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DECEMBER 2009

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REVIEW

The Official Publication of the Chicago Dental Society



Staff Appreciation

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we're friends and colleagues."***

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Dr. Daniel Au, D.D.S.
Olympia Fields, IL
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Page One

2010 dues renewal

Don't forget that the deadline for paying your 2010 professional dues is mid-night Dec. 31, if you want to be able to write them off on your 2009 tax return.

Free entrance to the Mid-winter Meeting (Feb. 25-27) is one of the many benefits of having a CDS membership. Your current dues must be paid in full to be eligible. Also, don't forget about the rebate coupon you receive with your registration materials when you pre-register for the meeting. Coupons can be redeemed after the purchase of goods or services at the Midwinter Meeting from a 2010 exhibitor.



You can pay your tri-partite dues easily online by visiting www.isds.org. Keep in mind that ISDS cannot guarantee that Visa or MasterCard payments made online or by telephone Dec. 30 or 31 will be processed in the 2009 calendar year, due to the volume of payments made at the last minute. So plan ahead and register early!

Join the conversation online

The Chicago Dental Society and the CDS Review are online at Facebook and Twitter. We'll use these sites to pose questions, to solicit input and feedback for magazine features, and to update members on dental news. If you're online, too, we hope you'll follow us!

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You snooze, you lose

Pre-registration for the 2010 Midwinter Meeting continues through Jan. 31. The earlier you pre-register, the more you can save on fees for paid courses.

Don't miss your opportunity to attend the courses of your choice. Register today! Visit www.cds.org/mwm.

Midwinter Meeting transportation

If you happen to be staying at a Midwinter Meeting block hotel there is an easy and hassle-free way to get to the new McCormick Place West Building. Shuttle bus service is available between the following CDS room block hotels and McCormick Place West during peak hours of 7-11 a.m., and 3-6:30 p.m.

Service will be provided throughout the day to and from McCormick Place and the Chicago Hilton and Towers. Also, shuttle bus service to and from the Hyatt Regency Chicago will be provided during non-peak periods on the hour only. The shuttle bus pick-up points will be clearly marked in the hotel lobbies. Plan your trip to allow sufficient travel time for any delays due to Chicago weather or traffic conditions.

- Red Route:** Chicago Hilton & Towers/Blackstone Hotel (all day service)
Chicago Hilton & Towers, 8th Street entrance
Blackstone Hotel, at Chicago Hilton & Towers, 8th Street entrance
- Green Route:** Renaissance Chicago/Palmer House Hilton
Renaissance Chicago, Wacker Drive entrance
Palmer House Hilton, Wabash Street entrance
- Gold Route:** Hyatt Regency/Swissotel
Hyatt Regency Chicago/Swissotel: Wacker Drive entrance of the Hyatt Regency Chicago Hotel; (Swissotel guests meet at Hyatt Hotel)
- Blue Route:** Hotel InterContinental/Sheraton/Fairmont Hotel
Hotel InterContinental, Illinois Street door
Sheraton Chicago, NW Corner, Columbus Drive & North Water Street
Fairmont Hotel, Lower Level on Columbus Drive at Lake Street
- Silver Route:** Chicago Marriott/Allerton Hotel Chicago/Omni Chicago
Chicago Marriott, Rush/Ohio, SW corner
Omni/Allerton Hotel Chicago, Huron Street/Michigan Avenue NE corner
- Orange Route:** Westin River North/Courtyard Marriott River North/Conrad Hotel
Westin River North, Dearborn Street (across from doorway)
Courtyard-Marriott River North, Hubbard Street (across from doorway)
Conrad Hotel, on Illinois/Rush Street, SE corner

Other Gates

- Taxi Cab Pick-up/Drop-off/Accessible Drop-off at: Gate 40
- Private Limousines, Visiting Bus charters at: Gate 42

Special Transportation

Transportation arrangements can be made for visitors who have handicapped conditions. Vans are available between the designated Midwinter Meeting hotels and McCormick Place West from Thursday, Feb. 25, through Saturday, Feb. 27, on an arranged basis. For service, see the shuttle bus dispatcher on duty at the Hyatt Regency Chicago Hotel or call American Sightseeing Chicago directly at 312.251.3100 between 8 a.m. and 5:30 p.m.

New in 2010!

If you happen to be coming from Ogilvie or Union/Amtrak train stations special, limited shuttle service will be provided to and from the West Building. American Sightseeing Chicago will include signs in bus windows for both directions. Make sure you allow sufficient time for any train delays that may occur. Service to be as follows:

- From Train Stations to McCormick Place West: 8 and 9:30 a.m.
- From McCormick Place (Gate 41) to Train Stations: 4:30 and 6 p.m.

GO WEST, CDS
 145TH MIDWINTER MEETING | FEBRUARY 25-27, 2010 | CHICAGO DENTAL SOCIETY
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Sept. 16 Regional Meeting minutes

The Regional Meeting of the Chicago Dental Society convened Sept. 16 at the Drury Lane, Oakbrook Terrace, at 9 a.m., with CDS President David Kumamoto presiding.

Dr. Kumamoto called the meeting to order at 9 a.m. Attention was directed to the minutes of the meeting of Jan. 21. Inasmuch as the minutes of the meeting of Jan. 21 were published in the July/August 2009 issue of the *CDS Review*, a motion was entertained to dispense with reading them.

MOVED by Gary Alder, seconded by Daniel Berman, and carried to dispense with reading the Jan. 21 minutes at this time.

MOVED by Dr. Alder, seconded by Thomas Machnowski, and carried to accept the minutes of the meeting of Jan. 21. Attention was then directed to the minutes of the meeting of April 29. Inasmuch as the official minutes of the meeting of April 29 were published in the July/August 2009 issue of the *CDS Review*, a motion was entertained to dispense with reading them.

MOVED by Dr. Alder, seconded by Dr. Berman, and carried to dispense with reading the April 29 minutes at this time.

MOVED by James M. Maragos, seconded by Dr. Alder, and carried to accept the minutes of the meeting of April 29.

There were no reports of the Board, Standing or Special committees.

There was no Unfinished Business to report.

Dr. Kumamoto reported that the nominating petitions for the 2010 officers had been duly filed in the CDS central office,

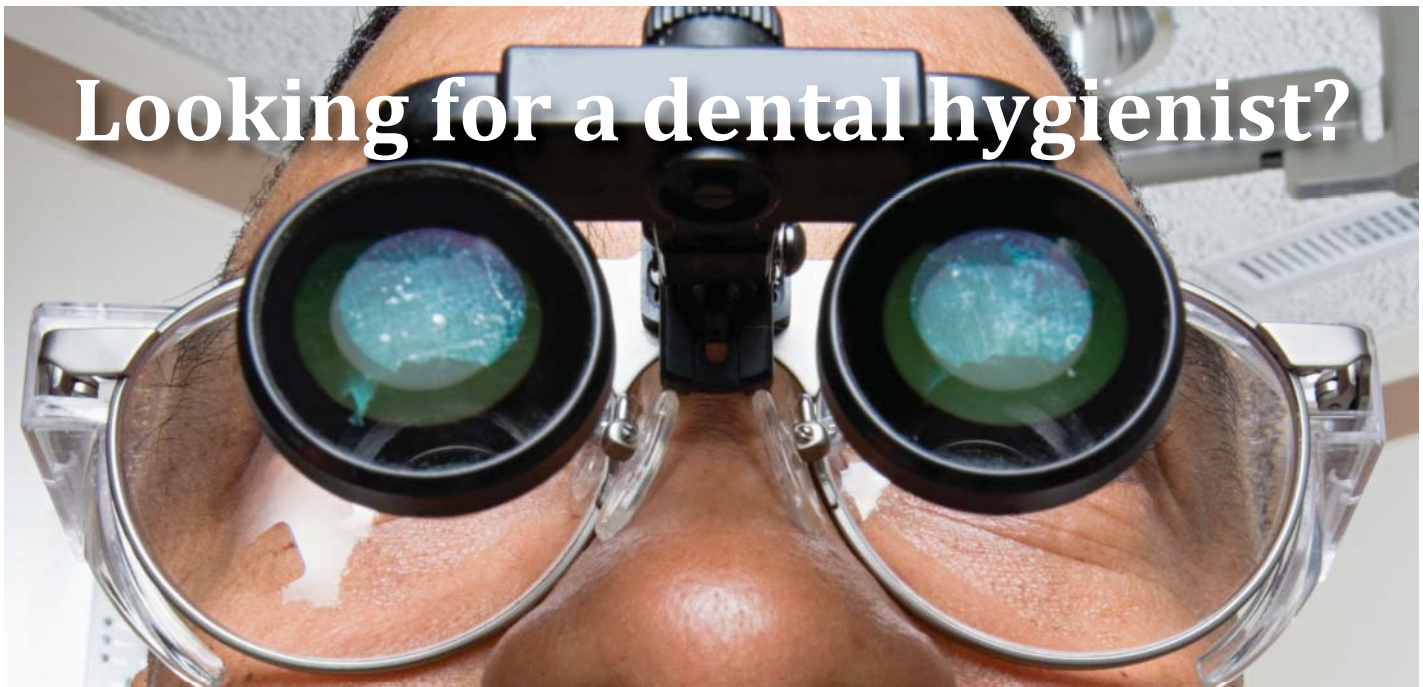
and the candidates' names duly published in the May/June 2009, July/August 2009 and September/October 2009 issues of the *CDS Review*, in accordance with the bylaws. He further reported that since not more than one candidate had been nominated for each elective office, in accordance with CDS Bylaws, the secretary would cast a single unanimous ballot on behalf of all the respective candidates for office.

MOVED by Dr. Alder, seconded by Dr. Maragos, and carried, that a single unanimous ballot be cast on behalf of all the respective candidates for office.

Dr. Kumamoto then congratulated Treasurer-elect Richard Holba, Vice President-elect David Fulton Jr., Secretary-elect John Gerding, and Ian Elliott, who will become president-elect. He noted that these officers would be installed Sunday, Nov. 15, along with Michael Stablein, who will assume the office of the president. These officers will assume their respective duties Jan. 1 and will continue through Dec. 31, 2010, in accordance with the fiscal year. Dr. Kumamoto noted that the CDS 50-year graduates would also be recognized at that time. Dr. Kumamoto extended an open invitation to all CDS members, their families and friends to join them on this occasion at the Ritz-Carlton Hotel, to personally congratulate them and wish them well while enjoying refreshments.

With no further business, Dr. Kumamoto called upon Dr. Maragos to introduce Richard Sullivan, DDS, who presented the program on Implants.

The meeting was adjourned at 2 p.m. ■



Looking for a dental hygienist?

The CDS online Job Board helps connect dentists with dental hygienists

CDS members may post positions available; dental hygienists seeking jobs may post their résumés; and each may browse the other's postings. It is a great way to connect the job seekers with the job posters. And it is FREE! For more information on the Job Board visit www.cds.org/jobboard.

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STAFF

Editor: Walter F. Lamacki, DDS
Director of Publications and Managing Editor: Will Conkis
Publications Coordinator/Designer: Tom Long
Senior Writer: Joanna Brown
Editorial Assistant: Rachel Azark

CORRESPONDENCE & CONTRIBUTIONS

Address editorial correspondence to:
 Chicago Dental Society
 CDS Review
 401 N. Michigan Ave., Suite 200
 Chicago, IL 60611-5585
Phone: 312.836.7300
Fax: 312.836.7337
e-mail: review@cds.org
Dr. Lamacki's e-mail: wlamacki@aol.com
Web site: www.cds.org

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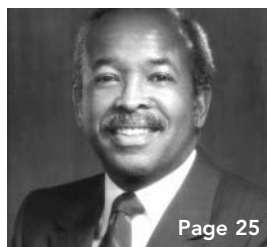
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Directory

CDS Officers

President: David Kumamoto; 6424 N. Northwest Hwy., Chicago 60631; 773.763.5030, sportdds@uic.edu
President-elect: Michael Stablein; 9 Nottingham, Lincolnshire 60069; 847.317.9127, mstablein@aol.com
Secretary: Ian Elliott; 1315 Macom Dr., Suite 106, Naperville 60564; 630.862.3600, iedds@aol.com
Vice President: John Gerding; 24W500 Maple Ave., Suite 101, Naperville 60540; 630.369.2020, jgerdingdds@msn.com
Treasurer: David Fulton Jr.; 1308 Sunset Ave., Waukegan 60087; 847.249.2621, iamdocr@hotmail.com

Branch Officers

ENGLEWOOD

Director: John Moore (2010); 4550 W. 103rd St., Oak Lawn 60453; 708.425.5290, periodoctor@comcast.net
President: Carlo Pagni; 4435 W. 95th St., Oak Lawn 60453; 708.423.5990, qubdent@comcast.net
Correspondent: Thomas Remijas; 9761 Southwest Hwy., Oak Lawn 60453; 708.422.8222, tpzl@hotmail.com

KENWOOD/HYDE PARK

Director: Melanie Watson-Montgomery (2011); 3330 W. 177th St., Unit 1G, Hazel Crest 60429; 708.798.7400, melrozdental1@yahoo.com
President: Reuben Collins; 222 W. Huron St., Suite 4002, Chicago 60654; 312.573.2000, rcqdent@aol.com
Correspondent: Sherece Thompson; 9127 S. Western Ave., Chicago 60643; 773.238.9777, sthompsondds@sbcglobal.net

NORTH SIDE

Director: James Robinson (2009); 25 E. Washington St., Suite 1211, Chicago 60602; 312.263.5090, tntdds1@aol.com
President: Genaro Romo Jr.; 4148 S. Archer Ave., Chicago 60632; 773.247.3345, drjgeneromo@aol.com
Correspondent: Alice Boghosian; 9101 N. Greenwood Ave., Suite 302, Niles 60714; 847.296.4030, aqbdds@hotmail.com

NORTH SUBURBAN

Director: Susan Becker Doroshow (2010); 3901 W. Howard St., Skokie 60076; 847.677.2774, sbddd@aol.com
President: Mark Jacob; 4119 Dundee Rd., Northbrook 60062; 847.564.2180, markjacob1@comcast.net
Correspondent: Kyint Chwa; 9229 Natchez Ave., Morton Grove 60053; 847.272.0600, kyinthchwa@ameritech.net

NORTHWEST SIDE

Director: Mary Starsiak (2009); 5754 W. Irving Park Rd., Chicago 60634; 773.545.0057, drmstarsiak@yahoo.com
President: Samuel Grandinetti; 6322 N. Cicero Ave., Chicago 60646; 773.736.8070, samgrandinetti@yahoo.com
Correspondent: Chester Klos; 5841 W. Belmont Ave., Chicago 60634; 773.622.3454, ck50dk@aol.com

NORTHWEST SUBURBAN

Director: Theodore Borris (2010); 411 W. Walnut St., Mount Prospect 60056; 847.253.3203, tjbor@comcast.net
President: Matthew Gauthier; 1600 W. Central Rd., Arlington Heights 60005; 847.392.6220, info@nwoms.com
Correspondent: Angie Willox; 201 N. Arlington Heights Rd., Arlington Heights 60004; 847.670.9020, angiewillox@hotmail.com

SOUTH SUBURBAN

Director: Philip Schefke (2011); 9611 W. 165th St., Suite 14, Orland Park 60467; 708.460.1818, drplsdds@aol.com
President: Kevin Patterson; 61 W. 144th St., Riverdale 60827; 708.849.8627, kpattersondds@aol.com
Correspondent: Keyur Shah; 4440 Lincoln Hwy., Suite 300, Matteson 60443; 708.481.6086, k_shah66@hotmail.com

WEST SIDE

Director: Donald Tuck (2011); 1121 Warren Ave., Suite 120, Downers Grove 60515; 630.969.0654, dntuck@comcast.net
President: Gary Clemens; 3340 S. Oak Park Ave., Suite 301, Berwyn 60402; 708.795.1255, gclm14714@ameritech.net
Correspondent: Charles Thometz; 7351 W. North Ave., River Forest 60305; 708.366.2300, lkegeneva1@gmail.com

WEST SUBURBAN

Director: William Kleiber (2009); 911 N. Elm St., Suite 225, Hinsdale 60521; 630.323.0060, dgkleiber@comcast.net
President: Mark Ploskonka; 1818 Kelly Ct., Darien 60561; 773.846.6000, ploskonka@msn.com
Correspondent: Kenneth Korpan; 6827 Church Ct., Woodridge 60517; 630.879.2011, kidak@aol.com

American Dental Association

211 E. Chicago Ave., Chicago 60611; 312.440.2500 or 800.621.8099; Fax: 312.440.7494; www.ada.org

Illinois State Dental Society

1010 S. Second St., P.O. Box 376, Springfield 62705; 217.525.1406 or 800.475.4737; Fax: 217.525.8872; www.isds.org



Contact CDS

Send comments and suggestions to:
 Chicago Dental Society
 401 N. Michigan Ave., Suite 200
 Chicago, IL 60611-5585
review@cds.org
Web site: www.cds.org

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CDS Staff

Executive Director:
 Randall Grove
 312.836.7308, rgrove@cds.org

Associate Executive Director:
 Barry Ranallo
 312.836.7314, branallo@cds.org

Director of Communications:
 Keri Kramer
 312.836.7330, kkramer@cds.org

Director of Exhibit Services:
 Lisa Girardi
 312.836.7327, lgirardi@cds.org

Director of Member Services:
 Joanne Girardi
 312.836.7320, jgirardi@cds.org

Director of Publications:
 William Conkis
 312.836.7325, wconkis@cds.org

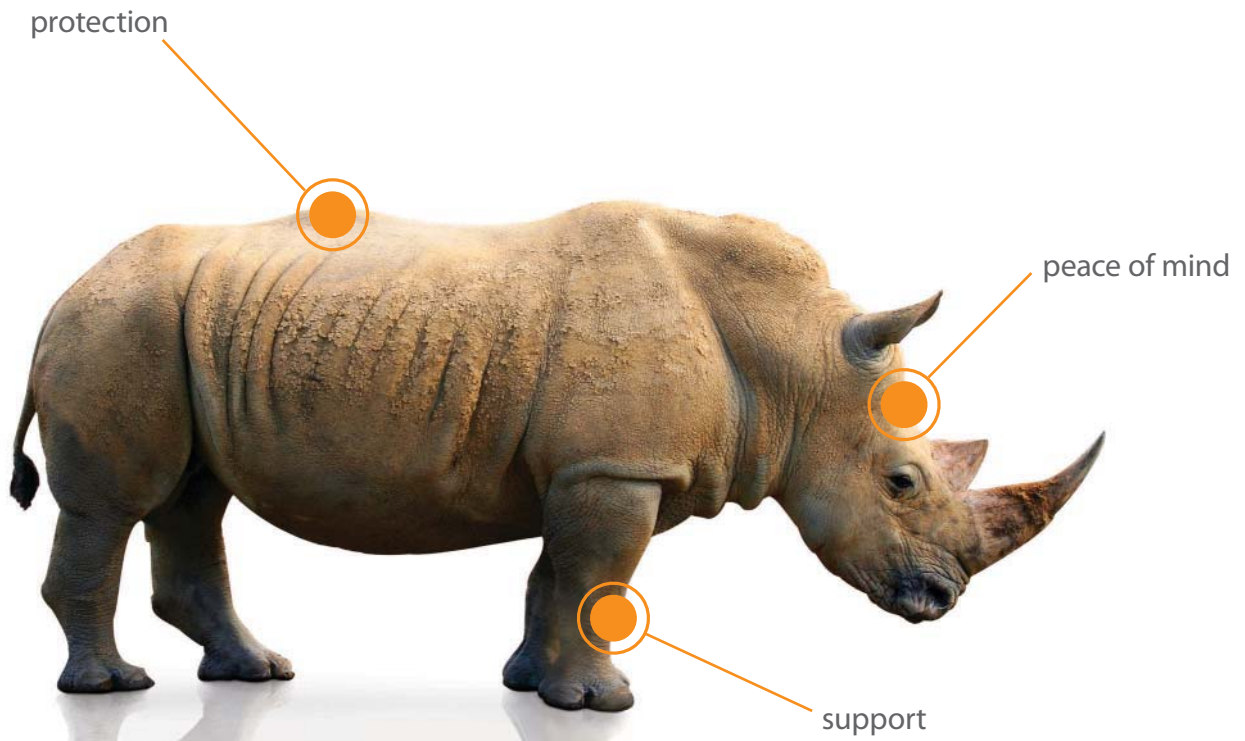
Director of Scientific Programs:
 Aloysius Kleszynski, DDS
 312.836.7312, akleszynski@cds.org

Manager, Financial and Information Services:
 Mohammed Adil
 312.836.7316, mkadil@cds.org

Manager, Mediation and Peer Review:
 Helen Rabitoy
 312.836.7331, mediation@cds.org

PHONE DIRECTORY


CDS Review.....	312.836.7325
Communications	312.836.7330
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President's Perspective by David Kumamoto, DDS

Call Dr. Kumamoto at 773.763.5030, or write sportdds@uic.edu.

