

MDS CONNECTION

House of Delegates Convened for the 150th Annual Session

One resolution was passed and a slate of new Officers and Trustees was sworn in at the 2014 Massachusetts Dental Society (MDS) House of Delegates on Friday, June 13, 2014, at the Burlington Marriott. Resolution 1-14, Approval of the MDS Operating Budget for Fiscal Year 2014–2015, was approved without contest by 165-plus voting delegates comprised of members representing all districts, Officers and Trustees, Student Delegates, Past Presidents, and dental school deans.

New Officers and Trustees Sworn In

The House of Delegates was presided over by Dr. Charles L. Silvius in his inaugural Annual Session as Speaker of the House. Dr. Silvius, an MDS Past



MDS Officers for 2014–2015 (from left): Drs. Michael Wasserman, Raymond Martin, Edward Swiderski, Charles Silvius, Janis Moriarty, Anthony Giamberardino, Howard Zolot, and Thomas Trowbridge

President, is a general dentist in Revere. Six new officers were sworn in for the 2014–2015 term: Anthony Giamberardino, DMD, a general dentist in Medford and former Secretary of the MDS, as President; Edward Swiderski, DDS, a general dentist in Uxbridge, as President-elect; Raymond K. Martin, DDS, a general dentist in Mansfield, as Vice President; Howard M. Zolot, DMD, a periodontist in North Andover, as Treasurer; Thomas A. Trowbridge, DDS, MD, an oral and maxillofacial surgeon in Lowell, as Assistant Treasurer; and Janis B. Moriarty, DMD, a general dentist in Winchester, as Secretary.

The Board welcomed three new Trustees this year: John Boss, DMD, a general dentist in Lowell, joins the Board as Trustee of the Merrimack Valley District; Mark J. Doherty Sr., DMD, executive director of Safety Net Solutions at the DentaQuest Institute, is replacing Dr. Martin as Southeastern District Trustee; and Neela Gandhi, DMD, a general dentist in Brookline, joins the Board as Trustee of the Metropolitan District. Additionally, four MDS members were selected as Guest Board Members and will attend Board of Trustees meetings and participate in discussions in a nonvoting capacity. This year's Guest Board Members are: Abdullaibrahim Abdulwaheed, DMD, a general dentist in Quincy; Courtney L. Brady, DMD, a general dentist in Boston and Natick; and Michael A. Cooper, DMD, a general dentist in Whitinsville. The fourth Guest Board Member is Romesh Priyanthan Nalliah, DDS, a general dentist in Boston and senior tutor, office of dental education instructor in the office of global and community health at the Harvard School of Dental Medicine. Dr. Nalliah is a member of the Boston Collaborative Group, which identifies and submits one member for the program each year.

In his address to the House, Immediate Past President Dr. Michael Wasserman reported on initiatives that the MDS worked on over the past year, including a

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Dr. Anthony Giamberardino's Presidential Address to the 150th MDS House of Delegates

Anthony Giamberardino, DMD, was sworn in as the 152nd president of the Massachusetts Dental Society. Below is an excerpt from his speech at the Annual Session. To read the entire speech, please visit www.massdental.org/hod.



My goal and vision for the coming year is very simple: to help maintain the Massachusetts Dental Society as one of the premier state dental organizations in this country and to be certain that all our members and potential members are aware of everything we do for them. In my 12 years on the Board, I have seen our gradual progression from a well-run, functional association to one that is viewed nationally as a trend-setting, award-winning, state-of-the-art organization and the envy

of many other states. As President-elect, I had the unique opportunity to meet and interact with other President-elects from around the country, and in doing so, it became very apparent how fortunate we are here in Massachusetts.

Today's Massachusetts Dental Society is a very high-functioning, efficient, and well-oiled machine. Under the guidance of our very insightful Executive Director Dr. Bob Boose, we have been able to excel in areas that we have identified in recent surveys to

be real care-about for our membership—namely, advocacy and continuing education. Through our ever-expanding Grassroots Network and the efforts of our lobbying group, we have become one of the premier health care advocacy groups on Beacon Hill. In recent years, we have been able to effectively move favorable legislation forward through the political process and sometimes, more importantly, have been able to defeat measures that would be detrimental to our membership,

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Robert E. Boose, EdD, CAE

My Commentary to the 2014 House of Delegates

The House of Delegates convenes on the second Friday in June to provide the overall policy direction for the Society. Each

year, 119 delegates from our 13 dental districts get reports on the status of our efforts and accomplishments during the year from the Officers and me, as your Executive Director. I am dedicating this article to some of the major points I presented to the House.

I focused on our future: dental students. What kind of legacy do we want to leave for them? We need to develop better strategies to engage dental students in organized dentistry. We need to give them support and advocate for issues that they care about. We need to step up our efforts to advocate for elimination of live human subjects in dental board exams. PGY-1 and other assessments need to be researched and implemented.

I talked about the future role for organized dentistry and the MDS. This year, we are celebrating the MDS's 150th anniversary. Our challenge is to maintain relevance for our current membership and, more importantly, tomorrow's members—the dental students. Confucius said, "A youth is to be regarded with respect. How do we know that his future will not be equal to our present?"

2 We need to create more strategies to engage students in the professional and personal value-added benefits of organized dentistry. We need to communicate more with them and their leadership to build an even stronger working relationship as colleagues. Student debt, live patients for NERB exams, transitioning from graduation to corporate or large group practice versus private practice ownership are some of their major care-about.

I commented on the cover story in the May 2014 *JADA* concerning educational debt and intended employment choice among dental school seniors today. But another question is, what will the increasing student debt impact be not only on employment choices but also on the next generation deciding to even enter the profession?

Organized dentistry needs to be there from the time they are accepted to dental school until after they retire. We need to provide programs and services for them to be successful in a dramatically changing oral health care world.

Later that morning we heard from Dr. Marko Vujicic, chief economist and vice president of the ADA Health Policy Institute, about several new reports related to the Affordable Care Act, Medicaid expansion, and new opportunities that health care reform is bringing to the dental profession.

I spoke about two major messages highlighted at a recent meeting of the Public Relations Society of America's Health Academy. First, the focus of health care continues to be extremely "patient-centric" and not "provider-centric." Patients are looking for information, choice, value, and especially control over treatment

decisions. Second, social media has a strong impact on patients. Bloggers influence health care decisions, and more patients make decisions based primarily on online reviews and recommendations. An institution's brand influences this decision-making process.

I shared a short clip from a documentary on oral health. *Say Ahh* bills itself as "a film about fighting the world's largest cavity: the one in our health care system." It is the first documentary on oral health, and it takes a sobering look at the state of the U.S. health care system. Despite being a wealthy nation and home to some of the most advanced medicine and technology, the United States is suffering from a drastic decline in the overall health of its citizens. *Say Ahh* follows six families struggling with the impact their oral health is having on their lives, describes the link between oral health and health, and raises questions about how we can address our health problems. By taking a proactive approach, we can stop the decline in our overall health and save millions of lives and billions of dollars.

I talked about the shift to the "new normal" in health care: patient responsibility for maintaining wellness. This shift to "complete health dentistry" creates the need for collaboration among dentists and other medical providers to coordinate patient wellness (more about the new collaboration in the next MDS CONNECTION).

Finally, I shared what a CNN interviewer asked one of the co-owners of the thoroughbred horse California Chrome: How hard was it to turn down a \$6 million offer for 51 percent of the ownership of the horse they purchased for just a few thousand dollars? "Not hard at all," he said. "When you believe in what you do with what you have, you do it." I, too, believe in what we do with what we have at the Society. I hope you feel the same in your practice.



A Bimonthly Newsletter of the Massachusetts Dental Society

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President

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FIRST DISTRICT TRUSTEE REPORT

Jeffrey Dow, DMD



I recently attended two important meetings I'd like to share with you: the Washington Leadership Conference (WLC) and the naming of the Dr. Anthony Volpe Research Center (formerly the Paffenbarger Research Center) in Bethesda, Maryland.

The WLC is held annually and allows constituent dentists a chance to meet with their legislators, advocate for ADA-endorsed federal legislation, and speak with colleagues in other states about issues similar to their own. There were three areas of interest that attendees brought to their legislators. The first is the Student Loan Interest Deduction Act of 2013. Sponsored by Representative Charles B. Rangel (D-NY), this bill would raise the interest deduction on student debt from \$2,500 to \$5,000 per year (\$10,000 for a joint return) and do away with the current income ceilings at which it phases out.

