

## MassHealth

### New MassHealth Requirement for Dental Licensure

As a consequence of the Affordable Care Act (ACA), a new Massachusetts state law now requires that all dentists must enroll with MassHealth as an ordering, referring, and prescribing (ORP) non-billing provider (if not already enrolled with MassHealth as an approved, billing provider) in order to obtain and renew dental state licensure. This licensure requirement, which begins with the January 1–March 31, 2018, dental license renewal period, will impact your ability to renew your license. To avoid delays in renewing your dental license, the Massachusetts Dental Society (MDS) strongly recommends that members who are not MassHealth providers complete the ORP non-billing

provider enrollment with MassHealth before going online to renew your dental license.

#### HOW DOES THIS IMPACT LICENSE RENEWAL?

The dental license online renewal process now has a question that requires you to attest to either participating in MassHealth or apply to enroll as a MassHealth non-billing provider as a condition of license renewal. If you do not participate in MassHealth, it will require you to submit a non-billing provider contract prior to renewing your dental license.

#### HOW DO YOU COMPLY?

If you are a MassHealth provider, you may simply

attest to the MassHealth provider question when you renew your dental license on the Board of Registration in Dentistry (BORID) website. Exception: If you are a MassHealth provider and work in a licensed community health center or hospital facility—you **must** complete the non-billing provider contract.

If you are not a MassHealth provider, you must complete the MassHealth non-billing provider contract for individuals (download the form at [massdental.org/masshealth](http://massdental.org/masshealth)) and mail the completed form to: DentaQuest at MassHealth Dental Program, Attn: Provider Enrollment and Credentialing, 12121 N. Corporate Parkway, Mequon, WI 53092.

*Continued on page 6*

## Massachusetts Dental Schools Respond to the Prescription Opioid Crisis

By David A. Keith, DMD

Dr. Keith was co-chair of the Governor's Dental Education Working Group on Prescription Drug Misuse. He is a professor of oral and maxillofacial surgery at Harvard School of Dental Medicine and a visiting oral and maxillofacial surgeon at Massachusetts General Hospital in Boston.

In February 2016, the Governor's Working Group on Dental Education on Prescription Drug Misuse presented its report to Massachusetts Governor Charlie Baker. A perspective on this groundbreaking initiative has now been published in the *Journal of Dental Education*, along with a guest editorial by Massachusetts Secretary of Health and Human Services Marylou Sudders, MSW, ACSW, who is leading the governor's efforts to address the opioid epidemic.<sup>1,2</sup>

In the article, the national prescription opioid crisis is discussed together with its impact on Massachusetts and the dental community. The Working Group put forward a plan to improve the training of dentists in three domains:

- Primary prevention, which involves preventing prescription drug misuse through screening, evaluation, and appropriate prescribing
- Secondary prevention, which addresses treating patients at risk for substance use disorders
- Tertiary prevention, which discusses managing substance use disorders as a chronic disease

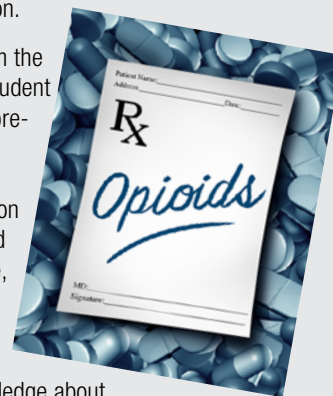
The report recognizes that the first two measures fit well into the educational programs of the dental schools and that the tertiary prevention domain is a more difficult competency to meet at the predoctoral dental student level. The report also highlights the unique role dentists play in the management of pain, the particularly important role that they can play in risk assessment, and the interprofessional relationships that they can foster. In the article, the progress that each of the Boston dental schools has made in advancing its

curricula is noted, along with reports from the Massachusetts Dental Society and the Student Coalition on Addiction, who were also represented on the Working Group.

Ms. Sudders, commenting on the "first-in-the-nation" set of dental education core competencies for the prevention and management of prescription drug misuse, states in her piece that "[the state's] goal was to have the schools work together to change their curricula to ensure that every student graduates with enough knowledge about pain management and opioid therapy to fight abuse." She went on to say that she believes that dental schools have a critical role in that work and that "dental education and students are vital to winning this battle" against the epidemic of opioid misuse.

#### References

1. Keith DA, Kulich RJ, Bharel M, Boose RE, Brownstein J, Da Silva JD, D'Innocenzo R, Donoff RB, Factor E, Hutter JW, Shaefer JR, Karimbux NY, Jack H, Thomas HF. Massachusetts dental schools respond to the prescription opioid crisis: a statewide collaboration. *J Dent Ed.* 2017;81(12):1388-1394.
2. Sudders M. Confronting the opioid epidemic: how dental schools can lead. *J Dent Ed.* 2017;81(12):1397.





## Governance Reform Update

On December 11, 2017, MDS President Dr. David Lustbader sent a letter via email that provided an update on governance reform and the work of the Governance Task Force. For those who may have missed Dr. Lustbader's letter, you can read it printed below.

Dear Colleagues,

In 2014, the Massachusetts Dental Society (MDS) began working with a consultant to develop a new five-year strategic plan. This is common practice for Boards of both for-profit and non-profit entities. In developing the new strategic plan, our consultant, MDS staff, and Board of Trustees leaders conducted several interviews with a multitude of MDS members in various stages of their careers. This was to ensure that the new MDS Strategic Plan represented our diverse membership. After many iterations, this plan was accepted by the Board of Trustees and unveiled to the membership in early 2015.

Although the MDS has been in existence for 153 years, maintaining the status quo year in and year out does not mean that the MDS will remain relevant for the membership of the future. At the Board level, we try to anticipate what is coming down the road one, five, or 10 years from now and strategically plan to meet those future needs. That is why goal three of the Strategic Plan is to "Build the organizational capacity and structure that meets the current and future demands of the Society" and an objective of that goal is to "Develop a relevant governance structure that will lead the Society into the next decade."

In mid-2016, then-President Dr. Raymond Martin appointed a Governance Task Force. For two years now, the Governance Task Force has been charged with developing recommendations that would create the governance for 2020 and beyond. The Task Force currently consists of three MDS Trustees, a Committee Chair, former Guest Board members, and a Past President of both the MDS and ADA.

In order to accomplish the charge, the Task Force worked closely with consultants to better understand the needs of the entire MDS membership—both the engaged and unengaged members. Throughout the entire process, the Task Force Chair frequently provided updates to the Board of Trustees and solicited feedback from all District Trustees. In formulating recommendations, the Governance Task Force's intent was to maintain the current governance structures as closely as possible while making each structure more responsive to the emerging needs of our members.

Following approximately two years of research, discussion, feedback, and analysis, the Governance Task Force presented final recommendations to the MDS Board of Trustees at the November Board meeting. After a thoughtful discussion, the Board approved the next step, which is to have the Constitution and Bylaws Committee draft resolutions based on these final recommendations. Once draft resolutions are complete, the Board will have the opportunity to review and modify the resolutions prior to voting whether or not to send the Bylaws changes to the House of Delegates in June.

As recommended by the Task Force, the Districts will remain intact, but the new Board of Trustees will have fewer Officers and consist of Regional Trustees rather than District Trustees. Along with this change, the Executive Committee will be eliminated, due to the Board being smaller. By reducing the size of the Board, it will become more nimble and responsive to issues emerging in the rapidly changing dental landscape. It is important to note that this change does not in any way modify the current composition of Districts. Currently, the Board of Trustees includes a member from each District, but those Trustees are legally bound to act in the best interest of the Massachusetts Dental Society, not any individual District. Each District will have an opportunity to nominate a Regional Trustee, if it chooses to, and those candidates will be reviewed by an independent Nominating Committee, which will be comprised of a representative from each District.

Additionally, the House of Delegates will also be reduced in size for similar reasons. It is common knowledge that many Districts struggle to find informed and engaged Delegates. Uninformed Delegates substantially diminish the House's ability to accomplish significant work. The proposed calculations for District Delegates is that each District automatically gets three Delegates and one additional Delegate per 100 active members over 200 active members. The new model will be proportionally similar to the current model.