So you want to be president of CDS?

Over the past year, I've been asked: "What does it take to become president of the Chicago Dental Society?" There are many parts to the answer of that question. Every president, of course, has been different in his or her style. But we all had to fulfill certain "requirements" to become an officer of the dental society and then president.

For one thing, you must be **involved** with organized dentistry, beginning at the branch level. If you look at each branch as a miniature version of CDS, you have a starting point on which to build. Even before you become a branch officer, you are generally given a branch committee assignment to introduce you to branch members and get you into the organizational framework of the branch. Dinner chair, program chairs, etc. are examples of starting points for becoming a branch officer. If you do your committee assignments well, then you can begin the branch officer track that is generally five years, which ends with the presidency of the branch.

What I have described so far is the minimum you need to do; most CDS officers have been presidents of other dental organizations. Involvement in other organizations' activities provides **experience** that is necessary for being a good CDS officer. Being the treasurer, secretary, vice president, president-elect and president of different groups provides on-the-job training that you can not get out of a book or seminar. As one American Dental Association candidate stated, "you can not teach experience, you have to experience experience."

After one serves as branch president, those serious about becoming president should seek to serve as a CDS branch director and/or Illinois State Dental Society trustee. Each office is a three-year commitment, and it is not uncommon for many CDS officers to have served in both positions. Members of the CDS Board of Directors get first-hand experience with the organization and the operations of the Midwinter Meeting, which is valuable experience for a future CDS officer.

Being an officer of a professional organization also teaches one to assume **leadership**. Having been the president of several different dental groups, I have had to learn how to lead at local, state and national levels. By far, getting dentists from different areas of the country to agree on policy was the most difficult part of being an offi-

cer, but dealing with problems is what leaders do. If you do not like dealing with problems and finding solutions, then maybe the leadership trail is not for you. As CDS grows, the problems will not become easier to solve.

Although the Midwinter Meeting is one of the major responsibilities of being president of CDS, there are many other duties and responsibilities. You may attend two or three meetings per week during the busy times of the year. Representing CDS at other meetings including Illinois State Dental Society meetings, and other major dental meetings such as New York, Yankee, California Dental Association, Texas Dental Association, Hinman and the American Dental Association to name a few, can be very time consuming and take one away from work and family. To be an officer means that you may miss a birthday, anniversary or soccer game because of a committee meeting. Being an officer means you are **committed** to CDS.

As many past CDS presidents have stated, your time as an officer and president goes by in the blink of an eye. So after serving as a branch president, CDS director, ISDS trustee and a few other offices along the way, my term as president of CDS is coming to an end. I hope this message has given you insight into what is involved in becoming a CDS president. But you will never regret serving CDS as president.

Thank you and see you all at the 145th Midwinter Meeting! ■



Michael Stablein and David Kumamoto are pictured at the Asociación Dental Mexicana (ADM) dental meeting in Mexico City in October with the ADM's Rodrigo Escalante Vazquez, ADA President Ron Tankersley, the Associazione Italiana Odontoiatri's Gerhard Seeberger and ADA past-president Greg Chadwick.



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Staff appreciation



Why recognizing the efforts of your employees not only makes their day but also makes for a more productive team

by Joanna Brown

Imagine your bookkeeper is opening the mail at your office and finds a long-overdue check for a significant sum of money from a delinquent patient. The bookkeeper, smiling from ear to ear, probably does a quick fist-pump before gleefully recording the new status of the account: Paid In Full. Maybe she shares the good news with the office manager, who has overheard her repeated calls for payment from this particularly difficult patient.

The more interesting part of the story comes when news travels through the office. Does the dentist respond with “it’s about time” murmured under his breath? Or does the dentist approach the bookkeeper at her desk with a pat on the back, compliments on her professionalism and thanks for her diligence?

Management experts agree on the importance of rewarding staff members for extraordinary efforts, and that the

rewards don’t have to be extravagant to be exceptional. Paychecks acknowledge that staff members are doing their jobs; but the way staff members are treated during the regular course of business move staff members toward doing their best jobs, write Nate Booth and Joe Blaes in their book, *555 Ways to Reward your Dental Team*.

“Leadership starts at the top,” echoed Mark Hyman, a private practice dentist in North Carolina and a frequent lecturer. “The leader is the first in the office and the last to leave. Try to catch the team doing something right, not something wrong, and thank them for something every day. Who can say they feel too much appreciation during the day?”

Actions speak louder

How you deliver such recognition is often more important than the reward you offer. Be aware also of what your staff considers valuable. Many bosses think money and paid vacation time are

great motivators, but staff members have similar regard for recognition and gestures that make them feel like part of the team.

Rather, a sticky note of thanks and publically offered pats-on-the-back speak volumes and cost nothing.

“Even when you give someone something, wrap emotion around it,” said Dr. Booth, a former dentist who also has a Masters degree in counseling. He is an author, educator and consultant to dentists worldwide. “Sure, give them a bonus, but when you deliver it give them a hug.”

In addition to your delivery method, be mindful of the timing with which you deliver praise and recognition.

“Give rewards in proximity to the behaviors you want to acknowledge,” Dr. Booth said. “Be specific in why you are rewarding people, whether it’s collecting on a long-standing debt or handling an especially difficult patient really well. And do it in front of other people

How do you do it?

The CDS Review asked “How do you show your staff appreciation for a job well done?”

These friends of CDS responded via Twitter ([@Chicago_Dental](#)) and Facebook (www.facebook.com/ChicagoDentalSociety).

A night at Golden Tiara Bingo! I used to take them to a nice dinner but they approached me and asked for a night of Bingo instead with the possibility of winning \$1,000+.

— Adrian, dentist

We gave everyone their birthday off. If it fell in the middle of the week or on the weekend they could make it Monday or Friday for a three-day weekend. Seemed to be a big hit.

— Tina, graphic design

Our department awards gift certificates to donorschoose.org – I received a \$50 gift card to fund a school program of my choosing – I selected creative writing program at a Chicago Public School. It was a clever use of resources and an appropriate use of ‘incentive pay’. . . with a great feel-good benefit.

— Annie, financial services





Dr. Booth recommends nine guidelines for rewarding your staff members.

- 1. Match the reward to the individual.** Make a file where you can record each staff member's special interests and hobbies. It will help you determine what each considers valuable when the time comes to give out rewards.
- 2. Match the reward to the action.** Give smaller rewards for smaller achievements – and remember that the price tag doesn't always coincide with the perceived value of the reward.
- 3. Be specific when you give the reward.** Give praise that clearly identifies the behavior you are rewarding: "Mary, thanks so much for your outstanding efforts at making Mrs. Jones feel so comfortable today. Your funny stories really relaxed her, and her appointment more smoothly because of it. Keep up the good work."
- 4. Give the reward soon after the noteworthy action.** Waiting too long lessens the impact.
- 5. Use fixed and variable rewards.** Using the same reward over and over again becomes boring – or worse, expected. Holiday bonuses are always nice, but remember that a small, unexpected reward has tremendous power.
- 6. Change your reward program frequently.** Vary who gets rewarded, why they are recognized, what they receive, when they receive it (at a staff meeting or maybe on their desk when they arrive in the morning) and where the reward is bestowed (in the office or sent to the home).
- 7. Pair rewards with emotions.** Deliver the reward with warm words of appreciation and encouragement.
- 8. Create a formal reward program.** Plan something that reflects your values and your staff's desires. If you leave it to chance, it may never get done.
- 9. Begin with the end in mind.** Consider your reward program a business strategy that will help you develop your dream practice. Decide what you want your business to look like, and then identify the actions you and your staff can take to move the practice toward that goal. Remember that the behaviors you reward will increase in frequency, so share your vision with the staff that will get you there.

Find more information at www.natebooth.com.

– you generally want to reward in public and correct in private."

Recognition also gains value when staff members don't see it coming. Consider the CEO who hands out turkeys every Thanksgiving: Rather than recognizing the turkey as a sizeable bonus each time they receive it, staff members feel deprived and angry the first time they don't receive a gift they are expecting.

Dr. Booth compared it to bringing a woman flowers on Valentine's Day.

"Most women would rather get flowers from their husbands for no reason than get them on their birthday or Valentine's Day," Dr. Booth said. "The reason they have more power is that they're not expected."

"Any time a reward is expected, it loses all its reinforcing value," he continued. "That's why little, unexpected things have more value. You have to mix it up; you can't do the same thing over and over again."

"It's the same reason why slot machines are so addictive: players never know when they are going to get the big payoff."

Small but mighty

Toward that end, Dr. Booth says that it's important to celebrate small milestones. Set daily and monthly goals for your business, and celebrate when the team exceeds them.

One of Dr. Booth's colleagues has a grab bag of bonuses when receipts exceed 110 percent of his daily goal. Staff members are invited to reach into a bag where one \$100 bill, two \$50 bills and three \$20 bills are mixed in with \$10s, \$5s and \$1s.

"When they do this, the energy in the room is off the charts. It's not something they get to do every day, but it gives them all something to work toward every day," Dr. Booth said.

Dr. Hyman uses new patient meetings as a time to recognize staff members' longevity and talents – and at the same time help new patients get to know the whole staff. His acknowledgements of his assistants' talents serve to affirm his patients' confidence in the care they will receive in his office.

He likes to do it during his consultations with new patients; when a staff

member comes in to start the new patient's exam, he introduces his colleague by telling the patient, "You are in luck, you get to work with Tina today. I've been working for her for 10 years and she is just great."

In contrast, Dr. Hyman said, he has been seeing the same physician for 25 years and he still doesn't know anyone's name there. In that way, his efforts to pat his staff on the back also pay dividends in his relationships with his patients.

"Just the other day we were doing a crown," Dr. Hyman recalled, explaining that his assistant had prepped for and

ination to develop his management style.

Dr. Hyman bought a dental practice in 1986 and thus acquired three employees. Within the first few months he fired the hygienist; the receptionist quit six weeks later.

Feeling as though he had hit rock bottom and fearing bankruptcy, Dr. Hyman set out to learn how he would never again feel so alone in the practice of dentistry. Seminars, business books and personal contact with both management experts and senior dentists reinforced a common message: follow the Platinum Rule.

"We know the Golden Rule is to treat

tificate to a book store, reinforcing Dr. Hyman's focus on lifelong education.

If the economy has you reconsidering your holiday traditions, Dr. Booth recommends that doctors be honest with their staffs before distributing smaller bonus checks or scaling back the holiday party.

"Many of the practices I work with have open book policies," Dr. Booth said. Staff members are aware of both income and expenses. Consider sharing information with your staff similarly in a mini-accounting lesson to help them understand the business's limits. Explain that even though bonuses may be

'Any time a reward is expected, it loses all its reinforcing value. That's why little, unexpected things have more value.'

started the procedure in advance of the doctor's arrival. "When I came in, I said to my teammate 'wow, that looks really nice, you did an excellent job' and we sort of high-fived over the patient's head."

Dr. Hyman's high five reflects the practice's personality; while he maintains that kind of comfort and familiarity with his colleagues, such expressions might not be appropriate in all dental offices. He encouraged his colleagues to plan celebrations that reflect their own values.

He acknowledged that it took him a long period of hard work and self-exam-

others as you would have them treat you, but who cares how you want to be treated? The Platinum rule is to treat others as they want to be treated," Dr. Hyman said. "Exceed their expectations.

"When I interview someone I find out what was the best job they've ever had and why was it that. They may teach me something; we can all learn from each other."

Now, holiday celebrations start in Dr. Hyman's home before going out to a restaurant; staff anniversaries are celebrated with one rose for each year of service; and each team member's child's birthday is acknowledged with a gift cer-

reduced, everyone is keeping their jobs.

Holiday celebrations are about being together and celebrating the team, Dr. Booth explained. Celebrate your relationships and camaraderie by getting together for a pot-luck party outside of the office where everyone pitches in.

"Naturally our minds focus on what has changed, not what is staying the same, so as the leader it's the dentist's job to call attention to what is not changing: we all still have jobs and our salaries are all unchanged." ■

Ms. Brown is the senior writer for the Chicago Dental Society.

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2009 ADA Annual Session

8th District trustee to run for ADA president-elect

by Will Conkis

Former Chicago Dental Society President Dennis Manning is one of four candidates seeking to be president-elect of the American Dental Association in 2011. Dr. Manning will finish his term as 8th District representative on the ADA Board of Trustees at the end of next year.

Dr. Manning announced his candidacy for president-elect at the ADA Annual Session in Honolulu in October during the House of Delegates. Also seeking the office are William Calnon, New York,

2nd District Trustee; Mary Krempasky Smith, Washington, 11th District Trustee; and Russ Webb, California, 13th District Trustee.

Dr. Manning, who has also served as first vice president of the ADA and in numerous other ADA posts including delegate in the House, said there are several reasons he decided to seek the ADA presidency.

In addition, Dr. Manning stated in his announcement of candidacy that it has become increasingly important for



Photo courtesy of the Illinois State Dental Society

President-elect candidate Dennis Manning

Annual House of Delegates underlined by discontent

Marked by more than five hours of closed-door meetings of the delegates with its attorney, the 2009 ADA House of Delegates might best be described as a House of Discontent.

The basis of the discontent was never discussed during the four days the House met in Honolulu in early October. Delegates were reminded more than once that violating the confidentiality of the closed-sessions was unethical and could be detrimental to ADA.

But there were clear indicators of discontent with the status quo in unexpected elections, resolutions and speeches from the podium.

Speaker of the House J. Thomas Soliday and Treasurer Edward Leone Jr. walked into the House each unopposed for another one-year term. But after opening the floor for nominations, Dr. Soliday faced two unexpected challengers, David Anderson and Glen Hall, in his election; Dr. Leone faced one unexpected challenger, Jolene Paramore. Drs. Anderson and Paramore commented on the need for change in the ADA while addressing delegates. However, both incumbents were re-elected. The closeness of the contests is not known. ADA does not release election vote totals as a matter of policy.

Several resolutions dealt with change, increased accountability, oversight and transparency.

Resolution 68, calling for a mechanism to be defined for

sanctions of delegates or trustees, was referred to the Council on Ethics, Bylaws and Judicial Affairs for further study.

According to the resolution, sanctions could include removal from office. And it seeks establishment of a hearing procedure and cause for sanctions to be delineated. Resolution 67RC calling for the Committee on Credentials, Rules and Order to be given the authority to disqualify from holding elected or appointed office anyone it finds as having violated his duties to ADA was also referred for study.

Also referred was Resolution 70RC, which calls for any delegate, council, committee, task force or board member "acknowledged" as breaking attorney-client privilege to be barred from participating in attorney-client or executive sessions. Critics of the resolution said it would effectively force the individual out of office if they were banned from closed-door sessions of any kind.

The apparent dissatisfaction with oversight of financial issues came out in Resolution 69RC as the Budget, Business and Administrative Reference Committee supported studying the creation of a council on association and financial affairs, saying it was convinced "that a council which is responsible to the House of Delegates will add needed checks and balances to the fiduciary process." The House agreed, as 300 delegates voted to have a special committee appointed to study

the ADA to position itself as an “intuitive, adaptable organization with a unity of purpose.” Leadership of the ADA, he added, must understand the challenges facing dentistry and have the experience to help the organization “protect the future of dentistry.”

According to Dr. Manning, the keystones for the continued success of the ADA are “advocacy, dedication and achievement.”

He defined advocacy as dentistry, represented by the ADA, maintaining a dialogue with legislators to ensure oral healthcare is a high priority, developing innovative options to provide services to the community and establishing “strategic alliances” to preserve the profession.