The second item asked legislators to sign on to a "Dear Colleague" letter from Representative Paul Gosar (R-AZ) asking the Centers for Medicare and Medicaid Services to issue guidance to states on this process. Dentists in Maine and Connecticut have been asked to pay back hundreds of thousands of dollars for technical errors in reporting claims—not fraudulent errors, but technical ones. The third item is the Action for Dental Health Act of 2014 sponsored by Representative Robin L. Kelly (D-IL). This bill would create two \$10 million funds: one to help organizations that give free dental care to underserved populations and one to help organizations that implement Action for Dental Health initiatives to reduce barriers to care.

The Dr. Anthony Volpe Research Center (VRC) at the National Institute of Standards and Technology is funded by the ADA Foundation. The VRC's mission is to advance the oral health of the public through basic and applied science, technology transfer, measurement and test methods, and standards reference biomaterials. For 80-plus years, VRC scientists have played major roles in many common items in dental offices, such as high-speed handpieces, sealants, adhesive bonding, and composite material. I toured a number of labs and listened to research on exciting projects such as bioactive amorphous calcium phosphate composites and airbrushing polymeric nanofiber scaffolding for tissue regeneration (the periodontists in my group really liked this one). If you ever have the chance to visit this world-class operation, take it; it will revitalize your interest in science and its applications.

Follow us on:



Annual Session

House of Delegates Convenes for the 150th Annual Session, continued from page 1

membership survey and communications audit. The membership survey sought to ascertain how members perceive the Society and its priorities. According to Dr. Wasserman, survey results indicated that the top four benefits of importance to members are: notification on federal and state regulations; public awareness campaigns to enhance dentistry's image; legislative representation; and the Yankee Dental Congress. "We know we're largely on track with our programs," he said, "but there's always room for improvement." The external communications audit was conducted to assess the effectiveness of the Society's communications and found that "we are hitting our targets effectively, yet we must maximize the effectiveness of our communications vehicles."

After being sworn in as President, Dr. Giamberardino addressed the House and spoke about challenges affecting the profession, such as the Affordable Care Act and changes in the dental marketplace. "Whether we choose to acknowledge it or not, the practice of dentistry as we know it is changing," he said. "Frankly, we may or may not have much say in how this evolves. However, I believe it is critical that we have a seat at the table for these discussions—both at the state and national levels."

Delegates heard more about the changes and challenges facing dentists today from keynote speaker Dr. Marko Vujicic, chief economist and vice president of the ADA Health Policy Institute. Dr. Vujicic touched on trends in dental spending and how it has not bounced back in line with the economy. A big reason for this, he says, is that adults aged 19–64 are seeing the dentist less and



Dr. Marko Vujicic spoke about economic trends in dentistry.

less, in what has been a slow, steady decline since the early 2000s. And this "has huge repercussions for the dentists and for the dental economy," he says. Watch the video of Dr. Vucijic's presentation to the House of Delegates at www.massdental.org/hod.

The House of Delegates marked the last Annual Session for Dr. William Dennis, who stepped down as MDS Secretary after retiring and moving to Pennsylvania. Dr. Dennis, a former general dentist in Shrewsbury, has been very active in organized dentistry throughout his career. In addition to his role as Secretary, he has served the MDS as Assistant Secretary, Trustee of the Worcester District Dental Society, and Chair of the MDS Peer Review Committee. His contributions to the Society have been innumerable and are greatly appreciated.

During the luncheon, 74 members were honored for completing 50 years of MDS membership. For a list of the 50-year members, see page 55 in the Summer 2014 JOURNAL OF THE MASSACHUSETTS DENTAL SOCIETY.

To view photos and learn more about the Annual Session, visit the House of Delegates page on the MDS website at www.massdental.org/hod.

Dr. Anthony Giamberardino's Presidential Address, continued from page 1

as well as the public at large. Hopefully, we will be able to achieve passage of an equitable noncovered services bill in the current legislative session.

In the area of continuing education, the Yankee Dental Congress, which turns 40 next year, has become one of the most highly regarded dental meetings in the country. It is regularly praised by both speakers and exhibitors as one of the best and continues to evolve with one of the best combinations of innovative scientific and auxiliary programs, as well as social and cultural programs, anywhere. With the continued evolution and development of the Seaport District, future meetings should continue to thrive and hopefully expand.

However, as we celebrate our 150th anniversary this year, we must be very aware of the challenges ahead. Whether we choose to acknowledge it or not, the practice of dentistry as we know it is changing. As we will hear from our ADA economist later this morning, there are very real changes— independent of the state of the economy— happening in the dental marketplace that we as a profession must be aware of. Coupled with the very real effects of the Affordable Care Act and its somewhat confusing dental requirements—the times, they are a changin'.

Frankly, we may or may not have much say in how this evolves. However, I believe it is critical that we have a seat at the table for these discussions—both at the state and national levels. That is why it is critical that we maintain, if not increase, our level of membership. In order to have a strong voice in the discussions regarding the direction of the dental health care system, we must be able to speak for the great majority of practicing dentists. We cannot allow ourselves to follow the path of the American Medical Association, which now speaks for less than 20 percent of practicing physicians.

In order to remain relevant in the health care discussion, we must strive to remain relevant both to our current members and the changing faces of those entering our profession. This has been identified as a top priority of the ADA for the coming year and will be a major focus for my year ahead. For a variety of reasons, the traditional solo practitioner delivery model appears to be evolving toward a more group-style model, either corporate or private. I believe it is critical that we find a way for this growing segment of group practitioners to see value in being both an MDS and ADA member. It may be our biggest challenge going forward.

I want to thank you all for the opportunity to serve. I look forward to working with the other Officers, Board of Trustees, and staff on the challenges ahead and promise to give you my best effort as President of this great organization. Thank you.

MDS Foundation Recognizes Members at Annual Session

Dr. Alan DerKazarian, MDS Foundation Chair, honored two MDS members at Annual Session for their support of the Foundation. Former MDS Trustee Roderick W. Lewin, DMD, is the second member inducted into the President's Society, an MDS Foundation recognition club that recognizes contributions over \$50,000. John P. Pietrasik, DDS, was inducted into the Morton Society, which recognizes donations over \$10,000. Without the support of members like Drs. Lewin and Pietrasik, the Foundation would not be able to fulfill its mission of expanding access to dental care for Massachusetts residents.

For more information on the President's Society, the Morton Society, and the MDS Foundation, including how to donate, visit www.mdsfoundation.org/giving.



MDS Foundation Chair Dr. Alan DerKazarian inducts Dr. Rod Lewin (left) into the President's Society and Dr. John Pietrasik (right) into the Morton Society.

Membership

Physicians and Dentists: Working Together

The May 1 edition of the Massachusetts Medical Society (MMS) *Physician Focus* TV show examined aspects of oral health and how physicians and dentists are collaborating on behalf of their patients. Then-MDS President Dr. Michael Wasserman and Dr. Hugh Silk, a family physician and chair of the MMS Committee on Oral Health, were the featured guests. With host and primary care physician Bruce Karlin, MD, the doctors discussed the importance of oral health, its connection to physical health, and how their respective professions are working together to raise awareness of oral health.

From the physician's perspective, one of the keys to success of the collaboration is teaching physicians the importance of reviewing oral health with patients. "We need physicians to give the same good advice about oral health as we do about car seats and other preventive measures," says Dr. Silk, "because physicians see children when they're very young before or while they're establishing dental care."

Initiatives such as the *MDS Connect the Dots Between Medical and Dental Care Program* and the establishment of the Committee on Oral Health by the MMS mark the beginning of a growing relationship between dentists and physicians to promote oral health. The MMS Committee on Oral Health was launched in 2013, and the 12-member committee includes MDS representatives Dr. Wasserman, Dr. Joy Kasparian-Federico (Chair of the MDS Access, Prevention, and Interprofessional Relations Committee), and Ellen Factor (MDS director of dental practice), as well as Dr. Catherine Hayes from the Office of Oral Health, Massachusetts Department of Public Health. Future efforts by the committee may focus on specific areas, such as oral cancer or the impact of dental disease on emergency room usage.

The show has been archived on the MMS *Physician Focus* website. You can view it at www.massmed.org/News-and-Publications/Physician-Focus/Physician-Focus--Oral-Health.



