

The ADA Files Antitrust Class Action Lawsuit Against Delta



On November 26, the American Dental Association (ADA) notified its constituent Dental Societies that it has filed an antitrust class action lawsuit against Delta Dental Plans and the Delta Dental Plan Association with the United States District Court Northern District of Illinois. The lawsuit alleges that independent Delta Dental carriers across the country violated federal antitrust laws. In addition to the ADA's complaint, individual dentists have filed several class action complaints against Delta, also alleging antitrust violations. MDS President Dr. Janis Moriarty is a named lead plaintiff on behalf of her own practice, as well as on behalf of the class of all Massachusetts Delta Dental providers if the court certifies this case as a class action. As described in the ADA statement:

"The complaint alleges that Delta has engaged in anticompetitive conduct and violated federal antitrust laws by allocating territories of operation and dividing the national market in order to restrict competition and reduce reimbursement rates to dentists. The complaint goes on to allege that Delta's anticompetitive acts hurt both dentists and their patients by limiting the choices of dental care available to patients and making it more difficult for dentists to deliver the care that patients need and want."

The ADA, as the national advocate for all dentists, is uniquely positioned to bring forth this type of class action lawsuit. The MDS will keep you informed as this action progresses. This action shows the importance of the Tripartite membership and how we must stay together as one voice in dentistry to protect the profession and patients. Read the ADA's filed claim at <https://www.ada.org/~media/ADA/Files/ADA%20v%20Delta%20Dental%20Complaint.pdf>.

SmileDirectClub Seeks to Muzzle the MDS

In a recent letter to Massachusetts Dental Society (MDS) President Dr. Janis Moriarty, legal counsel for SmileDirectClub (SDC) alleged that communications by the MDS to the Massachusetts Board of Registration in Dentistry (BORID) and the Massachusetts Attorney General, as well as our publication of a video expressing concerns over "do-it-yourself" (DIY) or remote orthodontic treatment, constitute false and defamatory statements directed at SDC. The SDC letter demanded that the MDS correct the record, withdraw its letters to BORID and the Attorney General, and cease and desist from making "further defamatory statements."

The MDS, through legal counsel, has issued a thorough response rejecting SDC's claims.

The MDS response states, "MDS will not be intimidated into silence or inaction when confronted with matters of public health. It will vigorously defend any lawsuit commenced by SDC." In defending such a lawsuit, the letter states that the MDS would "seek full-fledged discovery into SDC's business practices" and that a "defamation lawsuit would put front and center the intensity and frequency of the real-life involvement of licensed dentists in all aspects of a patient's treatment under SDC's low-cost, high-volume model, as well as the real-life results experienced by patients."

The response concludes, "While MDS does not invite litigation, it will not shy away from its mandate to promote oral health. It certainly will not bend to any effort to chill its petitioning and free speech rights. There is a rising chorus of



concern around SDC's treatment model and business. Picking a fight with MDS will not abate this chorus, will not deliver SDC any meaningful relief, and will not set the table for any type of constructive relationship with a non-profit that represents 80% of dentists in Massachusetts."

Read the MDS's response to the SDC letter, as well as our letters to both BORID and the Attorney General, at massdental.org/Member-Resources/Patient-Management.

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Early Winter Wrap-Up

Winter is just beginning as I write this edition of Presidential Corner. It has been a very busy few months legislatively for the Massachusetts Dental Society (MDS)! I presented oral testimony before the Joint Committee on Financial Services supporting *An Act Relative to Financial Services Contracts for Dental Benefit Corporations* and *An Act Relative to Transparency of Dental Benefits Corporations* (including Division of Insurance oversight, medical loss ratio, and leased networks). I also voiced the MDS's support for legislative action on the assignment of dental benefits. Guest Board Member Dr. Alec Eidelman and I testified before the Joint Committee on Public Health in support of *An Act Relative to Dental Licensing Exams*, which directs the Board of Registration in Dentistry to approve a dental licensing format that is a better metric of an applicant's skills by eliminating the problematic live patient exam (see page 8). Also, written testimony was submitted in support of *An Act to Conduct a Comprehensive Study of Oral Injuries in School Sports* and *An Act Relative to Anesthesia Coverage for Children Hospitalized for Dental Treatment*. I attended a fundraiser for Senator Michael Rodrigues, chair of the Senate Ways and Means Committee, and a meeting with Representative Dylan Fernandes and key stakeholders where we discussed legislation regarding craniofacial conditions. And, at the federal level, I was pleased to collaborate with Massachusetts Academy of General Dentistry President Dr. William J. Herr in signing a letter in joint support of repealing the medical device tax.

The MDS remains engaged on the issue of teledentistry platforms that offer remote orthodontic treatment and "DIY" dentistry, as media scrutiny of these treatment models and patient outcomes continues.

The MDS Foundation fared well on Giving Tuesday, with 29 donors donating a total of \$4,220. Donations were received via the Foundation website and on Facebook, where the Foundation has gained new fundraising capabilities. Fundraising continues to improve each year.

My first-ever radio interview—recorded much earlier in the fall—aired on November 20 as part of WGBH's "Curiosity Desk" segment. I was one of a panel of speakers discussing why dental benefits aren't typically included with health insurance. As I had not heard the interview myself on the radio, it was exciting to hear from many members who had!

President-Elect Dr. MaryJane Hanlon was one of three panelists at Dental Therapists: A Discussion, hosted by the American Student Dental Association's District 1 Chapter at the Harvard School of Dental Medicine (HSDM). Dr. Hanlon is also chairing the MDS Committee of District Chairs, which met by teleconference in November with 10 Districts represented. Changes in the MDS governance structure were reviewed, as was legislation at the local and national level. The shortage of certified dental assistants in many Districts was also discussed.

The American Dental Association First District President/President-Elects Conference was held in Newport, RI, immediately following our Board of Trustees meeting on Friday, November 1. Dr. Hanlon and I represented the MDS along with Executive Director Dr. Bob Boose, and discussed many national issues that affect the New England states. Dr. Hanlon and I were also present at an all-day meeting at MDS headquarters with senior staff to hear from Group Dentistry Now regarding group dental practices and dental service organizations, and how the MDS can better meet the specific needs of members who practice in these models.

The Communication Task Force held its inaugural meeting, led by Chair Dr. Cameron Shahbazian. Charged with identifying challenges and opportunities in communicating with a Society of 5,000-plus members, the group began its work by surveying members on how to improve the process of communicating on all levels of our organization (see page 6). Vice President Dr. Meredith Bailey is the Board of Trustees liaison to the Task Force. Dr. Bailey also attended the Tri-Mixer Dental Student Social—featuring a ping pong tournament—hosted by the MDS and EDIC (see page 6). Dr. James Lee, East Middlesex Trustee and First District representative to the ADA New Dentist Committee, was also in attendance. Congratulations to HSDM, which won the tournament and took home a cash prize for its ASDA Chapter!

In true holiday spirit, many of our members attended the MDS's community service outreach events at Rosie's Place, the Merrimack Valley Habitat for Humanity, the Food Bank of Western Massachusetts, Cradles to Crayons, and Christmas in the City in Boston (see page 7). Thank you to all who volunteered to help those in need. Although the festivities will be over by the time this edition of the CONNECTION is published, I hope everyone enjoyed a happy holiday season. Please continue to contact me with any comments, questions, or concerns at janis.moriarty@verizon.net.

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 improve the oral and overall health of the Commonwealth through member engagement. With that in mind, we created the MDS Member Assistance Center (MAC), a member-only service designed to help MDS members get the most out of your membership. This state-of-the-art call center enables members to speak directly with a MAC representative. Call if you:

- ▲ Need practice management advice
- ▲ 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

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

ADS CONNECTION

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Practice Management

Protect Your Practice from Ransomware



In February 2016, the Hollywood Presbyterian Medical Center in Los Angeles was forced offline after cybercriminals shut down its computer system with ransomware. Hospital staff members have said that the system was hacked and being held for a ransom of \$3.6 million. Employees were unable to gain access to some documents, patient data, and emails. Staff was instead relying on pen and paper to keep track of work. The *Los Angeles Times* reported that it eventually paid \$17,000 in ransom.

Ransomware is aptly named. It is a type of software that prevents access to a computer system by encrypting that system's data files. The system owner is asked to pay a ransom to retrieve the encryption key that will re-

move the lock. Often the hacker states there is a limit on the amount of time to pay the ransom. After the time expires, the encryption key is no longer available.

