view forms. Please contact Education Development and Academic Support Manager Leola Royston at (773) 938-4986 or e-mail lroyston@aapd.org for further information.



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.



Fluoride: Myth vs. Fact

Fluoride Facts & Oral Health AAPD LEADS THE CHARGE FOR NATIONAL CHILDREN'S DENTAL HEALTH MONTH

The team at the American Academy of Pediatric Dentistry looks forward to celebrating National Children's Dental Health Month (NCDHM) each February. It's a chance to remind the public how oral health impacts overall health and wellbeing, as well as highlight the compassion and expertise of AAPD members.



FLUORIDE 101

Discover the basics of why fluoride is a powerful tool for keeping smiles healthy and protecting against tooth decay.

Swipe to learn more -->

WHAT IS FLUORIDE?

Fluoride is a naturally occurring mineral that helps strengthen tooth enamel and prevent cavities. Fluoride can be found naturally in water, soil, air, and some foods!

HOW DOES FLUORIDE PREVENT CAVITIES?

Fluoride is like a shield for your child's teeth! It helps strengthen enamel, stopping cavities before they start and even repairing tiny areas of damage.

Plus, it fights off the pesky germs that cause tooth decay. When paired with healthy eating and good brushing habits, fluoride is a great way to keep little smiles strong and cavity-free!

This year it felt more urgent than ever to use the spotlight of NCDHM to speak to the science that plays a big role in keeping kids' teeth healthy. As more communities consider the necessity of water fluoridation and misinformation is widely shared across the internet, AAPD is here to add clarity to the conversation.

We kicked off NCDHM with a satellite media tour featuring AAPD President Scott Smith. Dr. Smith spoke to dozens of media outlets across the country, affirming the safety of fluoride and sharing need-to-know information to keep kids on track for optimal oral health. Over the course of the month, Dr. Smith's interviews have been broadcast or used in online articles 412 times with a potential 64.5 million views.



More AAPD voices spoke with national media in February. Highlights include Dr. Chelsea Fosse, Director of the Research & Policy Center, as a guest on Sirius XM's Doctor Radio, and Dr. Erica Caffrey, Chair of the AAPD Council on Clinical Affairs, spoke with *NBC Nightly News* and *Good Housekeeping* magazine.

Turning to non-traditional media to further reach adults with children, the Academy and the AAPD Foundation teamed up to tackle "myths vs. facts" and addressed misinformation with tips for good habits at home, like brushing help and snack ideas, for families, highlighting the expertise of pediatric dentists.

**DID YOU KNOW?
FLUORIDE EDITION**

MYTH

Instead of community water fluoridation, kids can just brush and floss better.

FACT

While good care habits are essential, many families face **barriers to dental care** – from cost of supplies to busy work schedules. **Fluoride in water works for everyone**, regardless of age, income, or ability to visit a dentist regularly.

**DID YOU KNOW?
FLUORIDE EDITION**

MYTH

Fluoride is an artificial chemical additive.

FACT

Fluoride occurs naturally in water, soil, and many foods. It is the 13th most abundant compound in Earth's crust! When communities adjust fluoride levels in water, they're simply optimizing what nature already provides.

MYTH

Fluoride is not natural and is unsafe for children.

FACT

Fluoride occurs naturally in water and many foods! Like other nutrients, fluoride is safe in appropriate amounts. The levels used in water fluoridation, toothpaste, and professional treatments are well below toxic levels and are carefully regulated to ensure safety.



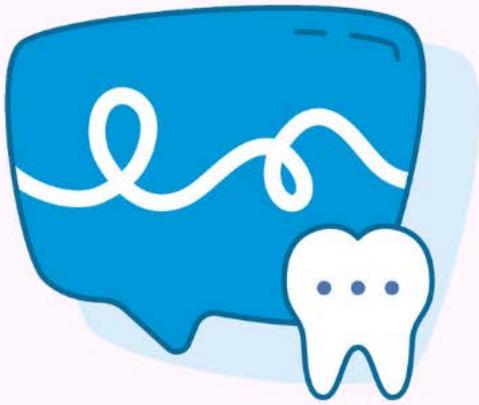
MYTH

Fluoride is unnecessary once adult teeth come in.

FACT

Fluoride protects teeth at all ages, not just during childhood! Adults also benefit from fluoride's ability to repair early stages of tooth decay and protect enamel.





NATIONAL CHILDREN'S DENTAL HEALTH MONTH

Let's talk about fluoride!

IT'S NATURE'S SUPERPOWER FOR HEALTHY SMILES!



National Children's Dental Health Month is the perfect time to remember why the optimal oral health of all children is so important and the impact AAPD and our members can make towards positive outcomes.



While feedback was positive, we did see some pushback on the science. We imagine you may be hearing the same in your offices. To support our members as these tough questions may come up with patients or in your community, AAPD wants to be sure you have a set of talking points to guide you in any conversations: AAPD Fluoride Conversation Resources. We encourage you to also turn to Common Questions about Fluoride from the Campaign for Dental Health. For a refresher on AAPD policies and best practices related to fluoride, please see the AAPD Policy on Use of Fluoride and AAPD Best Practice on Fluoride Therapy. Another great resource is the January episode of *little teeth, BIG Smiles*, featuring Dr. Don Schmitt.

AAPD's advocacy extends far beyond the 28 days of February, but National Children's Dental Health Month is the perfect time to remember why the optimal oral health of all children is so important and the impact AAPD and our members can make towards positive outcomes.

Join us in spreading the truth about fluoride and children's oral health! Share our resources, engage with us on social media, and continue the conversation in your community to ensure every child has the opportunity for a healthy smile.



Registration is NOW OPEN for California's Premier Pediatric Dental Meeting
& Continuing Dental Education Conference



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Additional 2025 meeting information will be available soon.

To be added to the mailing list for the event, contact *Elizabeth Lipke* at admin@cspd.org



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Research & Policy

RESEARCH AND POLICY CENTER

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

COMPOUNDING PHARMACIES: CUSTOM MEDICATIONS FOR SAFER DENTAL CARE

by Dr. Scott Papineau

Dentistry, like many health care professions, is constantly evolving. Advancements in techniques, materials, and technology are integral to the profession's ongoing growth. Today's practitioner needs to look at varying ways to address patient safety and access. A wonderful example of this is how some dental practitioners have implemented innovative uses for medications by partnering with compounding pharmacies.

Compounding pharmacies are specialized pharmacies that prepare customized medications tailored to meet the specific needs of an individual patient. Unlike traditional community pharmacies, which can only dispense commercially manufactured drugs, compounding pharmacies can create new formulations by changing dosage forms (such as liquid vs. pill), combining or mixing medications, removing potential allergens (such as red dye), adjusting dosages to suit a patient's unique needs, or flavoring medications.

These pharmacies must adhere to strict regulatory standards to ensure drug efficacy, quality, and patient safety. Several entities have regulations or influence over the practice of compounding pharmacies. Individual state boards of pharmacy oversee the practice of pharmacies within the state, covering licensure requirements, facility standards, and management of day-to-day operations. The U.S. Food and Drug Administration (FDA) determines which medication products can be compounded and ensures these pharmacies follow current Good Manufacturing Practices. The standards for preparing compounded medications are controlled by the United States Pharmacopeia (USP). Each of these groups helps oversee portions of the practice of compounding pharmacies, including the "what, where, and how" of medication compounding.

Compounding pharmacies do not have *carte blanche* authority to compound every drug. They are not allowed to compound medications that are identical to commercially available products, regarded by the FDA as unsafe or ineffective,

mass-produced for general distribution, made from ingredients not approved for human use, or made for “in-office” use without specific state authorization. For example, a dentist cannot have a batch of a sedative agent compounded for general use; the compound must be made to address the specific needs of an individual patient.

Some common ways dentists have collaborated with compounding pharmacies include formulating more potent topical anesthetics. Mixtures of different anesthetics, as well as topical vasoconstrictors, are compounded to help produce more profound anesthesia. TAC 20 (lidocaine 20%, tetracaine 4%, and phenylephrine gel or ointment), Profound (lidocaine 10%, prilocaine 10%, and tetracaine 4% gel or ointment), and Topical 12.5 (lidocaine 12.5% and tetracaine 12.5% gel or ointment) are all formulations of topical anesthetics commonly compounded for dental professionals.

In 2012, commercially available chloral hydrate products were removed from the market. A significant number of dentists, especially pediatric dentists, were still using chloral hydrate as a routine oral sedative at that time. As a result, many dentists turned to compounding pharmacies to provide them with a compounded version of chloral hydrate so they could continue providing oral sedation using a medication they felt comfortable with. However, chloral hydrate is not the only sedative agent that dentists get compounded. For patients who have difficulty swallowing pills, sedatives can be compounded into nasal sprays or sublingual formulations. Benzodiazepines such as

midazolam, lorazepam, and triazolam, ketamine, and alpha-2 agonists like clonidine and dexmedetomidine have all been compounded by pharmacies into either nasal or sublingual formulations to address patient-specific needs.

Antimicrobial mouth rinses, anti-inflammatory rinses, saliva substitutes for Sjögren’s Syndrome, custom fluoride formulations, oromucosal analgesic formulations, oral ulcer mouthwashes and gels, antifungal and antiviral treatments in mouthwash, lozenge, and gel forms are some of the ways that dentists have worked with compounding pharmacies to develop treatments for specific patients where standard commercially available products did not offer the best solutions. **Ultimately, compounding pharmacies exist to help improve patient outcomes by offering individualized solutions to specific patient problems.**

For dentists considering integrating compounding pharmacy services into their practice, the first consideration should be their patients. The most critical question is: Does the clinician have patients with a clinical gap where traditional treatments and medications are inadequate? Patients with allergies, specific sensitivities, those requiring different dosage forms, pediatric patients, elderly patients, special needs patients, and those with chronic conditions may have limitations that make traditionally available medications less effective. In those instances, compounding pharmacies may provide an appropriate way to clinically address their needs.



Should a dental practitioner be thinking about utilizing a compounding pharmacy, here are some tips to consider:

RESEARCH AND CHOOSE A REPUTABLE COMPOUNDING PHARMACY

- Seek out a pharmacy accredited by the Pharmacy Compounding Accreditation Board (PCAB) or another reputable organization to ensure adherence to the highest standards in compounding medications.
- The International Academy of Compounding Pharmacists (IACP), National Association of Boards of Pharmacy (NABP), National Community Pharmacists Association (NCPA), and the American Pharmacists Association (APhA) provide guidelines and compliance tools for compounding pharmacies. Reputable pharmacies often have associations with these organizations.
- Utilize online directories from PCAB and IACP to locate appropriately credentialed compounding pharmacies.
- Other resources such as GoodRx, local retail pharmacies, and insurance providers can assist in identifying suitable compounding pharmacies.
- Select a pharmacy experienced with dental-specific compounds or one that understands the needs of the patient being treated.
- Verify that the pharmacy is appropriately licensed within the state.

ESTABLISH CLEAR COMMUNICATION

- Build a strong relationship with the compounding pharmacist by regularly discussing patient needs and potential solutions. The pharmacist might propose a solution based on experience or consult with other compounding pharmacists to address similar needs successfully.
- Provide feedback to the pharmacist when a compounded formulation does not meet expectations to facilitate potential improvements.

ENSURE PROPER DOCUMENTATION

- Be specific in prescriptions for compounded medications, including details such as drug dosage, dosage form, and clear directions for use.
- Maintain detailed records of all compounded medications, including expiration dates, patient satisfaction, and effectiveness. This practice helps refine the approach for each patient and meets legal documentation requirements.



CONSIDER ETHICAL AND LEGAL IMPLICATIONS

- Ensure that medications are compounded for a specific patient and not as a batch for in-office use.
- Prescriptions for compounded products should be based on legitimate medical need rather than convenience or cost savings.
- Prioritize patient safety and well-being in decisions regarding compounded medications.
- Inform patients about the compounded nature of the product, including potential risks, benefits, and expiration dates.
- Always obtain informed consent before proceeding with treatment.

EDUCATE PATIENTS

- Clearly explain why a compounded medication is being recommended, how it differs from standard treatments, and the benefits it offers.
- Be transparent about the costs, as compounded medications may not always be covered by insurance.

TALK WITH PEERS

1. Connect with other dentists who use compounded medications to share experiences and best practices.
2. Gain valuable insights into disease states treated, effective products and formulations compounded, and specific pharmacies that others have found advantageous.
3. Participate in continuing education events that focus on compounded products for dentists.

START WITH COMMONLY NEEDED COMPOUNDS

- Begin with simple products to learn the compounding process and evaluate the performance of the compounding pharmacy.
- Use compounded products for common dental needs such as topical anesthetics.
- Monitor patient outcomes with these initial compounds and assess their impact on patient care.
- Use this feedback to expand into other compounded products as needed.

Compounding pharmacies play a crucial role in modern dental practice by providing customized treatment options tailored to the specific needs of individual patients. These pharmacies enable dentists to address unique clinical challenges that standard commercially available products may not adequately solve. The use of compounded medications in dentistry must be approached with a focus on patient-specific needs, ensuring that each formulation is crafted to meet the precise requirements of the patient. It is essential that dentists use compounding responsibly, avoiding the production of bulk medications and instead emphasizing the personalized care that compounding is designed to support.

DEMEROL – THE LONG GOODBYE?

by Dr. S.Thikkurissy

According to the U.S. Food and Drug Administration (FDA), as of December 2024, there continues to be a national shortage of availability of Meperidine (Demerol).¹ This applies to both the parenteral (IV) and enteral (oral syrup) formulations. One major manufacturer of oral syrup, Quagen (West Caldwell, N.J.) has discontinued its 50 mg/ 5mL syrup, as well as its 50mg tablet. According to the American Society of Health-System Pharmacists (ASHP), the manufacturer Hikma (Columbus, OH) has its Demerol products on back order and the company cannot estimate a release date. Similarly, Pfizer (New York City, N.Y.) has its Demerol 50 mg/mL 1 mL Carpuject syringes, 50 mg/mL 1 mL Nexject syringes, 75 mg/mL 1 mL Carpuject syringes, and 100 mg/mL 1 mL Carpuject syringes on back order and the company estimates a release date of February 2025.² There are no generic oral syrup or oral tablet formulations. Per the FDA,

“The (FDA) takes great efforts, within its legal authority, to address and prevent drug shortages and supply issues. CDER uses a variety of tools to monitor the supply chain. CDER does not manufacture drugs and cannot require a pharmaceutical company to make a drug, make more of a drug, or change the distribution of a drug. But we can help encourage companies to do so.”³

In addition to manufacturing limitations and shortages, there has been consistent movement in the medical field away from Demerol in favor of Morphine. A 2018 paper noted that “specialists suggest the use of morphine over meperidine due to less toxicity and greater efficacy. Morphine induces less nausea in parenteral use than meperidine. Also, several complications for this drug, even in regard to a cumulative dose, have been reported in young patients with normal renal function”.⁴

An additional concern from a physician’s perspective is that while Demerol has been effective for management of shivering, it can result in a large reduction in the shivering threshold which may impact a patient’s thermoregulatory ability.⁷ Meperidine is metabolized to normeperidine which may lower the seizure threshold. The half life of

Demerol is approximately 39 hours compared to 4 for Morphine. Half-Life is the time it takes for the plasma concentration to reduce by ½ from original level.⁸

When considering opioids (natural) and opiates (synthetic), Morphine is considered the standard. Oral morphine equivalents (OME) are approximations of the equianalgesic effects of other opioids compared to oral morphine. OMEs indicate how much of the reference drug oral morphine would be required to treat pain as effectively as the opioid morphine is compared with. The OME for oral Demerol is 0.1mg. This indicates that Morphine is a more potent analgesic than Demerol by a factor of 10. Morphine therefore is more potent and has a shorter half-life than Demerol, both advantageous for pediatric procedural sedation.

