

ODA Today

A publication of the Ohio Dental Association focusing on dentistry in Ohio

QuickBites

Save the dates:

Give Kids a Smile Day

The 2015 Give Kids a Smile day is scheduled for Feb. 6.

ODA Day at the Statehouse

The 2015 ODA Day at the Statehouse will be held March 4 at The Columbus Athenaeum.

ODA Leadership Institute

The ODA will host its Leadership Institute on March 27-28 in Columbus at the Hilton Columbus Polaris Hotel.

ODA Annual Session

The 2015 ODA Annual Session will be Sept. 17-20 in Columbus.

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ODA Day at the Statehouse can be a career changer

By Jackie Best
Managing Editor

When Dr. Sahar Parvani attended her first ODA Day at the Statehouse as a second year dental student, she had no idea that it would lead to a career mentor and eventually a job opportunity.

Day at the Statehouse is the ODA's annual advocacy event, where dentists schedule meetings with their legislators to talk about issues important to dentistry.

"I truly believe it changed my life," said Parvani, a general dentist in Springboro. "I first went to Day at the Statehouse when I was a second year dental student because I was an officer in the American Student Dental Association at OSU. I didn't really understand what 'lobbying' meant, but it sounded intimidating. In addition, it happened to fall in the middle of finals week, so I felt too stressed with school to attend the event. But a fellow ASDA officer explained to me that it was very important that I go considering I was a leader in ASDA, and he finally convinced me when he said it was a great networking opportunity as well. I didn't know at the time how right he was!"

Dental students who sign up for Day at the Statehouse are paired with a mentor dentist and they attend meetings with legislators together.

"By chance I was paired with Dr. Adel Hanna (a general dentist in Springboro) for a meeting with a representative from Dayton,"



Submitted photo

Dr. Sahar Parvani and Dr. Adel Hanna. Parvani and Hanna met during a Day at the Statehouse event when they were paired together to meet with legislators. At the time, Parvani was a student. She and Hanna kept in touch, and when she graduated Hanna offered her a position as an associate.

Parvani said. "Throughout the day, I had the opportunity to learn about his practice in Springboro and his experience as the Dayton Dental Society president, as well as his residency program at Miami Valley Hospital. I learned so much about my options for after dental school and what life would be like after school."

The relationship continued after Day at the Statehouse, when Hanna invited Parvani to

visit his office several times during her second and third years in dental school. She also did a two-week externship at his office when she was a fourth year. She graduated from dental school in 2014, and Hanna offered her a position at his practice.

"I was thrilled when he offered me a position as an associate dentist at his office after

See CAREER, page 5

ODASC's new health insurance plan helps member dentists and their staffs avoid additional costs, save money

By ODA Staff

The Ohio Dental Association Services Corp. (ODASC) is excited to announce its new health insurance plan, the Ohio Dental Association Wellness Trust, will officially go into effect March 1. The new plan is a self-insured plan that will allow participants to avoid some of the regulations and requirements of the Affordable Care Act.

The Wellness Trust is a private, dentist-owned, self-funded health benefit plan, developed by Ohio Dental Association member dentists for ODA member dentists and their staffs to provide high quality health insurance at affordable rates.

Advantages of a self-insured health insurance plan include the ability to design plan and deductible options, choose networks and features, and keep costs low by avoiding the state insurance premium tax and many of the ACA's mandated taxes. According to industry research, a typical self-insured group can expect to save more than 10 percent (versus traditional health insurance) without having to sacrifice quality of care.

The Ohio Dental Association Wellness Trust will have the same carrier (Medical Mutual of

Ohio), the same networks of providers and hospitals, the same prescription coverage and same plans as the ODA's current health insurance plan, the Dentists' Choice Health Care Plan (DCHCP).

The Wellness Trust will be an employer plan (as opposed to an individual plan like the DCHCP). This means that offices that enroll in the trust will be required to offer insurance to all full-time employees (defined as those employees working 25-30 hours or more per week). No employer contribution is required, and employees are allowed to decline the coverage by completing a waiver form.

An employer plan may be advantageous to dental offices even if the dentist chooses not to make a contribution to employees' premiums because employees can use pre-tax dollars to pay for the premiums, whereas an individual plan's premiums would need to be paid for with after tax dollars.

Paying directly for an employee's individual health insurance plans puts the employer out of compliance with federal regulations and may be subject to a \$100/day excise tax per applicable employee (which is \$36,500 per year, per employee) under section 4980D of the Internal Revenue Code.

Because benefits are not guaranteed by a traditional health insurer, all self-funded plans have some level of risk that arises from unexpected catastrophic claims or the timing of the claims. Because of this, the Wellness Trust has purchased stop-loss coverage to re-insure that possible risk. An actuarial study done by the Wellness Trust estimated that there is less than a 0.5 percent chance that the trust would be impacted by a catastrophic claims situation.

To receive coverage starting March 1, participants must enroll by Feb. 15. The ODA Wellness Trust will be open to all member dentists and their employees. New enrollees should visit oda.org/insurance and download the enrollment form, email insurance@oda.org or call (800) 282-1526 to enroll.

People who are currently enrolled in the DCHCP should have received a letter with instructions on how to enroll in the new plan. Offices that are enrolled in the DCHCP and did not receive a letter should contact an ODASC representative at (800) 282-1526 or insurance@oda.org. As a reminder, current DCHCP enrollees must enroll in the Wellness Trust by Feb. 15 to receive deductible credits and to keep their same rates.



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The Director's Chair

David J. Owsiany, JD
ODA Executive Director

'ODA Today' readers give us their input

As many of you know, we regularly gather information from our members about all of the ODA's activities, events and programs so we can continually evaluate our performance and better meet our member dentists' expectations. Our 2012 membership survey revealed that "the provision of information" is one of the most valued benefits of belonging to the ODA, just behind advocacy. And our members gave us high marks for our provision of information efforts with a 95 percent satisfaction rating.

One of our primary vehicles for providing information is the "ODA Today," so we recently conducted a readership survey to gauge our members' attitudes toward various aspects of our flagship publication. Below is a summary and brief discussion of the readership survey results. The "ODA Today" editorial staff will utilize these results to guide future content.

The most impressive result of the survey is that nearly all of our members read at least a portion of the "ODA Today" every month. Twenty-one percent of respondents say they "read the ODA Today

cover to cover," while 37 percent "read most of the articles and skim the rest" and 39 percent "skim most of the articles and read a few." Very few respondents report merely "glancing" at or not reading the "ODA Today" at all.

While ODA members read the "ODA Today" every month, they tend not to share it with their staff. About 10 percent responded that they "always" share the "ODA Today." Forty-four percent of respondents say they "sometimes" share the "ODA Today" and the rest rarely or never share it.

We asked respondents to rate various aspects of the "ODA Today" on a five point scale with 5 being "excellent," 4 being "very good," 3 being "good," 2 being "fair," and 1 being "poor." When we asked them to give the "ODA Today" an overall rating, 45 percent of respondents gave a rating of "very good" and 34 percent gave a rating of "excellent." Similarly nearly 3/4 of respondents rated the "ODA Today" as a "very good" or "excellent" member benefit. Very few respondents gave ratings of "fair" or "poor."

Ninety-five percent of respondents agreed with the statement that the "ODA Today provides valuable information." The respondents also found articles "interesting" (95 percent), "timely" (97 percent) and "useful" (94 percent). Similarly, almost all of the respondents found the articles in the "ODA Today" to be "factually accurate" and the "appropriate length."

As to content, readers identified articles on legislative and regulatory issues to be most valuable, followed by articles on dental insurance, and ODA events, meetings and programs. ODA's columnists rated very highly, and some of you even had kind words to say about this column.

The most common comment we

See SURVEY, page 3



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Prior to practicing law, Bill worked in the Dental Equipment and Supply Business for 16½ years as a Territory Representative, Equipment Specialist and Saslow Dental-Northern Ohio, General Manager.



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Legal Briefs

Keith Kerns, Esq. ODA Director of Legal & Legislative Services

Ohio legislature provides more incentives for volunteer service

Ohio law has long provided incentives for health care professionals to provide free care to indigent patients. In December, Gov. John Kasich signed two pieces of legislation that will enhance volunteer opportunities.

House Bill 320, introduced by State Rep. Ron Young (R-Leroy Township) and passed by the legislature on Dec. 4, 2014, extends immunity protections to dentists, hygienists and other health care providers volunteering in a free clinic setting and providing services to indigent and uninsured patients. Additionally, the bill defines Medicaid recipients and those who may be eligible to receive Medicaid benefits as indigent and uninsured persons when receiving services in a free clinic setting thus allowing dentists to qualify for immunity protection when treating these patient populations. The Ohio Dental Association actively supported adoption of the bill.

House Bill 320 amends a law that has been on the books for several years that extends limited immunity for dentists when providing free care. The immunity protections available are not all encompassing and are only available on a qualified basis. It only applies to specific patients, in specific dental procedures and only after the dentist has executed notice requirements set forth in state law.

First, immunity is only available for dentist volunteers when providing free care to an "indigent and uninsured person." Under state law, a patient is considered indigent and uninsured only if: 1) their income is no more than 200 percent of the poverty line, 2) they are not eligible to receive medical assistance under any governmental health care program, and 3) they are not covered under any health insurance policy, contract or plan or; they are covered under an insurance plan but are denied coverage by the insurer or the insurer's insolvency or bankruptcy prevents coverage. HB 320 classifies Medicaid recipients and Medicaid-eligible patients as indigent and uninsured when treated in a free clinic.

Second, the protection is not avail-

able in all dental procedures. Any dental procedure considered an "operation" will not be covered under the immunity protections. "Operation" is defined by the law as a procedure that "involves cutting or otherwise infiltrating human tissue by mechanical means," but specifically excludes routine restorative procedures, the scaling of teeth and the extraction of teeth that are not impacted from the "operation" definition. Procedures requiring the use of deep sedation or general anesthesia, procedures that are not typically performed in a dental office, and procedures deemed outside the scope of practice of a dentist are not eligible for immunity protection.

