

July - August 2018

## Delta Proposes New Fee Methodology for Premier

On June 13, 2018, a proposal from Dental Service of Massachusetts, Inc., d/b/a Delta Dental of Massachusetts (Delta), concerning the Premier fee methodology was submitted to the Massachusetts Division of Insurance (DOI). Given the changing economics of the dental benefits market and the Massachusetts Dental Society's (MDS) interest in ensuring that patients have access to high-quality continuous care, along with the long-term stability of the Premier product and the acknowledgment by Delta that the status quo was not an option, the MDS—by vote of its Board of Trustees—supports Delta's proposal. The Society submitted a corresponding letter of support to Gary D. Anderson, commissioner of the DOI, on June 13, 2018. At the request of Kevin Beagan, deputy commissioner of the DOI, the MDS withdrew the request for a petition for hearing we filed with the DOI on January 27, 2017, pursuant to M.G.L. c 176 E.

### Frequently Asked Questions About Delta's New Fee Methodology: See page 3.

In his address to the 154th MDS House of Delegates on June 8, 2018, now-Immediate Past President Dr. David Lustbader spoke about the MDS's extensive legislative response to Delta's late-2016 roll out of its Total Choice product—including successfully lobbying Delta to roll back its deadlines and filing petitions for hearings with both the DOI and the Attorney General's office requesting them to look into the transition from a not-for-profit to a for-profit entity, which resulted in the November 17, 2017, administrative hearing with the DOI. To resolve the DOI petition, for the past year the MDS—led by Dr. Lustbader, Executive Director Dr. Robert Boose, and Director of Government Affairs Kevin Monteiro, met extensively with Delta President Dennis Leonard and senior management, resulting in a proposal to save the Premier product and stabilize the 176E market for the foreseeable future.



It became “abundantly clear that both sides wanted” a stable Premier product, said Dr. Lustbader in his address. “And it was Delta’s hope, and certainly our desire, to try and save it. And so all we had to do to get the ball rolling was ask the obvious question: ‘What can be done to save Premier?’ They came back with several proposals,” he said. “They listened to our concerns. I am pleased to tell you that we have developed a plan that will save Premier. Is it perfect? No. Will everyone love it? No. But understand that given the choice of Total Choice, this is an opportunity to preserve Premier and allow our practices to continue to thrive and survive under a fee-for-service model.”

He told members that “[we] have to accept the inevitable change that is coming. We don’t have to like it, but we must do our best to make sure we can effect the change in the best light possible for our members, our patients, and our profession. It is amazing what you can accomplish if you stop screaming at each other and start listening to each other.”

The MDS submitted a letter of support—read it at [massdental.org/delta](http://massdental.org/delta)—and Dr. Lustbader presented oral testimony in support at the July 12 DOI meeting (see page 2). Learn more about Delta’s fee methodology at [massdental.org/delta](http://massdental.org/delta).

## Dr. Howard Zolot's Presidential Address to the 2018 MDS House of Delegates

*Howard Zolot, DMD, was sworn in as the 155th President of the Massachusetts Dental Society at the House of Delegates on June 8, 2018. Below is the Presidential Address Dr. Zolot delivered to the House of Delegates.*



Welcome to the 154th House of Delegates of the Massachusetts Dental Society. This is your House—the supreme governing body of the MDS. I want to welcome the American Student Dental Association (ASDA) representatives of Boston University, Harvard School of Dental Medicine, and Tufts University School of Dental Medicine, Past Presidents, Trustees, members, and distinguished guests. I am honored, humbled, and feel extremely privileged to become your next President of the Massachusetts Dental Society.

The future of dentistry has been facing difficult challenges. Evolving changes in the Affordable Care Act (ACA), third-party intrusion, crippling student debt, declining membership, and changing workforce models are just a few of the issues that organized dentistry faces. I would like to speak to each of these issues.

The ACA was enacted into law on March 23, 2010. Legislators, economists, and non-health care professionals made bold decisions on how this country will deliver health care. Dentistry was only a peripheral cure in its mandate. Pediatric dentistry was the only inclusiveness for oral health. Since that time, the ACA has shown signs of fatigue and failure. Dentistry has made every effort to make oral health part of overall health. Conditions such as diabetes, cardiovascular disease, pulmonary disease, and preterm low-birth-weight babies have been identified as systemic links to periodontal disease and related health. As health care evolves, the vertical integration of medicine and dentistry will become more prominent. Curricula of both medical and dental schools are incorporating collaborative treatment of patients. In February 2016, the

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## Dr. David Lustbader's Testimony Before the DOI

I thought it was very important to post Immediate Past President Dr. Lustbader's testimony on behalf of the MDS before the Division of Insurance (DOI) on July 12, 2018. The MDS Board of Trustees and staff have received many questions from members regarding the MDS's position on Delta's new fee methodology. You will remember that when Total Choice was unveiled in late 2016, the MDS Board rigorously pursued every avenue possible to challenge and prevent the creation of such a network. Those actions included a petition and hearing before the DOI, a petition to the Attorney General, and a legislative remedy. We argued to keep Delta in Chapter 176e, which is the nonprofit section of the law and under the scrutiny of the DOI. Delta was moving to the for-profit Chapter 175 section of the law, which would allow no DOI scrutiny over rate setting. Under Total Choice, our members would realize a 25–30% reduction in reimbursement in order for the company to be competitive in today's insurance marketplace. The current proposal from Delta is to recalibrate the Premier product and rebase it, creating a 10% reduction in reimbursement. After extensive review, the MDS Board of Trustees determined that a modification to the Premier product is a better alternative than the complete shift to Total Choice.

Good morning, members of the Division of Insurance (DOI). Thank you for the opportunity to provide comments on the matter of the methodology for determining fees paid to participating dentists by Dental Service of Massachusetts, Inc. My name is Dr. David Lustbader and I am the Immediate Past President of the Massachusetts Dental Society (MDS). I provide these comments on behalf of the MDS, of which approximately 80% of dentists in Massachusetts are members.

Reducing health care costs while ensuring that patients continue to have access to high-quality dental care requires a delicate balance, and we believe this proposal does just that. Following a close review of the fee methodology proposed by Delta that included independent analysis by a noted health economist, the MDS Board of Trustees unanimously voted to support this proposal.

When only one dental carrier is expected to raise fees every year by the dental CPI, that carrier will eventually be priced out of the marketplace. This is exactly what is happening to Delta today. Two years ago, Delta tried to respond to this pricing issue by creating a new PPO product outside of Chapter 176E that gave Delta more flexibility in setting fees. Faced with a short timeframe to sign provider contracts and the idea of less oversight over the largest dental carrier in Massachusetts, the dental community—including the MDS—pushed back against this new product.

The MDS Board of Trustees views this fee change as a better alternative to the Chapter 175 PPO product. By approving this fee methodology, Delta will remain under full DOI oversight and must come before the DOI prior to any future fee changes.

We recognize that there are dentists here who are opposed to this proposal, but we want to assure them that the Society has done its due diligence on this proposal and, while not ideal, the MDS believes that the new methodology is a good alternative given the economic environment that currently exists. The proposed fee methodology will help stabilize the Premier product for the next five to 10 years.

With that being said, the MDS urges the Division of Insurance to carefully review the factors by which Delta will base its future annual updates. Although "economic climate" and "available market and industry information" are important factors to consider moving forward, the general nature of the terminology requires diligent oversight in the future. The MDS Board of Trustees believes Delta will act in good faith when it submits its annual updates, and therefore supports the annual updates proposal.

Thank you for your time in considering the MDS's comments on this proposal.

## Stay Informed of Important Updates

Staying informed and engaged with the MDS and your dental colleagues is critical to your continued success. Here are some steps to take to make sure you're getting the information you need:

- Open and read your MDS emails and add "@massdental.org" to your safe senders list
- Update your MDS profile to ensure that your email and phone number are correct
- Attend District meetings
- Connect with the MDS on Facebook and Twitter
- Get to know your District and state leadership. They are up-to-date on the latest information and are a great resource. You should feel comfortable calling or emailing your Trustee and District leaders.
- Call the MDS Member Assistance Center at 800.342.8747. The MDS has dedicated staff members available to offer guidance on a broad range of topics, including day-to-day operations, practice management, compliance, employee relations, and regulations.
- Periodically check the MDS website for updates



A Bimonthly Newsletter of the Massachusetts Dental Society

Howard Zolot, DMD – President  
 Richard Marchand, DMD – Secretary  
 Robert E. Boose, EdD, CAE – Executive Director  
 Melissa Carman – Director of Publications  
 Suzanne Gullledge – Graphic Designer

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# Delta's New Fee Methodology: Frequently Asked Questions

Deciding what dental plans to participate in is an individual decision based on the unique needs of your practice. Delta Dental of Massachusetts (DDMA) unveiled a new proposed fee methodology, which is subject to Division of Insurance (DOI) approval. We know that many Massachusetts Dental Society (MDS) members have questions and need answers to help you make an informed decision about whether participating in the corresponding network is a good fit for your practice. The MDS cannot make this decision for you; instead, you must evaluate the proposal and determine if the plan works for your unique practice. To help you make an informed decision, the MDS provides the following questions and answers on Delta's new fee methodology.

## Q. Why is DDMA making changes to its Premier program?

A. DDMA opted to file an updated Chapter 176E fee methodology with the DOI in early June in response to criticism raised by the MDS and our members of its late-2016 introduction of the PPO Total Choice program.

DDMA initially gave providers less than a month to decide about Total Choice. At that time, the plan limited a provider's ability to refer patients to out-of-network specialists without consent of dentists.

In response to DDMA's actions, the MDS petitioned the DOI to hold public hearings on what the MDS viewed as a wholesale transfer of Delta's historic business from a not-for-profit organization that was subject to important regulation by the DOI to a for-profit organization that was subject to much less regulatory supervision. The MDS also submitted legislation that would ensure continued government oversight of Delta's operations.

The MDS also requested that Attorney General Maura Healey review Delta's actions.

Recognizing widespread concerns, DDMA began conversations with dentists, lawmakers, the public, and the MDS. DDMA listened to its Premier Network of dentists, along with the concerns raised by the MDS. It heard a clear message that a strong, sustainable Premier Network must be a top priority in Massachusetts.

To strengthen the likelihood of a sustainable Premier program, DDMA is proposing a change to its fee methodology.

## Q. What are the basics of DDMA's proposed changes to the Premier program?

A. According to the Fee Methodology letter that DDMA distributed on June 13, 2018, to network providers, DDMA's new proposed methodology aims to achieve two goals:

- Ensuring a sustainable, predictable Premier Network for providers for years to come
- Maintaining a competitive, more affordable Premier product for Massachusetts residents

In the letter, DDMA outlined three central components of the proposed methodology:

- Rebased of the current Delta Dental Premier and Delta Dental PPO fees to align with market conditions
- A standardization of the Delta Dental experience for dentists and members that is driven by dentists' submitted charges
- Annual, market-based updates to fees, with limitations on the rate of change, to provide stability for the dental provider community, as well as employers

## Q. What is the MDS's response to DDMA's proposed changes to its Premier program?

A. The MDS view is that the proposed fee methodology, while not ideal, provides the best chance of assuring years of sustainability for the Premier product because it will ensure that more employers across the Commonwealth can offer a comprehensive benefits program to employees. It also will ensure that Premier will remain an option for Massachusetts patients/consumers.

## Q. Why is the MDS supporting this proposal?

A. Many stakeholders believe health care costs are rising at a rate that threatens access to critical health care, including oral health, and that the dental profession faces significant changes toward accountable, value-based payment and care.

The MDS has heard directly from legislators and policy makers that failure to act on rising costs of care will likely result in substantive reimbursement changes that are dictated to dentists. Cost containment and quality measurement are top priorities among regulators, legislators, and Governor Charlie Baker. And if changes are not made, drastic changes can be expected.

The MDS believes that the new fee methodology will ensure a sustainable, predictable Premier Network for providers for years to come and maintain a competitive, more affordable Premier product for Massachusetts residents.

