

MAY/JUNE 2009

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REVIEW

The Official Publication of the Chicago Dental Society

Networking

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IT'S WHO KNOWS YOU THAT COUNTS



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Red Flags Rule postponed

The Federal Trade Commission has issued a 90-day delay in its enforcement of the Red Flags Rule, legislation which recognizes dentists and other healthcare providers as “creditors” and requires them to implement a program to detect identity theft. This law was scheduled to take effect May 1. This delay will give the American Dental Association more time to challenge the Rule’s applicability to small healthcare providers such as dentists.

CDS members who want to prepare their practices for the new deadline have several resources at their fingertips:

The American Dental Association has prepared a compliance guide for the Red Flags Rule, including sample policies and procedures for identity theft detection and response. These materials will be available in the members-only section of www.ada.org.

The ADA is also asking all members to write their representatives in Congress, asking them to contact the Federal Trade Commission (FTC) to express opposition to the FTC’s plan to apply the Red Flags Rule on identity theft to dental practices. Members can join the ADA’s efforts at <http://capwiz.com/dental/issues/alert/?alertid=13119021&type=CO>.

The FTC has also created a Web site with information about compliance and a free downloadable how-to guide for businesses at www.ftc.gov/redflagsrule.

If you have questions about the Red Flags Rule, the compliance guide or the sample policies and procedures, contact the ADA at legaldivision@ada.org. ■

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Next year’s Midwinter Meeting is all under one roof – one green roof, that is. The latest addition to the McCormick Place campus is the West Building, which received its LEED Green Building Certification in 2007 after opening. One of Chicago’s largest green roofs, the building spans approximately 150,000 square feet with a three-sided terrace view of the city. In addition, it has energy efficient mechanical systems and lighting, and a well insulated building envelope that reduces the energy cost of the building by more than 20 percent.

Inside the new location where you’ll spend three days attending the 2010 Midwinter Meeting, there is 470,000 square feet of exhibit space and 250,000 square feet of meeting space, including 61 meeting rooms and one of the largest ballrooms in the world. At 103,000 square feet, it is the size of a football field.

And despite February in Chicago being windy and cold, there is no need to go outside. The Central Concourse, an enclosed pedestrian promenade, connects the South and West buildings, which contain retail shops, the Hyatt Regency McCormick Place and other visitor amenities.



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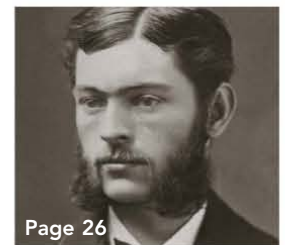
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Vox Pop

comments from our readers

Dr. Lamacki's Botox comments are 'ill advised'

I have watched with some measure of amusement the reactions to Walter Lamacki's [editor of the *CDS Review*] unfortunate comments relating to Botox and dentistry in the December issue of the *CDS Review*. What seems to be missing in the commentary is an understanding of the range of dental practice, which covers multiple areas of specialization in addition to general dentistry.

General dentistry itself covers a huge range of activities, and many general dentists hold themselves out as having expertise in various fields of dentistry.

It is my understanding that among the specialists in dentistry the practitioners have multiple years of training beyond that of the general dentists. In fact, I have had five years of additional training in my clinical specialty and did not practice the entirety of my dental specialty.

Dr. Lamacki's comments were ill advised, as they were not made with the consideration of the entire scope of dental practice, including the various dental specialties. Perhaps what needs to be addressed is the ever-expanding scope of dental specialties.

His comments may be very much to the point in the context of dentists without proper training.

The argument reminds me of the emotional comments made about amalgam restorations vs. composite restorations. Perhaps what is needed is a more expansive and rigorous look at this issue in the absence of emotional name-calling.

—Allen Goldberg, DDS
Frankfort



Editor uses 'common sense'

There are a few dental writers who seem to have a knack for using common sense approaches for our dental problems and techniques, and Walter Lamacki [editor of the *CDS Review*] is one of them. I've always appreciated the time he has devoted to dentistry, including his thoughtful articles such as the one on Botox [Tummy-tucks, December]. I have recently read the criticisms of that article and wish to assure Dr. Lamacki that those critics are in the definite minority. I'll wager most of us "wet-gloved" guys are 100 percent behind him.

—Lou Antonacci, DDS
Hampshire

Access to care is our duty

Access to care, especially for the less fortunate, is a needed program and our duty to give back to society. But access to care programs can also encourage a push to create auxiliaries or subrogates to take on the tasks of dentists. This is a course of action with which we must be very careful to ensure the high level of care for patients and even the existence of our profession. We have been faced before with dental tourism and the influx of HMOs, and we struggle with the insurance industry, which through carefully woven marketing programs often tries to set our fees and control treatment plan for patients.

Currently in Maine, physicians are allowed to extract teeth. In Minnesota, hygienists are allowed to do pulpotomies. Several states are entertaining the idea of the dental therapist, already found in New Zealand and Great Britain, that allow someone with as little as one year's training to do dental restorations. This is very dangerous as they may treat fractured or periodontally involved teeth. We know that the dental therapist may increase the opportunities for people to be seen for "treatment," but it threatens the quality of care and our profession.

We must always have a presence in Springfield, so that our state lawmakers are always aware of the importance of professional dental care. I urge you to continue to support Dent-IL-PAC and the Governors Club. Also, please take 10 minutes out in the next 30 days to contact your state legislators and support quality access to care and our profession.

—Robert Deaver, DDS
Naperville

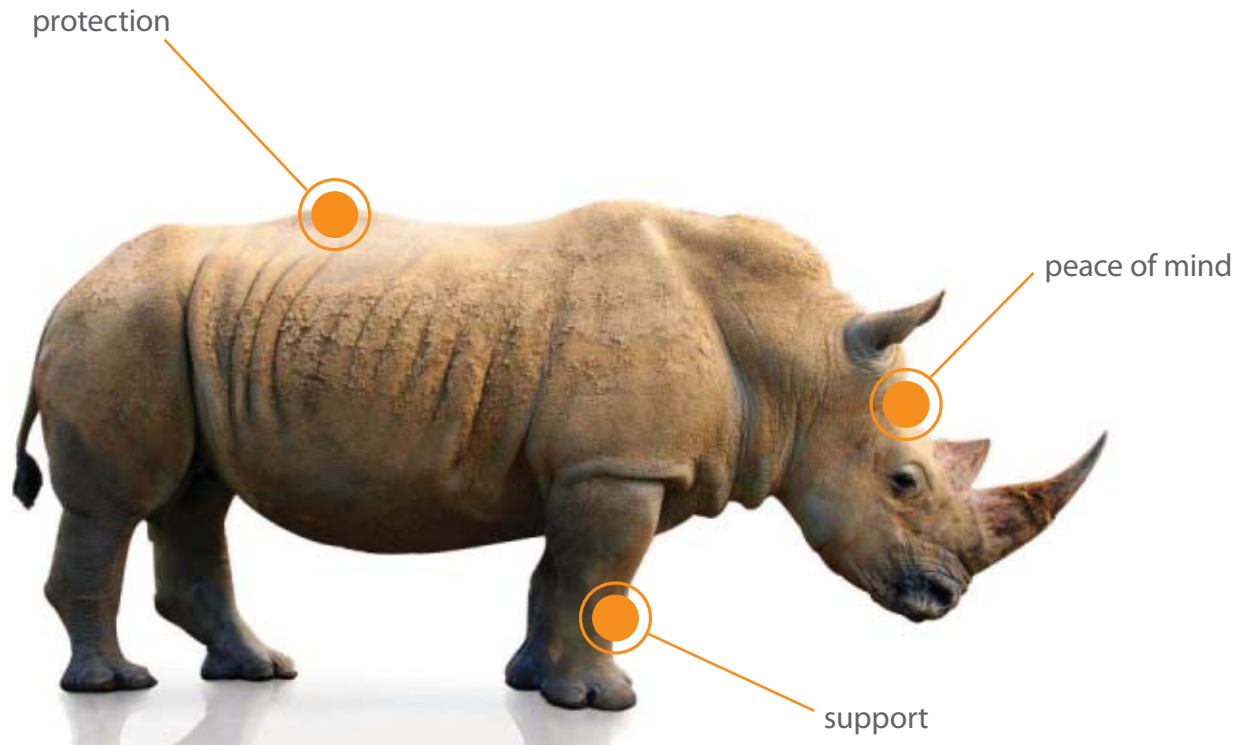


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President's Perspective by David Kumamoto, DDS

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

Access to care: Whose responsibility is it?

In Illinois, there are approximately 1.375 million people receiving Medicaid benefits and another 1.7 million individuals with no insurance, out of a population of 12.6 million¹.

This means that almost one in four people living in this state has little or no dental coverage, particularly if you are an adult. Many of these persons seek dental care but can not find a dentist willing to treat them because they have little or no means to pay for services. So where does the burden of treating these patients fall?

State and local governmental agencies used to cover many of the dental services for patients who needed treatment. Three decades ago the City of Chicago used to employ about 50 full- and part-time dentists to staff several healthcare clinics and

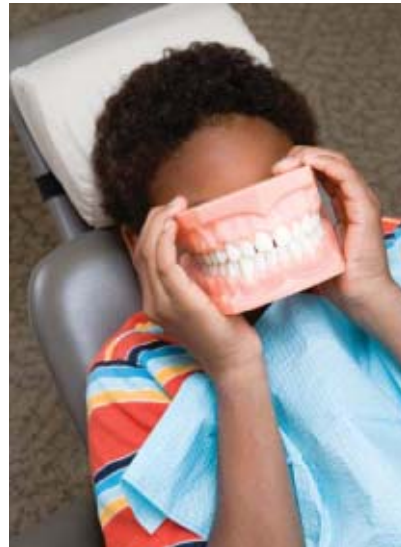
perform dental exams in the public schools. The dental clinics would offer a sliding scale for dental services based on a patient's ability to pay for treatment.