He added that the “dedicated service and preparedness of dentists across the nation has propelled our association forward for decades and left behind a track record of remarkable success and utmost respect for the dental professional. The ADA will fortify its chances for success by reaching out to others within

8th District resolutions

The 8th District introduced a number of resolutions during the House of Delegates in Honolulu in October. They included:

Resolution 8052: Calls for the ADA Council on Scientific Affairs, in conjunction with the Council on Government Affairs, to actively advocate to federal agencies that fund, promote or perform research to pursue research on the safe levels of agents used for tooth whitening and that the ADA develop guidelines based on the scientific evidence on the safety of agents used in tooth whitening. Adopted by the House

Resolution 15: Calls for the Bylaws of the ADA to be amended to define a quorum of the House as one-half rather than one-quarter of the delegates. Referred by the House for study and report to 2010 House

Resolution 17: Calls for the Bylaws of the ADA to be amended to require one-half of the delegates vote on the powers of the House being transferred to the Board of Trustees during an extraordinary emergency. Referred by the House for study and report to the 2010 House.

and outside the dental profession.”

Dr. Manning stated in his announcement that “organized dentistry has long enjoyed a record of achievement

because of its strong membership.” In order to continue a record of achievement, members of the ADA “must demonstrate we are caretakers of our

creating the new council and report back to 2010 House.

Likely another reaction to concerns about transparency and governing, District 13’s two attempts to have the ADA’s governing structure and strategic planning process reviewed by an external consultant under the direction of a special task force were narrowly rejected by the House. Both resolutions called for the appointment of a task force to select an outside consultant to review governance and planning under its auspices and report back to the 2010 House. Estimated costs of either resolution varied from \$300,000 to \$500,000.

The 8th District offered up resolutions linked to fiduciary responsibility and transparency.

Because of Resolution 19 proposed by Illinois, delegates will have 30 days instead of 14 to review the budget before the start of the House. The Board of Trustees supported it. An independent financial consulting firm will review the investment strategies of the ADA. The report back to the House next year will include other investment models. Another successful 8th District resolution will result in an outside financial investment firm reporting back to the House next year on the ADA employees’ retirement plans and a comparison to other plans. The ADA offers staff a defined benefit plan and 401(k).

The House closed business, as always, approving the budget and consideration of any dues increase. The Board of



8th District Delegate Mary Hayes discusses a resolution before the House of Delegates during the ADA Annual Session.

Trustees going into the House proposed no dues increase. However, a number of resolutions approved by the House carried increased spending in the budget by more than \$500,000. A \$5 dues increase was proposed to cover the cost and maintain reserve levels. However, after more than an hour of debate, the dues increases of varying levels died in favor of balancing the budget by using reserves to cover the increase in expenditures.

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ADA President John Findley congratulates Raymond Gist and his wife, Jill, after Dr. Gist was chosen as ADA president-elect by the House of Delegates.

House of Delegates selects Raymond Gist to become the first African-American to serve as ADA president-elect

The American Dental Association House of Delegates in October made ADA history during the Annual Session when it selected the first African-American president-elect.

Raymond Gist of Grand Blanc, MI, was chosen over Marie Schweinbraten of Johns Creek, GA, following a first ballot that eliminated the third candidate for president-elect, William Glecos of Erie, PA. Vote totals for candidates were not released by the ADA as a matter of policy.

Dr. Gist will be the 146th president of the ADA when he takes office at the Annual Session next year in Orlando. He served as 9th District trustee on the ADA Board. He was also president the Michigan Dental Society.

Following the announcement of his election on the House floor, Dr. Gist thanked his opponents for their commitment to dentistry and thanked the delegates for putting their "trust" in him.

In the two-way race for second vice president of the ADA, A.J. Smith of Salt Lake City defeated Richard Riva of Millburn, NJ, on the first ballot.

As was most of the House session, the elections were far from routine.

Incumbent speaker of the House J. Thomas Soliday and incumbent treasurer Edward Leone Jr. went into the session unopposed for re-election. But when nominations were called from the floor, Drs. Soliday and Leone found themselves

facing unexpected opposition.

Two candidates sought to unseat Dr. Soliday, who has been House speaker since 2002. David Anderson of Alexandria, VA, and Glen Hall of Abilene, TX, challenged the veteran speaker. Jolene Paramore of Panama City, FL, challenged Dr. Leone. Drs. Anderson and Hall each have served as speaker of their respective state house of delegates. Dr. Paramore's service to her state association includes a place on its Budget Committee.

In the wake of more than five hours of client-attorney closed door House meetings that forced the House schedule to be revamped, observers speculated that the unanticipated candidacies were indicative of an underlining dissatisfaction among delegates with the ADA status quo. Many resolutions calling for more oversight of financial operations and transparency indicated the base of the dissatisfaction. But delegates weren't talking about the closed-door sessions; they were continually bombarded with warnings that revealing what transpired would be unethical and could be detrimental to the ADA if the attorney-client privilege were broken.

Whatever the reason for the challenges to Drs. Soliday and Leone, the majority of delegates opted to re-elect the two incumbents with extensive records of experience in their respective positions.

profession, continue to deliver quality and ethical care, and stay united as an organization and respond to issues."

As ADA president, Dr. Manning stated he will "collaborate with peer member organizations and others in the dental community, promote communications with internal and external resources, and increase effectiveness and success by securing input and support throughout the organization."

Addressing access to care in his announcement, Dr. Manning stated: "Access to care must have appropriate funding to ensure adequate reimbursement for services. Through increased funding of state and federal programs specific to dentistry, there will be an increase in member participation and the need for legislation pertaining to access and the development of mid-level provider programs will be eliminated."

If Dr. Manning is successful, he will be the first ADA president from Chicago in more than a half century. The last president from Chicago was Harold Oppice in 1950. Leo Finley Jr., another past CDS president, made a run for president-elect of ADA in 2002. Three others – Frank Maggio, Walter Lamacki and Robert Unger – made runs for the ADA presidency prior to Dr. Finley. The last ADA president from the 8th District was Robert Griffiths of Charleston, 1981-82. Only 12 Chicago dentists have served as president of the ADA.

A captain in the U.S. Naval Reserve, Dr. Manning also served in a number of volunteer positions for the Illinois State Dental Society. ■

Mr. Conkis is CDS director of publications.



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2009 ISDS Annual Session

ISDS honors Leo Finley with Distinguished Member Award

by Joanna Brown

Work mixed with pleasure in Oak Brook during the Illinois State Dental Society's 145th Annual Session, Sept. 10-13. Several Chicago Dental Society members were honored.

Leo Finley Jr. received the Distinguished Member Award, which was established to pay special tribute to a member in recognition of significant civic, cultural, religious or other worthy humanitarian service to mankind and the profession. A past president of CDS, Dr. Finley was 8th District trustee to the American Dental Association, vice chair of the ADA Council on Governmental Affairs and Federal Dental Services, and chair of the task force to study ADA involvement in diversity issues and ADA governance. He was also a past vice speaker of the ISDS House of Delegates, a long-standing member of ISDS's Governmental Affairs Committee and a chair of the Dent-IL-PAC Governor's Club.

In receiving the award, Dr. Finley was recognized for a leadership that "involves listening with an objective mind, remaining open to innovation, and being unafraid to lead by example.

"Dr. Finley has a passion for dentistry, and once stated that 'when we have passion, there is always time and energy to accomplish what needs to be done.'

A true leader and friend, Dr. Finley approaches life and challenges with a wonderful sense of humor and kind words for everyone."

CDS associate member Brandon Maddox received the William J. Greek Memorial Leadership Award for exemplary leadership in society affairs. Dr.

'When we have passion, there is always time and energy to accomplish what needs to be done.'



Photos courtesy of Illinois State Dental Society

ISDS President Joe Unger presented Leo Finley with the Distinguished Member Award, which was established to pay special tribute to a member in recognition of significant civic, cultural, religious or other worthy humanitarian service to mankind and the profession.

Maddox, of Springfield, is a 2001 graduate of the Southern Illinois University School of Dental Medicine, on staff at Springfield's two hospitals, and an instrumental organizer of Give Kids a Smile Day activities in his community.

The President's Award went to Susan Bordenave Bishop, of Peoria, another associate member of CDS. Dr. Bishop was honored for her sincere concern for others, including her dedication to care for patients with special needs, the

elderly and the incarcerated. She also teaches hygiene students and remains active in organized dentistry.

And in a surprise to both the delegation and outgoing ISDS president Joseph Unger, ISDS officers presented the first ever ISDS Member Lifetime Achievement Award to past ISDS president Robert Unger – Joe's father – for his dedication and continuous service to organized dentistry. Most notably, Robert Unger served president of both ISDS (1973) and the American Dental Association (1973-74), and as 8th District trustee to the ADA (1980-86).

But the House of Delegates also convened to work, considering 14 resolutions

over the weekend. Among them, the House approved a \$2.66 million budget, reflecting a projected deficit of \$13,261.

Delegates further voted to continue the work of the Bridge to Healthy Smiles initiatives, which aim to improve access to care for underserved populations in Illinois. However, increasing demands for limited funding from the ADA – which supported the Bridge to Healthy Smiles program in 2009 – suggest that ADA will not be able to fund the program again in 2010.

It was for that reason that the House of Delegates adopted a \$15 dues assessment to support the continuation of the Bridge to Healthy Smiles Campaign. This will be added to the regular member dues of \$330 in 2010, a sum which reflects no change over 2009 dues.

Delegates also adopted plans to pursue two notable legislative changes.

ISDS will pursue “appropriate legislative or regulatory change to prohibit third party payer entities and dental benefit plan administrators from setting the fees on dental procedures that they do not cover, nor intend to cover.” This



In a surprise to both the delegation and outgoing ISDS president Joseph Unger, ISDS officers presented the first ever ISDS Member Lifetime Achievement Award to past ISDS president Robert Unger.

resolution mimics similar action by the Rhode Island Dental Association, which responded to Delta Dental’s new requirement of its Premier and Preferred Provided Organization contract that participating dentists honor their contracted fees, including several services that are not covered by a subscriber’s plan. Delta Dental intended to make this clause a

national requirement before 2011.

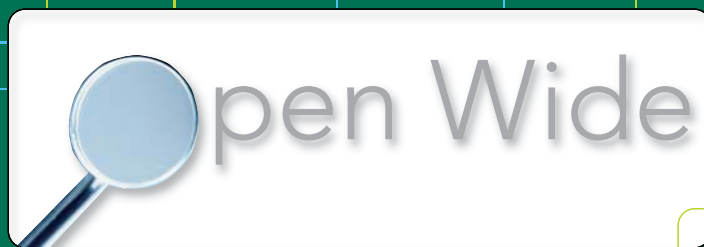
In addition, delegates approved plans for ISDS to pursue regulatory action that requires all dentists be currently certified in basic life support; exceptions may be granted for doctors with documented disabilities or those no longer in practice.

ISDS elections called several members into service. CDS associate member Larry Osborne, of Decatur, was installed as president of ISDS. Outgoing president Joseph Unger thanked the ISDS board for their counsel and work, especially marshaling the Bridge to Healthy Smiles campaign.

Brian Soltys, of Rockford, was elected secretary from among four candidates in a tight race. The Chicago District elected Phillip Fijal and James Maragos as trustees.

In addition, retiring executive director Robert Rechner was honored for 30 years of service to the ISDS. He was also named an honorary past president of ISDS. ■

CDS Review Editor Walter F. Lamacki contributed to this report.



A blog for dentists by the Chicago Dental Society

Open Wide, the Chicago Dental Society’s official blog, is a great resource for you to interact with your fellow members, get a quick chuckle or find out what’s happening at CDS. Visit our Web site, WWW.CDS.ORG, and click on the Blog tab in the top navigation bar to view the latest posts.

Members who would like to contribute to the blog should e-mail CDS Director of Communications Keri Kramer at kkramer@cds.org.

Spooky Zoo

Volunteers help make event spectacular

By Rachel Azark

Photography by Andrew Campbell



Despite the dreary weather Oct. 24, thousands of children and their families came out for the Lincoln Park Zoo Spooky Zoo Spectacular. Each year the zoo hosts the event for children to come out and have a safe place to celebrate Halloween with their families.

CDS partnered with Crest Oral-B for their 13th year to hand out dental goodies to the kids passing by. Along with their toothpaste and toothbrushes, visitors received sweet treats from the zoo with the reminder to brush their teeth.

Trick-or-treaters clad as firefighters, bumblebees, ladybugs and superheroes

traveled around the zoo to different booths, activities and performances.

Students from University of Illinois at Chicago College of Dentistry along with pre-dental students from local colleges volunteered to hand out the toothbrushes and toothpastes to the families visiting the CDS booth. ■





In Other Words by Mary M. Byers, CAE

Read Mary Byers' online column, The Front Desk, at www.cds.org.

What's holding you back?

I've had the privilege lately of working closely with two different management teams and watching how they handle their respective challenges. Both are in the business of providing professional services. Both are operating relatively smoothly, but each recognizes that things could be better. And, as I see it, both are hampered by the same things. Perhaps these obstacles are holding you back in your practice as well.

Leading with fear: In both groups, I've seen how leading with fear is holding them back. One group is afraid of using proactive marketing techniques for fear of offending people; the other is afraid to fire an employee – even though she's making everyone else on the team miserable – because they are afraid they won't be able to replace her.

What are you afraid of? Most of us aren't able to answer that question very easily. But if you spend time thinking about it, you may be able to identify something that's interfering with your ability to manage as effectively as possible. Early in my career as a solo-preneur, I was afraid that I'd have more business than I could handle and therefore was hesitant to pursue too many opportunities simultaneously. Once I recognized the fear, however, I surrounded myself with a team of professionals to whom I can subcontract work when necessary. Doing so has allowed me to grow my business proactively despite the rough economy.

Lack of regular and honest communication: I'm amazed at how many work teams don't have regular staff meetings – and how many teams desperately want them. Staff meetings are the easiest, least expensive, and often the most effective fix for management problems. If you're not having them regularly, schedule one now. And if the ones you are having are boring and seem like a waste of time, revamp them by shortening them, rotating leadership, moving them out of the office, or anything else you can think of to freshen them up.

Staff meetings are the easiest, least expensive, and often the most effective fix for management problems. If you're not having them regularly, schedule one now.

Once you've settled on a format that works, make it clear that you expect everyone on your team to communicate honestly. In addition to telling your staff you expect this, it's important for you to model the behavior yourself. You might also consider teaching your staff the following method for difficult communication,

since using a “recipe” makes communicating easier. Here's how it looks:

“I feel _____ when _____ because _____.”

Let's say your office manager wants to approach a hygienist about chronic tardiness. The office manager might say, “I feel aggravated when you arrive late because then patients are kept waiting and we get behind schedule before the day even begins.” Though the hygienist might feel defensive about this approach, it's less offensive than a direct attack and opens the door for honest communication. Your entire staff will benefit from having a preset formula for difficult conversations.

Lack of courtesy: Though team members don't have to like one another, it is essential that they treat each other courteously and with respect. If you hear a staff member speak rudely to another, be sure to have a private conversation about it. Require staff members to handle differences of opinion directly with one another and allow yourself to be pulled into problems only as a last resort. Above all, require staff members to be kind to one another.

Lack of policies and systems: Though I've written about systems and policies in this column before, it bears repeating that dysfunctional teams often lack clear understanding regarding what, and how, something is to be done. This lack of clarity leads to frustration, wastes staff time, and increases patient/customer dissatisfaction. One of the groups I'm working with is so loosey-goosey that different prices are being charged for the same procedure! Once staff identified this as a frustration, the management team moved quickly to develop a fee structure that is easy to understand, easy to explain to patients, and, importantly, reflective of the actual cost to complete a procedure.

What's holding you back? It's a great question to ask your team during your next meeting – but only if you're really interested in hearing and acting on the answers. ■

The views expressed in this column are those of the writer and not necessarily the opinions of the Chicago Dental Society.

Do you have a question you would like the CDS Review columnists to address? Send it to review@cds.org.



It's the Law by Petra von Heimburg, DDS, JD

Contact Dr. von Heimburg at 847.382.2832 or ceprof@aol.com, or visit www.petravonheimburgddsjd.com.

Prepare for the unthinkable

A recent event affected me deeply. A friend and colleague of mine passed away in a tragic accident – he was a great guy, an excellent dentist, a wonderful husband and father. After all the comments of incredulity, of shock and sorrow, the reality of coming to terms with an event like this sets in: whether we like to think about it or not, we should be prepared for such an eventuality. The mundane world of the estate disposition, of will, trust and practice sale intrudes faster than one wants, driven by the necessity of everyday life.

All I can advise is prepare, prepare, prepare, even if the task is distasteful for the living and conjures up images of possible disaster which one would prefer to ignore.

My friend and colleague was prepared. He was aware that he took risks in life by deep-sea diving, mountain climbing and participating in other extreme sports; he protected his family accordingly. The first basic step was securing a high value life insurance policy, in line with his life style.

But other support was in place as well and operated smoothly from day one after the tragedy; our CDS branch operates a dentist assistance program, which is staffed by dentists who step in when one of our colleagues becomes incapacitated. These volunteers run the practice, without compensation, on a rotational basis until the dentist-owner is able to return or the practice is sold. Our group had been tested before and its preparedness showed. Thanks to these volunteers, our friend's practice retained its patients, and I was able to draft the assets purchase agreement with the full knowledge that the practice value had been retained. His widow had one less worry.

Particularly in situations where the event is wholly unexpected, where there is no warning in the form of a medical diagnosis, where people do not have time to adjust, and where the dentist is still in active practice, it is vital to have the unthinkable addressed to the extent possible. Organized dentistry is a helpful basis if a concerted effort is required. I encourage every professional group to consider the formation of a support group, willing and able to step in when an emergency arises.

All of us are professionals with assets to protect and to dispose of in case of death. Thus, at a minimum we should consider and take action, with respect to the following issues:

- life insurance
- dentists' assistance program
- a will
- a trust
- healthcare power of attorney
- financial power of attorney
- guardianship for any minor children.

While we all are aware that a will is the basic document dis-

tributing assets to heirs, it is not sufficient. A trust is needed to operate in conjunction with the will. Assets held in trust will not be subject to probate. Probate is a court proceeding which examines and rules on the validity of a will. It usually entails collecting a decedent's assets, discharging liabilities, paying taxes and distributing property to the heirs. This is a time consuming and expensive process which should be avoided. In addition, during times of grieving and heartache, court is the last place where the survivors want to spend time. Unfortunately, some trusts are put in place with good intentions but are never funded properly and thus fail to serve their purpose. If you already have a trust in place, you are one step ahead. However, we acquire new possessions as we live our lives and a review of the trust document is needed from time to time to ensure that all assets are included as part of the trust.