The Health Insurance Portability and Accountability Act (HIPAA) requires providers to maintain access to health records, in addition to protecting data from breaches. The HIPAA Security Rule is designed to protect the confidentiality, integrity, and availability of health information. Because ransomware is designed to deny access to data, there could be HIPAA implications for a dental office that falls victim to it.

There are multiple defenses against ransomware. Training your staff on basic data security can help reduce the chances of your staff being susceptible to attacks that will arrive via email and other methods. Additional ways to protect your office:

- **Back up your data regularly and keep a copy offsite.** Backing up your data regularly and keeping a secured copy offsite can help protect you from ransomware and would also be useful in the case of a disaster like fire or flood.
- **Be wary of email attachments.** Opening attachments or clicking on web links from unknown sources is what many hackers are relying on to infiltrate your system. If you are not absolutely sure of the sender or the attachment, don't open it. Better safe than sorry.
- **Maintain your cyber defenses.** Make sure your anti-virus and anti-malware software is updated on a daily basis. Apply software patches for operating system, browser, and browser add-ins like Flash and Java as soon as they are available.

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Reporting a Privacy Violation

The MDS Dental Practice and Benefits Committee wants to remind all dental practices that they must follow Health Insurance Portability and Accountability Act (HIPAA) protection guidelines. This means you must have privacy protection standards in place in your office to protect individual identifiable health information. But what happens if you suspect the privacy of your patient records has been compromised?

If you discover that the integrity of your data has been compromised, you must report the issue to the U.S. Department of Health and Human Services (HHS). The timeline for reporting depends on the number of individuals impacted by the breach. A HIPAA-covered entity must report any breach of protected health information affecting less than 500 individuals within 60 days of the end of the calendar year in which the breach was discovered. A breach affecting 500 or more individuals must be reported to the agency without unreasonable delay and no later than 60 calendar days from discovery of the breach.

According to the HHS, a covered entity is not required to wait until the end of the calendar year to report breaches affecting fewer than 500 individuals but may report such breaches at the time they are discovered. The covered entity may report all of its breaches affecting fewer than 500 individuals on one date, but the covered entity must complete a separate notice for each breach incident. Learn more about how to submit a violation report at the HHS website at <https://www.hhs.gov/hipaa/for-professionals/breach-notification/breach-reporting/index.html>.



Do You Google Yourself?

More and more patients are turning to Google and other search engines for dental practice information these days, so the MDS Dental Practice and Benefits Committee recommends that you check out *your own* information online to see how you look to prospective patients. Simply visit Google.com and search for your practice name to see what comes up and whether it is accurate. If Google has outdated or incorrect information regarding your practice, you will want to set up a Google My Business account, which is a free service. Visit [Google.com/business](https://www.google.com/business) to get started.

You should also check your practice information on websites such as [Healthgrades.com](https://www.healthgrades.com), [Vitals.com](https://www.vitals.com), and [Yelp.com](https://www.yelp.com). Take charge of these listings by claiming your business on all of these sites.

Practice Management

Top Five Ways Dentists Are Engaging with Patients on Social Media

Melissa Mickelson

Ms. Mickelson is director of marketing at MDS Member Savings Program partner ProSites.

In a recent survey, more than 54% of dentists reported that they utilize social media as part of their marketing strategy.¹ As social media only continues to grow in its powerfulness, here are the top five ways we are seeing dentists utilize these ever-growing networks to grow their practices and attract new patients:

1. Educating patients through easy-to-understand articles. Blogging is a great way for dentists to showcase their expertise and provide patients with helpful tips and advice. Plus, search engines love new content, so blogging can also help increase their rankings. Through social media, dental practices can share their latest blog articles to maximize their visibility. Use pull quotes from the article as the social media post, and then include a link to read the full article.
2. Learning more about their patients through poll questions. One of the best ways that dentists can learn what resonates with their target audience and patients is by simply asking! Dentists are using poll questions to deepen their understanding of their patient base so they can provide more meaningful content, adjust processes and ways in which they do business, and more. Use poll questions to ask patients what types of topics they'd like you to write about, their appointment time and reminder/communication preferences, to name a few.
3. Promoting their services and special offers to drive more business. Not everything on social media should be promotional, but the networks do provide a great channel to reach a large audience at once—and offer new specials and promotions. Plus, offering specials on the dental practice's Facebook page is a great way to incentivize followers to stay engaged and "Like" the page.
4. Improving their online reputation through reviews. One of the best ways to build trust and credibility among potential new patients is through online reviews. Dentists can ask patients to leave a positive review on their Facebook page or website to help other potential patients see what it's like to work with them. By actively responding and monitoring reviews, potential patients can see that the dentist takes pride in his or her work and cares about overall patient satisfaction. Ultimately, this builds trust and encourages a potential patient to want to contact the practice for an appointment.
5. Showcasing their work through before-and-after photos. Social media is very visual, so the more dentists can showcase their work on social networks, the better (with the patient's permission, of course)! Dentists can also encourage patients to post their own before-and-after photos and tag the practice to reach an even wider audience.



To learn more about effectively marketing your practice on social media, download ProSites' whitepaper *Running a Dental Practice in the Age of Social Media* today by [clicking here](#). ProSites is endorsed by the MDS for its website design and marketing services. MDS members can save on marketing solutions by visiting massdental.org/prosites or calling 888.932.3644.

Reference

1. <https://www.prosites.com/resources/whitepapers/dental-marketing-pulse-report/>

Practice Management Q&A

Question: How Long Do I Need to Keep Patients' Original Dental Radiographs?

Answer:

This is one of the most common questions the MDS Member Assistance Center receives from members, and the MDS Dental Practice and Benefits Committee reminds all dentists of the importance of keeping dental records. Board of Registration in Dentistry (BORID) regulations require that dentists keep patient records for a minimum of seven years from the date of the last patient treatment. In addition, the patient record of a minor shall be retained for a minimum of seven years from the date of the last patient treatment or three years from when the patient has reached the age of maturity, whichever is later. (Currently, the age of maturity in Massachusetts is 18.) Refer to regulation 234 CMR 5.14 (5) on the BORID website at mass.gov/regulations/234-CMR-500-requirements-for-the-practice-of-dentistry-dental-hygiene-and-dental. Some malpractice insurers, including EDIC, require patient records to be kept for longer, so check with your malpractice insurer to be sure your office is in full compliance.

Have a question? Call the Member Assistance Center (MAC) at 800.449.8747, option 5, or submit your question online at massdental.org/contact-mds.



Practice Management



Call Your Patients

You hear this all the time, but so few dentists actually do this: Call your patients either at the end of your day or the day following a non-routine appointment. The MDS Dental Practice and Benefits Committee believes that this is the greatest practice builder you can do! Patients are usually stunned and very pleased that the doctor took the time to call and check on them. And a personal touch like this is completely unexpected in this day and age. It is a true win-win. If the patient is experiencing a side effect, you will be able to intercept it immediately and address it. If there is no problem, the patient will remember the outreach and the care that was delivered. So make the call and create a long-lasting patient-dentist relationship.

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.

Avoid Unhappy Patients

Want to avoid unhappy patients? A clear explanation of your diagnosis and treatment plan can make a difference and stop patients from filing a formal complaint. The MDS Peer Review Committee strongly recommends the use of consent forms. A signed informed consent is mandatory for implants, extractions, and root canals, but don't just rely on the consent form. The MDS Dental Practice and Benefits Committee reminds you to document the details related to reviewing the consent form with the patient in the progress notes. Specifically, the dentist should document that he or she has reviewed the consent with the patient and that the patient understands the risks and complications.

A recent evaluation from all public dental treatment complaints received from 2017 through 2019 were from patients that experienced false expectations, and the dentists involved refunded approximately \$40,000 due to this miscommunication.

You don't want to be on the receiving end of a complaint, so be sure to use consent forms, like these forms from Member Savings Program Partner EDIC at <https://www.edic.com/risk-management/risk-management-materials-and-consent-forms/>.



The MDS Seeks to Increase the Number of Dentists Willing 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.

Last year, the MDS was asked by the Massachusetts Superior Court to maintain a list of dentists willing to serve on a tribunal, and we are still in need of additional dentists willing to participate. By adding your name to the list, you can:

- Help potentially eliminate frivolous malpractice lawsuits, helping your peers avoid the emotional, financial, and professional strain of litigation.