DEMEROL

MORPHINE

Within the dental literature, Roberts et al. (1992) noted no significant differences in effectiveness or safety between the two sedative regimens (sub-mucosal Morphine 0.15mg/kg + oral promethazine 1.1mg/kg) compared to (oral Demerol 2.2 mg/kg + oral promethazine 1.1mg/kg)⁵ Chen & Tanbonliong (2018) found out of 271 procedural sedations an overall rate of effective sedation using various oral morphine sulfate regimens was above 80 percent. In this study, the patient's willingness to take the sedative was positively associated with the outcome of the sedation regimen.⁶ Morphine may be dosed at 0.2-0.4 mg/kg to maximum of 10 mg orally.

COMMENTARY

As witnessed with chloral hydrate a decade ago, our profession may be seeing the beginning of a "long goodbye" to Demerol. Several major children's hospitals have removed it from their formularies at medical staff/ emergency department requests. The impetus for companies to manufacture Demerol may diminish over time, particularly if market share for the drug shrinks. Morphine is an attractive alternative: more potent with a shorter half-life and a more favorable pharmacologic profile. Per the AAP/AAPD Best practice clinical statement, patient assessment and monitoring are independent of medications and focuses rather on the identified depth/level of sedation. Practitioners should be aware of alternatives and understand pharmacologic differences.

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Healthy Beverages Report

Exciting news! Have you used the *Healthy Beverage Consumption in Early Childhood* resource in The Reference Manual? Healthy Eating Research has now released expert recommendations for beverage consumption in children aged 5-18. Drs. Paul Casamassimo and Jenny Stigers recently represented AAPD on this workgroup with the Academy of Nutrition and Dietetics, American Academy of Pediatrics, and American Heart Association. This collaboration ensures consistent, evidence-based guidance for parents, caregivers, and health professionals.



Key takeaways:

- Water and plain milk are top choices.
- Limit 100% juice, plant-based milk alternatives, and flavored milk.
- Avoid sweetened and caffeinated beverages.

Explore the full recommendations at <https://healthyeatingresearch.org/tips-for-families/ages-5-beverage-recommendations/> or a brief overview at <https://healthyeatingresearch.org/wp-content/uploads/2025/01/Healthy-Beverages-2-Page.pdf>, and check out the patient- and caregiver resources such as the daily fluid intake tool and handouts on sugar and caffeine.

Friday Lunch Plans? Join RPC for Hot Topic Webinars!

The 2025 Research & Policy Center Webinar Series kicked off on Valentine's Day with an update on fluoride research and recent events. We will continue in Developmental Disabilities Awareness Month with a session on supporting practices in providing care to people with disabilities and announce additional topics soon. Check out the full schedule and register for upcoming sessions at <https://www.aapd.org/research/policy-center/webinars/>.



Updates from Washington D.C.

FEDERAL AID FREEZE

The AAPD issued an alert to members on Jan. 29, regarding the "federal aid freeze" and confusion over state funding disbursements for public programs like Medicaid and Head Start. Later that day, the Office of Management and Budget (OMB) issued a new memo (M-25-14) that rescinded the prior memo (M-25-13), thereby canceling the freeze of federal aid and allowing programs and activities that use federal funding as previously authorized to resume.



If there are additional developments that could impact your practice or patients, the AAPD will inform members as soon as possible. As noted in the original message, please notify AAPD by emailing RPC@aapd.org and your state Public Policy Advocate if your practice experiences unusual payment delays related to Medicaid or CHIP or is impacted in any other way that could jeopardize patient access to care. Thank you for your service and commitment to children and families.

EPA Appeals Fluoride Case

On Jan. 17, the Environmental Protection Agency (EPA) filed an appeal pertaining to its authority over and regulation of fluoride. The AAPD was pleased to see this development, having joined with the American Dental Association and other organizations in January on a letter urging the EPA to appeal due to the profound implications for public health and dental disease. The initial court ruling issued in September 2024 would have required the EPA to regulate the addition of fluoride to water even though the agency recently assessed the scientific literature and determined there was not evidence to support ending water fluoridation in the United States.



Community water fluoridation remains the only way to ensure that all people – particularly those who are at high risk for dental disease and may not have a usual source of dental care – can reap its cavity-preventing benefits. The concerns that have made headlines over the past few months rely on studies where the fluoride levels are much higher than what is recommended by the U.S. Public Health Service and typically seen in the US. For additional information and resources on fluoride, please visit AAPD’s Fluoride Resources page.

DON'T MISS YOUR CHANCE TO GET THE NEW 6TH EDITION HANDBOOK OF PEDIATRIC DENTISTRY—SIGNED BY THE EDITORS!

The highly anticipated new edition of the Handbook is here and will be available at the AAPD Annual Session! Be one of the first to buy your copy and get it personally signed by renowned editors Drs. Art Nowak and Paul Casamassimo at the AAPD Store!

FRIDAY: 12 – 3 PM

SATURDAY: 10 AM – 12 PM

Swing by, meet the experts, and take home a signed copy of this must-have resource! Don't miss out!



Member News

MEMBER NEWS

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

GET INVOLVED!

Getting involved with AAPD as a volunteer is a great way to contribute to the field and connect with your peers in pediatric dentistry.

1. EXPLORE VOLUNTEER OPPORTUNITIES

- Visit the AAPD website at www.aapd.org/about/get-involved/ to learn more about available opportunities.
- Find one that feels like a good fit for you? Submit an AAPD Council/Committee volunteer form right from the website.
- Volunteer assignments run from June to the following May.

2. NETWORK WITH PEERS

- Reach out to your state or district AAPD chapters to learn about local opportunities. Build relationships with chapter leaders and members to stay aware of new initiatives. Details are available at www.aapd.org/about/state-and-district-chapters/.
- Participate in AAPD events and State and District chapter meetings to meet members and to learn about ways to get involved.
- Gain valuable leadership skills by serving on committees or holding positions within your chapter.

- Develop skills in organization, communication, and project management.

3. JOIN THE AAPD PAC ADVOCACY EFFORTS

- The AAPD frequently engages in advocacy efforts to promote pediatric oral health policies. Volunteering for advocacy campaigns or legislative initiatives is a meaningful way to contribute. Learn more at www.aapd.org/advocacy/advocacy/.
- AAPD Members can also choose to make a monetary contribution supporting the AAPD PAC with your annual dues renewal or throughout the year. Contribute today at www.aapd.org/advocacy/aapd-pac/.

4. STAY CONNECTED

- Watch your inbox for AAPD's bimonthly E-News for the latest updates from the Academy and news you need to know.
- Follow AAPD on social media.
- Cultivate friendships and professional bonds with like-minded individuals who share your passion for pediatric dentistry.

TUNE IN: AAPD'S MUST-LISTEN PODCASTS FOR PEDIATRIC DENTISTS

Are you looking for engaging, insightful, and relevant content tailored to the pediatric dental community? Look no further! The American Academy of Pediatric Dentistry (AAPD) offers not one, but two exceptional podcast series designed to keep you informed, inspired, and connected. Hosted by the ever-popular Dr. Joel Berg, former President of AAPD and the AAPD Foundation.

LITTLE TEETH, BIG SMILES

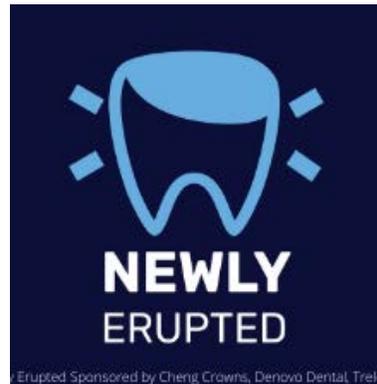


Dive into the world of pediatric dentistry with little teeth, BIG Smiles, a podcast that brings together AAPD leaders, industry experts, and professionals to discuss the latest

scientific, clinical, and practical topics shaping the field. Whether it's mastering behavior management, exploring the use of SDF, improving practice management, or understanding trauma care, this podcast covers it all.

With fresh episodes and cutting-edge insights, little teeth, BIG Smiles is a must for anyone passionate about pediatric dentistry. Don't miss a single update—subscribe today and stay in the loop!

NEWLY ERUPTED



For residents and early-career dentists, Newly Erupted is your go-to podcast for kick-starting your journey in the dental profession. This series is packed with topics chosen

by residents for residents. From career tips to real-world advice, Newly Erupted is here to guide you as you take your first steps in the field.



Little Teeth, Big Smiles is sponsored by HuFriedy Group



Newly Erupted is sponsored by Elevate Oral Care

WHY LISTEN?

Both podcasts are tailored to meet the needs of the pediatric dental community, offering invaluable insights, expert advice, and the latest trends in the industry. Whether you're a seasoned professional or just starting out, these podcasts provide something for everyone.

Ready to tune in? Subscribe to little teeth, BIG Smiles and Newly Erupted today wherever you get your podcasts and elevate your pediatric dentistry game! Check out the latest episodes at www.aapd.org/education/Podcasts/aapd-podcast-home/. New episodes drop monthly.



AAPD NOMINATIONS 2025



Thomas G. Ison

PRESIDENT

Dr. Thomas G. Ison is in private practice in Newburgh, Ind. He received his dental degree and certificate in pediatric dentistry from the University of Kentucky

College of Dentistry and Chandler Medical Center in Lexington, Ky., and completed a Fellowship in Pediatric Dentistry at Indiana University School of Dentistry. He previously held appointments as an assistant professor at the University of Kentucky College of Dentistry and Chief of Dentistry at Norton Children’s Hospital, in Louisville. He is a Fellow of the American Academy of Pediatric Dentistry and American College of Dentists, as well as a Diplomate of the American Board of Pediatric Dentistry. He has completed the AAPD Leadership Institute at Kellogg and the Advanced Leadership at Wharton. He served as a consultant to the AAPD Council of Clinical Affairs, District III (now Southeastern) Trustee and is a Past President of the Southeastern Society of Pediatric Dentistry and Kentucky Academy of Pediatric Dentistry. Ison has been an examiner for the ABPD Oral Clinical Exam as well as committee member and part leader for the Renewal of Certification Examination. He resides in Evansville, Ind., with his wife, Connie, and daughter, Maggie.



Carlos A. Bertot

PRESIDENT-ELECT

Dr. Carlos “Charlie” Bertot earned his dental degree from the University of Florida, College of Dentistry in 1992, and his certificate in pediatric dentistry from the

University of Kentucky, Albert B. Chandler Medical Center in 1994. He is a Diplomate of the American Board of Pediatric Dentistry and a Fellow of the American Academy of Pediatric Dentistry. Bertot is a graduate of the AAPD Leadership Institute at the Kellogg School of Business, Northwestern University and the AAPD Advanced Leadership Institute at the Wharton School of Business, University of Pennsylvania.

Bertot has been involved with organized dentistry since his days in dental school. In addition to his membership and leadership service to multiple dental organizations, he is a past president of the Florida Academy of Pediatric Dentistry and has served AAPD at the council/committee and board level. A past Parliamentarian and former Trustee for AAPD, Bertot is the managing partner of a pediatric dental practice with two locations in the Orlando, Fla., area.

Together with his wife, he enjoys spending time with family, traveling, and staying fit. Bertot is most proud of his three children. His son is a dentist and physician, specializing in Oral and Maxillofacial Surgery. His oldest daughter is a physician specializing in ophthalmology, and his youngest daughter is pursuing a graduate degree in mental health counseling.



Jacob K. Lee
VICE-PRESIDENT

Dr. Jacob Lee earned his D.D.S. and pediatric dentistry diploma from the University of Toronto. He completed a dental internship at the Hospital for Sick Children

in Toronto and has held leadership roles at Loma Linda University, the University of Minnesota, the University of the Pacific, and USC, where he remains an adjunct clinical associate professor.

A dedicated member of the AAPD, Lee has served on numerous committees and councils, chaired the Graduate Student Research Awards, coordinated the AAPD Practice Management Program, and was the local arrangements chair of the 2022 AAPD Annual Session in San Diego. He has also served as president of the California Society of Pediatric Dentistry, trustee of the Western Society of Pediatric Dentistry, and AAPD Western District trustee.

A Diplomate of the American Board of Pediatric Dentistry and a Fellow of several prestigious dental organizations, Lee received the 2024 AAPD Merle C. Hunter Leadership Award. He currently serves as AAPD Secretary-Treasurer, co-chairs the Safety SIG on Little Teeth Chat, and volunteers as an examiner for the Oral Clinical Examinations.

Lee practices pediatric dentistry with his son in San Clemente and Rancho Mission Viejo, Calif. Outside of dentistry, they are accomplished classical violinists who enjoy performing together.



Angela M. Stout
SECRETARY-TREASURER

Angela M. Stout, D.M.D., M.P.H., is a pediatric dentist in private practice in Erdenheim, Pa., and a Clinical Assistant Professor at Temple University's Kornberg

School of Dentistry. She earned her D.M.D. from Temple in 1993, completed her pediatric residency at the Children's Hospital of Pittsburgh in 1996, and later earned a Master's in Public Health from the University of Pittsburgh.

A passionate advocate for child abuse prevention, Stout has chaired the Pennsylvania Dental Association's P.A.N.D.A. Coalition and leads training for the state's child abuse license certification course. She serves as the dentist for the School District of Springfield Township and holds staff positions at several hospitals, including the Children's Hospital of Philadelphia and Saint Christopher's Hospital for Children.

An award-winning dentist, Stout has been named Philadelphia Magazine's Top Dentist from 2010–2024. She is a Diplomate of the American Board of Pediatric Dentistry and a Fellow in multiple prestigious dental organizations. She has held leadership roles within the AAPD, including as Northeast District Trustee and Vice President of the Pennsylvania Academy of Pediatric Dentistry.

A graduate of leadership programs at Northwestern's Kellogg School and Penn's Wharton School, Stout received the 2023 AAPD Merle C. Hunter Leadership Award and the Temple University Kornberg Alumni Association Award for Education. She enjoys time with family and friends, especially at the beach in Ocean City, N.J., and cheering on Penn State football.



Sarat Thikkurissy

PARLIAMENTARIAN

Dr. S.Thikkurissy, D.D.S., M.S., M.A., is professor at Cincinnati Children's Hospital. Thikkurissy obtained his D.D.S. from New York University. He completed the program in Advanced Education in General Dentistry (AEGD-1) at Wright Patterson and was active duty in the U.S. Air Force for eight years, including serving as chief of pediatric dentistry at Ramstein AFB in Germany. Thikkurissy obtained his certificate in pediatric dentistry/master's degree from The Ohio State University. He obtained a master's in English literature from Southern New Hampshire University in 2023. Thikkurissy is a Diplomate of the American Board of Pediatric Dentistry, chair of the AAPD Committee on Sedation and Anesthesia, and AAPD representative on the ADA Committee on Dental Education and Licensure group on Sedation. Additionally, he has served on the American Board of Pediatric Dentistry Examination committee. In 2017, he was named the AAPD Pediatric Dentist of the Year and in 2019 was named the Aubrey Rose Foundation 'Above and Beyond Doctor' for his work with special needs populations. He has a joint academic appointment in the Division of Bone Marrow Transplantation and Immune Deficiency. He has lectured nationally and internationally, and has published in the areas of morbidities, quality of life, and pain management in children. He is also co-editor of the textbook History and Physical for the Pediatric Dental Patient. Thikkurissy is married to Karin, has a son Robert and four pups - Wadsworth, Oliver, Theodore, and Cricket.