Over the years, the city and federal government have reduced funding so that now only a handful of dentists are employed by the health department and the dental clinics are open on a part-time schedule. The remaining dentists also visit schools to provide exams and place a few sealants. To put this in perspective, you have about five individuals to oversee about 400,000 public school children plus all the adults who seek treatment at the city clinics.

The Cook County Board also eliminated the dental director position a few years ago due to "budgetary" constraints. This leaves our dental society with no voice in making decisions about healthcare policy, in general, in Cook.

The State of Illinois is supposed to employ a dentist as state dental director, but since the departure of Dr. Lew Lampiris the state has not named a permanent replacement for this position. My conclusion is that state and local government agencies are not going to take the lead in dealing with the problem of access to dental care issues.

So with the reduction in the number of the city clinics,



where do all these dental patients go? One of the main "safety net" treatment centers in the city is the University of Illinois at Chicago College of Dentistry. Centrally located and partially funded by the state, you would think that this would be the solution to everyone's "access to care" issues! Students, however, do not work as fast as someone who has been in practice for a few years and most of the

patients need extensive dental care that is costly and beyond the scope of a dental student's skill level. Again, the sheer number of patients is self limiting so that only a few can be accepted for treatment on a daily basis. With limited finances, many of the patients who are accepted find it impossible to pay for "ideal" treatment and opt for less expensive treatment.

As part of the educational curriculum, UIC dental students rotate through community clinics to further gain experience and help the "underserved." Among the clinics visited are the Erie Family Health Center, the Spang Center for Oral Health, Hines VA, Illinois Masonic Medical Center, Infant Welfare Society of Chicago, Lawndale Christian Health Center, Oak Park River Forest Infant Welfare Society, Union M Clinic, Crusader Clinic (Rockford), Lake County Health Department and Community Health Center, and Northwest Community Healthcare Clinic.

The purpose of sending students to these clinics is twofold. First, the students gain more clinical experience in treating patients. And second, they see the problems that patients with limited resources have in receiving dental care. Several students have gone on to work at some of these clinics after graduation. Drs. Lynse Briney and Reshma Dahke are two individuals who have joined CDS after graduation and also work in two of these clinics.

Some of the community clinics have received grants from CDS in the recent years to help cover some of their operating costs. The clinics also receive grants from other agencies, either

Realistically, it is the responsibility of the dental profession to address the problems of access to care. The reduction of funding by federal, state and local governments sends a clear message to the profession. We can turn our back on the issue, but the problem will always be there.

public or private, to keep their doors open. However, even these other "safety net" clinics can not serve all the patients who are in need of dental care.

Over the next 40 years or so, the population of the United States will increase from 300 million to almost 400 million. Of the new 100 million people, many of those will join the ranks of the "underserved." If the community clinics are overburdened today, just wait a few years.

Many individual dentists also provide treatment through programs like Donated Dental Services. Many dentists, dental hygienists and assistants donate time and services to other programs for the underserved. In February of every year, the ADA sponsors the Give Kids A Smile (GKAS) program nationally to bring attention to the problems of educating and treating children with dental health-care needs. As I stated to the group at the UIC GKAS audience this past February, "we (the general public) are only seeing the tip of the tip of the iceberg" when it comes to looking at the problems of providing dental care to children. The adult problem is another issue.


So we come back to the main question of whose responsibility is the access to care problem with respect to dentistry.

Unfortunately, only one state legislator is a licensed dentist in Illinois. I do not know of any policemen, firemen or professional athletes currently playing who can fabricate a full over full set of dentures or even perform a prophylaxis. Realistically, it is the responsibility of the dental profession to address the problems of access to care. The reduction of funding by federal, state and local governments sends a clear message to the profession. We can turn our back on the issue, but the problem will always be there.

It is our problem; WE have to deal with it. ■

Reference

1. State Medicaid Fact Sheet. The Kaiser Commission on Medicaid and the Uninsured. www.statehealthfacts.org.




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NET - WORKING

IT'S NOT WHO YOU KNOW, IT'S WHO KNOWS YOU THAT COUNTS

by Joanna Brown

When David Kumamoto was installed as president of the Chicago Dental Society in

November, he explained his theme for the 2009 Midwinter Meeting, The World of Dental Networking:

“Dental networking can mean the nervous system and the 12 cranial nerves. Dental networking can refer to the office computer system or even the communication between dental offices. Dental networking may refer to the various dental groups and their relationship to each other.”

Local business experts agree that building networks builds businesses. Especially in slow economic times, the effort a business owner expends both preparing for and engaging in networking events is well spent.

“These are opportunities to develop relationships in terms of the business that we do,” said Rose Ann Pastor, Assistant Dean of Career Management Services at Loyola University Chicago’s Graduate School of Business. “In terms of ongoing relationships, it’s about getting into a circle of influence that you may need to be in down the road.”

Opportunities to grow your network abound. Your alumni association and professional societies are probably the first outlets that come to mind, bringing together people who share a passion for their profession. But don't forget about your local Chamber of Commerce for building better relationships among community leaders, or special interest groups like gourmet clubs and the Friends of the Library to build a network based on common interests.

Some networking opportunities combine the two. The University of Illinois at Chicago (UIC) College of Dentistry Alumni Association (for which membership and Board positions are open to alumni of any dental school, including the shuttered Loyola University School of Dentistry and the Northwestern University Dental School) organizes golf outings in addition to annual reunions and receptions at dental meetings nationwide.

It's not about collecting the most business cards. If you make one connection out of 100 people, that's success. Never assume that that person can't be of some help to you down the road.

"We want people to come out and have a little fun, but we also want to distribute information about what the Alumni Association can do for them. And one of those things is to bring people together, which is quite valuable from a practice standpoint," said Bill Bike, UIC's Director of Advancement and Alumni Affairs Communications. Alumni from different classes or different schools who have met at UIC's events are able to cover each other's practices during vacations or refer patients for special treatment, Mr. Bike explained.

Especially in professional circles, "you get jobs through the people who know you. It's not who you know, but who knows you," Ms. Pastor agreed.

Most networking opportunities will be live events at local restaurants, hotels or recreational sites, but the Internet offers a whole different venue for a similar purpose. An increasing number of professionals are logging on to find networking opportunities online.

In fact, a survey of dentists at the

American Dental Association's 2008 House of Delegates meeting revealed that 68 percent of dentists surveyed believe it is "very important" for individual dentists to incorporate smart/social networks into their day-to-day practices.

Similarly, 73 percent of dentists surveyed predicted that smart/social networks will have a "positive" impact on organized dentistry; 21 percent reported that the impact will be "neutral."

(Of note, Ms. Pastor's preference for her own professional networking efforts is for face-to-face encounters because the ability to look someone in the eye and shake their hand "makes the encounter more real," she said.)

Whether online or in person, these scenes can be unnerving for the novice – think: middle school cafeteria. The key to success is a strong sense of self and a healthy dose of self-confidence.

In anticipation of networking opportunities, Ms. Pastor advised profession-

als to take inventory: who are you? What can you offer? What should people know about you? Be aware of your tone of voice, the attitude you project, and your appearance.

"It's about preparing my understanding of who I am and what I have to offer everybody – what do I want them to walk away with after we meet," she said. "Walk in like you are the host, not just another guest."

And like a good host, a good networker understands that the process is about building two-way relationships. Don't get so caught up in talking about yourself that you forget to ask questions of the people around you.

"Find out about the other person and what makes them tick," Ms. Pastor said. "You want this relationship to be win-win, so ask lots of questions. You want to be able someday to help them out, too. Your goal is to connect with people."

Retired businessman Mark Goodman agreed. A volunteer business counselor for SCORE, a nonprofit association



More tips for successful networking experiences

Rose Ann Pastor, Assistant Dean of Career Management Services at Loyola University Chicago's Graduate School of Business, and Mark Goodman, a volunteer business counselor for SCORE, offered these additional tips for successful networking experiences:

- Be distinctive when you enter a room through your impeccable grooming, such as with a vibrant scarf or tie. Get a haircut and make sure your suit is clean and stylish in anticipation of a networking event.

- Pick networking events that are held in your comfort zone, whether that's in your hometown, at your alma mater, in a cultural setting like a museum or highly-acclaimed restaurant, or online. Ms. Pastor said you will find more success in the environment where you are most comfortable.

- "Don't be the first person to sit at a table or the last to sit down," Mr. Goodman said. "If you're first, you get anxious if no one joins you right away. If you're last, there may not be anyone to talk to who isn't already engaged in a conversation."

- "If you are going to be a great conversationalist, get your answers out of the way quickly and move on to asking questions," Mr. Goodman said.

- Contribute to a good conversation; don't hog all the attention. "It's better to say one intelligent thing than to go on and on with 30 minutes of semi-coherent talking," Mr. Goodman said.

- Have a Web page for your practice, and have the URL printed on your business cards, Mr. Goodman said. Your Web page will make it easy for the people you meet to locate you later – even if they only remember enough to Google "dentist, Mary, Chicago."