From left: Drs. Bruce Karlin, Hugh Silk, and Michael Wasserman

DID YOU KNOW that, according to the ADA Health Policy Institute's Dr. Marko Vujicic, 60 percent of children who regularly see a pediatrician do not see a dentist in the same 12-month period?

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New Bank of America Practice Solutions Team for MDS Members

The MDS Affinity Partner for practice acquisition, start-up, equipment, and other loan products is Bank of America Practice Solutions. For more than 20 years, Bank of America Practice Solutions has served the needs of dentists by offering financial products and services to the dental community. Recently, two new representatives have begun servicing the MDS community.

David Miller has been in New England with Bank of America Practice Solutions since 2011 and recently transitioned to manage dental practice acquisitions. In the past 12 months, David has helped 60-plus dentists transition practices with more than 50 percent being first-time owners. Contact David directly at (617) 939-8621 or djmiller@bankofamerica.com.

John Wlodarek started with Bank of America Practice Solutions in 2009.

In January 2011, he joined the dental division in New York and recently transitioned to Boston. John enjoys the challenge of preparing dental practices for financial wealth through creative long-term financing. He can be reached at (617) 939-8292 or by emailing john.wlodarek@bankofamerica.com.

To learn more about Bank of America Practice Solutions offerings for MDS members, visit www.massdental.org/bankofamerica.



David Miller



John Wlodarek



Calling All Mentors

Over the past several months, the MDS has been working to improve its Mentor Program for member dentists and dental students. There is now a simpler questionnaire and a more efficient matching process for faster professional connections. If you are interested in sharing your experiences and knowledge with a new or future dentist, consider becoming a mentor. You have the opportunity to change someone's life! Visit www.massdental.org/mentorship to learn more about the program and to become a mentor or mentee.

MDS Mourns Passing of Past President Dr. Stanley Cohen

MDS Past President Stanley R. Cohen, DMD, MS, of Winthrop passed away suddenly on May 24, 2014, at the age of 81. A former oral and maxillofacial surgeon, Dr. Cohen received his dental degree from Tufts University School of Dental Medicine. Dr. Cohen held many roles in organized dentistry throughout his career. In addition to serving as MDS President (1985–1986), President-elect, and Vice President, Dr. Cohen was active in the North Metropolitan District Society, serving as Trustee, Chair, Secretary, and Editor.

Dr. Cohen is survived by his children, Jeffrey, Cindy, Richard, Linda, and Leigh, six grandchildren, and one great-grandchild. At the family's request, donations in Dr. Cohen's memory may be made to the charity of your choice.





January 28 - February 1, 2015 | Exhibits: January 29 - 31, 2015

Boston Convention & Exhibition Center

2015 BEYOND EXPECTATIONS



SNEAK PEEK OF SPEAKER LINEUP

Gordon Christensen, DDS, PhD
Restorative

Bruce Christopher
Practice Management

Karen Davis, RDH
Hygiene

Robert Edwab, DDS
Oral Surgery

Debra Englehardt-Nash
Front Desk

Kenneth Hargreaves, DDS, PhD
Endodontics

Niki Henson, RDA
Auxiliary Techniques

Paul Homoly, DDS
Practice Management

Tieraona Low Dog, MD
General Health

Stanley Malamed, DDS
Anesthesia and Emergency Medicine

Joseph Massad, DDS
Dentures

Linda Niessen, DMD
Geriatrics

Kary Odiatu | Uche Odiatu, DMD
Nutrition

Greg Psaltis, DDS
Pediatrics

John Svirsky, DDS
Oral Pathology

CONNECT WITH US  



DENTAL TEAM PLAYBOOK:

THE 360 EXPERIENCE

Join Edwin McDonald, DDS, Douglas Lambert, DDS, Theresa Johnson, RDH, and Lois Banta for a unique CE event for the entire dental team. Topics to include: embracing new materials and technologies; intraoffice communication; case acceptance skills; and restorative dentistry.



SPEAR EDUCATION

Two of the premier Spear educators, Drs. Gary DeWood and Steve Ratcliff, will be holding lectures on "Occlusal Risks and Solutions" and "Making Complex Cases Simple," as well as a hands-on experience with "Treatment Planning and Equilibration."



CONNIE PODESTA

Back by popular demand! Don't miss this powerful presentation on the value of relationships and communication with "Life Would Be Easy If It Weren't for Other People!"



AADOM DAY @ YDC

A full day of learning catered to the office manager. Don't miss out on "The Marketing Experience—Common Sense, Not Rocket Science!"



INTERPROFESSIONAL SYMPOSIUM

Don't miss this unique opportunity to learn from expert physicians from New England's premier hospitals. In particular, attendees will learn to recognize oral complications of medical issues and whether or not to alter dental treatment because of underlying medical concerns.

Practice Management

Are You Prepared for Unannounced Inspections?

Members should be aware that various state agencies can come into your office unannounced at any time to perform an inspection to support the Commonwealth regulations that govern the practice of dentistry and the health and well-being of Massachusetts residents.

One MDS member was recently inspected by the Massachusetts Department of Public Health's Community Sanitation Program. This inspection was performed as a follow-up to an incident involving the alleged mishandling of medical or biological waste. The goal of the inspection was to ensure current compliance with 105 CMR 480.000 Minimum Requirements for Management of Medical or Biological Waste.

The findings of the investigation noted several violations, many of which specifically addressed the need to maintain written procedures and supporting documentation. It is important for all dental offices to review the regulations and be sure that your office has the proper documentation in place regarding the management of medical or biological waste to ensure that your office is compliant.

Take a look at the findings in this case and ask yourself how your office would fare:

- No written procedures were available for the identification of types or quantities of medical or biological waste generated at the facility.
- No written procedures were available for the

safe handling and transport of medical or biological waste within the facility from the point of generation to the point of storage.

- No documentation was available confirming U.S. Department of Labor Occupational Safety and Health Administration (OSHA) Bloodborne Pathogen Training for staff who handle medical or biological waste.
- No list was available of emergency contact information.
- No description was available of on-site medical or biological waste storage areas.
- No current record-keeping log was being maintained for medical or biological waste.

If the Board of Health or Department of Public Health finds a violation of 105 CMR 480.000, they can issue a notice to the dentist that sets forth the nature of the violation and warns the dentist that a second such violation may result in legal action. Future violations can result in fines of between \$100 and \$500 per day of the violation. Review the full regulations on the management of medical or biological waste at www.massdental.org/waste.

Be sure to stay knowledgeable about all of the regulations that impact your dental office. For more information on regulations, visit www.massdental.org/regs or contact Ellen Factor, MDS director of dental practice, at efactor@massdental.org or (800) 342-8747, ext. 228.

New Tools for Best Management Practices

In May, you should have received a mailing from the MDS Dental Practice Committee with two new best practice tools: laminated posters on "Best Management Practices for Handling and Recycling Amalgam and Mercury Wastes" and "OSHA Hazard Communication Standard Pictogram."

These tools were created for members to help educate you and your staff on these important issues.

The Dental Practice Committee encourages you to display these posters in a prominent location for your staff to access. The MDS has a limited number of posters available, so if you did not receive or misplaced your mailing, contact Ellen Factor, MDS director of dental practice, at efactor@massdental.org or (800) 342-8747, ext. 228. You can also download PDFs of the posters at www.massdental.org/officepolicies and find more dental practice information at www.massdental.org/practice.



Patient Concerns About Radiographs

Diagnostic dental radiography is a critical component of dentistry, and when used in conjunction with a clinical evaluation, it can be an important tool to help determine diagnosis and future treatment plans. But some patients and parents question the need for dental X-rays primarily from fear regarding radiation exposure or concern about expense.

The Massachusetts Dental Society (MDS) gets frequent calls from patients who ask, "Is there a law that requires me to get annual or biannual dental X-rays?" The patients often claim that their dentist told them "it was required by law to have an X-ray every year."

The MDS informs these patients that there are no state or national laws regarding dental X-ray frequency requirements; however, there are standards-of-care guidelines that the American Dental Association (ADA), in collaboration with the U.S. Food and Drug Administration, has established for determining the type and frequency of dental radiographs. These guidelines serve as an adjunct to the dentist's professional judgment of how to best use diagnostic imaging, and many dental offices use these recommendations to guide their standard of care. The ADA recommendations, which detail the selection criteria (e.g., patient's age, medical and dental history, and physical signs) that should prompt the need for radiographs, can be found at www.massdental.org/riskmanagement.