Scott B. Schwartz

NORTHCENTRAL TRUSTEE

Scott B. Schwartz, D.D.S., M.P.H., is an Associate Professor at Cincinnati Children's Hospital Medical Center, where he directs the Advanced Education in Pediatric Dentistry program. He earned his DDS from the University of Illinois - Chicago, completed a General Practice Residency at The Ohio State University, and received a pediatric dentistry certificate and MPH in Health Policy from the University of North Carolina at Chapel Hill.

A strong advocate for diversity, equity, and inclusion (DEI), Schwartz has served on DEI committees with the American Dental Education Association and Cincinnati Children's Graduate Medical Education. He has also contributed extensively to research and policy discussions on the topic.

Schwartz has been deeply involved with the AAPD since residency, serving on the Resident Committee, the Committee on Early Career Pediatric Dentists, and the AAPD Foundation Grants and Programs Committee. He was a Samuel D. Harris Research and Policy Fellow, researching pediatric dentists' roles in the Affordable Care Act, and is now a Fellow of the Research and Policy Center.

At the state and regional levels, Schwartz has worked with the Ohio Dental Association Medicaid Workgroup, testifying at the Ohio Statehouse to help secure increased dental Medicaid reimbursement. As past President of the NorthCentral Society of Pediatric Dentistry, he spearheaded the creation of the Advocacy Fund to support residents and Public Policy Advocates.

With his experience in academia, advocacy, and leadership at state, regional, and national levels, Schwartz is well-positioned to represent the NorthCentral District as its AAPD Trustee.



Elizabeth Gosnell
INTERNATIONAL TRUSTEE

Elizabeth “Liz” S. Gosnell, D.M.D., M.S., is a Professor and Division Director of Pediatric Dentistry and Orthodontics at Cincinnati Children’s Hospital Medical

Center. She earned her dental degree from the Medical University of South Carolina and completed her pediatric dentistry residency at The Ohio State University/Nationwide Children’s Hospital, where she later served as Pre-Doctoral Director of Pediatric Dentistry. At Cincinnati Children’s, she has been a faculty member for a decade, previously serving as Division Research Officer and currently as the Craniofacial Team pediatric dentist. She is board-certified and a Fellow of the AAPD.

Gosnell has held multiple leadership roles within the AAPD, including serving on the Special Healthcare Needs Committee, the Council on Clinical Affairs, and the Evidence-Based Dentistry Committee. She is President of the North Central Society of Pediatric Dentistry and works with the AAPD Research & Policy Center on a transition care grant for adults with disabilities. She is a two-time recipient of the AAPD Suzi Seale Coll Evidence-Based Dentistry Service Award.

Beyond AAPD, Gosnell serves on the American Board of Pediatric Dentistry Qualifying Exam Committee, is the North Central Regional Director for the ABPD College of Diplomates, and sits on the Pediatric Dentistry Journal Editorial Board.



Sally Sue Lombardi
ABPD DIRECTOR

A native Washingtonian, Dr. Sally Sue Lombardi earned her undergraduate, dental, and pediatric dentistry degrees from the University of Washington, where she

also completed clinical residencies in general and pediatric dentistry.

With nearly 25 years of private practice ownership, Lombardi now provides clinical care and teaches at Odessa Brown Children’s Clinic in Seattle. She is an affiliate clinical instructor at the University of Washington School of Dentistry, an attending provider at Seattle Children’s Hospital, and faculty for Swedish Hospital’s General Practice Residency Program.

A Diplomate of the American Board of Pediatric Dentistry since 2003, Lombardi has been an Oral Clinical Examination examiner since 2014 and serves on the Renewal of Certification Subcommittee. She is also a Fellow of the AAPD and a founding member of the Pacific Northwest Pediatric Dentistry Study Club.

Married and a proud mom of two, Lombardi understands the balance of family and career, bringing that experience into her work with patients, parents, and colleagues to foster strong, meaningful relationships.



NOTICE TO ACTIVE AND LIFE MEMBERS

CONSTITUTION AND BYLAWS AMENDMENT BEFORE THE 2025 GENERAL ASSEMBLY

This amendment will be considered the AAPD Annual Session in Denver, Colorado during the Reference Committee hearings and the General Assembly.

Note to readers: All line numbers reference the current AAPD Constitution and Bylaws as posted on the AAPD website.

Strikethrough words are to be removed; **bold underlined** words are to be added.

CLARIFICATION OF TRUSTEE VACANCY PROCESS

The following proposed amendment to the AAPD Bylaws was requested by the AAPD Board of Trustees, formulated by the Constitution and Bylaws Committee, and reviewed and approved by the Board of Trustees at their Jan. 23, 2025, meeting for transmittal to the AAPD General Assembly.

BACKGROUND

The Board of Trustees noted that while the Bylaws reference a process for filling vacancies of district trustees, they are silent on the process for filling vacancies of at-large and affiliate trustees.

PROPOSED AMENDMENT

The Bylaws would be amended as follows:

563 CHAPTER V. BOARD OF TRUSTEES

...

649 Section 9. **VACANCIES:** Vacancies on the Board of Trustees
650 shall be filled by presidential nomination, with appointment
651 made by majority vote of the remaining voting members of the
652 Board of Trustees then in office. If a district trustee relocates to
653 another trustee district, the trustee position filled by the trustee
654 is declared vacant. Vacancies on the Board of Trustees from
655 specific trustee districts shall be filled with eligible members
656 from the appropriate trustee districts.

Vacancies on the Board of Trustees from at-large trustees shall be filled with eligible members.

Vacancies on the Board of Trustees from the affiliate trustee position shall be filled with an eligible affiliate member.

Each person appointed
657 to fill a vacancy shall remain a trustee until completion of the
658 vacant term being filled. The appointed trustee shall also be
659 eligible for election to a full term. This same procedure shall
660 apply to Director vacancies on the American Board of
661 Pediatric Dentistry.

AAPD JOURNAL
CONTINUING EDUCATION

Learn more on AAPD's
Education Passport

Announcing: The New Diplomate Marketing Toolkit

We are excited to provide ABPD Diplomates with a marketing toolkit to better promote their Board Certification!

The American Board of Pediatric Dentistry has developed a free marketing toolkit, available for use by all current Diplomates. This comprehensive toolkit includes a wide variety of social media graphics with captions, website materials, and copy available for print.

The Purpose of the Diplomate Marketing Toolkit

As part of our dedication to being effective stewards of resources and accountability to Diplomates, ABPD conducted several rounds of focus groups and surveys with Diplomates to best understand how we can capture the true value of Board Certification. Through this process, we learned that many Diplomates would like materials to help educate their patients, patient care providers, and the public on the importance and value of Board Certification. This feedback led to the creation of the Diplomate Marketing Toolkit.

What's Included in the Diplomate Marketing Toolkit?

To empower Board Certified Pediatric Dentists to showcase their commitment to excellence, the marketing toolkit includes a variety of graphic styles to pair with your practice's branding. These include:

- **A Guide to Using Your Diplomate Marketing Toolkit**
- **Ready-to-Print Rack Cards**
 - A rack card for reception area or care bags
- **Web Graphics**
 - A Diplomate banner and Diplomate logo to be published on your homepage, footer, or elsewhere on your website
- **Social Media Graphics & Captions**
 - Ready-to-post graphics that will appeal to parents, care providers, and others through your social media profiles
 - Canva template links for optional customization, including adding your practice logo prior to posting
 - Ready-to-publish captions that capture the value and esteem behind your Board Certification

How to Access & What's Next

The Diplomate Marketing Toolkit is available to Diplomates via the resources section of your ABPD Dashboard!

Marketing trends evolve over time, and to best meet the needs of our Diplomates, we invite feedback and requests for future additions to the toolkit. To get in touch, simply email info@abpd.org

Meet the Author Marcio Guelmann, DDS

Immediate Past President, American Board of Pediatric Dentistry



THE NEXT GENERATION OF PEDIATRIC DENTISTS

by Dr. Amanda Swanson

“Generation Z” is the categorical designation given to those born between the years of 1997 and 2010, according to the Pew Research Center. These individuals bring a distinct set of values, skills, perspectives, and preferences as influenced by the key economic and social trends of their time. As the oldest of those in the Generation Z cohort turned 27 this past year (birth year 1997), it means that many currently hold spots in our residency programs and will soon be entering the workforce. How will this new generation of pediatric dentists differ from those who have come before us?

DIGITALLY ATTACHED

Generation Z has grown up in a world surrounded by technology. As digital natives, we find ourselves eager to embrace digital innovation and the positive attributes it can offer. From employing artificial intelligence to improve diagnostics and treatment planning, to adopting teledentistry workflows that expand access to care, we view technology as a tool that can be leveraged to improve collaboration with colleagues, streamline efficiency of care, and ultimately enhance patient outcomes. The ability to stay connected through social media and other digital platforms also opens new avenues for patient education and engagement.

SOCIALLY CONSCIOUS

Advocacy and leadership are vital correlates to the clinical care we provide. With social responsibility emerging as another hallmark of Generation Z, this latest cohort of residents will find themselves well-positioned to continue our specialty's strong

tradition of active involvement at local, state, and national levels. Whether advocating for policies that improve children's oral health, volunteering in the community, or pioneering new modalities to bring care to underserved populations, today's pediatric dental residents are eager to serve as agents of positive change.

ENVIRONMENTALLY AWARE

Interest and research on the topic of sustainable dentistry has grown rapidly in recent years. As a group, we are paying more attention to the environmental ramifications of the care we provide, keeping an eye towards sustainability and how we might reduce our carbon footprint without sacrificing quality of care. With more practitioners pushing for the adoption of eco-friendly materials, energy-efficient technologies, and waste-reduction strategies, our specialty is striving to align more closely with broader environmental goals.

DIVERSE

Those from Generation Z are more racially and ethnically diverse than any prior generation, which is essential for providing comprehensive and culturally sensitive care. While progress remains in building a workforce that better reflects the population, we are seeing increasing numbers of Hispanic, Black, and other historically underrepresented minority dentists, as well as a rising proportion of females in the profession. This diversity is not just a strength, but a necessity, as it enhances our ability to understand and meet the unique needs of our patients.



INDEBTED

According to the 2023 ADEA Survey of U.S. Dental School Seniors, the average education debt for those graduating dental school with debt in 2023 was \$296,500. With the increasing financial burden of dental education placing greater strain on career decisions, our specialty has been challenged to think creatively about how we can get care to those who need it in a financially viable way. Pediatric dentistry boasts the highest Medicaid participation rates among dental specialties, and many states have seen marked reimbursement increases in recent years; even so, we must not become complacent in our quest to augment the viability of this as part of our practice. Workforce shortages in academia are also a growing concern, with dental faculty loan repayment programs offering one potential strategy to address this issue.

HEALTH FOCUSED

With increasing prevalence of mental illness and physician suicide rates at an all-time high, our generation is learning to recognize the importance of taking care of ourselves, so that we can take better care of our patients. We strive to find work that is fulfilling, rather than exhausting. Wellness resources offered by residency programs have become more robust over time, recognizing that maintaining a healthy lifestyle is key to remaining focused, delivering higher quality services, and avoiding burnout.

The Generation Z pediatric dentist will be one who is digitally-savvy, socially responsible, entrepreneurial, and inclusive. No longer are these individuals the patients in our chairs, but rather they are becoming the new wave of practitioners, leaders, and researchers among us. While important to avoid oversimplification or labeling of a specific group, using generational designations as a framework can help us better evaluate the changing tendencies and values in our workforce over time. Our specialty has much to look forward to.

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3. Istrate, E. C., Cooper, B. L., Singh, P., Gül, G., & West, K. P. (2023). *Dentists of tomorrow 2023: An analysis of the results of the ADEA 2023 survey of U.S. Dental School Seniors*. *Journal of dental education*, 87(11), 1607–1620. <https://doi.org/10.1002/jdd.13392>

Amanda Swanson is a graduate of the UNC Adams School of Dentistry. She is a second-year pediatric dental resident and Master of Public Health dual degree-trainee at Nationwide Children's Hospital/The Ohio State University in Columbus, Ohio. She currently serves on the AAPD Resident Committee.

PEDIATRIC DENTISTRY CONSULTANT TO THE SURGEON GENERAL

by COL/Dr Leslie Oakes, D.M.D.

Some of you may recall the movie “An Officer and a Gentleman.” For dentists who practice within the Federal Services, we could be considered an “Officer and a Dentist.” It is a balancing act of military obligations and leadership responsibilities while maintaining a dental practice, and this balancing act will often tip from one side to the other throughout an Army career. As the U.S. Army Dental Corps (USADC) Pediatric Dentistry Consultant to the Surgeon General, I am delighted to have this opportunity to shine a light on our providers, our patients, our mission. In doing so, I hope to enhance the military-civilian partnership as we strive to provide the most optimal, accessible dental care for our military-connected pediatric population.

TRAINING

The USADC selects 1-2 officers to train each year. We rely solely on civilian partnerships for residency, with Texas A&M University College of Dentistry having graduated the most Army pediatric dentists in the past twenty years. Many Army residents will have already completed a 1-year AEGD and practiced as a general dentist for 2-4 years prior to starting their pediatric residency. Army residents bring a strong clinical and leadership background and are inherently flexible and resilient as they have often already experienced non-traditional careers.



MAJ Matthew Keckeisen assigned as a Brigade Dentist prior to pursuing specialty training (Left) and as TAMU c/o 2023 Chief Resident and AAPD 1st place Research Poster Competition (right)

MISSION

Army pediatric dentistry exists for two main purposes: 1) Treat military-connected children living overseas and in remote locations and 2) Serve as faculty members at CODA-accredited 2-year AEGD programs. Of the Army's fourteen pediatric dentists, six are in clinical positions stationed in Korea, Germany, Italy, and Fort Irwin, California; three are mentors at Ft. Liberty, NC, Ft. Cavazos, TX and Tripler Army Medical Center, HI. Due to the nature of our mission, we may be the only pediatric dentist for several hundreds of miles. We rely heavily on communication, collaboration, and the civilian network to meet the needs of our population.



Army Pediatric Dentists stationed in Germany and Italy share an OR day at Landstuhl Regional Medical Center in Landstuhl, Germany.

Left to Right: COL Oakes, MAJ Daniel Snow, MAJ Keckesen, COL Kevin Parker



COL Kevin Parker (left), Commander/Pediatric Dentist, Dental Health Activity – Italy at the Jump Tower

During our career, we may pursue non-clinical positions such as commanders, instructors, and even the Dean of the Army Postgraduate Dental School. Our leadership experiences translate well into the civilian sector, with several Army pediatric dentists serving on AAPD and ABPD committees.