Nothing beats a hello and a handshake

Ms. Pastor and Mr. Goodman agreed on the tremendous value of professional networks, the importance of finding a place where you are comfortable networking, and their personal preferences for face-to-face networking opportunities over online social encounters.

Surprisingly, [PinkTooth.net](#) founder Lori Trost feels the same way.

"I truly believe that there is nothing like one-on-one, face-to-face greetings and shaking hands to build relationships, and so dental meetings will always be important – I've gone to many in my career and I think they're critical for developing listening skills.

"But as we are now in the digital age, we have to embrace the new technologies and work in whatever ways people feel most comfortable."

A 1986 graduate of the Southern Illinois University School of Dental Medicine, Dr. Trost has long felt passionately about her career and knew she had lots of information to share with colleagues who sought her council on living a happy, healthy and balanced life.

At the same time, she's watched the dental community change around her. She noted that it was just a few years ago that dental office staff members began to really be considered as a team, and more women started coming out of dental school, prompting marketplace trends that responded to these changes.

And thus [PinkTooth.net](#) was born. Just as dentists encourage patients to find a "dental home," the [PinkTooth.net](#) team set out to provide an "educational home with a community of dental mentors," five years ago. The dynamic nature of the Internet seemed the perfect place to establish such a network.

"There was a real need for dental education in a safe place, where people could gather ideas and information from reputable voices, where they felt comfortable raising their hands and getting answers to their questions," Dr. Trost said. "Women especially have a unique spin on those needs because we have more hats to wear, more plates to spin.

"As you come up through your career, you will sit in lectures given by icons, but you won't raise your hand to speak because you're too nervous or they're talking over your head, and so you don't get to ask your question. The Internet makes everyone approachable."

which is affiliated with the U.S. Small Business Administration and dedicated to educating entrepreneurs and helping small businesses succeed, Mr. Goodman recommends that his clients anticipate who they will see at networking events and what questions they will ask to get

the conversation rolling.

"Have a plan," Mr. Goodman recommended. "If you're going to a meeting or a convention, you probably have a good idea of who is going to be there. Decide who you want to talk to."

Your plan, Mr. Goodman explained,

gives you a sense of purpose when you arrive. In addition, it's easier to break the ice when you can say to someone, "Dr. Smith, I've been looking forward to seeing you ever since I read about your work in this field!"

"It makes people feel good to know they are sought after," Mr. Goodman said.

In the same way that you anticipate questions you will ask, prepare answers to the questions you anticipate receiving.

"Every discipline has a protocol," Mr. Goodman said. Have succinct responses for questions about your career – probably no more information than you might put on a business card – that are appropriate for the situation. You might be more specific about your area of specialization at a dental meeting, and more general about your office at a Chamber of Commerce luncheon.

At such a meeting of local business leaders, Mr. Goodman said you should anticipate the obvious question, "So how's business?" This is your opening to tell people that you'd welcome their referrals - but be careful not to cross the line and become a tacky salesman at an event intended for building relationships. Find a graceful and appropriate way to explain that you are accepting new patients every day and referrals are appreciated.

But your work is not over when you leave the networking event. Sure, you can loosen your tie and kick off your heels, but you should also use the drive home to reflect on your experience and plot ways to improve the next time you attend a similar event. Consider how you feel about what you said and how you can be more helpful to the new people you met.

"It's not about collecting the most business cards," Ms. Pastor said. "If you make one connection out of 100 people, that's success. Never assume that that person can't be of some help to you down the road." ■

For more information about SCORE, visit www.score.org.

Find more information about local dental school alumni events at www.dentistry.uic.edu. Click on "alumni" at the top of the page.

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Richard Kozal, DDS

CDS PRESIDENT, 1982-83

by Joanna Brown

Past president of the Chicago Dental Society Richard Kozal died March 11. He was 73.

Having served in all offices of the Englewood Branch, Dr. Kozal was elected president of CDS in 1982-83. He also served as general chairman of the 112th Midwinter Meeting in 1976.

“Richard loved his profession and worked tirelessly for it in many ways,” remembered William Kort, another past president of CDS (1991-92) who served as director of the West Suburban Branch during Dr. Kozal’s presidential year.

Dr. Kozal was active in several professional organizations, including the American Prosthodontic Society, the American Association of Dental Examiners, the Academy of General Dentistry, the Institute of Medicine of Chicago and the Odontographic Society of Chicago. He was a fellow in the American and International Colleges of Dentists.

Dr. Kozal served as ADA second vice president from 1983-84, and was secretary-general of the Pierre Fauchard Academy (PFA) at the time of his death. He and his wife, Judith, ran the PFA office for 29 years.

“He was the kind of man that if a job had to be done, he’s the guy you’d ask first because he’d do it to the best of his ability and he’d do a first class job,” said James H. Ridlen, who preceded Dr. Kozal as CDS president. Dr. Ridlen served on the boards of CDS and the International College of Dentists with Dr. Kozal, and the gentlemen developed a lasting friendship during their shared experiences.

Dr. Ridlen has several memories of Dr. Kozal that make him laugh, including Dr. Kozal’s decision to sleep on the floor of Dr. Ridlen’s room at a Chicago hotel one brutal February night, rather



Dr. Richard Kozal

than suffer through the cold blasts of snow and wind pounding against the windows of his own room, which overlooked Lake Michigan.

Dr. Kozal was a native of Chicago and a veteran of the Army Reserve. He earned his DDS in 1961 from the Loyola University School of Dentistry, where he remained active as a teacher and a member of the alumni association’s Board of Governors (the school closed in 1993). Dr. Kozal received the Alumni Citation for his activities in 1975.

“He was stern and he voiced his opinion, but he also had a soft spot,” said Christos Baboulas, a former student of Dr. Kozal’s whose first job was as an associate in Dr. Kozal’s practice. “He introduced me to the Army Reserve and to organized dentistry. He was my co-worker, friend,

mentor and confidant.”

Dr. Kozal enjoyed a 20-year military career. After receiving his dental degree he served as a Captain in the Dental Corps for two years. He eventually achieved the rank of Colonel, having served as Commander of the 149th Dental Unit at Ft. Sheridan and Deputy Commander of the 88th Medical Brigade.

Even after Dr. Kozal moved to Nevada, he returned to Chicago almost annually to attend the Midwinter Meeting and to visit family, Dr. Ridlen said. The two friends always made time for dinner during these visits.

“One year Richard and Judy were coming out for dinner and I made reservations at a really nice restaurant near our house,” Dr. Ridlen said. “But when they got here Richard said they’d really rather not do that. They wanted sliders from White Castle. So every time they came out I made sure we had sliders and orange soda.”

Nephew John Kozal, who will serve as program chair for the 2013 Midwinter Meeting, credits his uncle’s example as the reason he decided to become a dentist.

Dr. John Kozal sought Dr. Richard Kozal’s advice on which courses to take in school, started his dental career in his uncle’s office, and sought additional advice when he ultimately decided to set up his own dental office.

“I learned things from Richard that I might not have gotten from another senior associate,” Dr. John Kozal said. “He loved his profession and he was very good at it. I still see some of his patients who have fillings and dentures that are 30 years old that they don’t want replaced because they’re still happy with them.”

Dr. Richard Kozal also introduced his nephew to organized dentistry.

“As I was slowly getting involved he made sure I met a lot of people who shared his passion,” Dr. John Kozal said.

Services were held March 19 in Mesquite, NV, where Dr. Richard Kozal resided with his wife. He is also survived by his three sons, Paul, David and Rick; a stepson, Michael; a sister and brother; and three grandchildren. ■

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In Other Words by Mary M. Byers, CAE

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

Staff CE policy: What is your management obligation?

CDS Review Columnists Mary Byers and Dr. Petra von Heimburg received the following question from a MWM attendee:

"When a doctor mandates participation in specific continuing education courses, what obligations does the doctor have to reimburse staff for their time or provide travel accommodations like hotel rooms and dinner allowances?"

Following is Ms. Byers's response. To read Dr. von Heimburg's response, please turn to page 18.

Do you view continuing education for your staff as an expense, an investment, a reward, or a combination of all three? How you answer this question will determine, in part, how you approach your internal continuing education policy. (You do have one, don't you?)

Since Dr. Petra von Heimburg addresses the legal obligations of mandated continuing education in her column, I'll address the concept from the perspective of a smart team leader. To help me, I queried several practitioners regarding their practice policies. All that I queried provide reimbursement for registration, transportation, lodging and meals and most pay for the time spent in class so that staff members do not lose compensation. Obviously, these doctors value continuing education. Their reasons vary:

- "I feel continuing education inspires and is part of the job."
- "We're committed to continued improvement of patient care and efficiency in the office."
- "I have the best staff and want them to grow and extend themselves."
- "Continuing education is one of the best investments that can be made in our dental team. . . and we hope that we can build an atmosphere in which the whole team strives to be the best we can be together."

Though there are many reasons for generosity when it comes to continuing education, smart managers know that a competent and current staff is an asset to any practice. They also understand that it's less expensive to invest in the team they already have than it is to devote time and money to finding, hiring and training new staff members. By picking up the tab for continuing education, you send a strong message to

your staff regarding their value to you and the practice.

Though many of the doctors I queried admitted their policies are informal and classes are approved on a case-by-case basis, I was intrigued by one central Illinois practitioner who shared how he had recently revised his policy. He wrote, "I was finding that the lack of definition in our policy was leading some of my team to request extravagant venues for their continuing education needs. When I had to make the decision to allow them or not, it led to subtle accusations of favoritism and a slight attitude of entitlement among a few of them. What was intended to build and encourage my team was sometimes having the opposite effect."

