

MDS CONNECTION

Are Your Prescription Pads Tamper-Proof?

Effective July 1, 2013, all Massachusetts dentists are required to use tamper-proof prescription pads that satisfy Center for Medicare and Medicaid Services (CMS) guidelines and that are consistent with federal Medicaid requirements. Federal law has required practitioners to write Medicaid prescriptions on tamper-resistant pads since October 1, 2008, and these same regulations now apply to all prescriptions.

Tamper-proof prescription pads work by having an embedded hidden word that appears when the prescription is altered or copied. The word "VOID" appears when the prescription is photocopied and the word "SECURE" appears when the prescription is rubbed or heated. If a dental practice's pads are lost or stolen, they can be invalidated using numeric identifiers. In addition, a dental practice's information is printed using penetrating magnetic ink to prevent chemical lifting of information during attempted forgery. The paper itself is also secure. It has the same tamper-resistant background ink that clearly shows "VOID" or "SECURE" if any attempt to alter a prescription is made by a patient.

To comply with the regulations, the pads must have one or more industry-recognized features designed to prevent each of the following abuses:

Abuse	Recognized Feature
Unauthorized copying of a completed or blank prescription form	Use of a latent, repetitive, printed word (e.g., "VOID") that will appear across the front of the prescription if it is scanned or photocopied. This feature must be patterned in such a way as not to obscure prescribing information.
Erasure or modification of information written on the prescription by the prescriber	Erasure protection, such that the prescription has a background that resists alteration and erasure (e.g., special security paper)
Use of counterfeit prescription forms	A heat-sensitive feature that will either change color or disappear and then reappear when rubbed (e.g., sensing imprint or thermochromic ink)

In addition, it is recommended that dental practices include a warning band that describes the security features on the prescription to make it easier for pharmacists to notice that your prescription is tamper-resistant. Prescriptions must also continue to meet all other requirements of federal and state laws and regulations. Computer-generated prescriptions printed on plain paper must meet the same standards of tamper-proof protection as handwritten prescriptions.

Complying with the Regulations

To comply with these new regulations, follow these steps:

- Locate a vendor who supplies tamper-resistant prescription pads or check with your current vendor to see if it can provide secure pads.
- Shred existing stocks of prescriptions pads.
- In the event a compliant prescription must be written and the new pads are not available, fax, phone, or email the prescription to the pharmacy.

For more information, including a list of vendors, visit www.massdental.org/prescriptionregs.

Dr. Raymond Martin: Candidate for MDS Vice President

*Southeastern District Trustee
Dr. Raymond K. Martin, a general dentist in Mansfield, has announced his candidacy for MDS Vice President for the 2014–2015 term.*



I cordially and respectfully put my name forward for your consideration as a candidate for the office of Vice President of the Massachusetts Dental Society. I sincerely thank the members of the Executive Committee of the Southeastern District Dental Society (SEDDS) for their vigorous support and nomination for this position.

Dentistry is a wonderful and well-respected profession. It has been an honor and a privilege for me to have practiced as a dentist for more than 30 years. After having practiced for that length of time, I feel it incumbent to give back to the profession by serving in leadership positions within organized dentistry. To that end, I have been involved at the district, state, and national levels of the American Dental Association (ADA) for the past several years. I began my journey by serving as Editor, Vice Chair, Chair-elect, and then Chair of the SEDDS. During these years, I participated in the first MDS Leadership Institute, an experience I found to be invaluable in learning leadership techniques and skills that I have used in every position I have held within the tripartite. After my tenure as Chair of the Southeastern District, I was selected to serve as Trustee for my district, a position I have held for the past four years. In that capacity, I have served on the Budget and Fiscal Planning Committee, the Investment Subcommittee, and the Yankee Oversight Committee. This past year, I enjoyed one of the greatest experiences and honors of my life by serving as General Chair of Yankee Dental Congress (YDC). Previously, I have had the distinct pleasure of serving YDC as Program Chair twice and as Corporate Sponsorship Chair for 2014. On the national level, I have served as an ADA delegate and alternate delegate for several years and began my tenure on the ADA Council on Government Affairs this year.

With the experience I have acquired and the support and advice of many fellow dentists, I feel confident in my ability to lead the Massachusetts Dental Society as Vice President and, ultimately, as President. I believe dentistry is being assailed on many sides and we must have a vigilant program to keep this profession we love strong.

Continued on page 4



Robert E. Boose, EdD, CAE

The Business of Dentistry

As I meet with our members and attend state and national meetings with other dental groups, I hear two conversations about dentistry. One is the discussion about the dental practice and procedures. Hosts of continuing education courses are offered for general dentists and specialists to learn the latest techniques in providing quality oral health care to their patients. The second conversation usually is more about the personnel and day-to-day management of a dental practice.

A private practitioner has many roles and responsibilities. The solo practice requires more than clinical skills. Solo practitioners are running businesses and need to handle very complicated—and sometimes confusing—state and federal regulations to maintain compliance. They have to make short-term and long-term purchasing, leasing, and investment decisions. How will they know if the decision they make will yield the rate of return on the investment in the cost to purchase or lease a major piece of equipment? Moreover, they need to be aware of the current human resources laws and practices when hiring and dismissing personnel. They need skills in customer relationship building that go beyond the dentist-patient interaction.

One comment I usually hear from solo practitioners is "I just want to practice dentistry; I do not like taking the time to deal with personnel issues and the daily business functions in my practice." A solo practice is a real challenge in many ways. And with the implementation of the Affordable Care Act (ACA) in January 2014, there will be a host of rules and regulations that need to be understood and put in place in each practice. So, the business of dentistry will become even *more* of a challenge.

About two years ago, the MDS began developing an eight-day Mini-MBA graduate-level content program at Bentley University that would be tailored to cover the major areas of a regular MBA program and lead to a professional certificate in management. The program, which offers 56 continuing education hours, starts with one full day at Yankee Dental Congress and then meets for six one-day sessions during the year, with the final session at the following Yankee.

This is a leadership development program that encompasses key business elements. It is an adult learner-based program using interactive team experiences, led by Bentley faculty members, to develop strategic business skills for managing a

profitable dental team practice. The topics covered include:

- Financial concepts to evaluate practice performance
- Best practices for hiring and retention
- Marketing strategies and the latest in social media tactics
- Managing and leading for results
- Methods to develop and implement business strategy
- Legal considerations and negotiations
- Finance for dentists

The MDS consistently works hard to provide training opportunities to meet the current and emerging needs of our members. This first Mini-MBA Program is completing its cycle at Yankee 2014, and we are providing another cycle that will start at Yankee 2015. We will announce the process for enrolling this fall. A recent *Boston Globe* article highlighted an MIT Executive

MBA program, where health care professionals comprised 19 percent of the class of 2014. The article cited that dentists and physicians are opting for such programs because the health care industry is becoming more complex. These senior-level professionals see the need for preparing for new roles in management or just want to improve their current practices.

In closing, we see a growing need to provide training in the business of dentistry at all levels of our membership. As a result of the feedback from our initial Mini-MBA class, we feel confident that more of you will take the opportunity to expand on your current business skills or to develop new ones.

The implementation of the ACA means that the business of dentistry will become even more of a challenge.



A Bimonthly Newsletter of the Massachusetts Dental Society

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FIRST DISTRICT TRUSTEE REPORT

Jeffrey Dow, DMD



At a recent meeting of the ADA Board of Trustees, we took a look into what the future might hold for our profession. It is impossible to predict the future with certainty, but sound economic and statistical analysis can show trends that may indicate where the profession is headed.

One trend is the increasing level of student debt incurred for both undergraduate and dental degrees. At the recent New Dentist Meeting in Denver, a Twitter poll was taken asking these young dentists about overall educational debt. The average student loan debt was more than \$250K, with many \$300K-plus. Many young dentists cannot afford to acquire an existing practice or open a private practice with this debt load. There is no easy answer. Many young dentists are looking for loan forgiveness in public health settings, associateships, and corporate opportunities that give them the opportunity to pay off debt while acquiring and honing their skills. For some, these will become career paths. Today only 60 percent of our profession is in private practice.