## Q. What can MDS members expect in terms of DDMA's introduction of proposed changes to its Premier program?

A. Any change to the existing Delta Dental Premier and PPO methodology is subject to approval by the DOI. If the DOI approves or modifies the fee methodology, the earliest that any change is expected to go into effect is January 1, 2019, giving providers time to plan for these changes and make the best decision for their individual practices.

Starting in June, DDMA began holding 15-minute webinars to address questions related to the change. Dentists are able to submit questions in advance. DDMA anticipates that it will publish new fee schedules in August.

Over the next six months, DDMA will also activate a question hotline and offer individual meetings to dentists who want to better understand the new methodology and what it will mean for their individual practices.

## Q. How does DDMA's proposed change affect discussions about the proposed legislation submitted by the MDS and the MDS's request for an administrative hearing before the DOI?

A. Last fall, the legislature's Joint Committee on Financial Services held hearings on legislation introduced at the request of the MDS that responded to the concerns regarding DDMA's introduction of Total Choice. Many legislators supported the approach advocated by the MDS. We believe that those expressions of concern encouraged DDMA to consider alternative options, including a fee methodology change, to ensure that its Premier and PPO networks remain sustainable for years to come. The MDS also requested that the DOI hold an administrative hearing to review DDMA's actions.

MDS leadership and staff made a significant effort over the past 18 months to share our members' dissatisfaction with the administration, legislators, regulators, and other stakeholders. We believe that the MDS's decision to utilize the existing regulatory framework and exert pressure on DDMA resulted in acknowledgment of members' concerns and influenced DDMA's decision to reconsider its initial approach with Premier and Total Choice.

In response to DDMA's decision to sustain the Premier program, the MDS Board of Trustees agreed to the DOI's request to withdraw the administrative hearing request.

## Q. What oversight exists on the Premier plan?

A. The oversight will continue to be the historic oversight exercised by the DOI, including the DOI's power to review future changes to reimbursement rates. This outcome ensures that member dentists' concerns can continue to be voiced by the MDS, particularly in terms of any new methodologies that might be applied to provider reimbursement.

## Q. What role did the MDS Board of Trustees play in reviewing Delta's fee methodology proposal?

A. The MDS Board of Trustees reviewed the methodology and consulted with an independent economist, who reviewed Delta's fee methodology. The Board determined that, given the need for cost containment and market pressure, it offered the best chance of ensuring years of sustainability for the Premier product because it will help ensure competitive premiums for employers and as a result, more employers will continue to offer the product to employees. Thus, the Board voted to support this proposal.

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## The MDS Urges MassHealth to Reinstate Periodontics Coverage

In early July, the MDS sent a letter to the state budget Conference Committee supporting the reinstatement of MassHealth coverage for adults for the treatment of periodontal disease. Representative John Scibak (D-Hadley) introduced this amendment to the House budget, which was successfully approved by the Massachusetts House of Representatives. The MDS urged the budget Conference Committee to include this coverage in the final budget. On July 18, the Conference Committee approved the budget, which included funding to restore MassHealth coverage of periodontic services for adults. Read letter below:

On behalf of the Massachusetts Dental Society (MDS), I would like to thank you for your time and efforts in developing the FY 2019 state budget. The MDS represents approximately 80% of dentists in the Commonwealth and is the champion for oral health in the state.

According to a survey conducted by the Centers for Disease Control and Prevention (CDC), periodontal disease affects nearly half of all Americans over the age of 30. Further, 70% of adults 65 years and older have a form of periodontal disease. The CDC found that periodontitis was highest in men, Mexican Americans, adults with less than a high school education, adults below 100% Federal Poverty Levels, and current smokers.<sup>1</sup> It is critical that the Conference Committee prioritize oral health care and reinstate MassHealth coverage for the treatment of periodontal (gum) disease in the final FY 2019 budget.

Periodontal disease refers to any infection of the structures around the teeth, which includes the gums, periodontal ligaments, and alveolar bone. Periodontal disease is irreversible, but it is controllable. If gum disease is untreated, it advances and causes damage to the bone tissue surrounding tooth roots. This is the primary cause of tooth loss, discomfort, loss of biting and chewing strength, gum tissue, and bad breath. It can also lead to inflammation in other parts of the body, which occurs because the bacteria that cause periodontal infections can travel via the bloodstream to other parts of the body. Scientific studies indicate that heart disease, osteopenia, osteoporosis, and diabetes are highly correlated with periodontitis and periodontal infection.

As a periodontist practicing in North Andover, I have witnessed firsthand countless patients who have delayed care due to the lack of MassHealth coverage for periodontal disease. When patients delay care, not only does the disease progress and become more difficult to treat, but they are more likely to lose teeth or develop other conditions due to the

bacteria traveling through the blood stream. In my experience, the lack of MassHealth coverage for periodontal disease directly increases health care costs. This is because patients will seek care in emergency departments, need more comprehensive oral care due to the delayed treatment, or the disease worsens other existing health conditions.

Periodontal care is necessary for the proper diagnosis, treatment, and prevention of periodontal disease. More importantly, periodontal care is a priority for maintaining optimal systemic health. Periodontal maintenance is important for extending the lifespan of one's teeth, preventing gum disease, and is a priority for a healthy and beautiful smile. Coverage for the treatment of periodontal disease is critical to improving the oral and general health of the adult population.

We urge the Conference Committee to reinstate MassHealth coverage for the treatment of periodontal disease.

Thank you for your time and consideration. If you have questions or would like additional information, please contact Kevin Monteiro, MDS director of government affairs, at [kmonteiro@massdental.org](mailto:kmonteiro@massdental.org).

Sincerely,



Howard Zolot, DMD  
President, Massachusetts Dental Society

### Reference

1. [https://www.cdc.gov/OralHealth/periodontal\\_disease/?\\_ga=2.209368658.1931045147.1529412058-198342390.1529412058](https://www.cdc.gov/OralHealth/periodontal_disease/?_ga=2.209368658.1931045147.1529412058-198342390.1529412058)

*Delta's New Fee Methodology: Frequently Asked Questions, continued from page 3*

### Q. When will Delta provide individual fee schedules reflecting the new methodology?

A. Delta has agreed to provide participating providers revised fee schedules within two weeks of obtaining DOI approval on the new methodology (September/October time frame).

### Q. What action is needed for dental practices?

A. Dentists should review the related information and decide what is best for their practice. No action is required if you choose to stay in the Delta networks you participate in. However, if a provider decides that he or she wants to terminate their participation in the Delta Dental Premier and Delta Dental PPO networks as a result of the fee methodology changes, the provider would need to notify Delta Dental of his or her intent to terminate their provider agreement(s). DDMA has agreed to waive the notice provisions required by the Delta Dental Premier and Delta Dental PPO contracts and has agreed that, after the methodology

receives approval from the DOI, if DDMA receives written notice of a provider's intention to leave the Delta Dental Premier and/or Delta Dental PPO by November 30, 2018, the provider's last day as a participating provider would be December 31, 2018. This is a one-time exception, and except for this unique situation, the notice requirements and all other requirements of the Delta Dental Premier and PPO contracts remain in full force and effect.

### Q. Can dentists enroll in Total Choice?

A. Yes. Delta has informed the MDS that effective July 1, 2018, the Total Choice network will be reopened and will not be closed again before June 30, 2019. However, any dentist that joins the DMIC Total Choice network and then elects to terminate his or her participation will still be subject to a one-year waiting period before the provider may apply for participation again.

### Q. When will the new fee methodology be effective?

A. While this is all subject to DOI approval, the earliest these new fees will go into effect is anticipated to be January 1, 2019.

### Q. Where can I learn additional information on the new fee methodology?

A. Delta has informed the MDS that it will be holding webinars every other Thursday starting on June 21, 2018, to address questions related to the change. Dentists can also speak directly with Delta network specialists by calling the DDMA hotline at 617.886.1009 or sending an email to [networks@deltadentalma.com](mailto:networks@deltadentalma.com).

The MDS will also be posting updated information on [massdental.org/delta](http://massdental.org/delta) or you can call the MDS Member Assistance Center at 800.342.8747, option 5.

Read more frequently asked questions at  
[massdental.org/delta](http://massdental.org/delta).

# Practice Management

## Massachusetts Equal Pay Law: Are You Compliant?



The Massachusetts Equal Pay Act (MEPA) went into effect July 1, 2018, and it applies to all employers regardless of size. The law is designed to close the pay gap for working women in Massachusetts who, on average, earn only 84.3% of what men earn. An employer that violates MEPA will, in most cases, be liable for twice the amount of unpaid wages owed to the affected employee(s), plus reasonable attorneys' fees and costs. The MDS Dental Practice Committee recommends that you take the following steps to ensure you are compliant with the law:

1. Conduct a review of all of your employees' pay. Determine if pay scales differ for men and women doing the same roles with the same level of experience in your practice.
2. Make reasonable progress toward equal pay to protect yourself from claims under the new law.
3. Review your employment application to ensure it does not ask about prior salary history and update it if necessary.
4. Train anyone involved in the interview and recruitment process that they cannot ask any information about salary history.
5. Consult your attorney if you need additional support.

Looking for more information? You can read the equal pay law in its entirety at [mass.gov/service-details/overview-of-the-massachusetts-equal-pay-law](http://mass.gov/service-details/overview-of-the-massachusetts-equal-pay-law).

## MassHealth's New Tool Streamlines Recredentialing

MassHealth recredentials providers and group practices every five years per state regulation 130 CMR 450.240. The DentaQuest team, on behalf of MassHealth, has been working diligently to recredential all providers and group practices who are scheduled for recredentialing. In order to recredential your MassHealth enrollment information, providers must complete and submit a new MassHealth provider application. To make this

process easier, DentaQuest has created an online platform called App Central that must be utilized to enroll and recredential.

DentaQuest staff has been working to call all providers who need to recredential to walk them through the use of this new tool, which can be found at <https://www.masshealth-dental.net/Dentists>. After completion of the online application, providers should mail the supporting documentation indicated to:

MassHealth Provider Recredentialing  
P.O. Box 2906  
Milwaukee, WI 53201

Any questions regarding the MassHealth recredentialing process can be directed to MassHealth credentialing customer service team at [MassHealthEnrollment&Credentialing@dentaquest.com](mailto:MassHealthEnrollment&Credentialing@dentaquest.com) or 800.233.1468.



## MDS ROSTER AVAILABLE ONLINE

### Need to find a colleague's address, office phone, or email?

Use the Find-a-Member function on the MDS website at [massdental.org/find-a-dentist](http://massdental.org/find-a-dentist).

Locate members by last name, specialty, or city/town.

Log in to the members-only section to access members' email addresses.

Visit the website today at [massdental.org/login](http://massdental.org/login).

## How to Incorporate Patient Appreciation Best Practices

State law prohibits a dentist from offering something of value (to fellow dentists, patients, or any person) in exchange—no matter how small—for the referral of patients. The main prohibition, which can be found in the regulations of the Massachusetts Board of Registration in Dentistry (234 CMR § 9.05(24)), prohibits “offering, giving, or receiving commissions, rebates, or other forms of remuneration for the referral of patients.”

How can you thank your patients for referrals? The MDS Dental Practice Committee recommends that you consider acknowledging patient loyalty through tokens of appreciation throughout the year, such as personalized birthday emails, thank-you letters to patients for referrals, or prizes for good brushing habits.

Read more about the regulations regarding patient referrals and office plans in the Winter 2018 issue of the JOURNAL OF THE MASSACHUSETTS DENTAL SOCIETY ([massdental.org/journal](http://massdental.org/journal)).



## Dental Practice **Insights**

### Sign-in Sheets



Using patient sign-in sheets in your office is a practice decision; some offices choose to use them and others do not. According to the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule, dental offices are permitted to use patient sign-in sheets or to call out patient names in waiting rooms if the information disclosed is appropriately limited. The

sheet should not include space for medical information that is not necessary to list, such as the reason for the visit or diagnostic information. Sign-in sheets are optional, and practices should decide on whether they wish to use them or not.

Every Monday, the MDS Dental Practice Committee emails *Dental Practice Insights*, a weekly tip that members can immediately incorporate into their practices. These helpful practice management tips address everything from billing and coding to regulations and personnel issues. Don't miss out on this member benefit; be sure to check your inbox! If you've missed any of the emails, all *Dental Practice Insights* are archived on the MDS website at [massdental.org/insights](http://massdental.org/insights).