Recognizing that current policy wasn't as effective as it could be, this doctor moved from case-by-case approval to the equivalent of providing an "expense account" for each staff member. Now, each of his team members is allowed \$1,000 and each associate doctor is allocated \$2,000 annually. Funds may be used for registration, transportation, lodging and meals and each team member has the freedom to choose classes that meet their needs and the venues that suit them. Money not used is not carried over into the next year, providing incentive to attend continuing education annually.

This type of "expense account" policy has transformed this doctor's office in several ways. First, team members became more frugal once they began spending their "own" allotment. They shopped for more reasonable lodging and means of transportation and became more willing to share a room or carpool. In addition, the doctor no longer feels pressure to encourage or restrict education choices. Team members who were already motivated to educate and improve themselves remain motivated to do so. Those who were less inclined now feel an added value to pursue education, even if it is monetary in nature. Finally, the practice expects to realize a financial savings as a result of being able to accurately predict maximum continuing education costs each year.

Though legal requirements may dictate portions of your office's continuing education policy, it's best not to let these regulations restrict you. As one practitioner wrote, "I have a very capable, caring, experienced, friendly, courteous and kind staff." A generous continuing education policy is one way to get – and keep – this kind of staff. ■

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.



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Staff CE policy: What is your legal obligation?

CDS Review Columnists Mary Byers and Dr. Petra von Heimburg received the following question from a MWM attendee:

"When a doctor mandates participation in specific continuing education courses, what obligations does the doctor have to reimburse staff for their time or provide travel accommodations like hotel rooms and dinner allowances?"

Following is Dr. von Heimburg's response. To read Ms. Byer's response, please turn to page 16.

I hope everyone enjoyed the 144th Midwinter Meeting! As usual, the event was well attended and a success. It provided ample opportunity for dentists and their staffs to attend courses, visit the Exhibit Hall, and build and reinforce the all important team spirit.

Having returned to the practice environment, bills for the event may start to pile up and, if the dentist has not already given serious consideration to the expenses incurred, he will surely do so now.

What are a dentist's legal obligations toward his staff with regard to "footing the bill" for such a meeting? While we consider the dentist who pays for his or her staff to attend the event to be generous and supportive, the question remains: Is the employer obligated to do so? Are there legal requirements?

If the employer requires his or her staff to attend the Midwinter Meeting, the Department of Labor will view this as time spent for the benefit of the employer, and thus the employer will have to pay the employee his/her hourly pay.

As it turns out, the dentist's obligations regarding the above situation are regulated by federal as well as Illinois labor laws.

In order to answer the question "who shall pay?" we have to know whether the employer required his/her employees to attend the meeting. If attendance is up to the employees, then any cost incurred is theirs to bear unless a specific

contractual obligation requires the dentist/employer to compensate the employees for all or part of the meeting's expenses. Such may be the case when an office has a continuing education policy in place, which provides for an "expense account" as referred to in Mary Byers' column in this issue.

Now, let us assume that no such contract exists: the dentist

plans a Midwinter Meeting outing and skipping the meeting is not considered an option. Thus, dentist and staff plan to be in Chicago for the four-day event. What are the dentist's obligations toward his staff?

Travel away from home

If our dental team travels from downstate Illinois and has to stay overnight, the following applies:

"Travel that keeps the employee away from home over night is travel away from home." And travel away from home is considered working time, if the employee is traveling during normal working hours. Thus, if the employee normally works from 9 a.m. to 5p.m., and, in this instance, he or she is on the road to get to Chicago, the employer has to pay for that time.

—29 CFR 785.39

If on the other hand, our dental team is local and commutes to the meeting every day, getting up at 6 a.m., driving 30 minutes to the train station and taking the train to Chicago, the employees are entitled to include the train ride, but probably not the commute to the train station, as part of their work hours. The same would hold for the return trip.

"An employee's travel, performed for the employer's benefit (for example, . . . at the employer's special request to perform a particular or unusual assignment. . . , or in substitution of his/her ordinary duties during normal hours) is compensable work time as defined in 29 CFR 785.33 – 785.41 (1994), as amended at 26 FR 190."

—ILL. ADMIN. CODE tit. 56, § 1 b Sec.210.110

Hours worked

Now that our team has arrived at the event, the question arises whether the employees will be reimbursed for the courses and the time of attendance.

"Hours worked means all the time an employee is required to be on duty, . . . or at other prescribed places of work, and any other additional time he or she is required or permitted to work for the employer. An employee's meal periods and time spent on-call away from his/her employer's premises are compensable hours worked when such time is spent predominantly for the benefit of the employer, rather than the employee."

—ILL. ADMIN. CODE tit. 56, § 1 b Sec.210.110

If the employer requires his or her staff to attend the Midwinter Meeting, the Department of Labor will view this as time

spent for the benefit of the employer, and thus the employer will have to pay the employee his/her hourly pay. The courses the staff is asked to attend are for the benefit of the employer in educating his/her workforce. Thus, they must be compensated for by the employer, unless the employee consents otherwise in writing. The fact that a hygienist may also fulfill her needed continuing education hours will be considered a secondary benefit and will have no bearing.

—ILL. ADMIN. CODE tit. 56, § 1 b
Sec.300.780

Keep in mind that thanks to CDS, many of the courses are free and thus reduce the impact on the piggy bank.

Meals and lodging

“The reasonable cost of meals and lodging furnished by the employer and actually used by the employee may be considered as part of the wage paid an employee only (emphasis added) where customarily furnished to an employee.”

—ILL. ADMIN. CODE tit. 56, § 1 b
Sec.210.200

Since attending a dental meeting is an occasional event, the employees attending the Midwinter Meeting are entitled to have their meals and lodging paid for by the employer.

It goes without saying that failure to adhere to the laws and statutes makes the employer vulnerable to various monetary penalties and legal actions, which would definitely break the piggy bank. ■

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.

Do you have a question you would like the CDS Review columnists to address?

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Are you looking for a dental hygienist?

The CDS online Job Board helps connect dentists with dental hygienists

If you are looking to hire a dental hygienist, the online Job Board is the place to start your search. CDS offers this service to members and 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!

Looking for a new dental hygienist just got really easy. For more information on the Job Board visit www.cds.org/jobboard.



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Open Wide

A blog for dentists by the Chicago Dental Society

Open Wide, the Chicago Dental Society's brand new blog, debuted in January. If you're looking for a place to interact with your fellow members, get a quick chuckle or find out what's happening at CDS, visit www.cds.org and click on the **Blog** tab in the top navigation bar.

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

Going Local

a look at what's happening in our community

UIC honors Drs. Testa and Cubbon with Towner Award

Two former Presidents of the Chicago Dental Society were honored with the F. William Towner Award at the University of Illinois at Chicago (UIC) College of Dentistry's 2009

Reunion April 24. H. Todd Cubbon (CDS president, 2008) earned his DDS from UIC in 1970, and Ronald G. Testa earned his DDS from the College in 1972 and his MS in Pediatric Dentistry from the College in 1976.

The Towner Award is given for excellence and significant and meritorious activity in organized dentistry, reflecting the late Dr. Towner's commitment to organized dentistry.

Other UIC alumni awardees honored that evening were Dale Nickelsen, '62, MS Pediatric Dentistry '69, Distinguished Dental Alumnus; Seema Ashrafi, '93, MS Histology '94, Endodontics '99, E. Lloyd Du Brul Faculty Achievement Award; Jin-Moon Soh, MS Pediatric Dentistry '74, University of Illinois Alumni Loyalty Award; and Steven T. Kuhn, '97, President's Leadership Award.

In addition, Joseph Gowgiel, an alumnus of the Loyola University Chicago School of Dentistry, received the Raffaele Suriano Award, named for a former dean of Loyola's dental school. Increasing numbers of Loyola dental school alumni have been attending the UIC College of Dentistry reunion in recent years.



H. Todd Cubbon



Ronald Testa

ADA kicks off program to treat underserved communities

Coursework began in March on an American Dental Association (ADA) pilot program to deliver needed dental care to underserved people in urban, rural and Native American communities in several states. The program creates a new dental health team member, the Community Dental Health Coordinator (CDHC).

CDHCs are drawn from the communities they are intended to serve, and supported by a dental team working under the supervision of a dentist.

They can help people in an underserved community in many ways. As members of a community, they serve as role models by empowering their neighbors to take an active role in their oral health care such as by brushing twice a day with fluoride toothpaste, flossing and eating a balanced diet – critical to breaking the cycle of dental disease. They are able to link patients to existing community-based, public health assistance programs and Medicaid. CDHCs are also trained to provide a range of preventive care services, such as fluoride treatments and placement of sealants.

Most importantly, the CDHC is trained to identify serious dental conditions that require immediate attention and will get patients to a dentist.

"We celebrate the roll-out of this program which the ADA and our partners have worked on meticulously over the past years," said ADA President John S. Findley. "This outreach effort is one of several ways that the ADA is addressing access to oral health issues."

The ADA developed the CDHC curriculum over the past several years. Broadly described, it consists of a 12-month period of academic course work, followed by a six-month field internship. The academic portion of the training is provided via the Internet.