PATIENT POPULATION

Military-connected children face challenges that may affect their overall dental health and access to dental care. These families typically move every 3-4 years, leaving gaps in dental care as families are “starting over” in all aspects of their life with each move. It is not uncommon for one or both parents to deploy or be displaced from their families for several weeks, months or years multiple times throughout a childhood, causing routines to be disrupted. In addition, military families are limited to the Tricare Dental Plan/United Concordia for their dental insurance, and while affordable, is not widely accepted.

WHAT CAN YOU DO?

For those that welcome military families into your practice, I truly thank you! For those that are in a position or location to do so but do not, I hope that you may reconsider. A survey will be going out this Spring addressing this very topic. Your feedback would be greatly appreciated so that we can identify where to focus our efforts on improving the access to care for our military-connected children.



COL Thomas Stark, Dean, Army Postgraduate Dental School and Chair, AAPD Council of Clinical Affairs (2021-2024) with AAPD Immediate Past-President, Dr. Scott Cashion

HOW PHYSICIANS AND DENTISTS CAN ENHANCE THEIR ESTATE PLANS USING CHARITABLE CONTRIBUTIONS

Contributed by

Jeff Wherry, Director of Planning & Research, MAI Capital Management
jeffrey.wherry@mai.capital

As a physician or a dentist, when you are looking at ways to optimize your estate plan, there are a number of charitable contribution strategies to consider including but not limited to Charitable Remainder Trusts (**CRTs**), Private Foundations, and gifting appreciated property.



Charitable remainder trusts, or CRTs, are excellent vehicles for charitably inclined taxpayers who want to create an income stream for a period of years or life, defer their income taxes, create an income tax deduction, and reduce federal estate tax exposure. CRTs are tax-exempt entities, so assets held in these trusts are not subject to income tax. The two types of CRTs to consider are Charitable Remainder Annuity Trusts (**CRAT**) and Charitable Remainder Unitrusts (**CRUT**). CRATs provide a fixed annuity payment to the non-charitable beneficiary and CRUTs provide a fixed percentage payment based on the fair market value to the non-charitable beneficiary.

The Charitable Lead Trust (**CLT**) can be thought of as the reverse of the CRT because the charitable organization receives the income payments, and the remaining amount is distributed to the non-charitable beneficiary. CLTs are excellent vehicles for charitably inclined indi-

viduals who do not need a current income stream from the contributed assets and are looking to provide a current benefit to a charity, generate an income tax deduction, reduce federal estate tax exposure, and ultimately pass the assets onto certain non-charitable beneficiaries.

A private foundation is a nonprofit charitable entity created and controlled by the donor. The donor is tasked with ensuring that the foundation follows IRS regulations to maintain its nonprofit status. Private foundations are required to make an annual distribution equal to roughly five percent of their prior year's average net investment assets. Unlike a public foundation, which receives its funding from the general public, a private foundation usually has one source of funding, typically an individual, family, or corporation.

Funding a private foundation will provide a charitable income tax deduction for any amount contributed up to 30 percent of the donor's adjusted gross income (**AGI**). Any amount above this limit can be carried over for five years. In addition, donors may also be able to avoid paying capital gains taxes by donating highly appreciated assets to a private foundation. Also, when assets

are contributed to a private foundation, they are excluded from the donor's estate and are not subject to either federal or state estate taxes.

Rather than gifting cash to a charitable organization, a more tax advantageous strategy is to donate appreciated stock to avoid capital gains tax that would be due on the sale of the stock. For example, assume a donor wishes to make a \$100,000 gift to charity. The donor has a stock that was purchased for \$20,000 and is now worth \$100,000. If the donor sold this stock, they would incur \$80,000 of taxable gain income. If the donor gifts this stock to charity, they will avoid the capital gains tax entirely. The limit on a charitable deduction for stock held more than one year is 30 percent of AGI. Any amount above this limit can be carried over for five years.

Although many studies show that donors are not primarily motivated by tax benefits, federal income, gift, and estate tax laws do support America's charitable contribution tradition by providing significant tax benefits to donors. So, as you make plans for your family's future, it is important to take these possibilities into consideration and to work with a trusted professional to maximize the impact to your estate.



MAI Capital Management, LLC and Treloar and Heisel, LLC are affiliated companies of Galway Holdings, LP. Investment Advice offered through MAI Capital Management, LLC, an investment adviser registered with the Securities and Exchange. Insurance products offered separately through Treloar & Heisel, LLC and Treloar & Heisel Property and Casualty. MAI Capital Management does not provide legal advice.



practice management
and marketing news

MEMBER NEWS

Practice Management and Marketing News is a featured column in *PDT*.

Leadership Unlocked

Three Doors to Positive Team Accountability

Is it possible to wave a magic wand and radically improve the productivity and profitability of a practice with significantly happier employees? Yes, it is possible! However, it is simpler than procuring a wand from the Wizarding World of Harry Potter. And no, it does not include giving everyone on the team a raise or more paid time off, even though after implementing this simple framework, raises will be a real possibility.

The only constantly appreciating assets in any pediatric dental practice are the leaders and the people they lead. The primary focus of any leader should be to elevate their leadership effectiveness and facilitate a positive culture of accountability in the practice. This is where many practice leaders tune out because they do not understand that leading more effectively and investing time in developing a positive team culture will help them get more done, tackle their never-ending to-do list,

and elevate the practice's success. Working harder in the short term does not create long-term success. Still, as leaders, we often let the urgent and usually unimportant take center stage instead of developing a team to help lift a greater load together.

Today is the day for a new approach! Instead of policing the team to take ownership of their role, the positive culture of accountability established by the leaders will weed out bad behavior and encourage effective implementation toward practice goals. Much like working out in the gym feels like work in the beginning, eventually, working out brings energy, peace, clarity, and, oh, those washboard abs. When a practice leader invests time intentionally to build the team culture more than once a year at a team outing, they begin to feel the momentum and support of the team to accomplish goals instead of pressure to make things happen on their own.

Leadership Truth 1

The team will model what they see a leader do more than what a leader says.

This applies to big things like how feedback is given and how a leader handles challenges. However, it also applies to more minor things like cleaning things around the practice.

Teams reflect the leader's skills. Everybody wins when the leader improves.

Questions to ask: What behavior, action, or skill do I need to model better so my team improves?

Leadership Truth 2

Leaders do not shield their team from the painful challenges of personal and professional growth. Instead, they stand beside them through the struggle, shoulder to shoulder, constantly casting the vision, applauding their effort, and correcting their mistakes. This approach alone builds a positive accountability culture.

What is the return on investing in leading a positive accountability culture? Employees working in a positive accountability environment experience:

- 70 percent more productivity
- 50 percent reduction in workplace errors
- 30 percent lower turnover
- 15-20 percent increase in revenue
- 25 percent increase in profit margin
- 35 percent higher customer satisfaction scores (loyalty and repeat business)

Before rushing past these statistics, what would a 30 percent reduction in turnover mean for the practice? What about a 25 percent increase in profit or a 35 percent increase in customer satisfaction?

If the benefits of creating a positive accountability culture are so impactful, why do so few practices develop great leaders and systems of accountability to elevate everyone's performance? For the same reason, most people know what is good for them in other areas of life, such as their health, marriage, or happiness, but they do not do it because the actions initially seem uncomfortable.

Why does accountability feel so uncomfortable for the people tasked with giving and receiving accountability when it benefits everyone? For many, accountability has primarily been associated with negative consequences or punishment. While this approach often gets results in the short term, there is a problem. The fear of making a mistake, negative consequences, and punishment deplete the one resource a leader needs from their team; to accomplish every production goal, effectively implement any new program or system, and create an ideal team culture.

That resource is called **discretionary effort!** When someone says they want to be a great or better leader, that means, "I want my team to want to show up, care as much as I do, and take ownership of our goals and outcomes. I want them to feel as excited about their job and the practice as I am as the owner or manager."

A leader must walk through three doors to create an accountability culture without diminishing discretionary effort. These three doors open to a better life for a leader and those they lead. Consistent implementation and accountability improve everything in life, not just business results.

Imagine walking up to a door. This is the first door to creating a positive accountability culture. Placing a hand firmly on the handle with anticipation and twisting to open it, the door is firmly locked.

Leadership Truth 3

The first door to positive accountability is always locked, which is why so few people ever walk through.

To unlock the first door, practice leaders need the key of truth! Confronting reality is often uncomfortable for practice leaders because they must change to lead themselves and their team more effectively. Brian Moran, author of *The 12 Week Year*, says, "The barrier standing between you and the life you are capable of living is a lack of consistent execution. Effective execution will set you free. It is the path to accomplish the things you desire."

Most leaders communicate their goals, and some communicate their expectations, yet few understand or feel comfortable holding a team accountable to inspire consistent implementation.

As a leader, what are the glaring areas where the practice would benefit from confronting reality instead of justifying a lack of consistency, walking on eggshells around certain personalities, or allowing negative gossip to spread? Armed with that uncomfortable truth, proceed through door #1.



Provide a Clear Goal or Expectation

Employees love to perform well! Leaders should cultivate very clear objectives and goals with their team to increase the likelihood that their team can meet and exceed expectations. Involving the team in conversations around goals and expectations helps them feel there is a certain level of choice, which will increase their level of ownership of the outcome.

Suppose a team member has several opportunities for improvement. While training in all these areas may be necessary, picking one area to focus on and providing accountability will be most beneficial. Clarify the steps to achieve this goal and

establish a tangible deliverable by a reasonable date so the team members and the leader can celebrate the win.

Example: Instead of setting a goal to keep the schedule full, which is a team effort, work with the team or team member to identify the steps contributing to a full schedule. Break those steps down into specific actions to be accomplished. The leader's goal should be to replace any vagueness with vision and any fear with skills that will support their successful completion by the expected deadlines or intervals.



Give the Team a Choice in Behavioral Commitments

Most leaders miss a crucial step between setting a clear goal and expectation for the team and holding them accountable. Children teach parents that setting a goal or expectation for a child does not mean that the child agrees to behave that way. Much like a parent, a leader must ask their team members what behavioral commitments or actions they are committed to so that the leader can hold them accountable for commitments.

Example: Instead of the leader saying, "I expect the admin team to create reports, make calls, and follow up with unscheduled treatment." How could the leader enlist the team's commitment? A question may be a good place to start. A leader could ask, "Now that we know the actions that will help fill the schedule, what behaviors will you commit to achieving this result?"

Leaders can only hold the team accountable for their commitments, not the leader's expectations!

"You are what you consistently do. Excellence is not an act but a habit!" ~Aristotle

Individuals with peer support are 8 times more likely to succeed at accomplishing their goals than those without it. Leaders who harness peer support to cultivate a culture of positive accountability often witness remarkable transformations within their teams. This could look like hygienists and assistants collaborating in pairs or small groups to review each other's work and set mutual goals. One practical approach could be holding monthly team meetings to celebrate successes and discuss challenges constructively. By highlighting peer contributions during meetings, leaders reinforce the importance of shared responsibility. This culture of collaborative accountability can drive the practice toward achieving more goals while enhancing workplace morale and cohesion.

Here are a few fast ways to infuse more peer support into the practice culture:

Positive Buzz: Encourage team members to recognize and acknowledge each other's contributions. This can be done through shout-outs in meetings or digital platforms.

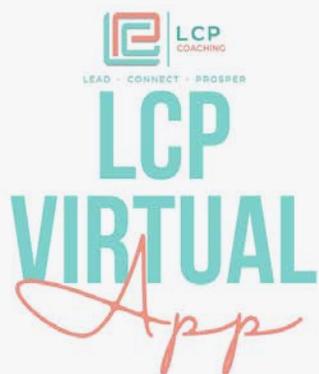
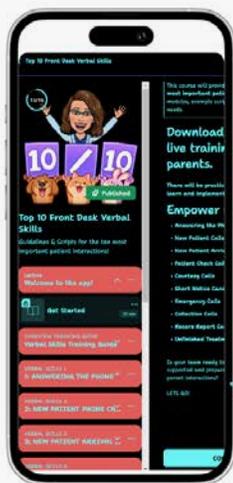
Peer Support Champions: Appoint individuals as peer support leaders or champions who can support initiatives and act as contact points for team members seeking advice or assistance.

Highlight VIPs: Every team member contributes to the practice's success, so everyone is a Very Important Person. Ensure that every team member knows how important their role is in achieving specific outcomes. Encourage every team member to participate in peer support activities, reinforcing a sense of shared responsibility and inclusion.

Now more than ever, employees have considerable employment opportunities and are less likely to stay in work cultures void of effective leadership and positive growth opportunities. Pediatric dental practice leaders have the privilege of creating a vision and culture so big that their team can see their future within that vision for an extended period of time.

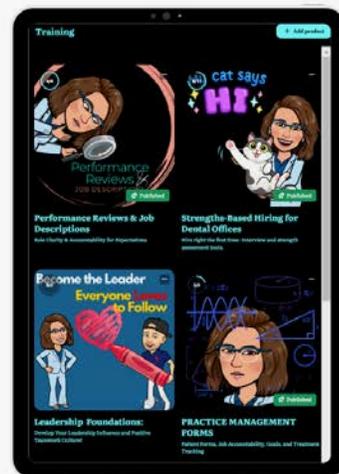
To elevate the practice's positive accountability culture, a leader should reflect on which of the three doors must be unlocked and walked through. Are there some honest truths that need to be discussed? Does the team have clear goals and expectations? Has the team been included and given choices of behavioral commitments? Is a culture of peer support noticeable within the practice?

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AAPD 2025 Events

AAPD EVENTS

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

AAPD 2025 HIGHLIGHTS



KEYNOTE SPEAKER—MICK EBELING

Friday, May 23

7:30 – 9 AM

Named by Fortune Magazine as a Top 50 World's Greatest Leaders, a recipient of the Muhammad Ali Humanitarian of the Year Award and listed as one of the world's most influential creative people by The Creativity 50's, Mick Ebeling has sparked a movement of pragmatic, inspirational innovation. As a career producer and filmmaker and now Founder and CEO of Not Impossible, Mick has dedicated his life to tapping into the power of innovation, technology, and story to change the world.

Mick's mantra of "commit, then figure it out" allows for 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. Partnering with a wide array of companies and organizations, Ebeling not only pushes the bar on innovation, he also shares the emotionally resonating story of doing so.

Ebeling's book, *Not Impossible: The Art and Joy of Doing What Couldn't Be Done*, recounts his life experiences that led to the founding of Not Impossible. Published in several languages, the book was hailed as "a true testament to the power of determination [...] Bursting with optimism and new ideas," by Deepak Chopra.



Not Impossible is the only company to win Time Magazine's Top Invention of the Year twice, as well as being named winner of Fast Company's World Changing Idea twice. Named one of WIRED Magazine's Agents of Change, a two-time SXSW Innovation of the Year award winner, a three-time Tribeca Disruptor Awards recipient, a fellow with The Nantucket Project, and recipient of every major creative and advertising award, Ebeling is on a mission to provide "Technology for the Sake of Humanity."

WE ALL HAVE THE
ABILITY TO MAKE THE
IMPOSSIBLE HAPPEN.

PRECONFERENCE COURSE: MINIMALLY INVASIVE DENTISTRY - ADDING MID TO YOUR TOOLBOX*

Thursday, May 22

8 AM – 4 PM

Ron H. Hsu, D.D.S., M.S.; Joel H. Berg, D.D.S., M.S.;
Brian B. Novy, D.D.S.; Man Wai Ng, D.D.S., M.P.H.;
J. Tim Wright, D.D.S.; Jeanette MacLean, D.D.S.

