

MDS Foundation Ambassadors Educate Seniors on Oral Health



As Massachusetts Dental Society (MDS) Foundation ambassadors, Drs. Paula Friedman, Kadambari "Kady" Rawal, and Andrea Richman have developed a vehicle to educate senior citizens about their oral health. As part of the Saving Senior Smiles Program, dental students visit senior centers to teach older adults about the changes in oral health that occur as they age. They inform seniors about treatment options, conduct demonstrations, take questions, and distribute oral care kits.

In October, the program visited the Peterborough Senior Center in Boston, where 17 seniors heard from dental students Laura Callan from the Boston University Henry M. Goldman School of Dental Medicine (BUGSDM), Edirin Sido from the Harvard School of Dental Medicine, and Melody Chou from the Tufts University School of Dental Medicine, under the supervision of Dr. Rawal, a BUGSDM faculty member. Drs. Sophia Yee and Madeleine Tan, postdoctoral geriatric dental medicine residents from BUGSDM, also volunteered at the event.

In addition to relaying valuable information about maintaining good oral health, the Saving Senior Smiles Program introduces older adults

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Sowing Joins the MDS Member Savings Program

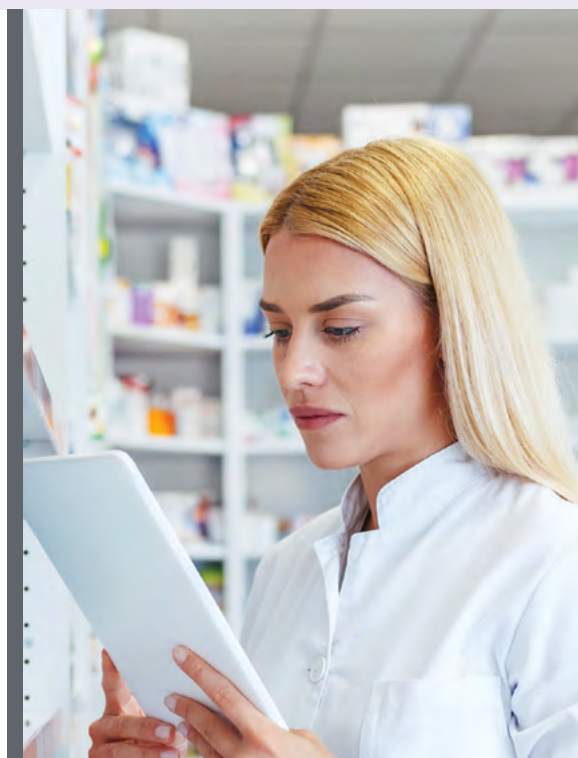
Did you know that supplies are the second highest variable cost for practices after employee salaries? The MDS member Savings Program's newest partner Sowing is a powerful, easy-to-use inventory management platform designed to help you spend less time managing your stock and more time caring for your patients. Sowing will help you understand how, when, and where your money is being spent. With Sowing, the average dental practice has an opportunity to save over 10% per year.



Sowing's mobile and web solution is designed specifically to help offices with:

- Inventory management
- Sterilization compliance and record keeping
- Tracking implants
- Usage and spending reports
- Placing purchase orders
- Managing medications
- Tracking certifications for the office, doctors, and staff
- Ensuring compliance with Material Safety Data Sheet (MSDS) management

Through the Member Savings Program, MDS members receive 10% off premium and premium plus accounts. Learn more about Sowing at massdental.org/sowing.





Comprehensive Policy on Dental Licensure

I would like to share with you the American Dental Association's (ADA) Comprehensive Policy on Dental Licensure. For the past several years, the ADA has focused its efforts on the licensure issue, and through the efforts of the Council on Dental Education & Licensure, has consolidated and updated its policy. The main issues around licensure at this point in time are portability and the elimination of patients in the clinical examination. You will see with this updated policy the comprehensive approach and recommendation to the examining community, as well as licensing boards.

General Principles

- One standard of competency for dental licensure must be in place in order to provide quality oral health care to the public.
- Provisions for freedom of movement across state lines for all dental professionals should exist to facilitate the provision of quality oral health care to the public.
- Federal licensure and federal intervention in the state dental licensure system are strongly opposed.
- Efforts of unlicensed and unqualified persons to gain a right to serve the public directly in the field of dental practice are strongly opposed.
- Elimination of patients in the clinical licensure examination process is strongly supported to address ethical concerns, including those identified in the ADA Council on Ethics, Bylaws and Judicial Affairs statement entitled Ethical Considerations When Using Patients in the Examination Process. State dental societies and dental boards are urged to work toward acceptance of valid and reliable clinical assessments that do not require single-encounter performance of procedures on patients.
- The state boards of dentistry in each state or licensure jurisdiction are the sole licensure and regulating authorities for all dentists and allied dental personnel.

- State dental boards are encouraged to require verification of completion of continuing dental education as a condition for re-registration of dental licenses.
- Dentists identified as deficient through properly constituted peer review mechanisms should undergo assessment and corrective competency-based education, and such provisions should be included in laws, rules, and regulations.

Initial Licensure

States are urged to accept the following common core requirements for initial licensure:

1. Completion of a DDS or DMD degree from a university-based dental education program accredited by the Commission on Dental Accreditation (CODA).
2. Successful passage of the National Board Dental Examination, a valid and reliable written cognitive test.
3. A determination of clinical competency for the beginning practitioner, which may include:
 - Acceptance of clinical examination results from any clinical testing agency; or
 - Graduation from a CODA-accredited PGY-1 program—i.e., a residency program at least one year in length at a CODA-accredited clinically based postdoctoral general dentistry program and/or successful completion of at least one year of a specialty residency program; or
 - Completion of a portfolio-type examination (such as that employed by the California Dental Board) or similar assessment that uses the evaluation mechanisms currently applied by the dental schools to assess student competence; or
 - An Objective Structured Clinical Examination (OSCE)—i.e., a valid and reliable non-patient-based examination consisting of multiple standardized stations

that require candidates to use their clinical knowledge and skills to successfully complete one or more dental problem-solving tasks.

Curriculum Integrated Format Clinical Examination

A curriculum integrated format (CIF) clinical examination addresses ethical concerns associated with single encounter patient-based examinations currently administered by dental clinical testing agencies. A CIF provides candidates with opportunities to successfully complete independent "third-party" clinical assessments on patients of record prior to graduation from a dental education program accredited by CODA.

The curriculum integrated format, as defined below, should only be employed as a licensure examination until a non-patient-based licensure examination is developed that protects the public and meets psychometric standards. The ADA believes that the following CIF provisions must be required by state boards of dentistry and incorporated by testing agencies for protection of the patient:

- A CIF examination must be performed by candidates on patients of record within an appropriately sequenced treatment plan.
- The competencies assessed by the clinical examining agency must be selected components of current dental education program curricula and reflective of current dental practice.

All portions of the CIF examination must be available at multiple times within each institution during dental school to ensure that patient care is accomplished within an appropriate treatment plan and to allow candidates to remediate and retake prior to graduation any portions of the examination that they have not successfully completed.

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A Bimonthly Newsletter
of the Massachusetts Dental Society

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

Follow us on:     

SPIN TO WIN!

Everyone will be a winner—prizes will include:

Gift Cards to Amazon and Ace Ticket ★
Sports Bottles ★ **Apple AirPods** ★
Hats ★ **And More!**



Join your colleagues at the following gatherings:

THURSDAY January 31

A Taste of New England

4:00 pm

Mix and mingle with your fellow First District dentists. Sample a variety of food in each lounge that has been chosen to represent each of the New England states.



FRIDAY February 1

Pizza in the Pavilion

4:00 pm

Network with First District members when you stop by the MDS Lounge to enjoy some pizza and a beer (or non-alcoholic beverage).

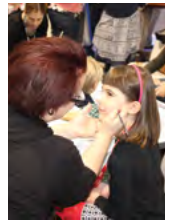


SATURDAY February 2

Family Time

10:00 am

Join us again this year for family time in the MDS booth! Enjoy breakfast and fun activities for the whole family while you chat with other member dentists.