What If a Patient Still Refuses Dental Radiographs?

When a patient refuses to have dental radiographs taken, you must decide if the refusal compromises your ability to properly diagnose and treat the patient. Some dental offices have patients sign a refusal of treatment form that details the risks of not seeking treatment. The MDS does not recommend this practice, however, because this form does not always remove the dentist from liability; in some cases, treatment without necessary radiographs may be considered negligent and the dentist can be held accountable.

Dentists do have the right to set a policy in their office regarding the use of radiographs for diagnostic and treatment purposes. If the dentist has a policy that X-rays are to be taken at a given interval and the patient refuses, the dentist has the right to and probably should dismiss the patient from his or her practice. This dismissal may be necessary when a patient and dentist disagree on fundamental treatment and the patient-doctor relationship is irreconcilable.

Should you find yourself with a patient who refuses radiography and that refusal hinders your ability to properly treat the patient, and you decide to terminate the patient on this basis, it is imperative to have comprehensive documentation in the patient's record. You must be sure to follow proper procedure when dismissing a patient from the practice to avoid patient abandonment concerns. Review instructions for properly dismissing a patient at www.massdental.org/dismiss.

Informed Consent Form Available Online



One important facet of providing dental care is the patient's willingness and knowledgeable agreement to have dental procedures performed. Obtaining informed consent is necessary if you are to avoid being charged with malpractice or misconduct. Your ability to effectively explain procedures, answer questions, and offer alternatives will be vital to avoiding costly litigation.

An informed consent form is written authorization reflecting an understanding of and agreement with the treatment plan, and gives the dentist permission to proceed with treatment. Important points to remember regarding consent:

- Understand that securing informed consent is a process. The essence of the process is that the dentist explains the specific treatment and alternative treatment options. The patient is given ample opportunity to ask questions about these and related issues, and adequate time to make a decision without

being "pressured" to make a hasty decision.

- Focus on the patient's dental needs. What you deem to be the proper treatment plan for dental reasons should be put before each patient.
- Keep in mind that while discussing the treatment plan may be an invaluable part of securing informed consent, you must still secure patient consent to treatment. Make sure the patient signs an informed consent form and add it to the patient file as a record that the treatment plan and options were discussed and that the patient understood the procedure and possible outcomes.

To help members streamline the informed consent process, the MDS developed an "Informed Consent for General Dental Procedures" form for members to use in obtaining consent for certain dental procedures. This form, which has been reviewed by Eastern Dentists Insurance Company (EDIC), can be used to meet the Board of Registration in Dentistry regulations for obtaining general informed consent. It is available in English and Spanish and can be downloaded at www.massdental.org/consentform.

ADA Introduces Oral Pathologist App

In April, the American Dental Association (ADA) released the ADA Oral Pathologist app, a chairside reference to oral pathology conditions that can assist dentists with formulating diagnosis.

MDS member Dr. Michael Kahn, who is chair and tenured professor of the department of oral and maxillofacial pathology at Tufts University School of Dental Medicine, wrote and developed content for the app, which features photos and descriptions of more than 200 oral pathology conditions seen in patients. Users can search on their mobile devices for oral pathology conditions by name, or perform searches by gender, age, clinical site, and clinical observations. The app also includes suggestions for management. The app is available for download from both the Apple and Google Play stores for \$59.99.



MASSHEALTH UPDATE

MassHealth Provider Intervention: Appeals vs. Resubmissions

By Tracy Chase, CDA, BS, *Executive Director of DentaQuest for MassHealth*

In this issue of the MDS CONNECTION, I would like to feature an article written by the MassHealth Provider Intervention Specialist team, which works to ensure that all provider and member appeals are addressed fairly in accordance with MassHealth regulations.

Recently, providers have been inquiring about instances where resubmissions may be appropriate versus appeals. This article is meant to assist in addressing those concerns.

Do You Know When to Appeal and When to Resubmit?

Submitting appeals can be time-consuming and expensive for providers. When pulling together appeals, valuable time is taken away from patient care to gather documents required for re-review of a determination. It is essential to know the best path of resolution for each issue.

Following are some steps you can take to assist with your decision to appeal or resubmit with a correction:

1. Check the last page of your remittance advice for denial codes and reasons. These are known as EOB codes ("code") and EOB Code Descriptions ("description").
2. Determine if the code and description is an administrative or clinical denial. Ask yourself if this denial is due to a technical error or a question of medical necessity.
3. Review what was originally submitted.
4. See if there was any missing information, such as tooth numbers, documents, or wrong MID, or if the treatment required prior approval.
 - If denied for missing information, resubmit with the corrected/missing information. See "Corrective Action for Denied Dental Claims," which is located in Appendix C of the MassHealth Office Reference Manual (ORM).
 - Incorrectly entered e-claims can be deleted from the system by submitting a request via email to EDITeam@dentaquest.com. See "Filing Limits," which is located on page 19 of the ORM.
5. Did the already-performed treatment require prior authorization? If yes, submit a retrospective review. See "Authorization for Treatment," which is located on page 11 of the ORM.
6. Check the ORM for limitations on the denied/rejected code. Did your office follow the regulation guidelines on this code?
7. Confirm in the office's chart/record for the member that your office was not the first to perform the denied procedure.
8. If you still disagree with the determination/denial, submit a provider appeal. See "Complaints and Appeals" information, which is located on page 22 of the ORM.

While it may be difficult from time to time to decipher if your office should appeal or resubmit, utilizing this process will assist you with making the appropriate choice. Please reach out to your provider relations representative or the intervention team if you have any further questions.

REGISTER AT LEAST 10 DAYS BEFORE EACH SEMINAR TO PREVENT CANCELLATIONS

Visit www.massdental.org/ce for full dates and descriptions of these and other upcoming seminars.

INTRODUCTION AND REVIEW OF BASIC DENTAL ASSISTING

September 2–27, 2014

**Includes
RADIOLOGY CERTIFICATION**

**Lecture, Friday, October 3, 2014; Clinical Session, Saturday, October 4, 2014,
and
PREPARE TO TAKE THE DANB CDA EXAM
Saturday, October 18, 2014**

FRONT OFFICE MANAGEMENT PROGRAM (4 Classes)

Dates: Mondays, September 8–29, 2014
Time: 5:30–8:30 p.m.
908 Fee: \$499 MDS Dentist Member
908A Fee: \$699 Non-MDS Member
CE Hours: 12 **Lecture**
Speakers: Nancy Blumenthal-Kagan, RDH
Kristine Abbondanzio, RDH
Pamela Dembski Hart
Kathy Pauze

TAKING A PRACTICE DIGITAL: INTEGRATION AND SUPPORT OF A PAPERLESS OFFICE

Date: Wednesday, September 10, 2014
Time: 1:30–4:30 p.m.
910 Fee: \$70 MDS Dentist Member
910A Fee: \$100 Non-MDS Member
CE Hours: 3 **Lecture**
Speaker: Paul Feuerstein, DMD

HEAD-AND-NECK CANCER EXAM FOR THE DENTAL TEAM

Date: Wednesday, September 17, 2014
Time: 5:30–8:30 p.m.
917 Fee: \$70 MDS Dentist Member
917A Fee: \$100 Non-MDS Member
CE Hours: 3 **Lecture**
Speaker: Allesandro Villa, DDS, PhD

ALL-TISSUE CO₂ LASER FOR CAD/CAM-READY PREPARATIONS

Date: Friday, September 19, 2014
Time: 8:30 a.m.–4:00 p.m.
**Complimentary continental breakfast and
light lunch provided by Convergent Dental, Inc.**
919 Fee: \$150 MDS Dentist Member
919A Fee: \$250 Non-MDS Member
CE Hours: 6 **Hands-On**
Speaker: Mark A. Mizner, DMD
Tony Hewlett, DDS
*The Convergent Dental, Inc., grant
has been applied to this program.*



RADIOLOGY CERTIFICATION PROGRAM

Date: Friday, October 3, 2014
Lecture Session: MDS Headquarters
Time: 8:30 a.m.–4:30 p.m.
**Lunch is included the day
of the lecture session only.**
Date: Saturday, October 4, 2014
(Choose one) Clinical Sessions: BU
1003A Fee: \$215
Lecture 10/3
Clinic 10/4 7:30–11:30 a.m.
1003B Fee: \$215
Lecture 10/3
Clinic 10/4 10:30 a.m.–2:30 p.m.
CE Hours: 11 **Lecture/Hands-On**
Speakers: Anita Gohel, BDS, PhD
Mary Ellen Sholes, AAS



FINANCIAL REPORTING (4 Classes)

Dates: Thursdays, October 16, 23, 30,
November 6
Time: 5:00–8:00 p.m.
1016 Fee: \$499 MDS Dentist Member
1016A Fee: \$699 Non-MDS Member
CE Hours: 12 **Lecture**
Speakers: Laurie LaBrie
Nancy Blumenthal-Kagan, RDH

*This course is designed for practice
managers, owners, and future owners
who have fiscal oversight and access
to all financial reporting.*

ADA CERP® Continuing Education
Recognition Program

The Massachusetts Dental Society is an ADA CERP Recognized Provider. 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/ce.





