



The MDS Continues to Sound the Alarm on the Risks Posed by DIY Orthodontics

Many Massachusetts Dental Society (MDS) member dentists have expressed concerns about the risks that do-it-yourself (DIY) orthodontic devices and remote teledentistry platforms pose to patients. Without an in-person consultation with a licensed dentist and review of X-rays, patients who are not proper candidates for clear aligner therapy may begin using these devices, or patients may experience issues during treatment that are not being addressed due to the lack of appropriate supervision by an orthodontist.

In an August letter to Massachusetts Attorney General Maura Healey, the MDS shared examples provided by multiple MDS member dentists who had seen patients who had experienced irreversible injury and oral health issues as a result of DIY orthodontic devices and remote treatment—including pain, loose teeth, misaligned bites, and the diminished ability to bite and chew properly. Citing the risk to consumer safety, the MDS requested an investigation into the practices of DIY dental companies and a determination of the appropriate regulatory framework to ensure that consumers are protected.

The letter to the attorney general follows outreach earlier in the summer

by the MDS to the Massachusetts Board of Registration in Dentistry (BORID) to express concerns that the e-commerce model of companies diagnosing, prescribing, and supplying devices for orthodontic treatment constitutes the unauthorized practice of dentistry in the Commonwealth.

The MDS is not alone in reaching out to regulators to express concerns over DIY orthodontic services. At the federal level, the American Dental Association (ADA) wrote the Federal Trade Commission in June to request an investigation of the false and misleading claims made by one DIY orthodontic company to entice consumers to purchase its products and services. And in April, the ADA filed a citizen petition with the U.S. Food and Drug Administration (FDA) seeking an injunction on the sale and distribution of one leading company's teeth aligners and dental impression material products, asserting that the company is skirting the FDA's "by prescription only" restriction on the sale of plastic teeth aligners.

While the ADA is encouraging dentists to submit their concerns as part of the citizen petition to the FDA, the MDS has asked member dentists to share your experiences treating patients impacted by DIY orthodontic services. The information shared with the MDS will help the Society as it continues to communicate with state regulators about this issue and educate the public. If you have stories to share with the MDS or know any patients who would be interested in speaking with regulators or the media on this topic, please email advocacy@massdental.org.

If you encounter patients who have experienced injury or adverse results from using mail-order orthodontic devices or undergoing remote dental treatment, you should encourage them to report the issue to state and federal regulators. The MDS webpage massdental.org/DIY includes links and information on reporting these cases to the Massachusetts Attorney General's Office, BORID, and the FDA through its MedWatch Voluntary Reporting Form.

New Sections Added:

Presidential Corner (page 2)

Board of Trustees Spotlight (page 8)

Dr. Moriarty Appoints Delta Audit Task Force

In response to the multitude of members who contacted the MDS in late spring/early summer to say they are being audited by Delta Dental of Massachusetts, MDS President Dr. Janis Moriarty has announced the formation of the Delta Audit Task Force. The MDS reviewed these members' complaints and believes these complaints merit further investigation into the concern that Delta may be interfering with the doctor-patient relationship and thereby potentially placing patient care and treatment ethics at risk. The Task Force, which will be chaired by Dr. Mark Doherty, Sr., will have the

important responsibility of working with Delta representatives to better understand the Delta audit process and to make any related recommendations to Delta and the MDS Board of Trustees. Task Force members include Drs. Keri Discepolo, Jeffrey Karen, Sean Rayment, Andrew Tonelli, and Lisa Vouras.

"It is my hope that this collaboration will result in improved communication regarding appropriate coding/documentation, and ultimately reduce the likelihood of audits in the future," says Dr. Moriarty. Updates will be posted at massdental.org/delta.



Dr. Mark Doherty, Sr., has been named Chair of the Delta Audit Task Force.

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Message from Your President

Welcome to “Presidential Corner,” a new feature that will appear in each issue of the MDS CONNECTION going forward throughout my Presidential term. My intent is to update our members on my activities as President and the major issues our Board of Trustees is addressing.

It's been a busy three months, where I've had the pleasure of representing the MDS at a variety of events: the Boston University Henry M. Goldman School of Dentistry's (BUGSDM) White Coat Ceremony; the Tufts University School of Dental Medicine's (TUSDM) freshman orientation; BUGSDM's post-doctoral orientation; the ASDA/MDS mentoring social; political events with Representative Kate Hogan (D-Third Middlesex) and Senate President Karen Spilka (D-Second Middlesex and Norfolk); and a social networking event with our First District Leadership Academy members. I facilitated training for our District leaders and welcomed our new Guest Board members. I also attended a conference at the American Dental Association for state Presidents-Elect, filling in for President-Elect Dr. MaryJane Hanlon, who was running another event at TUSDM. Dr. Hanlon also welcomed the BUGSDM freshman class and Vice President Dr. Meredith Bailey spoke to the Harvard School of Dental Medicine ASDA students in August.

We also held our annual Board Retreat, which takes on a different flavor each year but always serves as a chance to get to better know our new Trustees, Guest Board members, senior staff, and one another outside of the boardroom. Among the topics covered was our new Strategic Plan and its goals of *Infrastructure* (build the organizational capacity, resources, including financial resources, and structure that meets the current and future demands of the Society), *Value and Relevance* (deliver exceptional value to support our members' needs), *Member Engagement* (create meaningful engagement opportunities

throughout the membership continuum), and *Advocacy* (serving as the most trusted oral health advocate for the Commonwealth). We also discussed the implementation of our governance transition, which is beginning to phase-in over the next two years (see article below). When completed in 2021, our new governance structure will result in a nimbler Board of Trustees and make our Society more responsive to the emerging needs of members. Please keep abreast of these changes by attending District meetings, reading updates on the MDS website, and communicating with your Trustee.

The Division of Insurance's ruling on Delta Dental of Massachusetts's changes in fee methodology arrived shortly after I took office, and understandably has been the topic of much discussion since. We will be meeting with Delta CEO Dennis Leonard to further discuss extending the assignment of benefits (AOB) clause to Delta plans in the coming months. AOB would allow a nonparticipating dentist to receive direct payment when authorized by the patient.

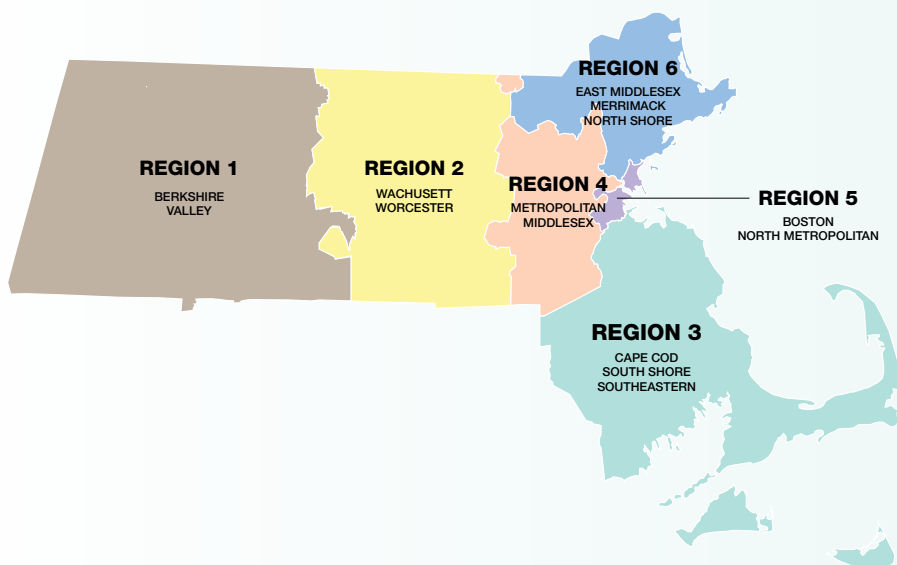
Executive Director Dr. Robert Boose has announced his retirement. The Executive Director Search Committee, under the leadership of Chair Dr. David Lustbader, has been meeting since the last House of Delegates, and the Board approved the hiring of Kittleman & Associates to oversee the process.

I have appointed a Task Force to better understand the Delta audit process. Southeastern District Dental Society Trustee Dr. Mark Doherty, Sr., will chair this group, which has been charged with helping members avoid an audit by seeking clarity on standards and better understanding what triggers the audit process.

Committees have been appointed and I thank all who expressed interest.

It is indeed an honor to serve in this role, and I hope to keep the lines of communication wide open. Please contact me with your questions, concerns, or comments at janis.moriarty@verizon.net.