Last and most importantly, dentists must execute certain procedures to ensure that patients are aware that they will not be able to bring a malpractice suit arising from the care that they are about to receive. Dentists must in good faith determine that the indigent and uninsured patient is mentally capable of giving informed consent and that the patient is free from undue influence and duress.

Dentists must inform the patient of the provisions in state law that provide for immunity. Specifically, patients must know that by giving informed consent to the dental care, they will not be permitted to hold the dentist liable for damages in a civil action based on the dental care unless the dentist willfully or wantonly injured the patient. A written informed consent and waiver signed by the patient or patient's representative confirming this statement is also required.

Guidance on these issues, including a volunteer immunity checklist and sample forms, is available at www.oda.org. It is also important to note that most dental malpractice insurance will cover dentists in their volunteer activities. However, dentists are encouraged to confirm coverage prior to participation.

A second bill, championed by the ODA, will also encourage additional volunteer service by health care providers. House Bill 463, introduced by State Rep. Terry Johnson (R-McDermott) and adopted by the legislature on Dec. 17, 2014, creates a temporary volunteer dental and dental hygiene license for out-of-state practitioners who seek to volunteer care in Ohio for a limited period of time.

Under HB 463, out-of-state volunteer dental providers wishing to participate in Ohio-based free care events such as Give Kids a Smile, Mission of Mercy, Remote Area Medical and other programs can receive a one week temporary license from the Ohio State Dental Board if they are licensed in another jurisdiction and provide the services without remuneration. Holders of the license will be authorized to provide only limited procedures, including routine dental restorative work, the scaling of teeth, and extractions of teeth that are not impacted. Participants holding the temporary license would also be eligible for the immunity protections outlined above.

House Bill 463 expands Ohio Dentist Loan Repayment Program

By Jackie Best
Managing Editor

House Bill 463, which was signed into law at the end of the year, has many provisions aimed at improving access to care. One such provision is the expansion of the Ohio Dentist Loan Repayment Program (ODLRP).

The ODLRP was created in 2003 and is fully funded by Ohio dentists. It provides loan repayment for dentists who practice in designated shortage areas, treat Medicaid patients and provide care to patients regardless of their ability to pay.

When dentists renew their licenses every two years, they each pay a \$20 surcharge that goes directly to the ODLRP. HB 463 doubles the capacity of the program by increasing the fee to \$40. The Ohio Dental Association House of Delegates voted in support of advocating for this fee increase. With about 7,000 licensed dentists in Ohio, about \$280,000 will go toward the program every two years.

"The ODLRP helps underserved populations by placing highly trained and educated dentists into their communities to give them access to competent and comprehensive dental care," said Dr. Ben Lamielle, who participated in the ODLRP at the Piketon Family Health Center from 2005-07. "The care the patients receive isn't just about alleviating pain and infection. I provided the whole gamut of care when I participated in the program. We improved patient's smiles so that they had a greater sense of self and removed a barrier that may have been holding them back from pursuing employment or educational opportunities. Having a dentist provide oral health education for the patients is also incredibly helpful to these populations, especially for the kids."

Lamielle said one of his favorite parts was developing relationships with his patients and helping them to understand the importance of oral health.

"To have a patient who had maybe never been to the dentist or who had only gone to have teeth removed previously and to get them comfortable and educated enough to start coming

to see us regularly was really rewarding," he said.

Lamielle now has a private practice, but volunteers his time at two clinics in Ohio that serve patients in need, and he also participates in the Dental OPTIONS program, in which dentists provide discounted or donated care to low income patients.

Since 2005, 26 dentists have participated in the ODLRP and provided care to tens of thousands of low income patients.

Dr. Gabriel Russo participated in the ODLRP at the Tuscarawas County Health Department from 2010-13.

"There was only one other place in the county that took Medicaid, and more importantly we did a sliding fee scale, so what patients paid was based on their income," Russo said. "Those are the people who slip between the cracks – maybe an older person on a fixed income."

He said he thinks it's important to help those people who do not qualify for Medicaid but cannot afford to go to a private practice. He has been able to help many people in this situation, but one patient in particular that stood out to him was a woman who worked at a fast food restaurant and qualified for care based on a sliding fee.

"She is part of the working poor. She works hard, and she finally got the smile she deserved," Russo said.

Russo still works at the health department two days a month in addition to working five days a week at his own practice in Hartsville, which is a designated shortage area.

Russo said the loan repayment program helps attract students to designated shortage areas. While part of the incentive for him was financial, he said it's also very important to him to help people in need.

Areas that have been served by the ODLRP include Akron, Barberton, Canton, Cincinnati, Cleveland, Columbus, Dayton, Dover, Freeport, Jackson, Loudonville, Mansfield, Napoleon, Piketon, Springfield, Toledo and Zanesville.

"The ODLRP affected me deeply as a dentist," Lamielle said. "It provided me with an opportunity to hone my skills as a dentist and communicator while still being able to adequately provide for my family. It greatly lessened the burden of school loan debt that most young dentists incur."

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SURVEY, from page 2

received about the "ODA Today" was:

"I get all the information I need on legislative changes, regulatory compliance and updates on what is going on in dentistry in Ohio all in one publication. I don't know where else I could go to get this information."

Several readers stated that the "ODA Today" is the first publication they read every month because the information is more relevant and practical than the other dental publications they receive. We received some suggestions for future stories, including information on health

insurance reform and dental ethics, so the editorial staff is developing content on those issues for future editions of the "ODA Today."

The respondents rated the aesthetic quality of the "ODA Today" quite high as well. Eighty-four percent rated the aesthetic quality of the "ODA Today" as "very good" or "excellent," and the layout, photos/illustrations, and advertisements all rated highly as to visual quality.

Nearly 1/3 of respondents reported responding to a display and/or classified ad in the "ODA Today." This information is valuable for us to utilize with advertisers because we can show that dentists

look to the "ODA Today" when they are hiring, looking for a job or just interested in purchasing something.

Readers tend to favor the paper version over the electronic, online version. One respondent summarized the view of many readers writing "I read the paper version in between patients. If I had to look at it online, it would not happen."

While the reviews were overwhelmingly positive, we did get a few suggestions for improvement. The editorial staff will take those comments into account as we continue to make sure the "ODA Today" is the best publication it can be for our member dentists.

Finally, we did get one very negative response to our offering that all respondents who completed the readership survey would be entered into a drawing for one of three \$50 Amazon gift cards. The respondent wrote: "Pretty cheap offer for filling out the survey."

Oh, well. I guess we can't please everybody. But we will keep trying.

The winners of the \$50 Amazon gift cards are listed below. Congratulations to them, and thanks to all of you who filled out our readership survey.

- Dr. A.J. Mesaros
- Dr. Brian Woodard
- Dr. Melissa Padgett

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Dentists can get employment posters from ODA

All employers are required to post numerous employment posters in their offices. The ODA can send all required posters to ODA members for \$6 plus tax, which covers the cost of printing and shipping. To order the posters, call the ODA at (800) 282-1526.

Medicaid provides resources on ICD-10 transition

The Ohio Department of Medicaid continues to provide resources for providers leading up to the implementation of ICD-10.

The Ohio Department of Medicaid has posted webinars and other resources to inform health care providers about the transition at <http://medicaid.ohio.gov/PROVIDERS/Billing/ICD10.aspx>.

Ohio Medicaid also posted its second billing guidance document, which focuses on span date billing, at <http://medicaid.ohio.gov/providers/billing/icd10.aspx>. It can be found under the ICD-10 TIPS (Billing Guidance) section.

New International Classification of Disease (ICD) codes will take effect beginning Oct. 1, 2015. The Health Insurance Portability and Accountability Act (HIPAA) requires all providers and payers that are currently using the ICD-9 to transition to the ICD-10 codes by October.

CAREER, from page 1

I graduated in May, and now I have been working with him for over six months and love my job, my team, and especially getting to practice in my hometown," she said. "He started as my mentor for just one day at Day at the Statehouse in 2012 but has ended up being my mentor in my career as a dentist all together, and I thank Day at the Statehouse for that!"

Parvani said people should not be scared away by the word "lobbying," and Day at the Statehouse is also a great opportunity, especially for new dentists and dental students, to network with dentists from across the state.

"The opportunity to learn from your peers and mentors is endless with so many dentists gathered together for one cause, and that is what makes it so powerful," she said.

Day at the Statehouse gives dentists an opportunity to come together to affect the direction of the profession.

"By speaking with legislators and educating them about issues important to dentistry, legislators will be able to make informed decisions with patients and the profession of dentistry in mind," said Dr. Mike Schaeffer, ODPAC chair. "Many of the issues we discuss at Day at the Statehouse have a direct impact on dental offices and their patients. ODA initiatives have been successful in the past because of the strong grassroots network of dentists who speak to their legislators about their own experiences with dentistry."

This year's Day at the Statehouse will be March 4 at the Columbus Athenaeum. Registration will open at 8:30 a.m., and the event will begin with a legislative briefing at 9 a.m. The legislative briefing will be repeated during lunch at noon.

To register and for more information, visit www.oda.org/events, call (800) 282-1526 or email liz@oda.org. The deadline to register is Feb. 13. Day at the Statehouse is free for ODA members, dental students and spouses.

ODA Meeting & Event Calendar

Feb.

- 6 Give Kids a Smile Kick-Off Event
- 10 Dental Insurance Working Group (call)
- 13 Finance Committee
- 13 ADA Leadership Nomination Committee Meeting
- 18 Dental Education and Licensure Committee (call)

Mar.