Visit the MDS Lounge any time throughout the day to reenergize with a light snack!

FREE Pain Management Courses for Members

Fulfills BORID requirements for pain management

Thursday, January 31

Pain Management for the Dentist

2:00 - 4:00 pm

David Keith, DMD

189TL

Friday, February 1

Acute Dental Pain and the Opioid Epidemic

8:30 - 10:30 am

Richard Harold, DMD, JD

424RL

Saturday, February 2

Pain Management for the Dentist

8:00 - 10:00 am

David Keith, DMD

606SL

TIME TO TAKE A FREE HEADSHOT

Stop by the ADA Headshot Booth #1540 to take advantage of this special offer!

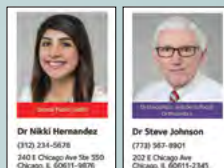
The new Find-a-Dentist tool is the focus of the ADA's three-year, \$18-million advertising campaign to help members get more patients.

In just minutes you can complete your profile by adding:

- A photo
- Contact information
- Office hours
- Payment and benefits you accept

ADA

Complete profiles show up near the top of the search results, increasing the chance of new patients clicking on your profile.



Be a Healthier You – Visit the Health & Wellness Pavilion

The MDS Dental Health and Wellness Committee wants every dental professional to feel their best.

Stop by the Health & Wellness Pavilion (Booth #839) to take advantage of:

- Personalized postural analysis
- Chairside yoga classes every hour on the hour
- Nutritional analysis and recommendations
- Body composition scanning and consultation

You will be sure to walk away with a tip or two to improve your overall well-being.

SPEND AND GET EVENT

*Thursday,
January 31, **ONLY***

Spend \$500 or more
and Get \$50 back!

Participating is easy:

- * Make a minimum purchase of **\$500** from **ONE** Yankee exhibitor on **Thursday, January 31, 2019, ONLY**
- * Bring your receipt, along with the completed form (available on-site), to the Information Booth located on the Yankee Exhibit Hall Floor for validation on **Thursday, January 31, 2019, 9:30 am - 5:30 pm ONLY**
- * Receive a **\$50** gift card

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The Yankee Dental Congress Spend and Get Promotion is valid on January 31, 2019, 9:30 am - 5:30 pm, on merchandise from Yankee Dental Congress exhibitors.

Offer valid for the first 750 participants.

Limit 1 per dental office. Must be an ADA member or staff associated with an ADA member.

Minimum purchase of \$500 from one Yankee exhibitor required on 1/31/2019 only (multiple receipts will not be accepted).



NEW

**SUPER
SATURDAY
RAFFLE**

2019

***Saturday,
February 2, **ONLY*****

Win a \$100 Gift Card

**Ten lucky winners will
be awarded every hour
10:00 am - 4:00 pm**

- * **Shop** the Exhibit Hall Floor and **spend \$100 or more**
- * Bring your receipt(s) to the Information Booth on the Exhibit Hall Floor to enter
- * You could win a **\$100 Gift Card!**

**Everyone is welcome to
participate!**

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All prizes must be claimed by 4:00 pm on Saturday, February 2, 2019, at the Information Booth on the Exhibit Hall Floor.

Winners will be notified via text throughout the day.
Only one entry per person.

THURSDAY, January 31, 2019

COURSES JUST ADDED

FREE CONTINUING EDUCATION

**DSOs or MSOs:
Friend or Foe**

2:00 - 4:00 pm Kevin Coughlin, DMD 2 CE Hours

238TL

LIVE DENTISTRY PAVILION

**The Future of Minimally
Invasive Dentistry:
Introduction to Guided Preparations**

10:00 am - 12:00 pm Cyrus Tahmasebi, DDS 2 CE Hours



211TW

**HUMAN RESOURCE
MANAGEMENT ESSENTIALS**

MORNING SESSION:

9:00 am - 12:00 pm 101TL

Employment Laws and
Risk Management

Employee Policies and
Documentation

AFTERNOON SESSION:

2:00 - 5:00 pm 102TL

Recruiting and Retention

Performance Management
and Termination

FULL DAY - SAVE \$25!

9:00 am - 12:00 pm; 2:00 - 5:00 pm 103TL



Laurie LaBrie

**FIFTH ANNUAL
INTERPROFESSIONAL SYMPOSIUM**

Eating Disorders: Food for Thought
8:00 am - 12:00 pm

104TL

Co-Moderators:



David Leader, DMD



Hongsheng Liu, DMD



Seda Ebrahimi, PhD



John Nosti, DMD



Kate Sweeney, RD

FRIDAY, February 1, 2019

**Root Canal Treatment:
Efficiency Through Simplicity**

8:00 - 11:00 am

404RH



David Landwehr, DDS

**Impress with Success! Prep, Impress,
and Cement Techniques for Ceramics**

8:00 - 11:00 am

406RH



Alan Atlas, DMD

**Anterior Esthetic Techniques
and Materials**

8:00 - 11:00 am

413RL



Lee Ann Brady, DMD

**Clinical Techniques in
Pediatric Dentistry**

8:00 - 11:00 am

422RL



Jane Soxman, DDS

**Inflammation 911: A True
State of Emergency**

9:00 am - 12:00 pm

440RL



Uche Odiatu, DMD

**Interdisciplinary Approach
for Treating the Esthetically
Compromised Patient**

1:00 - 4:00 pm

465RL



Dennis Tarnow, DDS

**Anterior All-Ceramics
from Case Selection
to Cementation**

1:00 - 4:00 pm

463RL



John Nosti, DMD

**How to Deliver Extraordinary
Customer Service**

2:00 - 5:00 pm

485RL



Barbara Khozam

**ORTHODONTIC SPECIALTY
SYMPOSIUM**

**Evidence- and Experience-Based Efficient Orthodontics:
From Kindergarten to Adulthood**

Lecture and Luncheon:

8:30 am - 5:00 pm

492RL

Lecture Only:

8:30 - 11:45 am; 1:45 - 5:00 pm

493RL

Luncheon Only:

12:00 - 1:30 pm

494RL



Ute Schneider-Moser, DDS

SATURDAY, February 2, 2019

COURSES JUST ADDED

FREE CONTINUING EDUCATION MINUTEMAN LECTURES

Generate Revenue with Your Amalgam Separator

11:00 am - 12:00 pm

Jason Buyukozer

1 CE Hours

689SL

If You Can't Measure It, You Can't Manage It!

1:00 - 2:00 pm

Jayne Carey, RDH

1 CE Hours

692SL

CADAVER DISSECTION

Let's Cut to the Chase: Human Cadaver
Dissection for Local Anesthesia

Friday, February 1

8:00 am - 12:00 pm

OR

408RH

Saturday, February 2

8:00 am - 12:00 pm

601SH



Alan Budenz, DDS



Mel Hawkins, DDS



PROSTHODONTIC SPECIALTY SYMPOSIUM

The luncheon will be held from 11:45 am - 1:30 pm

Current Controversies in Joint Position

8:30 - 11:30 am

643SL



Jeffrey Okeson, DMD

ENDODONTIC SPECIALTY SYMPOSIUM

Rethinking Endodontic Disinfection
and Fractures in Root-Filled Teeth

8:30 am - 12:00 pm

644SL



Anil Kishen, BDS, PhD

PEDIATRIC SPECIALTY SYMPOSIUM

Assessing and Treating Feeding Issues
in the Newborn and Toddler

8:00 am - 12:00 pm

648SL



Paul Bahn, DMD

Pediatric Sleep Apnea
for the Pediatric Dentist

1:30 - 4:30 pm



Umakanth Katwa, MD

ORAL & MAXILLOFACIAL SURGERY SPECIALTY SYMPOSIUM



Richard Jordan, DDS, PhD



Vikki Noonan, DMD



Anthony Pogrel, DDS, MD

BREAKOUT SESSIONS

Dentists:

Oral Surgery and Oral Pathology: Current Issues
and Practical Solutions

8:00 am - 12:00 pm;

1:15 - 3:15 pm

650SL

Assistants:

Oral Pathology Updates for Oral
Surgical Auxiliary Providers

9:00 am - 12:00 pm;

1:15 - 3:15 pm

652SL

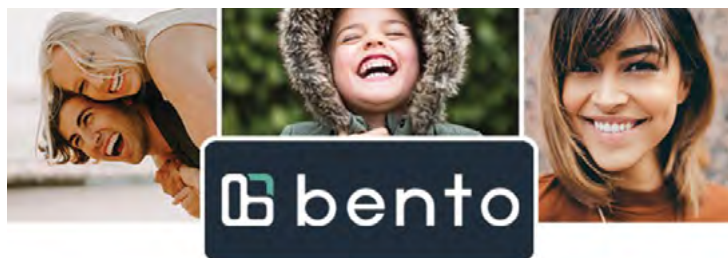
Practice Management

Bento: An Alternative to Traditional Dental Insurance

The MDS is partnering with Bento, a dental benefits management platform, to help our members provide a modern alternative to dental insurance. The Bento platform is a cloud-based, direct-reimbursement solution that connects employers, patients, and dentists directly, helping employers of any size self-insure and pay dentists directly.