Do you have a tip to share with your fellow dentists? Please email it to [membership@massdental.org](mailto:membership@massdental.org).

## Bank of America Merrill Lynch

### Merrill Lynch Offers Retirement Plans for Dental Offices

The MDS is pleased to announce that Merrill Lynch, a leading provider of comprehensive wealth management and investment services for individuals and businesses worldwide, is our newest Member Savings Program partner. A subsidiary of Bank of America Corp., Merrill Lynch provides fiduciary advice for workplace retirement plans such as 401(k) and/or profit-sharing plans. MDS members will receive discounts on third-party administrator fees.

In addition, Merrill Lynch offers a suite of services for both you and your employees. MDS member dentists will receive: a designated advisor for fiduciary services; ERISA 3(21) fiduciary responsibility for investment advice; disciplined plan management process; thought leadership; change management; and integrated benefits. Your employees will receive: a designated advisor for employee education; plan education and guidance; a holistic approach to financial wellness (in and beyond plan); a range of communications; and knowledgeable call center support.

Learn more about how Merrill Lynch can help you plan for your future at [massdental.org/Merrill-Lynch](http://massdental.org/Merrill-Lynch).

## Practice Management Q&A

**Question:** Do I need to tell a potential employee that I plan to conduct a background check with an outside company prior to hiring?

**Answer:** Yes, an employer must ask a candidate for written permission before conducting a background check. The candidate can deny permission, but the employer may reject the application if the candidate declines the process.

The MDS Dental Practice Committee recommends that you conduct or consider hiring a third party to perform a background check on any applicants. The information received from this background check—which should include former employers, educational institutions, government sources, consumer credit agencies, Internet databases, and personal references—will help you know more about your potential employee and could help minimize your exposure to risk, such as fraud or embezzlement.

## Dentists and Mandated Reporting: What You Need to Know



According to the U.S. Department of Health and Human Services, more than 3 million reports of child abuse are made every year in the United States. In 2010, the Massachusetts Department of Children and Families (DCF) received more than 80,000 reports of abuse and neglect, identifying 119,192 children. And with 75% of physical abuse cases resulting in injuries to the head-and-neck region—areas that are routinely observed in the dental patient—dental providers are in a prime position to be the first advocates for victims of abuse and neglect.

In Massachusetts, dentists are mandated reporters of abuse and neglect, which means that you are required to report any suspected cases. (Under Massachusetts law, mandated reporters are protected from liability in any civil or criminal action and from any discriminatory or retaliatory action by an employer.) Dentists and their staff play a critical role in protecting children, the disabled, and the elderly from suspected cases of abuse and neglect. And since dentists treat children regularly and, in many cases, may be the only health care provider seen by these children, they should be aware of the physical, behavioral, and intraoral indicators of abuse and neglect. Learning to recognize the signs and how to document and report them to the appropriate authorities are crucial steps in preventing more serious, permanent injuries, or even fatalities, from occurring.

Read more about your responsibilities as a mandated reporter, including tips on how to recognize abuse and neglect, at [massdental.org/mandated-reporting](http://massdental.org/mandated-reporting).



# Practice Management

## Why Dental Practices Rely on Automation for Revenue Cycle Management

By Brian Eggert

Article courtesy of MDS Member Savings Program partner IC System.

In the coming year, many dental practices have big changes planned. According to a survey of more than 2,000 health care providers, a clear majority will rely on automation for some areas of their revenue cycle management, a move that can speed up payment and increase cash flow. These upgrades, according to the Black Book's 2017 Revenue Cycle Management Survey, reflect today's challenges that come with paying for health care:

- More patients report they are carrying health insurance, but they're also on higher-deductible plans that come with higher out-of-pocket costs.
- Because patients owe more money for their health care, they also play a larger role in revenue flow for hospitals and clinics. As any billing manager can attest, the timing with which patients remit payment can vary wildly. According to the survey, 83% of small physician practices say their top collection challenge is receiving payment from high-deductible patients in a timely manner. Second on the list, at 81%, is the difficulty of communicating to patients what they owe.

What's the solution? Using technology to automate revenue management systems, as well as offering more patient-focused payment solutions that can speed up and maximize reimbursement.

- Ninety-one percent of providers plan to invest in revenue cycle software that automates insurance verification. The main benefit of this move is that it gives providers the ability to better communicate with patients at the front end whether their health care is covered or if there's a deductible to pay. Not only should this ease their anxiety about the next billing cycle, but in other polls patients say that knowing their health care costs upfront lets them budget and plan for their deductible.
- Eighty-seven percent would like their organization to offer mobile and online payment options. Offering patients an easy and secure method to pay on their own terms using methods they prefer will result in faster payment. However, to truly boost cash flow, look for a payment solution that has the ability to reconcile the payment with the invoice for faster back-office processing and quicker access to capital.



- Eighty-five percent want to add automated coding software and price estimation. Paired with electronic claims submission, coding software lets the practice increase the turnaround when submitting claims to the insurance payer more quickly.

When the time comes for your practice to upgrade its revenue management system, MDS Member Savings Program partner IC System offers a practice management plug-in that lets you resolve late bills quickly. It automatically submits debts to the collection stage, eliminating the need to manually enter the accounts and record payments. This saves staff time, and your practice will see an increased cash flow.

Need collection help? Visit [massdental.org/ic-system](http://massdental.org/ic-system) to learn more about what IC System can do for you and your practice.

## Improve Payment Processing with



### Merchant Services

Offering your patients a variety of ways to pay for dental care can help create a positive checkout experience and deepen your relationships. Flexi-

ble payment options can also help improve payment timeliness and increase your odds of collecting on aged accounts. Fortunately, accepting payments at your practice has never been easier with new MDS Member Savings Program partner Bank of America Merchant Services. MDS members will receive:

- Specially negotiated discount rates
- Fast access to funds—as soon as the next business day
- Dedicated customer service

What's more, the innovative solutions from Bank of America Merchant Services can help you:

- Accept virtually all major forms of payment, providing your practice with secure acceptance of credit cards, debit cards, health savings account (HSA) cards, mobile wallets (such as Apple Pay®), and checks
- Secure your data with point-of-sale solutions that encrypt and tokenize card data to minimize the impact of a data breach and give you peace of mind
- Offer multiple payment channels that enable you to collect payments in person, over the phone, through the mail, and online
- Leverage business insights with a comprehensive dashboard reporting suite, accessible from virtually anywhere, to help you make informed business decisions

To learn how to give your patients efficient and fast ways to pay—and help save your practice money—visit [massdental.org/Bank-of-America-MS](http://massdental.org/Bank-of-America-MS).

## ADA Practice Starter Kit Helps You Start Off on the Right Foot

If you are fresh out of dental school or transitioning into a new practice, the *ADA Practice Starter Kit* is packed with the information and tools you need for your success. The kit features the ADA's top essentials for practice management, regulatory compliance, and patient education—all in one place. These include: *Dental Letters*, which provides instant, professional correspondence for patients, insurance companies, and vendors; *Creating and Updating an Employee Policy Manual*, which uses chapter-by-chapter instructions to help you develop a customized employee handbook; HIPAA and OSHA resources guide you through federal regulations and compliance requirements and staff training; and patient education offerings include *The Chairside Instructor* and 50 copies each of two of the ADA's most comprehensive patient education brochures, *Your Smile: An Owner's Manual* and *Your Child's Teeth*. Each of these items can be purchased separately, but you'll save \$125 when you purchase these items as a kit.



The *ADA Practice Starter Kit* retails for \$1,050 but MDS members can purchase it for \$700 (\$350 in savings). Visit [adacatalog.org](http://adacatalog.org) and search for product code K024 or call 800.947.4746.



## ETHICS IN PRACTICE

### Case Studies

Dental professionals hold a special position of trust within the community. Members of the Massachusetts Dental Society (MDS) take this position of trust to a higher level by voluntarily agreeing to abide by the ADA Principles of Ethics and Code of Professional Conduct as a condition of membership.

On a day-to-day basis, MDS dentists are faced with decisions that must be made with the good of the patient in mind and supported by clinical expertise, ethical standards, and adherence to regulations. Staying in the know on all of these aspects can be daunting.

The MDS Ethics Committee wants to help you obtain a greater understanding of the application of the Code of Professional Conduct and has developed the new Ethics in Practice case study series to discuss real-life ethical dilemmas faced by dentists and offer guidance on the appropriate response to these scenarios. Members are also encouraged to provide feedback on the case studies and to submit ethical issues they would like to see addressed.

The first installment of Ethics in Practice, which was emailed to members on May 23, 2018, looks at the importance of knowing and adhering to regulations on general and informed consent.

### Hypothetical Case Study

A 12-year-old girl is driven to a routine dental appointment by her 17-year-old sister. During the appointment, the dentist determines that two of her deciduous teeth need to be extracted. The dentist discusses findings with the patient and her sister. They collectively agree to extract the teeth. The dentist extracts the two teeth. The patient goes home and informs her mother about the extractions. The mother contacts both their dental insurance carrier and the Board of Registration in Dentistry (BORID) to file a complaint against the dentist because "the dentist did not have our consent to do this treatment." A case is opened by BORID and disciplinary action follows that may result in license sanctions.

### Red Flags

- Neither the patient nor her sister is of the age nor has the authority to consent to extract teeth since it falls outside the scope of general informed consent.
- No specific informed consent form is presented to the patient and/or her sister. (Note: They still would not be able to authorize it.)
- The parents are not informed of the dentist's treatment recommendations.

- No specific informed consent is obtained from the parents by the dentist.
- The dentist violates Massachusetts regulations by not getting specific consent prior to performing extractions on a minor.

### Massachusetts Regulations

General and informed consent MUST be obtained in writing, signed and dated from the patient or legal representative, prior to treatment, and shall not be obtained fraudulently from a patient under duress or one who is not mentally competent, the age of majority, or an emancipated minor.

### General Consent

Each licensee shall obtain from the patient or legal representative general informed consent allowing the licensee to examine, diagnose, and treat the patient. Procedures covered by general informed consent include basic restorative or preventive procedures, and permission to bill the patient's insurer, if any.

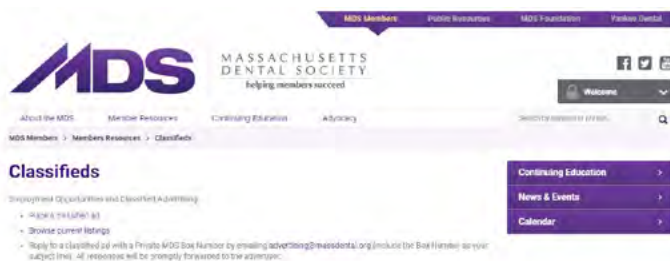
### Specific Informed Consent

Each licensee shall obtain from the patient or the patient's legal representative a specific informed consent allowing the licensee to perform specialized treatment, including but not limited to administration of anesthesia other than local anesthesia, periodontal, endodontic, orthodontic, prosthetic, oral and maxillofacial, and specialized treatment for pediatric patients, including behavioral management.

### Know the Law

As a licensed dental professional, you are required to know the Massachusetts regulations on dentistry.

This and all future Ethics in Practice case studies are archived at [massdental.org/practice-management/#ethics-in-practice-case-studies](http://massdental.org/practice-management/#ethics-in-practice-case-studies).



## Member Benefit: Classified Ads

To help our members succeed and give them an edge over the competition, the Massachusetts Dental Society (MDS) provides exclusive access to the online Classifieds section of the MDS website. Looking for a new position? Thinking about buying your first practice? Need an attorney specializing in practice transitions? Visit [massdental.org/classifieds](http://massdental.org/classifieds) and search through the comprehensive listings. You can also place a classified ad online if you are looking to transition your practice, hire an associate, or have dental equipment to sell.



## Save the Date: Wine and Unwind

Please join your fellow MDS members for a casual evening at the Boston Winery on October 4, 2018. Enjoy a wine tasting and pizza made in the winery's own pizza ovens, while mingling and networking with your friends and colleagues.