- Maintain a robust tribunal system: If 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.
- Earn up to eight (8) CEUs: According to the Board of Registration in Dentistry, a dentist licensed under M.G.L. c. 112, §45 may obtain up to 8 CEUs per licensing cycle for preparing for and serving on a dental malpractice tribunal.
- Receive a \$50 stipend per case.

Consider adding your name to the tribunal directory. Your participation can help ensure the tribunal remains an integral part of the litigation process. Learn more and sign up at massdental.org/tribunal.

Before-and-After Photos: Get Permission

Want to showcase a patient's new-and-improved smile with before-and-after photos on your website or social media channels? Great idea, but be sure you get the patient's written approval. The patient (or guardian, if he or she is a minor) must sign a consent form that clearly indicates that he or she is okay with you posting the photos. In the event that the patient is a minor, the MDS Dental Practice and Benefits Committee recommends that you also get the written permission of the minor, since teens may be sensitive to social media coverage.



Terminating Network Participation

Deciding to terminate your practice's relationship with an insurance company is a difficult decision. If you decide to move forward with terminating network participation, it is important that you inform your patients of your reasons for this decision. Most insurance providers send out letters to your patients suggesting the patient changes to a "network dentist," but you don't want to let them have the last word.

The MDS Dental Practice and Benefits Committee recommends that you send a letter to your corresponding patient base informing them that you are terminating participation in the insurance network, explain your decision, what the change will mean, and the high value you place on the dentist-patient relationship.

Learn more about what the letter should contain and view a sample template at massdental.org/patient-management/#terminating-network-participation. You can also read more strategies from the ADA on dealing with unwanted contracts at <https://success.ada.org/en/dental-benefits/~link.aspx?id=1D-431C22663B497E85F54882E670FD75>.

Membership

MDS President Forms Communication Task Force

Effective communication is important for the development of a Society, and ensuring that the MDS is effectively communicating to members is of paramount importance for retaining, recruiting, and engaging members today and in the future. That is why MDS President Dr. Janis Moriarty appointed the Communication Task Force (CTF) in November 2019 to take a closer look at how the MDS is communicating with members to be sure we are hitting the mark in all aspects of the communication process. The CTF has been charged with evaluating the Society's communications with members and making recommendations for improvements. The Task Force's work will be performed in phases in conjunction with the new governance reform. The CTF is comprised of Chair Dr. Cameron Shahbazian and Drs. Eric Block, Lindsey Bruneau, Lea Hachem, Philip Millstein, Sirisha Rao, and Carlin Weaver, as well as Vice President/Board Liaison Dr. Meredith Bailey and staff liaison Ellen Factor, MDS managing director of membership and dental practice.

The CTF launched phase one of its evaluation by developing a brief survey on member satisfaction with our existing systems of communication. The survey was initially emailed to members on Saturday, December 14, 2019, and will conclude at Yankee Dental Congress 2020.

All survey participants will be entered in a raffle held each day at Yankee to win a \$100 gift card. The CTF is excited to receive your feedback and greatly appreciates your input. Learn more about the Communication Task Force at massdental.org/Communication-Task-Force.



CTF members after the first Task Force Meeting (from left): Drs. Eric Block, Cameron Shahbazian (Chair), Lindsey Bruneau, Carlin Weaver, and Meredith Bailey (Board Liaison)

Dental Student Social

On November 13, students from the three Boston dental schools came out to Game On Fenway for a Tri-Mixer Dental Student Social. The MDS and Eastern Dentists Insurance Company (EDIC) co-hosted a night of networking for students from the Boston University Henry M. Goldman School of Dental Medicine, the Harvard School of Dental Medicine, and the Tufts University School of Dental Medicine. The students partook in some friendly competition by way of a ping pong tournament with representatives from each of the three schools facing off for the title of winner and \$300 for their school's American Student Dental Association (ASDA) chapter. Congratulations to Harvard, which took home the prize!



Speaker of the House Sworn in as Major with the National Guard

MDS Speaker of the House and Past President Dr. Raymond Martin, a general dentist in Mansfield, was recently sworn in as Major of the Massachusetts Air National Guard. In his own words, Dr. Martin talks about what led him to pursue military service at the stage of his professional career when many colleagues are planning retirement from dentistry.

"I grew up around the Air Force. My father served more than 20 years of active duty and then another 20 years of civil service for the Air Force. I wanted to follow in his footsteps and be a pilot or navigator. I had secured a four-year pilot/navigator scholarship to the Air Force while in high school. Unfortunately, upon taking the physical, I found out I was color blind and that was the end of that dream.

I didn't think I would have the opportunity to serve until a few

years ago when I was President of the MDS. An officer from Otis Air National Guard Base on Cape Cod contacted me and informed me that its medical unit had not been able to recruit a dentist for eight years. He asked me to see if the MDS could help him recruit a dentist. We tried to do so but were not able to find anyone willing to serve.

Finally, I asked the question, 'would they give an age waiver?' I started down the pathway to become a dental officer in the Massachusetts Air National Guard in July 2017. It took almost 2½ years, but on September 26, 2019, on my 62nd birthday, I was sworn in as a Major in the Massachusetts Air National Guard.

It is my honor to be able to serve our young service members by ensuring and enhancing their oral health. It was an additional honor to be invited to the Massachusetts State House on Friday, December 13, 2019, for a formal swearing-in ceremony with Governor Charlie Baker."

Dr. Raymond Martin (right) with Captain Eric Jividen at the swearing-in ceremony for the Massachusetts Air National Guard in December at the State House

Membership

MDS Members Volunteer at Community Service Events Across the State During the Holiday Season

As the 2019 holiday season kicked off, MDS members from around the state continued to give back to their communities by taking part in the remaining community service events in the series coordinated by the MDS and the Dentist Health and Wellness Committee.

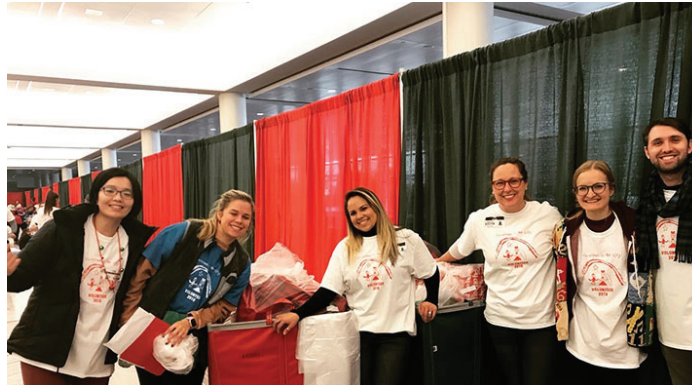
On November 23, 10 members joined Habitat for Humanity by participating in construction tasks at a build site in Andover to help construct affordable housing for a local family in need. The largest non-profit home builder in the world, Habitat for Humanity builds simple, affordable homes in partnership with people who need them. It shares a global vision where everyone has a decent place to live. Habitat for Humanity brings people together to build homes, communities, and hope.

On December 7, 12 members volunteered at the Food Bank of Western Massachusetts, which distributes food to its member agencies in Berkshire, Franklin, Hampden, and Hampshire Counties. These independent pantries, meal sites, and shelters are on the front lines of emergency food assistance in the region, playing a crucial role helping individuals, families, seniors, and children. The MDS volunteers helped weigh, sort, and package fresh produce for the hungry. While there, the group also learned about the serious issue of food insecurity that plagues local communities. In total, MDS volunteers helped prepare more than 2,700 pounds of sweet potatoes, which feeds 900 families in the region.

On December 8, 15 members volunteered at Rosie's Place, a sanctuary for poor and homeless women located in Boston's South End. Rosie's Place's mission is to provide a safe and nurturing environment that helps poor and homeless women maintain their dignity, seek opportunity, and find security in their lives. The MDS volunteers cooked, served, and cleaned up lunch for 75–150 women and children.

Finally, on December 22, MDS members helped bring holiday magic to thousands of Boston-area kids and their families—children and families who've been experiencing the uncertainty of homelessness and the stress of poverty—at Christmas in the City. For those living in homeless shelters, this annual party is a spectacular, all-out holiday event. Fifteen MDS members served as shelter volunteers, where they greeted and registered guests, helped serve the food for their table, brought them to the multiple exhibits and guest services (like salons), enjoyed the stage shows with them, and helped them to experience all the excitement the Winter Wonderland had to offer. They also made sure every child received the gift from his or her wish list and a backpack, and sent them off with warm, holiday memories they may otherwise not have experienced.