The CDHC program is a collaborative effort that has drawn together several academic institutions, each of which is responsible for specific training. These schools include the University of Oklahoma in Oklahoma City; the University of California Los Angeles; Salish Kootenai College, located on the Flathead Indian Reservation in Pablo, MT; and Temple University's Kornberg School of Dentistry in Philadelphia, which will launch its program this summer. Rio Salado Community College in Tempe, AZ, is supporting the program by providing the academic study portion online.

The CDHC program will train a total of 18 CDHCs in the 2009-10 academic year. The same number of CDHCs will be graduated over the two remaining program years, to produce a total of 54 CDHCs. During the course of this effort, the ADA and its partners will evaluate the program to determine its success in fulfilling its mission.

"Our dental school partners and the ADA believe that CDHCs have enormous potential to deliver oral healthcare to underserved populations," said Dr. Findley. "While it is not possible at this juncture to predict the outcome and efficacy of this initiative, our partners and members have expressed enthusiasm and optimism for this model and for what it might achieve."

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145TH MIDWINTER MEETING | FEBRUARY 25-27, 2010 | CHICAGO DENTAL SOCIETY | McCORMICK PLACE WEST



Chicago puts City Council meetings, legislation online

The office of the Chicago City Clerk launched a new Web site in 2008, which included 700,000 pages (30 years worth) of City Council legislative documents, www.chicityclerk.com. This includes every ordinance passed by the City Council and City Budgets going back to 1981, as well as Executive Orders dating back to the Bilandic Administration (1976-79), City Clerk Miguel del Valle recently announced in a prepared release.



In conjunction with the new information, the site includes a new search engine which works with simple key words and phrases – no longer do you need to know the date, sponsor or committee associated with a piece of legislation in order to find it.

Shortly after monthly City Council meetings, brief descriptions of all substantive proposed and passed legislation

will be posted on the Web site, with links to the original documents. Committee meeting notices, agendas and summaries will be posted throughout the month to make citizens aware of the time, location and agenda for every meeting.

View live streaming video of monthly City Council meetings on the site, too.

Questions about this information or how to access it should be referred to the office of the City Clerk at 312.744.6870.

ISDS Foundation now accepting grant applications

The Illinois State Dental Society Foundation is accepting applications for its 2009 round of community grants. This year, the ISDS Foundation will award \$40,000 to causes that promote and courage improved oral health in Illinois. All applications must be postmarked by Monday, June 1.



Proposals will be evaluated based on audience/community impact, feasibility of the project's success, potential for continuing after the ISDS Foundation grant monies have been expended, and project potential to achieve the goals and mission of the ISDS Foundation.

All applications must be endorsed by an ISDS component dental society. The applicants must reside in Illinois and the project must be designed to benefit Illinois residents.

The grant project, which began in 2006, attracts the interest of many organizations that are actively working to expand access to oral healthcare services to needy individuals around the state.

For further information and to obtain a grant application, visit www.isds.org/isdsfoundation and click on Helping Communities or contact Foundation Program Director Tess Fyalka at 800.475.4737. Awards will be announced in September. ■

VOLUNTEERS NEEDED!

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.

EARN MONEY WHEN YOU VOLUNTEER!

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Your Health

a discussion on health-related topics

May is Better Sleep Month

by Joanna Brown



As if you needed encouragement to sleep in next weekend, May is Better Sleep Month. Take some time – during the day, of course – to learn why time spent asleep may be the most productive part of your day.

Sleep affects how you feel, your relationships, your productivity and your quality of life. While you sleep, your brain goes to work, consolidating the day's learning into memory and reenergizing the body, says the Better Sleep Council (BSC), a non-profit organization of sleep advocates (supported by the mattress industry) who work to pro-

mote a good night's rest as a key part of whole body wellness (www.bettersleep.org).

Sadly, sound sleep remains elusive. A BSC poll found that:

- 65 percent of Americans are losing sleep due to stress.
- 32 percent of Americans are losing sleep at least one night per week.
- 16 percent of Americans experienced stress-induced insomnia.

U.S. News and World Report outlined several reasons why we shouldn't short-change the sandman (www.health.usnews.com, Oct. 16, 2008):

- People who sleep less than seven hours a night tend to be more obese, according to a 2006 Institute of Medicine (IOM) report. This may relate to the discovery that insufficient sleep appears to tip hunger hormones out of balance; Leptin, which suppresses appetite, is lowered while ghrelin, which stimulates appetite, is raised.

- A study published in the *Journal of Clinical Sleep Medicine* found that people with obstructive sleep apnea or other severely disordered breathing while asleep ate a diet higher in cholesterol, protein, total fat and total saturated fat. Women were especially affected.

- A 2005 study published in the *Archives of Internal Medicine* found that people getting five hours of sleep or fewer each night were 2.5 times more likely to be diabetic, while those with six hours or fewer were 1.7 times more likely.

- A 2003 study found that heart attacks were 45 percent more likely in women who slept for five hours or fewer per night than in those who got more.

- Blood pressure may increase. Obstructive sleep apnea, for example, has been associated with chronically elevated daytime blood pressure, and the more severe the disorder, the more significant the hypertension, suggests the 2006 IOM report.

- As stated in a 2007 report in the *New England Journal of Medicine*, nearly 20 percent of serious car crash injuries involve a sleepy driver, independent of alcohol use.

- Older folks who have trouble getting to sleep, wake up at night, or are drowsy during the day could be 2-4.5 times more likely to sustain a fall, according to a 2007 study in the *Journal of Gerontology*.

- Adults who are chronically sleepy report more mental distress, depression and alcohol use. Adolescents suffer, too: One survey of high school students found similarly high rates of these issues. Middle schoolers, too, report more symptoms of depression and lower self-esteem.

And while researchers have found innumerable reasons why sleep is important for health and wellness, they haven't identified a magic number for how much sleep our bodies need. The National Sleep Foundation (www.sleepfoundation.org), an independent nonprofit organization dedicated to improving public health and safety by achieving understanding of sleep and sleep disorders, says that the amount of sleep a person needs to function best varies by age group, gender and individual.

10 ways to improve your sleep habits

While you search for your magic number, the BSC recommends 10 ways to improve your sleep habits and celebrate Better Sleep Month:

- 1. Make sleep a priority.** Keep a consistent sleep (bedtime) and wake schedule, including weekends
- 2. Create a bedtime routine that is relaxing.** Experts recommend reading a book, listening to soothing music or soaking in a hot bath.
- 3. Transform your bedroom into a haven of comfort.** Create a room that is dark, quiet, comfortable and cool for the best possible sleep.
- 4. Evaluate your mattress and pillow to ensure proper comfort and support.** If your mattress is five to seven years old, it may be time for a new one. In general, pillows should be replaced every year.
- 5. Keep work materials, computers and televisions out of the bedroom.**
- 6. Exercise regularly,** but complete workouts at least two hours before bedtime.
- 7. If you sleep with a partner, your mattress should allow each of you enough space to move easily.** Couples who've been sleeping on a "double" (full size) may think they have enough room, until they learn that each person has only as much sleeping space as a baby's crib!
- 8. Avoid nicotine (e.g., cigarettes, tobacco products).** Used close to bedtime, it can lead to poor sleep.
- 9. Avoid caffeine and alcohol (e.g., coffee, tea, soft drinks, chocolate) close to bedtime.** It can keep you awake.
- 10. Finish eating at least two to three hours before bedtime.**

Find information about BSC at www.bettersleep.org. ■

X Got gear?



how do you
unwind
away from
the office?

We are looking for CDS member dentists with a passion outside of dentistry to feature in the Snap Shots section of the CDS Review. Dirtbike riders, sailors, spelunkers, storm chasers, here's your chance to tell your story.

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.)

Snap Shots

profiles of people in the profession

Meet Froggy's favorite dentist

by Rachel Azark



Brent Engelberg in front of Froggy's French Café in Highwood.

There were two reasons why Brent Engelberg decided to fill out the online *Check, Please!* form to review his favorite restaurant, Froggy's French Café in Highwood. The first was that Dr. Engelberg, a 2003 graduate of Indiana University School of Dentistry, and his wife had been watching the show frequently and were fans. The second was that they had been to Froggy's five or six times in about five weeks.

"It has great food and great service. It is a place that definitely deserved to be on the show," said Dr. Engelberg.

Check, Please!, a show that airs on Chicago's own WTTW, promotes a variety of food through the diverse culture of restaurants that Chicago has to offer. The show is unique in that each Friday night three different Chicago area residents who have recommended their favorite restaurants get to review each other's top picks and then discuss the three restaurants in a round-table setting.

It wasn't until last summer, six months after Dr. Engelberg had filled out the form, that he heard back from the show's producers. They told him he only had two to three weeks to go to two other restaurants plus Froggy's and write reviews of what he had at each of the restaurants. They encouraged him to go with a bigger group so that Dr. Engelberg could sample a larger variety of food.

Dr. Engelberg, who likes a nice long meal and thinks "great food makes for a great experience," was excited for both the chance to try two other restaurants and an excuse to go back to Froggy's – and to secretly review all of them.

On the day of the taping, show guests needed to arrive early. The producers wanted everyone to meet and greet before the taping started, but to refrain from talking about their restaurants of choice. The makeup artist also was there to put their camera makeup on.

"They put a ton of makeup on you!" commented Dr. Engelberg. Alpana Singh, the show's host, also sits down with each reviewer to quickly interview them about the restaurants they went to so she can prepare a few questions and lead-ins before appearing on camera.

And while *Check, Please!* gives the illusion that everyone is sitting around drinking wine at a restaurant, it really is just a stage set lined with cameras and video monitors.