**Thursday, October 4, 2018, 6:00–9:00 pm**  
**Boston Winery, 26 Ericsson Street, Boston, MA 02122**

**Cost: \$30 per person**

Space is limited, so register early.  
Must be an MDS member to purchase tickets.  
All attendees must be 21 years or older.

Learn more and register at [massdental.org/cart/wine\\_unwind.html](http://massdental.org/cart/wine_unwind.html).



# House of Delegates

## MDS House of Delegates Convenes for 154th Annual Session

Ten resolutions were passed and a slate of new Officers and Trustees was sworn in at the 154th Massachusetts Dental Society (MDS) House of Delegates, which was held Friday, June 8, 2018, at the Boston Marriott Newton. More than 160 voting Delegates attended, including members representing all 14 Districts, Officers and Trustees, Student Delegates, Past Presidents, and Dental School Deans. The resolutions were discussed in the morning Reference Committee session, which was chaired by Thomas Torrisi, DDS, a Past Speaker of the House. The other members of the Reference Committee were: Dr. Meredith Bailey (Boston District Dental Society); Dr. James Lee (East Middlesex District Dental Society); Dr. Patricia Machalinski (Middlesex District Dental Society); and Dr. Carlin Weaver (North Shore District Dental Society).

Aside from Resolution 1, the 2018–2019 MDS Annual Budget, the resolutions all pertained to governance reform. The resolution garnering the most debate during the session was Resolution 7, which would limit the size of the House of Delegates, decreasing the minimum number of Delegates from each District from five to three (the Districts will continue to receive one additional Delegate for every 100 active members in good standing exceeding 200 active members in good standing). The resolution also proposed that Past Presidents, Past Speakers, the Editor, and the deans of Harvard School of Dental Medicine, Tufts University School of Dental Medicine, and Boston University Henry M. Goldman School of Dental Medicine, and the president of Forsyth Institute be named ex-officio members of the House of Delegates without power to vote. The resolution also proposed reducing the number of Student Delegates from each dental school from two Delegates and one Alternate Delegate to one Delegate and one Alternate Delegate.

Read the final resolutions on page 12 or go to [massdental.org/hod](http://massdental.org/hod). The amended MDS *Constitution and Bylaws* can also be viewed online at [massdental.org/bylaws](http://massdental.org/bylaws).

### NEW OFFICERS AND TRUSTEES

The House of Delegates was presided over masterfully by Speaker of the House Dr. Charles L. Silvius, a general dentist in Revere and MDS Past Pres-



Immediate Past President Dr. David Lustbader, left, passes the gavel to newly sworn-in MDS President Dr. Howard Zolot, a periodontist from North Andover.



ident. Five new officers were sworn in for the 2018–2019 term: Howard M. Zolot, DMD, a periodontist in North Andover, as President; Janis B. Moriarty, DMD, a general dentist in Winchester, as President-Elect; Mary Jane Hanlon, DMD, interim associate dean of clinical affairs at Tufts University School of Dental Medicine, as Vice President; and David P. Lustbader, DMD, an oral and maxillofacial surgeon in Quincy, as Immediate Past President.

The Board welcomed five new Trustees this year: Paul J.R. Gamache, DMD, a general dentist in Pittsfield representing the Berkshire District Dental Society; James E. Lee, DMD, a general dentist in Malden, representing the East Middlesex District Dental Society; Sathish Palayam, DDS, a general dentist in New Bedford, representing the Middlesex District Dental Society; Linda J. Massod, DMD, a general dentist in Danvers, representing the North Shore District Dental Society; and Abe Abdulwaheed, DMD, a general dentist in Quincy, representing the South Shore District Dental Society. Additionally, four MDS members were selected as Guest Board Members and will attend Board of Trustees meetings and participate in discussions in a non-voting capacity: Jeffrey R. Karen, DDS, a pediatric dentist in South Weymouth; Austin Lee, DMD, a general dentist in Swampscott; Mahesh Sadhnani, DMD, MPH, a general dentist in New Bedford; and Alex Yee, DDS, a general dentist in Boston.

After being sworn in as President, Dr. Zolot addressed the House and spoke about the challenges facing the dental profession, including “evolving changes in the Affordable Care Act, third-party intrusion, crippling student debt, declining membership, and changing workforce models.” He also addressed the importance of embracing our diverse membership. “To maintain our relevance as an organization, we must embrace all those who share the common denominator: dentistry,” he said. “Our youngest membership represents a global complexion. These individuals should be welcomed, appreciated, and encouraged to become engaged as members and stay members with respect and dignity.” (Read Dr. Zolot’s address in its entirety starting on page 1.)

Sixty-seven members were honored this year for completing 50 years of MDS membership. For the full list of 50-year practitioners, see page 11. To learn more about Annual Session, visit [massdental.org/hod](http://massdental.org/hod).

# House of Delegates

*Dr. Howard Zolot's Presidential Address, continued from page 1*

Harvard School of Dental Medicine received a grant of \$1.2 million from the National Institutes of Health for a collaboration with Northeastern University's nursing practitioner program to triage the patients at the dental school. These changes in workforce will require the Strategic Plan of the Massachusetts Dental Society to respond to these future endeavors.

"Access to care" continues to be the buzz word of every legislator. This year, as you all already know, under the leadership of our current President Dr. David Lustbader and the Board of Trustees, the MDS assisted in the construction of a legislative bill that is one of the most profound and controversial changes in dental care in the Commonwealth: the dental therapist. Through collaboration with legislators, third parties, and the leadership of oral health, the creation of a new dental provider will address access to care and service those in underserved areas of Massachusetts such as Barnstable and Berkshire Counties. These actions are examples of how by being at the table and not "on the menu" that stakeholders of oral health can work together in a collegial and harmonious way. This continued building of bridges keeps the team of dentistry together to deliver the optimal oral care to our patients of the Commonwealth. Continual efforts will also allow us to monitor and examine this new level of provider care. This legislation will allow the Dental Society to become recognized as the flagship of this nation's Dental Societies.

Crippling student debt could be the demise of dentistry. The American Dental Association reports that the average student debt is \$287K. Only 16% of those who graduate have no debt at all. I've had many opportunities over the years to speak with ASDA representatives throughout this country, some of whom are here today. These students and young professionals are the epicenter for the future growth of our profession. However, \$287K is an understatement if you're attending the schools in Boston. I have heard of debt of \$400K, \$450K, \$500K, \$600K, \$800K, and as of May 20 of this year, a student from Tufts University graduated with \$1 million of debt. I ask you today what \$1 million of debt would mean to you at this stage of your life? Would this change your life? It would change mine. Over the last 18 months, I have worked to offer a small solution to assist the pay down of student-strangling debt. I want to announce today that with the collaboration of the Massachusetts Department of Public Health, the Massachusetts Department of Access and Care, the Massachusetts League of Community Health Centers, the Massachusetts Dental Society, and private corporations, we are nearing the signing of a new debt repayment program to serve underserved areas and increase access to care. This will be a first in Massachusetts and perhaps a model for other states to explore.

As debt may be the demise to our future, so will declining membership. This will always remain on our radar for our very existence. Although the Massachusetts Dental Society has maintained a 79–80% market share, the American Dental Association it is at approximately 64.5%. To maintain our relevance as an organization, we must embrace all those who share the common denominator: dentistry. Our youngest membership represents a global complexion. These individuals should be welcomed, appreciated, and encouraged to become engaged as members and stay members with respect and dignity. As your conductor during this year, I want our organization to speak with one voice in concert with all parties involved. Young professionals will need support and guidance for their success while we navigate challenges that lie ahead for our members. Effective grassroots advocacy, innovative services, and membership-driven values will provide the relevance in wanting to belong to the Massachusetts Dental Society. Our strength is in our numbers.

Our Strategic Plan will be formulated over the next year to help the MDS reach its greatest successes by 2025. Mahatma Gandhi once said, "The future depends on what we do in the present." Our relevance must remain in the forefront for existence. The unprecedented competition that exists in professional organizations has caused those organizations to become irrelevant or nonexistent. The books *Race for Relevance* and *Road to Relevance*, co-authored by Mary Byers and Harrison Coerver, speak of how organizations can perform in spite of an onslaught of competition that once belonged to the association exclusively. The Massachusetts Dental Society must continue to be proactive rather reactive to challenges for its relevance to remain exclusive to itself. Organized dentistry needs to continue to defend and expand our scope of practice and serve as a guide to introduce to us new technologies and new practice opportunities. Last month, an email was sent to all leadership mem-

bers, a survey that will help to facilitate the MDS strategy process. The process will focus on developing three to five strategic goals to guide the organization over the next three to five years, as well as review the mission and vision for the organization. Your input will help to formulate the methodologies to create an accepted Strategic Plan moving forward.

Twenty-six years ago, I served in my first House of Delegates. There are so many individuals to thank for this journey and the opportunity that you are giving me today. First, I want to recognize my District, Merrimack Valley. Many individuals over the years have served as role models and mentors. Past Presidents Dr. Joseph Khalil and Dr. David Samuels, and our former Trustee and Speaker of the House, Dr. Thomas Torrisi. Tom took me to my first Board of Trustees meeting when I was Chair of the Merrimack Valley District. At that time, the Dental

Society was located in Natick on Speen Street. After leaving the meeting, I got into his car and we proceeded to exit the parking lot. When reaching the light at the corner of Speen Street and Route 9, Tom proceeded to ask me a question as to what I thought of the meeting. I responded to him that I was in awe of the Officers' and Trustees' knowledge and their abilities to articulate on the issues they spoke to. His response to me was, "Someday, you will be there." At that moment, the light turned green and I replied, "I don't think so!! I couldn't possibly hold a candle to them." Maybe that green light change was more than a sign to give the right of way to turn onto Route 9. There are so many others to mention who have cultivated my passion for wanting to make a difference and have given me the green light to make the correct turns to be here today.

Most importantly, I would like to acknowledge my family, who are here from far and wide. First, my Dad and my Mom, who although no longer with us, she is here in spirit. My brother Paul, my sister Shari, and brother-in-law Danny, all flew here from South Florida; my sister Mimi, from Wilmington, NC, and my son Justin from Nashville. My daughter Lindsey, who resides in Denver, was unable to make it to share in this moment.

The future of dentistry will continue to be bright for those who are practicing today and those who will become dentists in the future. Let the MDS hear your voices so that we can speak as one. I look forward to coalescing our voices this year.

For those who don't know, I love the game of baseball. It's a game of strategy in every pitch in every inning of the game. It's a team sport that allows all players to be part of a cause to win the game. I want to thank you again for this opportunity to lead the MDS team of 5,000 members to a winning season. At the start of every ballgame, the umpire shouts out two famous words and I ask you to shout them out in unison right now: PLAY BALL!





# House of Delegates

## MDS Foundation Recognizes Donors at Annual Session



**MDS President Dr. Howard Zolot (right) joined the Founder's Society for his donation in honor of his parents. His father, Mr. Abraham Zolot, received the recognition alongside Dr. Zolot.**

Dr. Robert Lewando, MDS Foundation Chair, had the pleasure of honoring the following members for their generous donations to the MDS Foundation:

- Dr. Roderick Lewin was welcomed as an MDS Foundation Benefactor along with the Alan K. & Isabelle DerKazarian Foundation for their lifetime contributions exceeding \$75,000
- MDS President Dr. Howard Zolot was welcomed to the Founder's Society (reserved for those who donate a cumulative \$25,000) for his donation in honor of his parents Mr. & Mrs. Abraham Zolot.
- Immediate Past President Dr. David Lustbader was recognized for entering the Morton Society level of giving, designated for those whose lifetime contributions total \$10,000–\$14,999
- Dr. Martin Wohl and his wife, Marissa Labozzetta, alongside the Valley and Worcester District Dental Societies, were welcomed into the Salmon Society for their donations to the Foundation totaling \$5,000.

It is due to the generous support of its donors that the MDS Foundation is able to fulfill its mission of increasing access to oral care across the Commonwealth through grants and volunteer hours. If you are interested in learning more about the MDS Foundation and the institutions, projects, and programs it supports, visit [massdental.org/foundation](http://massdental.org/foundation).

Donate to the Foundation at [massdental.org/foundation/giving](http://massdental.org/foundation/giving).