In the meantime, to ensure that all MDS members have an opportunity to review the recommendations and draft resolutions, I will be recording a Presidential Update on governance reform in the coming weeks. Additionally, on Thursday, January 25, 2018, at Yankee Dental Congress, the Board of Trustees is sponsoring two governance reform presentations followed by question-and-answer sessions. There will also be an informal governance reform breakfast session at Yankee on Saturday, January 27. Furthermore, I welcome members to stop by the MDS booth (#200) during Yankee to discuss this further with MDS Trustees, Officers, and Governance Task Force members.

At this time, nothing is set in stone, but we rely on our entire membership to engage in this process. Together we will build the Massachusetts Dental Society of the future.

Sincerely,

David Lustbader, DMD, President



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of the Massachusetts Dental Society  
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# Save the Date!

## BEACON HILL DAY

WEDNESDAY, APRIL 25, 2018

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



Do not miss the chance to speak directly with your legislators and tell them about the issues that affect your patients, your career, and the future of the dental profession. Let your voice be heard and make an impact on the legislative process.

Beacon Hill Day is an essential part of the MDS's advocacy efforts because it allows lawmakers to hear about the priorities of organized dentistry directly from dentists.

Last year was our most well-attended Beacon Hill Day, with 239 dentists and 30 dental students taking time out of their busy schedules to advocate for their profession. We want to make 2018 even better, but we need your help.

Issues discussed last year included:

- Ensuring appropriate training and supervision of mid-level dental professionals
- Reforming dental insurance laws to prevent insurance companies from restricting the ability of dentists to diagnose, treat, and refer patients
- Making dental licensing exams more accurate and less burdensome by no longer requiring a live patient

Questions? Contact: Marwa Alnaal, MDS coordinator of government affairs, at [malnaal@massdental.org](mailto:malnaal@massdental.org) • 508.449.6042

For more information, visit: [massdental.org/beacon-hill-day](http://massdental.org/beacon-hill-day)



Your teeth, your choice —  
not your dental insurance  
company's.

## MDS-PAC Launches Digital Campaign

The MDS-PAC recently ran a successful digital ad campaign in the *Boston Globe* and the *Boston Herald*, and on Facebook and other media platforms, with the goal to raise awareness of the dental insurance-related legislation that will be voted on soon.

Without your support, the MDS-PAC will not be able to continue these awareness campaigns. Please consider donating today at [massdental.org/MDS-PAC](http://massdental.org/MDS-PAC).



# Practice Management

## Preventing Sexual Harassment

By Lee Slaton

Mr. Slaton is vice president of Smart Training LLC.



Sexual harassment in the workplace is a serious issue, and more victims are stepping forward to report misconduct. In the United States, employers are legally obligated to investigate reports of sexual harassment. But when sexual harassment happens in the dental workplace, most practitioners and staff members don't know what steps they should take.

Practitioners, team members, and managers alike should understand what constitutes sexual harassment and have policies in place that will help indemnify the office in the event of a claim or legal action. MDS Member Savings Program Partner Smart Training offers a complete dental office Sexual Harassment Prevention package, including: an easy-to-complete training module for staff members; an in-depth liability prevention training module for supervisors, managers, and practice stakeholders; and a comprehensive Sexual Harassment Prevention Policy and Procedure guideline, as well as a template for investigating sexual harassment claims.

In your practice, you have one tool to eliminate sexual harassment: prevention. Usually priced at \$95 per practice, Smart Training's Sexual Harassment Prevention package is discounted to \$50 for MDS members. And, for the first 200 member offices registering to receive the package, the MDS will pay \$10 of the office fee. Get the package and claim your discount by visiting <https://stcart.smarttraining.com/cart/product/details/sexualharassment?a=7&d=MDSMember&p=2>.

## Dental Practice Insights

### Do You Lease Space?



Are you currently leasing space for your office and hoping to sell your practice in the future? Do you know if your lease permits you to sell your practice or transfer the lease to a new owner? Not all leases have these provisions. It's critical for a practice owner to understand the terms of his or her lease and to ensure it is set up properly to allow for the sale of the practice and corresponding lease transfer. If not done correctly, the property owner may have the ability to prevent the sale from happening or the leverage to gain proceeds from the sale in exchange for granting permission to sell.

The MDS Dental Practice Committee urges you to consult a legal advisor before signing a lease. If you are already in a lease arrangement, review your lease and evaluate the assignment clause language, making sure to consult an advisor if the proper language is not in place. Getting out ahead of potential obstacles will eliminate any problems down the road and make way for a smooth practice transition.

Every Monday, the MDS Dental Practice 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](http://massdental.org/insights). Have a tip to share? Submit it to [membership@massdental.org](mailto:membership@massdental.org).

## New Salary History Labor Law to Go Into Effect



On August 1, 2016, Massachusetts became the first state to adopt legislation that bars employers—including dental practices—from asking salary history information of job applicants in an effort to close the wage gap between men and women. This law will finally take effect on July 1, 2018. Legislation S.2119—An Act to Establish Pay Equity prohibits employers from asking applicants about their wage or salary history and requires hiring managers to state a compensation figure up front based on the position and not the applicant's previous salary. What does this mean for your hiring practices?

Specifically, under the law, it shall be an "unlawful practice for an employer to seek the wage or salary history of a prospective employee from the prospective employee or a current or former employer, or to require that a prospective employee's prior wage or salary history meet certain criteria; provided, however, that: (i) if a prospective employee has voluntarily disclosed such information, a prospective employer may confirm prior wages or salary, or permit a prospective employee to confirm prior wages or salary; and (ii) a prospective employer may seek or confirm a prospective employee's wage or salary history after an offer of employment with compensation has been negotiated and made to the prospective employee."

The law takes other steps to address pay discrimination. For example, employers will not be allowed to prohibit workers from telling others how much they are paid, a move that aims to increase salary transparency and help employees discover pay disparities. For more information on the new law, read the bill at <https://malegislature.gov/Bills/189/Senate/S2119>.

The MDS encourages members to review your practice's job application forms and interview processes to be sure you are compliant with this new state labor law. Also, to make sure that you are up-to-date on all required labor law postings, take advantage of the discounts offered through MDS Member Savings Program Partner J.J. Keller, which provides labor law poster services, including a poster update service. Visit [massdental.org/jj-keller](http://massdental.org/jj-keller) for more information.

## Code Correctly in 2018



The start of a new year means the inevitable changes to dental procedure codes, and once again, the American Dental Association (ADA) is helping members make sure that their practices are coding correctly for fewer claims rejections and faster reimbursement with its *CDT 2018 and Companion Kit*. The kit includes *CDT 2018: Dental Procedure Codes*, which features the most up-to-date CDT Codes—including 18 new codes, 16 revised codes, and

three deleted codes—and *CDT 2018 Coding Companion*, which trains staff on how to use the right codes at the right time. ADA members can purchase the kit at the discounted price of \$85 (retail price: \$127.50) by visiting [adacatalog.org](http://adacatalog.org) (search for product code K218) or calling 800.947.4746.

# Practice Management

## Tips to Improve Treatment Acceptance



According to a recent ADA study, 64.2% of dentists said that “treatments being declined due to patients not being able to pay their portion of the treatment costs is a serious or extremely serious problem.”<sup>1</sup> Letting patients who have an out-of-pocket investment know promotional financing is available through the CareCredit health care credit card can make it easier for them to accept treatment without delay.

Today CareCredit:

- Is accepted by more than two-thirds of all dental practices
- Is accepted at more than 200,000 provider and health-focused retail locations
- Is used an average of 32,000 times every day to pay for care that patients want or need
- Receives more than 1,630,000 unique monthly visitors to carecredit.com

In addition to providing a comprehensive range of financing options, CareCredit can connect dentists and teams with:

- Free information and resources that address key practice issues, from failed appointments to attracting new patients and patient retention, developed from the input of dentists, dental teams, and dental educators
- A team of practice development managers who can help the team maximize the value of the CareCredit relationship
- A free script kit called “Let’s Talk—Tips for Great Patient Financial Conversations” featuring well-known dental coaches, consultants, and educators

It’s easy to get connected to valuable resources. If you accept CareCredit, contact your practice development team at 800.859.9975, option 1, then 6. Yet to add CareCredit? Call 866.246.9227 or visit [massdental.org/carecredit](http://massdental.org/carecredit) today. MDS members can get started for only \$30.