Dr. Engelberg was feeling calm, though excited to be there, until his fellow guest, George, asked him if he had ever been on TV and then continued to explain that he was really nervous. George had even rehearsed a speech about his chosen restaurant.

"I was intimidated by this prepared speech. I was really nervous," said Dr. Engelberg. He was also the last guest to present his restaurant on the show. "You have a little less energy by that time."

Not only was Dr. Engelberg interviewed on TV, but the chef of the restaurant being reviewed is usually interviewed at a later time. Being on *Check, Please!* might bring more business to the restaurant, but to the chef it's a huge compliment for a customer to recommend the chef's restaurant for the show. Dr. Engelberg remembers that on his first visit back to Froggy's "everyone knew me and the chef came out to thank me."

If you have a restaurant in the Chicago area that you absolutely love and think should be on the show, visit www.wttw.com/main.taf?p=1,49,4. Dr. Engelberg suggests that you check to make sure the restaurant hasn't been on the show before, you have really good answers to build up your restaurant, and that you make sure you list a variety of what other favorite restaurants you like.

Visit www.wttw.com/main.taf?p=1,49,2 and choose season eight to watch Dr. Engelberg's episode. ■



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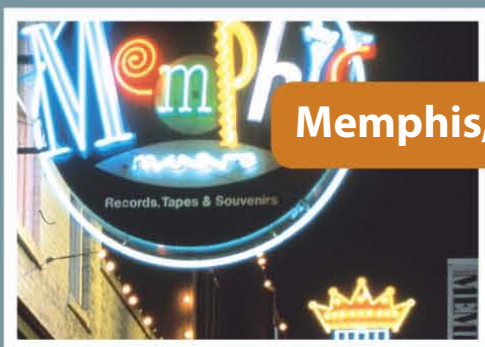
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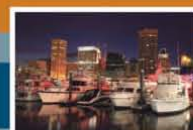


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¹ Getz, T., Milgrom, P., Weinstein, P. (1995). *Treating fearful dental patients: A patient management handbook*. University of Washington.
² Academy of General Dentistry. (2007). National survey reveals baby boomers miss links between oral and overall health. Retrieved May 30, 2008, from <http://www.agd.org/support/articles?ArtID=1287>

³ Hamilton, J.G. (1995). Needle phobia: A neglected diagnosis. *Journal of Family Practice*. 41: 169-175.

Looking Back

a historical perspective



Photo courtesy of the American Dental Association

fits of the castings; eventually he hit upon the idea of an expanding mold, and to cap it off, he invented a simple casting machine. Now gold castings could be made that fit.

He demonstrated his revolutionary discovery to 450 cheering members of the prestigious New York Odontological Society in January 1907. He lectured nationally, including at the OSC, receiving admiration wherever he spoke. The esteem of his colleagues was at a peak. . . not to be reached again in his lifetime.

He patented his casting machine. On the advice of his lawyers, he also patented a number of steps in the process. He began manufacturing the machine but couldn't maintain quality control of the device when demand escalated. The market was flooded with cheap imitators.

Instead of suing them, he sued George W. Boyton to prevent that doctor from using his technique without compensating him. The Dental Protective Association (DPA), a group founded to combat the predatory practices of the manufacturers of Vulcanite a generation earlier, attempted to arbitrate the dispute. Because Taggart also had patents on the process, DPA settled on having its members pay a once-in-a-lifetime fee of \$15 to use his method and any machine. They also negotiated a \$75 charge

for his machine. Non-members could join the association for \$25 and have the same privileges.

The compromise led to a heated dispute

in the profession. Opponents of Dr. Taggart argued that his discovery was a humanitarian process and belonged to humanity. Taggart countered, "You 40,000 dentists should not consider themselves humanity as against the 85 million in the United States." Lines in the sand were drawn. Dr. Taggart had his supporters – many prominent leaders of the profession – arguing he should benefit from at the very least his casting machine.

Dr. Boyton lost the original court case but prevailed on appeal, the court ruling that the process was ". . . publicly practiced upon many occasions." Enter the future commissioner of Major League Baseball, Judge Kenesaw Mountain Landis of the 7th District of Illinois, who upheld all Taggart's patents, further mudding the waters.

A bombshell was dropped when Taggart's antagonists uncovered a paper delivered by Barnabus F. Phillbrook of Iowa a decade before Dr. Taggart's discovery.

Dr. Taggart continued his quest in the courts; he was thwarted at every turn, exhausting his life savings. Before he started on his journey, he turned down \$1 million for his patents. He ended up being sustained by his colleagues and died a bitter man in 1933.

In a nod to his contributions, the 1955 American Dental Society's House of Delegates commemorated the 100th anniversary of Dr. Taggart's birth. It came too late, which is all too sad. ■

The tragic story of Dr. William Taggart

by Walter F. Lamacki, DDS

The story of William Taggart's life played out as a Sophocles tragedy: from respected leader to broken man who divided his profession.

Dr. Taggart was born in Freeport, IL, March 23, 1855. He showed mechanical aptitude early, winning a county award for a steam engine he made in his teens; it can be seen at the ADA library.

Dr. Taggart briefly worked in a machine shop after graduating high school, but he found more challenging work as a preceptor for a Freeport dentist. He entered the Philadelphia Dental College, graduating in 1878. He became a member of the Illinois Dental Society in 1889 and in four years was president. A year later he moved to Chicago, and in 1905 he became the first president of the consolidated Chicago Dental Society (CDS) and Odontographic Society of Chicago (OSC). The new society would last five years; the Odontographic

Society relinquished its charter to allow CDS to be the official membership society in Chicago and the area surrounding it, while OSC would again be an invitational organization.

Dr. Taggart had tinkered for a number of years with making gold restorations by the lost wax method known by the ancient Egyptians for making jewelry. He was frustrated by the poor



The Chicago Dental Society Officers and Directors
cordially invite you and your spouse/guest to attend the

INSTALLATION OF OFFICERS

Sunday
November 15

RITZ CARLTON CHICAGO HOTEL ♣ 160 E. Pearson St., Chicago

Welcome Reception: 6:15 p.m. in the Loge
Installation of Officers: 7 p.m. in the Ballroom
Gala Dessert Reception: 8 p.m. in the Loge



THE 2010 OFFICER NOMINEES

President: Michael Stablein, DDS, PhD

President-elect: Ian Elliott, DDS

Secretary: John Gerding, DDS

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Treasurer: Richard Holba, DDS

Dental Dateline

Dental Dateline is provided by your Chicago Dental Society member dentists.

Men should make a better effort to visit the dentist

This Father's Day, skip the neckties, the bacon-of-the-month club membership and the gadget that promises to improve his golf game.

Instead, make an appointment for the men you care about most to visit a dentist. A 2007 study by *Men's Health* magazine and *CNN* found that men make 150 million fewer trips to the dentist than women each year, and that about one-third of men had not had a

dental check-up in the past year. This is particularly alarming because, the study found, 34 percent of men ages 30-54 had periodontal disease, compared with 23 percent of

Men make 150 million fewer trips to the dentist than women each year, and about one-third of men had not had a dental check-up in the past year.

women, and 56 percent of men ages 55-90 had periodontal disease, compared with 44 percent of women.

Remind the men in your life that oral care and regular visits to the dentist offer many rewards:

- **Identify the cause of and combat bad breath**, which will positively impact both his health and his image.
- **Detect the earliest signs of oral cancer** (Men are twice as likely as women to develop the disease, often from smoking or chewing tobacco), which is very treatable when caught early.
- **Check for signs of gum disease**, which has been linked to systemic illnesses including heart disease, stroke and bacterial pneumonia.
- **Keep his smile beautiful** – a great smile can bolster his professional



image and his self-esteem.

It's especially important to make a dental appointment if you notice any of the following:

- **Bleeding gums, especially during brushing.** This is one of the first signs of gum disease (gingivitis), but visiting a dentist and practicing good oral hygiene at home can treat it.
- **Sensitivity to hot, cold or sweet foods and drinks.** This is a sign of more serious gum disease (periodontitis) and tooth decay.
- **Chronic bad breath.** This could

signal a variety of illnesses, such as tooth decay, a bacterial infection, gum disease, a sinus infection or even a hormonal change. Let a dentist investigate further.

- **Puffy, red or receding gums.** These are all signs of gum disease in various stages. If left untreated, it can lead to tooth loss.
- **Dark spots or holes on teeth.** These are signs of decay that can only get worse. See a dentist sooner rather than later to avoid more costly treatment down the road. ■

Meeting Place

dental meetings and CE opportunities

Regional Meeting

SEPTEMBER 16

Richard Sullivan, DDS: Implants

CDS Regional Meetings are 9 a.m.-2:30 p.m. at Drury Lane, 100 Drury Lane, Oakbrook Terrace. The presentation is worth 5 CE hours.

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 staff 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.



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 number 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

Visit www.chicagodentalstudyclub.com for more information, or call Forrest Tower, 708.423.0610, for future dates.

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.

Upcoming events

MAY

26: Dental Arts Club of Chicago

Dan Weber, DDS: The Latest Trends in Periodontics. Lincoln Tavern, 1828 W. Wabansia, Chicago. Cocktails: 6:30 p.m. Contact Joseph Sodini at 847.676.9292.

CHICAGO MEDICAL SOCIETY'S OSHA TRAINING WORKSHOPS

Can YOUR office afford OSHA's stiff penalties?