A second trend is the attempt by insurers (government and private) to develop a payment system based on outcomes, not procedures. Ideas such as caries management by risk assessment (CAMBRA), while foreign to many, are part of the lexicon this payment system will be based on. I doubt this change will be fast and it may never replace fee-for-service dentistry, but it could become a major element of how insurers pay for service. The ADA is both monitoring and participating in the conversations around this concept.

There are other trends that you may find interesting. Forty-four percent of dentists under the age of 40 are women. There is no evidence that this has changed any element of practice, but it will certainly change the dynamics of our profession. I look forward to their efforts to shape the future. Dental incomes and dental utilization have become flat and in some areas declined in the last 10 years. This came after years of steady growth and will necessitate better business skills by dentists to manage costs and achieve efficiency.

I do not present these trends to depress you. With change comes opportunity; we just need to adjust, adapt, and move forward. The ADA, through its Center for Professional Success, will soon offer training to help dentists grow and prosper in this changing environment. Where you fit as the landscape around you changes depends on preparation and planning. The ADA will help provide the tools for you to succeed.

Follow us on:



Practice Management

Get Up to "Code"

The American Dental Association (ADA) has updated two dental coding reference guides—*CDT 2014* and *Dental Coding Made Simple: Resource Guide and Training Manual, 2013–2014*—to help dentists stay current on the proper codes to use when billing for dental procedures. The update for *CDT 2014* includes 29 new procedure codes, 18 revised procedure codes, and four deleted procedure codes. *CDT 2014* is the only official source for the latest dental procedure codes, and it has been improved to reflect real-world dentistry. The guide comes with a searchable CD-ROM for code lookup and is available for \$39.95 for members.

Dental Coding Made Simple aims to help dentists and their staff understand both the basic and complex aspects of today's dental coding system. The manual, which features more than 150 of the most common questions and 25-plus coding exercises, is available to members for \$49.95.

For members looking to purchase both manuals, the ADA is offering the *CDT 2014/Dental Coding Made Simple Kit* for \$75 for ADA members. To purchase these books, visit adacatalog.org.

Question: How Long Am I Required to Retain Patient Records?

Answer: A dentist is required to maintain a patient's original dental record and original X-rays for a minimum of seven years from the date of the last patient treatment. In addition, the patient record of a minor must be retained for a minimum of seven years from the date of the last patient treatment or three years from when the patient has reached the age of majority (18), whichever is greater. This is the requirement as referenced in the Board of Registration in Dentistry (BORID) regulations for the practice of dentistry and dental hygiene, 234 CMR 5.00.

Many malpractice insurers have extended requirements. For example, Eastern Dentists Insurance Company (EDIC) recommends a 10-year retention of records. Please consult with your malpractice insurer to determine the appropriate length of time to maintain your patient records.



For more information on regulations, including frequently asked questions pertaining to BORID regulations, visit www.massdental.org/reg. You can also submit your own question about BORID regulations right on the MDS website at www.massdental.org/boridquestion. The MDS will forward your question to BORID and post the answer on our website.

MDS Affinity Partner Offers Collection Services for Your Office



Having trouble with collecting outstanding patient account balances? As part of this special program from MDS Affinity Partner I.C. System, MDS members can receive:

- Up to 62 percent off standard Recovery Plus® letter pricing. Recovery Plus is a two-phase program for protecting patient relationships that leverages I.C. System's third-party involvement. I.C. System will mail diplomatic letters on your behalf for a flat fee per debt, and you keep 100 percent of recoveries.
- Waived \$350 up-front fee on Premier Collect contingency program, which utilizes third-party collection letters/calls and various optional services (such as national credit bureau reporting) to recover your money.

"I.C. System has a proven record, having been in the dental field for many years," states MDS Affinity Programs Committee Chair Dr. Janis Moriarty. "I believe that members can benefit by using I.C. System to improve any part of their collection process." To learn more, visit www.massdental.org/icsystem or call (800) 279-3511. To learn more about other ways to save with all MDS Affinity Partners, call the MDS or visit www.massdental.org/atyourservice.

ACA: MA Health Connector Conditionally Approves Dental Plans

The Massachusetts Health Connector Authority (Connector) has awarded the 2014 Conditional Seal of Approval to 31 qualified dental plans. While a final award of the Seal of Approval was scheduled to take place in September, it was expected that these plans would be offered to consumers in the Connector beginning in October.

The 31 plans represent offerings from five different issuers: Altus Dental, Blue Cross Blue Shield of Massachusetts, Delta Dental of Massachusetts, Guardian, and MetLife. All five issuers submitted small-group plans, with only Delta Dental and Altus Dental offering non-group (individual) plans. Twenty-one of the plans fit the standardized requirements of the Connector, while 10 are non-standardized plans.

For more information on the Connector, as well as updates on the ACA, visit www.massdental.org/healthreform.



Updated Practice Management Website

The Practice Management section on the MDS website, www.massdental.org/practice, was redesigned in order to make it easier to find the resources you need to help you run your practices. What's in the Practice Management section? Risk management and human resources articles, list of delegable procedures, buying and selling resources, office policies and procedures, BORID checklist, and more.

Is there a practice management topic you'd like to learn more about? Visit www.massdental.org/practice and leave your suggestion.



Grassroots Events in Southeastern and Valley Districts

On July 25, Dr. Alfred Bongiorno, an orthodontist from Middleborough, hosted a meeting in his office to discuss the MDS's noncovered services legislation with State Representative Keiko Orrall (R-Lakeville). Several local colleagues joined Dr. Bongiorno in briefing Representative Orrall on the actual and anticipated implications of noncovered services in the dental community. As a previous advocate for this issue, Representative Orrall was receptive to the concerns of the dentists and was made aware of the Society's goal to have noncovered services legislation passed in the current legislative session.

The attendees also introduced Representative Orrall to two new bills filed by the MDS this session pertaining to insurance regulations. The first, An Act to Limit Retroactive Denial of Dental Insurance Claims, would set a 12-month cap on the time an insurance company may seek reimbursement for a claim that was paid to a patient not eligible for benefits at the time of service. The second bill, An Act Relative to Increasing Choice for Dental Patients, would allow dental patients to assign their benefits to a provider who is not enrolled in that benefit company's network.

On August 20, orthodontist Dr. Michael Caban hosted a coffee hour in his Ware office to discuss

the Society's noncovered services legislation with Senator Stephen M. Brewer (D-Barre), who is Senate Chair of the Joint Committee on Ways and Means. Over coffee and doughnuts, Dr. Caban and several local colleagues discussed the importance of the noncovered services bill with Senator Brewer. Following the informative discussion, the senator expressed support for the MDS bill.

Additionally, the attendees provided Senator Brewer with further information regarding the Society's position on the ADHP bill—An Act Establishing an Advanced Dental Hygiene Practitioner Level of Practice. Senator Brewer was open-minded and receptive to the facts surrounding this legislation.

The MDS would like to express its appreciation to Dr. Bongiorno, Representative Orrall, Dr. Caban, Senator Brewer, and those who were able to attend these informative and productive discussions.

If you would like to host a similar session with your local senator or representative, please contact Kevin Monteiro, MDS manager of grassroots and political advocacy, at kmonteiro@massdental.org or (800) 342-8747, ext. 253. More information about the MDS legislative agenda can be found at www.massdental.org/legislation.



Representative Keiko Orrall (center) discussed MDS legislation with (from left) Drs. Frank Walsh, Christopher Marco, Alfred Bongiorno, and Peter Regis.



Senator Stephen Brewer (center) expressed support for the MDS noncovered services legislation after meeting with MDS members (from left) Dr. Edward Larkin, Navkiran Dhillon, John Mott, Michael Caban, and Robert Shamey.

Dr. Raymond Martin: Candidate for MDS Vice President, continued from page 1

Advocacy and membership are the two biggest areas we must focus on to help organized dentistry meet the challenges of the future. On the MDS Board of Trustees, we have recognized this and have delineated these areas as essential elements in our Strategic Plan. In addition to recognizing these two critical areas of focus, we are working to align our budgetary process with our Strategic Plan so that these areas will be primary areas of support for the Society.

Advocacy touches all of us. Examples of the advocacy efforts that the MDS has initiated for its members recently are the fights to pass the noncovered services bill and to make Delta Dental compensate its member-dentists in a more equitable fashion. We will have more of these issues surface in the future, and we must be vigilant to confront and defeat legislation and initiatives that are detrimental to our profession. An example of this detrimental legislation would be the bill to allow for advanced dental hygiene practitioners, which was introduced in this legislative session. Several of our New England states have already been battling this legislation for several years. We must utilize the experience of our ADA First District colleagues as we formulate our action plan to deal with these issues.