**Dr. Roderick Lewin (right) was welcomed as an MDS Foundation Benefactor for his lifetime contributions exceeding \$75,000 by MDS Foundation Chair Dr. Robert Lewando.**



**Dr. Martin Wohl and his wife, Marissa Labozzetta (not pictured), were welcomed into the Salmon Society by Dr. Lewando as MDS Foundation Assistant Clerk Jennifer Hanlin looks on.**

## The MDS Honors 50-Year Practitioners at Annual Session

Murry A. Awrach, DMD, DSc  
Peter F. Bagley, DMD  
Julius J. Baronas, DDS  
Gill B. Bastien, DMD  
Donald G. Bell, Jr., DMD  
Martin A. Blaustein, DDS  
Rene R. Bousquet, DDS  
Daniel M. Brennan, DMD  
David L. Burke, Jr., DMD  
Frank J. Chiminello, Jr., DMD  
John F. Coakley, DMD  
Richard J. Cote, DMD  
Donald R. DesRosiers, DMD  
Lawrence E. Devore, DMD  
Lawrence M. Dukatz, DMD  
Jeffrey I. Eisman, DMD  
Thomas J. Foley, Jr., DMD  
Robert A. Frank, DMD  
Roger A. Freeman, DMD  
Frederic J. Freidus, DMD  
Jason P. Freshman, DMD  
Joseph D. Giangrasso, Sr., DDS  
Peter E. Goldberg, DMD  
Bruce E. Golden, DDS  
Gary S. Goldstein, DMD  
Kenneth Greenberg, DMD  
Richard A. Greenberg, DDS

William J. Hoyer, DDS  
Barry M. Jaye, DMD  
John F. Keohan, DDS  
Paul S. Krugman, DDS  
Edward L. Lechtenberg, DMD  
Alan D. Lee, DDS  
B. Philip Lee, DDS  
Melvin M. Leventhal, DMD  
Arnold G. Levinson, DDS  
Thomas J. Manning, DDS  
Stephen H. Marshak, DMD  
Mohammad Moini, DMD  
Robert T. Montbach, DMD  
Edward Morton, DMD  
Suresh K. Naidu, DDS  
Francis N.J. Natale, DMD  
Clement Nelson, DMD  
Richard E. Newburg, DMD  
Edward J. O'Leary, Jr., DDS  
Alfred P. Rich, Jr., DMD  
Edward F. Root, DMD  
Leonard B. Rosenfeld, DDS  
Jan B. Rozen, DDS  
Giuseppe P. Santaniello, DDS  
David A. Schmid, DDS  
Edith M. Segal, DMD  
William V. Siegel, DMD  
Harmon W. Smith, DDS



**From left: Dr. Jan B. Rozen, Dr. Barry M. Jaye, Dr. William J. Hoyer, Dr. Thomas J. Manning, and Dr. Edward J. Welch were recognized for achieving 50 years of dental practice.**

Robert L. Sullivan, DDS  
R. Carl Szarlan, DDS  
Gerard J. Thibault, DDS  
Theodore J. Thibodeau, Sr., DDS  
Charles M. Trauring, DMD  
Edward J. Welch, DDS  
Edward L. Widronak, DDS

Peter Wiemeyer, DMD  
Joseph J. Williams, DDS  
Michael R. Wolov, DDS  
Jonathan C. Wood, DMD  
Andrew Zale, DMD



# House of Delegates — Final Resolutions

Ten resolutions were approved at the 154th MDS House of Delegates on Friday, June 8, 2018. The resolutions in their entirety are posted online at [massdental.org/hod](http://massdental.org/hod). The amended MDS *Constitution and Bylaws* can also be viewed online at [massdental.org/bylaws](http://massdental.org/bylaws).

## Resolution No. 1

### Approval of the MDS Operating Budget for Fiscal Year 2018–2019

1-18 Resolved, that the 2018–2019 MDS Annual Budget be approved.

## Resolution No. 2

### Amendment to the MDS *Constitution and Bylaws* Regarding the Elective Officers

2-18 Resolved, that the following amendments be incorporated into the MDS *Constitution and Bylaws* to modify Chapter V as shown [in the final resolutions]. The amendments to the *Bylaws* set forth in this resolution shall not be effective until such time as the Board of Trustees has developed a transition plan and presented such plan to the House of Delegates.

## Resolution No. 3

### Amendment to the MDS *Constitution and Bylaws* Regarding Regions

3-18 Resolved, that the following amendments be incorporated into the MDS *Constitution and Bylaws* to add a new section, Chapter II A1, as shown [in the final resolutions]. The amendments to the *Bylaws* set forth in this resolution shall not be effective until such time as the Board of Trustees has developed a transition plan and presented such plan to the House of Delegates.

#### CHAPTER II A1 • REGIONS

##### Section 10. Regional Composition:

Each Region shall be composed as follows:

- Region 1: Valley District Dental Society and Berkshire District Dental Society
- Region 2: Worcester District Dental Society and Wachusett District Dental Society
- Region 3: South Shore District Dental Society, Southeastern District Dental Society, and Cape Cod District Dental Society
- Region 4: Metropolitan District Dental Society and Middlesex District Dental Society
- Region 5: Boston District Dental Society and North Metropolitan District Dental Society
- Region 6: North Shore District Dental Society, Merrimack Valley District Dental Society, and East Middlesex District Dental Society

## Resolution No. 4

### Amendment to the MDS *Constitution and Bylaws* Regarding the Regional Trustees

4-18 Resolved, that the MDS *Constitution and Bylaws* be amended as shown [in the final resolutions] to create the Regional Trustee position; and be it further

Resolved, that the MDS *Constitution and Bylaws* be amended as shown [in the final resolutions] to create an At-Large Trustee position.

The amendments to the *Bylaws* set forth in this resolution shall not be effective until such time as the Board of Trustees has developed a transition plan and presented such plan to the House of Delegates.

## Resolution No. 5

### Amendment to the MDS *Constitution and Bylaws* Regarding the Executive Committee

5-18 Resolved, that Chapter V A3 Executive Committee be deleted from the MDS *Constitution and Bylaws*, and that all references to such Committee elsewhere in the *Bylaws* also be deleted. The amendments to the *Bylaws* set forth in this resolution shall not be effective until such time as the Board of Trustees has developed a transition plan and presented such plan to the House of Delegates.

## Resolution No. 6RC

### Amendment to the MDS *Constitution and Bylaws* Regarding Trustee and Officer Stipends

6RC-18 Resolved, that the MDS *Constitution and Bylaws* be amended to add a section regarding Board stipends to Chapter IV. The amendments to the *Bylaws* set forth in this resolution shall not be effective until such time as the Board of Trustees has developed a transition plan and presented such plan to the House of Delegates.

#### CHAPTER IV • BOARD OF TRUSTEES

##### Section 90. Board Stipend

The President, Vice President, Secretary, Treasurer, Speaker of the House, and Immediate Past President shall receive annual stipends. The Regional Trustees and At-Large Trustee shall receive stipends for each Board of Trustees meeting attended. The amount of the stipends will be specified in the annual budget as approved by the House of Delegates.

## Resolution No. 7RC

### Amendment to the MDS *Constitution and Bylaws* Regarding the Size of the House of Delegates

7RC-18 Resolved, that the following amendments be incorporated into the MDS *Constitution and Bylaws* to modify Chapter III as shown [in the final resolutions]. The amendments to the *Bylaws* set forth in this resolution shall not be effective until such time as the Board of Trustees has developed a transition plan and presented such plan to the House of Delegates.

## Resolution No. 8

### Amendment to the MDS *Constitution and Bylaws* Regarding the MDS Councils

8-18 Resolved, that Chapter VI Councils be deleted from the MDS *Constitution and Bylaws* and moved to the MDS Board of Trustees Organizational and Operating Manual.

## Resolution No. 9

### Amendment to the MDS *Constitution and Bylaws* Regarding the MDS Committees

9-18 Resolved, that the following amendments be incorporated into the MDS *Constitution and Bylaws* to modify Chapter VII as shown [in the final resolutions]. The amendments to the *Bylaws* set forth in this resolution shall not be effective until such time as the Board of Trustees has developed a transition plan and presented such plan to the House of Delegates.

## Resolution No. 10

### Amendment to the MDS *Constitution and Bylaws* Regarding the Executive Director

10-18 Resolved, that the following amendments be incorporated into the MDS *Constitution and Bylaws* to modify Chapter V A2 as follows:

#### CHAPTER V A2 • EXECUTIVE DIRECTOR

##### Section 10.

There shall be employed by the Board of Trustees an Executive Director to manage the administrative functions of the Society. The Executive Director's responsibilities shall be detailed in the job description as approved by the Board of Trustees.

## SUPER EARLY BIRD REGISTRATION



Yankee Dental Congress on Facebook



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One prize per person.*

Play today at **facebook.com/yankeedentalcongress**

### NEW! BOSTON LOCATION

**Boston Center for Dental Education at Trinity Dental**  
1 Huntington Avenue, Unit B, Boston, Massachusetts 02116

## THE ART AND SCIENCE OF TOOTH WHITENING

**Wednesday, September 5**

**Registration: 5:30 pm, Seminar: 6:00–9:00 pm**

Complimentary light dinner included

<b>905</b>	\$150	MDS Dentist/Auxiliary Member
<b>905A</b>	\$199	MDS Member Plus One Auxiliary
<b>905B</b>	\$275	Non-MDS Member

**CE Hours: 3 HANDS-ON**

**Audience: Assistant • Dentist • Hygienist**

- Understand the science behind tooth whitening
- Review different whitening systems
- Learn how to treat post-whitening sensitivity
- Discuss issues regarding sensitivity
- See live whitening treatment steps and results



**Gerard Kugel, DMD, PhD**, is associate dean of research and a professor of restorative dentistry at Tufts University School of Dental Medicine and maintains a private practice in Boston.



**Connie Kugel, RDH**, has more than 20 years of experience in clinical dental hygiene, marketing, education, and research. She is the director of education at the Boston Center for Dental Education.

## RADIOLOGY CERTIFICATION PROGRAM

**Thursday, September 13**

**Registration: 8:00 am, Lecture: 8:30 am–4:30 pm**

Lunch is included the day of the lecture session only.

Lecture Session: MDS Headquarters

**Saturday, September 15**

(Choose one) Clinical Sessions: Boston University Henry M. Goldman School of Dental Medicine

<b>913A</b>	\$240	Lecture 9/13	Clinic 9/15	7:30–11:30 am
<b>913B</b>	\$240	Lecture 9/13	Clinic 9/15	10:30 am–2:30 pm

**CE Hours: 11 LECTURE/HANDS-ON**

**Audience: Assistant • Hygienist**



**Mary Ellen Sholes** is dental radiology technologist at the Boston University Henry M. Goldman School of Dental Medicine.

## MANAGEMENT OF OBSTRUCTIVE SLEEP APNEA IN DENTAL PRACTICE

**Friday, September 28**

**Registration: 9:30 am, Seminar: 10:00 am–1:00 pm**

<b>928</b>	\$75	MDS Dentist/Auxiliary Member
<b>928A</b>	\$105	Non-MDS Member

**CE Hours: 3 LECTURE**

**Audience: Assistant • Dentist • Hygienist**



**Leopoldo Correa, BDS**, is diplomate of the American Board of Dental Sleep Medicine, associate professor, division head of dental sleep medicine, and director of the Dental Sleep Medicine Fellowship Program.

## SATISFY THE BORID AND STATUTORY BIENNIAL REQUIREMENTS ALL IN ONE DAY AND SAVE

**Wednesday, October 17, 2018**



## FRONT OFFICE MANAGEMENT PROGRAM

**Thursdays**

**September 6, 13, 20, 27**

**Seminar: 5:30–8:30 pm**

<b>906C</b>	\$399	MDS Dentist/Auxiliary Member
<b>906D</b>	\$699	Non-MDS Member

**CE Hours: 12 LECTURE**

**Audience: Dentist • Office Staff**



**Speakers: Nancy Kagan, RDH; Kathy Pauzé; Pamela Dembski Hart; Marissa Thompson, RDH**

### SEPTEMBER 6 • SESSION 1

**Part 1: DENTAL TERMINOLOGY AND DENTAL CODING**

**Part 2: HIPAA**

### SEPTEMBER 13 • SESSION 2

**DENTAL INSURANCE**

### SEPTEMBER 20 • SESSION 3

**SCHEDULING AND BILLING**

### SEPTEMBER 27 • SESSION 4

**TELEPHONE SKILLS, COMMUNICATION, AND CUSTOMER SERVICE**

**Learn more and register at [massdental.org/ce](http://massdental.org/ce) for all of our 2018 courses.**





By now, you probably are aware of the Business Model Project that the ADA Board of Trustees approved and that development has commenced on. I would like to provide a bit more detail for you about the project.