Understanding Your Options

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

With the myriad changes and adjustments happening in health insurance (and in most insurance products and services), I feel it would be helpful to outline the importance of understanding your health insurance premiums.

Going back to the early 2000s, there was a plethora of co-pay-based health insurance plans with few deductible-based options. In addition, the networks were full, broad-based structures with far in excess of 90 percent of physicians/hospitals in the state covered. Fast-forward to 2014, where there are many more adjustments to health insurance that you have to understand and compare in a true “apples-to-apples” methodology, or you/your employees may be purchasing/enrolling in a plan that is not what you/they anticipated and could conceivably result in high out-of-pocket expenses. Deductible-based plans are now the norm with funding alternatives—some with coinsurance mixed in, wellness considerations, and full and reduced network options. Tie in distribution channel expansions and you have a potentially confusing situation.

One of the requirements of an “advanced” employee benefit consultant and brokerage firm such as MDSIS–Spring is to review and audit all new product and service entrees that come into the marketplace. Our clients request it, our mission demands it, and, ultimately, it is important for all involved to perform due diligence. Our investigative work has uncovered everything from a few products that have been implemented fully, to some that were borderline or simply ahead of their time, to some that were dismissed immediately. It is one thing to be leading edge, but another to be “bleeding edge.”

Recently, a company in Massachusetts was marketing self-insured options to the Massachusetts small-group marketplace. Labeled as a “cheap alternative” to the high costs of fully insured health insurance products, the company took to the streets with the message of lower short-term premiums. Having worked in the self-insured marketplace for more than 15 years, I

was intrigued yet skeptical. My initial concerns were the

masking of medical questions around life insurance companion offerings, pre-existing condition exclusions, reduction in mandated benefits, claim payment issues, and shock premium increases. After an investigation, I chose to pass on the opportunity to work with the company.

Please understand that self-insuring is a fantastic alternative to fully insuring due to the potential savings in administrative and risk charges and customization of benefits. However, self-insurance coincides with the laws of scale: a smaller scale equates to higher risk (i.e., less to spread the risk out). Therefore, for a small dental office with a few insured, a catastrophic claim issue will result in skyrocketing premium costs, as there are not enough healthy premium/claim dollars to offset the high cost of the few.

While fully insured plans in Massachusetts are undeniably expensive, they are protected by the Massachusetts Division of Insurance, which regulates the benefit and enrollment components, rating, and scope of the health insurance products offered by insurance carriers to the general public. In short, they protect your interests. Surprisingly, self-insured products are governed by the U.S. Department of Labor and are far less onerous in terms of governance than their fully insured equivalents. For dental offices with people who utilize medical benefits to any extent, these plans are risky—too risky, in my opinion.

With the ever-increasing complexities of the insurance marketplace, you need experts to work with your business. How many of you still do your own taxes? Very few, I would estimate. Partnering with the proper insurance advisor can provide you with the best products and services while protecting your interests. Contact MDSIS–Spring at (800) 821-6033 or visit www.springgroup.com.



Solving the Retirement Income Dilemma

Patty and Tony worked hard their whole lives, raised three daughters in Massachusetts, and saved for their retirement. It was 2007, and they hoped to retire in a couple years and live off their savings. Then came 2008.

Like many people, they thought they were well-diversified with a mix of stocks and bonds managed by their financial advisor. But they still lost 30 percent of their portfolio in the stock market crash. Then, because they were so scared, they parked their remaining savings in cash, only to watch the markets recover. They had to delay their retirement and stop making contributions to their grandkids' college funds. So what went wrong? Well, that's the wrong question. The right question is, What could they have done differently?

Patty and Tony had a retirement plan, but not a retirement income plan, and that's an important distinction. A retirement income plan specifically addresses the question of how you will create income for yourself in retirement. But it also goes one step further. It answers the question of how you can create guaranteed income. When done correctly, a retirement income plan protects you from what happened to Patty and Tony.

There are many risks to your retirement income, and not enough space here to address them all, but at least four are worth discussing.¹ They are:

1. Stock Sequence of Returns—It's not just what the stock market returns, but when it generates those returns that matter too.
2. Interest Rate Sequence of Returns—Low interest rates pose a risk because they mean less income if you are relying on fixed-income investments.

3. Inflation—Inflation is low by historical standards today, but that may not be the case in the future. Will your retirement income keep pace with inflation?
4. Longevity—There is a 50 percent chance that one partner in a married couple age 65 will live to age 85. And there's a 30 percent chance one of them will live to age 90. In other words, if your retirement income plan isn't built to last, you could be in for a rude awakening.

Bullet-Proof Your Plan

What specific steps can you take to bullet-proof your retirement income plan? There are specific solutions available that provide guaranteed income for life and protect you against market losses, the threat of low interest rates, inflation, and living too long. And most importantly, they still leave you in control of your money.

Because at the end of the day, the start of an enjoyable retirement begins with not having to worry about running out of money.

For more information or to schedule an appointment for an in-depth financial analysis, call Investment Professional Stephen Dellelo, MBA, ChFC, MSFS, with Eastern Dental Financial Insurance Agency at (800) 898-3342.

Reference

1. Voegtlin R, Pfau WD. Mitigating the four major risks of sustainable inflation-adjusted income. Annexus Research Institute. September 2013.



To advertise in the MDS CONNECTION, contact Jennifer Hanlin at (508) 449-6076 or visit www.massdental.org to submit an ad online. Payment in advance, covering the number of insertions, is required. 50 words or less (per insertion).....\$55 50¢ each additional word.

Rate includes immediate web posting MDS Box \$15 extra Upon publication, all classified advertisements are posted on the MDS website at www.massdental.org.

Reply to an MDS Box classified advertisement by emailing jhanlin@massdental.org (include the Box Number as your subject line), or mail your response to: MDS CONNECTION, Classified Box ___, Two Willow Street, Suite 200, Southborough, MA 01745. All responses will be promptly forwarded to the advertiser.

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.

EQUIPMENT TO BUY OR SELL

FOR SALE—DentaleZ "J" chair recently reupholstered, in very good condition with Proma delivery unit and Ritter light. Extra Proma light. Great for equipping an extra room. First decent offer takes it. Call (508) 432-8686 or (508) 246-0360.

RETIREMENT SALE HYANNIS—Two assistants chairs (excellent condition), doctors stools, misc. office furnishings, plus more. Available July 1–31. Call (508)-771-2141.

AIR TECHNIQUES VACSTAR40 VACUUM PUMP for sale, bought new March 2012, switched to dry vac after relocating the practice. Well cared for, clean, excellent working condition. Professionally uninstalled and ready for next user. \$1,500. Email dr.pronczuk@drmpj.com or camstbiz.net for photos and details.

JOB OPPORTUNITIES AVAILABLE

LOOKING FOR GENERAL DENTISTS to join our busy practice, F/T and P/T positions available. Looking for team-oriented doctor for our amazing team, office is just north of Boston. Contact us at (978) 682-4525 or (978) 375-4892 (ask for Lilian Desjardins).