Thank you to all the MDS members who took part in this series of community service events. We hope you got as much out of it as the men, women, and children you helped. Know an organization you think would make for a great future community service event? Email membership@massdental.org.



Dr. Moriarty Testifies in Support of Bill to Eliminate Live Patient Component of Dental Licensing Exams

On November 19, 2019, the Massachusetts Legislature's Joint Committee on Public Health held a hearing to consider a range of health care legislation related to professional licensure and scope of practice. At the hearing, MDS President Dr. Janis Moriarty testified in support of H.1992, *An Act Relative to Dental Licensing Exams*, which would eliminate the live patient component of dental licensure exams and direct the Board of Registration in Dentistry to approve an examination that does not require the performance of any procedure upon a live patient.

"The live patient clinical exam for licensure of dentists is a poor metric of an applicant's skills, fails to provide adequate medical care for the patient, and puts an unnecessary burden on applicants," Dr. Moriarty testified. "It is no wonder the American Dental Association passed a resolution more than a decade ago pushing for the elimination of the live patient exam."

"With more recent exam formats available that have proven to be better evaluations of an applicant's aptitude, a review of current licensing exam practices is long overdue," said Dr. Moriarty.

MDS Guest Board Member Dr. Alec Eidelman also provided oral testimony in support of the bill.

"There are ethical, financial, legal, and moral reasons to bring oral health into the 21st century by ending non-standardized live patient exams, which our medical colleagues left behind decades ago," said Dr. Eidelman. "In 2019, California, Colorado, New York, Washington, Minnesota, and recently Connecticut have all moved forward with alternate means for dental students to demonstrate competency to practice dentistry without subjecting real patients to this archaic practice."

You can read their full oral testimonies at massdental.org/testimony.



#BeaconHillDay



MDS
MASSACHUSETTS
DENTAL SOCIETY

REGISTER TODAY!

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.

Register at: massdental.org/bhd

Questions?

Contact Marwa Alnaal, MDS government affairs coordinator, at malnaal@massdental.org or 508.449.6042.

Advocacy

MDS Member Affirms Power of Organized Dentistry, Hosts Grassroots Meeting with State Senator

A great way to educate lawmakers about the dental profession and oral health issues is to invite your legislator to visit your practice. By inviting other dentists from your District to join you for the meeting, you can speak with one voice and ask your elected representative to support legislation that benefits your practice and your patients.

On November 18, Dr. Thomas Cleary, Jr., hosted State Senator Adam Hinds for a grassroots meeting at his practice in Easthampton. He was joined by Drs. Robert Boynton, Brian Craven, and Martin Wohl.

"I am amazed by the legislators and the diversity of issues they are tasked with championing," says Dr. Cleary. "Speaking to our legislators as a group—and a well-respected group—allows us the best opportunity to educate and inform them so that they can make the best decisions and craft the best laws. When we speak to our legislators as a group, we validate our efforts and our cause to show that our issues are important to a large group of people."

He continues, "When I first moved back to Massachusetts after dental school, I went to a Dental Society meeting where a member who was just about to retire stood up and told me that that I may not always get what I want through the political process, but if I don't speak up, I never will. His words inspired me to promote a positive dialogue through organized dentistry."

"We, as dentists, can react to what is forced upon us or we can work with our legislators to create the best possible outcomes for dentists and patients," adds Dr. Cleary. "The MDS provides the framework and the connections to allow and encourage me to speak with legislators on a regular basis."

If you are interested in hosting your local legislator, please contact MDS Government Affairs Coordinator Marwa Alnaal at malnaal@massdental.org or 508.449.6042 for help scheduling the visit. Pick a date, recruit some colleagues, and the MDS will do the rest!



From left: Hilltown Community Liaison Jon Gould, Dr. Brian Craven, Dr. Martin Wohl, Dr. Robert Boynton, State Senator Adam Hinds, and Dr. Thomas Cleary, Jr., met to discuss current legislative issues impacting the dental profession and patients.



Political Action Committee

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

ONE VOICE

WHAT IS THE MDS-PAC?

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

How Does the MDS-PAC Help Me?

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

To contribute, visit
massdental.org/pac

Member Savings Program

The MDS Member Savings Program is designed to help members save money, increase office efficiency, and motivate your staff, all while offering exceptional customer service. Best of all, these products and services are available to you in one place, reducing the time you spend on research. All Member Savings Program partners, like the ones featured below, are selected based on careful review of each company's products or services, as well as its ability to meet the needs of dental professionals like you. The combined buying power of our members allows us to negotiate special benefits, services, and pricing. What's more, we routinely follow up on member feedback to ensure that each program delivers on promises and continues to meet member needs. Learn more about the Member Savings Program and our more than two dozen partners at massdental.org/member-savings.



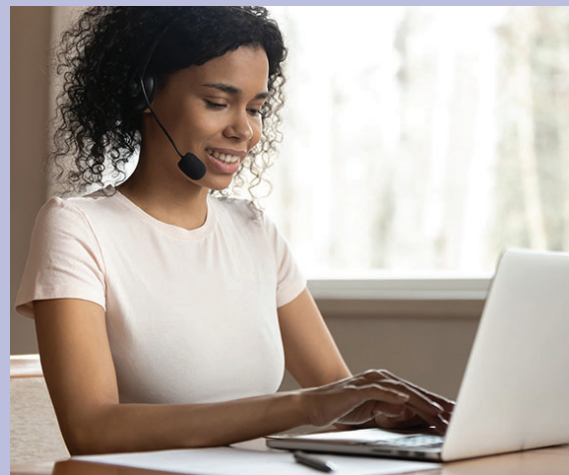
Stay Compliant with Solmetex

MDS Member Savings Program partner Solmetex provides members with solutions for amalgam, biohazard, lead, and photochemical waste and recycling that meet state regulations. The use of an amalgam separator, such as Solmetex's NXT Hg5 Amalgam Separator, is required by state and federal regulations and provides an all-in-one solution for recycling and certifications.

Through the Member Savings Program, MDS members who purchase an NXT Hg5 Amalgam Separator from Solmetex will receive a complimentary NXT Hg5 Collection container. Learn more at massdental.org/solmetex.

CyraCom: How Interpretation Should Be

MDS Member Savings Program partner CyraCom provides phone and video interpretation, enabling dentists to communicate with their non-English-speaking patients in seconds and stay fully compliant with Section 1557 of the Affordable Care Act. CyraCom's services provide dental offices with access to certified interpreters in hundreds of languages (including ASL and more than 25 other languages over video) through phones, laptops, or the CyraCom Interpretation App. MDS members receive upwards of 70% off interpretation services with no minimums or set-up fees. What are you waiting for? Sign up today at massdental.org/cyracom.



Bento: Connecting Patients and Dentists

MDS Member Savings Program partner Bento is a modern alternative to dental insurance used by employers across the country to provide better dental benefits without the need for an insurance company. Bento connects dentists and patients directly for a seamless, transparent, and pleasant experience. How Bento can help you and your dental practice:

- Immediate, direct reimbursement—when patients complete appointments, Bento moves the money from the employer's account directly to the dentist's
- Spend less on office operating costs with no pre-treatment estimates or clinical denials

- Improve patient relationships—Bento gives you a closed loop that lets you address patient feedback immediately



Learn more about what Bento can do for you by visiting massdental.org/bento.

And congratulations to Bento, which recently received the 2019 eHealth-care Leadership Award for "Best Native Mobile App" and the 2019 Mass Technology Leadership Council Award for "Digital Transformation in Health-care."

Get Covered with Spring Insurance Group

MDS Member Savings Program partner Spring Insurance Group is your trusted adviser for health insurance, employee benefits, and retirement services for Massachusetts dentists and employees. Spring will guide you through the evolving, uncharted waters of health care reform and compliance, while providing you with the highest standard of service in the industry. That's why so many MDS members look to Spring for all of their employee benefits needs. Spring Insurance Group's services include:

- Group health insurance
- Individual and senior health insurance
- Dental insurance
- Life insurance
- Disability
- Medicare supplemental



- Travel insurance
- Identity theft
- Pet insurance
- Supplemental insurance
- Vision care
- Voluntary individual
- FSA, HRA, and HSA
- Wellness solutions

Learn more about Spring Insurance Group's array of benefits offerings at massdental.org/Spring-Insurance-Group.