### Reference

1. ADA Business Resources Survey – on behalf of CareCredit, October 2016

## Stay Sharp When It Comes to These CDC Guidelines

Dental offices are required to follow the U.S. Centers for Disease Control and Prevention (CDC) guidelines for disposing of used syringes and needles to ensure safety in the office ([cdc.gov/oralhealth/infectioncontrol/guidelines](http://cdc.gov/oralhealth/infectioncontrol/guidelines)). The CDC guidelines require that used disposable syringes and needles, scalpel blades, and other sharp items be placed in appropriate puncture-resistant containers located as close as feasible to the area in which the items are used. The MDS Dental Practice Committee recommends that dentists review their procedures in place for disposing of needles and syringes safely, and take stock of how far away the containers are to the areas in which the items are used.



## Dental Spending Increases for Second Year in a Row

Good news for dental practices: A report released last month by the ADA Health Policy Institute (HPI) revealed that dental spending increased for the second year in a row, following several years of no growth. “U.S. Dental Expenditures 2017 Update” indicates that national dental expenditures rose 3.3% in 2016 to \$124 billion, up from \$120 billion in 2015. The report found that spending also increased for all sources of financing, including out-of-pocket, insurance, and Medicare and Medicaid programs. Download the report at [ada.org/HPI](http://ada.org/HPI).

## Practice Management Q&A

### Question: Can a Dental Office Have Carpeting and Cloth Furnishings in Patient Care Areas?

**Answer:** Carpeting and cloth furnishings are harder to keep clean than nonporous, hard-surface flooring, and cannot be reliably disinfected, especially after spills of blood and body substances, according to the U.S. Centers for Disease Control and Prevention. Carpeted flooring and upholstered furnishings are not recommended for use in dental operatories, laboratories, or instrument processing areas.

## Kids’ Stuff: Do You Need Authorization to Treat a Minor Patient?

When a dental practice is informed that a parent or legal guardian will not be present while a minor patient is under its care, the dental practice should have the parent or legal guardian sign a prior authorization form to provide care. Otherwise, the practice cannot proceed with treatment to which a parent or legal guardian has not consented. Per the Massachusetts Board of Registration in Dentistry (BORID) regulations, only the minor’s parents (assuming they are the minor’s guardians) or, in the case of a mentally impaired patient, either the legally appointed guardian or the court, can give written consent for treatment. For more on the BORID regulations, visit [massdental.org/borid](http://massdental.org/borid).



## Top Five Reasons You Received an Invalid Spore Test

By Don Cohen, DMD



Biological monitoring, or spore testing, is an important part of an infection prevention program. Using a mail-in spore testing product is the easiest, most cost-effective way to ensure your practice regularly completes U.S. Centers for Disease Control and Prevention (CDC) recommended biological testing procedures. And by using mail-in testing, an outside lab is verifying your weekly spore test results, which gives you third-party verification.

The evaluation process takes place in a U.S. Food & Drug Administration (FDA) regulated facility. This means that if certain criteria are not met, you might receive an invalid test result. That's why it's important to meet the criteria. Let's take a moment to review the five most common reasons a spore test might be marked "invalid" and how to avoid them.

1. Test cycle began 30-plus days before the lab received it—The lab must receive the spore test within 30 days of its start date or it will automatically be marked invalid. Keep in mind that the lab cannot change the date the tester records, even if there's an obvious mistake.
2. Expired test envelope—All mail-in test envelopes have a stated expiration date. If the envelope has expired prior to the test date, then the test is invalid. Watch those expiration dates.
3. Forgot to include the spore strips—The test requires a test strip and a control strip to be in the envelope. The control strip should always stay in the envelope, but some forget to place the test strip back in the envelope prior to mailing. Be sure to put the test strip back in the envelope prior to sending or your test is invalid.
4. Two sterilizer serial numbers—Some offices have more than one sterilizer. Be sure you are referencing only one serial number on the test envelope. One serial number for one sterilizer—more than that, and the test lab will not know which autoclave was tested.
5. Blue protective sleeve on the test strip removed—Don't remove the test strip from the blue glassine protective sleeve. If you remove it, the test will be immediately invalid.

### Now You Know

Your infectious disease prevention isn't complete without an accurate, effective spore test. In fact, the CDC recommends you perform spore tests once a week, and most states have their own, more stringent requirements. MDS Member Savings Program Partner HealthFirst can help you perform this important biological monitoring. HealthFirst offers mail-in and in-office solutions—either of which will help you keep your patients safe. Visit [healthfirst.com/store/infection-control/spore-testing](http://healthfirst.com/store/infection-control/spore-testing) or [massdental.org/healthfirst](http://massdental.org/healthfirst) to learn more.

*Article courtesy of MDS Member Savings Program Partner HealthFirst.*

## Questions? Contact the MDS 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 their membership. The MDS's call center enables members to speak directly with a MAC advisor.

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
- ▲ Face a situation in your office you are not sure how to handle



Call **800.342.8747** to be connected to an MDS MAC advisor.

The MDS Member Assistance Center is available  
Monday–Friday from 8 a.m. to 4 p.m.

### *New MassHealth Requirement, continued from page 1*

Be sure to include your email information on the application form and keep a copy of the form for your records.

### WHAT DOES THIS ACTION MEAN?

Applying to enroll as a non-billing MassHealth provider does not make you a MassHealth participating billing provider. It simply allows you to order, refer, prescribe, provide, or supervise the order referring, prescribing, or provision of services to MassHealth members within the scope of your license. This action is required by state law.

### HOW WILL I KNOW MASSHEALTH RECEIVED MY FORM?

MassHealth will reply via email within 5–7 days of receipt of the form confirming that this action was taken. Keep this confirmation email for your records.

### ALREADY ENROLLED AS NON-BILLING MASSHEALTH PROVIDER?

If you had previously enrolled as a non-billing MassHealth provider, you should have received correspondence from MassHealth verifying your action at the time of your enrollment. If this is the case, you may simply attest to the action taken on the BORID license renewal site and renew your license. If you did not receive verification, contact the MassHealth Credentialing Team at 800.417.7140, ext. 43307.

### WHEN CAN MY LICENSE BE RENEWED?

Once you have submitted your non-billing provider form to MassHealth, you may renew your dental license on the BORID website ([mass.gov/dph/boards/dn](http://mass.gov/dph/boards/dn)). You do not need to wait for the confirmation email from MassHealth to be received.

If you have any other questions regarding this MassHealth requirement and your license renewal, contact the MDS Member Assistance Center (MAC) at 800.342.8747.



# Membership

## New Dentists Hit the Lanes for Ugly Sweater Bowling Social Event

The New Dentist Committee held its first “Ugly Sweater Bowling” social event on Tuesday, December 12, 2017, at Kings Boston. Filling four lanes, the group, which included 20 dentists and dental students, enjoyed retro bowling, unlimited pizza, and one another’s company while ushering in the holiday season.



## MDS Member Recognized for Dedication to the Recovery Community

MDS member Stephen J. Kane, DMD, a general dentist in Marshfield, was honored in September by the Caron Treatment Centers with the Richard J. Caron Award of Excellence for his spirit of caring and compassion and his personal commitment to local recovery communities. Dr. Kane, who is chair of Caron’s New England Advisory Board, received the award at the organization’s 2017 New England Recovery Celebration. Massachusetts Governor Charlie Baker was also recognized at the event for his efforts to address the opioid crisis.



**Doug Tieman (left), president and CEO of Caron Treatment Centers, congratulates Dr. Stephen Kane for receiving the Richard J. Caron Award of Excellence.**

## Forgot to Renew Your MDS Membership?

There’s still time to renew your MDS membership and ensure that you don’t miss out on member-only benefits, like the free CE Registry that helps you keep track of your CE credits. If you have yet to renew your membership for 2018, please take a few moments to quickly and easily renew online. The MDS, the ADA, and your District Dental Society are also happy to offer a monthly plan for your membership payment. Learn more and renew today at [massdental.org/my-membership](http://massdental.org/my-membership).



## Update Your MDS Login

If you haven’t visited [massdental.org](http://massdental.org) in a while, you’ll be pleased to know that we have made updates and added features to the MDS website to ensure that you have the best possible online experience. But in order to utilize the site, all MDS members are required to update their username and password. If you haven’t updated this information, now is the time. Your username will be your unique email address, but in order for you to benefit from these enhanced features we need you to reset your password. Don’t miss out on the valuable information and resources available on our website—reset your password today at [massdental.org](http://massdental.org).