- 2 ODAF Board of Trustees (call)
- 3-4 Council on Dental Care Programs and Dental Practice
- 4 Day at the Statehouse
- 4 Dental Education and Licensure Committee
- 6 Council on Membership Services
- 6 ODASC Board of Directors
- 13 Statewide Subcouncil on Peer Review
- 26 Executive Committee
- 26 Task Force on the Future of Dentistry in Ohio
- 26 Annual Session Committee
- 26 Council on Access to Care and Public Service
- 27-28 Leadership Institute
- 27 Ad Interim and Strategic Planning committees
- 28 Executive Committee
- 28 Subcouncil on New Dentists

ODA seeking nominations for Awards of Excellence

The Ohio Dental Association is seeking nominations for its 2015 Awards of Excellence program.

The ODA's Awards of Excellence program recognizes men and women who offer distinguished service to dentistry and improve oral health care by offering treatment, outreach or education.

Members and local dental societies are encouraged to nominate those they know who have made extraordinary efforts to improve the dental profession.

The Awards of Excellence program includes the following five award categories:

- Distinguished Dentist Award – the most prestigious of the ODA's awards, is presented to an ODA member who has demonstrated service, commitment and dedication to the profession throughout his/her career. Nominees should display leadership, dedication, commitment and outstanding contributions at the local, state and national levels.
- Achievement Award – is presented to an ODA member or an individual who has made outstanding contributions to the dental profession and to oral health. Nominees are not required to be dentists, but should display a personal and professional commitment to the profession and the public's oral health. These individuals are honored as ambassadors for the profession to the community.
- Marvin Fisk Humanitarian Award – honors ODA members who offer dedication to improving oral health care in at-risk communities. Nominees may have served overseas or closer to home, spending time and often their own finances and other personal resources to help improve oral health care and fight illnesses.
- N. Wayne Hiatt Rising Star Award – is presented to an ODA member in practice 10 years or less who has demonstrated outstanding leadership and commitment to organized dentistry. ODA members who began to practice Jan. 1, 2005, or later are eligible. Past award honorees have shown outstanding initiative, a strong commitment to volunteerism and promise for continued accomplishment within the profession.
- Access to Dental Care Program Award – honors an outstanding program (not an individual) that helps reduce the access to care problem in Ohio by offering free or reduced fee dental care to underserved populations.

Nominations for the 2015 Awards of Excellence are now being accepted. To submit a nomination, please review the entry guidelines and submit all required documentation along with an Awards of Excellence nomination form, which can be found at <http://oda.org/member-resources/call-for-nominations/> or you may contact Michelle Blackman at michelle@oda.org or at 800-282-1526.

The deadline to submit nominations for the Awards of Excellence is April 20, 2015.

The ODA will present the awards during the ODA's 149th Annual Session in September 2015 in Columbus.

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2015 ODA Leadership Institute to feature speakers on generational gaps, trends in dentistry and patient-centered medical homes

By Jackie Best
Managing Editor

The 2015 Ohio Dental Association Leadership Institute – Learn, Lead, Succeed – will feature several keynote speakers focusing on topics that affect dentists of all ages and practice types.

Marilyn Moats Kennedy

Marilyn Moats Kennedy spoke at the 2009 Leadership Institute and received very positive reviews. Moats Kennedy is founder and president of Moats Kennedy, Inc, a consulting firm focused on helping managers understand and cope with workforce issues and generational differences.



Marilyn Moats Kennedy

At the Leadership Institute, Moats Kennedy will present “Getting the Most from Millennials,” where she will talk about the differences between Millennials, who may seem disenchanted with work, and Boomers, who want nothing more than to remain employed. She will focus on the different viewpoints of different generations and discuss strategies for dental practices to utilize to keep young talent on board.

“Marilyn Moats Kennedy will explain the differing attributes and expectations of various generations including Baby Boomers, Gen Xers, and Millennials. This information is crucial for dentists to understand as we try to cater to the desires of our patients and hire office staff to meet our needs,” said Dr. David Waldman, ODA secretary and chair of the ODA’s Leadership Development Committee.

Moats Kennedy is a graduate of the Medill School of Journalism at Northwestern University and holds both a Bachelor and Master’s degree. After teaching journalism at DePaul University in Chicago, she founded Career Strategies to help job hunters. She later expanded to consulting on career advancement and demographic trends. In 2000, Career Strategies became Moats Kennedy, Inc., and Moats Kennedy’s training sessions have reached more than 500,000 people. She has written six books, been a columnist for Glamour magazine, and appeared on 20/20, Good Morning America and Oprah.

Dr. Marko Vujicic

Dr. Marko Vujicic is chief economist and vice president of the Health Policy Institute at the American Dental Association, where he is responsible for overseeing all of the association’s policy research activities. At Leadership Institute, he will present “Opportunities for the Dental Profession in a Radically Different Health Care Environment.”



Dr. Marko Vujicic

His presentation will focus on the changing health and dental care environment in the U.S. He will use a data-driven, evidence-based approach to discuss changes in the dental sector over the past decade and look at how the dental practice environment is expected to change in the future.

“Having had the opportunity to work with Dr. Vujicic while serving on the ADA Strategic Planning Steering Committee, there is no one who has the depth of knowledge about the trends in dentistry related to the changing practice model, reimbursement models, consumer behav-

ior in seeking care, and the economics of dentistry than Marko,” said ODA President Dr. Tom Paumier. “His research for the ADA Health Policy Institute has provided reliable data to enable leaders in organized dentistry, policymakers and clinicians to make better informed decisions to help shape the future of our profession. Don’t miss this opportunity to attend the Leadership Institute and hear first-hand the latest research about the future of our practices and profession, as well as some predictions about what role dentistry will play in the American health care system over the next decade.”

Vujicic obtained his Ph.D. in economics from the University of British Columbia and has served as senior economist with The World Bank in Washington, D.C., and as a health economist with the World Health Organization in Geneva, Switzerland. He has written extensively about various health policy issues and

has worked on health care reform issues across the world.

Dr. Ted Wymyslo

Ted Wymyslo, MD, is a family physician with over 30 years of experience as a clinician who serves as the chief medical officer of the Ohio Association of Community Health Centers. At Leadership Institute, he will present “Dentistry’s Role in the Patient-Centered Medical Home Model of Care.”



Dr. Ted Wymyslo

Wymyslo’s presentation will focus on how coordinating the work of multiple health professionals will help improve population health by integrating service delivery, enhancing access to care and incorporating payment reform that recognizes the importance of aligning payment

with value, not volume.

“Dr. Ted Wymyslo has been a leader in developing the concept of a patient-centered medical home to Ohio and will explain where dentistry fits in,” said ODA Past President Dr. Paul Casamassimo. “This is clearly something all Ohio dentists need to learn about as implementation of health care reform moves forward.”

Wymyslo graduated from The Ohio State University College of Medicine and completed his Family Practice Residency Program at Mount Carmel Medical Center. He has held leadership roles in family practice residency training, medical student teaching, local and state professional associations, free clinic and homeless shelter health care delivery, public health, and Patient-Centered Medical Home (PCMH) advocacy across the state of Ohio. He is the immediate past

See LEADERSHIP, page 7



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Dr. Recker also represents multiple national dental organizations and individual dentists in various matters, including First amendment litigation (i.e. advertising), judicial appeals of state board proceedings, civil rights actions against state agencies, and disputes with PPOs and DMSOs.



Todd Newkirk was formerly an Ohio Assistant Attorney General representing several Ohio State agencies. Mr. Newkirk has been associated with Dr. Recker since 2007 and has also represented many dentists across the country. Email Mr. Newkirk at newkirk@ddslaw.com.



Ms. Sandra Ertel, paralegal, has assisted Dr. Recker and Mr. Newkirk in preparing for, and attending, depositions, court appearances and hearings in multiple states.

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2015 Leadership Institute Schedule

Friday, March 27

10 a.m.

Registration opens

11 a.m.

Welcome from Dr. Thomas Paumier, ODA president

11 a.m. – noon

“Opportunities for the Dental Profession in a Radically Different Health Care Environment,” presented by Dr. Marko Vujicic, Chief Economist and Vice President, ADA Health Policy Institute (1 CE Credit)

Noon – 1 p.m.

Lunch

1– 2 p.m.

Breakout Sessions – Round 1

- “Best Practices for Regulatory Compliance in 2015,” presented by Chris Moore, ODA director of dental services (1 CE Credit)
- “Parliamentary Procedure 101,” presented by Dr. Michael Halasz, ODA speaker of the house
- “Third-Party Audits: Preparation Through Compliance,” presented by Dr. Steve Adair, president of Palmetto Dental Consulting (1 CE Credit)

2:15 – 3:15 p.m.

Breakout Sessions – Round 2

- “Best Practices for Regulatory Compliance in 2015,” presented by Chris Moore, ODA director of dental services (1 CE Credit)
- “Breaking News! - Hot Tips to Get the Word Out!” presented by Angela Krile, president of Krile Communications, and Dr. Matt Messina, ADA national spokesperson
- “Third-Party Audits: Preparation Through Compliance,” presented by Dr. Steve Adair, president of Palmetto Dental Consulting (1 CE Credit)

3:30 – 4 p.m.

“Update on the State of Dentistry in Ohio,” presented by Dr. Thomas Paumier, ODA president, and David Owsiany, ODA executive director

4 – 4:30 p.m.

“Strategies for Membership Recruitment and Retention,” Panel Discussion

4:30 – 6 p.m.

Reception

Saturday, March 28

7:30 – 8:30 a.m.

Registration and Breakfast Buffet

8:30 a.m.

Welcome from Dr. Thomas Paumier, ODA president

8:30 – 9 a.m.

ADA Update from Dr. Joseph Crowley, ADA seventh district trustee

9 – 10 a.m.

“Dentistry’s Role in the Patient-Centered Medical Home Model of Care,” presented by Dr. Ted Wymyslo, chief medical officer at Ohio Association of Community Health Centers (1 CE Credit)

10 – 11 a.m.

“Getting the Most from Millennials,” presented by Marilyn Moats Kennedy, president of Moats Kennedy, Inc.