Board of Trustees Spotlight

Welcome to the Board of Trustees Spotlight, where you will get to learn 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 features profiles of Officers and Trustees. In this installment, we shine the spotlight on Past President Dr. Raymond K. Martin (Speaker of the House), Dr. John Boss (Merrimack Valley Trustee), Dr. John Gusha (Worcester District Trustee), and Dr. Paul Aswad (Metropolitan District Trustee).



Name: Raymond K. Martin, DDS
Specialty: General Dentistry
Region/District: 3/Southeastern
Current Position on the Board: Speaker of the House
Previous Positions on the Board: Immediate Past President, President, President-Elect, Vice President, Southeastern District Trustee
Years on the Board: 11

Why did you choose dentistry as a profession?

I loved biology and human anatomy in college. I was pre-med and pre-dent, and decided that I liked the idea of working with my hands and having the freedom to have my own practice. This led me to dentistry rather than medicine.

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

I was a volunteer for many years at the Yankee Dental Congress and then decided to become involved in District leadership when my children were older and I had more time.

Why did you decide to seek a position on the Board?

It's natural as a leader to want to serve at a higher level and see the big picture in organized dentistry once you have served at the District level.

What's your favorite part of serving on the Board?

The people and the structure. Once you get to the Board level, you see how devoted and dedicated our leaders at that level are. Everyone is working together to make dentistry and our Society better. I also love the higher level of structure and precision in how meetings are run. I love parliamentary procedure, which is utilized extensively at the Board level.

What do you think members would be surprised to learn about the Board?

How much time Board members voluntarily give to run our Society and how much they care.

What's one thing your fellow dentists would be surprised to learn about you?

That I entered military service for the first time at the age of 62. I was commissioned as a Major in the Massachusetts Air National Guard this past September. I am the Chief Dental Officer at Otis Air National Guard Base on Cape Cod.

What do you like to do when you're not working?

Most forms of cycling. I love mountain biking and still race competitively in cyclo-cross. I am also a wine collector and enjoy learning about oenology.

What one piece of advice would you give to a new dental school graduate?

Continue to learn new techniques immediately after graduation, such as implantology, CAD/CAM, aligner therapy, sleep apnea treatment, sedation. The more you expand your range, the more marketable you are.

What one word best describes you?

Texan

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

A physician

Name: John H. Boss, DMD
Specialty: General Dentistry
Region/District: 6/Merrimack Valley
Current Position on the Board: Merrimack Valley District Trustee
Years on the Board: 6



Why did you choose dentistry as a profession?

My grandfather was a 1913 graduate of the Tufts University School of Dental Medicine. I grew up spending some "quality" time in his dental lab and his office.

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

Soon after graduating from the University of Connecticut School of Dental Medicine, I returned home to Lowell, where my dentist and future employer, Dr. David Viau, took me to my first Merrimack Valley District Dental Society meeting. He and other established, local dentists were involved at the District level. It was a natural for me, as my mentors were doing it.

Why did you decide to seek a position on the Board?

I had years of exposure as a volunteer at the District level, with Yankee Dental Congress, and more than 30 years as a Delegate to the House of Delegates. I was at the point in my career that I could make the necessary time commitment.

What's your favorite part of serving on the Board?

I enjoy the continuous education on both state and national dental issues that the position provides, and the wisdom of the more-seasoned organized dentistry operatives.

What do you think members would be surprised to learn about the Board?

How concerned we are to find, cultivate, mentor, and promote individuals to replace us.

What's one thing your fellow dentists would be surprised to learn about you?

With only one year of experience, I worked for four months as the only dentist in a mission hospital in Cameroon, West Africa. I learned quickly to make my own clinical decisions.

What do you like to do when you're not working?

Physical labor. Cutting and splitting wood for my wood stove. Hiking (day hikes, forget camping). Spending time with my four grandchildren, who are ages newborn to four years old.

What advice would you give to a new dental school graduate?

You will need camaraderie, which face-to-face time with fellow dentists affords. Organized dentistry will provide the opportunities. Attend your District meetings. Volunteer at Yankee.

What one word best describes you?

Inquisitive

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

A residential contractor

Board of Trustees Spotlight



Name: John P. Gusha, DMD
Specialty: General Dentistry
Region/District: 2/Worcester
Current Position on the Board: Worcester District Trustee
Years on the Board: 3

Why did you choose dentistry as a profession?

My undergraduate education was in engineering, but I have always had a strong desire to help others, work with my hands, and own my own business.

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

My mentor encouraged me to get involved in organized dentistry as a way to interact with my peers and give back to our profession.

Why did you decide to seek a position on the Board?

The most important issues that we deal with in dentistry are deliberated and resolved on a state-wide basis. I wanted to be a part of those discussions and represent my District.

What's your favorite part of serving on the Board?

It is great to be part of a committed group of people who are dedicated to and focused on improving our profession.

What do you think members would be surprised to learn about the Board?

There are vigorous debates that occur at our Board meetings. Controversial items are thoroughly vetted and although not everyone agrees on every item, all voices are given a chance to be heard. At the end of the day, we are all colleagues and friends who are able to work together to reach a consensus.

What's one thing your fellow dentists would be surprised to learn about you?

In my spare time, I enjoy making furniture in my wood shop. I also enjoy hiking and golfing.

What do you like to do when you're not working?

Family always comes first, and then my hobbies.

What one piece of advice would you give to a new dental school graduate?

I'd advise them to get involved. Become a voice for your profession, make a difference/be significant. It is essential that dentists remain the leader of oral health care.

What one word best describes you?

Passionate

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

An engineer. Or a woodworker. I'd say a professional golfer but I'd never be able to earn a living.

Name: Paul Aswad, DMD
Specialty: General Dentistry
Region/District: 4/Metropolitan
Position on the Board: Metropolitan District Trustee
Years on the Board: 1



Why did you choose dentistry as a profession?

I always wanted to be a dentist for as long as I can remember. I was inspired by my childhood dentist, Dr. William Thorne of Wellesley.

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

I was welcomed at my first Metropolitan District meeting and invited to volunteer.

Why did you decide to seek a position on the Board?

I wanted to represent my District and profession to bring about positive, collaborative change.

What's your favorite part of serving on the Board?

It is a very positive and enthusiastic group that inspires and reaffirms my commitment to organized dentistry.

What do you like to do when you're not working?

Cheering on my kids in their sports: lacrosse, football, and gymnastics.

What one piece of advice would you give to a new dental school graduate?

There is no substitute for hard work and integrity!

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

I can't even imagine that!

Previous Board of Trustees Spotlights

To learn more about Officers and Trustees spotlighted in previous MDS CONNECTION newsletters, check out the September-October 2019 and November-December 2019 issues. You can find those issues, along with all archived newsletters, on the MDS website at massdental.org/MDS-Connection.

MDS Foundation

Ambassador Grant Awarded to Support Oral Health Care for Low-Income Children



ACTION Program student coordinators work throughout the year to recruit volunteers and operate monthly clinic sessions.

The Massachusetts Dental Society (MDS) Foundation's Ambassador Grant Program provides financial support up to \$2,000 to assist dentists in delivering community service programs that benefit their community.

The Foundation recently awarded an Ambassador Grant to Richard Shen, a student at the Harvard School of Dental Medicine, under the guidance of Dr. Brian Swann of the Middlesex District, to support the Action for Children and Teens in Oral Health Need (ACTION) Program, which provides oral health care to children and teens from low-income, ethnically diverse communities served by the Cambridge Health Alliance.

As part of the ACTION Program, student coordinators work to recruit volunteer providers and operate monthly clinic sessions at the Windsor Street Dental Clinic in Cambridge. The Foundation Ambassador Grant funded the purchase of supplies for clinics held on November 16 and December 7, 2019. The two clinics provided care to a total of 53 patients, with treatments ranging from simple cleanings to fillings.

Are you looking to give back to your community through dentistry? Consider becoming an MDS Foundation Ambassador.

Visit massdental.org/ambassador to learn more about the financial support provided by the Ambassador Grant Program and how you can get involved.