## Dr. Jeffrey Lowenstein Announces VP Candidacy

*In November, Nominations Committee Chair Dr. Brian McDowell announced that one of the two MDS Vice President nominees, Dr. Tofigh Raayai, East Middlesex District Trustee, had withdrawn her nomination. (Dr. Mary Jane Hanlon, Middlesex District Trustee, is still in the running.) The Committee directed any member who wished to be considered for the position of Vice President to provide a CV, position paper, and letter of nomination from his/her District to the Committee, which will interview nominees at Yankee Dental Congress in January 2018. In December, Metropolitan District Dental Society Trustee Dr. Jeffrey Lowenstein announced his candidacy. Read his position paper below.*



My Fellow MDS Members,

I have been in the dental profession for more than 30 years. I'm passionate about my practice, I love helping people, and I love the people I work with. I've been an active member of the Massachusetts Dental Society my whole career. I see the benefits of being a member every day, both professionally and personally.

We are all aware of the challenges currently facing our profession. It is a pivotal time for dentistry and we need people in leadership positions who understand this landscape, effectively communicate to the membership, and care about the future.

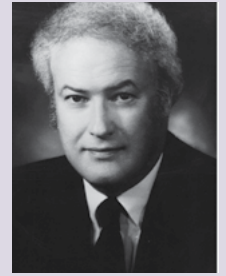
I have always cared about the future of dental practice in the state, but today I am more engaged than ever. My son is completing his second year at Tufts University School of Dental Medicine. It gave me such pride to see my son take this leap, but it also gave me pause due to the many challenges young dentists face today. The practice of dentistry is vastly different than it was when I graduated. Young dentists need leadership that understands the challenges and cares about their future. I want my son and his classmates to enjoy their practice experience and to belong to a strong, unified Dental Society.

This past year, I have been fortunate to be a member of the MDS Governance Task Force, having been appointed by MDS President Dr. David Lustbader. I subscribe to Dr. Lustbader's thinking that "effective and efficient organizations that produce real results engage the membership, and the current District structure of the MDS does not work in terms of communication and policy structure within the MDS." I was an early adopter of technology and social media, and believe that both will play an important role in the future of the Dental Society. It is important that dentists spend their valuable and precious time together corresponding in an efficient manner. By utilizing multiple communication platforms, both within and outside the sphere of social media, digital, and traditional, the 5,400 MDS members can be connected to one another as never before within a newly created innovative and productive governance Dental Society structure.

I see a bright and brilliant future for the Massachusetts Dental Society, but it is a future not without challenges. I want to be the person to lead the membership in tackling those challenges as the next MDS Vice President. Thank you for your consideration.

L. Jeffrey Lowenstein, DMD

## The MDS Mourns Past President Dr. William Sellers



MDS Past President Dr. William W. Sellers, of Boston and Chatham (formerly of Reading), passed away on November 19, 2017.

In 1961, Dr. Sellers opened his private dental practice in Reading, where he would practice for 50 years until his retirement. Dr. Sellers attended Tufts University and received his dental degree from the Tufts University School of Dental Medicine in 1960. He was active in organized dentistry, serving as Trustee of the East Middlesex District, and held the office of MDS President for the 1983–1984 term. He also served as a Delegate at the MDS House of Delegates.

"Bill Sellers was a consummate gentleman, clinician, and scholar," says former MDS Speaker of the House Dr. Arthur Schwartz. "He was a student of Dr. Irving Glickman, whom he considered a mentor. He, in turn, was a mentor to me, and many others who followed him in our profession. His loss is tempered by knowing that our lives are better because of how he lived his."

Dr. Sellers is survived by his wife, Usha N. Sellers, EdD; his children William, Lisa, Allison, and Scott; and 11 grandchildren. Donations in his memory may be made to: Trustees of Tufts College, c/o Sellers Dental Scholarship Fund, 80 George Street, Medford, MA 02155.

## MDS Board Approves Hurricane Relief Donation to Dentists in Puerto Rico

At its November 29, 2017, Board of Trustees meeting, the Board voted to donate \$25,000 from the MDS Relief Fund to the ADA Foundation for the support of dentists in Puerto Rico who were impacted by Hurricane Maria earlier this fall. This donation comes on the heels of similar donations made to help fellow dentists in Texas and Florida following Hurricanes Harvey and Irma. The relief funds provide financial assistance to members of the dental profession who have immediate basic needs as a result of a natural disaster or catastrophe. The ADA Foundation offers disaster relief to members through its Disaster Grants Program. Learn more and donate at [adafoundation.org/en/how-to-help](http://adafoundation.org/en/how-to-help).



## MDS Members Testify in Support of Fluoridation

On Monday, December 11, 2017, MDS Past President Dr. John Fisher testified before the Joint Committee on Public Health at the State House opposing legislation that would ban community water fluoridation. Dr. Fisher, who is also chair of the Better Oral Health Massachusetts Coalition, was joined by Dr. Myron Allukian, an MDS member and president of the Massachusetts Coalition for Oral Health, and Lisa Laspina, president of the Massachusetts Dental Hygiene Association, to deliver testimony in opposition of Senate bill 1226—An Act Prohibiting the Use of Fluoride in Public Drinking Water in the Commonwealth.

In his testimony, Dr. Fisher stressed the scientific data indicating that community water fluoridation is a safe and cost-effective preventive measure that provides protection from dental decay. To read Dr. Fisher's written testimony, visit [massdental.org/Advocacy/Testimony-and-Position-Statements](http://massdental.org/Advocacy/Testimony-and-Position-Statements).







The credentialing process! We all know it as a painful process. Well, in an effort to reduce administrative burdens for dentists, the ADA and the Council for Affordable Quality Healthcare (CAQH) are partnering to help streamline the credentialing process for den-

tists and participating organizations, such as payers, hospitals, and employers. The ADA's credentialing service, powered by CAQH ProView, is up and running and enables dentists to enter their professional information one time in an easy-to-use, fast, and protected digital platform. This is another wonderful member benefit, and it has finally come to fruition.

You can begin the credentialing process by following these steps:

- Log in to [ada.org/myada](http://ada.org/myada)
- Select the "My Credential" icon and view the list of items needed to complete the credentialing process
- Accept the ADA Terms and Conditions to be redirected to the CAQH ProView welcome page
- Click on "Get Started"

Once a profile is complete and attested, the dentist grants permission to the dental plans and other participating organizations he or she chooses to access his or her data. A number of dental payers already participate in CAQH ProView. CAQH's alliance with the ADA will reduce the costs and administrative burdens for both dentists and dental plans alike, and further establish CAQH ProView as the health care profession's go-to choice for collecting and sharing provider data.

Dentists will receive automatic reminders to update their data and attest their information every 120 days. The system will also prompt users if their licenses or other documentation is about to expire.

What a great opportunity to decrease the administrative hassles for health care professionals, and we can all certainly appreciate that! To learn more about this great member benefit, visit [ADA.org/credentialing](http://ADA.org/credentialing).

At the ADA annual meeting in Atlanta, the 2017 House of Delegates voted to establish a new commission to oversee the process of dental specialty recognition. This took place in an effort to reduce potential or perceived bias and conflict of interest in the decision-making process for recognizing dental specialties.

Resolution 30H-2017 called for an amendment to the ADA Bylaws and created the ADA National Commission on Recognition for Dental Specialties and Certifying Boards. At our December meeting, the ADA Board of Trustees considered nominations and then chose the nine general dentist appointees

for this new commission. The ADA is requesting that the sponsoring organizations of the nine recognized specialties make their own appointments. The new commission is expected to hold its first meeting in 2018, likely in the spring or summer.

The establishment of the new commission will enhance the specialty recognition program that sets requirements designed to help dentists excel throughout their careers and the public ascertain the importance of educationally qualified and board-certified dental specialists, according to the ADA Board of Trustees report that accompanied the resolution. Previously, the ADA House of Delegates determined the recognition of dental specialties, organizations, and certifying boards. According to the report, that process carried financial and reputational risks. The Board report stated that "while the process will be grounded in the existing ADA requirements for the Recognition of Dental Specialties and national Certifying Boards for Dental Specialists as approved by the ADA House of Delegates, the decision to grant or deny recognition to a dental specialty must rest with a new commission."