Bento solves every issue from appointment to payment by cutting out waste created by middlemen and connecting employers, dentists, and their patients directly. Gone are the days of delays in care, lengthy claims processes, prior authorizations, objections to treatment planning, automatically denied claims, and unnecessary oversight. Here's how Bento can make a difference:

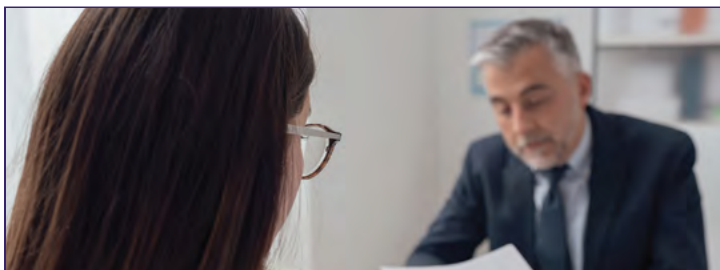
- **Immediate, Direct Reimbursement:** When patients complete appointments, Bento moves the money from the employer's account directly to the dentist's account. Its fee schedules are competitive and on par with insurance companies.
- **Save on Office Operating Costs with Instant Estimates and Transparent Pricing:** No more friction between you and your patients. No more calling insurance companies and waiting for pre-treatment estimates and chasing claims. No more chasing patients to come back for procedures. No more office errors that cost time and money.



- **Improved Patient Relationships:** Bento gives you a closed loop that lets you address patient feedback immediately. No more reputation management on Google and Yelp or losing patients completely. Bento helps preserve the patient/dentist relationship.

"By connecting employer-paid plans directly with dentists, Bento eliminates the interference of traditional insurance," says Shannon McCarthy, MDS director of sales and business development. "Our members have been asking for a viable direct reimbursement solution for a long time, so we were excited when we discovered Bento."

Learn more about Bento and how this alternative to traditional dental insurance can help your practice at massdental.org/bento.



Practice Management Q&A

Question: Can I Ask Salary-Related Questions in an Interview?

Answer: No. Under the Massachusetts Equal Pay Act, which went into effect July 1, 2018, employers cannot ask salary-related questions in an interview or on an employment history form. It is your responsibility to train anyone involved in the interview and recruitment process for your practice to ensure that interviewers are careful in how they ask for and use any information about salary history. The new law aims to close the wage gap between male and female workers. You can learn more about the Equal Pay Act at mass.gov/service-details/learn-more-about-the-massachusetts-equal-pay-act.

usbank ADA Rewards Visa Card Gives Members More

The ADA® Preferred Rewards Visa® Card is the card that Massachusetts Dental Society member dentists count on for great benefits and valuable rewards. This credit card from the newest member of the MDS Member Savings Program array of features includes:

- Earn 20,000 bonus points after you spend \$5,000 on the card in 90 days
- Only 25,000 points equals up to a \$450 ticket
- No annual fee
- No foreign transaction fees
- Points add up fast—earn two points per net \$1 spent on all eligible MDS purchases (such as CE courses, event fees, dues processed through the MDS) and one point per \$1 spent on eligible net purchases everywhere else Visa cards are accepted
- Earn an additional 20,000 bonus points after \$125,000 annual net spend
- No travel blackout dates on more than 150 airlines
- Visa Signature Travel Benefits including Travel Accident Insurance & Auto Rental Insurance

Learn more at massdental.org/usbank.

Contract Terminations: Read the Fine Print

The MDS Dental Practice and Benefits Committee reminds you that before you sign any contract, you should take the time to understand its termination provision, and ask questions and negotiate—if possible—up front. Some contracts have a 90-day clause, while others require you to terminate by a specific date. Failure to send the termination notice at the right time usually means that the contract rolls over to the next time the termination notice is allowed per the contract. Whether it is a contract with a dental supply company, lab, third-party insurer, or utility company, be sure to read the fine print and initiate your termination request in accordance with the defined terms. If you have any questions, you should consult your legal advisor.



Practice Management

Can You Charge for Dental Records?

A patient is entitled to a copy of his/her dental record, including radiographs, upon request. According to Massachusetts state law, these records must be supplied within a reasonable amount of time, not to exceed 30 calendar days from the date of request.

Dental practices may choose to charge a reasonable fee for the expense of providing dental records, not to exceed the cost of either labor or materials, although many dentists provide copies of dental records at no charge as a courtesy to patients. The MDS Dental Practice and Benefits Committee reminds you to never give a patient the original record, which you are responsible for maintaining.



DIY Dentistry Is a Don't

The volume of do-it-yourself (DIY) dentistry options is exploding, and putting patients at risk. The ADA House of Delegates recently adopted a resolution that "strongly discourages the practice of direct to the consumer [DTC] dental laboratory services because of the potential for irreversible harm to patients." The new policy expands upon a 2017 ADA policy entitled "Do-It-Yourself Teeth Straightening" to include the sale of partial dentures, teeth whitening trays, snoring appliances, veneers, and mouthguards, in addition to DTC orthodontic services.

If you have seen patients in your office who have had issues with DTC products—including aligners, partial dentures, and snoring products—the MDS Dental Practice and Benefits Committee encourages you to take action by reporting these issues to the U.S. Food and Drug Administration (FDA) through the MedWatch voluntary reporting form, which collects reports of problems with medical devices. Access the form at <https://www.accessdata.fda.gov/scripts/medwatch/index.cfm?action=reporting.home>.

CareCredit Helps Patients Overcome Cost as a Barrier to Care



In a 2016 survey conducted by the American Dental Association, 64.2% of dentists indicated that patients declining treatment because they are unable to pay their portion of the

treatment costs was a serious or very serious problem. MDS Member Savings Program Partner CareCredit is offering its Best Practices: Overcoming Cost as a Barrier to Care kit, which is available free of charge to dental teams that accept CareCredit. The kit is filled with ideas, conversation guides, and practical resources that make it easier for the team to help patients focus on care instead of how they are going to manage cost. To request your kit, call your Practice Development Team at 800.859.9975, option 1, then 6.

Learn more about what CareCredit can do for your practice at massdental.org/carecredit.

PMP Update Webinar Helps Members Ensure Compliance

All dentists who write prescriptions are required by Massachusetts state law to query the state's Prescription Monitoring Program



(PMP) database prior to issuing a prescription to a patient for a Schedule II or III narcotic drug and prior to the first time prescribing a benzodiazepine to a patient. If you or an assigned delegate are not performing this lookup in the database as required, you are not following the law and are putting yourself and your practice at risk.

As part of our Practice Enhancement webinar series, the MDS produced the webinar "PMP Update: Recent Changes to Improve Access and Workflow" in October. The goal of the webinar is to help member dentists ensure PMP compliance and learn about how to reduce your risk. Watch the video online at massdental.org/webinar.

MDS ROSTER AVAILABLE ONLINE

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

Visit massdental.org to use the member directory to find a colleague by last name, specialty, or location.