An additional area of national legislation that will affect all of us is the Affordable Care Act (ACA). We must have an in-depth understanding of all the facets of the ACA to understand how this will affect our practices. As a Society, we must continue to advocate for all our low-income patients and lobby our senators and representatives to maintain a robust adult MassHealth benefit. I believe we can solicit the input of our members and leaders to help us determine a priority structure for our advocacy efforts. From there, we can determine tactics and develop a timeline for measurable, definable action.

Membership in the MDS and the tripartite will be a critical area to address in the coming years. Historically, the MDS has done an exemplary job of serving and maintaining its membership. While membership nationally in the ADA is under 70 percent, the MDS has been able to keep its member share percentage above 80 percent. This is a testament to an exceptional Executive Director, Dr. Robert Boose, and a committed and dedicated MDS staff. We must continue to innovate in the membership marketplace with programs such as:

- The Boston Pilot Group
- The MDS Leadership Institute
- The 10 Under 10 Awards Program
- The Guest Board Member Program
- The Women in Dentistry Committee

In their book *Race for Relevance: 5 Radical Changes for Associations*, Harrison Coerver and Mary Byers, CAE, describe unprecedented challenges to membership organizations' relevance in the future. One of their solutions to the declining membership dilemma for many organizations is to "build on strength." We must do this by building on the strength of our crown jewel, the Yankee Dental Congress. YDC allows the MDS the opportunity to serve its members with innovative and creative programming and to keep our Society fiscally strong. Yankee is one of the five largest dental meetings in the country, and I believe we can continue to serve our members and create member value by providing a gathering place for the exchange of information and ideas among dental professionals.

Being a member and leader of the MDS is truly one of the most satisfying things I have done in my dental career. I deeply care for and respect the staff and volunteer leadership of the Society. If I were to have the honor of being elected Vice President of the Massachusetts Dental Society, I would work assiduously to help our Society thrive and prosper in these compelling times. I ask for your support and vote at the House of Delegates, and welcome the opportunity to meet or speak with your district or any of you at your convenience.

Cordially and respectfully submitted,
Raymond K. Martin, DDS

Membership

School Days for the MDS and ASDA

MDS President Dr. Michael Wasserman, Membership Committee Chair Dr. Justine Kelley, Boston Collaborative Group Chair Dr. Frank Schiano, and MDS Executive Director Dr. Robert Boose welcomed the incoming first-year students at Boston University Henry M. Goldman School of Dental Medicine (BUGSDM) at the MDS/American Student Dental Association (ASDA) orientation program on Tuesday, July 30, 2013. The MDS contingent addressed the new dental students and shared their favorite aspects of the profession, memories from dental school, and even challenges they faced along the way to becoming a dentist. Dave Lane, BUGSDM ASDA legislative liaison, spoke to the students about the importance of becoming involved in organized dentistry early on in their dental school careers.



The MDS held a freshman orientation at BUGSDM with (from left): Dave Lane (DMD '16), Dr. Robert Boose, Michael Wasserman, Justine Kelley, Joseph Calabrese, and Frank Schiano.

The MDS and ASDA also hosted freshman orientation events at Tufts University School of Dental Medicine and Harvard School of Dental Medicine at the start of the school year. The MDS congratulates all Class of 2017 predoctoral students and Class of 2015 advanced-standing candidates at each school.

MDS Members Give Back



Dr. Kristine Grazioso (center) is surrounded by her fellow pediatric dentists and staff who took part in her practice's fundraiser for Boston Marathon victim Martin Richard's family.

Kristine Grazioso, DMD

Much like the rest of Massachusetts, pediatric dentist Dr. Grazioso and her practice team were deeply saddened and touched by the tragic events of the Boston Marathon bombing on April 15, 2013. In her own words, Dr. Grazioso tells the story of how one pediatric dental office in Cohasset turned its grief into good.

"Days after the Boston Marathon tragedy, I found myself surrounded by the 14 caring and wonderful women who work at my dental practice. We decided that we wanted to send our love to the Boston Marathon bombing victims, and chose Martin Richard's family as our focus to give back. [Editor's note: Eight-year-old Martin Richard of Dorchester was the youngest fatality of the Boston Marathon Bombing. His mother, Denise, required surgery for a brain injury and his 7-year-old sister, Jane, lost a leg in the blast.] Our idea was a simple one: We would open our practice on a Saturday that we usually do not work, and the dentists and staff would donate their time. We would focus on seeing as many patients as possible and all of the profits generated during this day would be donated to the Richard Family Fund."

The families in our practice enthusiastically embraced the idea. On short notice, we had 40 appointments scheduled. Our staff dedicated their time and talent to decorating our office and getting T-shirts, wristbands, and other items on hand. The Atlantic Bagel Company caught wind of our idea and offered coupons for free bagels to patients participating in this worthwhile event, and Papa Gino's of Cohasset donated certificates for free slices of pizza. Local high school students offered to act as greeters for our patients for the day.

It was humbling to be part of such a good thing. As a result, we were able to send a check for \$8,800 to the Richard Family Fund."



Patrick Edmunds, DMD

An oral and maxillofacial surgeon from the Valley District, Dr. Edmunds spent two years growing out his hair to donate to Locks of Love, a nonprofit organization that provides hairpieces to children and young adults suffering from hair loss due to illness. Dr. Edmunds combined this with a fundraiser for the Free to Smile Foundation, an organization that helps patients with unmet dental needs and cleft lips and palates in third-world countries.

"It all started approximately two years ago. After having had a buzz cut for the past 15 years, for some unknown reason I decided to let my hair grow a little longer. Then one day, one of my assistants recommended that I should grow it really long and donate it to Locks of Love. At that time, one of our assistants was battling cancer, and immediately it made total sense to me. I was going to do it. Of course, I didn't realize it would take me almost two years to obtain the necessary 10 inches of hair length before I could donate it.

I also thought I would use the opportunity to try to raise some funds for the Free to Smile Foundation. I had met the founder of Free to Smile at a meeting and decided that, at the time of the haircutting, I would also raise funds for his organization. So my practice, Connecticut Valley Oral Surgery Associates, hosted a continuing education presentation on implants, which was attended by 100 local dentists. At the lunch break, I had my hair braided and cut by some of my assistants, and encouraged attendees to donate to the Free to Smile Foundation. People were very generous, and we raised \$2,000 for Free to Smile."

It All Starts on Thursday, January 30, 2014

Speaker Highlights

AUXILIARY TECHNIQUES

Anastasia Turchetta, RDH

CUSTOMER SERVICE

The Ritz-Carlton

ENDODONTICS

John West, DDS

FORENSICS

Adam Freeman, DDS

GENERAL HEALTH

Bart Johnson, DDS

IMPLANTS

Dennis Tarnow, DDS

INSURANCE

Lois Banta

ORAL SURGERY

Karl Koerner, DDS

PERIODONTICS

Mark Ryder, DMD

PRACTICE MANAGEMENT

Jennifer Blackmon
 Rhonda Savage, DDS

RESTORATIVE

Terry Donovan, DDS



➤ Local Anesthesia: Human Cadaver Dissection Lab

A unique opportunity to participate in a hands-on dissection and local anesthesia administration on cadavers.

➤ Dental Team Playbook: Strategies for Success

One-day program from leading experts in dental hygiene, dental assisting, and front desk management.

➤ Marketing Symposium

A one-day symposium designed to help expand your practice with the power of marketing.

➤ Diagnosis and Treatment of Oral and Facial Lesions Fast Track

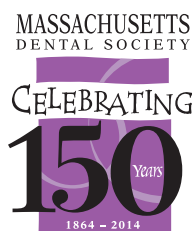
Attend all day or choose from several one-hour presentations.

Exhibit Hall Floor

\$5 Yankee Dining Dollars

11:30 a.m. – 2:00 p.m.

Attendees registered to attend Yankee on Thursday will receive a voucher to be used toward any food or beverage purchase on the Exhibit Hall floor.



Cupcakes 3:30 p.m.

Enjoy a complimentary cupcake to celebrate the 150th Anniversary of the Massachusetts Dental Society.