The Board's decision to explore a new commission was made after it charged the Task Force on Specialty and Specialty Certifying Board Recognition to evaluate the process and criteria by which specialties and specialty certifying boards are recognized. The Board and Task Force created a list of principles to guide them in developing a proposal to revise the process. These principles included:

- The process must be grounded in objective standards that protect the public, nurture the art and science of dentistry, and improve the quality of care.
- The process must serve to reduce potential bias or conflicts of interest, or the perception of bias or conflicts of interest, in the decision-making process.
- The process must include multiple steps, including provisions for appeal.

The Board is confident that the creation of this commission can accomplish these principles and decrease the perceived bias and reputational risk to the ADA that occurred with our previous long-standing process of specialty recognition.

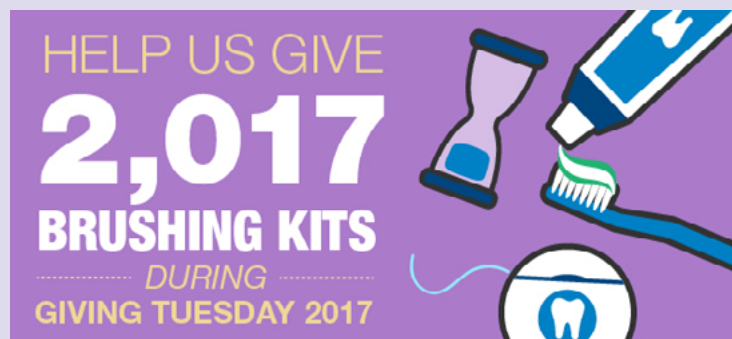
As always, I am honored to represent the First District at the ADA Board. Many times in our profession, we in New England are faced with impending changes or issues sooner than our colleagues in other parts of the country. This provides us with a different perspective, and I am proud to present that perspective as the future of our profession is changing. Please contact me at [fischj@ada.org](mailto:fischj@ada.org) at any time with any concerns, questions, or issues.

## Foundation Takes Part in Giving Tuesday

The holiday season is a time for giving, both to friends and loved ones, as well as charitable causes. With this in mind, Giving Tuesday was created. Held on the Tuesday after Thanksgiving, Giving Tuesday is a great opportunity to give back to those in need.

This year, the MDS Foundation held a Giving Tuesday social media and email campaign to bring awareness to the work of the Foundation and raise funds to purchase toothbrush kits for local children who lack regular access to oral hygiene supplies. The kits contain a new toothbrush, toothpaste, dental floss, and a brushing timer.

Thanks to our generous donors, the Foundation was able to raise nearly \$2,400, which is equivalent to 900 toothbrush kits. These toothbrush kits were granted to Cape Kid Meals (CKM), which provides food-insecure children with bags of food to take home each Friday to ensure that they have something to eat on the weekends. In addition to providing healthy food, CKM will now



be able to provide toothbrush kits to these children to help improve their oral health and encourage good oral hygiene habits.

The Foundation hopes to build off the success of this year's Giving Tuesday and make Giving Tuesday 2018 our best yet, but in the meantime, you can still donate at [massdental.org/foundation](http://massdental.org/foundation).

## ENDODONTIC MANAGEMENT OF SEVERELY COMPROMISED TEETH

Friday, March 16 • 9:00 am-12:00 pm • CE Hours: 3 • LECTURE



Mario E. Abdenmour, DMD

### ATTEND ONE SESSION OR BOTH AND SAVE

Wednesday, March 28

#### WOW FACTOR: A POTPOURRI OF TIPS AND TRICKS EVERY AUXILIARY SHOULD KNOW

3:00-6:00 pm • CE Hours: 3 • LECTURE

#### THE DENTAL AUXILIARY'S RECIPE FOR PATIENTS' ACCEPTANCE

6:30-8:30 pm • CE Hours: 3 • WORKSHOP



Ellen Gambardella, CDA



Gregory Wu, DMD

### TWO-SESSION PROGRAM

Mondays, April 2 & 9

#### HOW TO HANDLE THE EMPLOYEE CULTURE THROUGH THE SALE OR PURCHASE OF A PRACTICE

5:30-8:30 pm • CE Hours: 6 • LECTURE



Laurie LaBrie



Claudette Rowley

## ETHICS, OBLIGATIONS, AND EXPOSURES FOR THE DENTAL PROFESSIONAL

Friday, April 6 • 9:00 am-12:00 pm • CE Hours: 3 • LECTURE



Vincent P. Dunn



Raymond K. Martin, DDS

### ACCOUNTS RECEIVABLE PROGRAM

Thursdays, April 5, 12, 19 & 26

#### CREATING A PROACTIVE ACCOUNTS RECEIVABLE SYSTEM THAT WORKS!

CHOOSE THE ENTIRE 4-SESSION PROGRAM OR REGISTER FOR PACKAGE 1 & 2 or 3 & 4

Session 1: Creating a Financial Policy That Works

Session 2: Understand Proper Billing Techniques for Insurance and Patient Reimbursement

Session 3: Creating a Proactive Accounts Receivable System

Session 4: Checks and Balances That You Must Have in Place

5:30-8:30 pm

CE Hours: 12 • LECTURE 4-session package

CE Hours: 6 • LECTURE 2-session package



Nancy Kagan, RDH



Blake Cohen

## RADIOLOGY CERTIFICATION PROGRAM

Thursday, April 12 • LECTURE SESSION: MDS Headquarters • 8:30 am-4:30 pm

Saturday, April 14 (Choose one) • CLINICAL SESSIONS

Boston University Henry M. Goldman School of Dental Medicine

Lecture 4/12 Clinic 4/14 7:30-11:30 am

Lecture 4/12 Clinic 4/14 10:30 am-2:30 pm

CE Hours: 11 LECTURE/HANDS-ON



Mary Ellen Sholes

# 2018 CONTINUING EDUCATION

## TEAM DYNAMICS IN PREVENTION & RESPONSE TO MEDICAL EMERGENCIES

Wednesday, April 25 • 5:30-8:30 pm • CE Hours: 3 • LECTURE



Pamela Donovan, CDA



Luann Ellsesser, RDH

## 26TH ANNUAL DR. STEVE STONE BREAKFAST AND LEARN

Sunday, April 29

### A GROWING EPIDEMIC: HPV-RELATED HEAD-AND-NECK CANCERS IN ALL GENDERS

9:00 am-12:00 pm • CE Hours: 3 • LECTURE

Location: The Verve at Crowne Plaza Hotel, 1360 Worcester Street, Natick, MA 01760



Rosie Wagner, DDS

The following grants have been applied to this program:



### DENTAL OFFICE CONSTRUCTION 101: THE KEYS TO BUILDING A STATE-OF-THE-ART DENTAL OFFICE WITHOUT BREAKING THE BANK

Complimentary light lunch provided by Bank of America Practice Solutions™

Friday, May 4 • 12:00-2:00 pm • CE HOURS: 2 • LECTURE



Greg Whitmer



Jimmie Hammon



Bryan O'Sullivan



Matt Kolcum

### CONCEPTS IN NON-SURGICAL PERIODONTAL THERAPY

Friday, May 11 • 9:00 am-12:00 pm • CE Hours: 3 • LECTURE



Leah MacPherson, RDH, MPH

### "OPEN WIDE: IS THERE CANCER INSIDE?"

Wednesday, May 16 • 9:00 am-12:00 pm • CE Hours: 3 • LECTURE



Mark A. Lerman, DMD



Tanya A. Wright, DDS

### CDT CODING AND REIMBURSEMENT UPDATE

Friday, May 18 • 9:00 am-12:00 pm • CE Hours: 3 • LECTURE



Paul B. Bornstein, DMD

Visit [massdental.org](http://massdental.org) for additional 2018 courses.

**ADA C-E-R-P**® | Continuing Education  
Recognition Program

The Massachusetts Dental Society is an ADA CERP Recognized Provider. ADA CERP is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry. Concerns or complaints about a CE provider may be directed to the provider or to the Commission for Continuing Education Provider Recognition at [ADA.org/CERP](http://ADA.org/CERP).