THE DENTIST/CLINICAL DIRECTOR provides professional, high-quality dental treatment and education to a broad range of patients. The dentist/clinical director also oversees all clinical operations of Community Health Connections Inc., including patient care, supervision of clinical staff, compliance with regulatory agencies/requirements (e.g., OSHA, DPH, JCAHO), development and implementation of policies and procedures governing all aspects of clinical operations, infection control, quality assurance, equipment maintenance, patient complaints, and incident reporting. Education/licensure requirements: DDS or DMD degree from an accredited college or university with major course work in general dentistry. Current licensure in the state of Massachusetts. Valid DEA license to prescribe narcotics. Current CPR/AED certification. Qualified candidates please submit your CV and cover letter with salary requirement to hr@chcchc.org or mail to Community Health Connections Inc., Attn: HR Dept., 326 Nichols Rd., Fitchburg, MA 01420.

GENERAL DENTIST, MASSACHUSETTS—Progressive practice located in Marlborough and Leominster is looking for a general dentist to join our team. This position is offered as part-time or full-time. Our staff is well-trained and long-standing. We have new dental equipment, digital X-rays, and are chartless. Opportunity is open to new or recent graduates, as well as experienced clinicians. Top compensation guaranteed. Must be motivated, personable with great chairside skills, and be dedicated to the profession. Interested individuals should email a resume and cover letter to aylabellucci@yahoo.com.

WESTERN MA—Opportunity for a periodontist to join a periodontal practice in Western Massachusetts. Please send resume and contact information to MDS Box 1319.

BUSY WELL-ESTABLISHED GENERAL/FAMILY PRACTICE looking for upbeat, motivated individual with experience and good interpersonal skills. Part-time. Digital, CEREC, Invisalign, paperless. Send resume or contact info to barbara@marlboroughdentistry.com.

ORAL SURGEON, MASSACHUSETTS—Progressive practice located in the MetroWest area is looking for an oral surgeon to join our team. Part-time and/or full-time position available. Our staff is well-trained and long-standing. We have new dental equipment, digital X-rays, and are chartless. Opportunity is open to new or recent graduates, as well as experienced clinicians. Top compensation with minimum base salary guaranteed. Must be motivated, personable with great chairside skills, and be dedicated to the profession. Interested individuals should email a resume and cover letter to aylabellucci@yahoo.com.

BUSY CAPE COD PRACTICE looking for equity-minded associate leading to potential equity/sale. Tremendous opportunity for the right person to work in a great office and potentially own your own practice. Call Dan Baccari of National Practice Transitions for details at (401) 732-4334.

MASSACHUSETTS—METROWEST. Pediatric dental practice is looking for a highly motivated and energetic pediatric dentist for a part-time or full-time position with long-term potential. Our practices are located within 20 to 40 miles west of Boston. We are a friendly, quality-oriented dental practice. Our staff is well-trained and long-standing. 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.

SMILE PROGRAMS IS LOOKING FOR DENTISTS in Massachusetts who love working with children and enjoy daily travel. Work up to five days per week; no evenings or weekends and summers off. Excellent earning potential. Full- and part-time opportunities. Help make a difference. For more information and to apply, visit www.smileprograms.com.

PART-TIME DENTIST WANTED for 2 to 3 Saturdays a month at a busy practice in Woburn. Looking for someone with good communication skills, strong work ethic, and who takes pride in doing good quality work. Please email resume to gulaya@yahoo.com.

PROVINCETOWN—General dentist for part-time position in a state-of-the-art, team-approach, customer service practice. Offering CEREC, implant placement, CT scan, digital X-ray, Invisalign, endo, facial esthetics, and paperless. Great opportunity to enjoy a beautiful resort town and obtain experience with amazing technology and an amazing team. Email resume to allegretti100@aol.com. Visit our website at www.ptowndentalarts.com.

ORTHODONTIST wanted for PT/FT position in Springfield, MA, area. Seeking highly skilled and energetic individual to join an expanding private practice. Recent grads welcome. Great salary and benefits. All offices within 30-minute drive of Springfield. Qualified individuals should email their CV to orthopositionma@gmail.com.

FULL-TIME DENTIST—The health of the relationship is more important than the health of the patient. If you resonate with this philosophy, you are on your way to finding your new dental home. A wonderful opportunity for an associate committed to owning in the future. Experience necessary. Please contact robin@hollytreedental.com.

DENTAL ASSOCIATE POSITION—Fast-paced family practice north of Boston seeks a motivated associate to join our team. Established practice in the affluent Andover area. Please email resume and cover letters to ezdentalmanager@gmail.com or call Christina at (978) 685-5562.

PRACTICE COORDINATOR POSITION—Tufts Dental School is seeking a practice coordinator to instruct, evaluate, and advise predoctoral students in patient care and diagnosis, and treatment planning. Position will be filled on the basis of a one-year contract. Licensure or eligibility for licensure in Massachusetts and minimum of 3 years of 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.

EARN \$200K+/YEAR—Dental Dreams desires motivated, quality-oriented general dentists to work in our busy Massachusetts offices. We focus on providing the entire family with superior quality general dentistry in a modern, technologically advanced setting with experienced support staff. Because we understand the tremendous value of our associate dentists, we make sure that their compensation package is amongst the best. Our competitive compensation package includes: minimum guaranteed salary of at least \$150K with unlimited potential earnings; health and malpractice insurance reimbursement; and visa sponsorship. Residents and new grads are encouraged to apply. Please email CV to jboyce@kosservices.com or call (312) 274-4520 for more information.

CERTIFIED EXPERIENCED DENTAL ASSISTANT needed for busy multispecialty dental practice in Fall River. Looking for a highly motivated, energetic, and enthusiastic team player. If interested, please email resume to marisa1100@aol.com or fax to (508) 677-4929.

EXPERIENCED GENERAL DENTIST wanted for a dental practice in Fall River. We are a well-established multispecialty practice with a very friendly and highly trained staff. Email resume and cover letter to marisa1100@aol.com or fax to (508) 677-4929.

PERIODONTIST FOR GENERAL PRACTICE IN METHUEN. Need a specialist to complement our perio program. Perio surgery as well as implant placements. One day per week to start. Contact MDS Box 1261.

ENDODONTIST needed 3 to 4 days/month for busy family practice north of Boston. Flexible schedule. Up-to-date facility. Contact MDS Box 1291.

GENERAL DENTIST IN METHUEN looking for a long-term associate. Full-/part-time, flexible hours, good opportunity. If interested, please respond to MDS Box 1287.

PEDIATRIC DENTIST—Full- or part-time associate wanted for a busy pediatric practice with an excellent reputation located in Stoneham. Great, highly trained staff. Please call or email Lisa at (781) 279-2400 or lfield@drmickey.net.

GENERAL DENTIST—Part-time, 1 to 3 days, Middleboro and Taunton. One year experience preferred. Please send resume to fax (508) 947-0029 or (508) 824-4176.

MASSACHUSETTS—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. Email sporborg@cape.com.

PART-TIME DENTAL HYGIENIST NEEDED in general dental practice in Randolph. Please send resume to thegreateststaff@yahoo.com.

WELL-ESTABLISHED MULTISPECIALTY GROUP PRACTICE seeks PT/FT general dentist and pediatric dentist to join our team. Our state-of-the-art office is located within 30 miles from Boston. If interested, please email resume to pohsiwudmd@gmail.com.

CERTIFIED DENTAL ASSISTANT, dental assistant/runner, and patient coordinator needed to join our newly built state-of-the-art multispecialty practice (cosmetic and implant) located at Linden Square in Wellesley. The candidates must possess strong computer, communication, and organizational skills, and also be highly motivated, energetic, and enthusiastic team players. Our practice is proud to provide our patients with unparalleled personalized and comprehensive care. Positions are available from early June. Please forward your resume with a cover letter to arid2@me.com.

PRIVATE MULTISPECIALTY GROUP PRACTICE in Downtown Boston seeks meticulous, conscientious general dentist. This opportunity is perfect for a quality person desiring to build a practice or someone with an existing practice looking to relocate, including faculty members at local schools. Please send curriculum vitae with a cover letter describing your immediate and long-term professional goals to dent3post@gmail.com.

EXPERIENCED DENTIST WANTED for full-scope family dentistry practice in the beautiful Berkshires. Brand-new facility features the latest technology to provide comprehensive care. Dentist can choose days and hours, and enjoy many benefits. For more information, please contact dracarver@carverfamilydentistry.com.