Governance Reform: The MDS to Begin Transitioning to Regions



At this year's Annual Session, the House of Delegates approved a new governance plan for the Society in order to make the organization more responsive to the emerging needs of members. Starting in 2020, the Districts will begin to transition to become part of six Regions, with each Region represented by one Trustee on the Board of Trustees. Please note that the composition of the 14 Districts will not change; each District will maintain its current operations and leadership team.

The plan calls for a two-year phase-in, which when completed in 2021, will result in a nimbler Board of Trustees consisting of six Regional Trustees, one At-Large Trustee, President, Vice President, Immediate Past President, Secretary, Treasurer, Speaker of the House, and Executive Director.

You can find more information on this governance transition, including opportunities to play a significant role in advancing the dental profession and in enhancing the value of membership for MDS members and prospective members, at massdental.org/2020-Leadership.

MDS CONNECTION

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Practice Management



Reminder: Dental Assistant Licenses Renew October 31

Dental assistant licenses are due for renewal by October 31, 2019. Per the Board of Registration in Dentistry (BORID) regulations, all dental assistants must obtain 12 CEUs during the two-year cycle, including courses in CDC guidelines and BLS for health care providers.

Earlier this summer, BORID notified the MDS that there are still a number of dental assistants practicing in Massachusetts without a license, with an expired license, and/or without sufficient continuing education credits. BORID advised the MDS that it will be cracking down on violators in the coming months, and this will include increasing penalties against dentist-owners who employ and allow auxiliaries to practice without a valid license.

Make sure your dental assistants are practicing under a current license. Dental assistants can renew their licenses at mass.gov/dental-assistant-licenses. Be sure to post all licenses in a prominent space in your office.



Patient Financing Made Easy

Member Savings Program partner CareCredit offers MDS members ongoing financial resources, reduced expenses, and less stress and time associated with collecting accounts receivables. As the nation's leading patient financing program, more than 8 million patients use CareCredit and 80,000 dental practices offer patients the convenience of CareCredit's monthly payment plans.

What's more, as an MDS member you have access to these benefits without the need to reapply. MDS members also pay less for enrollment and have no monthly minimum-use fee. Visit massdental.org/CareCredit for more information on how you can help your patients maintain a healthy smile.

Get Up to Speed on Codes with CDT 2020

The American Dental Association (ADA) is helping members make sure that their practices are coding correctly for fewer claims rejections and faster reimbursement with CDT 2020: Dental Procedure Codes. This up-to-date coding resource, which is available for order now, is the only HIPAA-recognized code set for dentistry.

CDT 2020—which includes ICD-10-CM codes—features 37 new codes, five revised codes, and six deleted codes. When purchased together with the CDT 2020 Coding Companion, a compilation of FAQs on coding and a self-guided training tool, your practice will be ready to code more efficiently. Want the 2020 CDT codes in the palm of your hand? Get the CDT 2020 App



from the
MDS
MASSACHUSETTS
DENTAL SOCIETY
**Dental Practice and
Benefits Committee**

PFML Employer Action

All Massachusetts employers (including dental practices) are responsible for informing your workforce about the state's new Paid Family and Medical Leave (PFML) law. As referenced in an earlier *Dental Practice Insights* tip, all employers were required to post notification of this new regulation by July 1, 2019. In addition, employers are also required to provide written notice to employees and obtain written acknowledgment from each staff member that he or she has been informed of the new regulation. The MDS Dental Practice and Benefits Committee urges you to take the following actions (if you have not already done so):

1. Display the PFML workplace poster in a highly visible location. Note: The required deadline for displaying the poster was **July 1, 2019**, so this should already be on display in your practice. Download the poster at mass.gov/info-details/informing-your-workforce-about-paid-family-and-medical-leave#workplace-poster.
2. Provide written notice to current employees (both those with W-2 and 1099 status) of their PFML benefits and contribution rates by **September 30, 2019**. Access these requirements at mass.gov/info-details/informing-your-workforce-about-paid-family-and-medical-leave#written-notice-requirements.
3. Obtain signed acknowledgments from employees by **October 1, 2019**. Retain these forms according to your internal document retention policy.
4. Contact your payroll provider or accountant regarding contribution requirements. Employer contributions are set to begin on **October 1, 2019**.

More resources on PFML, including FAQs and a free webinar from HR Knowledge, are available at massdental.org/ma-laws/#paid-family-and-medical-leave.

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 at massdental.org/insights. Have a tip to share? Send it to membership@massdental.org.



for your iOS and Android mobile devices. The app contains CDT 2020 and CDT Companion, as well as the ICD-10-CM codes. It is also available as a web app.

MDS/ADA members can save by purchasing the CDT 2020 kit, which includes the CDT 2020 Coding Companion and the CDT 2020 App, from the ADACatalog. The retail price for the bundle is \$164.95 but members can purchase all three for just \$109.95, a savings of 33%. (All three products can also be purchased individually.) To order the kit, visit ADACatalog.org or call 800.947.4746, and use product code K220BTI.

Practice Management

Are Your Electronic Devices Secure?

While it seems obvious that the Health Insurance Portability and Accountability Act (HIPAA) requires a dental office to back up all of its electronic patient information, physical security is an important component of the HIPAA Security Rule that is often overlooked, according to the U.S. Department of Health and Human Services Office for Civil Rights (OCR).

Dental office workstations like desktop or laptop computers, as well as portable electronic devices like tablets and smart phones, must be protected by physical safeguards.

Physical security controls are available at little or no cost and can include privacy screens, cable locks, and port and device locks. There are also cost-free measures like positioning workstation screens away from busy areas, keeping electronic equipment in secured areas, and using security cameras and other security practices to restrict access to equipment.

Failure to take reasonable steps regarding physical security may have serious consequences. For more information on physical security measures and questions for practices considering a physical security strategy, download the OCR May 2018



newsletter at <https://www.hhs.gov/sites/default/files/cybersecurity-newsletter-may-2018-workstation-security.pdf>.

ADA Center for Professional Success. *Dental Practice Success*. Posted online June 21, 2018, at <https://success.ada.org/en/practice-management/dental-practice-success/dps-summer-2018/are-your-electronic-devices-secure>. Copyright © 2018 American Dental Association. All rights reserved. Reprinted with permission.

UPS Offers Flat Rate Discounts on Shipping

With the health care landscape becoming more complicated every day, going it alone can be risky and costly. As your MDS Member Savings Program partner for logistics, UPS can provide the reliability, scalability, and security that your supply chain needs, so you can focus on what's most important: your patients.

MDS members now have access to new and improved flat-rate pricing—no matter how much you ship, when you ship, or where it's going. Member-only savings include:

- 10%* on UPS Next Day Air® Early
- 50% on Domestic Next Day/Deferred
- 30% on Ground Commercial/Residential
- International: 50% on Export/40% on Import/25% Canada Standard
- Savings begin at 75%* on UPS Freight® shipments over 150 lbs
- In addition, members can take advantage of the UPS Smart Pickup® service for free

*Visit savewithups.com/ada for specific services and discounts.

Open a new account, or if you are already taking advantage of the UPS savings program, re-enroll and apply the new discounts to your existing account by visiting savewithups.com/ada or call 1.800.MEMBERS (1.800.636.2377).



Receive Enhanced Protection

Minimize financial setbacks with insurance through UPS Capital Insurance Agency, Inc., by protecting your shipments. Members can save up to 17% over your current declared value and get broader coverage in the event of a loss or damage. There is no fee to sign up and charges are incorporated automatically into your UPS® invoice. Simply enter the value of your goods in the declared value field of the shipping system. Call 1.800.MEMBERS (1.800.636.2377) to confirm your participation. Visit www.1800member.com/ups-capital-group-3 for additional information.

Practice Management Q&A

Question: Do I Have to Pay My Staff for Holidays?

Answer:

Massachusetts is one of the few states that requires private employers to give employees holiday leave. Per the Massachusetts Blue Laws, private non-retail businesses are required to observe the following holidays:

- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Christmas

(Note: Employers may choose to observe more holidays at their discretion.)

The choice to pay for holidays is up to the employer, but keeping and retaining staff is critical to the success of your practice, so you may want to opt to offer paid holidays to maintain a competitive advantage and limit staff turnover.

The MDS Dental Practice and Benefits Committee recommends that you annually review and distribute your practice's holiday schedule to your employees, as some holidays may fall on days that the office is closed. This best practice will help clarify in advance those holidays that will be observed. You should also clearly communicate to your staff if these are paid holidays and if part-time employees are eligible to receive holiday pay.