Sponsorship provided by DENTSPLY Implants

Special Attractions

Lunch with Author Gillian Flynn

11:30 a.m. – 1:30 p.m.

Master of the mystery-thriller and author of the *New York Times* bestseller *Gone Girl*.



Photo Credit: Heidi Jo Brady

Going for the GOLD at Yankee!

BCEC Ballroom
 5:30 – 7:30 p.m.

Food ➤ Prizes
 Music ➤ Surprises



Access to Care

MASSHEALTH UPDATE

The Domains of Quality

By Rob Compton, DDS, *Executive Director, DentaQuest Institute*

In the last MDS CONNECTION, we said that quality of care “increased the likelihood of achieving the desired health outcomes,” that care has to be evidence-based and that we have to measure it. So what is a health outcome and how do we measure it? The term “outcome” was first applied to health care by Avedis Donabedian, who adapted Deming’s work with the Japanese auto industry after World War II. The general concept is that if you want to improve the quality of something, you need to separate it into the “structures” you need in place to create the product or service, the “processes” that create them, and the “outcome” you achieve as a result of the work you did in creating the product or service. Today, we’ve further divided these by separating “access” from structure and “patient experience” from outcome.

Quality improvement initiatives involve all five of these domains of quality care. Those of us participating in insurance company networks may have experienced the credentialing process, which is just a measure of structure to determine whether we have all the right things in place before we begin to deliver the process of care. It includes things like whether we and our staff have the right training and licenses, are maintaining an adequate record-keeping system, and are ensuring the safety of our patients by properly disinfecting or sterilizing our operatories and instruments. The insurance company may also measure how long it takes to get an appointment at our office—access to care. If it takes too long, then they may recruit additional offices into their network.

However, the domain that we are really interested in is the “outcome of care.” The Agency for Healthcare Research and Quality defines outcome of care as “a health state of a patient resulting from health care and is supported by evidence that the measure has been used to detect the impact of one or more clinical interventions.” Essentially, it is measuring whether the “process” of care we used improved the patient’s health. The challenge is whether the government’s quality improvement focus can measure whether the patient’s health state has improved. We’ll talk about that in the next newsletter.



MDS Smokeless Tobacco Campaign Featured at Fenway Park

The 8th Annual Tooth Day, which was founded by MDS member Dr. Heidi Aaronson of Wellesley to raise awareness of the health risks of smokeless tobacco, took place at Fenway Park on July 2, 2013. In addition to receiving free oral cancer screenings and toothbrushes and toothpaste from Tufts University School of Dental Medicine (TUSDM) faculty and dental students, Red Sox fans were given oral health brochures supplied by the MDS. The MDS-produced TV commercial on smokeless tobacco featuring Sox outfielder Shane Victorino that aired on NESN this past spring was also played on the scoreboard. Tooth Day was organized by the Alpha Omega dental fraternity at TUSDM, and Dr. Aaronson and the TUSDM team were invited onto the field during a pregame ceremony.

DID YOU KNOW that, according to the ADA Dental Divide in America Study, only 6 percent of those low-income adults surveyed who went to the emergency room for treatment for dental pain reported that the problem was solved?

BCG Participates in Back to School Jams

Fifteen dentists, dental students, and dental school faculty with the Boston Collaborative Group (BCG) performed oral health screenings for schoolchildren at three Back to School Jams held in Boston in August. More than 200 students and their families attended the three fairs, which were held in Jamaica Plain, Brookline, and Mission Hill. The Jams were presented by the office of State Representative Jeffrey Sanchez (D—Jamaica Plain). The volunteers screened the children for dental disease and distributed a list of nearby dental offices and clinics.



Flanking Representative Jeffrey Sanchez at the Back to School Jam in Mission Hill are (from left) Boston University dental students Cara Seidel, Sara Salemi, Amrita Patel, and Pardis Koleini, and BCG Chair Dr. Frank Schiano.



MANAGEMENT OF SNORING AND OBSTRUCTIVE SLEEP APNEA

Date: Friday, October 25, 2013

Time: Registration: 8:30 a.m., Seminar: 9:00 a.m.–12:00 noon

1025 Fee: \$70 MDS Dentist Member/MDS Auxiliary Member
1025A Fee: \$100 Non-MDS Member

CE Hours: 3 **Lecture**

Speaker: **Leopoldo P. Correa, BDS**, is associate professor and head of dental sleep medicine section of the Craniofacial Pain, Headache, and Sleep Center at Tufts University School of Dental Medicine.



This seminar will include an overview of dental sleep medicine and what it means to everyday clinicians to include this treatment option in their office. Participants will learn elements of dental sleep medicine, including classification of sleep disorders, use of various oral appliances in management of snoring and obstructive sleep apnea, and critical elements for patient examination and long-term follow-up.

LEARNING OBJECTIVES

- Gain an overview of normal sleep physiology
- Understand the different breathing and nonbreathing sleep disorders
- Learn the causes and consequences of snoring and obstructive sleep apnea
- Evaluate the head, face, neck, and airway as they relate to sleep-disordered breathing
- Understand the use of oral appliance therapy for the management of snoring and obstructive sleep apnea

Recommended Audience: **A** Assistant **D** Dentist **H** Hygienist

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COMMON ULCERS OF THE ORAL CAVITY

Date: Tuesday, October 29, 2013

Time: Registration: 5:00 p.m., Seminar: 5:30–7:30 p.m.

1029 Fee: \$50 MDS Dentist Member/MDS Auxiliary Member
1029A Fee: \$90 Non-MDS Member

CE Hours: 2 **Lecture**

Speaker: **Mark A. Lerman, DMD**, is instructor at Harvard School of Dental Medicine; attending at Brigham and Women's Hospital, division of oral medicine and dentistry; and diplomate of the American Board of Oral and Maxillofacial Pathology.



Ulcers frequently develop within the oral cavity secondary to an array of etiologies ranging from mild trauma to invasive malignancies. Clinical judgment and learning to distinguish innocuous lesions that require no further follow-up from worrisome conditions is paramount to appropriate patient management. In this lecture, attendees will learn to recognize oral ulcers and formulate appropriate differentials so that definitive diagnoses can be rendered for the well-being of their patients.

LEARNING OBJECTIVES

- Define, clinically recognize, and distinguish oral ulcers from their mimics
- Formulate appropriate differentials for oral ulcers
- Arrive at definitive diagnoses for oral ulcers
- Provide appropriate management for patients exhibiting oral ulcers

Recommended Audience: **A** Assistant **D** Dentist **H** Hygienist

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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. Concerns or complaints about a CE provider may be directed to the provider or to ADA CERP at www.ada.org/goto/cecp.

DENTURE FABRICATION AND THE USE OF MINI-IMPLANTS: BALANCING THE ART, SCIENCE, AND BUSINESS OF DENTISTRY

Date: Friday, November 1, 2013

Time: Registration: 8:00 a.m., Seminar: 8:30 a.m.–3:30 p.m.

Complimentary light lunch provided by Hiossen Implant Company

1101 Fee: \$235 MDS Dentist Member/MDS Auxiliary Member

1101A Fee: \$345 Non-MDS Member

CE Hours: 6 **Hands-On**

Speaker: **Jeffrey C. Hoos, DMD**, has earned a prestigious Branemark certification to surgically place and restore dental implants. He lectures nationwide, teaching his advanced techniques that he has developed over 30 years in private practice.



A step-by-step process will be discussed for the art of removable prosthetics. The goals for denture fabrication can be met through careful treatment planning, understanding, and implementation. The use of mini-dental implants will be demonstrated and discussed, their role in solving the "denture nightmare" will be understood, and the dentist will have the tools necessary to understand the fabrication of the "best dentures" for patients.

LEARNING OBJECTIVES

- Become more successful using denture prosthetics
- Learn a unique impression method for edentulous mouths
- Understand the occlusion of dentures versus natural occlusion
- Practice the placement method for mini-implants

Recommended Audience: **D** Dentist

The Hiossen Implant Company grant has been applied to this program.

LUNCH AND LEARN SEMINAR ACQUIRING A DENTAL PRACTICE— THE IMPORTANT STEPS

Date: Friday, December 6, 2013

Time: Registration: 11:30 a.m., Seminar: 12:00 noon–2:00 p.m.