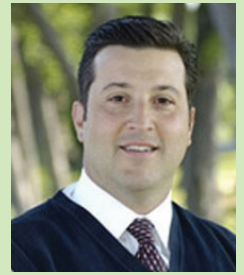
MASSACHUSETTS
DENTAL SOCIETY

FOUNDATION

Ambassador Program

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

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



Happy New Year! I hope that everyone's holiday season was filled with blessings and joy. As we start off 2020, I wanted to share with you, my Massachusetts constituents and friends, some important developments and information from Chicago and around the country.

First Period

The negative effects of tobacco use have long been evident to medical professionals and public health organizations. As dentists, we see some of these effects during a simple patient exam—from discolored teeth to manifestations of oral cancer. Dentists, therefore, have a unique role to play in educating patients on the dangers of tobacco use.

Lately, however, the deleterious effects of vaping have taken center stage. Flavored vape products are increasingly landing in the hands of kids. In fact, people of all ages have been increasingly “vaping”—and now the health risks of this trend are becoming clear. In December, the ADA—citing the importance of dentists sharing with patients these risks—announced its official policy on vaping and e-cigarettes. Put simply, the ADA supports a ban on any e-cigarette, vaping product, or other tobacco use that is not approved by the U.S. Food and Drug

Administration. The ADA also strongly advocates for continued research on the effects of vaping on oral health. This policy, which you can read in its entirety [here](#), mirrors American Medical Association policies on the issue, underscoring the value of medical-dental cooperation and care integration on public health matters.

Second Period

Last month, the ADA Board of Trustees (myself included) had the tremendous honor and privilege to be the first ADA Board to host a meeting in Puerto Rico. During our first Board retreat since the ADA Annual Meeting, we had a fantastic experience visiting the School of Dental Medicine at the University of Puerto Rico.

Board retreats often entail getting to know and sharing ideas with our fellow organized dental leaders. However, the visit to Puerto Rico was a decidedly different retreat, as we also saw first-hand the ongoing effort to rebuild after Hurricane Maria in 2018. Such an experience reminds us of the importance of dentists, both as health care providers and as economic contributors, as the dental students and faculty alike are playing a critical role in the reconstruction of Puerto Rico.

Third Period

“What’s in it for me?” On the surface, such words may sound a bit self-serving, but they are also important words for any business owner to utter. After all, a great many dentists have a business—equipment, office space, and staff—to safeguard. No one should be expected to invest more than \$1,000 a year if he or she cannot expect a return on investment.

Fortunately, ADA dues are an investment on which you can expect savings, top-quality services and goods, and an overall strong return. Through ADA Member Advantage, Tripartite members have access to financial consulting, automobile discounts, travel services, insurance, and a wide range of other benefits. Through this program, you can find discounts on top-quality uniforms, parcel services, and even dental equipment. Put simply, the savings you can make through ADA Member Advantage will more than answer the sage question of “What’s in it for me?” For more information about ADA Member Advantage and the returns it can offer you and your business, visit [adamemberadvantage.com](#).

As always, it is a great honor to serve as your Trustee! Contact me at rosator@ada.org with any questions.



Dr. Matthew Horan Named Dental Director of Massachusetts DPH

MDS member Dr. Matthew Horan was recently appointed to serve as dental director for the Massachusetts Department of Public Health (DPH) Office of Oral Health. Dr. Horan, a general dentist, member of the Boston District Dental Society, and former Co-Chair of the MDS Council on Dental Care and Benefits, assumes this role with more than 10 years of experience providing clinical dental care, as well as managing dental clinics and oral health programs. Dr. Horan will continue in the role of executive director of dental services at Harbor Health Services, Inc., in Mattapan and will work as the Massachusetts DPH dental director on a part-time basis.

Prior to his work at Harbor Health, Dr. Horan held positions at DotHouse Health, the Boston Public Health Commission, and the Codman Square Community Health Center. As dental director of the Office of Oral Health, Dr. Horan will help to develop a strategic vision for the office, as well as provide guidance and consultation for the development, implementation, and improvement of statewide oral health prevention, policy, and surveillance activities.

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.



PRACTICE SOLUTIONS

Exclusive benefit for veterans: Get 25% off certain loan fees^{*}

If you're a veteran of the U.S. Armed Forces, there's never been a better time to apply for a Practice Solutions loan. We're offering a discount of 25% off loan administration or origination fees^{*} for a wide range of secured products,¹ including term loans, commercial real estate loans,² Small Business Administration (SBA) loans³ and lines of credit.

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^{*} If you are a veteran, in active duty, or in the reserves or national guard with the U.S. Armed Forces, for new credit facility applications submitted in Small Business on or after November 1st, 2019 and approved, you can take advantage of a 25% discount on loan administration or origination fees. Collateral requirements and prepayment fees may apply. Excludes Business Advantage Auto Loan, Business Advantage Term Loan, and Business Advantage Line of Credit products, fees charged for renewals of Lines of Credit, and fees charged by third parties (including the Small Business Administration). Validation of veteran status by a DD214, NGB22, or other documentation acceptable to Bank of America may be required. Bank of America may change, discontinue, or cancel the continuation of this fee discount program at any time.

¹ All programs subject to credit approval and loan amounts are subject to creditworthiness. Some restrictions may apply. Bank of America may prohibit use of an account to pay off or pay down another Bank of America account.

² Owner-Occupied Commercial Real Estate Loans — Choose from a suite of comprehensive real estate options to buy, to refinance, or to relocate with terms up to 25 years. 51% owner occupancy required. Owner-occupied commercial real estate is defined as property occupied by the borrowing entity and/or its affiliates. The primary source of repayment must be dependent on the cash flow generated by these entities and less than 50% of cash flow may come from third-party, non-affiliated rents.

³ Includes collateral and documentation requirements. Requires approval through the SBA 504 or SBA 7(a) programs. SBA 504 and SBA 7(a) financing up to 90% of purchase price. Bank of America Practice Solutions is a division of Bank of America, N.A. Bank of America and the Bank of America logo are registered trademarks of Bank of America Corporation. Sponsorship of endorser's products and services is not an expressed opinion or approval by the Bank. All promotional and marketing materials are Bank of America Practice Solutions property, as such, cannot be changed, altered or modified, orally or in writing. All questions regarding these materials should be directed or referred to a Bank of America Practice Solutions Sales Associate.

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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. Contact American SensorTech at www.repairsensor.com or 919.229.0483.

JOB OPPORTUNITIES AVAILABLE

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.

PEDIATRIC DENTIST - CHESTNUT DENTAL (FULL-TIME OR PART-TIME): Excellent opportunity for full-time or part-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.

ORTHODONTIST- FULL-TIME POSITION. Seeking full-time orthodontist for thriving, established pediatric/orthodontic/general dentistry practice. Looking for a team member who has excellent clinical and interpersonal skills and who strives to create lasting relationships with our patients and their families. Career growth, benefits package with guaranteed salary. Please contact nicoleharringtondmd@gmail.com.

CHESTNUT DENTAL - GENERAL DENTIST (FT/PT). Excellent opportunity for an associate general dentist in Needham, Bedford, and/or Franklin offices. Private practice, career growth, exciting team atmosphere, and highly competitive benefits package. Guaranteed salary. Prior practice experience preferred. Visit us to learn more at www.chestnutdental.com. Please contact Christine Thompson, Human Resources Manager, at cthompson@chestnutdental.com.

FULL-TIME DENTAL ASSOCIATE. Full-time dental associate needed for a general dental office located in a northwest suburb of Boston. We are expanding our office and need a full-time dentist to join our team to serve our community. We offer all general dental procedures for our patients. Our staff has the comfort of carrying out their work in a modern office with up-to-date equipment, modern technology, and practice procedures. We offer competitive benefits including a retirement plan, medical insurance, paid vacation, paid continuing education, etc. If you would like to work in a professional atmosphere with a supportive staff to provide quality dentistry for our beautiful community, please send in your resume for an interview. Email advertising@massdental.org and use MDS Box 1473 in the subject line.

ASSOCIATE - NEW HAMPSHIRE. Full-time/part-time associate position available in modern, progressive NH Seacoast general practice treating all ages and offering comprehensive dental services, including endodontics, surgery, and implants. Office within 90 minutes of Boston. For more information, please visit us at www.alldentalcare.com. All inquiries are confidential. Please send CV to tdusett@alldentalcare.com.