**EQUIPMENT TO BUY OR SELL**

**FOR SALE—DIGITAL PANORAMIC SIRONA ORTHOPHOS XG3.** We have a digital panoramic Sirona Orthophos XG3 to sell. It is in perfect condition. It works and looks like new! It was purchased new in 2008. Contact [everbrightdentalma@gmail.com](mailto:everbrightdentalma@gmail.com).

**INTRAORAL X-RAY SENSOR REPAIR:** We specialize in repairing Kodak/Carestream, Dexis Platinum, and Gendex GXS 700. Repair and save thousands over replacement cost. We also buy and sell dental sensors. Visit [www.repairsensor.com](http://www.repairsensor.com) or call 919.924.8559.

**JOB OPPORTUNITIES AVAILABLE**

**ASSOCIATE DENTIST:** We are a general private practice located in Tewksbury and are looking for an associate dentist to join our practice part-time for 2–3 days a week. Please contact [dentaljobsapply@gmail.com](mailto:dentaljobsapply@gmail.com) with a resume.

**PART-TIME GENERAL DENTIST—WINCHESTER, MA:** Dynamic part-time associate needed for busy, mature family practice in Winchester. Days and hours are Mondays and Wednesdays 10 am–7:30 pm and Saturdays 8:00 am–2:00 pm. Solid restorative skills and patient-centered focus a must. 3–5 years experience preferred. Email or fax your CV to [janis.moriarty@verizon.net](mailto:janis.moriarty@verizon.net) or 781.729.1945. Thank you and I look forward to hearing from you!

**PART-TIME GENERAL DENTIST:** Part-time general dentist wanted for a busy and mature established North Shore general dental practice. Two days/week and possibly 1 Saturday/month. If interested, please send a cover letter and CV to MDS Box 1424.

**GENERAL AND PERIO ASSOCIATES NEEDED:** Very well-established office in upscale community located just outside of Worcester. Very progressive, cone beam, implants, strong STM program, tremendous staff, and servicing three generations of families in the area. General associate needed as soon as possible. Residency preferred, or several years of experience and the ability to work independently. Perio associate need for at least two days per month to start, and potential for more as office expands. Contact [lori@udba.biz](mailto:lori@udba.biz).

**SOUTHERN VERMONT FULL-TIME ASSOCIATE:** I am looking for a full-time associate to work T–F in my Manchester, VT, practice. Five ops (with potential for 7), 10 hygiene days, I am booked solid 5 weeks, well over \$1M in collections. Be able to practice as you want, specialists are 40 minutes away. I will help train a younger doctor in practice management and specialized procedures as well. Looking for someone eager to learn and live in a place where you can make a great income and live away from the hustle and bustle of the city. One to three years of experience preferred, but willing to consider all candidates. Will offer guaranteed per diem, with monthly bonus above and beyond. Contact [manchestervtdentist@gmail.com](mailto:manchestervtdentist@gmail.com).

**COMMUNITY HEALTH CENTER IS SEEKING TO FILL THE FOLLOWING:** Dental Director—Clinical: Responsible for the overall clinical operations of the Dental Dept. at health center ensuring efficient operational activities and fiscal responsibilities in addition to providing hands-on patient care. DDS or DMD, Mass License, min. 5 years' professional exp., 2 supervisory. Apply at [www.chcfc.org](http://www.chcfc.org) or [hr@chcfc.org](mailto:hr@chcfc.org), or Community Health Connections, Inc., Attn: HR Dept., 326 Nichols Road, Fitchburg, MA 01420. Bilingual applicants strongly encouraged to apply EOE. Sarah Johnson at [sjohnson@chcfc.org](mailto:sjohnson@chcfc.org).

**ASSOCIATE GENERAL DENTIST SOUGHT FOR FULL-TIME POSITION.** High-tech, West Springfield, MA, office. We offer a true private practice experience for our patients and offer high compensation. Stable, long-term staff dedicated to your success. Ability to become part-owner after two years. Please contact [ArchambaultDMD@protonmail.com](mailto:ArchambaultDMD@protonmail.com).

**NANTUCKET ASSOCIATE POSITION:** We are a busy fee-for-service office on beautiful Nantucket Island. Currently offering an associate position in our super high-tech office. Call Dr. Miner for details at 508.221.8533 and please email your resume to [drmichaelminer@gmail.com](mailto:drmichaelminer@gmail.com).

**ORTHODONTIC ASSOCIATE PT:** Orthodontic associate needed for busy multi-location private practice in CT and MA. Excellent compensation offered. Please contact with your resume to [bracesdoc927@yahoo.com](mailto:bracesdoc927@yahoo.com).

**PART-TIME ENDODONTIST:** Family dentist in Shrewsbury seeking an endodontist twice a month. Able to start immediately providing care to patients with fee-for-service and PPO plans. Contact Kavitha at 508.925.5738 or [info@PreciseDentalRT9.com](mailto:info@PreciseDentalRT9.com).

**FRIENDLY SKILLED GP** to join a multispecialty group practice in Westborough 2–3 days per week. Practitioner must have excellent clinical skills, be confident and a team player. This is a long-term commitment opportunity. Tuesday, Friday, and some Saturdays. Email [dentalplace@brushfloss.com](mailto:dentalplace@brushfloss.com).

**AREA DENTAL DIRECTOR/LEAD DENTIST—STATEWIDE:** Kool Smiles. The area dental director is responsible for the day-to-day management and function of all clinical activities of the assigned area, which includes recruitment, selection, hiring, training, and evaluation of all clinical-oriented staff. In conjunction with other leaders, this position is responsible for the management and supervision of personnel, client/patient relations and satisfaction, and serving as a role model for clinical leadership/staff. This position has direct P&L responsibility for all regional operations. All dentists in the area will report directly to the area dental director. The ideal candidate will have at least 1 year of management experience, preferably in a multi-site dental practice. In addition, experience leading other dentists is strongly preferred. Our area dental directors spend approximately 70% of their time providing direct patient care and 30% of their time in leadership functions. Regular travel within the region is required. Other requirements include a current, valid license to practice dentistry in the state where providing patient care (license must be in good standing). Compensation includes guaranteed salary and bonus potential based on individual and area performance. In addition, we offer a paid relocation package and full benefits package. Learn more and apply directly at [www.koolsmilesjobs.com](http://www.koolsmilesjobs.com). Please contact Andrea DeDominicis at [adedominicis@benevis.com](mailto:adedominicis@benevis.com).

**ASSOCIATE DENTIST OPPORTUNITY: MANCHESTER, NH:** Who are we? We are a modern, digitized, highly respected, thriving, and growing family and cosmetic dental office located in Manchester, NH. We treat every patient like our own family and are known for our skilled dentists, dental specialists, and a motivated, accommodating, and friendly staff. Our office has been built on team work and cohesion and a value for continuous learning. Currently we have two general dentists, three full-time dental hygienists, and a periodontist on staff. We provide comprehensive dental care, including but not limited to preventative and rehabilitative care, implants, CEREC same-day crowns, Invisalign, soft-tissue lasers, digital radiographs, etc. We are looking for an extremely upbeat, high-energy, motivated, enthusiastic, and hard-working person for this role. The associate must be comfortable performing a wide range of general dentist procedures. Good communication skills to educate patients on care and treatment needed. A new grad with GPR or AEGD, or dentist with at least one year of experience welcome to apply. This is currently a part-time position (three days), with the potential to become full-time very soon. We are looking for someone who is seeking a long-term career and is interested in growing with our practice. If you are the right fit, there is potential for professional

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

Reply to an MDS Box classified ad by emailing [ghanlin@massdental.org](mailto:ghanlin@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.

and financial growth, including future partnership opportunity. Email your resume. Be sure to include a cover letter or short paragraph about yourself, explaining why you are the right person for this job. Manchester, NH, is located about 1 hour from Boston, 1 hour from mountains, and about 45 minutes from beaches. Enjoy the perks on working in NH with no state income taxes and other tax savings. Please contact Dr. Praveen Mandera at [Drmandera@gmail.com](mailto:Drmandera@gmail.com).