Healthcare power of attorney allows a person to address his or her care needs now, while still vital and able to make competent decisions. It spells out whether, under certain circumstances, specific healthcare measures should be undertaken or not; it allows the designation of a trusted person who will have the power to make other tough decisions, not specifically addressed in the document, about our medical care when we are no longer able to do so ourselves.

The same thinking applies to the financial power of attorney and the naming of a guardian for any minor children. Designate persons you trust to make decisions for you, so that lack of guidance and forethought does not affect those you leave behind and worked for. You might want to choose different people for the various jobs to be undertaken for you. The person designated in your financial power of attorney need not be the same person you designate to take care of your children, and might be again different from the one holding your healthcare power of attorney. Depending on your circumstances, dilution of the powers you bestow might be advisable.

Rather than sending us into a depressed state, the above measures should give us the comfort of being able to guide our own lives, make our own decisions and retain our independence and will for as long as possible. Empowerment is a positive force. ■

Editor's note: This column by Dr. von Heimburg, a friend of the deceased, was written and published with the consent of the family.

Dr. von Heimburg is a practicing dentist and a practicing attorney in the Chicago area. She represents, advises and educates dental professionals, exclusively, in all matters relating to the practice of dentistry.

This article does not constitute legal advice but is for educational purposes only. The views expressed in this column are those of the writer and not necessarily the opinions of the Chicago Dental Society.

Going Local

a look at what's happening in our community

New ADA resource to help dentists comply with HIPAA Breach Notification Rule

The American Dental Association (ADA) has a downloadable electronic book to help dental offices comply with the enhanced privacy and security breach rules that were part of the American Recovery and Reinvestment Act. While the HIPAA requirements in maintaining privacy of patient health records remain the same, the steps that providers must take in the event of a breach of their security have changed. And there are significant fines associated with non-compliance.



The document, *Guidance for Complying with the HIPAA Breach Notification Rule*, in the form of a downloadable e-book, is available at www.adacatalog.org. It is free to ADA members; non-members may pay to download the handbook.

The electronic book aims to help dental offices comply with the new rules for responding to a breach. The *Guidance* addresses breach notification in a user-friendly question-and-answer format and includes the following additional tools to help dental practices understand and prepare to implement breach notification compliance:

- questions and answers about breach notification
- a breach notification flow chart
- sample dental practice breach notification action list
- sample breach notification policy and procedures
- sample breach notification risk assessment worksheet
- sample breach notification notice to individual.

Rep. Davis, UIC discuss creating urgent care clinic

Rep. Danny K. Davis (D-7th, IL) met with the University of Illinois at Chicago College of Dentistry officials in August to discuss the need to improve its clinical facilities dedicated to urgent care. A new urgent care clinic would increase the college's capacity to deal with urgent care patients and improve access to care for underserved, indigent and minority populations.

Rep. Davis visited with patients and staff, toured a clinic, and met with Bruce Graham, dean; Caswell Evans, associate dean for prevention and public health sciences administration; David Clark, associate dean for patient services; Gary Drahos, director of initial patient care services; and Warren Chapman, university vice chancellor for external affairs.

"A new urgent care facility will have an immediate impact on society's most vulnerable locally, while at the same time having national impact as a model for urgent care that can be followed throughout the United States," Dr. Graham said. "Congressman Davis believes in our mission, and we are grateful to him for visiting the college to learn about our work firsthand."



Photo by Antonio Dickey

Rep. Danny Davis (left) met recently with UIC College of Dentistry officials recently to discuss creating an urgent care clinic. He is pictured (L-R) with Associate Dean Caswell Evans and Dean Bruce Graham.

Thomas Skiba joins OMFS faculty at UIC

Thomas Skiba has joined the faculty at the University of Illinois at Chicago College of Dentistry as a clinical assistant professor in the Department of Oral and Maxillofacial Surgery (OMFS).

After retiring from private practice in July, Dr. Skiba started working on campus four days per week. Three of those are spent in the Undergraduate Oral Surgery Clinic, and the fourth is spent with the OMFS residents in the depart-



Thomas Skiba

ment's Postgraduate Clinic.

"I am additionally course director of oral surgery course #334 – Medicine for the Undergraduate Students – and I have responsibilities giving six seminars on various topics to the OMFS residents during the year," he said, noting he also participated in the undergraduate ethics course small group discussions during the summer.

"I hope to use my 32 years of practice experience and my six-year experience on the Illinois Board of Dentistry to assist the students and residents in their education," Dr. Skiba said.

"This is a whole new challenge for me and one that I find very rewarding. I

want my students and residents to experience those important ‘a-ha’ moments as much as possible,” he said.

Dr. Skiba earned his DDS in 1968 and his MS in OMFS in 1977, both from UIC. When not working, he enjoys bicycling, downhill and cross-country skiing, performing volunteer service, and spending time with his wife, Joan, a career educator who retired in June and now substitute teaches at her old primary school.

The couple has three grown children, all of whom live in California.

UIC student ethics video earns ADA Grand Prize

The Council of Ethics, Bylaws and Judicial Affairs of the American Dental Association (ADA) awarded the Grand Prize to a video entry, *Do the Right Thing*, produced by University of Illinois at Chicago College of Dentistry students for the council’s 2009 student ethics video contest.

Seven students were involved: Kaitrin Baloue, Kaori Ema (current UIC American Student Dental Association chapter president), Jason Foreman,



Shivam Patel (president-elect), Michael Rabinowitz, Samia Rageb and Samuel Willens (former president). They shared a \$1,000 cash prize, and the video was shown at the ADA Annual Session in Hawaii in October.

“The Council undertook this project to provide opportunities for dental students to consider ethical decision making as they prepare to start careers in dentistry,” said William Leffler, chair of the council. “The goal of the contest is to create greater awareness of situations dental students and professionals encounter that could pose ethical dilemmas and provide an entertaining forum for students to consider how those dilemmas should be addressed.”

UIC honors its alumni

The University of Illinois Alumni Association honored several alumni with 2009 UIC Alumni Awards Oct. 23. Among them, CDS President David Kumamoto received the University of Illinois Distinguished Service Award in recognition of “extraordinary commitment, dedication and service to the advancement of the University of Illinois.”

Dr. Kumamoto is a general dentist in Niles. He has been a dedicated faculty member and lifelong volunteer to the UIAA and UIC College of Dentistry.

Also honored was Amarjit S. Marwah, a retired dentist in Malibu, CA. Dr. Marwah has been a longtime advocate and financial supporter of cultural, community and educational efforts and programs in the United States and his hometown of Punjab, India. Dr. Marwah received the University of Illinois Alumni Humanitarian Award, which honors alumni who have made a significant contribution of leadership or service which has improved or enriched the lives of others and the welfare of humanity. ■

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What to do about oral care when you're expecting

As soon as you know that you're pregnant, you'll turn your attention toward caring for your baby. Remember, though, that finding time to care for yourself also benefits your baby. Don't let your oral healthcare lapse during your pregnancy.

Oral care

The hormonal changes that come with pregnancy may exaggerate some dental disorders, including gum disease. Plaque that is allowed to stay on your teeth will irritate your gums, making them red, tender, and more likely to bleed. But careful attention to brushing and flossing will help your mouth stay healthy.

Making time to brush and floss your teeth twice a day will remove plaque from your teeth and keep it away from your gums.

Nutrition

Your child's teeth begin to develop in the second trimester of your pregnancy. Make sure your diet includes plenty of vitamins A, C and D; protein; calcium; and phosphorus to build your baby's teeth. Talk to your doctor about getting calcium-rich foods into your diet during your pregnancy.

Many pregnant women rely on snacking between meals to help keep them satisfied. Your doctor will tell you this is normal and healthy, but be mindful of how the snacks you choose affect your teeth. If you find yourself eating a lot of carbohydrates, you might consider brushing your teeth after your snack to stave off acid attacks on your teeth and gums.

Dental care

You should continue to see your dentist throughout your pregnancy, as most dental care can be delivered safely during that time. However, talk to your dentist about changes in your health

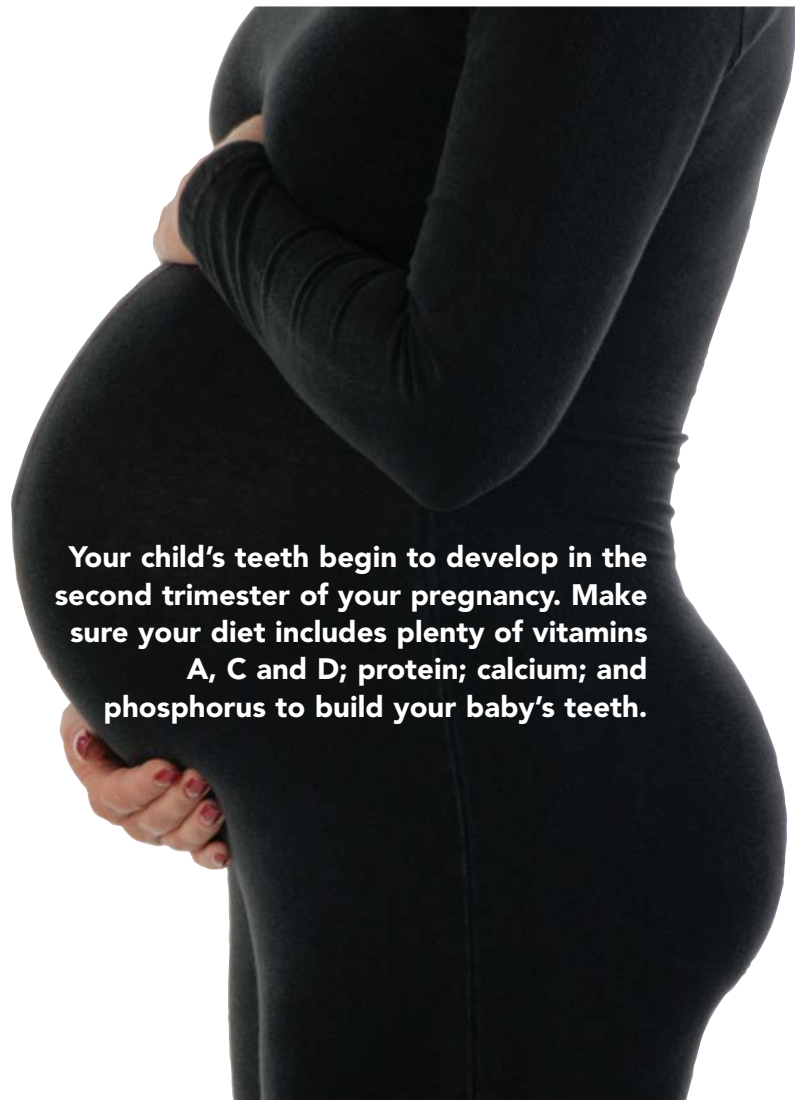
and the medications you take, and make the dentist aware of any advice you've received from your physician. Information about your progressing pregnancy will help your dentist decide if any changes to your treatment plan will be necessary.

You may find it uncomfortable to sit in the dental chair for long periods of time as you near the end of your pregnancy. Talk to your dentist; work together to schedule treatment accordingly.

Preparing for baby

Your dentist can help you establish good oral healthcare routines for your baby, too. Talk to your dentist about infant care before you give birth. Ask about pacifiers, teething, how to care for your baby's gums and new primary teeth, and when to schedule your child's first visit to the dentist. ■

Find more information about oral care during your pregnancy at <http://www.ada.org/public/topics/pregnancy.asp>.

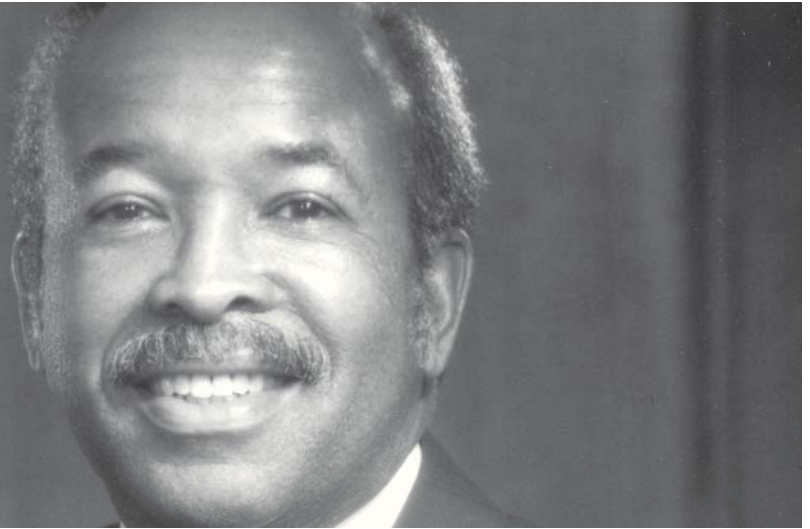


Your child's teeth begin to develop in the second trimester of your pregnancy. Make sure your diet includes plenty of vitamins A, C and D; protein; calcium; and phosphorus to build your baby's teeth.

Snap Shots

Dr. Kimbrough pays it forward

by Rachel Azark



File photo, circa 1980

Since his grammar school days, Bob Kimbrough has referred to an old poem, “Somebody’s Mother” by Mary Dow Brine, that encapsulated his philosophy on paying it forward. Dr. Kimbrough, a 1951 graduate of the University of Illinois at Chicago College of Dentistry and now a retired dentist, has had many teachers throughout his life who have helped him become who he is; by paying it forward he aims to return those favors to someone else.

*“She’s somebody’s Mother, boys, you know,
For all she’s aged, and poor, and slow
And some one, some time, may lend a hand,
To help my mother – you understand?
If ever she’s poor, and old, and grey,
And her own dear boy so far away.”*

Reflecting on the poem, Dr. Kimbrough said, “I think of the plight of that old lady and the sensitive young lad who saw a need, paused and did a noble deed that made a difference. Such a simple act can impact lives in a most positive and profound way.”

Now in Leesburg, FL, Dr. Kimbrough, a past CDS interim executive director and past CDS president 1984-85, found his chance to help through his church. For more than two years the dental clinic at the Community Medical Center sat vacant. Once a bustling dental clinic run by a committed dentist who had suddenly developed health problems, Dr. Kimbrough was intent on helping it get started again.

“We call this a medical mission without leaving home,” he said.

Dr. Kimbrough called a meeting at the church in March to gather people who were interested in volunteering at the dental office.

“We thought if we could get these retired people in, if we got enough people to commit four hours a week, a month, we could staff the clinic with enough people,” Dr. Kimbrough said. “We’re not asking people to come out of retirement, just asking them to come out for four hours.”

So far he has been successful in recruiting volunteers. Right now there are three dental hygienists and six dentists. They haven’t reached their goal yet of being open every day from 8 a.m. to 5 p.m., but they are well on their way. Dr. Kimbrough

has even found an oral surgeon who will see patients in his private office if the clinic staff runs into a real oral surgery problem.

Before the dental clinic could open with volunteers, the dentists needed to make sure they had met the licensure requirements for the state of Florida. Thirty CE credit hours were needed, along with a CPR class, proof of graduation from dental school, at least 10 years in practice, and classes on HIV/AIDS and domestic violence.

Patients who visit the free, not-for-profit clinic must show proof of income at or below 150 percent of the federal poverty level. They also must be over the age of 18. When the dental clinic reopened in September, many patients came in with several problems.

One of the first patients the clinic saw had multiple abscesses, diabetes and kidney disease. Some patients they see have infections in their mouths. Luckily though, there is a basic antibiotic these patients can take – and even more fortunate is that their prescriptions will be honored by a local pharmacy for free.

After the dental clinic’s opening, Dr. Kimbrough reported back to his church. “I mentioned this person and that we made a difference in his life. We were the wind beneath his wings. His wings were too weak to let him fly and we propped him up. There will be others like him,” Dr. Kimbrough said.

The clinic has seen an influx in calls in the recent months from people seeking help. Unfortunately the clinic is overflowing and not taking any new patients at the present time. The patients who have been

receiving medical treatment at the clinic are received first.

Dr. Kimbrough realizes that there is not a solution to all the problems he sees. There are more people who need care than people who can provide it for free. His best advice for paying it forward is that it doesn’t have to be dentistry, just help someone who needs it.

“It’s not about me. It’s about responding to the needs of other people. We can help someone who has a missing tooth or is afraid to smile. We try to make a difference in someone’s life.” ■

Ms. Azark is the editorial assistant for the Chicago Dental Society.

Dr. Kimbrough’s best advice for paying it forward is that it doesn’t have to be dentistry, just help someone who needs it.

Meeting Place

dental meetings and CE opportunities

Regional Meeting

JANUARY 13

**William Blatchford, DDS:
Financial Management**

CDS Regional Meetings take place 9 a.m.-2:30 p.m. at Drury Lane, 100 Drury Lane, Oakbrook Terrace.



Regional Meetings are free to all CDS members and their auxiliaries, as well as dental hygienist members of the Illinois State Dental Society. A \$250 fee is charged to dentists and their staffs who are not ADA members, which may be applied to membership for the current year. Advance registration is not required, but CDS encourages you to pre-register online at www.cds.org.

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CDS designates Regional Meetings for 5 continuing education credits.

Upcoming events

DECEMBER

8: North Suburban Branch

Ralph Robbins, DDS: Collaborative Management of the Developing Dentition and Occlusion. Green Acres Country Club, 916 Dundee Rd., Northbrook. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Ted Constantine, 847.272.6466, drconstantine@comcast.net.

8: West Side Branch

William Rowe, DDS: Caries Infiltration: Filling the Gap Between Remineralization and Restoration. Philander's at The Carleton of Oak Park, 1120 Pleasant St., Oak Park. Cocktails: 6:15 p.m.; Dinner: 7 p.m.; Program: 7 p.m. For information, contact Donald Bennett, 312.642.5253 or dben692756@aol.com.

JANUARY

12: Englewood Branch

Dennis Purinton, CDT: Implant-supported Overdentures. Nikos Restaurant, 7600 S. Harlem Ave., Bridgeview. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 7 p.m. For information, contact Brian Karshen, 708.361.1770 or karshen@msn.com.

12: North Side Branch

Jason Gelfo-Klein, Henry Schein Dental: Keep 'em Hissing, Steaming and Popping – Eliminate Downtime in the Dental Office. Staff night. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. Hackney's, 1514 E. Lake Ave., Glenview. For information, contact Cissy Furusho, 773.545.0007 or bbyteeth@cs.com.