SEEKING PERIODONTIST: General dental office in Concord, NH, region is seeking a board-certified periodontist to join our team. Position is for part time; days and hours are negotiable and flexible. Work with a competent and helpful office staff, along with other general dentists. Must have a trusting personality, work well with others, and have excellent communication skills. Great opportunity. Please email CV/resume to sdegieux@comcast.net.

CAPE COD - PART-TIME ASSOCIATE POSITION. Boutique restorative practice would welcome some assistance from the right candidate. Opportunity to do the type of dentistry you always wanted to do. Future ownership possible. Please contact jmrgco@gmail.com or call/text 774.994.1068.

SEEKING ENDODONTIST: State-of-the-art general dentist office seeking a skilled endodontist for two days per month. Must bring own microscope. Office features modern equipment and esthetic, and our friendly team treats patients with kindness and compassion. Located in a suburb approximately 45 minutes northwest of Boston. Please email advertising@massdental.org and reference MDS Box 1474 in the subject line.

PEDIATRIC OR GENERAL DENTIST: PT/FT position is available for a general dentist who loves working with children or a pediatric dentist in a suburb of Springfield. The office is a busy, long-standing pediatric dental practice. The owner is looking to wind down and turn the practice over to the right candidate. Please reply with a resume to advertising@massdental.org and use MDS Box 1475 in the subject line.

GENERAL DENTIST: HARRISVILLE, RI. Full-time general dentist is needed in a busy dental office in Harrisville, RI. All private insurance, all-digital office. Generous compensation, health and dental insurance, 401(k). Willing to sponsor for a green card if needed. Please email resume to dr.snorton@yahoo.com or text 617.462.8728.

MISSION TRIP OPPORTUNITY. Dentists, hygienists, and assistants needed for African mission trip. Chance of a lifetime to tour Tanzania and work in an excellent clinic. Leaving July 2020 from Boston; booking soon! <https://youtu.be/B5THBjNcS4Q>. <http://www.jambotanzania.us/>. Please contact Dr. Kapinos at 413.297.3440 or email ellas007@yahoo.com.

ASSOCIATE ORTHODONTIST IN SOUTHEASTERN MASSACHUSETTS: A successful growing multi-office orthodontic practice in Southeastern Massachusetts is seeking to hire an associate orthodontist. The right candidate will have solid credentials, excellent communication skills, a friendly and comforting chairside manner, and be willing to learn and adopt the practice's established treatment protocols. The practice will entertain part-time or full-time employment. Please contact ldower@southeastortho.com or call Lorri Dower at 774.766.8969.

HIRING FOR DENTAL POSITIONS. Bedi Dental Group has openings for one prosthodontist and two periodontists in our Auburn and Concord offices. The right candidate will provide exceptional comprehensive care in a patient-focused environment. Our benefits include student loan repayment, health insurance contribution, CE contribution, a path to partnership, and more. For more information, call Andrea at 617.699.5557 or email recruiting@bedidentalgroup.com.

GENERAL DENTIST: Modern, multispecialty practice in eastern Worcester County seeking part-time general dentist for 3-plus days/week. Great opportunity to work in a state-of-the-art facility with CEREC and CBCT. Great staff and patients. Must have at least two years of private practice experience. Email advertising@massdental.org with MDS Box 1476 as the subject line.

PART-TIME ORTHODONTIST NEEDED. Well-regarded pediatric/orthodontic practice located in Nashua, NH, seeks an orthodontist to transition with our current doctor who is retiring. Four to six days per month during transition. Guaranteed per diem salary. Our practice has been part of the community for over 40 years and is dedicated to compassionate care. We strive to form a connection with all our patients and spend the time needed to develop strong

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.

relationships. This is a great opportunity to build a practice along with a thriving pediatric dental group. Digital office with Itero Scanner and well-trained staff. Come grow with us. Please forward CV to lanna.dentistry@gmail.com.

GENERAL DENTIST: Well-established private, multispecialty practice seeks part-time general dentist. Approximately 15 hours a week: Wednesday 10-6, Friday 9-3, one Saturday a month 9-2. Practice located in Haverhill, north of Boston, easy on and off highway access; also parking. Please email any questions or forward resume to famdendj@aol.com.

FT PEDIATRIC DENTIST/GENERAL DENTIST WANTED: We are looking for a caring individual to join our growing office. Our modern and fun facility is located on the North Shore of Boston in a working-class community with plenty of young children. We have an extensive network of referring local dentists and patients. Our ideal candidate is a hard-working, enthusiastic individual who loves children and puts their well-being first. Excellent behavior management and communication skills are a must. We offer high earning potential with clinical autonomy in a fast-paced practice. If you can treat patients well, you will be very busy! Experience would be nice. New grads are welcome! Must have: Massachusetts dental license; sedation permit or the ability to apply for a sedation permit. Compensation: 42% of collection. Please email advertising@massdental.org and put MDS Box 1477 in the subject line.

SLEEP-FOCUSED DENTISTS. New fast-growing dental sleep-focused network seeks dentists who are experienced or who have a keen interest in dental sleep medicine looking to enter into a dedicated niche practice on a part-time basis (1 to 2 days per week). Ideal opportunity to further develop clinical experience and expand income base. Large patient base, clinical support and training provided in a collaborative care model utilizing the latest digital and dental sleep treatment technologies. Looking for candidates in the near Boston/Norwood areas. Please contact dentalsleepcare@gmail.com.

FT OR PT GENERAL DENTIST: Needed in a dental practice in the Berkshires, Western MA. Must be willing to work with children. MassHealth participation. New or experienced grads. Weekend opportunity available for dental school residents (provide weekend lodging/transport). Student loan repayment, Visa/H1B sponsorship available. Interested candidates, please fax resume to 888.254.5738.

GENERAL DENTIST: Brockton. Job ID: 2019-16231. Type: full-time. Number of Openings: 1. Category: dentist. Brockton, MA. Overview: Let us allow you to do what you do best by doing the dentistry that you diagnose while exploring future partnership opportunities. We follow through on our promise to clinicians with our culture of patient-centric care, our ability to deliver comprehensive integrated care, and our ability to support modern dentistry. PDS-supported owner dentists know that being backed by the country's leading dental support organization allows them to focus on providing patient-centric and clinically excellent care. Benefits: competitive compensation and benefit package; modern offices equipped with the latest dental technology; malpractice insurance; health care benefits (medical, prescription drugs, dental, and vision); 401(k) savings plan. The average full-time PDS-supported dentist earns \$160K-\$390K. Testimonial from Dr. Callaway-Nelson: "Partnering with PDS has given

me the opportunity to realize my dream of practice ownership. I am able to do the dentistry that I love." Pacific Dental Services is an equal opportunity employer and does not discriminate against any employee or applicant for employment based on race, color, religion, national origin, age, gender, sex, ancestry, citizenship status, mental or physical disability, genetic information, sexual orientation, veteran status, or military status. Apply online: <http://www.Click2Apply.net/fxdzpwckgbgkycyn>.

ASSOCIATE—BROOKLINE. Full-time/part-time associate position available in Brookline. Must be competent in endodontics, extractions, dentures, and implant restorative dentistry. New grads welcome to apply. OPT/H1B sponsorship available. If interested, please fax resume to 888.254.5738.

SEEKING ENDODONTIST & PERIODONTIST. Well-established general dentist office 25 miles north of Boston seeking endodontist for 1-2 days/month & periodontist for 1 day/month. Days and hours are negotiable and flexible. Very well-organized PPO and FFS office with highly trained staff and loyal patients. We believe in comprehensive treatment planning and providing quality treatment. Our friendly team treats patients with kindness and compassion. Please email advertising@massdental.org and put MDS Box 1479 in the subject line.

SEEKING DENTIST FOR HARWICH AND PROVINCETOWN DENTAL CENTER LOCATIONS. Harbor Health is seeking a FT dentist in Harwich and a PT (16 hours) dentist in Provincetown. Join a great team of dental professionals in our federally qualified dental centers providing patient-centered, cost-effective care for 13,000 dental patients yearly. Great benefits package and loan repayment opportunities. Full (desired) or limited license eligible with experience preferred. Please apply at hhsi.us/JoinOurTeam. HHSI is an EOE. Please contact Joanne Tranford at jtranford@hhsi.us or 617.533.2342.