While the ADA is in a strong position financially, it is also planning ahead to secure the well-being of the Association for the future. The Business Model Project is an initiative to ensure that the ADA maintains its relevance while also maintaining financial sustainability. At its April meeting, the Board approved moving forward with the development of the proposed plan to pilot the service, and allocated up to \$3.5 million from unrestricted reserves to fund the pilot program.

The vision statement of the new service is: "The ADA seeks to support independent dentistry by helping new and established dentists during their most important transitions in ways that will improve oral health and access to care."

The approved pilot has two main elements:

1. An online platform that facilitates connections between new and established dentists to aid important transitions (like finding associates or buying/selling a practice); and
2. Purchasing up to two dental practices in order to place new dentists in these practices with the express intention of selling the practice to those dentists after a target period of time. In the pilot, the project will go forward in no more than two locations.

### About the Process

- Field research done by a firm called Continuum Innovation has uncovered a need in the marketplace for new dentists and established dentists who want to connect for both employment opportunities and mentorship but have had difficulty doing so.
- Research also uncovered additional needs around learning skills related to basic business management, ownership, patient acquisition, purchasing, and staff relations.
- Data indicated that it is possible for the ADA to play a role in facilitating this learning and connection.
- The "definition" phase of the Business Model Project was completed in March 2018 and resulted in a defined product vision, a plan for building it, and the staff plan to support it. It was completed under budget.

The service has several features:

- *Profile*: This is a profile that captures who a dentist is and what he or she currently seeks. For a new dentist, this might be an associateship or the possibility of purchasing a practice. For an established dentist, this might be finding an associate or finding a buyer for the practice. This profile will be much more robust and comprehensive than anything currently available in the market.

- *Match*: The service will have an algorithm that matches new dentists with established dentists by considering things like philosophy of care and a personality inventory, as well as typical things like location and desired practice characteristics.
- *Build*: Once the match occurs, there will be an ADA Mentor Coach assigned to the relationship. This resource will work with both the new dentist and established dentist to make sure that both sides of the relationship are comfortable with the arrangement and to help them manage both their individual and mutual goals.
- *Develop*: Participants in the service will be given training—some as part of the service and some at additional cost—that will help them meet their individual and mutual goals. This training will be a combination of online, by phone, and in person, and will run the spectrum from clinical to business to lifestyle (e.g., tips on planning for retirement).
- *Transition*: The goal of many of these matched relationships will be the hiring of an associate and/or the transition of the practice. In these instances, the ADA would play a role similar to the one played by employment or practice brokers in the current market. While there are certainly good brokers, the research revealed many instances of an ineffective or inefficient market relating to identifying associates and practice sales. With the foundation of the four previous elements, the new service can provide a more robust and effective opportunity to facilitate finding associates and practice sales with a higher rate of success and lower costs.

### Next Steps/Pilot Phase

- An important part of the pilot plan is to identify the role that state and local Dental Societies play in order to make this service effective. The national organization is aware of the limits in what services can be delivered in a centralized way—some portions of this service are likely better served at the local level with the support of a centralized national platform.
- In order to build this service, it will be created under a new for-profit entity with the ADA as its sole shareholder. Doing this will provide protection to the not-for-profit status of the ADA, the assets of the ADA, the intellectual property of the new service, and will facilitate the pace of decision making in the new organization. This is very similar to the set-up of ADABEL or the ADA Foundation. The new entity will have its own Board, which will be accountable to the ADA Board of Trustees.

As we move forward with the pilot phase, we will gain more information and insight and will continue to reassess prior to moving to the subsequent phase. If you have any questions about this project, please feel free to contact me at [fischj@ada.org](mailto:fischj@ada.org).

## The ADA Now Has Presence at CVS Stores, Website

The next time you walk into your neighborhood CVS Pharmacy, you may notice the presence of organized dentistry: The American Dental Association (ADA) and CVS Pharmacy recently launched a three-year initiative that gives the ADA continuous in-store and digital presence with the retailer to help consumers learn more about the importance of oral health. The collaboration includes prominent signage with oral health information in more than 5,000 CVS retail locations nationwide. CVS Pharmacy has also created a special webpage—[CVS.com/ADAdental](http://CVS.com/ADAdental)—to help consumers find ADA Seal of Acceptance products sold at CVS and search for a local dentist through the ADA Find-a-Dentist online search tool. Visitors to the webpage also can view ADA videos and read articles promoting oral health information and tips.

"What's exciting about the latest phase of this collaboration is that we are steadily making it easier for the public to access information about oral health, whether by reading information about the ADA Seal of Acceptance on store shelves, accessing Find-a-Dentist online, seeing oral health tips in circular ads, or watching videos on CVS.com," says ADA President Joseph P. Crowley.



**EQUIPMENT TO BUY OR SELL**

**INTRAORAL X-RAY SENSOR REPAIR**—We specialize in repairing Kodak/Carestream, Dexis, and Gendex. Repair and save thousands over replacement cost. We also buy and sell dental sensors. Please visit [www.RepairSensor.com](http://www.RepairSensor.com) or call 919.229.0483.

**JOB OPPORTUNITIES AVAILABLE**

**ASSOCIATE DENTIST POSITION, LEADING TO PARTNERSHIP.** Looking for an opportunity for potential ownership in the future? We are a cosmetic and general dental private practice on Cape Cod that is looking for an associate doctor. Do you have a great attitude, calm chair-side manners, and an interest in a comprehensive approach in dentistry? This is a golden opportunity for you. About us: We are a modern, state-of-the-art, fee-for-service office with digital radiography, paperless, implementing advanced new technologies and techniques. Motivated and dedicated staff supports the doctor and office goals. Please contact us if you are a DDS/DMD from an accredited university, have an active Massachusetts dental board license, a strong sense of ethics, and the ability to act with absolute integrity. Residency or one year of experience preferred. Please submit your resume and three professional references to AskDrNP@aol.com.

**FT GENERAL DENTIST NEEDED.** We are looking for a full-time general dentist for a GP practice located in Worcester County. If you put patients' care first and are able to perform high-quality dentistry and have fantastic chair-side manners, great work ethics, and excellent communication skills, we have the position for you! This opportunity boasts a great earning potential. Salary is based on 35% collections or a minimum of \$500 guaranteed per day (experienced doctors will be offered more). Benefits include: health insurance, CEU, professional license dues, malpractice insurance (paid vacation and moving expenses allowance are possible). Serious applicants only. Email your resume in confidence to [snason@towndental.com](mailto:snason@towndental.com).

**GENERAL DENTIST**—Looking for associate dentist for our busy office in New Bedford. Please email [cdbgpllc@gmail.com](mailto:cdbgpllc@gmail.com) or contact 508.990.9900.

**PEDIATRIC DENTIST**—We are looking to hire a full-time or part-time board-certified or board-eligible pediatric dentist with a strong work ethic. Our wonderful and supportive team members care about our patients and strive to provide the best patient care! We provide a fun and friendly atmosphere! Qualifications: New Hampshire state license, BLS certification. Experience: pediatric dentistry, two years (preferred). Contact via office number 603.880.5002, cell phone number 978.758.4115, or email [Nepedo78@gmail.com](mailto:Nepedo78@gmail.com).

**PEDIATRIC DENTIST**—Well-established, team-oriented pediatric dental practice with new orthodontic practice in the North Shore town of Beverly seeks a part-time pediatric dentist. If you are looking to bring your outstanding skills, talents, and outgoing personality to a practice committed to excellence, please respond to [nshoreortho@gmail.com](mailto:nshoreortho@gmail.com).

**FULL-TIME ORAL SURGEON (EQUITY AVAILABLE)**—We are looking for a full-time, board-certified oral surgeon to join our multispecialty practice in Boston. This is a fantastic opportunity with all of the necessary permitting in place along with an existing referral base. For the right candidate, we are willing to offer equity in the practice. Please send resume to [bostondmd3@gmail.com](mailto:bostondmd3@gmail.com).

**ASSOCIATE FULL-TIME**—Opportunity to join a private fee-for-service, modern dental practice in Quincy. Looking for a dentist with a minimum of 1–2 years' experience. We are a practice focused on high-quality, high-ethics dental care. If you have been searching for the right opportunity for long-term professional growth and career satisfaction, please email your resume to [cwru79@gmail.com](mailto:cwru79@gmail.com).

**GENERAL DENTIST CONCORD**—We are looking for a full-time or part-time, board-certified general dentist to join our practice in Concord, MA. This is a fantastic opportunity with all of the necessary permitting in place, along with an existing referral base. Please send resume to [bostondmd3@gmail.com](mailto:bostondmd3@gmail.com).

**GENERAL DENTIST FOXBORO**—We are looking for a full-time or part-time, board-certified general dentist to join our practice in Foxboro. This is a fantastic opportunity with all of the necessary permitting in place, along with an existing referral base. Please send resume to [bostondmd3@gmail.com](mailto:bostondmd3@gmail.com).

**GENERAL DENTIST HANOVER AND WALPOLE**—We are looking for a full-time or part-time, board-certified general dentist to join our practices in Hanover and Walpole. This is a fantastic opportunity with all of the necessary permitting in place along with an existing referral base. Please send resume to [bostondmd3@gmail.com](mailto:bostondmd3@gmail.com).

**GENERAL DENTIST LEXINGTON**—We are looking for a full-time or part-time, board-certified general dentist to join our practice in Lexington. This is a fantastic opportunity with all of the necessary permitting in place, along with an existing referral base. Please contact [bostondmd3@gmail.com](mailto:bostondmd3@gmail.com).

**GENERAL DENTIST SALEM**—We are looking for a full-time or part-time, board-certified general dentist to join our practice in Salem. This is a fantastic opportunity with all of the necessary permitting in place, along with an existing referral base. Please send resume to [bostondmd3@gmail.com](mailto:bostondmd3@gmail.com).

**GENERAL DENTIST WEYMOUTH**—We are looking for a full-time or part-time, board-certified general dentist to join our practice in Weymouth. This is a fantastic opportunity with all of the necessary permitting in place, along with an existing referral base. Please send your resume to [bostondmd3@gmail.com](mailto:bostondmd3@gmail.com).

**DENTIST—OnSite Dental Care** is looking for a dentist to join our team. Onsite Dental Care provides state-of-the-art dental services to residents of assisted living communities throughout Massachusetts. If you have a caring, compassionate demeanor, this is a unique opportunity. Our mission at Onsite Dental Care is to care, respect, and be an advocate for our patients; our efforts will improve the quality of care they receive and the quality of their lives. Please contact [FMaxner@onsitedentalcare.net](mailto:FMaxner@onsitedentalcare.net).

**ASSOCIATE DENTIST**—Looking for your dream job? Our practice is growing! We are a state-of-the-art, busy, multi-doctor practice in Southern NH. If you are an outgoing, positive dentist looking for career satisfaction and continuing education, this is the office for you! For more information, contact us today. Contact Marcey Mason, practice administrator, at [marcey@fdcmilford.com](mailto:marcey@fdcmilford.com) or 603.249.0026.

**GENERAL DENTIST WANTED FOR A PEDIATRIC DENTAL OFFICE.** We are looking for a general dentist to join our thriving pediatric dentistry office. As our patient population gets older and their dental needs change, we believe a compassionate and friendly general dentist will take our practice to the next level and serve our community in the best way possible. The schedule is extremely flexible and based on our production, the position should expect to earn anywhere from \$900–\$1,100/day. Interested parties, please contact [asonidmd@gmail.com](mailto:asonidmd@gmail.com).