Leadership Institute is free for ODA members and sponsored by Superior Dental Care.

Leadership Institute to feature luncheon for new dentists

By ODA Staff

Following the close of Leadership Institute, dentists out of school for 10 years or less are invited to a new dentist luncheon hosted by the Subcouncil on New Dentists.

At the free luncheon, Marilyn Moats Kennedy will lead a discussion about “Connecting with People Who Don’t Share Your Values.”

Moats Kennedy is founder and president of Moats Kennedy, Inc, a consulting firm focused on helping managers understand and cope with workforce issues and generational differences.

The luncheon will focus on different communication and conversation styles that are effective for different generations. She will discuss how Boomers enjoy “chitchat” and small talk, while people under 35 prefer for someone to get to the point pronto. She’ll focus on how altering speech styles to fit the audience can payoff in dental offices.

“After the success of last year’s new dentist luncheon, the subcouncil decided to host this event at Leadership Institute again this year,” said Dr. Lauren Czerniak, chair of the Subcouncil on New Dentists. “We’re excited about the opportunity for new dentists to be able to get together

and to hear about issues that are specifically relevant to them. The luncheon with Moats Kennedy will be a great way for new dentists to learn more about how to interact with patients of all ages.”

The luncheon will take place from 11 a.m. to noon on March 28. Leadership Institute is March 27-28 at the Hilton Columbus Polaris Hotel. It will feature keynote speakers, breakout sessions and a reception.

Leadership Institute is free for ODA members and dental students, and is sponsored by Superior Dental Care.

For more information and to register, visit oda.org/events.

LEADERSHIP, from page 6


director of the Ohio Department of Health, and he sits on the boards of the Ohio Academy of Family Physicians and Better Health Greater Cleveland.

About Leadership Institute

In addition to these three keynote speakers, Leadership Institute will feature breakout sessions with more detailed information of interest to attendees, presentations by leaders in the ODA and ADA, and a reception.

Leadership Institute will be March 27-28 at the Hilton Columbus Polaris Hotel. Leadership Institute is the ODA’s award-winning program developed to help all ODA members become more successful and effective leaders.

Leadership Institute is free for ODA members and dental students, and is sponsored by Superior Dental Care. For more information and to register, visit oda.org/events.



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FRIDAY, MARCH 13	
Hurricane Katrina Ten Years Later: Why Public Health Matters	William Martin II, MD
Hypertension 101	Jared Moore, MD
Anticoagulants	Danielle Blais, PharmD
Treating Sleep Disordered Breathing: The Multidisciplinary Approach	Aneesa Das, MD
Is Value-Based Purchasing Coming to Dentistry?	Richard Potts, PhD
Fungal Infections in Immunocompromised Hosts	Sam Penza, MD
The Nuts and Bolts of Pacemakers and Defibrillators	Mahmoud Houmsse, MD
Go Direct: Benefits of Local Delivery in the Chemoprevention of Oral Squamous Cell Carcinoma	Susan Mallery, DDS, MS, PhD
Oncologic Dentistry and Maxillofacial Prosthetics	Meade Van Putten, DDS
SATURDAY, MARCH 14	
Advances in Cognitive Research and Alzheimer’s Disease	Douglas Scharre, MD
“Hot” Topics: Febrile Syndromes in the News	Christina Liscynesky, MD
Nephrology - The Top 10 List	Uday Nori, MD
Stroke Treatment: Acute and Secondary Prevention	Andrew Slivka, MD
Global Epidemic of Diabetes: Implications for Dentistry	Kwame Osei, MD
The Human Oral Microbiome & Systemic Disease	Ann Griffen, DDS, MS
Social Media and Your Dental Practice	Rachel Henry, BSDH, MS
Orbital Trauma: A Novel Modification for Surgical Access	Hany Emam, BDS, MS
Tobacco and the Oral Ecosystem: A Smoking Gun	Purnima Kumar, BDS, MS, PhD
Biologic Aspects of Tooth Preparation	Rudy Melfi, DDS, MS, PhD

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Dental Insurance Corner

Dentists do not need to spend money to either opt out of or opt in to Medicare

Christopher Moore, MA
ODA Director of Dental Services

Dentists are becoming increasingly aware that they must take some type of action with respect to Medicare if they treat Medicare covered patients. So are those who would like to sell dentists products or services.

The Ohio Dental Association has received numerous calls from member dentists who have been solicited to attend seminars and/or purchase consulting services to assist them in opting into or out of the Medicare program. These solicitations may cost from \$200 to \$700 and often include language detailing the consequences that could befall the dentist if he or she does not take the correct or appropriate actions.

"There's nothing wrong with a dentist paying for services he or she needs," said Dr. Manny Chopra, chairman of the ODA Council on Dental Care Programs and Dental Practice. "We're concerned, however, that some dentists may be paying for services that they can get for no charge by being a member of our dental association. Our association has many resources to assist dentists in dealing with Medicare, and I encourage member dentists to utilize them before paying for outside services."

There are four options for dentists to consider:

- Do nothing. Not a good option. Doing nothing means a dentist's prescriptions for their Medicare covered patients will be denied.

Similarly, oral pathology and imaging services that are ordered by the dentist will not be covered. Both scenarios will surely lead to an angry patient, pharmacist and/or oral pathologist.

- Enroll as an actual Medicare provider. Dentists who provide Medicare covered services and want to accept Medicare reimbursement should enroll as a Medicare provider. This may be done by completing the CMS Form 855I, either in paper format or online using Medicare's online Provider Enrollment, Chain and Ownership System (PECOS) at: <https://pecos.cms.hhs.gov/pecos/login.do>.

- Opt out of the Medicare program. By submitting an affidavit to the Medicare contractor for Ohio (CGS Administrators, LLC, Provider Enrollment Department, P.O. Box 20017, Nashville, TN 37202-0013) the dentist can opt out of Medicare. In order to continue to be opted out the dentist must re-submit the affidavit every two years. Opting out means neither the patient nor the dentist may receive reimbursement from either Medicare or a Medicare Advantage Plan for any Medicare covered service the dentist provides. But it also means that the patient's prescription drugs, oral pathology and imaging services will be covered. The American Dental Association has developed a sample affidavit that is available online at: [www.ada.org/en/member-center/member-benefits/legal-resources/publications-and-articles/reimbursement/opting-out-of-](http://www.ada.org/en/member-center/member-benefits/legal-resources/publications-and-articles/reimbursement/opting-out-of-the-medicare-program)

the-medicare-program. At this same site the ADA has a sample private contract form that dentists can use prior to providing Medicare covered services to Medicare eligible patients. Use of the private contract is required and informs the patient the dentist has opted out of Medicare and that neither the patient nor the dentist may submit a claim to Medicare for the service. A private contract is not necessary if the dentist is only writing a Medicare covered patient a prescription.

- Enroll as an ordering and referring provider. If the dentist does not provide Medicare covered services then he or she may use the CMS Form 855O (available online at www.cms.gov/Medicare/CMS-Forms/CMS-Forms/downloads/cms855o.pdf) to enroll as an ordering and referring provider. Just like dentists who opt out, patients of dentists who enroll as ordering and referring providers will see their prescription drugs, oral pathology and imaging services covered.

"Simply saying I'm not a Medicare provider is not adequate," Chopra said. "Dentists should understand their options and take actual action with Medicare in order to safeguard their Medicare covered

patients' interests."

Dentists who either order or provide a Medicare-covered service to a Medicare beneficiary must maintain documentation for seven years from the date of service. Documentation includes written and electronic documents (including the ordering practitioner's national provider identifier (NPI)) relating to written orders and requests for payments for clinical laboratory, imaging or other designated Medicare covered services.

Medicare neither covers nor pays for most routine dental services such as fillings, cleanings, radiographs and dentures, even if they are provided in a hospital. Payment for these and any other non-covered dental service is the patient's responsibility.

It does cover a very narrow and limited set of dental services – those necessary to provide certain Medicare covered medical services, e.g., extracting a tooth as part of treating a fractured jaw, maxillofacial surgery for pathological or traumatic medical conditions, prosthetic rehabilitation to replace or treat certain oral and/or facial structures related to

See MEDICARE, page 10

ODA members who would like to submit a dental insurance related question, problem or concern may do so by sending the appropriate information to the ODA Dental Insurance Working Group, 1370 Dublin Road, Columbus, OH 43215, or 614-486-0381 FAX, or chrism@oda.org. To see past issues of the Dental Insurance Corner, visit www.oda.org/news and choose the category "ODA Today" and subcategory "Dental Insurance Corner."



ODASC
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ODA
Wellness Trust

Health Insurance options that fit your needs.

The Ohio Dental Association Services Corp. (ODASC) is excited to announce its new health insurance plan, the Ohio Dental Association Wellness Trust, will officially go into effect March 1. The Wellness Trust is a private, dentist-owned, self-funded health benefit plan, developed by Ohio Dental Association member dentists for ODA member dentists and their staffs to provide high quality health insurance at affordable rates.

Advantages of a self-insured health insurance plan include:

- Ability to design plan and deductible options
- Choose networks and features
- Keep costs low by avoiding the state insurance premium tax and many of the ACA's mandated taxes

According to industry research, a typical self-insured group can expect to **save more than 10 percent** (versus traditional health insurance) without having to sacrifice quality of care.

The Ohio Dental Association Wellness Trust will have the same carrier (Medical Mutual of Ohio), the same networks of providers and hospitals, the same prescription coverage and same plans as the ODA's current health insurance plan, the Dentists' Choice Health Care Plan (DCHCP).

To receive coverage starting March 1, participants must enroll by Feb. 15. The Ohio Dental Association Wellness Trust will be open to all member dentists and their employees. Visit oda.org/insurance and download the enrollment form, email insurance@oda.org or call (800) 282-1526 to enroll.