Log in to the member-only section at massdental.org to access members' email addresses.



Dental Practice and Benefits Committee

Holiday Payday

The holidays are upon us, and a common question MDS Member Assistance Center advisers receive this time of year is, "What are the requirements for holiday time off and pay?" The MDS Dental Practice and Benefits Committee wants you to know there are no Massachusetts or federal holiday pay requirements in place. Therefore, paying employees for holidays is a nice benefit to offer but it is strictly a matter of employer choice. However, if your practice's personnel policy identifies specific days as company holidays and provides premium pay for working on a holiday or provides the day off with pay, all employees must be treated in accordance with this policy.

Every Monday, the MDS Dental Practice and Benefits Committee emails *Dental Practice Insights*, a weekly tip that members can immediately incorporate into their practices. If you've missed any of the emails, all *Dental Practice Insights* are archived on the MDS website at massdental.org/insights. Have a tip to share? Submit it to membership@massdental.org.

Practice Management

Find-A-Dentist Is a Huge Hit—Are You Getting Your Share of New Patients?

In 2016, American Dental Association (ADA) members told us they'd like to be busier serving more new patients. Last year, the ADA responded with the launch of the new Find-A-Dentist® tool designed to help millions of patients connect with ADA member dentists near them. ADA dentists are being promoted to potential patients through display ads on websites they read (like USA Today.com), paid search terms that help Find-A-Dentist appear at the top of searches on Google and other engines, and through social media.

The response has been nothing short of phenomenal. Since the campaign launched, more than 4.2 million potential patients have visited Find-A-Dentist, and dentist profiles have been viewed more than 1.6 million times.

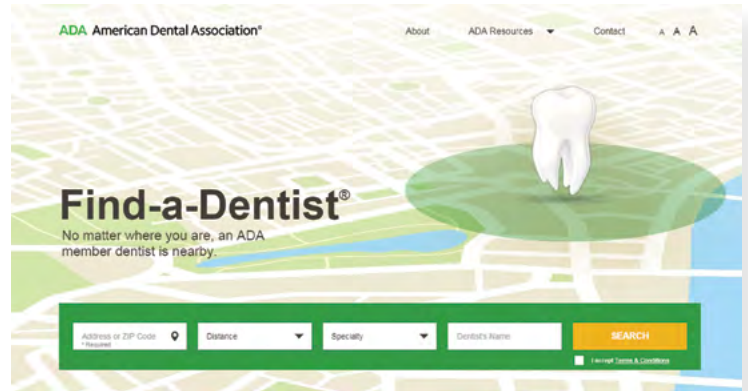
And patients are interacting with their prospective dentists. Between January and August 2018, member dentists may have seen traffic to their own websites increase. That's because Find-A-Dentist users have clicked to the websites members listed in their profiles 82,000 times. Phones may also have been ringing, too. More than 20,000 people clicked to call a dentist on their mobile phones.

Dentists and Patients Love the New Format

The site's improved search capabilities help patients find your practice by location, the services you offer, and the dental plans you accept. Multiple office locations can be displayed in the same practice profile. Visitors can see your office hours and view specific offerings, such as services for special-needs patients or cancer survivors. When they're ready to book an appointment, they can call or email you with just one click.

Profiles with Dentists' Photos Get 11 Times More Clicks

It's easy to get your share of the local attention Find-A-Dentist is generating. Just make sure you've updated your practice information and uploaded a photo. Research shows that professional profiles with photos get 11 times more clicks.



Refreshing your profile takes less than 5 minutes and can be handled by an authorized member of your staff. Personalized help is available through the ADA Member Service Center at 800.621.8099.

Helping You Maintain a Thriving Dental Practice

The Find-A-Dentist campaign is part of a three-year, \$18-million initiative to guide new business to your dental practice. Together, the website and digital awareness campaign will link you with patients who are motivated to take good care of their teeth. Making it easier for them to learn more about your practice and reach out to you is our goal.

Update your Find-A-Dentist profile today—and if you have questions, the knowledgeable staff at the ADA Member Service Center will be glad to help. You can also get your complimentary headshot taken at Yankee Dental Congress 2019 at Booth #1540.

**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. The MDS's state-of-the-art call center enables members to speak directly with a MAC representative.

Call if you:

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

MAC representatives will also be reaching out to members to ensure that you are informed about:

- ▲ Required registration deadlines
- ▲ Important regulatory advisories
- ▲ Information on how to get involved in MDS programs and activities
- ▲ Volunteer opportunities

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

Membership

The *Journal* Focuses on Ethics



The practice of dentistry entails more than clinical proficiency and practice management savvy. Every day, practitioners are faced with decisions that must be made with the good of the patient in mind, supported by clinical expertise, ethical standards, and adherence to regulations. Dental professionals are highly respected and hold a special position of trust within the community. Patients today are more educated about their rights and their oral health, and they value high ethical standards in their dentists. Given the importance of the topic of ethics, the JOURNAL OF THE MASSACHU-

SETTS DENTAL SOCIETY and the MDS Ethics Committee joined forces to dedicate the Fall 2018 issue to ethics in dentistry. Feature articles in this special issue include: Ethics for the Everyday Dentist; Sexual Harassment: It's Unacceptable; Breaking Up Is Hard to Do: Ethical Considerations and a Practical Approach to Dismissing Patients; Professional Impairment: See Something, Say Something; and Ethical Issues in Corporate Practice.

In addition to the hard copy of the JOURNAL that was mailed to you, members can read the digital JOURNAL on any device at massdental.org/journal.

ADEA Holds District 1 Launch at HSDM

The American Dental Education Association (ADEA) District 1 launch, which was co-sponsored by the Massachusetts Dental Society, took place on Saturday, November 3, at the Harvard School of Dental Medicine (HSDM). This event provided District 1 dental school students interested in academia with the opportunity to network with their peers and hear from educators on the importance of academic dentistry. Several MDS members, including Boston District Dental Society Chair Dr. Meredith Bailey, Dr. Kady Rawal, and Dr. Ana Keohane, were present, along with ADEA representatives. Presentations were followed by a panel of faculty members sharing their experiences and answering questions, and the program concluded with a social networking activity for the students.



MDS member Dr. Kady Rawal addresses dental students at the ADEA District 1 Launch.

Renew Your Membership the Easy Way

Thank you for being a member of organized dentistry. Please remember that annual memberships for the MDS, the American Dental Association, and your District Dental Society are now up for renewal. You should have received a renewal statement in the mail. If you haven't already submitted your dues, you can easily renew online at massdental.org or by calling the MDS at 800.342.8747.

To make things even easier for our members, the MDS also offers a 12-month dues plan, which allows you to conveniently pay for membership throughout the year for no extra fee. Enroll by visiting massdental.org/12monthplan.

This is also a great time to update your MDS profile and add important information about your practice (such as languages spoken, evening and weekend appointments, etc.), social media links, and your photo. Review how MDS members and the public see your MDS profile at massdental.org/find-a-dentist.

For questions regarding your membership or profile, call the MDS at 800.342.8747.



Give Back to Your Community This Holiday Season

In coordination with the MDS Dentist Health and Wellness Committee, the Society has launched a Community Service Campaign with several volunteer opportunities for members seeking ways to give back to their communities during the holiday season. We encourage you to recruit a team from your office, or you may sign up as an individual.

Joining with your colleagues and giving just a few hours of your time can make a big difference to neighbors in need. Volunteering also is good for your health: Research shows that getting active with your community and building a support network offers a break from everyday stress.

Volunteer opportunities may still be available at:

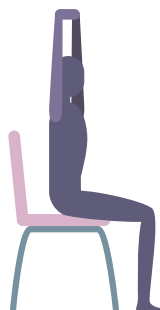
- Saturday, December 1: The Food Bank of Western Massachusetts (Hatfield)
- Saturday, December 8: Rosie's Place (Boston)
- Saturday, December 8: Toys for Tots (Worcester)
- Saturday, December 15: Rosie's Place (Boston)

Please visit massdental.org/service to read full descriptions of each service activity and reserve your spot. Spots are limited for each event, so advance registration is required. If you can't make any of these dates, you can create your own community event through the MDS Foundation Ambassador program. Learn more at massdental.org/ambassador.