**ASSOCIATE DOCTOR:** Associate doctor needed to embrace the patient experience. For over 30 years, South Shore Dentistry has built a reputation for being a warm, inviting place that immediately puts patients at ease. We didn't get there by accident. We have an intentional care process that has been crafted through the great people that we hire and work with. We believe that, as a doctor, you are the linchpin for ensuring that our patients have the best experience possible with our dental office. If you are the kind of person who: has experience and can demonstrate a high level of clinical and people competency; loves working in a team setting, as a team at all times; enjoys growth and development but also likes to operate with a certain level of independence (hint: we hate micro-management); is organized, prepared, and interested in learning what you don't know, always; can be flexible when needed but understands where flexibility isn't possible. Then you may be a great addition to our office. What we would like to do is get to know you better by having you send your resume and a detailed cover letter that explains what you love about being a dentist, where you see yourself in 3–5 years, and what ideas/plans you have to achieve those goals. Please note that this opening starts out as a Thursday–Friday position, but with team effort that includes you, it is quite possible to become a full-time position in 6 months to 1 year. We look forward to talking with you soon. Email resume and cover letter to [officemanager@southshoredentistry.com](mailto:officemanager@southshoredentistry.com).

**ORTHODONTIST PART-TIME MANCHESTER, NH.** Immediate opening for orthodontist 1–2 days/week. We have a well-trained, supportive team and a busy practice. We offer guaranteed daily compensation plus structured commission. Orthodontist must have high standards of customer service and great clinical knowledge. Please contact BGufo@NewEnglandFamilyDentistry.com or 207.730.2360.

**DENTIST NEEDED:** We are looking for a compassionate dentist to join our beautiful state-of-the-art dental practice two days per week (Thursday 8 am–5 pm and Friday 9 am–2 pm). \$70K+ salary guaranteed, paid time off, 401(k) plan. Office is located conveniently off the highway in lovely Nashua, NH. Please contact Dr. James Kiehl at [drkiehl@icloud.com](mailto:drkiehl@icloud.com).

**FULL-TIME GENERAL DENTIST FOR MULTISPECIALTY GROUP PRACTICE:** Full-time (4 to 5 days per week) dentist needed for well-established, state-of-the-art facility located in southwest suburban Boston practice. This is a beautiful office with a fantastic team and established patient base. Please contact MDS Box 1427.

**ORTHODONTIC ASSOCIATE PT:** Orthodontist needed three days per month in state-of-the-art non-Medicare contemporary practice near Springfield. \$1,400/day. One year experience required. Please contact with your resume at [bracesdoc927@yahoo.com](mailto:bracesdoc927@yahoo.com).

**PEDIATRIC DENTIST BOSTON:** Pediatric dentist opportunity in Boston and Greater Boston. We are seeking pediatric dentists to join our amazing team. We have five growing locations that are in state-of-the-art facilities alongside a highly motivated team with a great patient base. Our comprehensive compensation and benefits package includes: base pay of \$1K a day, 40% production reconciliation bonus structure, paid holidays and vacation, medical, dental, and vision insurance, flexible spending account, professional and licensure dues, malpractice insurance, short- and long-term disability insurance. Allowance 401(k). For more information on our practice, please visit our website at [ThePediatricDentalGroup.com](http://ThePediatricDentalGroup.com). Please contact Gretchen at 207.730.2360 or send resume to [opportunities@thepediatricdentalgroup.com](mailto:opportunities@thepediatricdentalgroup.com).

**GENERAL DENTIST AND DENTIST ANESTHESIOLOGIST NEEDED:** Boston, Springfield, Lawrence, Holyoke, Milford, Marlborough, Fitchburg, Leominster—New England Family Dentistry offers a full spectrum of patient care in a modern technology setting with in-house endodontics, oral surgery, orthodontics, and pediatric dentistry providing specialty care in addition to an experienced support staff of management and clinical staff committed to helping you succeed. We have a team of professionals to manage accounting, billing, collections, credentialing, HR and payroll, OSHA compliance, and state licensure. Let us give you the administrative and operational tools necessary for you to focus on providing quality patient care in a stimulating setting that gives you the rewarding career you want. Guaranteed day rate with no expiration with a % reconciliation bonus, health insurance, paid holidays, dental discount for you and your dependents, 401(k) retirement plan, flex spending benefits, malpractice insurance, and continuing education. Will sponsor for H1B and/or Green Card. Send resume to [gpcandidate@NewEnglandFamilyDentistry.com](mailto:gpcandidate@NewEnglandFamilyDentistry.com) or call Gretchen at 207.730.2360.

**PEDIATRIC DENTIST BOSTON AND/OR CENTRAL MA:** Pediatric dentist opportunity. We are seeking pediatric dentists to join our fantastic team. We have 10 fast-growing locations that are multispecialty facilities with a highly motivated and skilled team and a great patient base. Excellent pay and benefit package. We offer: base pay of \$1,000 a day, 40% production reconciliation bonus structure, paid holidays and vacation, medical, dental and vision insurance, flexible spending account, professional and licensure dues, malpractice insurance, disability insurance (short- and long-term), CE allowance, and 401(k). For more information on our practice, visit our website at [DentistryandBraces.com](http://DentistryandBraces.com). Send resume to [pedocandidate@newenglandfamilydentistry.com](mailto:pedocandidate@newenglandfamilydentistry.com) or call Gretchen at 207.730.2360.

**GENERAL DENTIST—NORTH SHORE BOSTON:** Seacoast general dental practice north of Boston seeks an ambitious individual to fill an associate position leading to a partnership. We are a state-of-the-art, progressive dental practice providing exceptional care to our patients. Our staff is well trained and supportive of a very high level of customer service. The right candidate will have a passion for high-quality, comprehensive dentistry, and a vision for leading the practice forward. All levels of experience will be considered; a willingness to learn and grow as a health care provider is a requirement. Interested candidates please send your resume with a cover letter to [paoil@verizon.net](mailto:paoil@verizon.net).

**INFECTION CONTROL MANAGER—SCHOOL OF DENTAL MEDICINE-17001759:** Description: Tufts University School of Dental Medicine (TUSDM) offers one of the most forward-looking educational environments in dental medicine in the country. Since its founding in 1868, TUSDM has been committed to leadership in education, patient care, research, and community service. Students obtain an interdisciplinary education, integrated with medicine, with access to training in dental specialties. Clinics managed at TUSDM provide quality comprehensive care to more than 20,000 individuals annually. Nationally and internationally, the school promotes health and educational programs and researches new procedures, materials, and technologies to improve oral health. The infection control manager serves as the resource for up-to-date, accurate infection control information for the dental school community. Develops and implements infection control policies designed to reduce or eliminate outbreaks in the facility. Develops and implements facility-wide infection prevention and control measures to protect patients, staff, and visitors. Monitors patient care for compliance with established standards and investigates known or suspected sources of infections in order to determine the source and ensure control. Develops and provides related education to staff, faculty, students and residents via lecture, demonstration, and hands on workshops. Plan, develop, organize, implement, and evaluate policies for OSHA bloodborne pathogen standards and regulations and CDC guidelines. Serves as a resource to research information for questions pertaining to infection control, bloodborne pathogen guidelines, and OSHA regulations related to dentistry. Provide and review audits to ensure clinical compliance. Oversee testing and documentation of safety and infection control in Central Sterilization Facility. Represent TUSDM at various continuing education and professional conferences to keep infection control, CDC guidelines, OSHA, DPH, and OSAP regulatory knowledge current. Work closely with Tufts E H & S department and support the operations and activities of the Risk Management and Safety Committee. Ensure compliance with state, federal and Joint Commission standards relating to infection control. Qualifications—Basic requirements: Bachelor's degree or 5+ years' related experience; excellent communication skills; ability to plan and prioritize, make decisions in a timely manner, resolve conflict, negotiate and collaborate, and complete tasks with multiple interruptions in a fast-paced environment. Preferred qualifications—Knowledge of dental materials, and procedures; certification in infection control oversight is advantageous; knowledge of aXium in the clinics is a plus; must be able to collaborate with other managers to resolve issues and create enhanced policies for patient care management; enforce University protocols related to patient care; will need to make decisions in working with other managers to resolve issues and create enhanced policies for patient care management. An employee in this position must complete all appropriate background checks at the time of hire, promotion, or transfer. Equal Opportunity Employer: minority/females/veterans/disability/sexual orientation/gender identity. Primary location: United States—Massachusetts—Boston. Job: Clinical. Organization: Clinic Materials—Dental. Employee status: Regular. Schedule: Full-time. Job Posting: Oct. 4, 2017, 3:03:17 PM. Apply here: <http://www.Click2apply.net/mz6r9z6sq4255gxm.PI100237539>.