Practice Management

Increase Your Patient Base:

View and Update Your Find-a-Dentist® Profile

On October 1, the MDS will update the provider search on our website to direct the public exclusively to the ADA Find-a-Dentist® online search tool. Since 2017, the ADA Find-a-Dentist® platform has received more than 6.6 million visits from potential patients. With the Find-a-Dentist® tool, patients can search by payment options, benefits accepted, dental specialty, and zip code. Don't miss out on this free marketing channel for ADA and MDS members.

The more complete the profile, the higher it rises to the top of search results. Find-a-Dentist® profiles with photos are 11 times more likely to be clicked on, so log in and upload a professional headshot today.

Using paid digital search ads, the ADA aims to bring more patients into your practice by sending potential patients to the Find-a-Dentist® tool to book an appointment. Get ready for new patients with resources for marketing your practice and enhancing your online presence with the ADA's Marketing Your Practice Starter Pack. Visit ada.org/member-center/marketing-your-practice-starter-pack to get started today.

Make sure patients can find you by updating your Find-a-Dentist® profile today! Update your profile at ada.org/member-center/update-your-find-a-dentist-profile.



Dentists Needed to Serve on a Tribunal

Massachusetts law requires that a tribunal—consisting of a judge, an attorney, and a health care provider—screen a medical malpractice claim against a provider before the claim goes to trial to determine if there is enough evidence for the case to proceed. If the defendant is a dentist, the provider-member of the tribunal must also be a dentist.

The MDS has been asked by the Massachusetts Superior Court to assist in creating a list of dentists willing to serve on a tribunal that would address civil claims brought against dentists. The more dentists that submit their names, the more efficiently courts can schedule tribunals and the fewer times each dentist will be asked to serve. The MDS has agreed to recruit dentists to participate on a continual basis, and the MDS will maintain the directory of dentists who are interested in and available for tribunal service so that clerks may draw from a large pool of dentists when scheduling tribunal hearings. We are currently seeking dentists to be added to this list of willing participants. Why should you consider adding your name to the list? By doing so, you can:

- Help the profession and potentially eliminate frivolous malpractice lawsuits. You could be helping your peers avoid the emotional, financial, and professional strain of malpractice litigation.
- Maintain a robust tribunal system. If a defendant asserts the right to a tribunal and the clerks are unable to find a dentist to serve on the tribunal, then a recent Superior Court ruling provides that the hearing may be held before a single judge.
- Be eligible for up to three CE credits subject to Board of Registration in Dentistry (BORID) approval. (Note: BORID has yet to address/decide on this issue.)
- Receive a \$50 stipend per case. We know it's not much, but it is some acknowledgement of your contribution to the legal process.

The MDS believes that the tribunal system allows dentists to assist one another while learning more about the legal process. Your participation can help ensure the tribunal remains an integral part of the litigation process. Learn more and sign up at massdental.org/tribunal.

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

Practice Management

Delta Class Action Proposed Settlement

On Thursday, September 12, the Massachusetts Dental Society (MDS) received notice of a proposed class action settlement involving Dental Service of Massachusetts, Inc., (Delta Dental) and Massachusetts-based participating dentists. The settlement resolves claims resulting from Delta Dental's use of a so-called CPI Cap to limit the fees paid to the dentists who participated in Delta's plans on account of services provided to Delta's subscribers during the period from April 1, 1990, through December 31, 2010. Under the settlement, no parties will receive monetary compensation.

There will be a fairness hearing on November 21, 2019, at 3:00 pm. During this hearing, the Court will consider certification of the settlement class and whether to approve the settlement. Settlement class members, at their own expense, may choose to have their own counsel represent them at the hearing.

For more information on this matter, please review the filed notice posted at massdental.org/delta.



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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.



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REMINDER: NEW DATE! ANNUAL SESSION

HOUSE OF DELEGATES
Wednesday, January 29, 2020
Seaport Hotel, Boston



COMPLIMENTARY WEBINARS Exclusively for Members

Register now at massdental.org/webinars

Grab your lunch and join us for these informative webinars.



Speaker:
Alan Atlas, DMD

OCTOBER 16, 2019: 12:00 – 1:00 PM

**Successful CAD-CAM Restorations Start with the Preparation!
Evidence and Protocols for Optimal Outcomes**

1 CE credit*



Speaker:
Lee Ann Brady, DMD

NOVEMBER 13, 2019: 12:00 – 1:00 PM

Bonding and Cementation

1 CE credit*

***Individuals who log in and watch a minimum of 50 minutes of the live webinar will qualify for 1 CE credit.**

Visit massdental.org/ce for additional 2019 courses

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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.



ADS
MASSACHUSETTS
DENTAL SOCIETY
Special Events

LUNCH, LEARN, AND TASTE

**Come join us this October to earn 2 CE credits
while enjoying lunch and a wine tasting!**

WEDNESDAY, OCTOBER 23

Nashoba Valley Winery • Bolton, MA

Lunch: 12:00 - 1:00 pm • Lecture: 1:00 - 3:00 pm

"Blueprints to a Successful Dental Practice: There Is No Secret Sauce!"

Speaker: Vanessa Buchheit

The Henry Schein grant has been applied to this course. HENRY SCHEIN®

Wine Tasting: 3:00 - 4:00 pm

\$55 per MDS Member Dentist | \$80 per Non-Member Dentist

Register at massdental.org/lunch-learn-taste • 800.342.8747

Board of Trustees Spotlight

Welcome to a new regular feature in MDS CONNECTION: The Board of Trustees Spotlight! In this section, you will get to know a little bit more about the volunteer dentists who lead your Massachusetts Dental Society and who advocate tirelessly for the profession and their fellow members. Each issue will feature profiles of two Officers and two Trustees. In this first installment, we shine the spotlight on Officers Dr. Janis Moriarty (President) and Dr. MaryJane Hanlon (President-Elect) and Trustees Dr. Paul J.R. Gamache (Berkshire District) and Dr. Mina Paul (Boston District).



Name: Janis Moriarty, DMD
Specialty: General Dentistry
Region/District: 4/Middlesex
Current Position on the Board: President
Previous Positions on the Board: President-Elect, Vice President, Secretary, Assistant Secretary, Trustee
Years on the Board: 13 (2006–Present)

Why did you choose dentistry as a profession?

I've wanted to be a dentist ever since I got my braces in elementary school. I loved my family dentist, and both his practice and my orthodontic practice seemed like fun places to work while making a big difference in people's lives.

How did you become involved in organized dentistry and what made you decide to volunteer?

Some great role models: First, my family dentist Dr. Fred White (South Shore District member), for whom I worked in high school and beyond, was a steady presence at his District meetings and instilled the importance of District participation in me at a very early age. In my GPR residency at the Berkshire Medical Center in Pittsfield, the Berkshire District allowed residents to attend its District meetings at no charge. This was a great introduction to the MDS, and many of those members are still my friends today! Later, while working for Dr. Kathy O'Loughlin (now ADA Executive Director), I began to volunteer for Yankee Dental Congress Committees. Then, I was fortunate to be selected as the inaugural Chair of the Women's Leadership Task Force by then-President Dr. Alan DerKazarian . . . and that's when things really took off.

Why did you decide to seek a position on the Board? The Guest Board Member Program initially stemmed from the Women's Leadership Task Force. I was a member of the first Guest Board Member class, and my eyes were opened to a world of Board-level activity that was new to me. When the Trustee position became open in my District, because of my experience as a Guest Board Member, I knew what would be required in terms of time and participation, and I so went for it.

What's your favorite part of serving on the Board? Working with other Board members who truly care about the future of the MDS.

What do you think members would be surprised to learn about the Board? How much time it takes!

What's one thing your fellow dentists would be surprised to learn about you? I am a mad collector of sea glass.

What do you like to do when you're not working? Hiking, photography, watching college sports (especially Hockey East!)

What one piece of advice would you give to a new dental school graduate? Don't be in a rush to own your own practice . . . explore all the possibilities.

What one word best describes you? Persistent

If you weren't a dentist, what would you be? A high school guidance counselor or a neo-natal doctor

Name: MaryJane Hanlon, DMD
Specialty: Academic
Region/District: 4/Middlesex & 5/Boston
Current Position on the Board: President-Elect
Previous Positions on the Board: Vice President, Middlesex District Trustee; Guest Board Member
Years on the Board: 9 (2007–2008; 2012–Present)



Why did you choose dentistry as a profession? What I told my mother when I was 14 years old when she asked me the same thing is "I want to help people." So, that's why I chose dentistry as a profession. I had a bicycle accident when I was 11 that broke off my front tooth, necessitating a root canal and a crown. That experience wasn't as positive as it could be, so I think I wanted to be the type of dentist that would positively impact patients when they weren't comfortable in the chair. As I reflect back, I think I accomplished that!