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Champions of Oral Health

Children's Dental Clinic of Coshocton a collaborative effort

By Jackie Best
Managing Editor

The Children's Dental Clinic of Coshocton is one of the oldest safety net dental clinics treating low income kids in Ohio. The clinic opened in 1986 and is a cooperative effort with the Ohio State University College of Dentistry.

Dr. Brian Dunlap, director of the clinic, said the clinic has seen long-term success thanks to involvement and cooperation among various people and groups in the community.

"We've been real fortunate to have good leadership in the past. We've had very good support through community foundations," he said.

The clinic sees children under 18, and most of them are Medicaid eligible. Low income patients who are not Medicaid eligible are treated on a sliding fee scale. The clinic sees about 2,000 children each year.

Dental students from OSU staff the clinic two days a week through the OHIO Project, where fourth-year dental students spend 50 days providing care in community clinics across the state. A pediatric dentist fellow oversees three students at a time at the Children's Dental Clinic of Coshocton. Dental hygiene students also work in the clinic.

Dunlap practiced dentistry at the clinic when he was a student and said it was a great opportunity to see more challenging cases that he had not seen in dental school or at other locations.

"It gave me a lot more opportunities to

Champions of Oral Health

"Champions of Oral Health" is a new feature in the "ODA Today" highlighting access to care initiatives in Ohio. Champions of Oral Health are people, programs and initiatives that go above and beyond to improve access to quality dental care to underserved populations.

treat more advanced cases," he said. "A lot of times the kids at the clinic haven't seen a dentist ever. I got to see and do more things than at Ohio State."

The program began in the 1980s after the area had been busing children in the Head Start program (a program that promotes school readiness of children from low-income families) to Children's Hospital in Columbus for dental care. This became logistically difficult, so several local dentists, the children's hospital and OSU collaborated to open the clinic. It was one of the first collaborations of its kind in the state. Children's Hospital donated the space used for the clinic, OSU students staff the clinic, and a board of three dentists oversees the clinic.

Dunlap said the clinic has been a great resource for the community and has helped free up the ER from treating oral health issues.

"A lot of low income people end up in the ER, with infections or tooth aches or things we could manage very simply with regular dental visits. That's been a very big value," Dunlap said.



Photo Submitted by Dr. Brian Dunlap

Karen Mahon, a dental assistant, at the Children's Dental Clinic of Coshocton. OSU students treat children in need two days a week at the clinic.

February is National Children's Dental Health Month!


Sponsored by the American Dental Association, National Children's Dental Health Month aims to raise awareness about the importance of oral health.


The observance got started with two Ohio events: a one-day event in Cleveland, and a one-week event in Akron in February 1941. Since then, the event has grown into a month-long national celebration.

Today, dentists across the nation participate by sponsoring coloring, poster and essay contests, visiting health fairs, giving presentations at local schools and more.

For more information about how to participate in National Children's Dental Health Month, visit ada.org.

In addition to these educational efforts in February, Give Kids a Smile programs and clinics like the Children's Dental Clinic of Coshocton work throughout the year to improve access to care for children in need.

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Day at the Statehouse: More than just a lobby day

By Lydia Lancaster
OSU College of Dentistry

When I was a young first-year dental student in 2013, I registered for Day at the Statehouse. Little did I know that the event would entirely change my view on politics and advocacy.



Lydia Lancaster

Participating in Day at the Statehouse (DATSH), even as a student, was a very empowering experience that ignited my passion for organized dentistry. The past two years, I have learned quite a lot about advocacy, and hopefully my experiences can encourage you to join me at this year's Day at the Statehouse.

At my first DATSH experience, the process of meeting with a legislator seemed intimidating. With very little political experience, I was nervous about discussing complicated bills and issues. During the legislative briefing session, ODA Director of Legal and Legislative Services Keith Kerns provided straightforward talking points, which made me feel prepared despite my inexperience. It was then I realized that as dentists and students, we do not need to be well-versed in political jargon and lawmaking terminology – we just need to tell our story. We are the experts of the profession, and our role in lobbying is simply sharing experiences so that the lawmaker can better understand the challenges we face daily.

Another important lesson I learned was the advantage of teamwork. As a first year, I was paired with then-upperclassman Dr. Michael Pappas, now a recent graduate, and ODA Speaker of the House Dr. Michael Halasz. Not only was I much more comfortable because I was paired with experienced advocates, the three of us working together had a synergistic effect. As a dental student, I had no experience with insurance companies to share, but when it came to the issue of mid-level providers, I was able to reflect on the rigorous requirements of proper dental education and my personal concerns about the potential quality issues from this

2015 ODA Day at the Statehouse

This year's Day at the Statehouse will be March 4 at the Columbus Athenaeum. Registration will open at 8:30 a.m., and the event will begin with a legislative briefing at 9 a.m. The legislative briefing will be repeated during lunch at noon.

To register and for more information, visit www.oda.org/events, call (800) 282-1526 or email liz@oda.org. The deadline to register is Feb. 13. Day at the Statehouse is free for ODA members, dental students and spouses.

model. Those three different perspectives not only made my individual job easier, but together our experiences resonated much more strongly with the legislator.

Probably my favorite aspect of DATSH is the camaraderie of ODA dentists. The event gives students an opportunity to spend time with different dentists, learn about their practices, and obtain other valuable advice as they enter the profession. As a first year, everyone seemed to be a stranger. Each year, I have come to know more of the ODA members, and now I enter the room recognizing many of the dentists, many whom I consider mentors and friends. For students, it is a great day of networking, and for dentists, it is fun day of reuniting with old classmates and colleagues.

Day at the Statehouse is so much more than a lobby day. It is a day where regular people like you and I can share our stories and experiences to improve our profession. Though the meeting with your legislator may be merely 15 minutes, the collaborative effect we have together can be long-lasting and defining. Taking time away from our school and offices speaks volumes to legislators, to an effect that no professional lobbyist can achieve. My hope is that you, dentists and students alike, will join me on March 4, as we together secure the future of dentistry. For if we do not choose to protect our profession, who will?

Lydia Lancaster is a third year dental student and vice president of the OSU ASDA chapter.

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MEDICARE, from page 8

covered medical and surgical interventions such as cancer surgery, extracting teeth prior to jaw radiation treatment, oral examination prior to kidney transplantation and certain medical procedures that dentists are licensed to perform such as a biopsy for oral cancer.

Some Medicare Advantage Plans cover dental services not covered by traditional Medicare.

The American Dental Association opposed the creation of these requirements and continues to work toward getting dentists exempted from them. The ADA's efforts have resulted in a recent announcement from the Centers for Medicare and Medicaid Services (CMS), the agency that created the rules, that while the June 1, 2015, deadline for dentists to act to protect their patients' prescription drug benefits remains unchanged, CMS will not enforce the regulations until Dec. 1, 2015.

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\$1.6 million dental study aims to correct parent/caregiver misperceptions to improve dental attention to children's teeth

Submitted by CWRU

Dental researchers hope to vastly improve oral health in children by countering a common misperception that dental care for baby teeth isn't important because they just fall out anyway.

Researchers at Case Western Reserve University School of Dental Medicine in Cleveland and the University of Washington Northwest Center to Reduce Oral Health Disparities in Seattle plan to launch and test this fall a behavioral intervention to change what parents and caregivers believe about the importance of keeping baby teeth cavity-free. They hope the effort encourages parents and caregivers to seek dental care for their children.

Suchitra Nelson, professor of community dentistry at Case Western Reserve, will lead a \$1.6 million, two and a half year study, "Family Intervention with Caregivers of Children with Dental Needs," funded by National Institute of Dental and Craniofacial Research.

The researchers will design a new referral letter and educational materials and review whether those resources inspire 660 parents and caregivers recruited for the study to keep their children's teeth healthy.

The goal: to find a new way to overcome misperceptions caregivers of children from kindergarten to fourth grade

"We hope to develop a model that others can use to change caregivers' perceptions and improve the oral health of children."

— Suchitra Nelson, professor of community dentistry at Case Western Reserve

have about baby teeth and the need for general dental care. The researchers ultimately hope to improve the oral health of children nationally.

"We have an opportunity to change the public health standard of practice with this new referral letter and educational materials," Nelson said.

The study is a response to the federal Healthy People 2020, an initiative to close the gap in access to health care for minorities and the poor. Nelson said tooth decay is increasing for impoverished children between ages 2 and 11.

Researchers will recruit caregivers of children with tooth decay that need professional dental care. With consent from caregivers, the children will be re-screened seven months into the study to track whether dental care was sought to fix the tooth decay.

Many parents mistakenly believe that, because baby teeth simply fall out, there's no need for children to visit the dentist until they have permanent teeth, Nelson

said. But baby teeth with decay can infect emerging permanent teeth, resulting in the need for a filling or extraction.

The need for a new kind of intervention emerged from a four-year study of 562 children from elementary schools in East Cleveland, a Cleveland suburb.

In that study, funded by the Health Resources and Services Administration, the children received initial dental exams — the results of which were given to their parents. Parents of children who needed dental care were referred to local dentists.

But only one in five parents notified that their child needed dental care responded, said Nelson. She concluded that caregiver-level interventions were needed to address misperceptions and to give adequate information about resources to help them seek dental care for their child.

Nelson and her team hope to change that.

She is working on the new approach with Case Western Reserve faculty Gerald Ferretti, chair of the department of

pediatric dentistry; Jeffrey Albert, professor in department of epidemiology and biostatistics at the School of Medicine; Wonik Lee, assistant professor in community dentistry; Peter Milgrom, professor of dental public health sciences and pediatric dentistry at the University of Washington's School of Dentistry; and Christine Riedy, lecturer at the Harvard School of Dental Medicine.

They will develop and test a new letter and a dental guide for parents and caregivers that focus on dispelling childhood dental myths. The materials will be sent to the study's participants, who have children in elementary schools in East Cleveland and in the state of Washington.

The researchers will draw from emerging illness perception research, using theoretical framework of the "Common Sense Model of Self-Regulation." That approach investigates concepts, such as identity, consequences, controllability, cause, timeline and emotional representation, of tooth decay.