**PITTSFIELD—PART-TIME DENTIST (2 DAYS PER WEEK):** Seeking an experienced dentist to work in our reputable, growing, multispecialty practice located in Pittsfield! Join an experienced team dedicated to patient care and take advantage of a competitive compensation model (DOE). "5+ years of chairside experience preferred. Please contact Molly McVay at 248.430.5555 or [molly.mcvay@greatexpressions.com](mailto:molly.mcvay@greatexpressions.com).

**FULL-TIME GENERAL DENTIST POSITION:** Attleboro. Privately owned, rapidly growing, patient-focused family practice. Introductory daily minimum, high patient flow and earning potential, benefits. Looking for long-term fit; leadership and partnership opportunities available. Two years of practice experience required, general practice residency/AEGD preferred. Please email CV and cover letter to [admin@capronparkdental.com](mailto:admin@capronparkdental.com).

**ENDODONTIST WANTED FOR LARGE FAMILY PRACTICE:** Busy multispecialty family practice looking for patient-focused endodontist. Endodontic equipment ready on site at MetroWest/inside 495 practice. Please contact our office manager at 978.486.8261 or email [nashobafamilydentists@hotmail.com](mailto:nashobafamilydentists@hotmail.com).

**SEEKING PART-TIME ENDODONTIST:** Paradise Dental Associates is a multispecialty practice committed to excellence while providing comprehensive care in all aspects of dentistry. Our top priority is ensuring that our patients always have an exceptional experience. We are seeking part-time: 1 day/week. Aggressive compensation package. Successful company. Competitive pay. Fun environment. Valued employees. We look forward to hearing from you! Please contact [paradisedental990@yahoo.com](mailto:paradisedental990@yahoo.com).

#### JOB OPPORTUNITIES WANTED

**PART-TIME GENERAL DENTIST AVAILABLE:** Licensed general dentist in MA. Five and a half years of experience. Available Fridays and Saturdays starting in January 2018. MA Controlled Substances, DEA, Invisalign Certification, BLS certified. I currently have a malpractice insurance policy. Procedures: comprehensive and emergency exams, amalgams/composites, pediatric dentistry, simple and surgical extractions, crown and bridge, removable, anterior/premolar endo. Would be willing to obtain Rhode Island license. Looking for the better of a per diem of \$750 per day or 38% of collections with a 38% lab fee. Please contact [smithdmd12@gmail.com](mailto:smithdmd12@gmail.com).

**EXPERIENCED PERIODONTIST:** Periodontist available 2–4 days/month. Seventeen years' experience in traditional periodontics, implants, pathology, and preprosthetic surgery. Hospital trained and former clinical instructor. Solid references. Please email [massperio123@gmail.com](mailto:massperio123@gmail.com) for CV and references.

#### 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 operatory 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 [dmds2014@gmail.com](mailto:dmds2014@gmail.com) for more information.

**DENTAL OPERATORIES TO RENT IN BOSTON SUBURB:** Beautiful office equipped with four operatories available for sublease or rent. Operatories are equipped with digital radiography and are paperless. Available to rent Wednesday, Friday, and Saturday. Experienced hygienist willing to work with general or perio (W and F). Details negotiable. Close to public transportation and also plenty of on-street parking. Please contact [tjbio@aol.com](mailto:tjbio@aol.com).

**PRACTICES FOR SALE:** General practice in the Route 2 area of Central MA. Excellent opportunity and great potential. General/ortho practice on the seacoast north of Boston. Owner willing to stay on as associate. General practice in RI, needs updating but high volume and excellent opportunity. Email [lori@udba.biz](mailto:lori@udba.biz) for more information.

**PROFESSIONAL HOME OFFICE COMPLEX—ANDOVER:** Nearly 25 years in this location as the home and office of a successful local dentist; the practice is not for sale. The property consists of the practice area (2,000+/- sq. ft.), private residence, separate guest house, and additional rental apartment. 7,000 sq. ft. in total. \$2.175M. Please contact Chris Doherty, William Raveis Real Estate, at 978.430.8202 or [chris.doherty@raveis.com](mailto:chris.doherty@raveis.com).

**DENTAL OFFICE CONDO FOR SALE—NORTH ANDOVER:** Selling two units side-by-side in a small, modern building less than 20 years old. These two units are presently separate but can be easily joined. Unit 1: +/- 1,122 sq. ft.; two large offices, large conference room with sink, kitchenette, handicapped bathroom. Unit 2: +/- 1,311 sq. ft.; built out in 2001 as a dental practice; three treatment rooms with a fourth plumbed and ready to go; handicapped bathroom. Separate and private back entrance serves both units. Great location and opportunity to use Unit 1 for expansion or as a source of rental income. Listing price \$550K. Excellent opportunity to purchase a beautiful and updated office space with room for expansion. Contact MDS Box 1425.

**LEASE FULLY PLUMBED/EQUIPPED DENTAL OFFICE:** Take over and extend lease for an 8-operatory and 4-operatory dental office on Beacon Street, Brookline. Fully plumbed and equipped. Minimal investment in renovations, cabinetry, and delivery units. Just need lights, chairs, compressor, and suction. Move-in ready. Beautifully decorated. Please contact Wes at 914.522.2421.

**CENTRAL MA:** New listing! Near Route 2. High-quality, well-respected general practice. Busy three ops—all digital. Four-day work schedule. Office approx. 1,500 sq. ft. with opportunity for growth. Contact owner at MDS Box 1426.

**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 is looking for associate candidate looking 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 email [tyler.russell@henryschein.com](mailto:tyler.russell@henryschein.com). #MA186.

**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](mailto:tyler.russell@henryschein.com). #MA189.

**BEAUTIFUL NEWTON CORNER OFFICE SPACE FOR RENT:** Are you a specialist looking to rent space in the Newton area? You can rent in my beautifully appointed and modern office that is conveniently located right off of the Mass Pike, Newton/Watertown exit! Space available after 3 pm Monday through Thursday, available all day Friday and Saturday. Please contact 617.332.6232 to discuss further.

**PRACTICE FOR SALE:** General practice in the Groton area; seller retiring. Good opportunity for first-time buyer. Collecting \$525K generating \$150K income after debt service. Seller performs own endo. Very good location. Please contact Arthur Gordon, Northeast Dental Counseling, Ltd., at 978.774.2400 or [arthur@thedentalbroker.com](mailto:arthur@thedentalbroker.com).

**NEW ENGLAND PRACTICE TRANSITIONS:** Maine: Portland—Periodontal practice, well-established, 5 ops, gross \$820K, lease; Mid Coast—3 ops, nice office, gross \$600K+, RE avail. Massachusetts: Mid-Cape—3 ops, 1 extra plumbed, gross \$313K, RE avail.; Cape Cod—Boutique practice, 2 ops, gross \$453K, leased space. Vermont: Burlington Area—Well-established, 4 ops, gross \$530K, RE avail.; Central Vermont—4 ops, well-established, gross \$661K, RE avail.; Burlington Area—well-established, 6 ops, gross \$636K, lease. New Hampshire: Southern NH—Pediatric practice, 4 ops, gross \$789K, lease with option to buy. Call 888.888.6506 or visit [www.newenglandpracticetransitions.com](http://www.newenglandpracticetransitions.com).

#### SERVICES

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

**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. 40-hour online study, 3-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).

**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](mailto:todd@ellispcpas.com) or 781.710.0852.

**START-UP PRACTICE CONSULTANT:** Unsure of where to open a scratch start office or don't know how to open a scratch start practice? Or unsure of how to negotiate the lease or don't know what questions to ask the contractor? I am a start-up consultant with years of experience starting up and rehabbing failing dental practices and turning them into gold. What you don't know will cost you money. Don't start up or buy a practice without a trusted advisor. Free consultation. Please contact [amdmd2008@gmail.com](mailto:amdmd2008@gmail.com).





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January 30 - February 3, 2019  
Exhibits: January 31 - February 2, 2019  
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