How did you become involved in organized dentistry and what made you decide to volunteer?

I learned early on that it was important to join. I don't remember exactly if it was an instructor or if it was the people I met, or if it was the dentist that I was working for, but all were a part of the MDS. Quite honestly, I was just encouraged from the very beginning to become a member. I'm one of those "joiners"—the people who just do it because that's what you're supposed to do. Now, it's a very different situation. I encourage my students and residents at Tufts University School of Dental Medicine to join and become part of organized dentistry so that they can direct their future—not have their future directed for them. It's very different today than when I started 20-odd years ago. I think that we need more messaging around this and how the future of dentistry may be very different for the younger dentist and resident. It's important that younger dentists, including specialists, realize that they have to become involved to understand what's happening in the profession.

Why did you decide to seek a position on the Board? I wanted to have more knowledge of what was happening in the field. I could see things changing, and with my interest in young dentists and students, I wanted to understand more about what was happening. The Board of Trustees and the staff at the MDS have done a really good job of training me, not only to be a leader but also to understand what the big issues are.

What's your favorite part of serving on the Board? The people I get to meet and work with. It is such a great community. After so many years, we feel like a family. Dentistry is a small network of people, but you really get to know a lot of people by becoming involved. I love that aspect. I love knowing people from across the country through my work with the ADA, and I work with people from all across the state through the MDS.

What do you think members would be surprised to learn about the Board? We're extremely collaborative. Even when we don't necessarily agree, we work out what our issues are and work collaboratively to come to a solution.

What's one thing your fellow dentists would be surprised to learn about you? I have my own John Deere tractor. I have redone the landscaping of two homes now, and I'm almost done with the second so now I have to find another one to do! My yard in Maine is big and in order to get done what I

Continued on page 16

Board of Trustees Spotlight



Name: Paul J.R. Gamache, DMD
Specialty: General Dentistry
Region/District: 1/Berkshire
Current Position on the Board: Trustee
Years on the Board: Two (2018–Present)

Why did you choose dentistry as a profession? I always had the desire to become part of a profession dedicated to helping people.

How did you become involved in organized dentistry and what made you decide to volunteer? As a new dentist in the Berkshires, I was personally invited to attend local District meetings by a more established dentist. The following year, another established dentist tapped me on the shoulder and stated that he thought I should run for an Officer position within the District.

Why did you decide to seek a position on the Board? The Board of Trustees presented a logical progression from 15 years of local service to serving on a state-wide level.

What's your favorite part of serving on the Board? Developing friendships with fellow Massachusetts dentists has been one of the most enjoyable aspects about serving on the Board. Serving with friendly, like-minded colleagues who share my belief in the strength of organized dentistry and who want to work to promote this professional unity amongst ourselves has been a pleasure.

What do you think members would be surprised to learn about the Board? As intelligent and professionally successful as my fellow Board members are, they serve humbly and tirelessly and with compassion in promoting and maintaining the strength of organized dentistry. The Board members were all welcoming and encouraging of my participation when I started last year.

What's one thing your fellow dentists would be surprised to learn about you? Speaking in front of people is still somewhat intimidating; however, speaking about issues that are important to me makes the process easier.

What do you like to do when you're not working? Cycling has been a newly discovered mode of transportation and exercise that has allowed me to explore in greater detail the beauty of the Berkshires in summer.

What one piece of advice would you give to a new dental school graduate? We all graduate with a sense of self-sufficiency that gives us confidence to practice our profession independently. However, there are larger issues that affect our ability to practice that cannot be dealt with on our own. Participate in organized dentistry early in your career, even when the immediate benefits are not readily apparent.

If you weren't a dentist, what would you be? Chemistry and mathematics were always enjoyable in undergrad, and although I didn't give much consideration to engineering at that time, it might have been another profession choice.

Name: Mina Paul, DMD
Specialty: General Dentistry
Region/District: 5/Boston
Position on the Board (current and past): Boston District Trustee
Years on the Board: Five



Why did you choose dentistry as a profession? I love interacting with people, especially the elderly, and truly wanted a profession where I could "change lives," see "immediate" results, and also have a work-life balance.

How did you become involved in organized dentistry and what made you decide to volunteer? I was an American Student Dental Association (ASDA) representative in dental school and always believed that I should be a member and contribute to any organization that represented my profession. I felt that by becoming a part of the organization, contributing my time, and getting involved would be the only way to effect change.

Why did you decide to seek a position on the Board? The Boston District Dental Society was brand new and needed a voice at the table, plus the MDS is at a critical juncture and I strongly believe that to effect change, one has to be willing to put the time in and be a part of the workforce!

What's your favorite part of serving on the Board? I get to see how effective the informational workflow is from the District to the Board of Trustees and actually see how change happens as it gets directed at the Board level, implemented at the District level, and see it "go live!"

What do you think members would be surprised to learn about the Board? The Board is *not* a silent group of people behind hidden doors. Instead, it is a group of regular people, many of whom travel many, many miles to make the meetings and who take their governance and fiduciary responsibilities seriously! They want to see the MDS continue to succeed in all its areas. They are a group of people just like you and me.

What's one thing your fellow dentists would be surprised to learn about you? That I got my motorcycle license at 19 but have never owned a motorcycle!

What do you like to do when you're not working? Travel and cook—in that order!

What one piece of advice would you give to a new dental school graduate? Be a tourist of your own profession. We live in a wonderful time where all aspects of the profession—academic, clinical, regulatory, organized dentistry, etc.—are open to all.

What one word best describes you? Positive!

If you weren't a dentist, what would you be? Owner of a one-star B&B on a remote Caribbean island . . . my guests would be promised tasty breakfast muffins and clean sheets!

Membership

The MDS CE Registry Helps You Keep Track of CE Credits

All licensed dental professionals (dentists, dental hygienists, and dental assistants) are required to maintain documentation of your completed continuing education credits for four years or two renewal cycles. The Massachusetts Board of Registration in Dentistry (BORID) has the right to request proof of continuing education, so be sure to keep your documentation in a safe place and take advantage of your free MDS member benefit—the MDS CE Registry—to help you stay organized. Learn more at massdental.org/ce.



Your Staff Can Join the MDS for Free

Did you know that as an MDS dentist member, your membership includes complimentary membership for your staff? If your office hasn't taken advantage of this member benefit already, encourage your staff to enroll today and share the perks of membership, including continuing education, access to the CE Registry, and more.

Dental hygienists, dental assistants, and office personnel can become Allied Dental Health Professional (ADHP) members of the MDS. Membership benefits for ADHPs include:

- Continuing education
- Insurance savings
- Special discounts
- Practical assistance

Staff members looking to apply for a complimentary ADHP membership must each complete an application individually. Learn more and apply today at massdental.org/join.



School Days Are Here Again

Dental students in Boston weren't the only ones going back to school this semester. The MDS went back too, hosting new student orientation luncheons at the three Boston schools. On July 2, MDS President Dr. Janis Moriarty spoke to post-doctoral students at the Boston University Henry M. Goldman School of Dental Medicine (BUGSDM), welcoming them to the MDS and organized dentistry. On July 23, MDS President-Elect Dr. MaryJane Hanlon and Boston District Dental Society Chair-Elect Dr. Michael Mayr addressed BUGSDM pre-doctoral students at their own orientation. Across town, Dr. Moriarty

and Dr. Hanlon spoke to the incoming class of first-year students at the Tufts University School of Dental Medicine on July 29. (Dr. Hanlon is associate dean for clinical affairs at the school.) And on August 13, the MDS visited the Harvard School of Dental Medicine, where MDS Vice President Dr. Meredith Bailey spoke to a group of students (see photo above) about the MDS and the benefits of organized dentistry.

Earlier in the summer, the MDS also sponsored the BUGSDM White Coat Ceremony. Dr. Moriarty and Immediate Past President Dr. Howard Zolot were in attendance, with Dr. Moriarty getting a close-up view on stage as students received their white coats. Welcome back to all the dental students in Boston!

Get Your Culture on This Fall with Museum Discounts from Bank of America

Did you know that MDS Member Savings Program partner Bank of America offers discounts on museum admissions for MDS members through its Museums on Us program? Simply present your Bank of America®, Merrill Lynch®, or Bank of America Private Bank® credit or debit card along with a photo ID on the first full weekend of every month for one free general admission. (Free general admission is limited to the cardholder at participating institution. Museum hours and participation varies. Excludes special exhibitions, ticketed shows, and fundraising events, and cannot be combined with other offers.)