Visit the Health & Wellness Pavilion at Yankee 2019

The MDS Dentist Health and Wellness Committee is excited to introduce a Health & Wellness Pavilion at Yankee Dental Congress 2019. The Health & Wellness Pavilion can be found at Booth #839 on the Exhibit Floor located near the MDS Lounge, and will provide attendees with a pathway to improved well-being through a variety of offerings supporting the dental professional.

Activities include:



- Chair yoga offered every hour, on the hour, demonstrating poses focused on benefitting the dental professional
- Individualized postural analysis with consultation
- Body composition scanning technology complete with analysis of the results
- One-on-one nutritional consultations and a raffle

Be sure to stop by the Health & Wellness Pavilion at Yankee and learn easy ways to incorporate better health into your everyday life.

MDS Foundation

South Shore District Donates \$10,000 to the Foundation

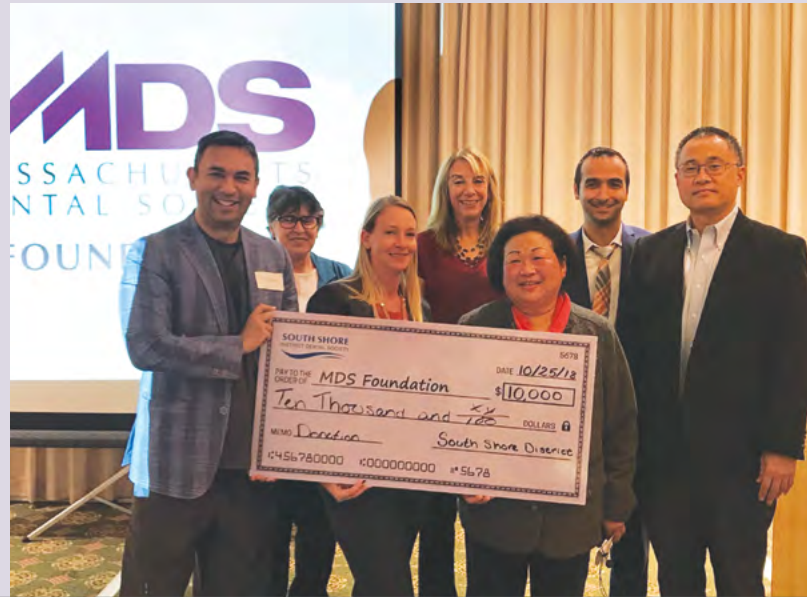
At its October 25 meeting, the South Shore District Dental Society presented a \$10,000 donation to the MDS Foundation. This generous support will help the Foundation continue to expand access to oral care. District leaders, including Trustee Dr. Abe Abdulwaheed and Chair Dr. Pelly Chang, presented the check to MDS Foundation Assistant Secretary Jennifer Hanlin.

"Before I become District Chair, I had been thinking about having charitable donation as my community outreach agenda, and the first organization that came to my mind is the MDS Foundation," says Dr. Chang. The South Shore District Board voted unanimously to make the donation to the Foundation.

"The MDS Foundation is the head of charitable giving through our Society," she says. "I encourage all District Chairs to consider donating any amount to the MDS Foundation. Together, with all 14 Districts, we will help expand the Foundation's reach to Massachusetts communities in need of oral health care.

"The holidays are approaching—it is the best time to give," says Dr. Chang. Learn more about what the Foundation does for the citizens of the Commonwealth and how you can contribute at massdental.org/foundation.

Also at its October 25 meeting, the South Shore District donated \$5,000 to the MDS Miles and Smiles Team for its fundraising efforts with the Boston Marathon Jimmy Fund Walk in September.



MDS Foundation Ambassadors Educate Seniors on Oral Health, continued from page 1

to future women dentists and the changing face of the profession, and it introduces dental students to the older adult population that will make up a large percentage of their future practices.

The presentation at the Peterborough Senior Center emphasized the importance of regular visits to the dentist and common concerns that older adults have about their oral health. The attendees learned about updates in dental medicine and modern dental procedures that can benefit them.

Each attendee received an oral care goody bag containing toothbrushes, toothpaste, tongue cleaners, denture care items, and oral health information pamphlets, including a "What's Hot" paper by the Gerontological Society of America that describes how oral health is an essential element of healthy aging. The seniors also completed a short survey about their oral health and gave feedback regarding the presentation. The surveys will

be analyzed for a better understanding of the oral health needs and attitudes of community-dwelling seniors.

One of the seniors who attended the program said, "It was so refreshing to see these young women in dental school coming here to speak to us about oral health. It makes us feel special that young dentists want to be involved in caring for seniors!"

The event was the fifth in a series of Saving Senior Smiles presentations since 2017, and the first in Boston. Previous programs were held in Newton, Brookline, and Stoneham.

Are you looking to give back to your community through dentistry? Consider becoming an MDS Foundation Ambassador. Visit massdental.org/ambassador to learn more about the financial support provided by the Ambassador Grant Program and how you can get involved.



MASSACHUSETTS
DENTAL SOCIETY

FOUNDATION

Ambassador Program

Join your colleagues in giving back to your community through the MDS Foundation Ambassador Grant Program!

To learn more and apply, visit massdental.org/ambassador.

BEACON HILL DAY

Wednesday, May 1, 2019

9:00 am – 3:00 pm, Omni Parker House, Boston



**SAVE
—THE—
DATE**

Join your colleagues to speak directly with your legislators about the issues that affect your patients, your career, and the future of the dental profession.

massdental.org/bhd

#BeaconHillDay

Issues that will be discussed include:

- Increasing access to oral health care
- Ensuring appropriate training and supervision of midlevel dental professionals
- Proper oversight of dental insurers
- Dental plan transparency
- Reforming dental licensure exams

Don't miss your chance to shape the future of dentistry!

For more information, visit: massdental.org/bhd

BEACON HILL DAY is an essential part of MDS advocacy efforts because it enables lawmakers to hear about the priorities of organized dentistry directly from dentists. This is your chance to mobilize with dentists and dental students from across the state to speak with one voice and have an impact on the legislative process.

Questions? Contact:

Marwa Alnaal, MDS government affairs coordinator
malnaal@massdental.org • 508.449.6042

MDS★PAC

Political Action Committee

To keep the profession of dentistry strong, we must have . . .

ONE VOICE

WHAT IS THE MDS-PAC?

The MDS-PAC is the political action committee of the Massachusetts Dental Society. The MDS-PAC seeks to create a favorable political environment by supporting pro-dentistry candidates and facilitating the political involvement of MDS members.

How does the MDS-PAC help me?

The MDS-PAC is an integral component in ensuring that a pro-dentistry legislative agenda is advanced on Beacon Hill.

To contribute, visit
massdental.org/pac

ICD Names Dr. Robert Boose Honorary Fellow

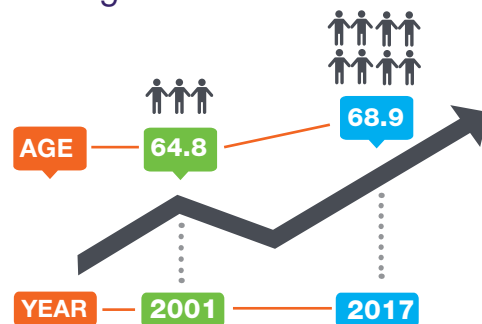
MDS Executive Director Dr. Robert Boose was inducted into the International College of Dentists (ICD) USA Section as an honorary fellow. This fellowship was bestowed in recognition of Dr. Boose's contributions to the dental community. He received the award at the ICD's 2018 Annual Meeting, Convocation, and Luau Dinner on October 19 in Honolulu.



The ICD was formed in 1920 by Drs. Louis Ottofy and Tsurukichi Okumurato to advance the science and art of dentistry for the health and welfare of the public, to bring together the world's outstanding members of the dental profession for the exchange of dental knowledge, and to encourage the growth of the profession worldwide.