SEEKING EQUITY PARTNER PERIODONTIST: Bedi Dental Group is seeking a periodontist to become an equity partner in Bedford, NH. The right candidate will provide exceptional comprehensive care in a patient-focused environment. Our benefits include student loan repayment, health insurance contribution, CE contribution, a path to partnership, and more. For more information, call Andrea at 617.699.5557 or email recruiting@bedidentalgroup.com.

ASSOCIATE DENTIST: Associate dentist needed for a busy family dental practice with future partnership possibility. The ideal candidate has worked with patients of all ages, is proficient in all dental procedures, and is committed to the highest quality of dental care. Three to four days a week in Arlington/Bedford. Contact mgarber325@aol.com.

DENTAL ASSISTANT SUPERVISOR: Fenway Health is searching for a dental assistant supervisor at its Fenway/Kenmore location. The dental assistant supervisor is responsible for overseeing the dental assistants, focusing on administrative tasks and management with less direct patient care time. The DA supervisors provide administrative and operational support to the dental department. To learn more and apply, please copy and paste the following link https://www.appone.com/MainInfoReq.asp?R_ID=2764519, visit <https://fenwayhealth.org/> employment, or email employment@fenwayhealth.org.

SEEKING AN ENDODONTIST TUESDAY OR THURSDAY MORNINGS for a high-end multispecialty practice located in North Andover. Must be able to perform retreats and apicoectomies. Office has a microscope and cone beam scanner. Email resumes to doctors@northandoverdentist.com or fax to 978.685.7687.

ASSOCIATE DENTIST OPPORTUNITY - AVENI DENTAL IN PLYMOUTH, MA. 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 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 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.amroliwala@42northdental.com or call/text 617.480.6355.

ASSOCIATE DENTIST - GREAT HILL BRAINTREE. 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 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 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.amroliwala@42northdental.com or call/text 617.480.6355.

ASSOCIATE DENTIST OPPORTUNITY - FULL- OR PART-TIME - GENTLE DENTAL QUINCY! 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 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 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.amroliwala@42northdental.com or call/text 617.480.6355.

GENERAL DENTIST: Hilltown Community Health Centers, Inc., is seeking a dentist to join our growing multi-site practice. We provide quality dental care, including emergency treatment, endodontics, and an early childhood caries risk management program for kids starting at age one. Salary commensurate with experience with possible eligibility for state and federal educational loan repayment programs. Excellent benefits include: four weeks' vacation; paid sick leave, personal and holiday time; continuing education time and compensation; malpractice, health, and dental insurance; as well as payment of licensing fees. We are also looking for someone who may be interested in advancing to a leadership position. Resumes should be emailed to brida@hchcweb.org. Questions may be directed to Dr. Mary Lou Stuart, dental director, at 413.238.5511 or email mstuart@hchcweb.org.

SEEKING ASSOCIATE - 40-45% OF PRODUCTION. Busy Worcester office seeking relaxed dentist. Monday - Friday workdays; 40-45% of production. Visa sponsorship available. Email resume to hr dentalresume@yahoo.com.

JOB OPPORTUNITIES WANTED

ENDO: 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. Please contact 518.788.7255.

SEEKING LONG-TERM ASSOCIATE OPPORTUNITY. I have been a general dentist for 13 years and am looking for 3 to 4 days of an associateship opportunity in and around Boston/Metropolitan area. I have owned a practice before but now want to work as an associate. I am comfortable with all aspects of dentistry, including comprehensive treatment planning, fillings, root canals, crowns, implant-supported crowns, bridges, and dentures. I have worked with specialists and like an interdisciplinary approach to address bigger issues. Effective communicator, can work independently and really motivated. I am a certified Invisalign provider and can treat complex cases as well. Looking for a place where patient care is valued and have loyal staff. Patient-based experience is valued and taken care of. I am willing to come and give my best for good treatment. Please contact 617.669.3590 or rahuldata1272@gmail.com.

PRACTICES FOR SALE OR RENT

ENJOY KEEPING 100% OF YOUR COLLECTIONS: Per diem co-working space for dentists and hygienists. 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.

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 OFFICE SUITE FOR LEASE. Excellent location and parking in Newton. Flexible lease options. Three operatories, private office with restroom, large reception area, and lab. Easily accessible to both major highways and public transportation. Please contact Nicole at beaconstreetdental@gmail.com.

A BEAUTIFUL START-UP OFFICE IN FITCHBURG - AWESOME LOCATION AND SETUP. A satellite office started in March is for sale, due to lack of time to devote. Great location. New equipment; 150 active patients in 6 months. Four treatment rooms and two additional plumbed. Awesome staff, trained and dedicated. Collects \$15K a month, supports a part-time owner. Please email advertising@massdental.org and reference MDS Box 1471 in the subject line.

MANCHESTER AREA, NH, DENTAL PRACTICE FOR SALE. Manchester area. General practice listing with six treatment rooms with \$300K in collections. For more details, contact Henry Schein Professional Practice Transition Sales Consultant Tyler Russell at 617.447.8760 or tyler.russell@henryschein.com. #NH120.

BOSTON AREA OFFICE FOR SALE. Near the Red Line. Parking for four. Excellent visible location on main street. Standalone building. Perfect for group practice looking to expand into new location. Doctor will stay as associate if buyer wishes. Also good for experienced single doctor that can do implants,

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

50 words or less (per insertion) ... \$75
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November-December October 1
January-February December 1

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etc. Gross \$600K-plus per year. Please email advertising@massdental.org and put MDS Box 1478 in the subject line.

RUTLAND COUNTY 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.

BROOKLINE: OFFICE SPACE AVAILABLE: Beautiful, fully equipped, and furnished dental office. Four operatories; 1,715 sq. ft., available January 1, 2020. We are moving to our buyer's office. Bring your practice here and begin practicing day one. Four years left on lease, with option to renew. Contact Docklk@aol.com.

UNIQUE OPPORTUNITY - GP PRACTICE ON CAPE COD: Gorgeous boutique office for sale on beautiful Cape Cod. Located close to Cape Cod Hospital, this practice is ideal for that dental practitioner with exceptional clinical skills geared toward an appreciative and loyal patient base. We strive to provide an atmosphere of trust and compassion that our patients have come to expect. Restorative and cosmetic care are the mainstays of our practice. The staff is truly dedicated. The office is state-of-the-art, digital, and paperless. Present owner would stay on as necessary for guidance and assistance. Please contact at 774.994.1068 or jmrngco@gmail.com.

DENTAL OFFICE AVAILABLE - CAPE COD: Excellent, well-positioned office space near bridges and Route 6 is available for rent. Very rarely does this type of class-A dental/medical space on Cape Cod become available. Unit is plumbed and ready to go. Won't last! Great space for general dentist or pedodontist to expand existing location or start up. Contact Gmund911@comcast.net.

LEXINGTON CENTER DENTAL OFFICE SPACE FOR LEASE OR SALE. Dental office space in a dental building with four offices, easily accessible to Routes 2 and 95/128. Architect-designed, built-out, and ready to install equipment. Three spacious operatories, private office, elevator building, handicapped access, new roof and HVAC, parking. Please contact dbdrmd@gmail.com.

SEEKING PRACTICES

ARE YOU LOOKING TO SELL YOUR PRACTICE? Retiring, relocating, or whatever your reason, I am looking to purchase it from you. Established dentist looking to purchase existing practice within 50 miles of Boston. Private sale only. If you wish to sell your practice directly to me and want to forgo brokerage fees, I am interested in speaking with you. Please respond to dmddds2014@gmail.com.

CONSIDERING A TRANSITION? Seeking to acquire dental practices in the greater Boston and Worcester areas, including northern CT and southern NH. Able to offer a flexible transition roadmap with possibility of retaining equity. Save broker fee. If interested, please view our transition video at <http://bedidentalgroup.com/acquisitions/>. For more information, email us at transitions@bedidentalgroup.com or call Rod Watkins at 603.562.6138.

SERVICES

DENTAPPRAISAL—PRACTICE VALUATIONS. Dentappraisal specializes in providing dental practice valuations to practice owners, buyers, and sellers nationwide. Our independent, in-depth valuations help you identify or verify a sales price and find significant growth opportunities for your current or future practice. Visit us at dentappraisal.com or contact our dental CPA at 877.419.4884 or kevin@dentappraisal.com to discuss your valuation or receive a complimentary sample report.

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.

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