The Museums on Us program includes renowned institutions from across the country. Local participating museums include: the Museum of Fine Arts, Boston; the Isabella Stewart Gardner Museum; the MIT Museum in Cambridge; the Springfield Museums; the Orchard House in Concord; the Mount in Lenox; and the EcoTarium in Worcester. Across New England, you can also check out: the Portland Museum of Art in Portland, ME; the Wadsworth Atheneum Museum of Art in Hartford, the Fairfield Museum and History Center in Fairfield, CT, and the Aldrich Contemporary Art Museum in Ridgefield, CT; the Currier

Museum of Art in Manchester, NH; and the International Tennis Hall of Fame in Newport as well as the Providence Children's Museum and the RISD Museum in Providence.

Traveling out of New England? Participating museums include: the Metropolitan Museum of Art and the Solomon R. Guggenheim Museum in New York; the Art Institute of Chicago; the Carnegie Museum of Art in Pittsburgh and the Philadelphia Museum of Art; the Los Angeles County Museum of Art and the Palm Springs Art Museum in California.

Learn more about the Museums on Us program and see the full list of participating museums at <https://about.bankofamerica.com/what-guides-us/arts-and-culture/partners.html>.



Advancing the **Vision 2020**



January 30 - February 1, 2020 | Boston Convention & Exhibition Center

As part of your tripartite membership, you are eligible for these exclusive discounts when you register before November 8, 2019:

REGISTER TODAY | yankeedental.com | 877.515.9071

MDS MEMBERS & STAFF

**NEW! ADS
PLATINUM
OFFICE PASS**

SAVE UP TO \$292

An MDS member can register along with two other colleagues or staff and receive two paid courses each (up to \$99 each)
MDS Platinum Office Pass – \$599

ADA MEMBERS & STAFF

VALUE PASS

FREE YANKEE REGISTRATION

when you register for
4 paid courses

Receive **FREE Registration** (up to \$99 value)
when you register for **4 paid courses**.

GROUP DISCOUNT

Register 4 dental professionals
from the same office and the
5th goes **FREE***

*All of the individuals must register at the same time on the same order. The free registration will come from the lowest price registration category on the order.

ADA MEMBERS ONLY

ALL ACCESS PASS
SAVE \$97

Sign up during the registration process and **receive Member Registration** (\$99 value), **plus 3 paid courses** (up to \$99 each). Total cost without pass would be \$396, with **All Access Pass – \$299**.

These special rates cannot be used in conjunction with other discounts or special rates.



Join **MDS** Members at Booth 1244

Spin to Win is back!

Come join us at the MDS State Lounge for friends, fun, food, and complimentary gifts!

Every MDS member who plays will be a winner—
prizes will include:

Gift Cards • Yoga Mats • Bags and More!



Join your colleagues at the following gatherings:

THURSDAY, January 30

Neighborhoods of Boston

4:00 pm

Have a drink and sample various foods chosen to represent the neighborhoods of Boston with your fellow First District dentists.



FRIDAY, January 31

Smoothie Reception

2:00 pm

Network with MDS members while having a refreshing treat.



SATURDAY, February 1

Family Time

10:00 am

Enjoy breakfast, snacks, and fun activities for the whole family while you chat with other member dentists.



FREE Pain Management Courses for **Members**

Fulfills BORID requirements for pain management

Thursday, January 30

Pain Management for the Dentist

2:00 - 4:00 pm

David Keith, DMD

Friday, January 31

The Pharmacologic Management of Acute Dental Pain

8:30 - 10:30 am

Richard Harold, DMD, JD

Saturday, February 1

Pain Management for the Dentist

8:00 - 10:00 am

David Keith, DMD

NEW! **MDS** **CLINICIAN CORNER** **Thursday, January 30**

Five MDS Members will be offering one-hour complimentary continuing education courses.

Integrating Oral Appliance Therapy for Sleep Apnea into Your Practice

8:00 - 9:00 am

Ian Barwick, DMD

Doctor . . . Heal Thy Practice!

9:30 - 10:30 am

Paul Caselle, DDS

Clinical Diagnosis:

"A Roadmap to Treatment Success"

11:00 am - 12:00 pm

Ian Grayson, DDS

So Your Patient Has Head and Neck Cancer

1:30 - 2:30 pm

Jessica Metcalfe, DMD

Are You in Compliance? Infection Control Review

3:00 - 4:00 pm

Lisa Kane, DMD

**For more information,
visit yankeedental.com
massdental.org/yankee2020**

877.515.9071



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 seniors about their oral health. Through the Saving Senior Smiles Program, dental students visit senior centers to teach older adults about 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 addition to relaying valuable information about maintaining good oral health, the program introduces older adults to future women dentists and the changing face of the profession, and conversely introduces dental students to the older adult population that will make up a large percentage of their future practices.

In July, the program was invited by the Friends of Indian Senior Citizens Organization to the senior center in Burlington. Older adults heard from dental students Laura Callan from the Boston University Henry M. Goldman School of Dental Medicine (BUGSDM) and Spurthi Arashinagundi from the Tufts University School of Dental Medicine, under the supervision of Dr. Rawal, who is a faculty member at BUGSDM.

Each attendee also received an oral care "goody bag" containing toothbrushes, toothpaste, tongue cleaners, denture care items, and oral health information pamphlets.

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

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.



#BeaconHillDay



ADS
MASSACHUSETTS
DENTAL SOCIETY

SAVE THE DATE!

BEACON HILL DAY

Thursday, April 2, 2020

9:00 am – 3:00 pm

Omni Parker House, Boston

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

massdental.org/bhd



Reflections on the Progress Made at the ADA

Now is a time for reflection as I come to the end of my term as ADA First District Trustee. Throughout the past four years, I have listened to many presentations; attended Council meetings, Committee meetings, and state meetings; been a part of many conversations; and the list goes on and on. At a recent ADA Board meeting, I began to reflect on all the changes that have taken place at the ADA since 2009—a tumultuous time for the ADA. Some of you may recall the events of that time frame, and for those who don't, it doesn't really matter anymore. What does matter is the incredible amount of change and improvement in multiple aspects of the Association since 2009. I thought it would be beneficial to highlight them to help us see how far we have come.

To begin with, there were 106 member databases at the ADA in 2009 and shortly after, Aptify was set in place and the process of data conversion began. Now, 48 state associations are on the Aptify platform, and this has made a huge improvement in consistency and accuracy of member data across all segments of the ADA.

The ADA Library was converted to a nearly all-electronic system, and physical books and relics were archived at the ADA or returned to the lending body. The library is still a very strong resource for members, and by using the physical space for other ADA services, it has decreased the overhead and increased the efficiency of space and service to members.

Governance training has been provided to many state associations to help increase their stability and support. The motto has been “to provide the states with whatever they need to be successful!”

The Health Policy Institute has stellar economists and researchers who provide a significant amount of data and information on the economy of health care, practice models, demographics of the profession, and oral health issues and data from each state. This information is in demand by other health-related organizations and that, in and of itself, emphasizes the relevance of this division.

Funding has been provided to the Volpe Research Center to help increase the strength of its research and to support its work as well as its patents. The Science division at the ADA is also very strong and vital since the hiring of a very energetic and committed vice president a few years ago.

After several years of financial struggles, the ADA Foundation is now being restructured and the Volpe Research Center will join with the ADA Science division to become the ADA Research Foundation. Combining the administration of these two groups creates a more organized, efficient, and stronger result for our scientific research and a more unified division, even though both will continue to be housed at their current locations.

The ADA website has been redesigned to be more user friendly and less cluttered. Through this process, we acknowledged that the ADA's search engine can never compete with Google's search engine nor can we afford that type of search engine. It is understandable why members use Google to search!

Since the hiring of a new vice president of communications, we have had amazing marketing and graphics. The numerous videos that have been produced, the graphics and research on personas, member segmentation, and advertising for our Find-A-Dentist campaign are a few examples of the stellar ideas coming out of this division that have resulted in numerous national awards.

To say the least, this has all occurred since our current Executive Director Dr. Kathy O'Loughlin was hired. She has worked tirelessly since 2009 to “right the ship” and improve the efficiency and functioning of the ADA. The Council on Annual Sessions was restructured and became the Committee on Annual Meetings, with fewer members that are not District appointments. The Council on Members Insurance and Retirement Programs has been restructured as well to consist of fewer members and again, not District appointments. Trustees are provided with a

yearly summary of Council demographics compared to best practice standards in leadership composition. Essentially, this indicates the percentage of diversity within the Councils and highlights the areas that are lacking, such as new dentists, women, and minorities. It is a reminder for Trustees to consider diversity when making appointments so that the ADA leadership might eventually more closely resemble the ADA membership.