Caregivers will answer questionnaires three times during the first year of the study to see if the letter and guide had positively changed misperceptions about oral health.

"We hope to develop a model that others can use to change caregivers' perceptions and improve the oral health of children," Nelson said.

Paul Revere: Founding Father and America's First Forensic Dentist

After making his famous midnight ride, Paul Revere, the dentist, went on to revolutionize identification of the war dead.

By William James Maloney, D.D.S.
and George Raymond, D.D.S.
New York University

The poet Henry Wadsworth Longfellow ensured Paul Revere's place in American lore with his epic poem "Paul Revere's Ride." The image most Americans have of Revere originates from this poem — that of Revere riding a horse through the midnight darkness through the Boston countryside to warn Colonial villagers of the imminent march of British troops on Lexington.

Longfellow exercised considerable license in his poem depicting the fateful events of the evening of April 18, 1775. However, one indisputable fact is that Revere was asked by his friend Dr. Joseph Warren to make the journey which set into motion the events that would lead to the birth of a great nation.¹

Warren was born in Roxbury, Massachusetts, on June 11, 1741. He was a Harvard-educated physician. At the age of 26, he decided to dedicate himself to the radical cause. He published a series of articles in the "Boston Gazette" in response to the Townshend Acts, thus angering the loyalists. His activity in radical circles brought him into contact with Samuel Adams and John Hancock. He was introduced to Paul Revere through his Freemason connections — Warren was the senior mason in all of the Colonies, having been appointed to this position by the Earl of Dumfries, Grand Master of Scotland.² Warren rose to power in Boston and was elected second general in command of the Massachusetts forces on June 14, 1775.

On the morning of June 17, 1775, Warren was told British forces had landed at Charlestown. He rode to the American fortifications on Breed's Hill and was offered command of the Colonial militia at what would become known as the Battle of Bunker Hill. Warren refused to assume command and instead took his place



in the militia line as a regular volunteer. As the British launched their third and final assault, he was struck by a gunshot between the eyes and died instantly. His was a glorious and patriotic death, as he stood side-by-side with men of all colors, freemen and slaves, all fighting for America's freedom. Shortly after Warren fell, the Colonial forces, their ammunition running out, were overrun by the British. A British officer tossed Warren's body into a mass grave.

Nine months after the Battle of Bunker Hill, George Washington's Continental Army forced the British to abandon Boston. Warren's family, which had arrived in America 150 years prior to the Revolution,

sought to retrieve his body and give it a proper burial. Fortunately, Paul Revere was not only Warren's friend and fellow patriot but, also, his dentist.

Revere led the search for Warren's remains. He achieved a positive identification of the body by verifying a dental prosthesis that he had placed in his friend's mouth the previous year.

Warren's nephew would later state that the body was identified by "the circumstance that the left upper cuspidatus, or eye-tooth, had been secured in its place by a golden wire."³ Thanks to the dental forensic efforts of Revere, the Warren family was able to provide the hero of Bunker Hill a dignified burial.

Revere was the first in a long line of dental professionals to provide the valuable and comforting service of identifying America's war heroes through forensic dentistry. The contributions of the profession of dentistry to forensics have been tremendous and have evolved significantly since the days of the Founding Fathers. In 1998, then-Secretary of Defense William S. Cohen stated that "it may be that forensic science has reached the point where there will be no other unknowns in any war."

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The Explorer

Matthew J. Messina, DDS
Executive Editor

The best

"US News and World Report" recently released its list of "The 25 Best Jobs of 2015." To great fanfare and celebration, media outlets around the country crowed that dentists topped the report. The study authors said of dentists that they "deftly balance patient care with turning a profit." "TIME" reports that "the rankings are compiled by evaluating multiple criteria, including an occupation's future growth prospects, median salary, employment rate, stress level and work-life balance."

The Bureau of Labor and Statistics lists the median salary of a dentist to be \$146,340. The number of jobs is expected to grow by almost 16 percent from 2012-2022, leading to 23,300 expected job openings in 2015. Dentists have an unemployment rate of 0.9 percent.

All in all, it's a rosy picture for the profession. Until you consider the eight years of college to receive a dental degree. That is eight years of tuition, which often leads to a high level of student debt today. There also is the fact that those eight years are time spent not otherwise working. There is a cost to that lost opportunity. While

\$146,340 a year is a lot of money, the return on investment for a high school student considering dentistry as a career is clearly declining as the cost of education continues to skyrocket.

Our physician colleagues fare no better. They come in at No. 4 on the list, with a median salary of \$186,850, but a slightly longer path to the start of a career. They also lose points on the quality of life issues.

In fact, on a purely financial basis, there appears to be less incentive to enter the health professions than ever before. So why do we do it? Why do people still apply to dental school? Why do we continue practicing? What makes dentistry "the best?"

People continually claim to hate going to the dentist. It's a messy job. You have to be both the primary employee of your business, as well as the leader of the team, and wear the hat as the CEO of the business, to boot.

But patients appreciate what we do. When it comes right down to it, they want us to be there for them and they know they need us. There is no one else that can keep them smiling and out of pain. Our job cannot be outsourced or eliminated by technology. Oh sure, technology is becoming an increasing part of what we do, but, as I have written before, technology will never replace the human touch in healing.

We get the value of being known and respected in the community. You don't need to be known by everyone (or even most people) to be a success, but you can receive the appreciation of the right people and it is enough.

Like a painter or an author, we get to sign our work. We can identify ourselves in the patients we treat. We leave our mark on the world in the smiles of people who say, "That's my dentist. I'm sure you would like him/her!" If we do symbolically sign our work, then people know whom to thank.

In considering why dentistry is "the best," there are a few questions. Ask yourself, what does a good day look like at work? A good week? With whom do you want to work? Which part of the project or process makes you happy? Would they miss you if you were gone?

We have the opportunity to craft our career in whatever way we want. We can work with whom we wish and, for the most part, on people we like. We have the freedom to be the best we can be. We can choose to specialize and become an expert in a narrow field or we can become adept at a wide variety of skills. We can work as hard as we want or find a balance to spend fewer hours chairside. All of our options are open.

In the end, I agree with the reporters. While dentistry is not an easy way to make a living, it is a tremendously rewarding profession that provides endless opportunity with a high degree of security. The chance to balance a healing art together with delicate skill in engineering and sculpture creates the value in each day at work. We continually earn the respect of our patients and are looked upon as leaders in the community. Dentistry is indeed "the best job of 2015" and beyond!

Dr. Messina may be reached at docmessina@cox.net.



The Happy Dentist

Najia Usman, DDS
Guest Columnist

Drinking the Kool-Aide

Happy New Year from the desk of the Happy Dentist! Last year, through four separate columns, I spoke of poignant points in my life, sharing some of my philosophies and life choices that I think have contributed to some life successes. So this year, the theme of my column will be to explore the uncontrollable. My opinion, which is also shared by many psychologists, is that the most important predictor for success is resilience and the ability to adapt. At times instead of "The Happy Dentist," my tone may come across as "The Jaded Dentist" or perhaps "The Cynical Dentist," but stay with me, because hopefully there will be a pearl at the end.

I must confess, I have a bit of a guilty pleasure. I am a Facebook addict. Would you believe me if I said, "It's for the articles?" I have a childhood friend who is a well-published freelancing journalist. I love following her because her posts are kind of a snapshot of politics, popular culture and the occasional self-serving rant. Almost everything she shares evokes a strong feeling in me, so I was very curious when on my feed she shared a picture of an "unhealthy smile" (political correct alert) with an enclosed link: "The shame of poor teeth in a rich world." Intrigued, I opened the article to find the headline: "Poor teeth" in bold red with the italicized "If you have a mouthful of teeth shaped by a childhood in poverty, don't go knocking on the door of American privilege."

Interesting ... why would this friend of mine, who lives in Canada and writes and speaks on women's rights, even read an article like this, let alone share it?

I am certain I am not the only dentite ("dentite": a proud dentist who defends the honor of dentists and the art of dentistry everywhere) who reads popular culture articles about dentistry. Magazines and the Internet are plagued with titles about home remedies, the latest gizmos and my favorite of late "root canals are linked with cancer." Most of us pursue our continuing education through legitimate channels: Peer reviewed journals and meetings with reputable speakers. One should also make themselves familiar with the non-legitimate information that is out there about the profession, be it clinical, economic or whatever. We need to know what are the pervasive opinions floating around. Only then can we meet the evolving changes in our profession with confidence and come out ahead.

So let's get back to this article. This is one dentite's editorial on a layperson's editorial about dentistry. Immediately, I could tell from the vocabulary, that the author was bright. The writing did not lack the credibility that most Internet garbage does. The gist of the article, about how important it was to have a beautiful, straight, white smile to get opportunities in America. The author related how she came from a poor home in Appalachian country, where both of her parents had full dentures in their 20s. Her dental history started very bleak with serial extractions of deciduous teeth that had decayed to the point of toothaches. Miraculously, she had a dental rebirth as a white swan when her deciduous teeth gave rise to a white straight "pearly gate" to her successful future. In comparison to others from her background who lacked access to dentistry, her luck allowed her the opportunities for a very different life. She compared dental insurance to medical insurance quoting facts and figures to support that out-of-pocket costs for dentistry are 80 percent versus 20 percent in medicine.

Interestingly, she didn't bother to say what the overall spending is in medicine versus dentistry. This is when I started getting irate. She had the audacity to say that dentistry was inaccessible? She took a leap to state that it was ironic that the institution of dentistry was priced out of a population that can't pay for services because they have bad teeth. Their bad teeth didn't allow them to have the jobs that brought the "amazing dental insurance." Then on her own she stumbled and contradicted herself. She spoke of how she looked after her own teeth, how she shunned the sugary drinks of her relatives. She followed a rigorous dental regimen that she had heard in multiple public service announcements about brushing and flossing, and followed it to a tee. Interesting ... She was not talking about the inaccessibility of dental services anymore. She was talking about a value proposition and preventative care.