Cost: \$275

As the understanding of the carious process improves, so do the strategies in preventing, intervening, and reversing early carious lesions. With the available tools, it is even possible to restore cavitated lesions in ways we could not have imagined 10 years ago. From Cariology to Motivational Interviewing; from Materials and Methods to Integrating MID into your practice, this course aims to add MID methodologies to your existing “toolbox” with the potential to lower your stress (and possibly overhead!) and increase your mental, emotional, and financial wellbeing.

PEARS SKILLS CHECK*

Friday, May 23

9:30 AM – 4 PM

Cost: \$250

The AHA’s PEARS (Pediatric Emergency Assessment, Recognition and Stabilization) Course has been updated to reflect science in the 2015 AHA Guidelines for CPR and ECC. In this classroom-based, Instructor-led course, students learn how to use a systematic approach to quickly assess, recognize the cause, and stabilize a pediatric patient in an emergency situation.

During PEARS, students interact with real patient cases, and realistic simulations and animations to assess and stabilize pediatric patients experiencing respiratory and shock emergencies, and cardiopulmonary arrest. PEARS prepares students to provide appropriate lifesaving interventions within

the initial minutes of response until a child can be transferred to an advanced life support provider. The PEARS Manual can be purchased at <https://shopcpr.heart.org/pears-provider-manual>.

Students who successfully complete the PEARS Course will receive a PEARS Provider course completion eCard, valid for two years.

PALS SKILLS CHECK*

Saturday, May 24

8:30 AM – 12:30 PM

Cost: \$300

Part 2 Hands-On

The AAPD will be offering Part 2 only of the HeartCode PALS course. This is the hands-on testing requirement of the HeartCode PALS course. Students will demonstrate the skills they have learned in the online class including: one and two person infant and child CPR, rescue breathing, and fluid bolus administration. Students must bring their certificate of completion from the online class to the PALS Skills Check. In this environment, students apply their knowledge to real-time decision-making and skills development. Debriefings and coaching are provided immediately after each simulation to facilitate learning about pediatric advanced life support.

Part 1 HeartCode PALS Online Class: NOT OFFERED BY AAPD. This is a web-based, self-directed program that teaches healthcare providers knowledge and skills needed to recognize and prevent cardiopulmonary arrest in infants and children. Students will take the online class from www.onlin-eaha.org and bring their certificate of completion to the PALS Skills Check held at the conference. The fee for Part 1 (the online class) is the responsibility of the student.

BLS SKILLS CHECK*

Saturday, May 24

1 – 3 PM

Cost: \$75

Part 2 Hands-On

The AAPD will be offering Part 2 only of the HeartCode BLS course. This is the hands-on testing requirement of the HeartCode BLS course. After completing the online portion, students attend a structured BLS Hands-On Session with an AHA Instructor. This session focuses on meaningful skills practice, debriefing, team scenarios, discussions of local protocols, and skills testing. Students must bring their certificate of completion from the online class to the BLS Skills Check.

Part 1 HeartCode BLS Online Class: NOT OFFERED BY AAPD. Students will first take the BLS class online from the American Heart Association. HeartCode BLS uses a variety of eLearning assets such as dramatizations, eSimulations, animations, self-directed learning, and interactive activities to teach students BLS knowledge and skills. Students will take the online class from www.onlineaha.org and bring their certificate of completion to the BLS Skills Check held at the conference. The fee for Part 1 (the online class) is the responsibility of the student.

To register for the PALS or BLS ONLINE CLASS Part 1, visit <https://elearning.heart.org>.

For more detailed information on the speakers, sessions and schedule, scan:



EVIDENCE-BASED DENTISTRY WORKSHOP*

Saturday, May 24

8:30 AM – 5 PM

Jim Coll, D.M.D., M.S. and Peter Buschang, Ph.D.

Cost: \$275

Following an introduction to evidence-based dentistry, attendees will learn how to use the Evidence Based Hierarchy to classify studies based on their designs. They will be familiarized with the Cochran reviews and Centre for Evidence Based Dentistry, important resources that clinicians use to stay informed. Basic elements of PubMed will be introduced and applied to provide attendees with the computer skills necessary to perform literature searches. In order to facilitate the literature searches, attendees will learn how to develop questions using the PICO (population, intervention, comparator and outcomes) format. Finally, basic and practical information pertaining to research methodology will be introduced – along with a specially designed checklist - and later used by the attendees to critically evaluate and rank published research studies according to the strength of evidence they provide and learn how Clinical Practice Guidelines of the AAPD are created from evidenced based research.

Upon completion of this course, attendees will be able to:

- Understand why an evidence-based approach is necessary.
- Be able to develop research questions and perform literature searches on the internet.
- Use evidence-based methods to evaluate the scientific literature and use critical appraisal skills to scrutinize and assign articles to different levels of evidence.

ANNUAL JOINT ACADEMIC DAY

Wednesday, May 21

8 AM – 5 PM

Attention Members in Academia: When registering for the Annual Conference in **Denver, Colo.**, don't forget to sign up for the Joint Academic Day as well! This is a unique opportunity to enhance your conference experience and engage with colleagues who share your academic focus.

SOCIAL & NETWORKING EVENTS

PAC CONTRIBUTORS' RECEPTION

Friday, May 23

4 – 5 PM

(By Invitation Only)

AAPD & AAPD FOUNDATION WELCOME RECEPTION*

Friday, May 23

7 – 11 PM

National Western Complex

Cost: \$90

Sponsored by AAPD Foundation



Yeehaw! Get Ready for the Ultimate Wild West Welcome! Kick off your adventure at the legendary National Western Complex—the home of the world's largest stock show! This year's Welcome Reception will take you on a thrilling "Journey Through the West," where old-school cowboy charm collides with modern-day excitement in an unforgettable experience.

Step into the Vintage Saloon for a lively atmosphere packed with rustic vibes, cowboy trick ropers, mouthwatering BBQ, and the twang of banjos that'll transport you straight to the Wild West. It's a hoedown you won't soon forget!

The Joint Academic Day planning committee has curated an engaging program designed to inspire and connect all attendees. This event brings together leading minds in academia for a day of insightful discussions, collaborative learning, and professional growth.

We eagerly anticipate your presence and active participation in making this year's Academic Day a resounding success!

As the night heats up, mosey on over to the sleek, stylish side of the West, where the rugged beauty of Colorado's landscape meets cutting-edge innovation. Here, you can test your courage on the mechanical bull, or let the little cowboys and cowgirls power up the fun by running in the human hamster wheel to churn out snow cones!

And just when you think the adventure is winding down, get ready for a private rodeo that'll knock your boots off!

But wait, the night's just getting started! Head over to the Cosmic Cowboy After-Party for an intergalactic rodeo that's out of this world! With vibrant lights, cosmic décor, and wild entertainment, it's a party you won't want to miss.

So grab your boots, buckle up, and saddle up for an unforgettable evening at one of Denver's most iconic venues!



CAREER FAIR

Saturday, May 24

3 – 5 PM

The Career Fair is a great opportunity for a new pediatric dentist seeking their first practice position or the more experienced dentist who is looking for a change to network with hiring organizations. Be ready to make connections!

FEDERAL SERVICES AND MILITARY RECEPTION

Saturday, May 24

5:30 – 6:30 PM

INTERNATIONAL RECEPTION

Saturday, May 24

5:30 – 7:30 PM

AAPD FOUNDATION DONOR RECOGNITION RECEPTION

Saturday, May 24

6 – 7:30 PM

(By Invitation Only)

EARLY CAREER DENTIST AFTER GLOW*

Saturday, May 24

7:30 – 9:30 PM

Lucky Strike

Cost: \$35

*Sponsored by Treloar & Heisel
and Medical Protective*



Take advantage of the chance to unwind and connect with your peers at the Early Career Dentist After Glow, hosted at Lucky Strike in the lively Denver Pavilions—just a short walk from the Convention Center and nearby hotels. This high-energy evening designed with fun in mind is your chance to let loose, enjoy some friendly competition on the bowling lanes, and show off your skills in the arcade, all while catching up with friends and making new contacts.

Whether you're aiming for a strike or just striking up a conversation, this event is all about mixing business and fun in a relaxed atmosphere. Now on Saturday night, the After Glow is the perfect way to combine networking and entertainment with a bit of friendly rivalry! *Ticket includes full bar and food.*



PRESIDENT'S FAREWELL DINNER*

Sunday, May 25

6:30 – 11 PM

Denver Art Museum

Cost: \$275

Reception sponsored by Treloar & Heisel



All are welcome to step into an evening of elegance and celebration at the newly renovated Grand Sturm Pavilion at the Denver Art Museum. Your night begins with a sophisticated cocktail reception in the stunning foyer, where you'll sip and mingle under the soft glow of curated lighting and art. As the evening unfolds, ascend the grand staircase to the dining space, framed by breathtaking floor-to-ceiling windows offering panoramic views of Denver's Capitol Building and the vibrant downtown skyline.

Dinner promises to be a feast for both the eyes and palate, set in an intimate yet lively atmos-

phere. The night gets even more exclusive with private access to two remarkable art exhibits, offering you a rare chance to explore masterpieces at your leisure. And don't forget to bring your dancing shoes—after dinner, the energy shifts to the dancefloor, where you'll end the evening in style.

With an elegant setting and a playful twist, this farewell celebration is one you won't want to miss. It's the perfect send-off for President Scott Smith, blending art, fine dining, and lively entertainment in one unforgettable night! The theme is inspired by Van Gogh's *Starry Night* and the attire is formal.



*TICKETED EVENTS

Tickets must be purchased in advance when registering to attend AAPD 2025.

INDUSTRY INSIGHTS

CUTTING-EDGE CONVERSATIONS ON THE LATEST INNOVATIONS

Join select AAPD 2025 exhibitors for exclusive sessions designed to complement our scientific programming. Hear from industry experts on topics ranging from marketing to practice management to the latest in tech innovations for your practice. These sessions are no additional cost. Visit the Industry Insight Session Theatre in the Exhibit Hall to save your spot. Add one or more to your schedule during the registration process. Space is limited!

2025 Schedule

Friday, May 23

TIME

10:15 – 11:15 AM

12:30 – 1:30 PM

2 – 3 PM

3:15 – 4:15 PM

COMPANY

NUSMILE

LEGALLY MINE

LASSIE

KYOWA KIRIN



Saturday, May 24

TIME

2 – 3 PM

COMPANY

SUPERMOUTH



2025 SPONSORS

VISIONARY



STRATEGIC



GOLD



SILVER



BRONZE



Interested in becoming a sponsor? Please email Assistant Director for Meetings & CE Colleen Shennan at cshennan@aapd.org.



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—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.

ARIZONA—PEORIA. Our practice is growing, and we are looking for another full-time associate to join our team. This is an excellent opportunity to be a part of a well-established private practice in Peoria, AZ (30 minutes NW of Phoenix). At Pleasant Pediatric Dentistry, we offer sedation, nitrous oxide, waterlase laser and the latest AI technology. Our doctors and team are dedicated to caring for our patients and providing the best dental experience with our emotional support dogs. We strive to have a healthy working environment and a family-work balance with no weekend hours. Please visit us at www.peoriappd.com and send your resume to drtran@peoriappd.com. Requirements: AZ dental license.

ARKANSAS—BENTONVILLE. Pediatric Dentist Opportunity—\$500K+ Potential! Northwest Arkansas. Are you a dentist looking for clinical autonomy, mentorship, and a dynamic, non-corporate environment? Join our well-established, privately-owned pediatric practice where patient demand exceeds our current capacity. Why Join Us? Single Location, Non-Corporate Practice: Enjoy a supportive, family-oriented work environment with no corporate constraints. State-of-the-Art Facility: Our newly built, fully-themed office is designed for a fun, kid-friendly experience and is equipped with advanced technology, including: In-office oral conscious sedation. Hospital dentistry. In-house orthodontics. In-house 3D printing & scanning. Solea CO2 laser to perform frenectomies and hard tissue procedures. Location Highlights: Based in the scenic Heart of the Ozarks in

Northwest Arkansas, an area renowned for breathtaking outdoor activities like hiking, fishing, hunting, and watersports. Cost of living is exceptionally low, allowing for a comfortable and enjoyable lifestyle. Learn more about the area at www.northwestarkansas.org. Compensation & Benefits: Generous Compensation Plan: \$500K+ potential with a daily guarantee plus tiered collections. Equity Opportunities: Possible buy-in structure. Profit Sharing. 401k with Matching. Bonus Structures. Comprehensive Health Benefits: Low-deductible HSA Health Insurance, Dental, Vision, Life, and Disability Insurance. Paid CE Opportunities. We welcome both new graduates and experienced dentists seeking mentorship or a high degree of clinical independence. If you're passionate about pediatric dentistry and thrive in a fun, patient-centered environment, we'd love to hear from you! Apply today and grow your career in a community known for its natural beauty, low cost of living, and endless recreational opportunities. Please email C.V. to: ssdentalcareer@gmail.com.

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. Uniform Allowance. Provided mentorship to ensure your success! We look forward to your interest in this opportunity—please contact us by email: drmary@lollipopdental.com. Learn more about our practice and doctors by visiting: www.lollipopdental.com.

COLORADO—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 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, 2 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.

CONNECTICUT—EAST LYME. Children's Dental Associates of New London County, PC is a privately-owned practice offering pediatric services to Southeastern Connecticut. We offer an excellent opportunity for a compassionate, ethical, pediatric dentist looking for an associate position leading to partnership. This well respected group practice is located in four locations within

a 25 mile radius in up-to-date modern facilities with great visibility. We have an experienced, caring team devoted to providing high quality preventive care, and exceptional patient service. Our offices are located halfway between Boston and NYC close to the railway. This is a great opportunity to become part of our successful, well respected, quality based practice that has been in business for more than 40 years. Salary guarantee, health insurance and 401K plan. Candidates should be hardworking, caring and dedicated to providing excellent pediatric dentistry to all types of children. For more information please contact children.dental@snet.net. Or visit our website www.childrensdentalinc.com. Requirements: Pediatric Dental Residency, Connecticut Dental License by start date.

FLORIDA—NAPLES. Seeking Pediatric Dentist Associate. D.M.D. or D.D.S. and certification of pediatric dentistry is required. Please contact morinaline@gmail.com for more information.

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—RIVERVIEW. Seeking an associate dentist to see & treat children from age 6 months old to 15 years old in an established private pediatric dental office. Must know how to do treatment plan and treat pediatric and adolescent patients, have passion and patience with kids. Must know how to perform the following procedures: composite fillings, stainless steel crowns, Zirconia crowns, pulpotomy, chair-side space maintainer, extraction of primary teeth/molars, nitrous oxide, etc. 2-3 years of experience is preferred but not mandatory. Pediatric Dentist, General Dentist and newly graduates are welcome to apply. Required: NPI number, DEA number, Florida license & Florida Medicaid number. For more information please contact dr.falemban@gmail.com.