There is definitely more that has changed in these 10 years, but my goal is to present the highlights and allow us to reflect on the progress that has been made during this time. Dr. O'Loughlin deserves a considerable amount of respect and praise for moving the organization forward, and change is often very challenging for some segments of membership.

As I conclude my term, I want to thank each and every one of you for your support and friendship. It has been an honor and a privilege to represent the First District, and an opportunity for which I will be forever grateful. I have been very proud of the First District and have communicated to the Board how much our District deals with all the issues facing dentistry at one time or another and that the issues just keep rotating around through our six states. And I have made it very clear that while we did not ask for all these issues at one time, we have very eloquently stepped up to the plate and dealt with them. Thank you again for all your hard work dealing with these struggles throughout the years.

Dr. Rich Rosato from New Hampshire will replace me and will be an amazing Trustee! At the close of the House of Delegates, I will return to Vermont and, hopefully, begin to enjoy some R&R—even though my husband does not believe that is possible for me!

Again, many thanks!

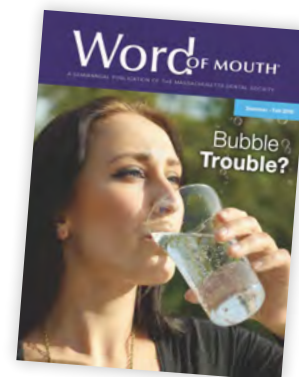
Judi Fisch, DDS

ADA First District Trustee 2015–2019

MDS Publications Receive Journalism Awards

The International College of Dentists (ICD) has once again recognized MDS publications with awards in its national 2019 Journalism Awards competition. The Fall 2018 JOURNAL OF THE MASSACHUSETTS DENTAL SOCIETY's special issue on Ethics in Dentistry received the Golden Pen Honorable Mention Award for its “outstanding Ethics in Dentistry articles.” The issue featured a variety of articles covering ethics topics such as sexual harassment, dismissing patients, and malpractice.

The MDS semi-annual consumer newsletter WORD OF MOUTH was also recognized by the ICD, receiving the Newsletter Division 1 award for the Summer-Fall 2018 issue. You can find archived issues of all MDS publications at massdental.org/publications.



EQUIPMENT TO BUY OR SELL

INTRAORAL X-RAY SENSOR REPAIR/SALES: We repair broken sensors. Save thousands in replacement costs. Specializing in Kodak/Carestream, Dexis, and major brands. We also buy/sell sensors. American SensorTech: 919.229.0483 www.repairsensor.com.

JOB OPPORTUNITIES AVAILABLE

AMAZING ASSOCIATE OPPORTUNITY: General dentist opportunity (North Shore). About us: We take our vocation seriously and are passionate about delivering uncompromising clinical care. Our doctors and staff continue to train to deliver an ever-improving level of care. All our staff members are the highest qualified in their fields: dentists, assistants, hygienists, and patient coordinators. In addition to routine services, we offer cosmetic, rehabilitative, and implant dentistry. The opportunity: Provide exceptional patient care with an established, large fee-for-service private practice with a proven track record, large new patient flow, and high patient retention. What we offer: strong compensation package (\$250K plus); full-time position with benefits; mentorship program; CE reimbursement; opportunity to work with an award-winning practice. Position requirements: minimum two years' experience of clinical patient care; high level of ethics and integrity; communication excellence; and empathetic and a patient first mentality. Send CV and cover letter to: massdentalopportunity@gmail.com.

GENERAL DENTIST: Busy Lebanon, NH, dental practice is seeking to hire a full-time associate dentist. We offer a generous compensation package with benefits, including dental/health/malpractice insurance, vacation pay, continuing education, and 401(k). Relocation expenses considered for the right candidate. Earn a great income practicing dentistry in a beautiful area of the Upper Valley while working in a pleasant environment with a fun, friendly, and experienced staff. Please email your resume and letter of interest to DentalCareNH@gmail.com.

PERIODONTIST NEEDED. We are currently seeking a periodontist for a part-time opportunity. Our practice is located in Tewksbury. Candidates must be proficient in hard- and soft-tissue therapy and placing implants. Ability to work well with hygienists performing initial therapy and excellent communication skills are a must. Contact drbustillo@shawsheendental.com.

PEDIATRIC DENTAL ASSOCIATE—We are a privately owned, state-of-the-art pediatric dental office in Newburyport, MA, seeking to hire an energetic pediatric dentist to join our team. Associate must have excellent interpersonal skills to communicate and create lasting relationships with our wonderful young patients and their families, as well as our amazing group of team members. The doctor started the practice 12 years ago and we have continuously grown with hard work and a nurturing philosophy. We are currently in a spacious, brand-new facility with modern amenities, new equipment, and current dental technologies. We are an outstanding group who cares for our patients in a fun and friendly atmosphere, and we are searching for the right doctor to help us continue to provide quality dentistry for our young patients. If you are interested in joining our team, please provide us with your CV for review. Email drindri@gmail.com.

GENERAL DENTIST: Fantastic opportunity to join a highly successful private practice in Worcester County. Office treats a full range of patients in a great environment. Practice averages over 75 new patients per month. Well-trained, long-term staff. Family-friendly community. We are seeking a highly motivated and caring individual with great communication skills. Candidates should have experience in public health, composite fillings, extractions, crown and bridge, and be comfortable treating all ages. Excellent compensation earning between \$250K-\$350K annually. Guaranteed \$1K daily draw pay, health insurance, 401(k), lodging available. Full- and part-time position. Email advertising@massdental.org and use MDS Box 1462 in the subject line.

BUSY PRACTICE NORTH OF BOSTON IS LOOKING FOR GENERAL DENTIST AND ORTHODONTIST. Our practice is modern and fast growing. Part-time or full-time for the general dentist. Abundance of young patients for the orthodontist. We have an excellent team and great patient flow. We thrive on hard work, advanced technology, and reliable service. Please contact huanghwi@hotmail.com.

LOOKING FOR A GENERAL DENTIST to join our general dentistry practice in the Lower Mills part of Dorchester. Interested candidates must have the following requirements: be team oriented and work well with other staff; have a good ethic with a positive attitude and great chairside manner; be a hard worker and motivated. Contact mcummins@cumminsfamilydental.com.

GENERAL DENTIST: Private dental office in the Berkshires is looking for a full-/part-time associate. Work in a state-of-the-art digital paperless office utilizing 3Shape TRIOS digital impressions, CBCT, and 3D printing technologies. We provide a wide variety of services, including implant placement, Invisalign, digital dentures, and facial esthetics. Email pittsfielddentist@hotmail.com.

PART-TIME ASSOCIATE GENERAL DENTIST OR PEDODONTIST NEEDED. Busy family dental practice needs an associate general dentist or pedodontist to join our family dental practice. Two to five years of experience is preferred. Our top priority is delivering quality care to our patients. The office is well-equipped with nine operatories with modern equipment, latest software, digital X-rays, CBCT, 3D printer, Isolite, intraoral cameras, nitrous oxide, etc. Please respond with a CV/resume to ericactondental@gmail.com.

DENTAL ASSOCIATE FOR FAMILY PRACTICE. We have immediate need for a part-/full-time dental associate (DMD/DDS) for our established family and cosmetic practices located in Arlington and Bedford. We welcome an abundance of new patients each month. Our offices allow optimal patient care, a comprehensive approach to full-service dentistry along with a strong focus on quality, service, and patient satisfaction. Partnership possibility. Email mgarber325@aol.com.

ASSOCIATE DENTISTS—SPRINGFIELD. At Baystate Dental, we provide affordable dental care for your entire family throughout the Western MA area through our 12 area practices. Outstanding full-time associate opportunities in the greater Springfield area. Our practices are well-established, modern, with a well-trained staff to support you! Outstanding earnings and full benefit package. Experienced dentists or new grads are welcome! Baystate Dental is an affiliated practice of Dental Care Alliance (DCA). Email resume to bames@dentalcarealliance.com or learn more and apply online at www.dentalcarealliance.com.

PART-TIME ORAL SURGEON: Well-established general and multispecialty practice north of Boston seeks part-time oral surgeon and part- to full-time general dentist. We have three office locations with excellent staff and state-of-the-art equipment. Days can be flexible. Please forward resume or contact us for more information at famdenddj@aol.com.