12: North Suburban Branch

Mark Lingen, DDS, PhD: Recent Advances in the Detection and Prevention of Oral Cancer. Green Acres Country Club, 916 Dundee Rd., Northbrook. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Ted Constantine, 847.272.6466, drconstantine@comcast.net.

12: Northwest Suburban Branch

Edward Segal, DDS, FICD: Periodontal Update 2010: Where We Are and Where We Are Going. The Wellington, 2121 S. Arlington Heights Rd., Arlington Heights. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Will Perkinson, a4oms@sbcglobal.net or 847.255.7080.

12: South Suburban Branch

Thomas Sullivan, DDS: PANDA (Prevent Abuse and Neglect Through Dental Awareness). Balagio Ristorante, 17501 Dixie Hwy., Homewood. Cocktails: 6 p.m.; Dinner:

Tell us about your meeting Fax: 312.836.7337 • e-mail: review@cds.org

Include the subject, date, time, location and speaker's name and degree, as well as the name and phone or e-mail of your contact person.

Study clubs

Central Lake County Dental Study Club

Meets third Tuesday of every month at noon, January-November, Grandma V's Pancakes, 10 E. Maple Ave., Mundelein. Contact Paul Showers, 847.816.3636.

**Chicago Aesthetic Masters,
a Hornbrook Group Study Club**

Meets monthly, 6:30-8:30 p.m. at the office of Sheldon Seidman, 410 N. Michigan Ave., Suite 1014, Chicago. Call 312.644.4321 or e-mail smilechicago2@aol.com for information.

Chicago Dental Study Club

The Chicago Dental Study Club will host an all-day meeting Friday, January 15. Visit www.chicagodentalstudyclub.com for information, or call Forrest Tower, 708.423.0610. Newcomers are free. Please RSVP.

Greater Evanston Dentists Association

Meets first Monday of every month, noon-1 p.m., Gio Restaurant, 1631 Chicago Ave., Evanston. Contact Roger Nouneh, 847.475.7754.

Uptown Dental Forum

Meets weekly, 12:30-2 p.m., at Sauganash Restaurant, 4732 W. Peterson Ave., Chicago. AGD sponsorship approved. Contact Marshall Dolnick, 773.588.3880.

Waukegan Dental Study Group

Semi-monthly meeting, noon-2 p.m., Waukegan Ramada, 200 Green Bay Rd. Waukegan. Contact Rob Bard, 847.244.0155, or Rod Morrow, 847.689.1213.

7 p.m.; Program: 8 p.m. For information, contact Monil Shah at 708.849.8627 or monilshah76@yahoo.com.

12: West Side Branch

Takayoshi Matsude, MD, PhD, FACS, and Tom Wegner, DDS: Enrich Your Life 101. Philander's at The Carleton of Oak Park, 1120 Pleasant St., Oak Park. Cocktails: 6:15 p.m.; Dinner: 7 p.m.; Program: 7 p.m. For information, contact Donald Bennett, 312.642.5253 or dben692756@aol.com.

12: West Suburban Branch

Nolen Levine, DDS: How Much Duct Tape Can You Put on a Tooth? Maggiano's Little Italy, 240 Oakbrook Center, Oak Brook. Cocktails: 6:30 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Douglas Chang, 630.963.4306 or doug@changdentalcenter.com.

FEBRUARY

25-27: Chicago Dental Society


145th Midwinter Meeting. Three days. One roof. Exceptional meeting. Join CDS in the new McCormick Place West Building. Pre-register online at www.cds.org.



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- Gary Zalesky: "The Passion-driven Practice"
- Anastasia Turchetta, RDH: "A Combination of Senior Moments: Signs, Symptoms and Solutions for Patients With Memory Impairment"
- Harold Crossley, DDS, PhD: "A Potpourri of Dental Pharmacology"

Visit www.cds.org for more information.

Applicants & Deceased Members

Applicants

Adeleke, Funmi M.

University of California-Los Angeles, 1998
12200 S. Western Ave., Blue Island
South Suburban Branch

Alsahlani, Eman J.

Nova Southeastern College, 2004
1320 Golf Rd., Waukegan
North Suburban Branch

Anssari, Inna

University of Missouri-Kansas City, 1990
282 McHenry Rd., Wheeling
North Suburban Branch

Bader, Zishan

University of Detroit-Mercy, 2009
654 E. 47th St., Chicago
Kenwood/Hyde Park Branch

Barsoum, Meena

Case Western Reserve University, 2009
811 W. Wellington Ave., Chicago
North Side Branch

Bosack, Rebecca T.

Marquette University, 2009
10719 W. 159th St., Orland Park
South Suburban Branch

Choy, Sun K.

New York University, 2007
4614 S. Kedzie Ave., Chicago
Englewood Branch

Davenport, Milton L.

Harvard University, 2005
700 S. Clinton St., Chicago
West Side Branch

Diehl, Aaron P.

Columbia University, 2006
19815 Governors Hwy., Flossmoor
South Suburban Branch

Drobny, Eliza

University of Illinois, 2009
1726 W. 18th St., Chicago
West Side Branch

Dunn, Thomas J.

University of Medicine & Dentistry-
New Jersey, 1984
16651 Oak Park Ave., Tinley Park
South Suburban Branch

Grewal, Sabrina K.

UCSF School of Dentistry, 2006
3210 W. 63rd St., Chicago
Englewood Branch

Haupters, Mary E.

Marquette University, 2009
1725 W. North Ave., Chicago
West Side Branch

Head, Douglas W.

Medical College of Georgia, 2000
420 Pennsylvania Ave., Glen Ellyn
West Suburban Branch

Huang, Iwei M.

Harvard University, 1998
737 N. Michigan Ave., Chicago
North Side Branch

Khan, Hammad

University of Illinois, 2003
18 N. York Rd., Bensenville
West Suburban Branch

Libunao, Allan J.

University of Illinois, 1996
580 E. Boughton Rd., Bolingbrook
Englewood Branch

Molavi, Sasan

Creighton University, 2009
47 Clock Tower Plaza, Elgin
Northwest Suburban Branch

Moussa, Therese R.

University of Illinois, 2008
4403 N. Clark St., Chicago
North Side Branch

Nelson, Erik

University of Oklahoma, 1991
6420 W. 127th St., Palos Heights
South Suburban Branch

Norfleet, Irsenia C.

University of Illinois, 2001
10125 S. Western Ave., Chicago
Englewood Branch

Patel, Jigisha

International Dental School, 1989
1608 W. 69th St., Chicago
Kenwood/Hyde Park Branch

Patel, Kunal

University of Illinois, 2009
510 S. Campbell Ave., Chicago
West Side Branch

Patel, Mitali

Columbia University, 2008
2246 E. Grand Ave., Lindenhurst
North Suburban Branch

Pissios, Thomas W.

University of Illinois, 1987
6780 N. Northwest Hwy., Chicago
Northwest Side Branch

Raczka, Patricia

Northwestern University, 1998
446 N. Central Ave., Northfield
North Suburban Branch

Romenesko, Nicholas G.

Marquette University, 2009
1835 N. Milwaukee Ave., Chicago
North Side Branch

Reddy, Priyadarshini V.

Ohio State University, 2009
2605 Grand Ave., Waukegan
North Suburban Branch

Salud, Eric D.

Marquette University, 2008
11041 179th St., Orland Park
South Suburban Branch

Schulhof, Keith D.

University of Pittsburgh, 2008
3121 N. Sheffield Ave., Chicago
North Side Branch

Serio, Michelle

University of Maryland, 1994
650 Vernon Ave., Glencoe
North Suburban Branch

Shah, Ankur V.

University of Pittsburgh, 2008
600 N. McClurg Ct., Chicago
North Side Branch

Sinjoanu, Bogdan M.

University of Illinois, 2009
2 Orland Square, Orland Park
South Suburban Branch

Shivakumar, Preeti

The Ohio State University, 2009
7345 W. 25th St., North Riverside
West Side Branch

Stathopoulos, Angela

University of Maryland, 1995
757 Strawberry Hill Dr., Glencoe
North Suburban Branch

Sterna, Elizabeth D.

University of Illinois, 1984
1440 W. Old Mill Rd., Lake Forest
North Suburban Branch

Szekely, Olna H.

Boston University, 2009
1575 Oak Ave., Evanston
North Side Branch

Testa, Rebecca J.

University of Illinois, 2007
1019 W. Jackson St., Chicago
West Side Branch

Watkins, Brian D.

University of Illinois, 1980
914 S. Milwaukee Ave., Wheeling
Northwest Suburban Branch

Wozny, Tetyana

Southern Illinois University, 2008
2829 N. Lincoln Ave., Chicago
North Side Branch

Deceased members**Banks, Steven S.**

University of Illinois, 1987
1475 E. Oakton St., Des Plaines
Northwest Suburban Branch
Passed away Aug. 22.

Lay, William J.

Loyola University, 1953
1014 N. Newberry Ln., Mount Prospect
Northwest Suburban Branch
Passed away April 19.

O'Brien, Patrick F.

University of Michigan, 1977
1503 Coit NE, Grand Rapids, MI
Associate Member Branch
Passed away Sept. 11.

Olivi, Emil J.

University of Illinois, 1944
11759 S. Maplewood Ave., Chicago
South Suburban Branch
Date of passing unknown.

Propati, Joseph A.

Chicago College of Dental Surgery, 1943
13357 Strawberry Ln., Orland Park
Englewood Branch
Passed away April 2008.

Purcell, John F.

Chicago College of Dental Surgery, 1943
5936 N. Kilpatrick, Chicago
North Side Branch
Passed away April 2009.

Schaffner, Sanford

Chicago College of Dental Surgery, 1944
408 Darrow Ave., Evanston
North Side Branch
Passed away Aug. 1.

VOLUNTEERS NEEDED!

EARN MONEY WHEN YOU VOLUNTEER!

In order to maintain the level of excellence for which the Midwinter Meeting has become known, we ask every regular and associate CDS member to please consider volunteering your time as a Room Chair, Presiding Chair, or if you are a dental student, consider becoming a Student Chair.

PRESIDING CHAIRS

The primary responsibility of our Presiding Chairs is to introduce the course speakers. Presiding Chairs greet our speakers in our registration office, escort them to breakfast and then to the rooms where they will lecture. They then escort the speakers to lunch and back for their afternoon programs.

ROOM & STUDENT CHAIRS

The primary responsibility of our Room and Student chairs is to verify tickets and help with crowd control.

CDS will provide volunteers with all of the information and support needed to fulfill their missions. In addition to complimentary amenities, volunteers get a unique opportunity to develop up-close and personal relationships with dentistry's most outstanding clinicians.

VOLUNTEER TODAY!

The CDS Midwinter Meeting is widely regarded as one of the best dental meetings in the country, earning a reputation as the respected leader in scientific dental meetings, thanks to the dedication and hard work of our members who volunteer their time and energy.

SIGN UP ONLINE

To participate as Student, Room or Presiding Chairs, please visit www.cds.org/mwm. For information, contact Dr. Al Kleszynski, Director of Scientific Programs, at 312.836.7312 or akleszynski@cds.org.

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MARCH 2

Joseph L. Caruso, DDS

Prosthodontist

Cosmetic Dentistry Update



APRIL 6

John M. Sisto, DDS

Oral Surgeon

Common Medical Problems in a Dental Practice

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RSVP ELISE ADLEY, DDS • 847.825.6211

Branch News

news from the home front

Kenwood/Hyde Park

Sherece Thompson, DDS

Congratulations! **Shellie Harden** recently earned her Masters in Public Health from the University of Illinois at Chicago (UIC) School of Public Health.

Adrienne Barnes is proud to celebrate the first anniversary of her new office location on the near southwest side, near Roosevelt and Halsted, at the UIC campus.

Adrienne offers comprehensive dental care for the infant, child and adolescent, and has designed her office to ensure the child-patient receives the best of care and has fun at the same time. Her office is located 714 W. Maxwell St.

ALL IN THE FAMILY: Ashley Barnes, daughter of Eric and Adrienne Barnes (orthodontist and pedodontist), was accepted to the Marquette University School of Dentistry. The proud parents attended Ashley's White Coat Ceremony in August. There was an official swearing of an oath for students' intent and willingness to assume the obligations and responsibilities of their chosen profession.

SNAP SHOTS: This issue I decided to feature one of our members who has devoted over 40 years as a member and



Eric and Adrienne Barnes attended the White Coat Ceremony for their daughter, Ashley, at the Marquette University School of Dentistry in August.

has inspired, encouraged and supported many of our members – but has never sought a position as an officer. He has always been committed to serving the society as a committee member or as one who simply likes to inspire others. He is the uncle of our past president **James Harris Jr.** and a mentor to others.

Elisha Greenfield received all of his primary and secondary school education in Dudley and Mount Olive, NC. After

receiving his undergraduate degree, he was commissioned Second Lieutenant in the United States Air Force, where he earned his wings as a pilot.

He attended Meharry Medical College School of Dentistry where he received his DDS degree. He pursued post graduate studies at the UIC College of Dentistry to specialize in orthodontics.

Elisha taught at UIC's Department of Orthodontics for 10 years and has main-

Branch Correspondents

ENGLEWOOD

Thomas Remijas

9761 Southwest Hwy., Oak Lawn 60453; 708.422.8222, tpzl@hotmail.com

KENWOOD/HYDE PARK

Sherece Thompson

9127 S. Western Ave., Chicago 60620; 773.238.9777, sthompsondds@sbcglobal.net

NORTH SIDE

Alice Boghosian

9101 N. Greenwood Ave., Suite 302, Niles 60714; 847.296.4030, agbdds@hotmail.com

NORTH SUBURBAN

Kyint Chwa

9229 Natchez Ave., Morton Grove 60053; 847.272.0600, kyinthchwa@ameritech.net

NORTHWEST SIDE

Chester Klos

5841 W. Belmont Ave., Chicago 60634; 773.622.3454, ck50dk@aol.com

NORTHWEST SUBURBAN

Angie Willox

201 N. Arlington Heights Rd. Arlington Heights 60004, 847.670.9020 angiewillox@hotmail.com

SOUTH SUBURBAN

Keyur Shah

4440 Lincoln Hwy., Suite 300, Matteson 60443; 708.481.6086, k_shah66@hotmail.com

WEST SIDE

Charles Thometz

7351 W. North Ave., River Forest 60305; 708.366.2300, lkegeneva1@gmail.com

WEST SUBURBAN

Kenneth Korpan

6827 Church Ct., Woodridge 60517; 630.879.2011, kidak@aol.com

Branch News

tained a private practice in orthodontics on the south side of Chicago. He is a member of Omicron Kappa Upsilon, Omega Psi Phi fraternity and, of course, the Kenwood/Hyde Park Branch.

He is married to the former Irma Smith of Cedar Rapids, IA, and has two children; Deanna (Benjamin) and David. He enjoys fishing and visiting his 108-year-old mother and family on their farm in Indian Springs, NC.

North Side

Alice Boghosian, DDS

Congratulations to **Joshua Ries** and his new bride, Andrea. The couple was married in Cincinnati Aug. 16.

Branch president **Gene Romo** was awarded the University of Illinois at Chicago (UIC) College of Dentistry's Distinguished Alumnus Award at the Urban Health Program's anniversary dinner Sept. 19.

Gene was also seen running the Chicago Marathon Oct. 11. Gene, you're a man in motion!

Carol and **Jamie Robinson** traveled with Cindy and **Arnie Goot** to the White House for a private tour. First Lady Michelle Obama's mother, Marion Robinson – who has been Jamie's patient for several years – graciously set up the tour! Also, the Robinsons' daughter, Rebecca, was hired by Princess Cruise Lines as a dancer on the *Princess Dawn*. She will be putting on hold her special education teaching career to cruise Australia and New Zealand.

Fred Margolis and **George Lin** are proud to announce their new pediatric associate, Anjali Telati. Anjali attended the Nova Southeastern University College of Dental Medicine. She completed her GPR and pediatric residency at State Island Hospital.

Congratulations to our new branch treasurer, **Lynse Briney**. She has been



NORTH SIDE: (Top, L-R) Mary Hayes, Jeff Kramer, Janet Kuhn, John Hagopian, Trucia Drummond and Milt Salzer attended the annual High Tech Dental Seminar in Big Sky, MT.



(Left) Cissy Furusho's son, Ryan Itahara, is shown running a 5K with his dad, Greg Itahara. Cissy says he's growing up too fast!

(Above) Alan Boghosian presented a lecture on dental materials at Fort Sill Army Base Sept.10, where he received the Commanders Award for Excellence from his former student, DENTAC Cmdr. Col. Mary Jo Corbett.

accepted to the pediatric graduate program at UIC. Best of luck, Lynse!

Our own North Side Branch vice president **Dave Behm** is teaching himself to be a professional drummer and recently played a gig with a local band. He aspires to play with a rock/blues band on a regular basis. When you become famous, Dave, will you still keep your day job?(!)

Alan Boghosian presented a lecture on dental materials at Fort Sill Army Base Sept.10. He received the Commanders Award for Excellence from his former student, DENTAC Cmdr. Col. Mary Jo Corbett.

Mark Rosen is proud to announce the engagement of his youngest son, Daniel, to Jen Misholim. The couple will be married June 26.

Also, Mark's son, Benji, has opened a restaurant called BenjYehuda, at 212 W. Van Buren St., specializing in Israeli street food.

Trucia Drummond, John Hagopian, Mary Hayes, Jeff Kramer, Janet Kuhn and **Milt Salzer** attended the annual High Tech Dental Seminar in Big Sky, MT. It was a perfect blend of education, relaxation and, of course, skiing. Best of all, no broken bones!

North Suburban

Kyint Chwa, DDS

Greetings! Summer has come and gone. I hope you all had a great summer to hold us over during the impending cold winter months.

The new season of our branch meetings kicked off with a great start at Green Acres Country Club in Northbrook. The presentation by Cynthia Charlier, a veterinary dentist, entitled "Fido and Frieda Go to the Dentist" was very informative and amazing. One of the highlights was her root canal treatment on a canine tooth of a Bengal Tiger, Asia, at Niabi Zoo in Coal Valley, IL.

Lee Graber also highlighted the program with a "Pearl of Wisdom" to share with the members about candid clinical canine considerations regarding impacted canines.