Complimentary light lunch provided by Bank of America Practice Solutions

1206 Fee: \$30 MDS Dentist Member/MDS Auxiliary Member

1206A Fee: \$70 Non-MDS Member

Speaker: **Joseph Persichetti** is healthcare business development officer at Bank of America Practice Solutions.



CE Hours: 2 **Lecture**

This seminar will provide you with the necessary steps to take when buying an established dental practice. It will guide you through the process of practice ownership and educate you on everything you need to know to make sure you make the best practice decisions. Topics will include how to identify a "dream team" to help with the process, how to determine what size practice is right for you, and what a lender looks for and what you should look for in a lender when considering financing.

LEARNING OBJECTIVES

- Learn how early planning can lead to a successful practice
- Determine how to select the best team to advise you on each step along the way
- Understand practice financing options and develop a business plan
- Avoid the pitfalls of buying a practice in today's market

Recommended Audience: **D** Dentist

The Bank of America Practice Solutions grant has been applied to this program.

Bank of America

Practice Solutions™



Metallic Tiers and the ACA

By George Gonser, *CEO-Partner of MDSIS-Spring Insurance Group*



As we get closer and closer to the full implementation of the Affordable Care Act (ACA)—by the way, that's this coming January—more and more changes in health insurance and health care will be forthcoming. One universal change is that most Americans will be required to get health insurance. The health insurance plans will be based on "metallic" coverage levels. All plans, including the ones people are on currently, will be converted to one of the following four metallic tiers: Bronze, Silver, Gold, and Platinum.

The difference among these metallic tiers is based around the plan's "actuarial" value, which is defined as the amount a plan will cover before the insured must reach into his or her own pocket to pay for co-insurance, deductibles, and co-pays. The ACA sets the structure, and the plans offered by the insurance carriers will fit within one of the tiers. Here's how they will break down:

- Bronze Plans are typically seen as having the most cost sharing on behalf of individuals, including high deductibles, co-pays, and co-insurance. These plans are set at an actuarial value of 60 percent.
- Silver Plans include a high deductible that falls in the \$2,000 individual and \$4,000 family structure with an actuarial value of 70 percent.
- Gold Plans are co-pays plus \$500 deductible-based health maintenance organization (HMO) plans that fall into the 80 percent actuarial range.
- Platinum Plans represent the lowest co-pays and extensive first dollar coverage. Benefits are similar to that of a \$20 co-pay HMO plan and represent an actuarial value of 90 percent.

All metallic tiered plans will have a +/- 2 percent swing in actuarial value, depending on deductible and maximum out-of-pocket limits imposed.

The metallic tiers will incorporate essential health benefits as defined by the U.S. Department of Health and Human Services. These

benefits include ambulatory, emergency services, hospitalization, maternity and newborn care, mental health and substance abuse, prescription drug, rehabilitative services, lab services, preventative and wellness services, and pediatric services, including dental and vision care. There are particular cost-sharing requirements, such as maximum out-of-pocket expenses and maximum allowed deductibles (\$2,000 individual and \$4,000 family) that must be satisfied as part of the plans, as well.

In a nutshell, a Silver Plan enrollee would pay approximately 30 percent of his or her health care cost and the plan would cover approximately 70 percent of the costs. Most Americans will be required to get at least a Bronze-level plan, unless claiming an exemption for religious or hardship reasons, or face penalties.

One additional kicker is that all states must pay for the cost of state-mandated benefits in qualified health plans that are in excess of the essential health benefits built into the metallic tier plans. States such as Massachusetts, which is a notoriously generous state in terms of benefit mandates (to the tune of 11 to 14 percent of your premium dollars going to Massachusetts insurance mandates), will have to prepare to fund the costs of the mandated benefits.

As your health insurance plan renewal comes up in early 2014 and beyond, you will see a slew of changes, from the requirements of the census form used to quote your business, to the determination of the metallic tier your current plan falls into, to the changes required to meet the 10 essential health benefits. More than ever, it is crucial to work closely with your consultant/broker on everything ACA. The myriad changes and complexities of the ACA require the attention and experience of a qualified broker to properly position you and your practice as 2014 draws near. If you have any questions, call MDSIS-Spring Insurance Group at **(800) 821-6033** or visit www.springgroup.com.



Ask the Experts: What Is a Payable on Death (POD) Account?

A bank account can be designated as payable on death (POD) to someone of your choice. The bank pays these funds to this person almost immediately at your death, and the funds will generally not be subject to probate.

The payable on death designation is very simple and flexible. You can change the designation until your death, and the individual you designate has no right to the money until your death. Indeed, the individual will not receive the account unless he or she outlives you. A POD designation can also be used with U.S. savings bonds.

A typical bank account would be subject to probate at your death. Property subject to probate generally incurs fees, such as attorney's fees, and the transfer of probate property may be subject to delays of one to several years. A POD account usually avoids probate, and the named beneficiary

can generally access the funds immediately after your death, without significant delays.

The requirements for a POD account may vary somewhat under state law, and state laws determine what is subject to probate. Ask your bank, attorney, or financial advisor to make sure that the account won't be subject to probate. A POD designation used with appropriate U.S. savings bonds will not be subject to probate in any state.

You do not make a gift for gift tax purposes when you name the beneficiary of a POD account. You remain subject to any income tax on funds in a POD account while you are alive. And funds in a POD account are subject to estate tax at your death. Of course, if your spouse is the named beneficiary, the funds would qualify for the estate tax marital deduction. If the named beneficiary is two or more generations younger than you (e.g., a grandchild),

the funds may also be subject to generation-skipping transfer (GST) tax at your death. Substantial exemptions (\$5.25 million in 2013) are available to protect property from estate tax or GST tax.

A similar provision, transfer on death (TOD), is available for the transfer of stocks, bonds, and mutual funds to a named beneficiary at your death.

*Eastern Dental Financial Insurance Agency,
200 Friberg Parkway, Suite 2002, Westborough,
MA 01581 • (800) 898-3342
www.edic.com/financial-services.html
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 Two Willow Street, Suite 200
 Southborough, MA 01745. All responses will be promptly forwarded to the advertiser.

EQUIPMENT TO BUY OR SELL

CENTRAL MA—Retired general practitioner selling office contents: Belmont/Den-Tal-EZ/Ritter chairs, units, cabinetry, autoclave, X-ray, hand instruments, reference materials. Everything in good condition. Package deal \$3,000 or B/O. Must be able to pick up. Pictures available. For more information, email moire.riley@gmail.com or call (410) 935-4702 (cell).

RETIRED DENTIST—Dental office equipment and dental laboratory equipment for sale. Two dental units and chairs, all instruments including endodontic and surgical instruments and supplies, four X-ray units, drycave, and autoclave. Many unused composite resin capsules, impression materials, trays, etc. Also file cabinets. In the lab, two casting ovens, two vacuum porcelain ovens, one casting machine, a lathe, a sandblaster, vacuum former, vibrator, denture teeth, etc. Call (978) 535-4427.

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ZOOM ADVANCED POWER WHITENING LIGHT—Two years old: \$450. If interested, call (781) 326-1932.

JOB OPPORTUNITIES AVAILABLE

ARE YOU A GREAT DENTIST? If you have the ability to treatment plan and connect with patients, you will be a top earner with our ample patient flow. Gentle Dental of New England has a 30-year history of success in our 28 multispecialty practices. We now have two busy new practices: Nashua and Manchester, NH. We handle the nonclinical headaches and allow you to focus on patient care and your lifestyle. You will earn more in our practices. Partnership is available. Send your CV to Dr. Sam Shames or Gretchen Bufo, RDH, at gdc@gentledental.com.

PART-TIME ENDODONTIST. Established general dental practice in Methuen. State-of-the-art facility. Please forward resume to MDS Box 1291.

LOOKING FOR A GOOD MENTOR? Being able to help you become a great dentist is my goal. Seeking an associate for 2–3 days who will grow into buy-in. We are state-of-the-art and all digital. Our team is dedicated to the latest proven technology in dentistry for our patients. Interested in a long-term relationship with a great compensation package? Please email sjbdmd84@yahoo.com.