ASSOCIATE DENTIST: Seeking a part-time associate dentist for Mondays, Fridays, and Saturdays at Gentle Dental Braintree, a busy practice at a convenient location! In our established, multispecialty group practice we welcome an abundance of new patients each month. Our state-of-the-art facility allows optimal patient care, a comprehensive approach to full-service dentistry along with a strong focus on quality, service, and patient satisfaction. Providers are responsible for the entire clinical patient experience, from initial exam and treatment plan to delivery of care. In-office specialty services including periodontics, endodontics, oral surgery, and orthodontics are available, facilitating access

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

Reply to an MDS Box classified ad by emailing advertising@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.

to complete dental care for patients. Excellent compensation and benefits package, including: paid medical, malpractice, and 401(k) retirement plus unlimited earning potential. Future opportunity for equity position. For immediate consideration, please email your resume to priyanki.amrolwala@42northdental.com or call/text 617.480.6355.

DENTAL ASSISTANT—FULL-TIME HOURS: \$2,000 SIGN-ON BONUS. Mondovi Dental is looking for a talented professional to fill a full-time dental assistant position in our Maynard office. Chair-side experience preferred. The schedule is Monday 12–8, Tuesday 9–6, Wednesday 10–5, and Thursday–Friday 9–5. Benefits are included. If you want to work for a great company and practice, we want to hear from you! If interested, reach out to Stephanie Perdue at sperdue@midwest-dental.com.

PARTNERSHIP/OWNERSHIP OPPORTUNITY—GENERAL PRACTICE—WOBURN. We are growing our practice and looking for an associate who would be interested in an ownership position. For the right person, there is a great amount of potential. We will value the practice at the outset, so you don't have to worry that your added value will increase the purchase price. We want a doctor who is entrepreneurial, driven, and patient-care-oriented. If you are looking for an opportunity to become an owner and understand that the best way to do this is by transitioning into ownership through associateship/partnership, then this would be a good fit for you. Please send your resume or letter of introduction to kmmou@comcast.net.

ASSOCIATE DENTIST—LOWELL, WEST BROOKFIELD, DUDLEY, STURBRIDGE. FT/PT for private practices in Central MA. We have very busy general dental practices with professional experienced support staff. In addition, with the support of our Resource Center, you will have all the systems, tools, training, and mentoring you need to achieve professional success. Daily minimum of \$700–\$1,000/day, 401(k), malpractice insurance, PTO, Spear Edu, association and license dues, bridge to ownership. Email or text today to snason@simplydentalgroup.com or 508.244.7795.

SEEKING AN ENDODONTIST THURSDAY MORNINGS 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. Contact advertising@massdental.org and use MDS Box 1464 in the subject line.

ORTHODONTIST FOR PEDO ORTHO PRACTICE PART-TIME: Personable orthodontist needed two days a week in MetroWest Boston. Must have good communication skills. Experience preferred. May lead to full time with ownership potential. Please send CV and information to advertising@massdental.org and use MDS Box 1458 in the email subject line.

ASSOCIATE OPPORTUNITY: A long, long time ago in a friendly, nearby galaxy, a dentist couple bought a practice in Northeast Connecticut. With seven treatment rooms, it was ideal for two dentists and two hygienists. They loved the area: wonderful restaurants, visual and performing arts, beautiful rivers and hiking trails, and local farmers' markets. It was the perfect place to raise a family and a wonderful community to practice in. Twenty-five years later, this five-star practice seeks an associate dentist for two or three days a week, with the opportunity for a practice transition in the future. This is the chance of a lifetime for the right dentist! Please contact Walter McGinn, DMD, at wpmcginn@mac.com.

PEDIATRIC DENTIST OPPORTUNITY, CONCORD, NH. Wanted: Pediatric dentist for 1–3 days a week in a well-established modern family dental practice over 40 years old, treating children and adults. Preventive, restorative in office, and OR cases at Concord Hospital. N₂O in every treatment room, paperless records, digital X-rays. Ninety minutes to Boston, the ocean, and the lakes. For more information, please contact Alex at 603.225.6650 or email alexandfe@earthlink.net. Our website is www.gracefamilydentistry.com.

ASSOCIATE GENERAL DENTIST: Full-time associate general dentist opportunity at EMA Dental with offices in E. Longmeadow and the Five College Region of Northampton. We are currently seeking an experienced patient-centered general dentist to join us full-time in our Northampton practice. Our practice has served generations of patients in the Valley for over 35 years, providing personalized comprehensive care over those years. Continued growth has created the need to seek an experienced doctor able to perform high-quality dentistry in a practice providing all the necessary resources to build and continue your own successful career. Well-trained staff and management systems, along with a supportive team of doctors and specialists, have created a wonderful environment to work and grow your own career quickly or at your own pace. This is a unique opportunity for a person with excellent communication skills and talent to become a strong force in a practice that already has made a reputation for quality, personalized, compassionate care in the community. Please contact us to see if this opportunity is right for you. Contact Laura Panzetti, administrator, at laura@emadental.com.

ORTHODONTIST NEEDED PART-TIME (1 DAY A WEEK)—CAPE COD. Our orthodontist of 24 years is retiring from our practice. We have been practicing (including ortho) in this area for over 30 years and have an excellent reputation in our community and a very healthy flow of new patients. This is a unique opportunity to join a well-established, privately owned, general dentist practice. We currently offer Invisalign, Invisalign Teen, Damon, and traditional brackets. The two general dentists in our office offer a wide variety of general and specialty procedures. Because of the unique dynamics of our office, you will have the opportunity to work with our general dentists on a variety of complicated cases involving ortho. You will be supported by an experienced, highly trained, and long-term staff of front desk and clinical team members. We are a state-of-the-art practice and use the most advanced technology (3D Pan/Ceph, Itero Digital Scanners) in order to give our patients the highest level of care. Experience: At least 1 year of orthodontic experience (preferred). Salary: Our current orthodontist is compensated on average between \$3,000 to \$3,500 per day and works 7 hours a day. Contact dentistcapecod@gmail.com.

GENERAL ASSOCIATE DENTIST WANTED. We are looking for an experienced general dentist to join our team! One who cares for patients with compassion and provides excellent dentistry. We are a state-of-the-art practice. We serve our patients with the latest Omni Camera, CAD-CAM CEREC, cone beam, 3-D printing, Solea Laser, and digital radiography. Our team is welcoming, professional, and values teamwork. We are not an insurance-driven practice. Please contact Rebecca at rbettencourt@drphilprobitaille.com.

SEEKING ASSOCIATE DENTIST IN DOVER, NH. Our established practice in Dover, NH, is searching for an associate dentist to join our dental family. They should be an individual who focuses on patients,

is compassionate, and is a team player with an outgoing personality and strong communication skills. We pride ourselves on satisfying patient needs, providing high-quality general and specialty dental services, while offering patient comfort that is second to none. We look forward to bringing on a warm and friendly associate who will be replacing our long-time associate, as she will be relocating. We have a patient base and full schedule to accommodate your production and growth and look forward to a start date of early September 2019. We encourage you to inquire about this position if you possess the characteristics as described above. Mix of fee for service and PPO. Great technology such as digital X-ray, CBCT, and CEREC. Modern office. Fully booked schedule. Highly skilled team in place, systems-oriented. Base to start, then percentage of collections. Benefits offered. Please send your resume, letter of intent, and professional references to mconathyyds@comcast.net.

SEEKING PART-TIME ENDODONTIST. For one day per week for friendly, multispecialty dental practice in the Metrowest area. Experience is a must. Please email cover letter and resume to advertising@massdental.org and use MDS Box 1465 in the subject line.

ORTHODONTIST NEEDED. Busy pedo practice in the South Coast area is looking for an orthodontic associate to start soon. Current orthodontist works 6-8 days/month. Very productive schedule; collection-based compensation; office is very organized with well-trained assistants. If interested, please send your resume to orthodontistboston@gmail.com.

PEDIATRIC DENTIST—CHESTNUT DENTAL (FULL-TIME). Excellent opportunity for full-time pediatric associate in Needham/Franklin. Career growth, exciting team atmosphere, and highly competitive benefits package. Guaranteed salary. Pediatric residency and/or prior practice experience required. Visit us to learn more at www.chestnutdental.com. Qualified candidates, please contact Christine Thompson, Human Resources Manager, at cthompson@chestnutdental.com.