Average Retirement Age for Dentists Rises

This average retirement age for dentists has increased by more than four years, from 64.8 in 2001 to 68.9 in 2017, according to an August 2018 report from the ADA Health Policy Institute (HPI). Using 2017 data to look at the exit rate for retiring dentists in the United



States, the HPI also projected that by 2037, the number of U.S. dentists will outpace the U.S. population growth during that same stretch. The HPI defines "exit rate" as the number of practicing dentists who retire, leave the United States, let their license lapse, or pass away over a five-year period.

Download the report at ada.org/en/~media/ADA/ScienceandResearch/HPI/Files/HPIGraphic_0818_1.



Peer Review

The Peer Review Program, conducted by the Massachusetts Dental Society (MDS), is available to help you and your patient resolve disputes without incurring expensive legal fees. The Peer Review Program is a non-legal, non-punitive process available exclusively to MDS members. The program relies on the good faith between both parties to resolve their differences in order to promote the best possible oral health of the patient.

To learn more, visit massdental.org/peer-review.



Comprehensive Policy on Dental Licensure, continued from page 2

Graduates of Non-CODA Accredited Dental Education Programs

For initial licensure in dentistry, international graduates of non-CODA accredited dental education programs should possess the following educational credentials: 1) completion of a university-based dental education program accredited by CODA leading to a DDS or DMD degree, or 2) graduation from a postgraduate program in general dentistry accredited by CODA.

Licensure by Credentials

States should have provisions for licensure of dentists who demonstrate they are currently licensed in good standing and have not been the subject of final or pending disciplinary action in any state or jurisdiction in which they have been licensed. This should also apply to experienced, internationally trained dentists who have been licensed in a U.S. jurisdiction and who may or may not have graduated from a CODA-accredited dental school. Appropriate credentials may include:

- DDS or DMD degree from a dental education program accredited by CODA
- Specialty certificate/master's degree from accredited program

- Specialty board certification
- GPR/AEGD certificate from an accredited program
- Current license in good standing
- Passing grade on an initial clinical licensure exam, unless initial license was granted via completion of PGY1, portfolio examination, or other state-approved pathway for assessment of clinical competency
- Documentation of completion of continuing education

For dentists who hold a current dental license in good standing in any jurisdiction, state dental boards should:

- Accept pathways that allow for licensure without completing an additional clinical examination (e.g., by credentials, reciprocity, and/or endorsement)
- Consider participation in licensure compacts
- Implement specialty licensure by credentials and/or specialty licensure to facilitate licensure portability of dental specialists
- Make provisions available for a limited or volunteer license for dentists who wish to provide services without compensation to critical needs populations within a state in which they are not already licensed.

- Make provisions available for limited teaching permits for faculty members at teaching facilities and dental programs accredited by CODA.

Licensure by Credentials for Dentists Who Are Not Graduates of CODA-Accredited Dental Education Programs

State dental societies and dental boards are strongly encouraged to grant the same benefits of licensure mobility to U.S. currently licensed dentists who were licensed by their respective jurisdictions prior to state implementation of the requirement for graduation from a CODA-accredited dental school with a DDS or DMD degree.

It is 2018 and time to address the restrictive aspects of dental licensure. Talk to any new dental school graduate and he or she will tell you in great detail about the challenges, costs, and ethics of obtaining patients for the clinical examination. Talk to our military dentists or semi-retired dentists and they will tell you about the portability constraints. It is time to re-evaluate the licensing and examination process for the future of our profession.

Please feel free to contact me with any questions or concerns regarding this updated licensure policy at fischj@ada.org.

EQUIPMENT TO BUY OR SELL

INTRAORAL X-RAY SENSOR REPAIR: We specialize in repairing Kodak/Carestream, Dexis, and Genex. Repair and save thousands over replacement cost. We also buy and sell dental sensors. Visit www.RepairSensor.com or call 919.229.0483.

JOB OPPORTUNITIES AVAILABLE

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. Please call or email to inquire on this wonderful opportunity. "Non-corporate and non-health center." Please call 413.210.3636 or email drchen@holyokemallental.com.

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 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.

DENTIST, PORTABLE: Commonwealth Mobile Oral Health Services (CMOHS) is seeking a full-time, motivated, passionate, and fully licensed, U.S.-trained dentist to join our team. Commonwealth Mobile Oral Health Services is an award-winning portable dental program with close to 40 years of experience in Massachusetts and is continually expanding to meet the needs of our partners and patients. Currently, we have eight dental teams (dentists and assistants) who travel to more than 300 facilities throughout the state of Massachusetts including the Massachusetts public school systems, Head Start programs, pre-schools, WIC programs, Department of Social Services, and Department of Youth Services. CMOHS has a large internal infrastructure that provides support, supplies, billing, and scheduling for our dental providers. With our portable dental teams, we deliver comprehensive dental care to patients who are faced with barriers to accessing oral care. CMOHS is at the forefront of meeting the needs of the underserved, especially children from lower-income families and children of racial and ethnic minority. Here at Commonwealth Mobile Oral Health Services, you have the opportunity to work with other extremely talented, passionate, and fun people. These people are excited about the great mission of delivering high-quality comprehensive dental care to patients who face barriers to accessing dental treatment. If

you enjoy meeting new people, working at different locations, becoming part of a team, and providing dental services to underserved populations for a generous commission-based compensation, then portable dentistry is for you. Please contact Jennifer Redding at Jennifer.Redding@cmohs.us.

FULL-TIME GP DENTIST: We are a fast-growing, privately owned dental office in Middleton, MA, seeking a talented and enthusiastic associate dentist. Benefits include health insurance, vacation, CE, flexible holidays, 401(k). Please contact Debra at 978.777.8722 or email doctor@middletondentalcare.com.

FT GENERAL DENTIST NEEDED. We are looking for a full-time general dentist for our growing multispecialty practice located near Webster, MA. (The practice does not accept MassHealth or Medicaid.) If you put patient's 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 practice for you! This opportunity boasts a great earning potential. Salary is based on 35% collections or a minimum of \$500 guaranteed per day (experienced docs will be offered more). Benefits include: health insurance, CEU, professional license dues, malpractice insurance, and paid vacation (moving expenses allowance is negotiable). Serious applicants only. Email your resume in confidence. Please contact snason@towndental.com.

FT GENERAL DENTIST NEEDED. We are looking for a full-time general dentist for our growing multispecialty practice located in West Brookfield, MA. 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 practice for you! This opportunity boasts a great earning potential. Salary is based on 35% collections or a minimum of \$500 guaranteed per day (experienced docs will be offered more). Benefits include: health insurance, CEU, professional license dues, malpractice insurance, and paid vacation (moving expenses allowance is negotiable). Serious applicants only. Email your resume in confidence. to snason@towndental.com.

PRACTICE OPPORTUNITY IN WORCESTER AND METHUEN: Brand-new state-of-the-art offices being built in Worcester and Methuen with associate and ownership openings. Great opportunity to work as an associate and decide if you want to pursue ownership later on down the road. We will treat the whole family in our new offices, adults and children. Looking for doctors with strong leadership who want to stay busy. Full benefits and 401(k) available, malpractice provided. Contact Zac Rhinesmith at 770.710.3042 or zrhinesmith@benevis.com.

ORTHODONTIST WORCESTER & LEOMINSTER: Full-time opportunity. Our team is growing and looking for the right orthodontist to join our multispecialty group practice in Leominster and a traditional orthodontic office in Worcester. Ortho support team travels with orthodontist to both locations. Great compensation of \$300K/year. Full time offers complete benefit package, including medical/dental insurance, PTO and holiday pay, 401(k), paid malpractice and professional dues. Orthodontist must possess high standard of customer service and great clinical knowledge of diagnosis, treatment planning, and biometrics. Will sponsor. Partnership opportunity. Send resume to aylabellucci@yahoo.com or call 617.596.1416.