FLORIDA—WINTER GARDEN. Join our thriving pediatric dental team in sunny Winter Garden, FL! Pediatric Dentistry of Horizon West is a private practice seeking a compassionate and skilled pediatric dentist to join our growing practice. Start part-time (2 days per week), with the goal to transition to full-time. We offer nitrous oxide and IV sedation with a pediatric anesthesiologist, a flexible schedule with no weekends, and a supportive, family-friendly work environment. Our office accepts FFS and PPO patients, with competitive compensation based on adjusted production, plus a guaranteed daily rate. Be part of a practice that values both professional excellence and work-life balance. Visit us at www.PDoHW.com. We can't wait to meet you! Requirements: Doctorate in Dental Surgery or Dental Medicine. Completion of a pediatric dentistry residency program/certificate. Active Florida state dental license.

Experience in pediatric dentistry preferred. For more information please contact hanyazerdds@gmail.com.

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. Requirements: 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.

IDAHO—BOISE. About Alexis Phillips Kids Dentist: Alexis Phillips Kids Dentist is a premier pediatric dental practice located in the heart of Boise, Idaho. Renowned for our compassionate, child-friendly approach, we specialize in providing exceptional dental care to children and adolescents in a warm, nurturing environment. Our state-of-the-art facility is equipped with the latest dental technology, ensuring that our young patients receive the best possible care. Position Overview: We are seeking a dedicated and skilled Associate Pediatric Dentist to join our team on a part-time basis. This position would begin with one day a week and has the potential to increase over time. This role is an exceptional opportunity for a pediatric dentist who is passionate about delivering high-quality dental care to children, while working alongside a supportive and experienced team. What We Offer: Competitive Compensation. A supportive and collaborative work environment. A unique opportunity to make a difference in the lives of children and families in Boise in a well established, busy practice. Schedule: Two to Three days per week. Key Responsibilities: Provide comprehensive pediatric dental care, including diagnostic, preventive, and restorative services. Ensure a positive and gentle dental experi-

ence for every child, fostering a friendly and reassuring atmosphere. Collaborate with our dental team to develop individualized treatment plans for patients. Maintain accurate and detailed dental records. Adhere to the highest standards of patient care and ethical practices. Participate in team meetings and contribute to the continuous improvement of our practice. Qualifications: D.D.S. or D.M.D. from an accredited dental school. Valid state dental license (or ability to obtain one in Idaho). Pediatric Dentistry specialty training and certification. Exceptional communication skills, with an emphasis on patient comfort and care. Strong commitment to professional development and staying current with new technologies and practices in pediatric dentistry. We are an Equal Opportunity Employer. For more information please contact mgonzalez@ascendentalalliance.com.

ILLINOIS—CHAMPAIGN. Our well-established practice of nearly 30 years is seeking a full-time associate pediatric dentist with a clear path to ownership. As an out-of-network practice, we pride ourselves on providing top-notch, personalized care to our patients. Join our team at our two doctor-owned practice, which enjoys a stellar, award-winning reputation. Situated in a charming Big 10 university town, our office offers the perfect blend of modern amenities and a welcoming atmosphere. We offer both oral conscious sedation and in-house IV sedation in our brand new 5000 SF building with 11 operatories. The ideal candidate will be passionate about pediatric dentistry and dedicated to delivering excellent care to young patients. We are looking for a motivated individual with a strong work ethic and exceptional communication skills. The candidate should be a team player who is committed to fostering a positive and supportive environment for colleagues and patients alike. A willingness to learn and grow professionally is essential, as we offer mentorship opportunities to help you thrive in your career. Join our team and become an integral part of our mission to promote dental wellness and serve the needs of our community. Requirements: D.D.S. or D.M.D. from an accredited dental program. Completion of a pediatric dentistry residency program. Active IL state dental license. Ability to work full-time with potential for future ownership. Excellent clinical and interpersonal skills. For more information please contact cupediatricdentistsmgr@gmail.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 NancyH@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 or 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—NAPERVILLE. We are a fast paced and energetic dual-specialty pediatric dental and orthodontic office that is passionate about providing top-quality, compassionate dental care for children, teens and special needs patients of any age. We're looking for a skilled and caring Part-time Associate Pediatric Dentist to join us in delivering exceptional dental care in a fun, family-friendly environment. New grads are welcomed to apply, experience will be preferred. What We Offer: Competitive Salary: Enjoy a competitive daily compensation package. State-of-the-Art Facilities: Work in a modern, fully equipped office designed for pediatric and orthodontic care. Supportive Team: Be part of a collaborative team of experienced professionals. Work-Life Balance: 2-3 days a week commitment is perfect to maintain a healthy work-life balance. Continuing Education: Access to professional development opportunities and a supportive environment for growth. How to Apply: If you're ready to make a positive impact in the lives of children and grow in a rewarding career, we'd love to hear from you! Please send your resume to hiring drcorey@ggorthopedo.com, or feel free to reach out by phone at (630) 778-9500 for more details. Requirements: D.M.D./D.D.S. degree from an accredited dental school. Pediatric residency required. Board certification or eligibility in Pediatric Dentistry. Strong passion for working with children and creating positive dental experiences. Excellent communication and interpersonal skills. Ability to work in a team-oriented environment.

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 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.

INDIANA—INDIANAPOLIS. Northeast Indianapolis NEW Partner or Associate Opportunity. If you love the outdoors, peaceful life and, low cost of living in the Midwest, then this opportunity is for you. Outdoor enthusiasts worldwide visit Indiana for the ultimate in hiking, biking, boarding, birding, climbing, horseback riding, and fishing. Go camping at many of the National Forests. This city has it all- amazing cuisine, historic landmarks and museums, art galleries, weekly markets, yearly festivals and lots of family fun. This private pediatric dentistry practice is looking for to add one or two more part time or full time associates. We have an immediate opening for a full-time or part-time associate to join our busy and growing practice (Currently 3 offices in greater Indianapolis: Fishers, Greenfield and Lawrence). All offices are within 25 miles (30 minutes driving). Positions are available 1, 2, 3 days or 4 days a week. Offices are a state-of-art with all updated technology with experienced and devoted staff. The practice offers in-office IV sedation using an anesthesiologist 1 day a week and the OR cases are done at a nearby hospital 1 day a week as well. Compensation: guaranteed base of \$1,200 per day (first 6 months) or 37% of collections on everything, including hygiene production. Other associates are making over \$300,000 a year. We offer benefits including \$4,000 dollars a year for CE and moving expenses if need it. Work in a fun, kid-friendly office with all updated technology with qualified and experienced staff. This opportunity will provide a wonderful income and a fun place to live and raise a family. Requirements: Pediatric dentistry certificate from a CODA approved program. ABPD eligible or board certified. Dental license to practice in Indiana. Foreign trained dentist graduated from CODA approved programs are welcome to apply. H1B visa sponsorship is maybe available for the right candidate. For more information please contact jfyepes1970@yahoo.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 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: berychildsdental@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. Requirements: must have a D.D.S./D.M.D. from an accredited dental school. Must be licensed to practice in Maryland. Must have completed the postgraduate residency in Pediatric Dentistry.

MARYLAND—CALIFORNIA. We are looking for an associate dentist to join our well established pediatric dental office. State of the art facility with new chairs and equipment. Highly trained staff and experienced pediatric dentists will support you to grow together! We have a good community with appreciative patients and parents. We offer health benefits, 401K, paid continuing education, paid malpractice insurance and other benefits. Our office is in a rapidly growing area with an influx of many young families with a good school system. Perfect place to practice pediatric dentistry and raise a family. In office oral sedation and OR at St. Mary's hospital. We are up to date with the latest technology to provide the best care possible for our patient population. We are equipped with soan electronic anesthetic delivery for painless delivery of local anesthetic as well as with a CO2 laser for frenectomy procedures. Sound like a job you'd enjoy? We would appreciate talking to a compassionate dentist with great work ethics and similar mindsets. Equal Opportunity Employer. For more information, visit our website www.SmileCastle.com Please contact Carlie at atmanager@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—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-orthodontic practice in a 5000+ sq.ft., 14 chair, state of the art facility providing traditional preventive, restor-

ative 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. Excellent opportunity for a pediatric dentist to join a well 9 years established pedo/ Ortho dental office in the Silver Spring, Maryland area. We are looking for an energetic and team focused Pediatric Dentist to join our growing team. This is not a corporation. The ideal candidate must hold a certificate in Pediatric Dentistry and have excellent clinical and communication skills. In office sedation, nitrous oxide, Hospital Dentistry is including in our job. Compensation is based on the collection. Full time/Part time. At least 2 years of Pediatric Dental Residency is required. For more information please contact kidzfami-lydental@gmail.com.

MARYLAND—TIMONIUM. Excellent opportunity for a pediatric dentist to join a growing, well-established, privately-owned group practice in the suburbs of Baltimore, Maryland! We are consistently rated as a "Top Pediatric Dentist" by Baltimore Magazine. You will be immediately busy with a high income potential. We do not accept new Medicaid patients and have been able to create a workflow that is busy, but not overwhelming with high reimbursing private insurances, and some fee-for-service patients. Our ideal candidate is someone who is fun loving, has excellent interpersonal skills, confidence in their clinical skills, and a desire to provide high quality care. We are very willing to provide mentorship! This is a full time position with above average compensation. Benefits include: CE reimbursement, paid malpractice insurance, retirement plan, health insurance, and paid dental and DEA licenses. What sets us apart from other offices? We want you to be the best version of yourself in your career and are very willing to help get you there through guidance and mentorship! Your success is our success! If you believe you are the type of pediatric dentist that we enthusiastically want on our team, please do us a favor and reach out to us! We can't wait to hear from you! For further inquiry please email: umbabowden@gmail.com. Requirements: D.D.S. or D.M.D. degree from accredited university. Completion of residency from an accredited pediatric residency program. Active dental license.

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@growingmiles.com.

MICHIGAN—TRAVERSE CITY. Northern Michigan Pediatric Dentistry is looking for an eager doctor ready to work full-time and jump into a well-established practice! With a 5-star rating, we provide high-quality dental care to the people in our surrounding communities. Good communication and an outgoing personality are important to our practice, as we take great pride in connecting with our patients! Our area is surrounded by beautiful lakes, dunes and forests. Torch Lake is consistently named the third most beautiful lake in the world by National Geographic Magazine. We have many ski resorts, two of which were recently Named Best in Nation by U.S. News and World Report. We are a Top Ten State for golf courses in the nation. We are also considered a "Foodie Town" and have many wonderful award-winning wineries microbreweries. The area is also home to world class trout and salmon fisheries. Traverse City was named the "Top 10 Most Arts-Vibrant Medium Communities" twice in the past three years. Whether it's live performances, gallery exhibitions, or published works, access to arts and culture is everywhere in the city! Our community is full of many different groups, which you can find on our chamber of commerce website, making it an easy way to connect and meet new people in your city! The city also has several top-rated schools, making it a great spot for you and your family. Benefits and Perks: \$225,000+ a year. Eventual Partnership and mentorship with three experienced Pediatric Dentists. Percentage of collections. \$5,000 Relocation stipend. CE Courses up to \$2,500. 7 Doctor operatories. 6 Hygiene operators. Full benefits. 401K. Qualifications: New grads welcome to apply! D.M.D. or D.D.S. from an accredited US dental school. Valid state dental license (or in the process of obtaining). Ability to maintain state-required insurance coverage. For more information please contact doctorapps@mb2dental.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@stpaulkidsdentist.com.

MISSOURI—SPRINGFIELD. Are you a skilled and personable Dentist passionate about working with children and teenagers? Expedition Pediatric Dentistry & Orthodontics invites you to join our practice, where you will focus on creating positive dental experiences and building lasting health habits for children and teens. What Makes Us Different: At Expedition Pediatric Dentistry & Orthodontics, our dual specialty integrated care model positions us as a leader in both pediatric dentistry and orthodontics. With three locations serving the communities of Springfield in Southwest Missouri, we prioritize creating a welcoming and comforting atmosphere, featuring vibrant decor, interactive play areas, and staff trained in child psychology to alleviate dental anxieties. Why Southwest Missouri: Nestled in the heart of the Ozarks, Southwest Missouri combines natural beauty with a high quality of life. Enjoy a low cost of living, excellent schools, endless outdoor adventures, and proximity to Kansas City, St. Louis, and Tulsa. Learn more about this vibrant community at www.springfieldmo.org. Why Choose Expedition Pediatric Dentistry & Orthodontics: Quality of Life: Flexible workweek that allows you to prioritize your personal and professional life. Autonomy in patient treatment protocol. Highly trained support team and modern facilities with state-of-the-art technology. Mentorship opportunities by an outstanding peer group of fellow doctors. Financial Security: Competitive compensation: pay per clinical workday + bonus. High growth opportunity practice. Complete benefits package: medical, dental, vision, 401(k), Long-Term/Short-Term Disability. Let's Connect: Discover what it means to be a part of the Expedition team and find your amazing clinical and professional home with us. Visit www.expeditiondental.com for more information or contact Samantha.Leiphardt@bebright.com.

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. Requirements: 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—ENGLEWOOD. Rare full-time opportunity available at Dental Care 4 Kids in Englewood, NJ. Be immediately busy working in a fast paced environment with an amazing support team and systems to allow you to work in the most comfortable environment and be as efficient as possible. Dental Care 4 Kids is a practice that makes a difference in children's lives and whose mission is to deliver extraordinary care to our patients. Our office focuses on maintaining 5 star customer service and connecting with our patients and their parents on another level. Full-time associates in our practice have the ability to be compensated well over \$300k annually with daily guarantees vs production and benefits. A part-time position will also be considered if preferred. If you are a great communicator, who is confident, compassionate and professional, we want you to join our team. Check out our website at www.Dentalcare4kidsnj.com to learn more about our office. New grads welcome as well as experienced practitioners. For more information please contact drdanpeds@gmail.com.

NEW MEXICO—LAS CRUCES. Pediatric Dentists—Part-Time for Las Cruces New Mexico. Looking for a better lifestyle balance between work and family, if so, we have a fantastic career opportunity for you. Come and work with Choice Health Care Services in Las Cruces -New Mexico, where working with children and having an experienced and professional dental team support you. Your dream job awaits you. Life in New Mexico where family life is golden, cost of living is great and buying that dream home is affordable. Come and visit with us, you might just consider New Mexico as your new destination. Who are we: Choice Health Care Services: Children's Choice teams are staffed by board-certified pediatric dentists and general

dentist serving children, infants, adolescents. We also offer care solutions for young patients with special needs. Our teams provide caring and nurturing environments complete with the latest innovations, techniques, and technology to provide the highest quality care. We dedicate ourselves to providing a meaningful service to the communities in which we serve. We work hard to build an engaging relationship with children and their families to achieve a healthy and lasting smile. What we offer you for Full-Time Employment. Medical, Dental, Vision, Prescriptions. Life Insurance. Disability Insurance. 401K plan. Malpractice coverage. Excellent compensation with daily guarantee. We have "state-of-the-art" dental practices in Albuquerque and surrounding cities. Qualifications: Current Dental license for New Mexico. BLS/CPR/PALS Certificate. DEA. NPI number. Controlled Substance Certificate (NM/NV). For more information please contact swilliams@choicehcs.com.

NEW YORK—NEW YORK. We are looking for a friendly, dependable associate, committed to providing excellent comprehensive oral care to our wonderful patient population. We so value our well-established and busy practice that has been very carefully built and nurtured for the past two decades. We provide the highest quality of care, including laser dentistry, so this would be the perfect opportunity for someone wanting to learn more about lasers. We also pride ourselves in providing the option of early intervention, interceptive orthodontics, and airway dentistry. Hence, we are looking for the right individual with similar practice philosophies, who also believes in preventative and interceptive care for our precious patients. Located about 30 miles north of NYC and close to the train station, the office is in a very desirable suburban neighborhood. Our beloved associate now is facing some health issues sadly, so the day that needs to be filled asap is Monday, with the possibility of an additional day in the future. We would love to meet you if you think you are the ideal candidate! Please send your resume and a cover letter to smilingdentist26@gmail.com.