OSHA requires annual training for all healthcare workers with potential occupational exposure to bloodborne pathogens. Attend the 2-hour training course, update your exposure control plan and satisfy most of your yearly OSHA regulations.

All seminars are taught by specialists in exposure control. The course is designed for clinicians and their staff. At the conclusion of this activity, participants should be able to:

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- Comply with OSHA regulations that pertain to medical and dental facilities.
- Identify current emerging infectious diseases
- Prevent nosocomial infections to healthcare workers.

Register for upcoming training online at www.cmsdocs.org

Wednesday, June 10 | Wednesday, Aug. 5 | Wednesday, September 16 | Friday, October 2

Friday, October 23 | Friday, November 13 | Friday, Dec. 4



THE CHICAGO MEDICAL SOCIETY

in collaboration with the Chicago Dental Society

Chicago Dental Society members and their staffs can register for the discounted rate of \$99 per person.

For more information, call the CMS offices at 312.670.2550, ext. 338, or visit www.cmsdocs.org

2009 NORTHWEST SUBURBAN BRANCH
NORTH SUBURBAN BRANCH

Suburban Scramble

MONDAY
JUNE 1

8 A.M. SHOTGUN START

**Kemper Lakes
Golf Course**

24000 N. Old McHenry Road, Kildeer
(1.2 miles north of Route 22)

RESERVATIONS:

- Priority given to branch members who register before May 1.
- Registration will be open to all others after May 1 on a first-come, first-served basis.

FEES*:

- \$140 for North and Northwest Suburban Branch members
 - \$165 for other CDS branch members and nonmembers
 - Includes greens fees, golf cart, lunch and prizes
- * Fees increase by \$25 if you register after May 1

FOR MORE INFORMATION:

Dr. Jeff Kemp, 847.255.3020, or
Dr. Mark Jacob, 847.564.2180



Reservations

Name: _____	Foursome: _____
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Send check made payable to **NORTHWEST SUBURBAN CHICAGO DENTAL SOCIETY** to:
Dr. Jeff Kemp, 1420 N. Arlington Heights Rd., Suite 230, Arlington Heights, IL 60004.

Branch News

news from the home front

Englewood

Thomas Remijas, DDS

Greetings! A big Thank You to all the Englewood members who volunteered at the Midwinter Meeting. There are too many to list, but **John Kozal** and **Denise Hale** should be recognized for acting as committee co-chairs.

Englewoodians spotted on the ski slopes in February: the **John Kozal** family in Park City and the **Tom Remijas** family in Keystone.

Kudos to **Joe Unger**, **Kevin King** and **Ed Schaaf**, who participated in a Give Kids a Smile Day event in Marquette Park. The event was coordinated by **Gerald Ciebien** and provided dental screenings and patient education to more than 100 members of the Marquette Park community at no charge. The Tzu Chi Medical Foundation Chicago Team provided four portable dental units and treatment included restorations, extractions and sealants.

Congratulations to Dorothy and **Bob Unger**, who recently celebrated their 60th wedding anniversary.

Kathy Bielik and staff attended a SureSmile users conference in San Diego, where they learned about the lat-

Branch volunteers show their support on Give Kids a Smile Day



(Clockwise) Kenwood/Hyde Park Branch dentist Sherece Thompson and her hygienist, Kathy Jensen, participated in Give Kids a Smile Day by visiting Bannes Elementary School and sponsoring a coloring contest in the office.

Edward Schaaf (Kenwood/Hyde Park Branch) helped coordinate dental screenings, oral hygiene and limited care for some 100 patients of the Marquette Park community.

(L-R) Gerald Ciebien (West Suburban Branch) was joined by Michael Higgins (Northwest Suburban Branch) and Loren Feldner (South Suburban Branch).

ISDS President Joseph Unger (Englewood Branch) pitched in with other CDS members who volunteered their services in Marquette Park.

Branch Correspondents

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WEST SUBURBAN

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Branch News

est upgrades to the computer assisted ortho technology.

The Paragon Dental Study Club held its annual trip to Mesquite, NV, where a little golf was mixed with a learning experience. In attendance were **Dave Durkin, John Fredricksen, Emmett Grady, Jack Hart, Tom King, Larry Lenz, Jim McCormick, Bob Michet, Todd Molis, Bernie Muzynski, Barry Sullivan and Bob Thomas.** Don Doyle deserves credit for the organization of the trip.

Also spending some time in the warm weather getting ready for the season were **Tom Remijas, Ray Bartz, Brad Wright and Bill Heaton,** who were seen in Scottsdale, AZ, getting in a few spring rounds.

Grandpa news: Don Doyle is a new grandpa, as his daughter, Kate, blessed him with a granddaughter, Tess Reilly.

Bernie Muzynski welcomed a second grandson, Luke.

Todd Molis made room for two more grandchildren; his son, Marc, had twins. Son Preston and daughter Ashley will join Marc's previous four daughters.

Walter Lamacki's two eldest granddaughters have roles in the Forest Park production of *Les Misérables*.

Don't forget to save the date for the annual Englewood Golf Outing, which will be held June 10 at Cog Hill. Please contact **Michael Meehan** at 708.448.3131 for more details.

North Side

David Behm, DDS

CDS was pleased and proud to present the Gordon J. Christensen Recognition Lecturer Award to **Barry Freyberg** in recognition and appreciation of his many contributions to the science of dentistry and the Midwinter Meeting programs. Highest congratulations to a very special person.



NORTH SIDE: (Above) Jeff Kramer, Tim Schwartz, Janet Kuhn, Brian Soltys, Alice Boghosian and Alvin Atlas enjoyed the March 17 branch meeting at Ben Pao.



(Left) Past Branch President Ilie Pavel and Branch Director Jamie Robinson.

(Below) UIC senior dental students Kimberly Chan, Eliza Olech and Miloslava Miller are excited about their May graduations.



Marven Treiber and wife, Florence, celebrated their 60th wedding anniversary. Wow – 60 years of wedded bliss!

Gloria Gargiulo is proud to announce the acquisition of the Chicago office of Suburban Periodontics. The very best of luck to you!

Mark Steinberg, from the North Suburban Center for Oral and Facial Surgery in Northbrook, was an invited speaker for the Lake County Dental Society. The title of his talk was "Trigeminal Nerve Injury and Management."

Bruce Hochstadter, Richard Isaacson,

Barry Cherny, Leo Dumanis, Nicholas Katris and Michelle Pashley recently hosted a lecture on OSHA Compliance, presented by Lori Porta, an OSHA authorized trainer. The doctors then presented two additional subjects: Medical Emergencies in the Dental Office, and MoistY-ourMouth, a new dry mouth appliance for relief of xerostomia. More than 200 dentists and staff enjoyed this lecture, followed by lunch at Maggiano's in Skokie.

Jeff Arnold and wife, Diane, are please to announce the arrival of their first grandchild, Penelope Isabelle Arnold, born to Jason and Stephanie, in Richmond, VA. After Jason received his PhD in political science at the University of Minnesota, he accepted a position as a professor at Virginia Commonwealth University. According to Jeff, in his unbiased opinion, she is the most beautiful baby born this century!

Chuck Shulruff and his wife, Audrey,

are proud to announce that their daughter, Molly, celebrated her Bat Mitzvah on her 13th birthday. It was golden. Chuck is also pleased to announce that his father, **Walter Shulruff**, a retired North Side Branch member, and mother, Freda, celebrated their 60th wedding anniversary. The celebration with family and friends was spectacular.

North Suburban

Yendis Gibson-King, DDS

The North Side Branch membership is proud to be able to support the Chicago Dental Society Foundation and the Illinois State Dental Society Foundation. A \$5,000 check was presented by **Susan Becker Doroshov** to **Kenneth Bueltmann**, representing the CDS Foundation, at the January branch meeting. A \$3,000 check was presented to Greg Johnson, ISDS director of professional services,

accepting on behalf of the ISDS Foundation at the March branch meeting. **Barbara Mousel**, chair of the CDS Foundation Board of Trustees attended our March meeting to thank the branch for its donation.

Congratulations to **Dorothy Anasinski**, newly elected chapter president of North Shore Women Dentists.

Welcome to **Derek Bock** and **Anokhi Bock**, who have opened their new office in Lake Forest. This husband-and-wife enterprise is a paperless, state-of-the-art practice offering digital imaging, computerized records and electronic patient communication. Stop in and say hello!

Congratulations and best wishes to **Priscilla Shih**, who was married in January to Dennis O'Brien. Their Cancun honeymoon was wonderful, even though the weather was not. The newlyweds reside in Racine, WI. Priscilla will contin-

North Suburban Branch

2009-10 Branch Meetings

Green Acres Country Club | 916 Dundee Rd., Northbrook | 847.291.2200

Cocktails: 6 p.m. | Dinner: 6:45 p.m. | Program: 7:45 p.m.

October 13	Fido and Frieda Go to the Dentist	Dr. Cynthia Charlier, veterinary dentist, surgeon
November 10	Better Body, Better Mind, Better Business	Brian Wismer, certified athletic trainer, kinesiologist
December 8	Collaborative Management of the Developing Dentition and Occlusion	Dr. Ralph Robbins, orthodontist
January 12	Recent Advances in Detection and Prevention of Oral Cancer	Dr. Mark Linßen, oral pathologist, oral surgeon
March 9	Diagnosis and Management of Trigeminal Nerve Injuries	Dr. Mark Steinberg, oral and maxillofacial surgeon
April 24	Casino Night – Installation of Officers Dinner and Dance	

Dr. Mark W. Jacob, president, looks forward to an eventful year!