Maybe it's just a random observation, but have you noticed that the children of dental team members rarely have even one cavity? Why is that? It is because they believe in the merits of dental preventive services. They take their children to the dentist twice a year – period. They teach their children those values and they pay expensive out-of-pocket co-pays for orthodontic services and third molar extractions because they "value" the importance of dental health. The problem is

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2015 ODA Annual Session: Excellence in Collaboration

By ODA Staff

As the old adage goes: You're only as good as your team.

The 149th ODA Annual Session will be held Sept. 17-20 at the Greater Columbus Convention Center. This year's outstanding program focuses on collaboration among the dental team. Dentists and dental team members should block off their schedules now, because they won't want to miss everything this year's Annual Session has to offer.

"The 2015 meeting offers something of value for everyone," said Dr. Michael Winick, 2015 ODA Annual Session general chair. "We have the best CE meeting in Ohio, and with over 200 vendors we also have the largest Exhibit Hall in a five-state area. Whether you're interested in hands-on workshops taught by some of our nation's leading clinicians, exchanging ideas on best practices with our impressive roster of speakers, researching new products and materials, looking for ideas on how to use social media, catching up with old friends or building a network of new ones, this is your meeting!"

Back by popular demand, Annual Session will feature separate product roundtables for dentists and hygienists, where they can learn about the latest products and technologies directly from company representatives in a small, conversational group environment. Annual Session will feature The Bash! for all attendees, and

KOOL-AIDE, from page 12

not access to care by making dental insurance readily available or making dental fees lower. We need to create value through massive educational initiatives. Ironically, I think this author stumbled upon something here. If we were able to show how dental health is a predictor for the life success of our children, I bet more people would drink the proverbial "kool-aide."

Dr. Usman may be reached at usman@zoominternet.net.

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Feinknopf
Dental team members from Dr. Hans Guter's office visit the Exhibit Hall at the 2014 ODA Annual Session. This year's Annual Session - Excellence in Collaboration - will be Sept. 17-20 in Columbus.

the New Dentist Reception. The Annual Session Committee also has created preselected tracks of courses for new dentists, hygienists, dental assistants and office administrators to help simplify

course selections.

CE topics include social media, team motivation, sleep apnea, restorative dentistry, patient behavior, coding errors, hard and soft tissue laser workshops, office

profitability, model pouring, management of dental pain, soft tissue grafting, pediatric dentistry, persistent endodontic infection, radiography, crowns, debt management, nitrous monitoring, infection control, employment law, oral pathology and more.

New this year, Table Clinics will be held on Friday instead of Saturday in order to increase both the opportunity for Annual Session attendees to participate and for dental students and residents to present their projects and ideas.

In addition to the Annual Session programming, Taylor Swift will bring her "1989 World Tour" to Columbus for two nights during the meeting - Sept. 17 and 18. The ODA has tickets for both nights and will be giving them away as prizes to registrants. Watch the "ODA Today," "NewsBytes" and the ODA Annual Session Facebook page for more details on how to win.

The 2015 Ohio Dental Association Annual Session - Excellence in Collaboration - will engage every member of the dental team as dentists take their practice to the next level.

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Is it the equipment/supply companies who are also brokering practices? **NO**

In most cases, the owner is selling and retiring. The supply companies want to please the buyer in order to gain or retain their business post-closing. Whatever the terms, their priority is to get the deal done in order to pick up the buyer as a new client, at whatever cost to the seller.



Is it your accounting firm that also owns a practice brokerage company? **NO**

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Leaders in organized dentistry visit Case School of Dental Medicine

By ODA Staff

On Jan. 9, leaders of organized dentistry met with the leadership of the Case Western Reserve University School of Dental Medicine to discuss issues of mutual interest. ODA President Dr. Thomas Paumier said the meetings held on campus at the Case School of Dental Medicine “were a great way to reintroduce organized dentistry to the Case dental school, and it was especially helpful to get to spend some time with Dean Chance.” Dr. Kenneth Chance was named dean of the dental school at Case just last year.

The day started with representatives from organized dentistry – Paumier, ODA officers Dr. Paul Casamassimo (past president) and Dr. Chris Connell (president-elect), ODA Executive Director David Owsiany, ADA Treasurer Dr. Ron Lemmo, ADA Seventh District Trustee Dr. Joseph Crowley, and ADA Executive Director Dr. Kathleen O’Loughlin – meeting with Dean Chance, former Dean Dr. Jerold Goldberg, and the rest of the Case School of Dental Medicine’s Administrative Committee. Dr. Ron Occhionero and Dr. Anita Aminoshariae participated in the day’s events at Case and were in unique positions representing both Case and organized dentistry. Aminoshariae is an assistant professor in the Department of Endodontics and the current president of the Greater Cleveland Dental Society. Occhionero is a past ODA president and the associate dean of administration at Case.

Crowley noted that the ODA’s leadership “has been meeting with the leadership of the Ohio State University College of Dentistry on a regular basis, so it made sense for us to pay a visit to Case to ensure we have an open line of communication between the School of Dental Medicine and organized dentistry.”

The ADA and ODA leaders then met with fourth year dental students where Paumier, Owsiany and O’Loughlin discussed some of the challenges and opportunities that graduating dental students are facing and the value of belonging to organized dentistry. The ADA and ODA leaders also met with Case’s department chairs and later had lunch with the entire faculty.

The Case leadership shared information about a recently-announced collaboration between Case Western Reserve University and the Cleveland Clinic to build a health care campus where dental students will train in the same building as medical and nursing students. Dean Chance pointed out that interdisciplinary collaboration in health care is rapidly expanding, and Case will be at the cutting edge of this trend with the new building.

Among other issues, the group discussed how passage of House Bill 463 will impact dental students, recent graduates, and dental education, how EFDA students are trained at Case, and how the ADA’s new online library can benefit recent dental school graduates. Lemmo, who is a Case School of Dental Medicine alum as well as ADA treasurer, said “this meeting allowed an extraordinary opportunity for an exchange of information and ideas between Case and organized dentistry. I am pleased that Dr. O’Loughlin was here to participate.”

Throughout the day, both groups engaged each other in discussion and learned about each institution’s activities and programs. Casamassimo pointed out that “Case is the support for these students while they are in dental school, and organized dentistry has their backs when they graduate. We need to ensure we are coordinating that hand off effectively and efficiently.”

The day concluded with Occhionero



Photo submitted by CWRU

American Dental Association and Ohio Dental Association leaders give a presentation to Case Western Reserve University School of Dental Medicine Students about organized dentistry. Pictured from left: ODA Executive Director David Owsiany, ADA Treasurer Dr. Ron Lemmo, ODA President-Elect Dr. Chris Connell, ODA Past President Dr. Paul Casamassimo, ADA Executive Director Dr. Kathleen O’Loughlin and ODA President Dr. Thomas Paumier.

leading a tour of the current dental school building, including classrooms, clinics, simulator lab and the EFDA training facilities. Both groups left the series of meetings pledging further cooperation and collaboration.

Connell summed up the day’s events by

saying “I am very pleased Dr. Occhionero put this day together for us. I think both organizations have a better understanding of each other and how we can work together for the benefit of the students, dental education and the dental profession.”

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Dentist wanted for busy, well established practice in Dayton, Ohio. We are located at the beautiful Greene town center in Beavercreek. The office has 7 operatories and state of the art technology with over \$2,000,000 collected in 2013. We are searching for a full time associate with the opportunity to buy-in or own the practice. Candidates must put the patient's needs first. They must be clinically superior and have excellent people skills. This practice is one of the top in the country because we work together so well and consider our staff and patients to be like family. Please contact Kris (office manager) at (937) 912-0101 or email questions or resumes to mcdentistry@gmail.com.

Do what you do best – practice dentistry, while we take care of the practice management for you. ImmediaDent is

seeking Full Time and PRN Dentists with a passion to provide quality, same day comprehensive dental care to join our team in Ohio. With 22 modern offices in great locations, ImmediaDent offers all phases of general dentistry to a mix of new and existing patients on a scheduled and walk-in basis. Our Full Time Dentists achieve work life balance by working only 3 or 4 days per week with unlimited earning potential from our competitive base plus bonus compensation program. Full Time Dentists are additionally rewarded with a robust benefits package including medical, dental, vision, PTO, 401(k), paid malpractice insurance, and more. The ideal dentist for ImmediaDent enjoys performing a variety of dental procedures and is experienced in all phases of general dentistry including oral surgery and endodontics; new graduates with great clinical skills are encouraged to apply. Want to learn more? Contact Jennifer Pine at 913.428.1691 or via email at JenniferPine@immediadent.com. You can also visit us on the web at www.immediadent.com. EOE

Endodontist Associate, Cincinnati, OH. Cincinnati Dental Services has nine locations in the Greater Cincinnati and Northern Kentucky area. We offer family and cosmetic dentistry, oral surgery and endodontics. Established in 1968, we believe in delivering high quality, comprehensive dental care in a friendly, professional environment. We are interested in speaking with Endodontists who would like to join our team in the Loveland, Ohio location. This position is three days with an established referral base. DDS/DMD, Certificate in Endodontics, and Ohio State Dental License required. To learn more about this position, contact Kate Anderson by email kateanderson@amdpi.com or at (781) 213-3312.

Geriatric dentistry. Full-time/part-time general dentists needed for nursing home and homebound patients, throughout the state of Ohio. All transportation, equipment, supplies, auxiliary and administrative staff provided. Daily minimum rate \$500+production+benefits. Join our team providing care for over 20 years. Please fax resume to (440) 888-8763.