DENTIST WANTED—Looking for a dentist for a general dentistry practice in Maine. Excellent guaranteed daily compensation rate with collection bonus, great staff, and plenty of patients. Only fee for services and PPO payments accepted, no Medicare or Medicaid. Health care plan and flexible spending account available. Malpractice insurance is covered and there is an allowance for CE. Please email CV to mainedds@yahoo.com or call (330) 651-2265.

PART-TIME ORAL SURGEON needed in West Springfield dental office that accepts all insurances. Days/hours negotiable. Please email stjdental@gmail.com or fax your resume to (413) 737-3185.

Although the Massachusetts Dental Society believes that advertisements published in the MDS CONNECTION are from reputable sources, the Society neither investigates the offers made nor assumes responsibility for them. The MDS reserves the right to decline and/or withdraw advertisements at its discretion.

Issue	Ad Deadline
March-April	February 1
May-June	April 1
July-August	June 1
September-October	August 1
November-December	October 1
January-February	December 1

For the most current MDS Classified listings, please visit www.massdental.org/publications/classified-ads.

ASSOCIATE DENTIST OPENING near Boston. Employment model with a competitive base salary and potential monthly bonus. Our specialty is in general dentistry with an emphasis on treating children. Contact Scott M. Shue at (615) 750-0342 or sshue@cshd.com for more information.

WEST SPRINGFIELD DENTAL OFFICE seeking a part-time dentist. One to two days a week. New grads welcome, GPR a plus. Please respond to stjdental@gmail.com or fax your resume to (413) 737-3185.

PEDIATRIC DENTIST—Part-time two days per month; we will grow. Group practice on the North Shore. Great opportunity. Available immediately. If interested, please contact MDS Box 1289.

TWO GENERAL DENTIST POSITIONS open at North Shore Community Health, Inc., Gloucester and Salem sites. Mission to provide quality care, patient satisfaction, operational efficiency. Dentist would supervise one or more dental students and dental department personnel, and collaborate with NSCHI colleagues. Generous benefits package. Please email Gloria Riley at gjriley@nschi.org for more information.

1ST ADVANTAGE DENTAL was founded in 1978 and affiliated with American Dental Partners in 2000. In our multiple offices serving the Capital District and White Plains, NY, we believe each practice offers quality dental care within the community. Our specialty dentistry includes general restorative, oral surgery, preventative/periodontics, and endodontics, and we have a common treatment philosophy. 1st Advantage Dental New York is currently working toward AAHC accreditation. We are actively seeking full- and part-time general dentists for the Greater Albany and Northampton, MA, areas. We offer a competitive salary and excellent benefits package, including a 401k, health insurance, and a professional work environment. To learn more about American Dental Partners and 1st Advantage New York, please visit us at www.amdpi.com and www.1stadvantagedental.com.

PEDIATRIC DENTAL OFFICE is looking for an energetic, personable, and highly skilled pediatric dentist to join our team as a long-term associate with future ownership potential. Our well-established practice has a vision of providing excellent, comprehensive pediatric dental and orthodontic care with exceptional customer service. Our newly renovated modern office is outfitted with new equipment, including digital radiography, and is located in a professional medical office building in Central Massachusetts. We offer a competitive salary and benefits package. Candidates must be warm, caring, and possess superior communication and people skills. Please visit our website at www.childrensdentistofworchester.com. Qualified individuals should email their CV to drdan01@gmail.com.

SEARCH FOR THE VICE DEAN—HARVARD SCHOOL OF DENTAL MEDICINE, Boston. The Harvard School of Dental Medicine (HSDM) seeks a strategic and collaborative leader to serve as the inaugural vice dean, a role created as an outcome to the preliminary strategic planning efforts of HSDM. Working with the dean, the department chairs, the faculty, and the dean for administration and finance, the new vice dean will help develop and implement a plan that ensures excellence and national/international prominence for the school by furthering the integration of its educational, clinical, and research activities. HSDM consistently attracts elite students and faculty and has garnered a reputation for innovative education and research. The position was created to facilitate and increase the collaboration among the core activities of the school. Under this new model, the vice dean will oversee the offices of education, research, global and community health, diversity inclusion, and faculty affairs, as well as the Harvard Dental Center. HSDM seeks highly qualified candidates with a track record of leadership in education, research, clinical care, service, and administration. DMD or DDS preferred; terminal degree required. Academic appointment at the rank of instructor, assistant professor, or associate professor, commensurate with experience and qualifications. Stephanie Fidel and Ariannah Mirick of the national executive search firm Isaacson, Miller (www.imsearch.com) have been retained to assist the search committee in its efforts. Inquiries, nominations, and applications should be directed in confidence to the firm at 4818@imsearch.com. EOE.

GENERAL DENTIST—North of Boston. Full-time. Sixty-year established practice. Great staff, newly renovated and up-to-date facility. Associate leading to partnership. Minimum 5 to 10 years of experience. Outstanding opportunity. If interested, please respond to MDS Box 1287.

SEEKING AN ASSOCIATE DENTIST to join our state-of-the-art practice on Cape Cod. We have a well-established practice with a vision and tradition of providing excellent, comprehensive oral health care and exceptional customer service. Achieving this objective requires a commitment to continuing education, as well as exceptional technical and communication skills. This is a unique opportunity to live and practice in a wonderful area—great lifestyle, beautiful beaches, and access to major metropolitan areas. Please email sporborg@cape.com.

TUFTS DENTAL SCHOOL SEEKING PRACTICE CO-ORDINATOR to instruct, evaluate, and advise predoctoral students in patient care, diagnosis, and treatment planning. Licensure or eligibility for licensure in Massachusetts and minimum of 3 years' experience in private practice required. Email CV to patricia.diangelis@tufts.edu or mail to Patty DiAngelis, Tufts University School of Dental Medicine, One Kneeland Street, Boston, MA 02111.

PART-TIME ENDODONTIST. Busy multispecialty group practice looking for an experienced endodontist. Practice located in Littleton, MA. If interested please email nashobafamilydentists@hotmail.com or call (978) 486-8261.

GENERAL DENTISTS, ORAL SURGEONS, HYGIENISTS—Multi-location group practice south of Boston seeks highly skilled, motivated individuals with good interpersonal abilities. Full- and part-time positions available. Excellent earning potential. Fax CV to (508) 668-0640.

P/T PEDIATRIC DENTIST WANTED—Worcester. State-of-the-art dental practice, 2 to 3 days/week, experienced staff. Seeking an associate for maternity leave for end of September through early November. If it is a great fit, long-term potential possible. Please fax your CV to (508) 799-5432 or send to MDS Box 1281.

WELL-ESTABLISHED DENTAL PRACTICE on the beautiful seacoast of New Hampshire is looking for an associate to join our team, part- or full-time. Proficiency

in endodontics a plus. Practice was established in 1957 with it being a father and son team for 29 years. Currently, there is one dentist, five hygienists, one front desk person, one floater, and one office manager. It is a general family practice specializing in implants, operative, esthetic, crown, bridgework, all extractions, and prosthetics. Contact Dr. Paul E. Harvey Jr., at 610 Islington Street, Portsmouth, NH 03801, or email peharveydmd@comcast.net.

SEEKING PEDODONTIST PART-TIME with ability to treatment plan and connect with patients in a multilocation practice in the MetroWest area. Some experience is a plus; however, all experience levels considered. Offices are quality-driven, modern, and have dedicated teams committed to exemplary service. Compensation is negotiable. Please email drstraightwire@gmail.com.

GENERAL DENTIST—FT associate dentist position available for Holyoke office. Guaranteed starting salary plus production-based bonus. No weekends; one evening. Ownership potential. Looking for a team player who's good with patients and staff. Send resume to info@oakdaledental.com.

SEEKING ORTHODONTIST PART-TIME with ability to treatment plan and connect with patients in a multilocation practice in the MetroWest area. Some experience is a plus; however, all experience levels considered. Offices are quality-driven, modern, and have dedicated teams committed to exemplary service. Compensation is negotiable. Please email drstraightwire@gmail.com.

GENERAL DENTIST AND SPECIALIST WANTED—Be part of a large growing multispecialty dental practice with multiple sites in the Boston area. Brand-new facilities and dedicated team committed to exemplary service and best-quality outcomes. Competitive compensation and benefits. Residency training preferred. Please respond to MDS Box 1274.