**ENDODONTIST WANTED FOR A PEDIATRIC DENTAL OFFICE.** Pediatric dentistry office is looking for an endodontist to treat our adult and older pediatric patients with endodontic needs. Highly competitive pay with extremely flexible schedule available. If interested, please contact [asonidmd@gmail.com](mailto:asonidmd@gmail.com) for additional information.

To place a classified ad, visit [massdental.org/classifieds](http://massdental.org/classifieds) to submit an ad online. Payment in advance, covering number of insertions, is required. Questions? Contact Connie Bailey at 800.342.8747, ext. 220.

50 words or less (per insertion) . . . \$55

50¢ each additional word  
(Rate includes immediate Web posting.)

MDS Box . . . . . \$15 extra

Upon processing, all classified advertisements are posted on the MDS website at [massdental.org](http://massdental.org).

**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

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.

**GENERAL DENTIST**—Looking for part-time general dentist (2–3 days per week) to join our group practice in Worcester. Please contact MDS Box 1436.

**PART-TIME/FULL-TIME GP HOPKINTON**—Seeking a part-time or full-time general dentist 2–4 days per week to join a pedo-ortho practice as the lead adult dentist. Great opportunity for a confident individual who can practice independently, is able to render great service, and build family relationships. Three quarters of the patients are parents in need of comprehensive dental care and a dentist they can trust for themselves and for their growing children. Ideally looking to start in June/July. Please contact Nancy at [info@dentaplacehopkinton.com](mailto:info@dentaplacehopkinton.com).

**PITTSFIELD: EXPERIENCED DENTIST NEEDED.** Ten-plus years' experienced dentist needed in very productive Pittsfield solo practice. \$25K sign-on offered with \$200K salary and strong percentage of production. Earning potential exceeding \$250K annually. Stable schedule and great opportunity for confident and quality-focused dentist seeking long-term practice setting. Contact Molly McVay at 248.430.5555 or [molly.mcvay@greatexpressions.com](mailto:molly.mcvay@greatexpressions.com).

**GENERAL DENTIST BOLTON**—Our office is growing! We are looking for part-time Wednesday, Friday, and every other Saturday. Our office is high tech and the salary is competitive. If you are interested, please contact us at [info@boltontental.com](mailto:info@boltontental.com).

**ASSOCIATE DENTIST**—Seeking associate dentist for a modern family practice in Northborough. We are very high tech with CEREC, digital X-rays, CBCT, paperless charts. High-end clientele in brand-new facility. Hiring for two days per week with every other Saturday morning. Please send cover letter and CV to [amdm2008@gmail.com](mailto:amdm2008@gmail.com).

**SEEKING PEDIATRIC OR GENERAL DENTIST.** Seeking a friendly and caring dentist to join our five-star pediatric team! Our office is a moderately paced, privately owned pediatric and family practice located in Agawam. We are fully digitized, with Schick sensors in each operator, digital pan/ceph, Eagle Soft management software. Hours and compensation package to be discussed at time of hire and are based on experience. We hope to hear from you soon! Contact [413dentist@gmail.com](mailto:413dentist@gmail.com).

**ASSOCIATE/PART-TIME CAPE COD**—Associate position available part-time for the right candidate looking for buy-in/buy-out. Owner looking to cut back/retire. Wonderful small boutique practice on beautiful Cape Cod. Please contact 774.994.1068 or [jmgco@gmail.com](mailto:jmgco@gmail.com).

**ASSOCIATE DENTIST**—General private practice in Tewksbury looking for an associate dentist to join our practice on Saturdays and possibly 2–3 days per week. Please contact [dentaljobsapply@gmail.com](mailto:dentaljobsapply@gmail.com).

**ENDODONTIST**—Southern NH group practice seeking endodontist to join our professional family for a two-day per week position with excellent long-term potential. Please send resume and confidential inquiry to [dentists@LindnerDental.com](mailto:dentists@LindnerDental.com).

**ORAL SURGEON**—Private, multispecialty group practice in southern New Hampshire seeking oral surgeon to join our professional family. Spacious, modern facility with dedicated oral surgery area. FT/PT. Terrific career opportunity for the right like-minded individual. Send resume and absolutely confidential inquiry to: [OMFSNH@gmail.com](mailto:OMFSNH@gmail.com).

**PEDIATRIC DENTIST**—Part-time pediatric dentist for performing full-mouth rehab for children at hospital under general anesthesia in the Boston area. Contact Dr. Rashmi Shah at [rjs@drashmishah.com](mailto:rjs@drashmishah.com) or 508.345.0075.

**ORTHODONTIST WANTED**—We are looking for a part-time associate to work at our well-established pediatric practice in Worcester. Prefer at least 1–2 years of experience. Please email resume to [cmuk366@gmail.com](mailto:cmuk366@gmail.com) or call/text 203.915.6328.

**ASSOCIATE GENERAL DENTIST POSITION LEADING TO OWNERSHIP.** Exceptionally motivated and caring dentist wanted for immediate part-time position at a premier Cape Cod dental office located in Bourne. The ideal candidate will have experience in practice, feel comfortable diagnosing and presenting comprehensive treatment plans, and have a MA dental license. Our practice is dedicated to quality-focused patient care, has an established patient base, up-to-date equipment, and a friendly, caring, and experienced team. Please send your resume to [doctely@aol.com](mailto:doctely@aol.com).

**LEAD DENTIST—MANAGE SEVEN OFFICES.** We are looking for a lead dentist/area dental director to manage seven dental offices in Massachusetts. As an area dental director, you would not only have the opportunity to continue to provide quality care and memorable patient experiences, but also ensure that the experience is being replicated at each of your offices. You are responsible for the overall performance of your office, which would include responsibilities such as talent selection, new dentist training, clinical audits, developing your dentists, and partnering with each office's leadership to drive results at an office level. The ideal candidate will have experience managing other dentists or growing a successful dental practice. This position will include regular travel within the state and requires that you hold, or be eligible for, a dentist license in Massachusetts. Please contact Andrea DeDominicis at [adedominicis@benevis.com](mailto:adedominicis@benevis.com).

**UNIQUE CAREER OPPORTUNITY**—General dentist needed for established and growing private group practice in Western Massachusetts. Excellent pay package with medical, dental, and retirement benefits. State-of-the-art technology includes digital pano, CEREC Omnicam, WaveOne Gold Endo system, guided implant placements. Average compensation \$200K to \$350K. If you have excellent clinical and interpersonal skills, don't miss this opportunity to grow your professional skills. Experience or GPR training preferred but not required. \*Non-corporate and non-health center.\* Please call 413.210.3636 or email drchen@holyokemalldental.com to inquire on this wonderful opportunity.

**PART-TIME PEDIATRIC DENTAL ASSOCIATE**—We are a privately owned, state-of-the-art pediatric dental office in Newburyport seeking to hire a PT pediatric dentist to join our team. We are a wonderful group that cares about our patients in a fun and friendly atmosphere. Please forward your resume to MDS Box 1439.

**ASSOCIATE DENTIST POSITION TUESDAY AND WEDNESDAY, AND ONE SATURDAY/MONTH.** We are looking for a part-time dental associate to join our busy practice. The office is located in Cambridge close to the Red Line. It is an established practice and has been in the current location for more than 30 years. Fee-for-service, and we are providers for Delta, BC/BS, and Cigna. Currently, doctors see about 8–12 patients/day. Great staff and patient pool. Prefer at least 2–3 years of experience. Please email resume if interested to cambridgedentist89@gmail.com.

**ENDODONTIST POSITION**—We are accepting resumes for an endodontist position at an established practice in downtown Norwood. This position supports the patients of four general practitioners. One day a week to start, with opportunities to expand hours. Our practice has served this community for generations and is committed to compassionate, expert health care. Please contact Central Dental Associates at 781.769.3566 or docs@cdanorwood.com.

**PEDIATRIC DENTIST—FITCHBURG.** Full-time pediatric dentist for state-of-the-art start-up pedo/ortho. This is a tremendous opportunity to work within a collaborative group setting. High-quality dentistry, fantastic chair-side manners, great work ethics, and excellent communication skills, we have the position for you! We offer 42% collections or a minimum of \$1,200 guaranteed per day (experienced doctors will be offered more). Benefits include: health insurance, CEU, professional license dues, malpractice insurance. Please contact snason@simplyortho.com.

**ASSOCIATE GENERAL DENTIST**—Well-established, four-doctor group private dental practice is looking for an experienced and enthusiastic associate dentist for a part-time/full-time position, with the possibility of a full partnership for the right candidate. Senior partner to be retiring in the near future. Salary and percentage compensation contracts are available. Candidate must be a caring individual who is committed to providing quality patient care. Residency training (GPR or AEGD) or 1–2 years of practice experience would be helpful. Knowledge of CEREC or other digital systems would be a plus. Our patients are like family—we go above and beyond for them. We have a great working atmosphere and relationship with our long-term dedicated staff. We have three full-time and three part-time dental hygienists. Western Massachusetts is a great area to live and work in. If you are interested, please send a resume, including a cover letter, to Dr. Frank J. Mitera, Ludlow Family Dentistry, 257 Kendall St. Ludlow, MA 01056. Email dr.mitera@ludlowfamilydentistry.net. Fax 413.547.8909.

**GENERAL DENTIST—PART TIME, TAUNTON ORAL HEALTH CENTER.** We have an immediate part-time position available in our Taunton office. The Taunton Oral Health Center is a general and restorative dentistry practice. We pride ourselves on our ability to provide high-quality, affordable family care. Our team is well known for their attention to detail and their ability to make all of our patients feel at home. Our newly renovated facilities are completely digital. We have been providing exceptional dental care to families in the Greater Taunton area for more than 10 years. Please send resumes to Jennifer. Redding@CMOHS.US or call 508.813.6549 and ask for Jenn.

**EMA DENTAL OPPORTUNITY**—Western MA. Seeking general dentist to expand hours at our East Longmeadow location and introduce a doctor to our patient base and to grow with us. Part-time one day a week now and one Saturday a month starting in the fall, opportunity to expand days in future. Educational possibilities with our great team of general dentists and specialists in our multi-doctor group practice setting. EMA Dental has been serving the Valley for 35 years, a private practice experience for doctors and patients. For additional information and to explore the possibilities, please contact info@emadental.com.

**FULL-TIME GENERAL DENTIST WANTED—MARLBOROUGH AND WORCESTER.** Union Dental is searching for an experienced dentist with excellent communication skills to join our professional team. The ideal candidate for this position has worked with patients of all ages, is proficient in performing general and complex dental procedures, and is committed to the highest quality of patient care. Please contact Jessica Finley at jessica@theuniondental.com.

**ASSOCIATE DENTIST**—Our Wayland general practice is seeking a talented associate for two days per week part-time employment, ideally leading to full-time. Superb diagnostic skills and patient communication are essential. We use CEREC technology. Some general practice experience is preferred. Please forward your resume to learn more about the position to Docputt@gmail.com.

**FT PEDIATRIC DENTIST—START-UP**—FT pediatric dentist needed to start up a pedo practice in Fitchburg. \$1,500 guaranteed/day, health insurance, CEU, malpractice, vacation. Great location and plenty of parking. If you love what you do and put your patients first, don't hesitate to email your resume in confidence to learn more details. Succession plan available after two years' associateship. Serious applicants please. Please email snason@simplyortho.com.

**FT ASSOCIATE PEDIATRIC DENTIST**—We are looking for a full-time pediatric dentist for a mature pedo/ortho practice with a very well-trained staff located in New Britain CT. If you put patients' care first and are able to perform high-quality dentistry and have fantastic chair-side manners, great work ethics, and excellent communication skills, we have the position for you! This opportunity boasts a great earning potential and future succession plan. Salary is based on 40% collections or a minimum of \$1,200 guaranteed per day (experienced docs will be offered more). Benefits include: health insurance, CEU, professional license dues, malpractice insurance (paid vacation and moving expenses allowance are possible). Serious applicants only. Email your resume in confidence to snason@simplyortho.com.

**PART-TIME GP – HOPKINTON**—Seeking a part-time general dentist two days per week to join a pedo-ortho practice. Great opportunity for a confident individual that can practice independently. Ideally looking to start in June/July. Contact Nancy at info@dentalplacehopkinton.com.