Hungry Associate Dentist. Big opportunity in Cincinnati--are you looking for an opportunity to create a lifestyle that you and your family truly deserve? Top notch team, world-class customer service, latest tech, too many patients to handle! Walk right into a full schedule and do the type of dentistry that you enjoy. Sign on bonus (paid out after one year), benefits and equity position possible. Fun, purpose driven team with no gossip or drama allowed. Systems and case acceptance methodology implemented for efficiency. Call Andrew Killgore (513) 633-3857. Interested candidates' privacy will be honored and interviews can be arranged at a location of your choice.

I have clients looking for the right Associates with solid dental skills that wish to practice in the TOLEDO, FINDLAY or SANDUSKY, OHIO area. All are desirable practices that offer great pay and practice environment! If you have an interest in any one of these positions, please reply and attach your current CV. If you are not interested at this time and know of someone who might be, please forward this email: Dentalopportunities5@gmail.com.

Immediate opening in our well-established, busy and growing family practice. Dependable staff. Excellent salary. Qualifications must include either one year of general practice experience or

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a GPR/AEGD residency. Please inquire by sending resume to ReynoldsburgDentist@gmail.com.

Immediate Opportunity – Canton/Akron area. Merit Dental is seeking dental candidates for a practice opportunity in the Canton/Akron area. Our philosophy of preserving and supporting the traditional private practice setting provides a great work-life balance, excellent compensation and benefits, and unlimited opportunity for professional development. Our comprehensive support team takes care of the administrative details, providing you the freedom to lead your team while focusing on your patients and skills. If you possess a passion for providing quality care and are looking for a rewarding practice opportunity in the Canton/Akron area, please contact Brad Smith by phone at (715) 590-2467 or email at bsmith@midwest-dental.com. Visit our website or apply online at: www.mymeritdental.com.

Immediate Opportunity – Montgomery. Merit Dental is seeking dental candidates for a practice opportunity in Montgomery. Our philosophy of preserving and supporting the traditional private practice setting provides a great work-life balance, excellent compensation and benefits, and unlimited opportunity for professional development. Our comprehensive support team takes care of the administrative details, providing you the freedom to lead your team while focusing on your patients and skills. If you possess a passion for providing quality care and are looking for a rewarding practice opportunity in Montgomery, please contact Brad Smith by phone at (715) 590-2467 or email at bsmith@midwest-dental.com. Visit our website or apply online at: www.mymeritdental.com.

Join us! Michigan Community Dental Clinics, Inc. is seeking dentists to join our elite group of dental practitioners who are creating a culture of quality improvement in a patient centered dental practice. We currently have opportunities available at our Hillsdale, Ypsilanti, St Johns, and Three Rivers clinic locations. Our facilities are operated utilizing a private-practice model with policies and procedures that encourage efficiency, productivity, improving quality, and cost control. We offer compensation on par or above the ADA average and incentive pay based on production. Up to \$20,000 sign-on bonus for full-time dentists and up to \$4,000 sign-on bonus for part-time dentists available for select locations and payable over 2 year of employment. MCDC offers the following benefits for our full-time dentists: health, vision and dental insurance, wellness programs, sponsorship of state or federal loan repayment, ADA/MDA dues contribution, malpractice coverage, tax deferred retirement plans with matching contributions up to 5%, short and long term disability, company sponsored CE, life insurance, uniforms, paid holidays, flexible spending account. For more information on specific clinic openings contact Kathleen Borgeson at (231) 437-4760 or visit our website www.midental.org. (EOE)

Kettering, Ohio. Full time associate dentist wanted for busy, well-established family practice. This is an opportunity to work in a modern facility with the most current technology. Candidates must be team oriented, personable, enthusiastic, and dedicated to providing the highest level of care for patients of all ages. Experience a plus. Send your resume and contact information to Mary at forassociateresumes@gmail.com or fax to (937) 298-2304.

Tired of the associateship or buyout that never seems to work out? If yes, then we have the associateship or fair buyout for you. Seeking a motivated, caring and hardworking general dentist for the Clayton/Englewood area of Dayton immediately. Please send CVs to daytontdentist@hotmail.com or call Sharon at (740) 644-0571.

Unique compensation arrangement with an earnings history averaging over \$5,000 daily. Dentist needed one or two days each month in the Boardman, Ohio area. The right candidate will have strong skills with performing simple to complex surgery and placing implants. If you are an Oral Surgeon or a General Dentist with excellent skills in this area of dentistry and are looking to fill one or two days monthly, this could be the perfect opportunity for you. Please contact: Alan Wallace, (800) 313-3863 ext. 2234. Email: alan.wallace@affordablecare.com.

Urgent need: We need an Oral Surgeon or GP with an interest in performing extractions in our office 40 minutes from Columbus. Half days or 1 day per week to start, for an unmet demand. Our schedule is flexible and will work around yours, and will offer a very fair production commission. Please email CV or resume: credzfan@aol.com.

We are a busy general dental office, requiring an experienced Periodontist two days per month on a commission basis. We are located on the west side of Columbus, Ohio. Please contact Bea Binsky, (614) 870-3337.

We have more patients that we can treat! We want to continue to provide our patients with high quality state of the art treatment but this requires that we invite an Associate Dentist to join our team. We participate in regular continuing education. We provide extensive cosmetic and restorative treatment for our patients. This is an opportunity to earn an excellent salary and to directly impact your future earning potential. For a confidential interview please call (513) 882-2792.

Equipment for Sale

Biolase Waterlase iPlus 2013. New condition, barely used. \$30,000 delivered. View and try it in Cleveland. (440) 821-5398, Bob.

Endodontist retiring and selling all equipment, instruments and supplies to one buyer. Includes Zeiss Opmi Pico Microscope, Schick Digital Imaging System, Root ZX II, System B, Sybron Vitality Scanner, Tulsa Dental Ultrasonic Units, Endo Mate Rotary System, Handpieces, Nonsurgical and Surgical Kits, Ultrasonic Cleaner. Many additional instruments and supplies. Email: tfogarty@woh.rr.com.

Practice for Sale

Dental practice and building for sale in county seat 35 miles north of Columbus. Located on the town square. Has large waiting room, 2-3 operatories, lab, front office for rental income. Respond to: retiringdds@hotmail.com.

Excellent Opportunity in Eastern Lake County! Collections have averaged \$550,000 over the past 3 years with only 24 office hours available each week due to my family obligations. An experienced and knowledgeable staff makes this possible while also keeping a well maintained facility. I am willing to

discuss assisting in the transition. I am selling my dental practice due to the fact that my family is relocating. My husband has a professional opportunity he cannot decline. If you are interested in learning more about this opportunity please contact Mike Ella at (440) 449-6800.

For sale: long standing Toledo general practice with an emphasis on prosthodontics. Retiring owner willing to consider a role reversal--part-time or full-time. Email agent Reggie.VanderVeen@HenrySchein.com or call (616) 485-9482.

Growing, well established general practice Lake County, Northeast Ohio. Free standing building in prime commercial location. Buy practice and building or buy practice and lease. Gross production has increased every year since opening. 2013 gross adjusted production: \$1,442,826.00. Seven state of the art, fully equipped operatories. Entire office recently remodeled. Associate willing to stay. If buyer desires, owner will stay. For more information email exceptionalpractice@gmail.com.

Northeast Ohio. 2 offices for sale. 1) Well established general dentistry practice with excellent profitability, \$695,000.00. 2) Lage HMP/PPO general dentistry practice: 8 chairs, \$1,700,000.00. Contact Jon Blair Associates, LLC (440) 478-0835.

Ohio-30 miles east of Cleveland. Well established fee for service General Practice with annual collections over \$1,000,000.00 for more than five years. 1270sq ft. office, four treatment rooms, digital x-rays, intraoral camera, panorex, and low overhead. Excellent opportunity with benefits of both city and country living. Call (937) 657-0657.

Paragon Dental Practice Transitions currently has multiple GP listings in OHIO, Oral Surgery and PERIO practices in Columbus and Dayton. Please see our website at www.paragon.us.com to see the details of all current listings or contact Jennifer Bruner at (614) 588-3519 and/or email jbruner@paragon.us.com.

Practices for Sale – Ohio. Please call Steve Jordan, (888) 302-3975 or visit pmagroup.net.

Well established Boardman, Ohio dental practice for sale. 3 fully equipped operatories and panorex. Practice includes 1700 square foot building with full basement. Call (330) 519-9786 or email jfmarsico@gmail.com for more information.

Position Wanted

Are you looking for a team player with a great attitude? Are you looking for an associate that meets your expectations? Do you have a part-time opening for a top-notch associate? If so, I am looking for you. I have 15 years of diverse experience, including community service and the U.S. Air Force. Let's talk about the possibilities. Please give me a call at

(216) 338-6700.

Dental Technologist. Dental ceramist with 15+ years experience, implants, full mouth rehabilitation, smile design, board certified, member AACD, degree in dental laboratory technology. Skill-set and industry expertise are comprehensive and up-to-date. Seeking group practice for in-house laboratory. Contact (740) 587-1940, M-F. photo@roadrunner.com

Space Available

1150 sq. Dublin dental office for lease off Sawmill Road & 270. 4 operatories equipped. Equipment for sale or lease. Prime location. Great deal. Email: jcheung.dds@gmail.com or call (614) 893-3823.

For lease: approx. 2600 sq ft. dental office; Mentor, Ohio. Great location - 18,000 cars daily, near Wal-mart, Bob Evans, Applebee's, K-Mart etc. Features 6 ops, lab, private Dr. office w/ private bath, customer and employee bath. Renovated approx 5 years ago, great condition. Call TR Hach (owner/agent) for details (440) 479-1607.

Newly renovated 1750 sq. ft., four chair dental care office next to oral surgeon in professional building. Ready for your choice of colors for walls and floors. Exceptional location in high-density traffic area in Stow, Ohio. Please call Victor at (330) 388-9814. www.stowprofessionalcenter.com.

Opportunities in Northeast Ohio. Equipped dental office space for rent or possible associate position available in Boardman, Lisbon, and Niles, Ohio. Please call (330) 719-4855 for more information.

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