It was an exciting summer for Jenny

Eggemeyer, who spent time on NASCAR's Roush Fenway Racing team as a member of driver Greg Biffle's orthodontic pit crew. As the Chicago area member of the team, she visited Greg at Joliet's Chicagoland Speedway for the Sprint Cup series race in July. Her role on the crew is to provide any necessary emergency or routine care he may need, as Greg is undergoing orthodontic treatment while he is in town.

Kudos to David Williams for completing his 11th MS 150 Bicycle Ride from Pewaukee to Whitewater to Madison, WI. He was joined by his friend, Brad Eschler, of Okemos, MI. This event was originally represented by the CDS "Flatlanders" bike team. He is planning his 12th ride next year.

Congratulations to Paul Kattner for being elected Speaker of the House, and to Edward Segal for being elected Vice

Speaker during the Illinois State Dental Society Annual Session in Oak Brook in September.

Egon Schein and Tom Bleck performed dental exams at Lake County's Kids First Health Fair in Waukegan. Congratulations on their volunteer efforts.

We welcome new members Matthew Israel and Barbara Siargos to our branch. This husband-and-wife team recently opened their new office in Glenview.

Share your news or photographs. You can contact me at 847.272.0600 or cdsnorthsuburbannews@hotmail.com.

Northwest Side

Chester Klos, DDS

Incoming director Lou Imburgia went to London with his wife, Rosemary, and two teenage sons, Anthony and Sean. Everyone especially enjoyed the photos taken at Abbey Road. Before returning home they went to Copenhagen to visit Rosemary's nephew, and toured Tivoli Gardens. Lou said that Copenhagen, as a result of taxes, was more expensive than London.

I attended the annual meeting of my disability group in August. Other Northwest Side Branch members attending were Michele Bogacki, Mike Cascio, Lou Imburgia, Sal Storniolo, Bruce Swantek and John Ranieri. Once a year we get together to review our agreement (if any one of us is unable to perform dentistry, the other members will step in and maintain the practice until health is restored or the practice transitioned) and the membership roll to ensure that there are an adequate number of doctors to fulfill any responsibilities that may occur.

Bruce Swantek says that his son, Jason, is starting his third year of a four-year



NORTH SUBURBAN: (Top) Egon Schein (left) and Tom Bleck (right) performed dental exams at Lake County's Kids First Health Fair in Waukegan.

(Left) Jenny Eggemeyer spent part of her summer working on NASCAR's Roush Fenway Racing team as a member of driver Greg Biffle's orthodontic pit crew.

Branch News



NORTHWEST SIDE: It's been a busy year for Patrick Fitzgerald (left), who married his sweetheart Lindsay Dec 6, 2008, in Telluride, CO. Shortly thereafter, they found out that Lindsay was pregnant. Kinsley Quinn, 8 pounds, 10 ounces, arrived Sept. 4.

(Top right) Branch correspondent Chester Klos vacationed at Pictured Rocks National Lakeshore in Michigan this summer.

(Bottom right) Tom Schneider (second from left) is pictured with (L-R) Tom Pedrick, Bob Krause and Tom's son, Peter, at the midway point of the North Shore Century bike ride. The 105-mile route took them from Evanston north to Kenosha, WI, and back.

oral and maxillofacial residency at Woodhall Medical Center in Brooklyn. Bruce also talked fondly of the special time he had in Las Vegas for his 60th birthday.

John Ranieri's daughter, Kimberly, graduated from Bradley University with a degree in retail merchandising and is currently applying her skills at Nordstrom in the jewelry department.

Sal Storniolo is very proud of his son, Frank, who received a bronze medal in the 9-year-old class at the national karate meet. They traveled to Orlando in July with brothers Anthony, 12, and Dominic, 9. Frank has been involved

with karate since he was 5 and currently has a green belt.

A couple new things have occurred to **Patrick Fitzgerald**. He was married to Lindsay Dec 6, 2008, in Telluride, CO. The reception was at the top of the mountain, at over 10,000 feet and accessible only by gondola, with panoramic views of the entire mountain range. Shortly thereafter, they found out that Lindsay was pregnant (must have been that mountain air). Kinsley Quinn, 8 pounds, 10 ounces, arrived Sept. 4. She is a healthy baby girl.

On the other hand, it must be something with the coffee they serve at Park

Ridge Endodontics. Pat's partner, **Ray Pollina**, welcomed his first grandchild, Lily Rose, in July. Ray already has them practicing with files and reamers, but just on baby teeth.

Patrick Hann and Sharon and were wed Aug. 9, at the Park Ridge Country Club.

William Li and his wife, Tina, announce the graduation of their youngest child, Cliffrey, from Indiana University in May with an undergraduate degree in biology. He entered the Master of Public Health Program at Loyola University in August. The Lis are proud and happy to support his continued endeavor in learning.

President Profile

Samuel Grandinetti, DDS | NORTHWEST SIDE

Dr. Grandinetti earned his dental degree in 1998 from the Northwestern University Dental School.

Family: He lives in Niles with his wife, CDS member Kelli Christensen, and children, Evan (5) and Charlotte (2).

Hobbies: Dr. Grandinetti enjoys reading, basketball, gardening, swimming, golf, biking, travel and attending his children's sporting events.



Sam Grandinetti and Kelli Christensen with their children, Evan and Charlotte.

What is the role of branch president?

"The branch president is the advocate for branch members – one who has the voice to aid members at the branch level and with CDS and the Illinois State Dental Society. It's a unique opportunity to help branch members feel valued and connected to the leadership. I have been an active member of CDS, ISDS and ADA. Organized dentistry has been a major component of my life for 15 years. I have made a life-long commitment to organized dentistry. Organized dentistry is about uniting to create a place for camaraderie and friendship, a place to learn and grow professionally, and a place for dentists to learn how politics are affecting their livelihoods. In these hard economic times, the value of teamwork is essential. The Northwest Side Branch members are a team I am happy to represent."

Larry Kolar writes that his 9-year-old daughter and wakeboard champion, Stephanie, loved riding the waves this August on Gull Lake near Brainerd, MN. Stephanie recently started clarinet lessons and is already starting to sound a little like Benny Goodman; you can check out her first lesson on Larry's Facebook page.

On Sunday, Sept. 13, Tom Schneider and his son, Peter, a senior at Glenbrook South High School, completed the North Shore Century bike ride. The 105-mile route took them from Evanston north to Kenosha, WI, and back. Stops along the way allowed rest and refueling. They spent about 7 hours in the saddle. Jim Bryniarski and Steve Weeks also completed the ride.

Earlier this summer the Dental Arts Club had its annual picnic, and looking for a different venue we gave Arlington Park a try. Branch members who attended the event included myself, Michele Bogacki, Vickyann Chrobak, Lori Luksha and Marty Piekos.

While at the event, I caught up with Vickyann. She told me that her daughter, Annie Sadowski, having just completed her Masters in Sports Management from the University of Tennessee (Annie had had a four-year volleyball scholarship), is relocating to Milwaukee in preparation for her wed-



DENTAL ARTS CLUB: Chet Klos, Michele Bogacki and her two daughters Natalie and Olivia, Marty Piekos, Lorrie Luksha, Vickyann Chrobak and her husband Ron Sadowski enjoyed a day at the races.

Branch News

ding, while finishing her teaching requirements (rumor has it she is marrying into a Packers family); the current plan puts the wedding at Medinah Country Club July 10.

I am writing this the night before it's due and the night after the first branch meeting. Dave Wojtowicz, a former Northwestern University Dental School instructor of branch president Sam Grandinetti, gave a memorable introduction, resplendent with dental school metaphors.

After Sam Cascio gave a most fitting grace, three new members were introduced. I can only imagine the sense of pride that Pete Hauwers had when he introduced his daughter, Mary Hauwers, who has just graduated from Marquette University School of Dentistry. I spoke to Pete before the meeting and we compared our graduation from Loyola in '76 with today, and noted how much more personal and memorable the whole graduation experience is today. Peter was able to hood Mary at her graduation in May. His comment to me was "what a thrilling and proud event." She was married in June to Bill Neurauter; they were high school sweethearts.

My wife, Dagmar, and I returned from 10 days in the upper peninsula of Michigan. We redid one of our favorite hikes, a 10-12 mile loop to the coast of Lake Superior, six miles of which hug the 200-foot bluffs of Pictured Rocks National Lakeshore. Great trails abound – as does the rain – which you learn to ignore.

Northwest Suburban

Will Perkinson, DDS

The Northwest Suburban Branch's own Anthony Spina was elected chair of the Illinois Department of Financial and Professional Relations State Board of Dentistry. Alan Shapiro, another branch member, also serves on the board. Alan and Anthony have worked together for years with the IDFPR to

President Profile

Matthew Gauthier, DDS | NORTHWEST SUBURBAN

Dr. Gauthier earned his dental degree in 1998 from the University of Illinois at Chicago College of Dentistry. He continued on to The University of Iowa College of Dentistry, where he earned his specialty degree in oral and maxillofacial surgery in 2002.



Matthew Gauthier with his wife, Feliza, and daughters Madeline, Celine and Olivia.

Family: He lives in

Arlington Heights with his wife, Feliza, and daughters, Olivia (6), Celine (3), Madeline (2) and newborn son Nathaniel (not pictured).

Hobbies: Dr. Gauthier enjoys cycling and running.

What is the role of branch president?

"My role as branch president is to lead the branch in a direction consistent with the goals and ideals of the Chicago Dental Society. By bringing in interesting and relevant speakers, I hope to keep our branch current on the latest advances in dentistry, as well as boost attendance at branch meetings and membership as a whole in CDS."

help better dentistry. Congratulations, Anthony, and thanks for all the hard work you and the other board members put into representing the profession to the State of Illinois.

Branch director and past branch president Theodore Borris was inducted into the International College of Dentistry at the ADA annual meeting in Hawaii. Ted and Phil Fijal also attend-

ed the ADA delegates meeting. Ted stated that it was long hours in meetings and not the sun and fun we all might have expected.

The Arcolians (Italian-American Dental Society) recently installed new officers for the 2009-10 meeting year. Three of the five newly installed officers are



NORTHWEST SUBURBAN: Will Perkinson and Jeff Wittmus won the grand prize 1998 Chateau Mouton at the ISDS annual meetings "Wall of Wine" fundraiser.

branch members. This year's group includes **Joseph Baldassano**, president; **Angela Falcone**, president-elect; **Victoria Ursitti**, vice president; **Ben LoGiudice**, treasurer; **Russ Polina**, secretary; and **Joe Favia**, dinner/program chair.

David Schumer's practice is celebrating 50 years of service to the community of Elk Grove Village. Dave's father, **Marvin Schumer**, established the practice Oct. 15, 1959, and has been in service ever since. The father and son combination worked together for nine years, with Marvin retiring 16 years ago.

Branch President **Matthew Gauthier** is the proud father of a baby boy. Nathaniel Paul Gauthier was born Oct. 6. He weighed 9 pounds, 1 ounce, and

measured 20.5 inches. The baby and mother are home and healthy. Matt is already the father of three beautiful girls and now has a boy to add to the Gauthier family. Congratulations!

On behalf of the Northwest Suburban Branch our condolences to the family of past president and colleague **Steve**

Banks. Steve, a Des Plaines orthodontist, passed away over the summer as a result of a boating accident in Lake Michigan. Our deepest sympathy goes out to his wife, Kathy, and son, Evan. We all miss Steve.

On a personal note this will be my last entry as branch correspondent. I have enjoyed working with the branch and the *CDS Review* over the past three years. A special thanks to all of the members who have shared with me information and pictures for the publication. The new correspondent will be Angie Willox. I will be working with Angie in the coming

months to help ensure a smooth transition. If you have any information or photographs to share with the *CDS Review*, you may e-mail them to either perkinsonw@yahoo.com or angjewilcox@hotmail.com. Angie's office number is 847.670.9020.

South Suburban

Kevin Shah, DDS

Hello everyone! I hope everyone had a safe and fun summer. The warm weather has faded away and before we know it we will be preparing for the holidays.

The South Suburban Branch kicked off the season with a very successful meet-

ing. Our guest speaker was Dan Hampton, of the 1985 Super Bowl Champion Chicago Bears.

Mr. Hampton was a wonderful speaker and entertained everyone with stories of his playing days. He also commented on our current Bears and how fond he is of Jay Cutler's playing ability. Mr. Hampton signed autographs before, during and after the meeting. Everyone in the room left the meeting wanting more. Our other guests of honor were the "green coats" of the CDS, who were there to promote the 2010 Midwinter Meeting.

Wayne Helge welcomed twin granddaughters, Evelyn Rose and Margot Elizabeth, July 27. Each weighed more than 7 pounds. All are doing well and their big brothers, Logan and Colin, are adjusting to the new additions.

Barry Booth ran the Berlin Marathon Sept. 20 to complete the fourth of five legs of the World Marathon Majors. The World Marathon Majors are the five oldest marathons in the world (Chicago, NY, Boston, Berlin and London in April 2010). After the marathon he spent a few days in Munich at Oktoberfest to "rehydrate."

Xavier University honored **Zack Zaibak** by naming a scholarship award after him – the Zack Zaibak Outstanding Biologist Award. Kofi Annan (winner of Nobel Peace Prize and former Secretary-General of the United Nations) was also a guest of honor.

Robert Manasse was inducted into the International College of Dentists, an honorary international organization, at the American Dental Association's 150th Annual Session in Hawaii Oct. 2.

Edward Pavlik gave a lecture titled "Forensic Dentistry and the Law" to the Peoria District Dental Society Oct. 15, at the Par-a-Dice Hotel and Casino in East Peoria.

The next branch meeting will be held Nov. 10 at Belagio Banquet Hall.

Branch News

West Side

Charles Thometz, DDS

Warm greetings to all. I hope you have enjoyed the changing of the seasons.

Our branch meeting schedule is off to another excellent start. The first meeting of the year was “An Oral Pathology Update.” **Sara Gordon** delivered a most informative and in part sobering presentation – a reminder that dentists are the first line of defense against the dreaded disease of oral cancer.

Our second meeting of the year was “Endodontic Update.” **Franklin Weine** presented a series of his endodontically treated cases, some of them typical and some of them atypical in nature, with follow up results in some cases 15-20 years post treatment.

Special kudos go to **Irene Skirius** who, along with **Gary Clemens**, has co-chaired the West Side Branch dinner committee since September 2002. Irene in her quiet and unassuming way has helped to ensure the smooth and efficient running of our monthly branch meetings. The task is rather thankless and demanding, but at the same time most important – hats off to Irene for a job well done!

Irene and her husband, Stan Jurjonas, spent 10 days in Hawaii attending the ADA Annual Session in Honolulu and also a post-meeting extension to Kona. They took a helicopter flight over an active volcano, which they said was a spectacular experience.

Other West Side Branch members in attendance at the ADA meeting in Hawaii included **Ed Walsh, Gary Alder, George Zehak, Don Tuck, Jim Bryniarski** and **Mario Serrano**. Sorry if I missed any other attendees.

Becky Egolf and her husband, Dennis, attended a family reunion in Belfast, ME. They were fortunate to get in a little whale watching, as well. Also, this past May, Becky and Dennis attended a family wedding in New York. Becky tells me



WEST SIDE: (Top) Sue and Chuck Thometz and family at the Inca ruins of Machu Picchu, Peru.

(Bottom) Marshall Smulson’s son, Paul, wrote a book about a cat that thinks it’s a human.

the reception was held at the Brooklyn Botanical Gardens and that the reception and the gardens were beautiful.

Ray D'Amico visited with one of his brothers and family in New Hampshire this summer. He also traveled to Columbus, NY, to visit another brother who is head of the Ophthalmology Department at Cornell University. Ray also enjoys boating at Racine Harbor, weather permitting, and when the weather is unfavorable, he still enjoys visiting with his fellow boating enthusiasts at the harbor.

The West Side Branch warmly welcomes new member **Liz Wilschke**, a 2004 graduate of the University of Michigan School of Dentistry. Following her graduation, Liz participated in a one-year general practice residency, also at the University of Michigan. Presently, Liz lives in Wrigleyville and is part of group practices in Brookfield and on North Michigan Avenue.

Liz enjoys her Boston terrier and many outdoor activities, including fly fishing. Liz recently spent three weeks in the Dominican Republic volunteering her dental services; last year she spent two weeks volunteering in Paraguay.

Speaking of volunteering, **Robert Deaver** departed Oct. 10 for his fourth dental service trip to Haiti with Doctors Without Borders. Doctors Without Borders is a non-partisan health organization started in France. Overall, Robert has now made 20 service trips throughout the world with this organization. What a wonderful record of giving!

Zack Soiya's stepson, K.J. Missen, and Dawn Collie were married at the Westin St. John Resort, U.S. Virgin Islands, July 28. Zack and his wife, Sue, hosted the wedding for the immediate families and friends. After the wedding, the group stayed on an extra week to continue the celebration together. What a wonderful setting for all to celebrate and remember.

While Zach was in St. John for the wedding, he sent his staff and their fam-



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Branch News

ilies to Harborside Resort at Atlantis in the Bahamas. The group of 11 had a wonderful time and even enjoyed a little taste of Chicago while in Nassau – having dinner at Lucianno’s of Chicago in Nassau.

Larry Jacobs has much news to report. He ran in the Grandmas Marathon in Duluth, MN, June 20. Larry then completed his tenth Iron Man Triathlon Aug. 30 in Louisville – not much to brag about: a mere 2.4-mile swim, 112-mile bike ride and 26.21-mile run. What a man!

Actually Larry has his Mom to thank for his good genes. On Aug. 21 she celebrated her 93rd birthday. Larry also reports that his oldest son, Andy, received his Masters degree in Zoo and Aquarium Management and is currently working at the Dallas Zoo. Middle son David received his dual degree in Japanese Studies and Animation from DePaul University, graduating Suma Cum Laude. Third son Tony received his Associates degree from Harper College. Daughter Deanna – the youngest – graduated high school and has started her college career at Western Michigan University. I guess you might call this the Year of the Diploma for the Jacobs family.

Michael Santucci completed the Chicago Marathon in 4 hours, 39 minutes. His daughters Beth Pohl (4 hours 14 minutes) and Laura Mick (4 hours 30 minutes) also ran in the marathon with Michael.