MASSACHUSETTS—MetroWest. Looking for a highly motivated and energetic pediatric dentist for a part- or full-time position with long-term potential. We are a friendly, quality-oriented dental practice. Our staff is well-trained and longstanding. We have new dental equipment, digital X-rays, and are chartless. Our practice is located 40 miles west of Boston. Opportunity is open to new or recent graduates, as well as experienced clinicians. We offer a competitive base along with a reconciliation structure. Interested individuals should email a resume and cover letter to aylabellucci@yahoo.com.

JOB OPPORTUNITIES WANTED

ENDODONTIST AVAILABLE up to two days per week. I have 30 years of experience and a friendly, empathetic manner. My focus has always been on high quality, and most cases can be completed in one visit. Please reply to MDS Box 1292.

BOARD-CERTIFIED PERIODONTIST with more than 10 years' experience seeking part-time position in general or multispecialty practice within 25 miles of Boston. All aspects of periodontal therapy and implants. No PPOs. Please reply to lovegums@yahoo.com.

PRACTICES/OFFICES FOR SALE OR RENT

PEDO OFFICE SPACE TO SHARE IN SHREWSBURY for noncompetitor. Three operatories, Pan-Ceph machine, two X-ray units. In medical complex adjacent to assisted living and nursing home. Available Monday and Friday, some Saturdays. Must have own patients, staff, phone, computer, insurance, and supplies. Call (774) 270-0390.

EXCELLENT LOCATION FOR DENTAL OFFICE in a commercial condominium building in downtown Boston on Washington Street. Unit is on the sunny side of the 5th floor, approximate size 1,300 sq. ft. For sale/lease. If interested, contact (781) 588-5015.



GENERAL PRACTICE IN HIGHLY DESIRABLE LOCATION on a main street near Davis Square. Easy access from Red Line. Very upscale roomy office, five operatories, central sterilization, Dentrax, digital X-rays, large private office, parking for four cars, kitchen for staff. \$800K gross over last 3 years. Will help with transition. Contact MDS Box 1295.

DENTAL OFFICE, ESSEX COUNTY—More than 50 years of continuous use for the practice of dentistry in town center location. Five operatories, reception/waiting area, lab, private office, and plenty of storage. On-site parking. This rare opportunity would be perfect for recent grad, multispecialty, or satellite office. Available for lease early 2014. For detailed information, please respond to MDS Box 1294.

PRACTICE FOR SALE ON THE SOUTH SHORE—Mature remodeled practice with digital X-rays, Cerec, Sirona, intraoral camera. Prime location on busy route, parking, walking distance to T, shops, bank, post office, restaurants, three ops. On corner lot with business and residential traffic, next to senior building, and near schools. Email ssdentaloffice4@gmail.com.

TURNKEY CAMBRIDGE INCOME PROPERTY FOR SALE—First-floor, built-out dental practice, 1,200 sq. ft., pristine condition. Second and third floors as 3BR and 4BR apartments produce \$4,600 of monthly income. Contact carleton@bostonpads.com or call (617) 272-5440 for more information.

RARELY AVAILABLE! Stand-alone, two-story brick dental office/retail in the heart of Newton Corner. Ample parking and terrific access to Mass Pike at Exit 17. The property boasts windows throughout the building bringing in natural sunlight. Fresh carpet and paint. Please respond to MDS Box 1293.

NEW ENGLAND PRACTICE TRANSITIONS—Maine: Mid-Coast/Rockland/Camden—Buy-in opportunity. Massachusetts: Canton—Gross \$200K, 2 ops, RE avail; Haverhill—Nice location, 3 ops with 2 more plumbed, gross \$200K, RE avail. New Hampshire: Dover—Well-established practice, 3 ops, gross \$350K, RE avail; Claremont area—Busy practice in beautiful area, 5 ops, gross \$900K, RE avail; Nashua area—Great opportunity, home office, 4 ops; Littleton—5 ops, gross \$600K, modern office, RE avail for sale or lease; Southern NH—Great buy-in opportunity, high volume, 10 ops, gross \$3M; Seacoast area—Well-established practice, 4 ops, gross \$785K, RE avail for sale or lease. Vermont: Central VT—Gross \$783K, 5 ops, new equip, digital, RE avail; Southern VT—Established busy practice in quaint town, 3 ops plus 1 plumbed, RE avail, gross \$370K. Please call (888) 888-6506 or visit us online at www.newenglandpracticetransitions.com.

DENTAL PRACTICE FOR SALE IN NORTH CAMBRIDGE. Beautiful medium-sized 3-op office, fully equipped, including CEREC System. Large windows on second floor with free parking lot in back. On MBTA and minutes from Red Line T. Gross last year \$645K. Excellent, experienced staff, turnkey opportunity. Email ericdent1000@gmail.com.

IMMEDIATE PRACTICE SALE—Beautiful 1.5-year-young office in Methuen. Two ops with two additional plumbed. Fantastic location right off major arteries. Digital and paperless. Turnkey operation. Doctor selling due to medical reasons. \$260K. Contact Lori at (508) 405-6938 or lori@udba.biz.

IDEAL SATELLITE DENTAL OFFICE with two operatories for oral surgeon. Located in West Springfield. One to three days a week. For details, please call (413) 887-8318 or email stjdental@gmail.com.

PRACTICE FOR SALE NORTH SHORE—General dentist practice 45 minutes north of Boston. Exceptional opportunity. High quality, only Delta, BC/BS; specialty referred out. Great facility, 4 ops, \$700K collections, real estate for sale. Contact: Arthur B. Gordon of Northeast Dental Counseling, Ltd. at (978) 774-2400 or arthur@northeastdentalcounseling.com.

ORTHO—40-year-old MA Health practice in Middlesex County with satellite in Southern NH. 2012 net production over \$1M. Motivated seller. Contact mmelone@morris.com for more information.

OFFICE FOR LEASE IN LYNN—Small, comfortable office with three operatories, possible expansion, freestanding building. Private parking for a doctor. All equipment included. Immediate occupancy. If interested, please contact MDS Box 1278.

DOCTOR SEEKS TO TRANSITION gem of a practice in beautiful Western Massachusetts. Six operatories, plumbed for two more. Netting 45 percent-plus on \$791K gross collections at 3.5 to 4 days/week. Excellent growth potential. Great lifestyle. Option for real estate negotiable. Within easy day-trip distance to Boston, NYC. Contact drchamill@gmail.com.

COASTAL NH—Three-operator, mature general dentistry practice in medical professional building. 2012 collections of \$580K with strong hygiene recall program and more than 2,000 active patients. Real estate also available. Great opportunity to build a practice in a growing community. Contact mmelone@morris.com.

DENTAL OFFICE located on the east side of Providence, Rhode Island, for sale or lease. Currently a dental office, but easily converted to be used by a specialist. Two fully equipped operatories including digital Shick X-ray unit and two additional operatories that are not used at the moment. The previous dentist relocated out of state and is open to offers. A prime opportunity for a new dentist, satellite office, or someone eager to go on their own. Please contact ozfranbun@hotmail.com.

SERVICES

ANNOUNCING—NEW DENTAL LAB IN WAYLAND. Ceramist with over 35 years of experience opens lab to provide customized, high-end aesthetic crowns and bridges. eMax, PFM, Zirconia, veneers, implants, full-mouth restorations. Call for introductory pricing (480) 226-6030. Visit us online at www.colonialcrown.net or email info@colonialcrown.net.

BUYERS—We offer more than 25 years of dental experience in the Greater Boston area to provide you with confidential professional advice to help locate and finance the proper practice for you, the buyer. We will guide you and the seller through the entire process, helping to structure a transition that makes sense. Because a practice worth buying should not have to be advertised, we have never had to advertise a practice. We make every attempt to show you only those practices that may be of interest to you, and all fees are paid by the seller. Please contact Arthur B. Gordon, Northeast Dental Consulting, Ltd. (978) 774-2400. Fax: (978) 750-1444. Email: arthur@thedentalbroker.com.

SELLERS—If you are considering the sale of your dental practice, we offer over 25 years of dental experience to provide you confidential expert advice. We work closely with you, the seller, and your professional advisors to help mediate a transaction that makes good common sense while keeping professional fees as reasonable as possible. We take pride in the fact that we have never had to advertise a practice in order to sell it. We have sold some of the premier practices in the Greater Boston area and we look forward to helping you. Please contact Arthur B. Gordon, Northeast Dental Consulting, Ltd. (978) 774-2400. Fax: (978) 750-1444. Email: arthur@thedentalbroker.com.