COMMUNITY HEALTH CONNECTIONS INC.—DENTIST OPENING. CHC, a multisite federally qualified health center in North Central Massachusetts that offers comprehensive health care for all patients regardless of their ability to pay, has a dentist opening for a professional who will enjoy a challenge and want to make a difference. We offer a competitive salary and benefits package. We have just completed construction of a brand-new health center at our main Fitchburg site. Our location is rich with local outdoor activities, charming communities with excellent school systems, and short travel to beaches, cities, and mountains. The dentist is responsible for providing general dentistry and general supervision of dental assistants and hygienists. Essential duties and major responsibilities: Provide direct service to patients. Ensure that DPH, OSHA, and dental association regulations are strictly followed. Comply with departmental protocols. Meet productivity standards. Provide general dentistry and general supervision of dental assistants and hygienists. Attend required meetings. Commitment to providing dental care to families in a medically underserved community. Willingness to be flexible in the development of new methods of dental service delivery. Ability to deal with sensitive information in a highly confidential manner. Effective communication skills, both oral and written, with patients, families, visitors, co-workers, health care professionals, funders, and other regulatory agencies. Work as part of team. Awareness of resources.



available within the health center to accommodate the needs of patients. Minimum qualifications: DDS or DMD from an accredited dental school required. Massachusetts Controlled Substance certificate and DEA required. Licensed in Massachusetts to practice dentistry without limitations required. Minimum of three years of professional experience preferred. Public health experience preferred. Proficient reading, writing, and speaking in English required. Qualified candidates please submit CV and cover letter to hr@chcfc.org or mail to Community Health Connections, Inc., Attn: HR Dept., 326 Nichols Road, Fitchburg MA 01420. EOE.

GENERAL DENTIST NEEDED for an associate position in a general dental practice in a great residential neighborhood in Central Massachusetts. Position available immediately. Please come and join our successful, established family practice. Excellent compensation and opportunity for unlimited growth. Please call (508) 752-1007.

1ST ADVANTAGE DENTAL is an established dental group with 16 practices serving the New York Capital District area and also Western MA and Vermont. We believe each practice offers quality dental care within the community. Our goal is to provide our patients with dental health excellence and education while providing care in general dentistry and in oral surgery, endodontic, and periodontic specialties. Currently, 1st Advantage has great part-time opportunities for oral surgeons and endodontists in our Amherst and Greenfield, MA, practices. Please email your CV to doctortalent@amdpi.com to learn more about American Dental Partners and 1st Advantage Dental. Please visit us at www.amdpi.com and www.firstadvantagedental.com.

PART-TIME OPPORTUNITY for young energetic general dentist. Completely established MetroWest office. Please send resume and transcript. Experience preferred. Potential to transition to full-time. Contact MDS Box 1315.

WELL-ESTABLISHED GENERAL PRACTICE IN MARION—SOUTH COAST. We are looking for an associate who is experienced in all phases of general dentistry to join us in our modern and efficient family practice. You will love the community and there is potential for future buy-in. We offer a competitive salary and benefits package. Immediate opening available for PT/FT. If interested, send CV to coleen@mariondentalhealth.com.

A STATE-OF-THE-ART, GROWING DENTAL PRACTICE seeks a part-time, leading to full-time, general dentist in Mansfield. Please call or email Jeff at (508) 261-9261 or jeff@dynamicdentalinc.com.

WEST SPRINGFIELD—Established growing dental office seeks a PT/FT general dentist and a PT/FT orthodontist to join our team. Great opportunity. For more details, email us at stjosephsdental@gmail.com or fax your information to (413) 737-3185.

LARGE MULTISPECIALTY GROUP PRACTICE located southwest of Boston seeks full-time associate. One to two years of experience or GP residency preferred. Partnership opportunity available soon for the right person. A great chance to grow professionally. Please email resume to carol_frunkindental@comcast.net.

FT, LONG-TERM, POSITIONS AVAILABLE. Commission-based, with guaranteed salary, plus benefits. Excellent work environment. Profit-sharing positions available for those with minimal two years' experience. Offices 15 to 60 minutes south of Boston, all owned and operated by a practicing dentist. Email CV to melassm@hotmail.com or fax to (508) 993-5900.

JOB OPPORTUNITIES WANTED

BOARD-CERTIFIED PERIODONTIST seeking a position in Boston or surrounding area (1 to 2 days a week). Trained and experienced (5-plus years) in nonsurgical and surgical treatment, including implant, sinus, GBR, mucogingival plastic surgery, IV

sedation, and third molar extractions. Good work ethics and interpersonal skills. CV and references are available upon request. Please contact me at amerang1@hotmail.com or call (617) 448-3756.

EXPERIENCED GENERAL DENTIST seeking part-time position in a dental office south of Boston. Call (508) 243-9473.

ENDODONTIST RETIRING FROM PRIVATE PRACTICE. Seeking part-time employment in the Boston, Brookline, and Newton area. Office space is also available for rent part-/full-time in Washington Square in Brookline. Contact MDS Box 1317.

PRACTICES/OFFICES FOR SALE OR RENT

THIS MAY BE THE OPPORTUNITY OF A LIFETIME for the right person. Space available in a very established practice (25-plus years) in a great location on Route 9 in Chestnut Hill. Ultra-modern 6,700-sq.-ft. office with 14 operatories (7 pedo/ortho), 7 prosthetic chairs/hygiene. Elegant waiting room/front office, full lab, private offices, eat-in kitchen, new CB X-ray machine, totally networked. Friendly, fun environment. We are looking for the ideal person. Ideally a periodontist or prosthodontist. Have an existing practice in the Brookline, Newton, Needham, or Wellesley area, available to move, and want to take that next step? Sound interesting? Email DedeBrad124@gmail.com.

HIGHLY VISIBLE OFFICE BUILDING for sale, 450 Granite Ave., Milton; 6,552 sq. ft. 25-plus off-street parking spaces, with on-street 2-hour parking right outside. Building is fully sprinkled. Move in and use additional spaces to pay your expenses. Call Dan Gardner now at (781) 591-3232, x700.

BRAND-NEW COMMERCIAL SPACE FOR LEASE at Brookside Square in West Concord. Ample parking. Surrounded by countless retail amenities in the heart of vibrant West Concord Village. Abutting the MBTA commuter rail station and Bruce Freeman Bike Path. Occupancy spring of 2015. Call (617) 910-6667 or email jack.kerrigan@avisonyoung.com.

ORTHO—South Coast 30-year-old practice, primarily serving MassHealth patients. Over 300 active patients in low-overhead office. Great opportunity as a satellite office or for a new grad starting out. Collections over \$400K. Asking price just reduced to \$150K. Contact mmelone@morrrds.com.

TWO OFFICES AVAILABLE FOR GP AND SPECIALISTS—Long-established GP office in Chinatown priced for quick sale. Contact Frank Chen for more info at (617) 584-6677. An endo office with two fully equipped rooms for GP to start or satellite for specialists. Reply to MDS Box 1321.

BUILDING FOR LEASE already set up for dental practice in a prime location (dental chair, X-ray machine, and various necessary equipment). Please contact Tony Touma at (781) 258-6353 for more information.

GREENFIELD, MA—Periodontist, oral surgeon, endodontist, orthodontist, pedodontist, or general dentist: Opportunity to build your own practice, or satellite office, without huge start-up costs. Three-operator fully equipped dental office condo in premium medical office building. 900-plus sq. ft. Available for rent with possible option to buy. Call (413) 772-2375.

PRACTICE SALE—BROCKTON: 50 years treating patients requiring general, preventive, and periodontal services, cosmetic restorative, prosthetic dentistry, implant restoration. Three ops, lab area, RE available. Second-floor rental income. GR \$232K. Sale price \$140K. Contact Jeff Blair/Marcy Roy at (508) 397-6252/(617) 877-0977. #MA118.

PRACTICE SALE—Cape Cod. Terrific practice in the heart of Cape Cod. \$374K production, \$188K sales price. RE also available; 4 ops, 2 hygiene. Contact Jeff Blair at (508) 397-6252 or Marcy Roy at (617) 877-0977. #MA114.

GREAT OPPORTUNITY—Located south of the Mass Pike and east of 495 in charming, family-friendly community. Great staff and 600-plus active patients, average 15 new patients/month. Convenient location and ample parking. Asking \$250K. Contact mmelone@morrrds.com for more information.

SINCE 1981, Jim Kasper Associates, LLC, specializing in valuations and offering practices for sale throughout Massachusetts and the Northeast, including specialties, perio, endo, OMFS, pediatric, and ortho. All inquiries confidential. Many satisfied clients. Call (603) 355-2260. Visit www.jimkasper.com.