NORTH CAROLINA—CHARLOTTE. We are seeking a dedicated Pediatric Dentist to join our team and provide exceptional dental care to children. As a Pediatric Dentist, you will be responsible for diagnosing and treating dental issues in children. In addition, you will educate young patients and their parents on proper oral hygiene practices to promote good dental health. The ideal candidate will have a passion for working with children, excellent communication skills, and the ability to create a positive and supportive atmosphere for young patients. You must be patient, gentle, and compassionate in your approach to pediatric dental care. Previous experience in pediatric dentistry is preferred but not required, as we are open to mentoring and training the right candidate. Join our team and make a difference in the lives of children by ensuring their dental health and wellbeing. This is a rewarding opportunity to help shape healthy smiles and build positive

dental experiences for our young patients. Our benefits include: 401K Match, Health Insurance, Dental Insurance, Malpractice Insurance, Continuing Education (CE) Stipend, and Sign-on Bonus with Relocation Package. We look forward to hearing from you. Contact us at hr@pdspecialists.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—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. 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.

OKLAHOMA—LAWTON. Lawton Kids Dentistry & Braces is hiring a full-time Pediatric Dentist! Lawton Kids is an established specialty practice seeing patients daily from Monday through Thursday with occasional half Fridays. Our group practice consists of pediatric dentists, general dentists and a full time orthodontist. Partnership opportunities are available for interested candidates. Our pediatric dentists see children for routine and emergent visits, manage interceptive orthodontic needs, perform operative treatment with nitrous oxide and/or conscious sedation and have full time access to a local surgery center for treatment under general anesthesia. Lawton, OK is located an hour south of Oklahoma City and an hour north of Wichita Falls, Texas. Home to Fort Sill Army Base and Cameron University, Lawton is situated next to the sprawling Wichita Mountain Wildlife Refuge, making it a perfect location for those who enjoy the outdoors but still want to be close to city living! Benefits: \$250,000+ potential annual earnings. Compensation based on a daily guarantee. Signing bonus and relocation assistance. Opportunity for partnership. Medical insurance and licensing fees covered. Continuing education covered. Medical insurance covered. For more information please contact doctorapps@mb2dental.com.

OREGON—PORTLAND. Job Type: Full-time (4 days per week) at the Kaiser Permanente Glisan Dental Office. Interested? Text Glisan to (503) 217-2672. Specialist who supports the practices of an evidence-based group by being a clinical and non-clinical resource for the full scope of pediatric dentistry, including but not limited to the following: diagnosis and treatment of diseases, injury, malformations, and desired esthetic enhancements of teeth and gums, and related oral structures for infants and children through adolescents including patients with special health care needs. Provides preventative services to patient, such as applications of fluoride and sealants to teeth. Educates pediatric patients and/or guardians on preventative measures to promote overall oral wellness in an evidence-based group practice. As a clinical leader, provides direct and indirect mentoring, supervision and feedback to clinical staff. As a professional leader, provides high quality care and serves as a responsible steward of resources. Successful candidates will be subject to a pre-employment background check. Benefits: Associate Dentists (and their dependents) are eligible to enroll in medical, dental, vision, alternative care, supplemental medical and life insurance. Additionally, employees are covered by AD&D coverage, voluntary short-term and long-term disability insurance. PDA offers an industry-leading 401(k) plan, with a generous

7.5% Safe Harbor Employer contribution which is automatically contributed and vested immediately. Plus, an additional employer supplemental 401(k) contribution and an employer sponsored defined-benefit retirement program (cash balance). PDA Dentists enjoy four weeks of paid parental leave, two community service and wellness days per year, an annual benefit reimbursement pool, Dependent Care Flexible Spending Account, and award-winning Wellness Program. About Permanente Dental Associates: Our Northwest based multidisciplinary group practice, owned by dentists, offers professional camaraderie, clinical and leadership development opportunities, a comprehensive compensation and benefits package, including an industry-leading employer-funded retirement program, and the opportunity to become part-owner in the group. Decisions are in the hands of dentists, for the dentists. Additionally, PDA offers guaranteed salary and bonus opportunities with the freedom to focus on your clinical practice without the pressure of selling dentistry. Our Mission: Better lives through total health, starting with the smile. Our Vision: Be the leading dental group through total health for patients, the people who care for them, and the communities we serve. Required Skills: Demonstrated ability to utilize evidence based dentistry to educate pediatric patients and/or guardians regarding preventive dental care, cause and treatment of dental issues and oral health services. Proven ability to coordinate, supervise, or manage the activities of others to accomplish goals. Understanding of principles and processes for providing patient services. Required Experience: Doctor of Dental Medicine (D.M.D.) or Doctor of Dental Surgery (D.D.S.) and successful completion of a U.S. Pediatric Residency Program. Minimum qualifications include an applicable State License with specialty noted (if required by state). Washington and Oregon providers must have a valid DEA number and current CPR certification. Oregon providers must also have at least a Nitrous Permit (Permit required within 60 days of hire).

OREGON—SALEM. If you are looking for a place to put down roots, grow and thrive for the rest of your working career, let's talk. We have an engaged purpose-led private group practice and are expanding rapidly due to our entertaining and educational way of doing business with high retention and new patient flow. This opportunity also includes ownership. Come and see why Oregon is one of the highest-rated places to live, especially if you appreciate a wide variety of outdoor recreation opportunities right on your doorstep; and why there is so much opportunity for both personal and professional success. We've got a good thing started and there's lots of room to grow together. Let's talk about your goals and how we can help. Culture is not just a buzz-word with us. Our Doctor Development is top-notch, guided by a mentor doctor right out the gate. This is great for a new-grad doctor to get intense support while starting, or an experienced doctor to immediately have high income potential with great team support. Doctors

are the leaders, and the team is ready to help deliver on our Purpose of "Every Child Gets A Smile". This is private group practice and we want you to start building ownership with us within 2 years. This is the place to plan for the long term, to grow with us along the way. Look no further! Compensation and benefits: Private practice with doctor mentorship built-in. Enjoy building ownership equity without having to buy in; additional buy-in option available for a larger share. Guaranteed \$1200/day or 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.

PENNSYLVANIA—HATBORO. We are seeking a Pediatric Dentist with a warm personality to join our team in Hatboro, PA, a charming suburb just north of Philadelphia. This position offers a rewarding opportunity to work with amazing families in a non-medical assistance office environment. The ideal candidate will have a passion for providing high-quality dental care to pediatric patients and will thrive in a supportive and family-friendly atmosphere. As a Pediatric Dentist, you will be working 4 or 5 days a week, as we are flexible with the 5th working day option on some Fridays. Our practice values work-life balance and offers competitive benefits, including a 401k plan, medical benefits, 2 weeks of paid vacation, and 5 paid holidays. The hourly rate for this position is \$135, providing a lucrative opportunity for the right candidate. You will have the support of exceptional Expanded Function Dental Assistants (EFDAs) to ensure your days run smoothly. Join our team and be part of a collaborative environment where your skills and compassion for pediatric dentistry will be valued. This is an excellent opportunity for a dedicated Pediatric Dentist looking to make a difference in the lives of children in the local community. Requirements: D.D.S. or D.M.D. from an accredited dental school. Completion of pediatric dentistry residency program. State licensure and board certification in pediatric dentistry. Experience working with pediatric patients preferred. Excellent communication and interpersonal skills. For more information please contact bestdentist4kids@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 Nrbobbio@peddentri.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—BEAUFORT. Calling all Super Smilers! Join our dynamic dental team as a Pediatric Dentist Extraordinaire! Are you ready to embark on an adventure in tooth-tastic fun? We're seeking a pediatric dentist with a passion for making smiles sparkle brighter than the stars! If you're a dental dynamo who loves working with little ones and believes in turning dental visits into exciting adventures, then you're the perfect fit for our team! At our practice, every day is a chance to spread joy and instill lifelong healthy dental habits in our youngest patients. From treasure hunts for lost teeth to storytelling sessions that make dental procedures feel like magic, we're all about creating a positive and playful environment where kids can't wait to visit the dentist! So, if you're ready to join a team that's all about laughter, lollipops, and making dental care a blast, then hop on board our dental express! Apply now and let's make smiles shine brighter together! We are a privately owned dental practice with a well established patient base. We pay a daily minimum or a % of Production whichever is higher. Covered Malpractice and CE allowance If Interested please email: thauburn@mindspring.com or drthubbs@icloud.com. Requirements: South Carolina Dental License. Graduated from Accredited Pediatric Dental Residency.

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 welcom-

ing 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—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—AMARILLO. State of the Art Facilities: Beautiful, state-of-the-art facilities. Cutting edge technology. Fully digital, Pearl (Artificial Intelligence to assist in radiographic diagnosis), isolites used for all patients, computers in every operator, Diode Laser & CO2 Laser coming, SOAN anesthetic administrator also available etc. Support Staff: 2 Office managers. 8 Front office staff. 18 Assistants. Highly trained & efficient. Creates positive energy in the clinic every day making it a fun and comfortable atmosphere for both patients and staff. Enables Dr.'s to be very productive and fulfilled. Practice Details: Unlimited opportunity potential to reach your goals. Booked out. Large draw area in the Pan Handle with a population of 1M+. 40% FFS & Insurance. 60% Medicaid. 20 Operatories. 10 Hygiene Operatories. In house surgery center w/ Anesthesiologist. OR in two local hospitals and a local surgery center. Ownership potential for the right doctor. Documented path to ownership. Mentorship for the recent graduate. Compensation & Benefits: Employee Position: Comprehensive benefits package. Health insurance, Dental/Vision insurance, Malpractice insurance, Dental licensure fee, 401K after 1 year of working, CE stipend which can be rolled over into the next year etc. Flexible and negotiable on exact package. If you need it, we will likely offer it. Top Earnings Opportunity. High daily guarantee of \$1500 or % of adjusted production, whichever is higher. The patients are there to exceed daily guarantee in a very short period. This is one of the highest earnings opportunities in private practice you will find. They do not have production goals, and one can practice at their own pace with no rushing and great teammates ready and willing to help. Expected earnings in the 1st year range from \$350,000 to \$600,000+. Relocation assistance/ Sign-on Bonus! Location: Amarillo, Texas is a unique and history-rich area located where the southern plains meet the desert. Amarillo and the surrounding Panhandle area are a unique blend of two American eras; working western ranches and a vibrant twenty-first-century economy—making Amarillo the perfect mix of old and new Texas traditions. Amarillo offers a vibrant and welcoming community, and it is a city where people value family and quality health-care. Combine that with great schools and a low cost of living and you have the perfect place to live and practice! If you are a pediatric dentist committed to providing high quality patient

care and wants to be part of a dynamic, patient focused team you have found the right practice. D.M.D./D.D.S. required. For more information please contact coop@apdokids.com.

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

TEXAS—HOUSTON. A progressive and advanced Pediatric Dentistry Practice is looking for a Pediatric Dentist for long term associateship, with potential for an Equity position if desired. The company boasts to have multiple offices with high profitability and is in a continuous expansion and progression since its inception. The offices are located in great areas of Houston Metropolitan, are well equipped, fully digital with advanced technology like CBCT, iTero, IO cameras, Sensors, Digital Caries Detection among others being utilized for amazing patient care and experience. The teams, both clinical and administrative, are very motivated, helpful and geared towards operations to minimize stress and improve productivity of the dentist. All the interested candidates should respond with a detailed C.V. and photograph to info@bayoakspd.com. Also, provide a good day to contact you for a brief 30 min call. Thank you. Bay Oaks Pediatric Dentistry Team. (903) 245-7245. The prospective candidate should be well versed in procedures involving pediatric dentistry including Oral Conscious Sedation, IV Sedation and should be able to get credentialed at hospital systems. Board Certification is preferred but is not mandatory. Mandatory qualities include good chairside manners, team player, patient care and production driven, punctual, honest, loyal and looking to associate for long term. The management is open to discussions about partnership with the right candidate. The compensation will be commensurate with improving the numbers and the bottom line.

TEXAS—KERRVILLE. Immediate Position Available. Part-Time/Full-Time. Looking for a Pediatric Dentist to join our growing practices and teams in one of the fastest cities in the United States , Kerrville, TX (30min north of San Antonio, TX). This is a locally own practice who has a team that can support your growth in fun and friendly professional environment. We provide dentistry services focusing on the oral health of children from infancy through the teen years. We offer in-office sedation and general anesthesia both in office and at an outpatient facility. The ideal candidate must have excellent

communication skills with the patients as well as their parents. They also must work well with team members to have a successful day. New Grads welcome to apply. We offer our Pediatric Dentists: High Income Potential. Part time positions available. Company Paid Professional Liability Insurance. Company Paid CE courses. Paid Holidays Day. Paid Vacations Days. Healthcare benefits for full time providers. For more information please contact joanna.c.ayala@gmail.com.

TEXAS—WACO. Contact Dr. P D.D.S. Phone: (385) 243-0459. More Information: 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 malpractice, 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!

TEXAS—WESLACO. Weslaco Pediatric Dentistry, a thriving doctor-owned practice in Weslaco, TX (just 25 minutes from McAllen) is excited to welcome a full-time Pediatric Dentist to our experienced and dedicated team! Open since 2009, we continue to grow and serve our wonderful community. We perform dental treatments under Nitrous Oxide, Oral Conscious Sedation, and General Anesthesia at Rio Grande Regional Hospital. We are looking for a compassionate, energetic, and driven Pediatric Dentist who will enjoy clinical autonomy, mentorship,

and a supportive work environment, and will receive a competitive compensation. Qualifications: D.D.S. or D.M.D. degree. Completion of a pediatric residency from an ADA-accredited program. Board-certified or board eligible in pediatric dentistry. Texas dental license and Level II sedation permit. Strong interpersonal skills and a friendly chairside manner. Ability to work effectively in a team-oriented environment. Additional Information: Spanish-speaking candidates are a plus. We can sponsor H-1B work visas for qualified applicants. Visit our website: www.Babyteethrgv.com. If you're interested in joining our team, please send your C.V. and cover letter to dfmego@gmail.com. We look forward to hearing from you!

VIRGINIA—CHARLOTTESVILLE. We are seeking a talented part- or full-time pediatric dentist to join our thriving practice located near the beautiful blue ridge mountains and historic University of Virginia. Charlottesville is known for its outdoor adventures, wineries, restaurants and music scene. Candidates should have a D.D.S. or D.M.D. degree, completed a pediatric residency program (or are currently in pediatric residency) and board-certification or board eligibility in pediatric dentistry. We offer generous compensation and benefits including health insurance, retirement plan, malpractice insurance, paid licenses, paid professional organization fees and a stipend for CE. We utilize state-of-the art equipment and provide treatments with nitrous, oral conscious sedation and in-office general anesthesia. We are ideally located near a privately owned orthodontic practice, pediatrician and other dental specialties. Our dedicated team strives to create a friendly and fun environment for our children, while also providing the highest quality of care and professionalism. If you are interested in this amazing opportunity, please email blunka81@gmail.com. We look forward to hearing from you!