ORTHODONTIST: Springfield. Full-time opportunity. Our team is growing and looking for the right orthodontist to join our multispecialty group practice. Great compensation of \$300K/year. Full time offers complete benefit package, including medical/dental insurance, PTO and holiday pay,

401(k), paid malpractice and professional dues. Orthodontist must possess high standard of customer service and great clinical knowledge of diagnosis, treatment planning, and biometrics. Will sponsor. Partnership opportunity. Send resume to aylabellucci@yahoo.com or call 617.596.1416.

GENERAL DENTIST PARTNERSHIP OPPORTUNITY: Holyoke, MA. Full-time associate dentist needed. This is a unique opportunity to work collaboratively with our specialists in our multispecialty group setting. Unlimited earning potential, full benefits, PTO and guaranteed salary with bonus structure. Partnership opportunity for the right individual. Send resume to aylabellucci@yahoo.com.

GENERAL DENTIST ASSOCIATE IN BEVERLY— Comprehensive dental practice on the North Shore seeks driven, charismatic, and empathetic general dentist to join our team in a fully digital, state-of-the-art multispecialty practice. The practice employs vibrant, hardworking, and motivated team members who want to help each other succeed. Our mission is to maintain a team-oriented and collaborative work culture that encourages personal and professional growth. We hope to hire a general dentist who is friendly, easy going, and excellent at communicating with the team and patients. Leadership skills and desire for autonomy and independence are very important. The general dentist must excel in diagnosis and treatment planning all aspects of dentistry, and be able to explain and present treatment to patients with sincerity. We are a growing practice that needs a capable and confident general dentist 4–5 days per week. (We only accept private insurance, no MassHealth). General practice residency is desirable but not necessary, and at least three years of private practice experience is a must. If you are interested in joining our team, please send your resume and cover letter to careerinfomdp@gmail.com.

SEEKING AN ENDODONTIST TUESDAY OR THURSDAY—Every other week for high-end multispecialty practice located in North Andover. Must be able to perform retreats and apicoectomies. Office has a microscope and cone beam scanner. Email resumes to doctors@northandoverdentist.com.

ASSOCIATE GENERAL DENTIST: High-quality dental practice in Western Massachusetts is looking for an associate with aspirations of ownership to work in our patient-centered, general dentist/implant practice by spring 2019. Position has the potential for full time for the right individual. GPR a bonus. Recent graduate, of the highest caliber, acceptable. Please forward cover letter and resume to MDS Box 1446.

ASSOCIATE DENTIST: Modern, high-quality general private practice is seeking an associate dentist. We are looking for a self-motivated individual who is committed to excellent patient care to join our team in the Albany, NY, area. This is an amazing opportunity for an energetic dentist who is comfortable with all phases of dentistry to include: endo, oral surgery, pediatric, and fixed and removable prosthodontics. We are a moderate-paced dental office with strong systems in place. This is an amazing opportunity with long-term employment and partnership track potential. Email info1@halfmoonfamilydental.com.

GENERAL DENTIST/PART-TIME: We are a privately owned, single office, busy, family practice located in Auburn, MA, looking for a part-time general dentist to join our team. The right person for this position will have at least 3 years' experience; residency training is preferred. We have digital X-ray, facility permit for sedation, are equipped for surgery, and employ a periodontist and orthodontist. Our practice is a fun-loving, close-knit group of professionals whose top priority is the care of our patients. If this sounds like the type of opportunity you're looking for, please email Dr. Julie Damby at drdamby@afddmd.com.

ORTHODONTIST: We are looking for an orthodontist to partner or employ in a start-up orthodontic practice. Our office is expanding 2,000 sq. ft. and our area has too many crooked teeth and too few orthodontists. Start-up schedule will be 1–3 days a week depending on your availability and your goals. We have the marketing, a patient base, and community to support an orthodontist. Come join our team and we can build a practice around you. Located on the South Shore. If this opportunity is what you are seeking, we would love to discuss our orthodontist position further and see if this is the right fit for both of us. Contact Dr. Will at theyesdentist@gmail.com.

GENERAL DENTIST ASSOCIATE IS NEEDED for a busy general dental practice in Southern NH. 65% FFS and 35% dental insurances. Great income opportunity for the right candidate. One hour driving distance from downtown Boston. PT position leading to FT. At least 3 years of experience in general dentistry including oral surgery and endo. Good communication skills, flexibility, ability to work independently, knowledge of insurances are a must. Please send your resume to wingsbmdental@gmail.com.

PERIODONTIST: Seeking periodontist for busy general and multispecialty dental practice in Somerville. One-day-per-week. Email jobatdavis@gmail.com.

PEDODONTIST: Seeking pedodontist for busy general and multispecialty dental practice in Somerville. One-day-per-week. Email jobatdavis@gmail.com.

ASSOCIATE GENERAL DENTIST: Associate position available for a general dentist in the financial district of Boston. Great earnings potential in our state-of-the-art, boutique-style dental practice. Candidate must have DDS/DMd degree and be licensed to practice in the state of Massachusetts. Please forward your CV for more information and to schedule an interview to danielav@dentistrybydesign.com.

GENERAL DENTIST FULL-TIME—SPRINGFIELD AREA. Looking for a full-time general dentist to lead an established busy solo practice in Southwick, MA. Office has a strong patient base, history of quality compensation, strong team, and does not take Medicaid or state health insurance. Two DDS ops/two hygiene ops; Monday–Thursday. Benefits plus 401(k) w/ match offered as well. Please contact Brett at bblough@midwest-dental.com or 774.670.8875.

PART-TIME GENERAL DENTIST—SOUTHERN NH (NASHUA AREA). Part-time opening in a busy group practice in Hudson, NH. No capitation plans taken. PPO/cash only and strong collections-based office. Experienced staff and flexible days. Potential for growth to full time in the future. Perfect practice to make strong earnings a few days per week in a beautiful, busy practice. Available right away. Please contact Brett at bblough@midwest-dental.com or 774.670.8875.

GENERAL DENTIST: Dental office on the North Shore seeks a general dentist to join our growing practice part time. Potential for full time in the future. Minimum two years of experience or a residency preferred. Our office is a state-of-the-art facility with an outstanding team and all the latest technologies. Contact drjohn@herzogdental.com.

PART-TIME GENERAL DENTIST: Busy general practice in Southborough seeking a dentist to join our team. We are a large office with modern technologies and a continuously growing patient base. Great opportunity for the right candidate. Some experience with basic oral surgery and endodontic therapy is required. Please contact Michelle at doctors@southboroughdental.com.

ORTHODONTIST PARTNERSHIP OPPORTUNITY MA & CT. We have two full-time opportunities: one in Hartford, CT/Springfield, MA, and the other in Worcester/Leominster, MA. Both opportunities offer potential for partnership. Our team is growing and looking for the right orthodontist to join our traditional orthodontic offices. Ortho support team travels with each orthodontist. Great compensation of \$300K/year. Full-time offers complete benefits package including medical/dental insurance, PTO and holiday pay, 401(k), paid malpractice and professional dues. Orthodontist must possess high standard of customer service and great clinical knowledge of diagnosis, treatment planning, and biometrics. Will sponsor. Send resume to aylabellucci@yahoo.com or call 617.596.1416.

STAFF GENERAL AND PEDIATRIC DENTISTS: Consider joining our compassionate dental practice! We have two locations in Worcester and Southbridge. Our patients tell us that our dentists, hygienists, and assistants are wonderfully skilled and caring. Would you like to join our team to provide the community with access to needed dental care? Are you interested in school-based prevention and restorative services? We serve a diverse community and welcome candidates who are bilingual/bicultural. We are currently recruiting part- and full-time staff general dentists and staff pediatric dentists; must be fully licensed. Services are provided with caring support and behavioral management skills required in our "no-sedation-no nitrous" environment. Interest in focused care and community-centered practice. Opportunity to integrate patient care and collaborate with medical providers. Great benefits package including continuing education benefits, paid vacation, and holidays. We are a National Health Service Corp Site for loan repayment! We are unable to sponsor J-1/H-1 candidates at this time. Family Health Center of Worcester has been serving the community for over 45 years. We believe that everyone deserves quality care. Apply for our team today! Qualified candidates should email CV/resume to resume@fhcw.org or fax to 508.860.7990 or mail to Martha Sullivan, DDS, Director of Dentistry, or Yuisa Perez Chionchio, Director of Human Resources, Family Health Center of Worcester, Inc., 26 Queen Street, Worcester, MA 01610. Please visit our website www.fhcw.org. Equal Opportunity Employer.