MASSACHUSETTS DENTISTS' ATTORNEY—Experienced, affordable dentists' legal services, including practice purchases, sales, and formations, licensing & discipline, partnership & associate contracts, other contracting, real estate, insurance, and estate planning. Initial telephone consultation without charge. Steven H. Jessor, Attorney at Law, P.C. (800) 424-0060, (617) 421-0020 (Boston), (847) 212-5620 (mobile), shj@sjessor.com, www.sjessor.com.



Dentist Health & Wellness Committee

Do I Need to Attend More Than One Recovery Meeting a Week?

Most everybody in the field of treatment believes that meetings are the cornerstone of recovery. Our experience is that people who go to meetings regularly stay clean. The Alcoholics Anonymous (AA) and Narcotics Anonymous (NA) programs recommend that the newcomer do "90 in 90." That is, attend 90 meetings in

the first 90 days of recovery. The feeling is that the learning curve is steep for the newcomer and the best way to initiate good habits and work a program of recovery is to attend lots of meetings. Not everybody does this, but most people agree that three meetings a week should be a minimum for a newcomer.

The thought of attending an AA or NA meeting all alone might be scary. We encourage you to acknowledge your fear, but go anyway. First-timers are often shocked at the warm reception they get as a newcomer. If all you can handle at this time is one of our meetings, then that's okay. You can discuss your fears with us at that time. Since every meeting has its own flavor, we can often suggest meetings in your area to attend. If you would prefer, sometimes one of us can go with you to a meeting or hook up with you when you get there.

Why are we pushing meetings so strongly? As we said before, people who go to meetings regularly stay clean. Really. Meetings allow us to listen to, talk to, and learn from other recovering addicts. The natural tendency for an active addict or alcoholic is to isolate. This tendency is often magnified by our belief that we were the only ones who had ever done the things we did when we were active. This is almost never true. One of the lies the disease of addiction tells us is that we are tragically unique, isolated by our behaviors from the world around us. People at meetings have seen it all, heard it all, and done it all. Meetings allow us to dump our stuff without being judged and to still be accepted for who we are. Although not often discussed, meetings offer us the added benefit of getting out there, rejoining society, and practicing some social skills (like speaking from our hearts in front of a group of people).

It is crucial for us to recognize that addiction is a progressive disease, so if we are not working our recovery on a daily basis, we are slipping further into addiction—even if we are not using. Meetings sustain and expand our recovery, giving us tools that help to protect us from relapse. By contacting the Dentist Health & Wellness Committee at (800) 468-2004 or www.cdad.org, or attending one of our meetings, we can explain the different meeting options out there for you.

EDIC Announces New President and CEO

Eastern Dentists Insurance Company (EDIC) announced that effective January 1, 2014, Hope Maxwell will replace Dr. Charles Hapcook as EDIC president and CEO. Dr. Hapcook, an MDS Past President who has headed the malpractice insurance company since its inception in 1992, will remain EDIC's chairman of the board. Ms. Maxwell, who has served as an advisor to EDIC for nearly 15 years, comes to EDIC from IFC&E Services, LLC, in New Jersey.

PROFESSIONAL PRACTICE COVERAGE SINCE 1996. Personal, maternity, and disability leaves are our specialty. We know how. Keep your cash flowing, and overhead covered. Short notice OK. Fee is standard percent of production. All inquiries utterly confidential. Some on team seek partnership or buy-in. Join us. Host pays our fee. Doctors Per Diem. Register online at www.doctorsperdiem.com/register. Call (800) 600-0963. Email docs@doctorsperdiem.com.

H-1B WORK VISA APPLICATIONS—Petitions for transfer, extensions, and concurrent employment under H-1B Work Visa: \$995, plus filing fees. New petitions for H-1B Work Visa: \$1,295, plus filing fees. Experienced and efficient services, free initial consultation. The Law Offices of Anthony J. Voci. Phone (781) 237-3030, email vocilawoffice@gmail.com.





The MDS Takes Part in Jimmy Fund Telethon

MDS President Dr. Michael Wasserman (right) appeared on the WEEL-NESN Jimmy Fund Telethon, where he presented the Jimmy Fund with a check for \$2,500 on behalf of the MDS. Dr. Wasserman was interviewed by, from left, Jack Edwards, Boston Bruins play-by-play announcer on NESN, and Barry Pederson, Bruins hockey analyst on telecasts on NESN.

Pay Your Tripartite Dues over 12 Months

Members can sign up for the monthly plan and pay their dues for the MDS, ADA, and District through an automatic monthly deduction from a checking account or credit card. This program is offered by the MDS with no additional fees or charges. In addition, contributions to the MDS-PAC and other voluntary donations can be included as part of your monthly payment.

Details are available at www.massdental.org/12monthplan or use the form in your November dues statement.

Four Members Honored as Volunteer Heroes



The Summer 2013 JOURNAL of the MASSACHUSETTS DENTAL SOCIETY highlighted the four MDS members who were selected as the 2013 William McKenna Volunteer Heroes for their dedication to organized dentistry and the Society: Drs. David Leader, Richard Luise,

Jack Massarsky, and Philip Millstein.

The digital edition of the JOURNAL includes an exclusive video of the Volunteer Heroes being honored at an awards dinner. Read the digital JOURNAL online at www.massdental.org/publications/journal to learn more about the Volunteer Heroes, and click the "Watch Video" link on page 19 to view the video.

Board of Trustees Update

Highlights from the September 11, 2013, Board of Trustees meeting:

- Vice President Dr. Edward Swiderski announced that the Yankee Dental Congress 2016 General Chair will be Dr. Lisa Vouras.
- The Board reviewed a succession plan for the position of MDS Executive Director, in the event of a temporary absence or if the position were to become available for any reason.
- Audit Committee Chair Dr. Andrea Richman reported on the 2012–2013 Audit. John Buckley and Charles Webb of Alexander, Aronson, Finning & Co. also spoke on the audit process and assured the Board that the results were good and that the Society's finances are well handled and secure.
- ADA President Dr. Robert A. Faiella addressed the Board on various issues on the national level, including the anticipated future impact of



Dr. Lisa Vouras

the Affordable Care Act. He also mentioned that the ADA is working on a new strategic plan and that a draft will be available in March 2014.

- The MDS was awarded an ADA Grant for \$15,000 for its membership growth campaign. The plan is to provide 50 percent scholarships of \$2,500 to each of the New England states for participants in the Mini MBA Program.
- The Board reviewed and approved a resolution from the North Shore District for consideration by the First District Caucus. The resolution states that the intellectually disabled should have the same rights as the physically disabled with regard to access to dental care.
- Assistant Executive Director and Assistant Clerk of the MDS Foundation Karen Rafeld announced that the MDS Foundation plans to award \$150,000 of grants in 2014 for the MDS 150th Anniversary, along with a campaign for members to donate \$150. The campaign will kick off at Yankee 2014 and will

Miles and Smiles Team Walks for the Jimmy Fund

For the second consecutive year, 26 dentists, auxiliary members, MDS staff members, and friends of the dental community joined the 8,500 participants who walked in the Boston Marathon Jimmy Fund Walk on September 8, 2013, to raise money for the Dana-Farber Cancer Institute.

"Walking with the Miles and Smiles team allows us to walk in memory of our many colleagues who are fighting or have fought the battle against cancer," says MDS Assistant Secretary Dr. Janis Moriarty, team co-captain. "I've participated in the walk for three years, and each time I meet new people and am more inspired."

Led by Drs. Moriarty and Barbara Kay and championed by the Women in Dentistry

Committee, MDS Miles and Smiles has raised \$38,824 for the Dana-Farber Cancer Institute this year, for a total of more than \$72,000 in the last two years. "Everyone has been touched by cancer in one way or another. Walking for the Jimmy Fund lets each one of us make a direct impact," says Dr. Moriarty. Participants can choose to walk the full 26.2-mile marathon route, the 13.1-mile half-marathon route, the 5-mile route, or the 3-mile route.

The MDS Miles and Smiles team wishes to thank the MDS community for its support. Donations for the walk can still be made through October 31 at www.jimmyfundwalk.org/2013/mdswalks.