## How to Reply to an Ad with a Private MDS Box Number

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

### JOB OPPORTUNITIES WANTED

**PERIODONTIST POSITION NEEDED**—A board-certified periodontist is looking for a part-time position in a periodontal or multispecialty practice. Proficient in all aspects of periodontal and implant therapy. Please contact unident23@hotmail.com or 617.433.8027.

**EXPERIENCED PERIODONTIST**—Seeking an organized general or group practice to establish a "perio practice within a practice." Enhancing the nature and quality of your hygiene practice is one goal. I am proficient in all major implant systems, osseous surgery, cosmetic perio surgery, grafting, GBR, etc. One to two days/week possible. Enjoyment of dentistry and a sense of humor are essential. . . . agreed? Contact drgumm@comcast.net or 781.956.9152.

**BOARD-CERTIFIED PERIODONTIST**—20 years' experience, locally trained. Calm, caring chair-side manner. I am proficient in all aspects of perio surgery, implants, and sinus grafting. I am looking for 1–2 days per week to expand the scope of your existing perio or general group practice. Boston, MetroWest, or MetroSouth preferred. Please contact bostonperio@outlook.com.

**PRACTICES AND OFFICES FOR SALE OR RENT DENTAL OPERATORIES AVAILABLE FOR RENT—LEXINGTON & NEEDHAM**—Locations have four fully equipped and fully functional dental operatories available for sublease/rent per day or per month. Each operator is equipped with digital radiography and is paperless. You are responsible for your own patient payments and office administration. The Lexington office is located minutes from Lexington Center and Interstate 95/Route 128 with ample parking and has a sedation permit D-A. The Needham office is located minutes from Needham/Newton Center and Interstate 95/Route 128. Both locations are available for rent Thursday through Sunday. Please email dmddds2014@gmail.com for more information.

**BUILDING FOR SALE**—1,798-sq.-ft. stand-alone building for sale in Northborough, located on main road with high visibility. Ideal for endodontist or periodontist. Practice is fully plumbed for four operatories with high-end finishes. Ample parking. Lease option available. Contact MDS Box 1437.

**FEE-FOR-SERVICE PRACTICE 12 MILES NORTH OF BOSTON**—Established boutique practice in a hot growing town looking for the right dentist to take care of my patients. No contract with any insurance, no nights or weekends, and a four-day weekly schedule with plenty of vacation time. Real estate included. Please send resume to MDS Box 1438.

**HAMPSHIRE COUNTY**—High-quality general and restorative practice. Great location. Seller owns condo space with seven ops, 2,500 sq. ft. Open since the 1950s with quality reputation. Paperless, digital, I/O cameras, digital X-ray, pano, laser, and CAD/CAM. Please note: Owner looking for associate candidate seeking to buy-in/purchase the practice within one year. For more details, contact Henry Schein Professional Practice Transitions Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #MA186.

**NORFOLK COUNTY**—South of Boston general practice with immediate access to I-93. Practice underwent major renovation in 2012, all equipment

brand new. Professional condo (1,000-plus sq. ft.), four rooms with A-dec equipment and technology, including CEREC. Condo also available for sale. Growth opportunity. Will not last long! For more details, contact Henry Schein Professional Practice Transitions Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #MA193.

**MIDDLESEX COUNTY**—General practice northwest of Boston. Close to routes 128, 93, and 3. Great location in booming town. Some perio and pedo, four ops, EZ Dental software, I/O cameras, and digital X-ray. Practice open four days with every other Saturday. Solid profit margins. For details, contact Henry Schein Professional Practice Transitions Consultant Tyler Russell at 617.447.8760 or email tyler.russell@henryschein.com. #MA194.

**MIDDLESEX COUNTY**—Northwest of Boston. Mature OMS practice with four ops in a phenomenal location. Up to 3,500 sq. ft. also available. Two recovery rooms and CBVT imaging (Kodak). Large, diverse referral base. Open four days/week and one Saturday/month. Seller willing to work part-time for extended period after the sale. For more details, contact Henry Schein Professional Practice Transitions Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #MA189.

**WESTERN MASSACHUSETTS**—Hampden County. New listing! Established general practice with consistent high revenues: \$600Ks. Seller willing to work part-time post sale. Four ops, intraoral cameras, digital X-ray, laser unit. Practice open 4 days/week, 4.5 hygiene days/week. Predominantly restorative, prosthetic practice. Building is available for sale or lease. Please contact Henry Schein Professional Practice Transitions Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #MA166.

**HAMPDEN COUNTY**—GP with three equipped ops and plumbed for expansion. Forty-plus years in operation. Leased space, 1,725 sq. ft. Current lease rate: \$1,700/month. Triple net lease, very reasonable. Hygiene department very productive. All specialty procedures referred out. Currently only in-network with Delta and Blue Cross. No Medicaid. For details, contact Henry Schein Professional Practice Transitions Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #MA195.

**GENERAL PRACTICE #MA-1438**—Suffolk County. A long-established boutique practice located right in the heart of Boston. Plenty of room for growth. Call NPT (National Practice Transitions) at 877.365.6786 or visit our website at www.nptdental.com. Please contact Daniel Baccari at 877.365.6786, ext. 223.

**DENTAL CONDO FOR SALE**—1010 Main Street, Holden, MA. 757 sq. ft.; 1/7 of professional building. Two operatories, third plumbed. \$180K. Please contact 508.829.9112 or bferris395@yahoo.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 dmddds2014@gmail.com.



**DENTIST IN EASTON LOOKING TO EXPAND CURRENT PATIENT BASE.** If you are thinking about selling your practice and are near the town of Easton, I would like to speak with you regarding your current practice and long-term plans. Space sharing, mergers, and practice purchases are all possible. We have moved into a newly renovated building and can easily expand if needed. If you're interested, please contact me at tfh4@hotmail.com or 508.269.2636.

#### SERVICES

**KEEP MORE OF WHAT YOU EARN.** You work hard—let our business and tax services help you keep more of what you make. Practice advisory services, start-up advice, tax planning and preparation for you and your practice. Contact Todd Ellis, CPA, today at todd@elliscpas.com or 781.710.0852.

**MIDDLESEX COMMUNITY COLLEGE—Dental Hygiene Local Anesthesia Certification Course for RDHs** who would like to become certified in local anesthesia. At completion, the RDH will be able to administer safe, effective, and painless local anesthesia with confidence and be prepared to take the CDCA exam. Forty-hour online study, three-day clinical where students will have 30 injection experiences and a clinical final exam. For more info, visit <https://www.middlesex.mass.edu/careertraining/dhla.aspx>. You can also call 781.280.3570 or email [wrighte@middlesex.mass.edu](mailto:wrighte@middlesex.mass.edu).

**THINKING ABOUT SELLING YOUR PRACTICE? LOOKING FOR DOCTOR RIGHT?** At Pro Practice Transitions, we know that one size doesn't fit all, and that every dental practice must be fitted to the right buyer. With ample information about our candidates and with our long history in the business, we are confident that we can help you find a buyer who fits your patients' needs. Our goal is to ensure you both the financial benefits of selling your practice and the peace of mind that comes from knowing it will be in good hands. Reason number 1 why we are the fastest-growing transitions team in New England! Call 774.289.8411 or email us at [propracticetransitions@gmail.com](mailto:propracticetransitions@gmail.com), or visit [www.dentalbrokerne.com](http://www.dentalbrokerne.com).

**NOW AVAILABLE: *Unhappy Patients: A Look at Dental Patients Complaints About Their Dental Care.*** Based on the author's experiences handling dental insurance company complaints. By Curtis F. Smith, DDS, of the Washington State Dental Association. Available on Amazon for \$9.95 plus shipping: <https://www.amazon.com/Unhappy-Patients-Dental-Complaints-About/dp/0692103880/>.

**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., at 978.774.2400. Fax: 978.750.1444. Email: [arthur@thedentalbroker.com](mailto: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 help to 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., at 978.774.2400. Fax: 978.750.1444. Email: [arthur@thedentalbroker.com](mailto:arthur@thedentalbroker.com).

**5% FEE TO SELL YOUR PRACTICE—**Why pay more to sell your hard-worked practice? I was through that pain and learned. Let me help you as a colleague. I have many buyers, and will also provide consultation to fit your needs for a fixed fee. Please contact [dentistbroker@gmail.com](mailto:dentistbroker@gmail.com) or 617.955.6563.

**DENTAL BUILD-OUTS—**Get the practice of your dreams with the guidance and experience of Unique Services Construction. From start to finish,

you will get efficient custom design based on 40 years of dental office construction experience. From total renovations to complete new build-outs. Free consultation. Please contact 508.543.2732 or visit [www.dentalbuildouts.com](http://www.dentalbuildouts.com).

**THE NEACD PRESENTS—**Dr. Christian Coachman, CDT, DDS. A phenomenal learning experience from one of the masters of high tech. Saturday, October 6, 2018, Straumann USA World Headquarters, Andover, MA. Register at [neacd.com](http://neacd.com).

**CPR CLASSES—**AHA CPR classes for the health care provider. \$65 per person. 3 CEUs. We come to your office. Please contact Naiya at 413.887.9214 or [naiya25.dental@gmail.com](mailto:naiya25.dental@gmail.com).

**THINKING ABOUT SELLING YOUR PRACTICE? PRO PRACTICE TRANSITIONS.** At Pro Practice Transitions, we know that one size doesn't fit all, and that every dental practice must be fitted to the right buyer. With ample information about our candidates and with our long history in the business, we are confident that we can help you find a buyer who fits your patients' needs. Our goal is to ensure you both the financial benefits of selling your practice and the peace of mind that comes from knowing it will be in good hands. Reason number 1 why we are the fastest growing transitions team in New England! Call 774.289.8411 or email us at [propracticetransitions@gmail.com](mailto:propracticetransitions@gmail.com), or visit [www.dentalbrokerne.com](http://www.dentalbrokerne.com).

## Call for Nominations for MDS Officer Positions

The implementation of the Society's new governance structure will make these next few years a challenging and exciting time to be an MDS Officer. Do you feel you are up to the challenge? Candidates running for an Officer position should have their nominations materials into Society headquarters no later than September 1, 2018.

Each year, per the current MDS *Constitution and Bylaws*, the House of Delegates elects the following MDS Officer positions:

- Vice President (until the new governance structure is implemented, this position has a one-year term, followed by this individual ascending to President-elect and then to President)
- Speaker of the House (until the new governance structure is implemented, this position has a one-year term with a six-term limit)
- Secretary (until the new governance structure is implemented, this position has a one-year term with a four-term limit)
- Treasurer (until the new governance structure is implemented, this position has a one-year term with a four-term limit)
- Assistant Treasurer (until the new governance structure is implemented, this position has a one-year term with a four-term limit)

#### To Run for Office

Candidates interested in running for one of the above positions should, by September 1, send to each District Secretary his or her resume, along with a letter of nomination from his or her District Executive Committee (typically written by the District Secretary) endorsing the individual's candidacy. Candidates running for the position of Vice President will also need a position paper explaining why they feel they are a good candidate for the position and outlining their vision for the future of the Society.

Nominations materials should also be mailed to the MDS Secretary, Massachusetts Dental Society, 2 Willow Street, Suite 200, Southborough, MA 01745.

To indicate that you are interested in running for an MDS Officer position and if you have any questions, contact Colleen Chase, manager of executive office operations, at [cchase@massdental.org](mailto:cchase@massdental.org) or 508.449.6045.



## Asking a Question Is the Best Way to Get the Most Out of Your Membership

### Call 800.342.8747 for the Member Assistance Center



The Massachusetts Dental Society's mission is to help all members succeed. With that in mind, we created the MDS Member Assistance Center (MAC), a member-only service designed to help MDS members get the most out of your membership.

This state-of-the-art call center enables members to speak directly with a MAC representative. Call if you:

- ▲ Need practice management advice
- ▲ Wonder if a marketing mailer is legitimate
- ▲ Face a situation in your office you are not sure how to handle
- ▲ Have a question on dental billing or coding
- ▲ Want guidance on Peer Review
- ▲ Require information on regulations
- ▲ Have questions on an MDS Member Savings Program partner

The MDS Member Assistance Center is available Monday–Friday from 8 am to 4 pm