NEW ENGLAND PRACTICE TRANSITIONS MAINE: Mid-coast/Rockland/Camden—Buy-in opportunity; Portland—State-of-the-art facility, 4 ops, digital X-ray, gross \$488K, lease. Massachusetts: North Shore—Perio, 3 ops plus 1 extra plumbed, gross \$1M, office condo avail.; Mid-Cape—3 ops, 1 extra plumbed, gross \$313K, RE avail.; Malden—Nice opportunity, 2 ops with 1 more plumbed, gross \$399K, lease. New Hampshire: Littleton—5 ops, gross \$600K, modern office, RE avail for sale or lease. Vermont: Burlington—3 ops, gross \$375K, lease. Connecticut: West Hartford—Modern well-established practice, 5 ops, gross \$932K, RE avail. Please call (888) 888-6506 or visit www.newenglandpractice.transitions.com.

DENTAL OFFICE SPACE FOR LEASE—12 miles north of Boston, close to Route 1, on bus line, and in town center. This first-floor suite is plumbed for five operatories. It includes: a reception area, waiting room, lab, private office, ample storage space, and on-site parking. It is an excellent opportunity for a bright, energetic general practitioner/specialist to re-establish a decades-long father/son dental practice. There is tremendous potential to realize a strong income-producing practice at this location. For details and appointments, please respond to Normandy Real Estate at (978) 356-1400 (o) or (781) 662-1000 (cell/text).

OFFICE SPACE IN MEDICAL-USE BUILDING perfect for orthodontic use: 3,000 sq. ft. of office space perfect for orthodontic use. This space is located on highly visible corner lot at 6 Central St. in downtown Norwood. This space boasts easy street access with wheelchair ramp. The space currently has three bathrooms along with 10 offices, open bullpen, and reception area. The lot has excellent off-street parking for more than 20 cars. Can be used configured as is or built-out as needed. Call Dr. Movafaghi at (617) 308-1049 to arrange a tour of the space.

WEST OF WORCESTER—Mature practice with collections over \$800K in 4 ops. Looking for associate with option to buy practice and real estate. Contact mmelone@morrrds.com.

PRACTICE FOR SALE Pedo/Ortho—45 minutes north of Boston. Exceptional opportunity, high-quality, busy community w/pediatrician in bldg.; 3 days pedo, 2 days ortho, strong hygiene, \$1M collections. Immediate growth potential. Contact Arthur B. Gordon at Northeast Dental Consulting at (978) 774-2400 or arthur@thedentalbroker.com.

IDEAL LOCATION, JUST NORTH OF BOSTON—Beautiful office space for lease to orthodontist or endodontist. Ground floor, bathroom in suite, 1,229 sq. ft., very close to Routes 93 and 128, walking distance to train and bus. Large sign included—great visibility. \$1,750/mo. Call Frank at (617) 990-4065.

BEAUTIFUL FOUR-OPERATORY GENERAL DENTISTRY PRACTICE for sale. Located in the highly desirable suburb of Arlington in a high-traffic location. Gross collection \$600K+ with 3-day work week/4-days hygiene. Very pretty office design including granite counters throughout office, large staff lounge including shower and kitchen, ample storage in approximately 2,000 total sq. ft. Off-street parking for 4 to 5 cars. Eaglesoft dental software for practice management. Excellent, reliable, motivated staff. Real estate could be included; however, that would require a very attractive offer as this property is an absolute gem. Attractive lease terms. Doctor able to offer extended transition period to ensure smooth transition. This is a rare opportunity to own a very nice practice in an excellent location with ample room for additional growth. Principals only. Contact MDS Box 1312.

SERVICES

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. Phone: (978) 774-2400. Fax: (978) 750-1444. Email: Arthur@thedentalbroker.com.

SELLERS—If you are considering the sale of your dental practice, we offer more than 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. Phone: (978) 774-2400. Fax: (978) 750-1444. Email: Arthur@thedentalbroker.com.

SEEKING PRACTICES

ARE YOU LOOKING to sell your practice? Retiring, relocating, or whatever your reason, I am looking to purchase it from you. Established dentist looking to purchase existing practice within 50 miles of Boston. Private sale only. If you wish to sell your practice directly to me and want to forgo brokerage fees, I am interested in speaking with you. Please respond to dmddd2014@gmail.com.

JOURNAL Highlights Practice Transitions

Looking to buy a dental practice? The Summer 2014 issue of the JOURNAL OF THE MASSACHUSETTS DENTAL SOCIETY includes a special pullout section: "The New England Guide to Dental Practice Brokers." This handy 16-page section features helpful articles on practice transitions and highlights dental practice brokers in the New England area, how unique each company is, and what they have to offer. Whether you're thinking about buying a practice in the near future or just starting out in your dental career, you'll want to read—and save—this helpful guide. Look for your copy of the Summer issue in the mail in August or visit www.massdental.org/publications/journal.



The MDS Recognized with National Awards

A statewide public awareness campaign produced by the Massachusetts Dental Society on the importance of first dental visits by the age of one has recently been honored with two national awards and one regional award.



The Have One, By One campaign was recognized with a 2014 Telly Award, which honors outstanding achievement in TV commercials and programs, as well as video and film productions. The age-one campaign was also honored with a 2014 Silver Award in the American Society of Association Executives' "Power of A" program, and a 2014 Gold Lamplighter Award (First Place) by the New England Society for Healthcare Communications.

This campaign featured a 30-second television commercial showing a one-year-old boy getting ready to celebrate his first birthday by taking a trip to the dentist. The spot was broadcast statewide in 2013.

The Society received a second Lamplighter, an Award of Excellence, for the anti-smokeless tobacco poster featuring Shane Victorino of the Boston Red Sox that was produced last spring. The MDS also won four awards in the 31st annual Healthcare Advertising Awards competition sponsored by Healthcare Marketing Report: a Gold Award (First Place) in the category of Online Display for the Dental Flossophy message produced for the display board outside the Boston Convention and Exhibition Center during Yankee Dental Congress 2014; a Bronze Award for WORD OF MOUTH; and Merit Awards for the anti-smokeless tobacco poster and for the MDS 150th Anniversary Video.

Massachusetts Dental Society

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MDS Members Go to Washington

Eleven MDS members attended the American Dental Association (ADA) Washington Leadership Conference in May. This national conference is similar to Beacon Hill Day, which is hosted by the MDS each spring. During the Washington Leadership Conference, the ADA briefed attendees on various national issues that are important to the profession of dentistry, including student loan debt, the Medicaid Recovery Audit Contractor (RAC) Program, and federal grant programs. MDS members discussed the importance of these issues with their Congressmen and their staff. For more information on the Washington Leadership Conference, visit www.ada.org/wlc.

From left: MDS Trustee Dr. Edward Welch, MDS President-elect Dr. Edward Swiderski, MDS Guest Board Member Dr. Abdullaibrahim Abdulwaheed, and MDS Vice President Dr. Raymond Martin at the Capitol Building during the Washington Leadership Conference



Got a Question on Regs? Call Us!

The Massachusetts Dental Society is available to offer personal assistance with current rules and regulations. Contact Ellen Factor, MDS director of dental practice, at (800) 342-8747, ext. 228, or email efactor@massdental.org. You can also visit www.massdental.org/regulations/borid for information regarding current rules and regulations.

Legislative Update: Budget and Non-Covered Services

The Massachusetts House of Representatives and State Senate recently approved their joint version of the state fiscal year 2015 budget. The final budget includes expanded coverage for dentures under the MassHealth Adult Dental Program, a provision that has long been championed by Senator Harriette Chandler (D-Worcester). Representative Angelo Puppola (D-Springfield) worked with the MDS to advance a provision to delay the interoperable electronic health record (EHR) mandate from 2017 to 2020. Unfortunately, this provision was only included in the House version of the budget and not in the final joint budget. Be sure to check your inbox for updates in the weekly MDS enewsletter and the monthly MDS governmental affairs and advocacy enewsletter *SoundBites*, as well as the MDS CONNECTION.

Elsewhere, the MDS's non-covered services legislation recently advanced to the Senate Committee on Ways and Means. This legislation is aimed at preventing dental benefits companies from setting fees for services for which they do not pay providers. With this move, the bill is one step closer to passage. For more information, visit <http://cqrcengage.com/madental/noncoveredservices>.