West Side Branch members **Jim Bryniarski** and **Steve Weeks**, along with Northwest Side Member **Tom Schneider**, took part in the North Shore Century biking event Sept. 13 from Evanston to Kenosha and back. They all completed the 100-mile bike ride and enjoyed a great ride on a beautiful day. Jim did the last 10 miles on a flat tire. Our West Siders are tough!

In August, **Dick Perry** went to Ann Arbor, MI, as part of the NERB team

President Profile

Mark Ploskonka, DDS | WEST SUBURBAN

Dr. Ploskonka is a 1989 graduate of The University of Iowa College of Dentistry.

Family: He lives in Darien with his wife, Tracey, and children, Lindsey (13) and Mark Ryan (11).

Hobbies: Dr. Ploskonka enjoys a good round of golf, a few games of tennis and riding his bike with his family.



Tracey, Lindsey, Mark and Mark Ryan Ploskonka

What is the role of branch president? “I see my role as branch president as someone who puts together an atmosphere at our branch meetings where we can learn, eat and share a few laughs with our colleagues. We all work hard at our offices. It is my job to make sure that everyone who attends our meetings comes away feeling that it was time well spent. It is especially important that we involve the new dentists early in their careers so they can realize the value of being a CDS member.”

which examined hygiene candidates for licensure at the University of Michigan. He also traveled to Kansas City to attend the Central Regional Testing Services annual meeting to discuss changes for the 2010 calendar year. All work and no play is not good, so in early September, Eleanora and Dick attended the North American Festival of Wales in Pittsburgh, where they had an enjoyable

time. They took a tour of *Falling Water* and *Kentue Knob* (two Frank Lloyd Wright buildings), did a lot of singing and ate good food. Dick also reports his grandson, Andrew Lutz, went off to Boston to attend Boston College at the beginning of September.

In mid-June, **George Zehak** traveled to Washington, DC, for a meeting of the

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Northeastern Regional Board of Dental Examiners. In early July, he attended the annual meeting of the Academy of General Dentistry in Baltimore. While at the meeting he received the Lifelong Learning Award – a rather prestigious achievement. Out of some 35,000 members of this organization only 93 members are currently recognized at this level.

George has likewise been extremely busy working as general chair of the 2010 Midwinter Meeting. In October he traveled to Hawaii, where he assumed an active working role at the ADA Annual Session.

In July, George took a break from his hectic schedule, traveling to Sicily with his wife, Maria, and two of their children, Natalie and Connor. While in Sicily they spent a majority of their time visiting and staying with Maria's mother at her home. They also spent several days on the ocean in Taormina, where they met with nine other family members for a family reunion.

One of our branch members, **Paul Smulson**, recently published a book – soon to be on the Best Sellers List. Paul's book, *No Dogs Allowed*, is about a cat that photographically performs the everyday activities of people. The images portrayed have not been digitally reformatted or falsely recreated using

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Branch News

any photographic software. Buffy, the cat in the book, actually models for the pictures. The uniqueness of this book is that a cat portrays a human's everyday actions. Paul's father, **Marshall Smulson**, was photographed playing chess with the cat.

Hope to see all of you at our monthly meetings. Good fellowship, good food, intellectual stimulation, and continuing education credits are all available the second Tuesday of each month – a winning combination.

With the wonderful holiday season again fast approaching, here is wishing all of you good cheer, good health and much happiness during this very special time of the year. Auf wiedersein, for now.

West Suburban

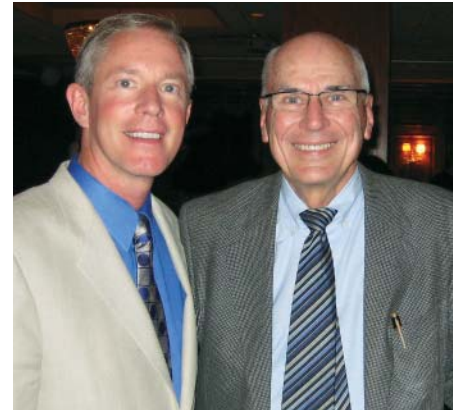
Kenneth Korpan, DDS

The West Suburban Branch's first meeting this year was held at Maggiano's in Oak Brook. Guest Speaker Gerald Denehy, instructor of restorative dentistry for the University of Iowa College of Dentistry and CDS's Gordon Christensen Award recipient, lectured to more than 120 members and staff on direct composite resins.

We were happy to see a large increase in the number of season ticket holders and look forward to seeing everyone at the next meeting.

We are happy to report that **Doug Chang's** quadruplets, featured in the September/October *CDS Review*, are now at home and doing well.

Congratulations to **Alyssa Brown**, of



WEST SUBURBAN: Branch President Mark Ploskonka presented guest speaker Gerald Denehy with a certificate of appreciation at the Oct. 13 branch meeting.

Hinsdale, on her engagement to John O'Toole. The wedding is set for May 15.

Further branch news can be e-mailed to Ken Korpan at kidak@aol.com. ■



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away from the office?*

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Contact Rachel Azark at razark@cds.org, or call 312.836.7323.

(She'll also accept calls from members with less dangerous but similarly thrilling hobbies.)

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 May/JuneApril 10, 2010
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 September/OctoberAugust 3, 2010
 NovemberSeptember 10, 2010
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OAK BROOK AREA: Excellent location for dentist or dental specialist. Modern building with atrium, 1,100 and 2,000 sq. ft. available. Landlord will assist in build-out and remodeling cost. Call 630.279.5577 or visit www.brit-tanyoffices.com.

LINCOLN PARK: PROFESSIONAL building has 1,000-2,200 square feet ideal for dental office. Building has doorman and valet parking. Call Matt at 312.953.1798.

NEW PALATINE OFFICE SPACE TO RENT/merge/buy-in: Beautiful new office with plenty of room for another general or specialty practice to work along with existing practice. Rent as independent space share or potential to merge practices with option to buy into building. Seven ops equipped with two more plumbed. Full computer network. Busy road frontage with excellent signage. Call 847.359.7520 or e-mail drunti@earthlink.net.

WINNETKA PROFESSIONAL CENTER: Currently have general dentist, prosthodontist, endodontist, orthodontist and pedodontist. Two available suites can be rented separately or together for up to six operatories. Call 847.446.0970.

DENTAL OFFICE AVAILABLE in Buffalo Grove. Newly upgraded, fully plumbed, three operatories, two lab areas, private office, large reception. Immediate move in. Twelve other established medical practices, excellent visibility. Call Susan 847.913.1400.

DENTAL OFFICE IN GLENVIEW/Northbrook area: State-of-the-art and fully equipped beautiful dental office in prime location. Rent full- or part-time. Call Ann Koenig at 708.710.8640.

NILES SPACE FOR RENT: 7313 N. HARLEM: 1,340-square-foot premium end unit in Shops of Niles strip center. Tenant inducement includes build-out. E-mail taxmarch@aol.com or call 847.324.4800.

MORTON GROVE OFFICE FOR RENT**HIGH TRAFFIC DEMPSTER AVENUE**

Ready to move in. Ample parking. Equipment in excellent condition. Slightly used A-dec lights and Air Techniques compressor (option to purchase). Highly negotiable. **847.677.0250 or ragdmd@yahoo.com**
 ~ Dr. Garcia ~

LIBERTYVILLE: 1,200-SQ.-FT. SUITE

For lease: Built-out and plumbed for carts. Three operatories, sterilizing and Panorex. areas, reception room, business and private offices, mechanical room and storage room. All cabinetry in place. Ready to go. **Contact 847.452.5877.**

NORTH SHORE SPACE FOR LEASE

** Plumbed for dental office **

Great exposure, outstanding location, four operatories, lab. Available immediately. Space has been a dental office for 45 years. **Contact mike@shewchuckagency.com or 847.486.0011.**

SCHAUMBURG DENTAL OFFICES for lease: 500 to 3,000 square feet available in a like-new 12,000-square-foot dental building. Four operatories, fully plumbed. View Web site at www.postlets.com/rts/2205514 or call 714.717.6914.

SKOKIE DENTAL SUITE FOR LEASE: Fully plumbed, four to five operatories, two wash-rooms, 1,377 square feet with lab, large reception area, office/lunchroom, private entrance, on-site parking. Call 847.982.3211 or e-mail agoldberg@hallmark-johnson.com.

OFFICE WANTED TO RENT IN NORTHWEST Indiana: Dental office wanted to rent in northwest Indiana. Needed after 5 p.m. and weekends. Please call 219.671.3754.

OSWEGO: Fast-growing suburb with attractive demographic profile, just west of Naperville. 3,000 square feet available for dental/medical specialist in new professional building. Excellent referral base from surrounding practitioners. Customized build-out included! Contact Roger Blomgren at 630.251.4317.

DENTAL OFFICE FOR LEASE on north side of Chicago. 1,600 square feet, four chairs, lab, private offices, reception in a very attractive medical building across from CVS. Call 847.219.9707 or an3trandai@yahoo.com.

CHAIR WANTED TO RENT: Looking for office (one to two chairs) to rent two to four Saturdays a month. Please call 312.386.9484.

RENT/LEASE: MICHIGAN AVENUE and Erie Street. Dental office. Fully equipped dental operatory with reception area. Ready to use. Digital X-ray-compatible. Excellent condition. Ideal for specialist or start your own practice. Welcoming atmosphere with 24-hour security doorman. Very reasonable and negotiable terms. Please call 773.369.2252 or e-mail dental816@yahoo.com.

Space Sharing

NILES/PARK RIDGE: FULLY EQUIPPED modern office space for rent. Four operatories. Premier location inside enclosed mall. Great for recent graduate, part-timer, specialist, satellite office or retirement overhead reduction. Experienced staff available for support. 847.885.6555.

SPACE SHARING: Loop dental office to share space five to six days a week. Price negotiable. Please call after 10 a.m. 312.368.0949.

DOWNTOWN CHICAGO, SPACE SHARING, associateship: Our group practice comprised of a part-time endodontist, periodontist, orthodontist and four part-time general dentists is seeking a general dentist with an established or developing patient base to share space. Our office is a modern well-appointed office located on Michigan Avenue in downtown Chicago with operatory views overlooking Millennium Park and panoramic views of Chicago's beautiful lakefront. This is a great opportunity to build your practice within a very professional environment with mature and talented mentors. Contact Office Manager Jennifer at 312.922.9595.

SPACE SHARING: Excellent opportunity for general dentist or specialist with established or developing patient base. Beautiful Wilmette office with fully equipped treatment rooms available or can equip own already plumbed/lit treatment room. A great opportunity to cut your overhead. Call 847.287.8298.

SPACE AND EXPENSE SHARING IN SOUTH suburbs: Palos Heights office is interested in sharing space with a GP or specialist wishing to establish a practice in this area. Modern, well-equipped and well-staffed office. Can lead to buy-in opportunities. This is a great way to establish a practice first without the initial expenses. Call Marie at 708.425.7474 or e-mail her at ultimatesmile@gmail.com.

SPACE SHARE: Cheerful two-operators office in Skokie available two to three days per week. You would have full use of the office on these days. Perfect for getting started with your own practice. Call 773.505.4915.

Positions Wanted

EXPERIENCED GENERAL DENTIST: I am looking for an opportunity in the northwest suburbs. Can step in and be immediately productive. No learning curve. Interested? Let's talk. E-mail tlpdds1@sbcglobal.net or call 847.899.8113.

Opportunities

DENTIST: Chicago-based group practice has a position for enthusiastic, personable individual, ability to grow with quality operated group of general dentists and specialists. Excellent compensation. Please respond to toothgroup@comcast.net.

ASSOCIATE POSITION: Full-time, Barrington. In a progressive general practice. Computerized, iTero, Biolase, Digital X-ray, Nomad. If you want to practice with the latest equipment and can work as part of a team send your résumé to drtooth81@comcast.net.

GENERAL DENTIST: Family Dental Care. Full- or part-time. Several of our associates have become partners. Come and talk to them. Very high income potential. Specialists on staff. Currently four locations and growing. 95% fee-for-service. No Public Aid. Family Dental Care. 773.978.1231 or 773.978.7801 (ask for Tony or Niko) or e-mail fdc92@hotmail.com. www.familydentalcare.com.

DENTIST NEEDED: Part-time associate needed for offices on northwest side of Chicago and near west suburbs. Fee-for-service, limited PPOs and public aid. No HMOs. Digital X-rays. Please fax résumé to 773.622.6199 or call 773.844.5666.

ASSOCIATE WANTED FOR HIGH producing office: Full-time/part-time GP associate wanted for established office netting \$1.5 million. Proficiency in RCT and exodontia preferred. Minimum salary guarantee offered. Please fax inquires and CVs to 219.979.6777 or e-mail cdsposition@gmail.com.

DENTAL CLINIC located south of downtown Chicago seeks a general dentist. Must be comfortable with children. Excellent opportunity for the right individual. Established and growing patient bases, well-equipped with the latest technology and dedicated employees. Fax résumés to 773.962.4620 or e-mail dental@stbh.org.

ILLINOIS CHICAGO/NORTHWEST SUBURB: Well-established endodontic practice. Looking for right person. Full- or part-time endodontist position available. Call 847.823.1359.

ORTHODONTIC OPPORTUNITY: Established orthodontic practice northwest of Chicago looking for full-time associate to join our practice. Guaranteed compensation with benefits. We are a growing, multi-doctor, fee-for-service practice. This is an excellent opportunity to work with complete clinical autonomy in a group practice environment. Fax résumé to 815.637.4295.

DENTAL DREAMS desires a motivated, quality-oriented associate dentist for its offices in Chicago and suburbs. We provide quality general family dentistry in a technologically advanced setting. Our valued dentists earn \$240,000/year, with health insurance, three weeks vacation, CE and malpractice insurance. We have full-time, part-time and Saturdays-only schedules available. Call 312.274.0308, ext. 324, e-mail hr@dental-dreams.org or fax CV to 312.944.9499 to join our team.

DENTIST: Full-time/part-time, 10 a.m. to 7 p.m. Experienced in all phases of dentistry. Work at 1950 W. Cermak, Chicago. Thirty years, busy practice, five operatories. Please call Dr. Subbaraju at 773.376.2777.

SEEKING PART-TIME ASSOCIATE dentist for growing practice on northwest side of Chicago. New graduates welcome. Tuesdays and Wednesdays. Friendly staff will welcome you. E-mail résumé to dmfamilydentistry@att.net.

WANTED: SPECIALISTS for Northwest Indiana: Oral surgeon, pediatric dentist, periodontist, orthodontist: 40-45 minutes from downtown Chicago. Busy. cowboy3368@sbcglobal.net.

IDEAL LOCATION FOR A YOUNG dentist for the spring or summer 2010. We are a privately owned group practice in a stable, nice, small town. There is a buy-in for a full partnership, fully financed by the practice. Excellent mentoring available in all aspects of dentistry, including ortho, oral surgery and perio. This is a good place to raise a family, near urban areas and excellent income potential. Send résumé to Box J0709-A3, *CDS Review*.

FULL-TIME/PART-TIME ELGIN: Wednesday and Thursday noon-6 p.m. Dentist competent in rotary endo. Six- to 12-month commitment and able to work two to three rooms. \$800-\$1,500 per day net possible. Fax or e-mail ludford1@sbcglobal.net or fax 847.695.3351.

DENTIST: GREAT POTENTIAL for motivated and dedicated general dentist, one to two days/week in progressively growing busy practice in Joliet. Fax résumé to 815.727.7260 or e-mail mydental53@yahoo.com.

PART-TIME PEDIATRIC DENTIST NEEDED: Provide pediatric dentistry in our children's dental clinic in Elgin. One or two days per month, internal referrals only. Negotiable hourly compensation, MPI and well-equipped office and support staff provided! Bob Tanner, c/o Greater Elgin Family Care Center, 370 Summit St., Elgin, IL 60120. 847.608.6068 or btanner@gefcc.org.

EXCELLENT OPPORTUNITY for a highly motivated dentist to associate with an established multi-office, fee-for-service practice in the northwest suburbs. Brand new office with state-of-the-art equipment, digital X-ray and a highly trained staff in practice administration are in place to match your excellent clinical skills. Three days a week with potential for full-time. Send résumé to Box M0509-D1, *CDS Review*.

PART-TIME/FULL-TIME ASSOCIATE for established Aurora general practice with potential for future buy-in. Flexible schedule. Experienced staff provides excellent support. Modern, recently renovated, well-equipped office. Call 630.204.8988 or e-mail 04111962@sprynet.com.

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Established Northwest Indiana Practice
Transitions Dental Company has several Indiana practices including northwest Indiana. Modern, state-of-the-art offices. Peer-to-peer networking, marketing, staffing and practice management support provided to ensure high degree of success. Future ownership wanted? This is part of our program along with generous compensation and great benefits.

E-mail résumé to brad@transitionsdental.com or call 765.427.7632 directly for more information.

GENERAL DENTIST

• NORTHWEST SUBURBS •

Modern, busy practice is looking for general dentist to work P/T or F/T.

Please call 847.465.0800 or fax CV to 847.465.0053

BUSY SW SUBURBAN PRACTICE LOVE CHILDREN?

Busy southwest suburban practice is looking for general and pediatric dentist evenings and/or Saturday hours.

Fax résumé to 815.483.2299.

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Dental Dreams desires a motivated, quality-oriented associate dentist Offices in Chicago, southwest, far north, and northwest suburbs. Our valued dentists earn \$240,000/year with health insurance, malpractice insurance, vacation and more.

We have full-time, part-time and Saturday only schedules available.

Please call 312.274.0308 ext. 324. E-mail hr@dentaldreams.org or fax CV to 312.944.9499 to join our team.

PART-TIME ASSOCIATE NEEDED

Bartlett dental practice seeks competent general dentist. Compassion and kindness preferred over experience.

Fax CV to 630.837.6501.

Dr. James Ryan, 630.837.5947

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QUALITY GENERAL DENTIST NEEDED

* Northern Suburbs – Vernon Hills *

State-of-the-art paperless practice looking for quality-oriented, general dentist part-time/full-time. Great team, multi-doctor, multi-specialty practice. Winning staff, the latest equipment and a fantastic facility. We are looking for a confident dentist who wants to be associated with a great office. E-mail us today!

Send résumés to drjeff@metro dental.com.

ASSOCIATE DENTIST

Immediate position. P/T leading to F/T. Associate needed. Two new high-quality offices. Future buy-in potential. Experience preferred.