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. Requirements: 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.

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. Requirements: Doctor of Dental Surgery (D.D.S.) or Doctor of Dental Medicine (D.M.D.) degree. Certificate or advanced training in pediatric dentistry. Strong communication skills. Patience and a friendly demeanor. Experience in a pediatric dental setting preferred. For more information please contact loveb@pacden.com.

WASHINGTON—SUMNER. Flexible Schedule, work life balance, and competitive compensation! Description: We are seeking a FT/PT Pediatric Dental Associate to join our team. Smile Surfers Kids Dentistry is a private, pediatric only dental office, that is ideally located next to an orthodontic practice. Our fully digital practice is located in a beautiful new building, with a fun surf theme, and two convenient locations in Sumner, and Auburn Washington. We offer in office general anesthesia as well as nitrous oxide sedation to best serve our patients needs. We are looking for an enthusiastic and compassionate provider and who can provide exceptional dental care, and work collaboratively with our amazing dental team. We offer associates a competitive salary with generous production based compensation, and a pathway to partnership. Our clinics are located in the Sumner valley located in the shadow of Mt. Rainier and offers a quaint, small town feel, with the convenience of big cities nearby. Nestled between Seattle and Tacoma you have quick and easy access to access to the mountains, lakes, trails, or ocean, and all the amenities of the city, all within just a short drive. Check out our website at www.sumner.smilesurfers.com, and send your C.V. to annelise@surfandsmiles.com, for consideration. Perks & Benefits: The opportunity to work with a well-established team. State of the art Pediatric Only Practice. Mentorship. Opportunity to participate in dental mission trips. Work-life balance. Competitive compensation Well balanced payer mix. Fully digital dental practice in new building. Pathway to partnership. Our outstanding, skilled, positive team will support you. New grads welcome. Requirements: Promote oral health and disease prevention. Diagnose oral disease. Educate parents on oral health and various treatment options. Review and interpret x-rays and diagnostic tests. Monitor growth and development of the teeth and jaws. Provide proper restorative and preventative dental care. Maintain the highest standard of care for all patients. Maintain the highest stand of ethics and professionalism. Keep abreast of new developments, technologies, best practices, and standard of care through current continuing education courses, and professional development. Qualifications: New grads welcome. D.M.D. or D.D.S. from an accredited dental school. Pediatric Specialty Certificate. Current state license to practice dentistry.

WEST VIRGINIA—BRIDGEPORT. Thriving pediatric dental practice located in Bridgeport, West Virginia looking for an Associate Pediatric Dentist with an opportunity to buy in June

2025. Practice provides oral sedation and hospital dentistry at a nearby hospital. Practice is located in a school district rated among the best in the state. We are in close proximity to Pittsburgh, PA and Washington DC, 40 minutes to Morgantown, West Virginia and West Virginia University. Close proximity to many ski resorts and state parks with an abundance of outdoor activities including fishing, biking, hiking, white-water rafting, and kayaking. If interested, please email mmomen@ma.rr.com.

WISCONSIN—MILWAUKEE. As a Pediatric Dentist at Children's Wisconsin in Milwaukee, you will play a crucial role in managing the dental needs of neonatal, infant, toddler, pre-school, school-age, adolescent, and adult patients. We currently have openings in the Milwaukee area and we are open to discussion on full-time or part-time schedules. In addition to providing direct patient care, you will actively contribute to the daily operations of the dental clinic and affiliated programs. This role offers you an opportunity to support the Children's Wisconsin Pediatric Residency program, helping shape the next generation of pediatric dentists. At Children's Wisconsin, you will work with an established patient base of diverse and engaging patients who deserve the best care. You will have access to: competitive benefits, leadership, teaching opportunities to enhance your skills, continued education to stay current with best practices. Well-equipped administrative and dental team to support you in delivering exceptional care. Scrubs and equipment are provided, ensuring you have everything you need to focus on your patients and your professional growth. If you are passionate about pediatric dentistry and want to be part of an organization dedicated to the health and wellness of children, Children's Wisconsin is the perfect place for you to thrive! If you are interested to learn more about an opportunity with Children's WI, please apply directly on our website at: Children's WI | Pediatric Dentist Opening or contact Kelly Klingbeil at kklingbeil@childrenswi.org. Requirements: D.D.S., D.M.D., or equivalent Degree from an ADA accredited dental school. Certification of completion or M.S. from an ADA accredited graduate or residency program in Pediatric Dentistry. Current dental license in the State of Wisconsin or eligibility to obtain a WI dental license. Current registration with the Drug Enforcement Agency. Current CPR certification (BLS—Basic Life Support) for Healthcare Providers through American Heart or Red Cross. Eligibility for Pediatric Dentistry Board Certification.

OUTSIDE THE US

ALBERTA—CALGARY. Chew Chew Pediatric Dentistry in Calgary, Alberta is seeking a talented pediatric dentist to become part of our thriving practice, which boasts two modern locations. Whether you're looking for a full-time or part-time role, we offer flexibility, access to operating rooms, and the potential for partnership or ownership. At Chew Chew, you'll be part of a motivated and talented multi-dentist team committed to providing exceptional care to our

young patients. Our practice is well-established and bustling, with the chance to collaborate with like-minded professionals, providing an excellent environment for professional growth. We value the significance of maintaining a healthy life-work balance, and Calgary provides an excellent opportunity to do both. Known for its urban sophistication and scenic beauty, Calgary provides an outstanding quality of life. With a range of cultural experiences and opportunities for outdoor adventures, such as hiking and skiing in the Rocky Mountains, the city creates an excellent setting for both professional endeavors and recreational pursuits. To be eligible for this position, the ideal candidate should have successfully completed a pediatric dental residency program and meet the requirements for obtaining an Alberta dental license. Strong clinical and communication skills, coupled with the ability to collaborate effectively within a team, are essential. New graduates are encouraged to apply. If you're passionate about making a positive impact in the lives of children, and want to be part of an enthusiastic and friendly team, we invite you to apply. To submit your C.V. or get more information, please contact us at drorest@chewchew.com. Required: D.D.S./D.M.D., Canadian Board Certification.

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

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.

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 on: 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.

ILLINOIS—MOLINE. This is a relisting due to previous buyer backing out last minute due to his spouse's licensing issue. Office is a highly profitable single doctor pediatric practice for sale in Moline, IL. The area is part of The Quad Cities. There is minimal competition in the area. Owner only selling due to family health reasons. Practice is ready for quick transition with owner's assistance in all aspects and is willing to stay on for some time at the discretion of buyer. Practice is priced to sell at an incredible deal due to the nature and time of the sale (practice and building included in purchase). Collections average above 1.5 million on a 32 hour work week. Office is up to date and equipped with a newly renovated sterilization room, 4 hygiene open floor chairs, 2 quiet ops with nitrous, and one semi-quiet op for older kids. The office also does IV sedation 2 days a month with a pediatric anesthesiologist. This is a fantastic opportunity to hit the ground running in a practice already at its peak. The Quad Cities is a great family oriented community with many activities and entertainments. Please feel free to reach out with any questions or interest at email: gwe21384@gmail.com.

TEXAS—DALLAS. Practice Overview: This well-established pediatric dental practice operates from two locations in the Dallas Metro Area, offering a strong community presence and growth potential. Key Highlights: Two locations with a total of 10 operatories. Collections of \$1.175 million annually. True take-home income of \$232,000. Associate-driven model ensures a smooth transition for new ownership. Patient Base: High patient volume: Over 9,200 active patients. Steady growth: An average of 60 new patients per month, supported by effective marketing strategies. Expansion Potential: Each location has space for one additional operatory, already plumbed for future growth. Seller's Goals: The current pediatric dentist is looking to sell both locations to either another dentist or a group, with plans to transition out of the practice. Contact Headwaters Practice Transitions. Email: bailey@headwaterstransition.com, phone: (719) 694-8320. Reference: #HW71824

UNIVERSITY FACULTY

MISSOURI—ST. LOUIS. Saint Louis University, a Catholic, Jesuit institution dedicated to student learning, research, health care, and service, is seeking applications from persons interested in a full-time faculty position as the Associate Director of Pediatric Dentistry at The Center for Advanced Dental Education beginning March 2025. The pediatric dentistry residency program is a combined program with SSM Health Cardinal Glennon Children's Hospital. Responsibilities will include clinical and didactic teaching in the pediatric dentistry graduate program and mentoring of resident research projects. Salary and academic rank will be based on background, experience, goals of the person hired, and needs of the program. All applications must be made online at <https://slu.wd5.myworkdayjobs.com/en-US/Careers>, applications must include a cover letter and curriculum vita.

In addition, three letters of recommendation must be sent by mail to Dr. Daniel C. Stoeckel, Director of Graduate Pediatric Dentistry, Center for Advanced Dental Education, Saint Louis University, 3320 Rutger Street, St. Louis, Missouri 63104. Consideration of applications will begin immediately and continue until the position is filled. Saint Louis University is an Equal Employment Opportunity/Affirmative Action Employer; women and minorities are encouraged to apply. Applicants must have a dental degree and a certificate in pediatric dentistry from a CODA accredited program. Additionally, applicants must be able to obtain a Missouri dental license and Missouri pediatric moderate sedation permit. Experience in teaching and research is highly desirable. Please visit our website or call (314) 977-8600 for more information.

SOUTH CAROLINA—CHARLESTON. The Medical University of South Carolina (MUSC) James B. Edwards College of Dental Medicine in Charleston, South Carolina, invites applications for the position of Predoctoral Director in Pediatric Dentistry. This director will lead the educational, clinical, community and outreach service components for the dental student in Pediatric Dentistry. We are seeking applications for an open rank tenure track full-time faculty position at the assistant or associate professor level. The position is available immediately.

MUSC is South Carolina's only comprehensive academic health science center. It features Shawn Jenkins Children's Hospital, a free-standing, state-of-the-art facility with over 27 pediatric specialties. Responsibilities include: Didactic/clinical teaching and supervision of predoctoral students and residents in the pediatric dentistry program. Direct patient care in the operating room as part of the faculty practice or the opportunity for outside practice. Participation in research programs and other collaborative activities within the MUSC community. Development of outreach/offsite clinical experiences for predoctoral students. Active engagement with school-based community programs. Provide service and/or scholarly expertise to MUSC, the profession, and the community. Applicants who have demonstrated excellence in teaching, a history of funded research/training grants, publications, and active engagement with predoctoral dental programs, will receive the highest consideration. Candidates with an MS, MSD, MPH, or Ph.D. will be favored. Candidates with extensive experience treating children and adolescents with special healthcare needs in the operating room are also desired. Rank and salary are commensurate with qualifications and experience. The candidate must possess excellent interpersonal and communication skills to relate to office team members, faculty,

and senior leadership. They must display initiative, a positive attitude, and commitment to department goals and objectives. In addition, the candidate should demonstrate the ability to adapt to change and embrace modern technology, demonstrate the ability to contribute to and participate in a humanistic environment of learning, and incorporate evidence-based oral health care and innovation in student learning and critical thinking. Review of candidates will begin immediately, and applications will be accepted until an appointment is made. A start date on or before June 1, 2025, is preferred. The academic rank and salary will be based on the candidate's qualifications and commensurate with their experience level. The position is open until filled. MUSC is an Equal Opportunity/Affirmative Action employer. Requirements: D.D.S./D.M.D. degree from a US or Canadian dental school accredited by the Commission on Dental Accreditation (CODA). Completion of a CODA-approved pediatric dentistry residency program. Board Certified by the American Board of Pediatric Dentistry. Eligible for a South Carolina dental license. Visit <https://musc.ca-reer-pages.com/homepage> for more information or call (843) 792-2300.



Little Teeth, Big Smiles is sponsored by HuFriedy Group



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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. Dr. Joel Berg, the host of both podcasts, will be interviewing some great guests at AAPD 2024!

Advantage Arrest[®] GEL

Silver Diamine Fluoride 38%



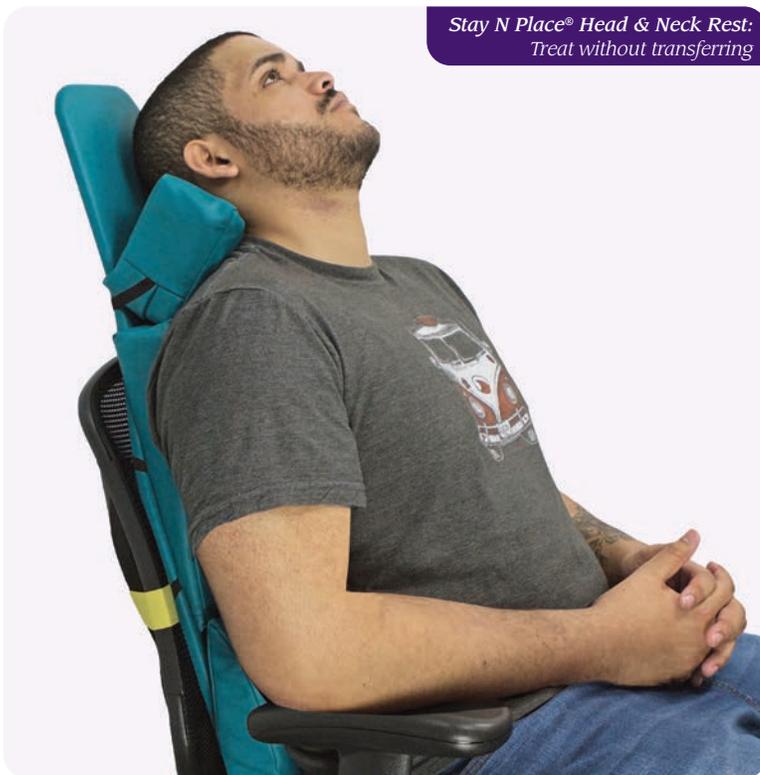
New! Advantage Arrest **GEL** SDF

The first and only thickened Silver Diamine Fluoride.



Get the Advantage

Here's How Your Office Can Meet the Unique Needs of Your Patients



*Stay N Place® Head & Neck Rest:
Treat without transferring*

Patients arrive with a variety of needs that are not always met by standard dental equipment. With a few simple product additions, your office can efficiently accommodate the unique needs of your patients.

Problem: It is not practical to transfer the patient to the dental chair.

The *Stay N Place® Head & Neck Rest* slips behind the patient in his or her own chair, to provide neck support, and is held in place with straps. It's a great way to treat the patient without the need for a transfer.

Problem: Young patients sit too low in the chair for good ergonomics.

The *Stay N Place® Booster Seat* positions your patient 5" higher in the chair, providing better access and increasing efficiency. It is more ergonomically correct for you and more comfortable for your patient.

Problem: The Knee-to-Knee technique is unstable for the infant and awkward for the adults.

The *Stay N Place® Lap Board* creates a more secure, comfortable and hygienic experience for all involved. It is made of a rigid platform, layered with foam and upholstered in soft, durable vinyl.

To learn more about our product line, visit our website at specializedcare.com or call us at 800-722-7375.



*Stay N Place® Booster Seat:
Ergonomic for you; comfortable for patients*



*Stay N Place® Lap Board:
Secure for baby; less awkward for adults*



Scan the QR code to see our full line of products for the dental office

Check out our new *Corbin™ Adapter* that allows the use of a flexible tip with high volume suction (Page 10)