FULL-TIME DENTAL ASSOCIATES needed for an expanding general dental office located west of Boston in a beautiful town. We are a family practice serving patients of all ages. We offer competitive salaries with a range of benefits including a retirement plan, health insurance, and continuing education. Interested applicants, please submit your resume and contact information for an interview. Email advertising@massdental.org and use MDS Box 1466 in the subject line.

DENTIST: Full time/part time for private practices in New Bedford. We have very busy general dental practices. Offer 401(k) and other benefits. Email cdgpllc@gmail.com or call 508.990.9900 today.

GENERAL AND/OR PEDIATRIC DENTIST. Not a chain dental practice! Owner treats patients weekly. We are a busy, fun, and professional kids dental

office seeking a part-time associate general and/or pediatric dentist. Caring, trained staff. Guaranteed salary first 6 months for good candidate. Ownership potential. Exceeds patient expectations in service! Contact anotherstouchdental@gmail.com.

DENTAL ASSOCIATE: Looking for a part-time dentist, with potential for full-time, to join our multi-practice organization. All aspects of dentistry; will mentor and train. Beautiful five-operative practice in Haverhill. Please contact sharon@varinosdental.com.

FIRM SEEKING GENERAL DENTISTS AND SPECIALISTS. Hunter and Spence is currently seeking FT/PT associate dentists, orthodontists, endodontists, pediatric dentists, oral surgeons, and anesthesiologists. Looking for talented dentists who are interested in making a difference in the communities. Competitive compensation, student loan repayment, sign-on bonuses, relocation, 401(k), paid time off, health insurance, and more. Please contact Edolia Wright at edwright@hunterspence.com.

EXPERIENCED GENERAL DENTIST P/T-F/T. Southeastern MA. We are a premier, well-established growing general and specialty practice in Southeastern Massachusetts. We have a highly trained staff, intraoral cameras in all 13 treatment rooms, and a 3D scanner in our newly renovated building. The focus of our practice is comprehensive care dentistry. Our patients, management systems, and standard of care reflect this focus. Qualifications: We are searching for an outstanding general dentist who wants to be successful both clinically and financially. Successful candidate will be experienced and/or will have completed a residency, will have solid patient communication skills, and must have a desire to broaden education on an ongoing basis. (Sign-on bonus for the right candidate.) Our team is committed to delivering exceptional care and service. For the dentist who feels the same way and who wants a home where they feel respected, appreciated, and part of a team to practice with for years to come, this position is a career-changing opportunity. Please contact sandy@ghentadentalgroup.com.

JOB OPPORTUNITIES WANTED

ENDO IN YOUR OFFICE. GP with extensive endo experience recently relocated to area looking for one day per week of endo in your office. Looking in western suburbs of Boston, west to Worcester. Contact 518.788.7255.

PRACTICES FOR SALE OR RENT

OFFERING A UNIQUE OPPORTUNITY: Own a small tastefully appointed office on beautiful Cape Cod. Located near Cape Cod Hospital in Hyannis. This facility would be ideal as a start-up for a younger dentist or for someone interested in a more relaxed pace of patient care. Growth potential is only limited to the imagination and creativity of the prospective buyer. Present owner would like to retire but would stay on as necessary to preserve continuity of care and cash flow. Contact information for interested parties is as follows: cell 774.994.1068 or email jmrgco@gmail.com.

DENTAL PRACTICE FOR SALE—RUTLAND COUNTY, VT. General practice with six ops situated in the heart of Rutland County in close proximity to some of the best skiing in the Northeast. For details, contact Henry Schein Professional Practice Transition Sales Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #VT106.

BERKSHIRE COUNTY/PITTSFIELD MA GENERAL DENTAL PRACTICE. General practice in professional medical, handicapped-accessible building. Three operatories (1,000 sq. ft.). Free parking, low rent. Long-term lease available. Hygiene: 47% of total production. MassHealth not accepted. Seller can stay for transition. Collections \$400K-\$500K/year. Asking price: \$329K. Please call Alex Litvak at 617.240.2582 or email alex.litvak@verizon.net.

METROWEST DENTAL OFFICE SPACE—New to the market. Prime location in a dental building in town center of an upscale town, easily accessible to Routes 2 and 95/128. Space available for rent or purchase. Architect-designed, built-out, and ready to install equipment. Three spacious operatories, private office, stercenter, elevator building, handicapped access, new roof and HVAC, parking. Please contact dbdrmd@gmail.com.

PER DIEM CO-WORKING SPACE FOR DENTISTS AND HYGIENISTS IN BOSTON: Enjoy keeping 100% of your collections! Fully equipped dental operatories available daily/weekly/monthly. Downtown Boston location with beautiful harbor views. Digital X-rays, paperless. Specialty equipment available. Ideal for GP and specialists. Starting up, winding down, losing your lease, renovating? We might be perfect for you. Please contact dentistspaces@gmail.com.

PER DIEM CO-WORKING SPACE FOR DENTISTS AND HYGIENISTS IN BROOKLINE. Enjoy keeping 100% of your collections. Per diem co-working space for dentists and hygienists. Fully equipped dental operatories available daily/weekly/monthly. Brookline—Coolidge Corner location, elevator-equipped building, easily T accessible. Digital X-rays, paperless. Specialty equipment available. Ideal for GP and specialists. Starting up, winding down, losing your lease, renovating? We might be perfect for you. Please contact dentistspaces@gmail.com.

DENTAL PRACTICE FOR LEASE WITH OPTION TO PURCHASE: West Yarmouth office positioned in one of the strongest economic areas of Cape Cod. Dental practice located in office complex with other dental offices and specialists. Ideal for start-up general or specialty practice. Fully equipped with two operatories, autoclave, computers, radiography, and history of successful practice. \$2,300 per month. Please contact 617.216.1168 or period98@comcast.net.

BUSY GENERAL PRACTICE ON RI/MA LINE AVAILABLE FOR SALE FALL 2019. Collections of \$550K—practice price \$385K; no broker involved. Beautiful three-chair state-of-the-art layout with immediate expansion to five rooms possible. All staff staying through transition. All responses will be kept in strictest confidence. Please contact teamdaf.info@gmail.com.

SEEKING PRACTICES

PRACTICE TRANSITION: Would you like to transition out of your practice & possibly continue practicing? At Bedi Dental Group, we practice comprehensive care dentistry with compassion and integrity. If you're considering a change, our video explains how a transition with us might make sense for you. You may find it at <https://bit.ly/30MCKcz>. Contact Rod Watkins at 603.562.6138 or email transitions@bedidentalgroup.com.

SEEKING PRACTICE FOR SALE IN WELLESLEY. Successful cosmetic and general dentist seeking to purchase a well-established practice in the Wellesley area. Ideally, the existing dentist would want to stay on during the transition but open to discussing all opportunities. Please contact me via email at stardiamond2498@gmail.com.

SEEKING DENTAL PRACTICE PURCHASE WITHIN 45-MINUTE DRIVE OF DOWNTOWN BOSTON. Hi, I am interested in purchasing your dental practice. Loma Linda U. grad '98, financing approved and ready. I am looking for a ground-level building or upper-level location with a large elevator. Thank you! Contact 857.208.4700 or Anderson45@me.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.

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.

OSHA COMPLIANCE/TRAINING: Health Care Support Services, Inc., has developed, implemented, and maintained health and safety compliance programs for over 20 years. Our goal is to help you maintain a safe work environment and comply with regulatory standards. Mock audits/annual training/program development. Contact Marc Selman at 978.866.2832 or info@hcss-inc.com. Visit www.hcss-inc.com.

Board of Trustees Spotlight: Dr. MaryJane Hanlon, continued from page 8

needed to get done, I had to buy one. People are shocked to see me out there pulling up stumps and regrading the yard. However, I have to say, I'm on my John Deere as often as I possibly can. I love the thing; it's just so much fun! I learned the love of gardening and being outdoors from my father. I love getting my hands dirty.

What do you like to do when you're not working? I love the ocean, I love to walk—just being outside, whether it's kayaking, hiking, or creating

new gardening beds with my John Deere, the fresh air renews me and gives me energy to do all the other things I do in my life. I take my camera everywhere I go because there's always something to photograph! Lately, however, my heart and my time have been taken by my 14-month-old grandson, Gavin. He is just the best thing since my daughter was born. They say that being a grandparent is the best job, and I can attest that it truly is!

What one piece of advice would you give to a new dental school graduate? Become involved. It's important for your future to be at the table and voice your opinion.

What one word best describes you? Focused

If you weren't a dentist, what would you be?

In another life, I would be a general contractor because I really want to learn how to build a beautiful home.

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