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NEW POSITIONS: Do you have a passion for patient care? Do you enjoy new challenges and desire a flexible work environment? We want to talk with you! Our team is looking for doctors with an open personality who are interested in covering maternity leaves, military leaves, and extended vacations in our fee-for-service practices. If you've ever considered the benefits of locum tenen work, give us a call. With us, you can work as much or as little as desired. We have practices located in various communities throughout MN, WI, IA and IL. To learn more, please contact Andrew Lockie at 715.926.5050 or alockie@midwest-dental.com. Visit online at www.midwest-dental.com.

ORTHODONTIST: One to two days/month in a multi-specialty practice in northern suburbs. Should be open to accept Public Aid, HMO and PPO plans. 50/50 collection for compensation. Fax résumé to 847.966.9141.

PRIVATE PRACTICE OPPORTUNITY – Midwest Dental: We are looking to add a doctor dedicated to providing the highest quality of care to each patient in our Keweenaw practice. We offer outstanding financial rewards, newer facilities and a dedicated staff. This opportunity is extremely rare and offers a perfect balance for someone looking to gain security and flexibility. For more information, please contact Andrew Lockie at 715.926.5050 or e-mail at alockie@midwest-dental.com. You can also visit us online at www.midwest-dental.com. We look forward to hearing from you!

OPPORTUNITY: CHICAGO-BASED GROUP practice has position for enthusiastic, personable individual with IV experience. Excellent compensation. FT/PT available. Respond to toothgroup@comcast.net.

SEEKING GENERAL DENTIST PART-TIME: Unique opportunity for motivated and dedicated dentist in our progressive office on the northside of Chicago. Fax: 773.866.0045 or e-mail: familysmiles@familysmiles.biz.

SPANISH SPEAKING BILINGUAL ASSOCIATE dentist: Located in Park Ridge across from Lutheran General Hospital. One year experience preferred. General dentistry accepts most dental insurances and all kids. Good potential to bring home \$100,000 on two-and-half days. Send résumé to parkridgedentalclinic@gmail.com.

PEDIATRIC DENTIST WANTED: Established and very busy pediatric orthodontic practice searching for a highly motivated pediatric dentist to assume the current pediatric patient base. Practice is located in the south suburbs and is owned and operated by a single, double specialist with long-time loyal staff. Open to negotiate various options regarding hours and pay structure. Willing to consider a possible purchase or future buy-in. E-mail résumé to pegmcdonald31@hotmail.com.

EMERGENCY: Multi-specialty practice near Downtown needs immediate part-time DDS to fill in for main doctor's maternity leave. Must have experience and education in cosmetics, implants, Invisalign, etc. Can lead to permanent position. E-mail: chicagolandsmiles@yahoo.com.

ASSOCIATE DENTIST needed for a state-of-the-art group practice with several offices located in western suburbs of Chicago. We offer great environment with excellent compensation. Please fax résumé to 630.596.5019 or e-mail applydds@gmail.com.

PART-TIME/FULL-TIME DENTIST NEEDED in Chicago area dental practices. Base salary/percentage of production. Make \$200,000-\$250,000 a year. Relatively new equipment. Will sponsor dentists who need immigration status changed to Visa or Permanent Residency. Please fax résumé to 773.735.8353 or e-mail aqel4@msn.com.

GENERAL DENTIST: Chicago office needs a general dentist. Fax résumé to 773.594.9407.

ASSOCIATE DENTIST: Lindenhurst, very fast growing, two days/evenings a week, fee-for-service and some PPOs only. Competitive pay, patient-focused/friendly modern practice. Partnership potential. Recent graduates welcome. Contact or send résumé to bgnidek20@aol.com.

ASSOCIATE DENTIST: Excellent opportunity for a highly motivated dentist to associate with an established multi-office practice in the northwest suburbs. Brand new office with state-of-the-art equipment, digital x-ray and a highly trained staff in practice administration are in place to match your excellent clinical skills. Three days a week with potential for full-time. Send résumé to essmatb@yahoo.com.

ELGIN DENTIST NEEDED: 10-20 days per year. A substitute dentist for days off and sickness. Six-hour shifts. \$300+ daily. ludford1@sbcglobal.net or fax 847.695.3351.

PART-TIME DENTAL LAB TECHNICIAN: Fun, high-tech office in Downtown Chicago. Technician for mounting cases in CR on Panadent, splints, implant cases, etc. Fax résumé to 866.830.0746 or e-mail caldwell68@gmail.com.

GENERAL DENTIST NEEDED FULL-TIME for our West Chicago location. Must be proficient in all phases of dentistry. Compensation based on production. High income potential. Accepting FFS/PPO/Medicaid/All Kids. E-mail pro dentalpractice@live.com or fax

630.213.0685.

ASSOCIATE DENTIST needed for state-of-the-art Schaumburg dental office. Compensation based on production. Accepting FFS/PPO/Medicaid/All Kids. Must be proficient in all phases of dentistry, especially root canals and extractions. Great friendly office with good team environment. Fax résumé to 847.241.4467 or e-mail schaumburg.dental@yahoo.com.

ENDODONTIST / SPACE SHARING: Part-time associate for Schaumburg group practice. Excellent compensation on production, flexible hours. Space sharing option also available for any specialist. Perfect starter or satellite office. smiles2009@sbcglobal.net.

DENTALCARE PARTNERS is an established practice management development company operating in nine states (Illinois, Indiana, Michigan, Ohio, Pennsylvania, Wisconsin, Kentucky, Tennessee and North Carolina). We are currently seeking highly motivated general dentists as well as specialty dentists and orthodontists for full- and part-time positions. The ideal candidate must be concerned with quality patient care, be a team player and have a strong desire to learn, grow personally and professionally. Benefits will include a guaranteed salary with attractive earning potential, partnership opportunity, 401(k), health insurance, term life and vision insurance, short- and long-term disability, malpractice insurance, paid vacations and continuing education. Interested candidates please contact Deborah Hammert at 800.487.4867, ext. 2047, fax résumé to 440.684.6942, or e-mail her at dhammert@dcpartners.com.

~GENERAL DENTIST~

Family practice in Chicago seeks part-time associate. Please fax CV to 773.375.9526.

ENDODONTIST

* SPECIALTY DENTAL PRACTICE *
Endodontist needed full-/part-time for large multi-Dr./multi-specialty practice. Existing endodontist is leaving. Excellent opportunity. Send résumés to drjeff@metro dental.com.

ASSOCIATE

For general practice in LaSalle/Peru, IL. Experienced team, excellent growth potential. Looking for a motivated dentist to practice quality dentistry in our fun, friendly atmosphere. Income potential \$200,000. No PPO/HMO. Send résumé to dmonroe@comcast.net.

ASSOCIATE DENTIST: Immediate opening in one of our clinics on Devon Ave., Chicago. Part-time leading to full-time. Good percentage-based pay. Experience, bilingual (Spanish, Hindi) preferred but not a must. Fax résumé to 773.533.5353 or e-mail sharafats@hotmail.com.



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DENTIST WANTED: Part-time, self-motivated, general dentist wanted in Niles dental office. One year experience needed. Fax résumé to 847.297.5274.

ASSOCIATE OPPORTUNITY: Quality-oriented, modern, friendly, general Hoffman Estates practice. E-mail résumé to dental_professionals@yahoo.com.

PART-TIME DENTIST POSITION: Beautiful, fully digitized, paperless practice in near north suburbs needs an experienced dentist. Ability to speak Polish is a plus. E-mail résumé to info@globaldentcare.com.

PERSONABLE, SELF-MOTIVATED DENTIST: Wanted for full-time/part-time position in established fee-for-service Evanston office. Competence in endo and extractions a plus. Partnership potential. Call 312.332.6097.

DENTIST – PART-TIME: Experienced in all phases of dentistry. Must have oral surgery and endo skills. Salaried position for two days per week to start. Send résumé to 312.819.1491.

JOLIET DENTISTS NEEDED: Full- or part-time. Our associates earned over \$200,000 and have become partners. We love to teach you comprehensive pedo, surgical extractions, fillings, etc. You must be confident, willing to learn, and not afraid to work. Malpractice paid. Recent grads welcomed too. E-mail résumé and any questions to dimitri_h@hotmail.com.

SPECIALISTS NEEDED – DENTAL SALON: Part-time oral surgeon, periodontist and orthodontist needed for high-volume, upscale dental practice in Lincoln Park. Send résumé to or request info from dentist@dentalsalon.com.

For Sale by Broker

ADS Midwest/THE DENTAL MARKETPLACE: Practice sales, appraisals, and consulting.

Contact Peter J. Ackerman, CPA at

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SELLERS NEEDED. We have qualified buyers for your practice!

ROUND LAKE: Three operatories, fee-for-service, digital, priced to sell now! \$425,000.

NORTH SHORE: Five-operatory quality practice, great location, fee-for-service, \$430,000.

NORTH SHORE: Three operatories, great location, fee-for-service, \$550,000. Seller would stay.

NORTHBROOK: Two operatories with room to expand, \$150,000.

SCHAUMBURG: Sold!

NAPERVILLE: \$2 million+ new paperless office. Dream practice! Pending.

FRANKFORT: Beautiful facility, high tech, real estate available.

CHICAGO, SOUTHWEST SIDE: \$1.3 million, fee-for-service, brand new facility.

CHICAGO, SOUTHWEST SIDE: \$1.4 million, fee-for-service, great location.

CHICAGO, NORTHWEST SIDE: Two newer operatories, \$250,000.

DEKALB: Great starter, very low overhead, two operatories, \$150,000.

NORTH CENTRAL ILLINOIS: Fee-for-service. Spectacular building for sale or lease.

\$600,000.

NORTH CENTRAL ILLINOIS: \$150,000 with building.

NORTH CENTRAL ILLINOIS: \$400,000. Fee-for-service with building.

MILWAUKEE: Ideal north side location, \$450,000. Real estate available.

ROCKFORD AREA GENERAL PRACTICE: Very successful general dental practice in the Rockford area with collections in excess of \$1.1 million on a 40 week schedule needs an associate with ownership desires. The practice generates profit of 45 percent and greater over the past five years. No recession in this practice. Our client is 57 years old and is beginning to prepare for retirement. The plan is to bring in an excellent dentist for a 12- to 18-month associateship and then sell a 50 percent interest in the practice. For five years the practice will operate as a "partnership" and then the senior dentist will retire. Above average compensation package for the right dentist. Experience and skills are important and a winning attitude towards staff and patients is far more critical. If you are the right professional or know of someone who would like an exceptional professional environment, please contact Jim Miller, PFS. Inc. at jmiller5@indy.rr.com or 317.985.0530 to discuss this opportunity.

HENRY SCHEIN PROFESSIONAL PRACTICE Transitions: Associateships; equity buy-ins; practice sales; practice valuations; we have qualified buyers. Contact Al Brown at 800.853.9493/630.781.2176 or al.brown@henryschein.com.

CHICAGO #22121: Doctor/owner retiring from well-established \$2 million, multi-specialty, 14-op practice a block from beautiful Millennium Park and Michigan Avenue! Tremendous growth opportunity for business oriented GP or specialist. On-site lab is also for sale.

CHICAGO #22126: Four operatories. Gross \$700,000+. Excellent location on high traffic main street.

ONE HOUR SOUTHWEST OF CHICAGO #22123: LaSalle County. Beautifully appointed five-op general dental office located about 80 miles southwest of Chicago off I-80. Doctor is retiring from this solid, 28-year-old practice that averaged approximately \$550,000 production over past five years.

WESTERN SUBURBS #22120: Gross approximately \$1.5 million. Five operatories. Two 2,000-square-foot condo buildings also available. Excellent location.

Deadline approaching

December 10 is the deadline to place your ad in time for the January/February 2010 CDS Review.

Visit www.cds.org to place your ad today.

CHICAGO PRACTICE SALES : For more information on any of our listings, please call 773.502.6000 or visit our Web home at www.chicagopracticesales.com.

Visit us at booths 3906-3907 at the 2010 Mid-winter Meeting! Enter a raffle to win a free practice appraisal!

COMING: Chicago, Cicero

ILLINOIS PRACTICES FOR SALE:

BUFFALO GROVE: Sold!

CALUMET CITY: Four ops in a stand-alone building. Collections: \$600,000. 100% FFS. Building available for purchase.

CHICAGO, WEST: Sold!

CHICAGO, DOWNTOWN: Two ops in a building at street level. FFS and PPO. Collections: \$150,000. Part-time office.

NAPERVILLE: New listing! Twoops expandable to three. Street level location on a busy thoroughfare. Collections: \$350,000. FFS with two PPO plans accepted. Lots of technology. Low rent.

OAK BROOK: Two ops in a professional building. 100% FFS. Collections: \$80,000-100,000.

OAK LAWN: Sold!

PARK RIDGE: Two ops in a professional building. Collections: \$140,000. FFS, PPO and HMO patients.

LAKE GENEVA AREA: Under contract! Four ops expandable to five in a stand-alone building. Collections: \$190,000. New equipment /buildout. Building available for purchase.

ELMHURST: Six ops of equipment available for purchase. No lease. No patients.

For Sale by Owner

LIVE AND WORK, SAME PLACE; practice and real estate: General practice and three-op storefront condo located on Ogden/First in Lyons. Great opportunity for established practitioner or recent grad! Call 708.448.3355. Financing available. Practice and office space: \$249,000. Residential condo price: \$119,000.

SOUTH NAPERVILLE OFFICE: 1,400-square-foot space with three functional operatories. Great location in growing area. Digital office. No patients. You can have this office for \$1,000 per month. Call today 630.212.7187.

FOR SALE IN SOUTH SHORE: Long-established family practice. Equipment inventory and building for sale. Three ops. Excellent opportunity for new or established dentist. For more information, call 312.750.1065.

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Final Impressions by Walter F. Lamacki, DDS

Write Dr. Lamacki at wlamacki@aol.com.

More schools + more dentists does not equal more access to care

In the spring, Midwestern University College of Dental Medicine (MUCDM) announced that it would be accepting its first class of 125 dental students at its Downers Grove campus in 2011. The university is already operating a new school of dentistry in Glendale, AZ.

The rationale offered by university officials for a new dental school is the predicted shortage of dentists in America as evidenced by an increasing population-per-dentist ratio.

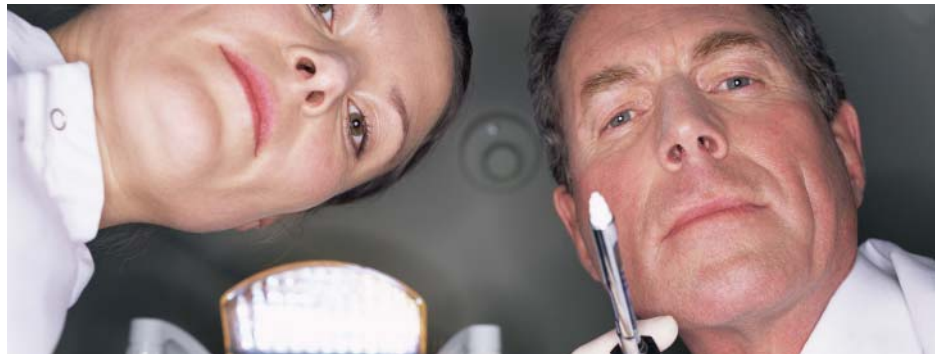
Curmudgeon that I am, I suspect the school believes the new dentists will practice in underserved areas.

The reasoning doesn't stand up to the facts. It is generally agreed upon by public health officials that the ideal population-per-dentist ratio is unknown. Any ratio assumes that all dentists are equally productive. Ratios assume that dental demands of any population are equal.

So is there a shortage of dentists that needs to be addressed by increasing the number of dentists? Two American Dental Association Future of Dentistry reports, one in 1980 and the other in 1998, came to the same conclusions: That need is considerably greater than demand for dental services, and that the delivery system has the flexibility to meet any surge in demand. The reports state there is a maldistribution of dentists, which is not likely to be solved. Dentists will practice where they can make an above average income.

In the 1960s, dental school administrators accepted federal money based on student enrollment, better known as capitation. The government set enrollment at levels they thought would bring down the cost of dental services and would solve maldistribution. Capitation did neither. At the program's height the schools were graduating 6,000 new indentured servants. It took decades to ameliorate the situation. We are again experiencing a steady increase of new graduates – some of whom are forced to choose corporate practices where production is king while ethics may take a back seat.

I recently received an e-mail from a young dentist outlining his experiences working for one of these conglomerates; he was fresh out of school and knew virtually nothing about private



So is there a shortage of dentists that needs to be addressed by increasing the number of dentists?

practice. His daily revenue production quota was \$2,800, for which he was paid \$500. The quota would be difficult for many established dentists.

He was encouraged to do crowns when a less expensive restoration was appropriate. Alleged fraud was rampant and blatant. As in many of these scenarios, the young man moved on after satisfying his contract.

Recently, a classified ad placed in the *CDS Review* (and thus online at www.cds.org/classifieds/ads) brought, in a very short period, more than 20 applicants for a part-time associate position.

Dentists already in practice have multiple openings in their appointment books, and the reason isn't "the economy, stupid;" there is simply less disease to treat. Clouding the issue is the juggernaut of the mid-level provider campaign marshaled by the American Dental Hygienists' Association.

MUCDM is not the only new dental school. The American Dental Education Association's newsletter, *Charting Progress*, highlights five new schools and their deans. I was staggered by a paragraph: "... Skeptics even [how dare we] challenge the notion undergirding most new school initiatives that producing more dentists is the key to solving the problem of access to care. Are these worries legitimate? Are they overblown? We may not have *definitive answers* [Italics mine]. . . but can we move on. . . and seize upon the opportunities they [schools] provide us"

Well, there you have it folks, the hubris of it all, educators as social engineers. George Bernard Shaw had it right, "He who can, does. . . ." ■

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Dr. Blatchford has written more than 475 published articles, serves on the board of *Dentistry Today* and is a practice management editor for *Asian-Pacific Dental News* and *Latin-American Dental News*. He is the author of several audio and video tapes, as well as books on case presentations, scheduling, leadership and successful business planning. He is internationally renowned for his dynamic and inspiring lectures. Dr. Blatchford has instructed at forums including Pac Live, The Las Vegas Institute and the American Academy of Cosmetic Dentistry, as well as international venues from Australia and New Zealand to India and the UK.

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About CDS meetings:

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A fee of \$250 is charged to dentists who are not CDS members and their staffs, which may be applied to membership for the current year. Advance registration is not required, but CDS encourages you to pre-register online at www.cds.org.

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