COME JOIN OUR 5-STAR PEDIATRIC/GENERAL TEAM: Seeking a pediatric dentist to join our highly rated and amazing team! We have a new state-of-the-art practice that runs on a fully digitized system. Our current team is highly skilled and motivated, and our patients are loyal. Averaging about 100 new patients per month since January 2017; we need more help! Excellent pay/benefit package to be discussed upon meeting. Office located conveniently 15 minutes off Mass Pike and 5 minutes off I-91 in Western MA. Please contact 413dentist@gmail.com.

PART-TIME GENERAL DENTIST WANTED FOR PRACTICE IN WOBURN. We are looking for a part-time general dentist to join our team for 1–2 days a week and 2 Saturdays a month. We are a privately owned, busy family practice in Woburn. We are looking for someone who has at least two years of experience and is comfortable with surgical extractions and other general dental procedures. Our practice is a well-managed, close-knit group that believes in quality care of our patients. Please contact admin@woburnfamilydental.com.

GENERAL DENTIST: Privately owned office with three locations is looking for a compassionate, patient-focused general dentist. Part-time or full-time position available depending on associate's needs. The primary location we are hiring for is a cozy four-operator practice located in beautiful Jamestown, RI. The office is recently renovated and completely digital. Willingness to travel to other

MA locations if needed would be a plus. The office currently offers sedation dentistry and is equipped with a state-of-the-art CEREC Omnicam. Experience preferred but not required. Please contact Stacie at 508.994.2255 or sbrito@coastaldentalgrp.com.

PRACTICES FOR SALE OR RENT

EXCEPTIONAL OPPORTUNITY FOR THE PURCHASE OF A PERIODONTAL PRACTICE: Your search is over if you are looking for a highly profitable periodontal practice in the highly desirable, upscale, affluent community of Wellesley. Practice projected 2017 gross revenue in excess of \$1.3M. A state-of-the-art facility with five treatment rooms with modern equipment in excellent condition. Seller is willing to remain for a transition period; timeframe negotiable. Please contact John Cataldo at Johnpc4282@gmail.com.

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.

MOVE-IN-READY DENTAL OFFICE SPACE IN SCITUATE: Located directly across from Greenbush commuter rail. 2,011-sq.-ft. space has four ops, plumbed for a fifth, private consult area, staff area, lab, and private back office. All existing furniture and dental equipment is in working condition and available for purchase. Ideal for any practice looking to move in and start treating patients right away. Call 617.792.4784.

ESSEX COUNTY NORTH SHORE NEAR NH BORDER: Rent with an option to purchase. We currently have available a sunny 1,400-sq.-ft. office condo suite that is ideally suited for either a specialty or general dental practice. The highly regarded \$1M in collections OMS practice that is operating at the site can be purchased separately if desired. An active anesthesia permit is in place. The building is located in a very stable and desirable town and has plenty of onsite parking. Routes I-95 and 128 are just minutes away. Located on the first floor, the suite is fully handicapped accessible. The current layout consists of four operatories, a front desk and waiting room, X-ray, sunny doctor's office, and two restrooms. Heat is included in the rent. Asking \$2,500/month or BO. Contact Kim at 978.561.1407 or info@omspracticeexchange.com to discuss details.

FOR SALE—AN EXCEPTIONAL OPPORTUNITY PERIODONTAL PRACTICE: Your search is over if you are looking for a highly profitable periodontal practice in the highly desirable, upscale, affluent community of Wellesley, MA. Practice projected 2017 gross revenue in excess of \$1.3M. State-of-the-art facility. Five treatment rooms with modern equipment in excellent condition. Seller is willing to remain for a transition period; timeframe negotiable. Please contact John Cataldo at Johnpc4282@gmail.com.

MIDDLESEX COUNTY: GP with easy access to Route 495 between Routes 2 and 3. Tremendous residential and commercial growth. Very busy commercial setting near Starbucks Coffee. 1,600-sq.-ft. space, four equipped ops plus space for a fifth. Currently part-time practice (open 2.5 days/week). Lots of growth opportunity. For details, contact Henry Schein Professional Practice Transitions Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #MA198.

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+ 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.

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 617.477.8760 or tyler.russell@henryschein.com. #MA166.

MIDDLESEX COUNTY: General practice on busy street in Boston suburb. Occupies 900 sq. ft. with two ops in leased space. Practice utilizes EagleSoft along with I/O cameras and digital X-ray. Practice currently provides two hygiene days with dentist working part-time. Please contact Henry Schein Professional Practice Transitions Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #MA199.

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.

DENTAL OFFICE CONDO FOR SALE. Condo office that is handicapped accessible and consisting of reception/administration office, laboratory, exam rooms, offices, private bathroom, and public bathroom with plumbing throughout. Centrally located off Main Street, downtown Milford, close to Routes 495/140/16/109/85. Great central business location with plenty of off-street parking. Please contact Joel Dickinson of Century 21 Commonwealth at 508.686.0234 or Joel.Dickinson@commonmoves.com.

BROOKLINE—COOLIDGE CORNER DENTAL OFFICE FOR LEASE: Three operatories (two fully equipped) 900 sq. ft. available either sublease or lease, 5-year renewal option available. Ideal for dentist looking to open office or expand into the area. Can be a turnkey operation (with or without equipment). Town parking pass available. Contact MDS Box 1445.

OFFICE SPACE AVAILABLE—In Medford Center at 84 High Street. Office space has views of the river and is easily accessible to 93/128 and public transportation. Public parking across the street and metered parking available for clients. We have office space available from 650 sq. ft. to 1,350 sq. ft. Call us today at 781.648.9867.

DENTAL OFFICE CONDO IN BACK BAY FOR LEASE. Space located in the Windsor Place Condominiums at 390 Commonwealth Avenue in Boston. This 1,592-sq.-ft. condominium features five dental operatories, lab, two consultation offices, waiting room, reception, staff break room, records room, and two baths. Steps to MBTA Green Line, Prudential Center, Newbury Street, and Mass Pike. \$7,300/month gross plus utilities. Please contact Hinds Associates at 617.407.0574 or chuckhinds@msn.com.

PERIODONTAL PRACTICE FOR SALE: Well-regarded periodontal specialty practice. Strong productivity and earnings, annual collections \$800K. Implants and surgery a mainstay. Reasonable offer for the practice and sensible transition terms welcome. Please contact Fred Heppner at FredH@ArizonaTransitions.com.

BUSY GENERAL DENTAL PRACTICE FOR SALE: Located in Southern NH, 45 miles from downtown Boston. Spacious, established for 25-plus years; 65% fee for service, 35% major insurances. Four-plus operatories. Plenty of parking. Restorative and cosmetic dentistry, crown and bridge, oral surgery, some endo. Good hygiene program. Reasonable lease. Great income opportunity up to \$1M-plus/year. \$1.5M firm. Contact MDS Box 1447.

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@ellispcpas.com or 781.710.0852.

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.

SELLERS: If you are considering the sale of your dental practice, we offer more than 25 years of dental experience to provide you confidential expert advice. We work closely with you, the seller, and your professional advisors to help mediate a transaction that makes good common sense while keeping professional fees as reasonable as possible. We take pride in the fact that we have never had to advertise a practice in order to sell it. We have sold some of the premier practices in the Greater Boston area and we look forward to helping you. Please contact Arthur B. Gordon, Northeast Dental Consulting, Ltd., at 978.774.2400. Fax: 978.750.1444. Email: arthur@thedentalbroker.com.

How to Reply to an Ad with an MDS Box Number

Reply to an MDS Box classified ad by emailing advertising@massdental.org (include the Box Number as your subject line). All responses will be promptly forwarded to the advertiser.