Branch News



NORTH SUBURBAN: (Clockwise) North Suburban Branch Director Susan Becker Doroshow and Branch President Maria Fe Corpuz-Bato presented a donation to the CDS Foundation, represented by Kenneth Bueltmann.

CDS Foundation Chair Barbara Mousel, Astrid Schroetter and Tayseer Ibrahim at the March 10 branch meeting.

The North Suburban Branch also made a donation to the ISDS Foundation in March. Pictured are Maria Fe Corpuz-Bato, branch president; ISDS Director of Professional Services and ISDS Foundation representative Greg Johnson; Mark Humanek; Robert Bitter; Susan Becker Doroshow and Barbara Mousel.

ue practicing in Northbrook and Racine.

David Williams returned from his fifth dental mission with El Niño Rey in the mountains of Geurrero, Mexico, providing free dental care and educational scholarships to the poor in Geurrero. Other CDS and branch member providers on the trip were **Julie Laverdiere-Beck, Kim Busch, Jim Durso** and **Steve Shandley**.

Brad Weiss announces his first venture into the teaching arena at the Pankey Institute in Key Biscayne, FL. His sub-

ject matter is "Essentials 1: Occlusion In Everyday Dentistry."

Christine Culp's daughter is in France for one year, taking a sabbatical from Tufts University. When asked what her daughter would be studying, her mom reports with a smile, "traveling."

The installation of branch officers for 2009-10 took place at the Knollwood Country Club in Lake Forest. The theme was a Rock 'n' Roll Night. The newly installed officers are: **Mark Jacob**, president; **Astrid Schroetter**, president-

elect; **Marita Janzen**, secretary; **Jim Benz**, vice president; and **Dorothy Anasinski**, treasurer.

The 2009-10 branch meetings will be moving to the Green Acres Country Club in Northbrook. The club has undergone a renovation which will accommodate our branch very comfortably. Our newly installed officers are very excited about this move and the upcoming season. More details to come.

Northwest Side
Spencer Bloom, DDS

Branch members CDS President **David Kumamoto** and Midwinter Meeting General Chair **Lou Imburgia** thank all of our branch members who actively worked to make the Midwinter Meeting a success. The attendance of more than 31,300 professionals was just a small decrease from last year and was considered a great turnout compared to other recent dental meetings around the country.

Patrick Hann earned four medals at the Masters Track State Championships at the Velodrome Bike Track in Northbrook. He took two individual gold medals, one for the 500 meters and a second in the 2K. He also earned a gold medal in the team pursuit and a silver medal in the team sprint. Congratulations, Pat.

Lou Imburgia, Mike Biasiello, Chuck DiFranco and Northwest Suburban member **Joe Baldassano**, along with about a dozen other guys, spent a warm January weekend in Las Vegas. No one broke the bank and no one lost his shirt, either. They golfed, ate well and reportedly got goofy at times. Bottom line: everyone had fun!

Rich Grubek got married on Valentine's Day. He met his wife, Julie, during the MWM last year, through mutual friends. They had a small service at their cabin in the Fox Lake area with about 20 friends,

and then honeymooned in Riviera Maya, Mexico. They had a great time snorkeling and horseback riding and had a romantic honeymoon dinner on the beach.

Walt Karr went to his Navy reunion and noted that the pilots are getting younger. . . then he wondered if it seems that way because he's getting older. Retirement gives him too much time to wonder about the meaning of life. He misses working at the chair.

Michele Bogacki's girls, Natalie and Olivia, celebrated St. Patrick's Day dancing their hearts out for St. Mary of the Woods Church in Edgebrook. The girls also attend feiseanna, where they compete in Irish dancing. They represent the Mullane-Healy-O'Brien School of Irish Dance in Chicago.

Nine-year-old Natalie is also an avid ice skater and performed for the Niles Park District ice show.

Six-year-old Olivia is a competitive



NORTHWEST SIDE: (Top left) Patrick Hann earned four medals at the Masters Track State Championships at the Velodrome Bike Track in Northbrook.

(Top right) Michele Bogacki's girls, Natalie and Olivia, celebrated St. Patrick's Day dancing their hearts out for St. Mary of the Woods Church in Edgebrook.

(Left) CDS President David Kumamoto was joined by Sharon Krause and Crystal Patel at the UIC Spring Formal April 3 at the River East Art Center. The event raised more than \$11,000 for the pediatric dental care program.

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Gordon Christensen

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Branch News

gymnast for the Chicago Park District and is consistently placing in the top 3 or 4 in her age category at her meets.

The Bogackis also spent time skiing in Vail, CO.

Spencer Bloom was recently named Head Coach for the U.S. Indoor Plaque Removal Team. Patients qualify for try-outs when they show total proficiency in plaque removal techniques.

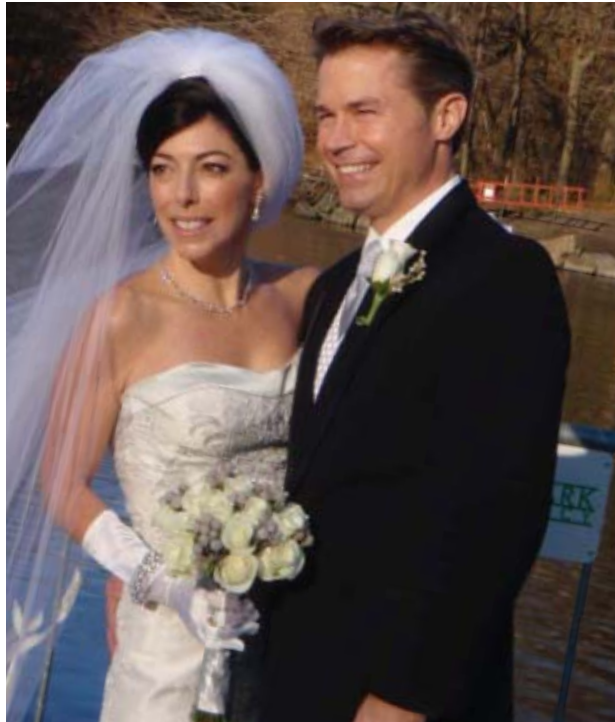
The annual try-outs were held April 1. Spencer coaches patients on some of the trickier techniques including inverted brushing and double-reverse flossing (sometimes called "The Kumamoto").

In recent international meets the U.S. team dominated the field. At the last meet the medical technician evaluators could find only 4-12 bacteria per quadrant at the end of a 3-minute plaque removal session. "That is just shy of a sterile field. I am very proud," Spencer remarked. "We are petitioning to have this event included in upcoming Olympics, and so far they've indicated interest in it only as an exhibition event, with no medals awarded. We hope to get their final decision well in advance of April 1, 2016, in case we have the Olympics in Chicago." Meanwhile, please continue to send those excellent brusher/flosser patients to the annual try-outs.

Northwest Suburban

William Perkinson, DDS

One of the Northwest Suburban Branch's own, **Michael S. Higgins**, put down the stethoscope and picked up the mirror and explorer to pitch in for the Give Kids a Smile Day program at Marquette Elementary School in Chicago. Mike enjoyed his time at Marquette Elementary and felt he could get used to the whole "explorer thing."



NORTHWEST SUBURBAN: Vikki Ursitti and Patrick Hoffmann tied the knot the Friday after Thanksgiving in New York City.

A special thanks to our ISDS delegates who travelled to St. Louis last fall to represent the Northwest Suburban Branch. Our delegation travelled a great distance, taking time away from work and family, to attend the conference and ensure our representation. Many of the participants enjoyed the trip and are looking forward to the meeting this fall in Oak Brook.

Congratulations to **Vikki Ursitti** on her recent marriage to Patrick Hoffmann. The couple was married the Friday after Thanksgiving in New York City. They honeymooned in Argentina before returning for their Chicago wedding reception at the John Hancock Center. The bride stated that her friends and family not only enjoyed the wedding but also the festivities of New York during the Thanksgiving weekend. Best wishes to Vikki and Patrick.

Fran and **Barry Nathanson** proudly announced the arrival of their first grandchild, Kyra Elizabeth Spirtel (7

pounds, 8 ounces).

Barry, a dedicated San Francisco Giants fan, spent many summer days of his childhood watching Willie Mays play centerfield at the old Polo Grounds. Kyra's first gift from her grandfather: a Giants T-shirt, bib and booties. Congratulations to new grandparents Barry and Fran.

If you are member of the Northwest Suburban Branch and have news or photographs to share please contact me at perkinsonw@yahoo.com or 847.255.7080.

South Suburban

Joseph Noetzel, DDS

Speaking on behalf of our branch members, I would like to offer our sincere appreciation to **Spencer Pope** for all his

efforts as president of the South Suburban Branch. The time that he has taken this past year to consolidate and improve the operating procedures for the board members has definitely helped in making us much more efficient. In addition, Spencer has helped our branch continue to grow in membership!

The 2009-10 board met in February for a strategic planning session to help set the agenda for branch meetings, starting in the fall. **Phil Schefke** has led the charge in opening up a round table forum after the branch meetings at the Flossmoor Brewery. It is his intention that this will ultimately lead to more branch participation and strengthen camaraderie among branch members.

Loren Feldner continues to contribute ways with which to get more involvement from our branch members.

Loren has helped to organize the first annual South Suburban Branch "Deadliest Catch" fishing extravaganza out of



SOUTH SUBURBAN: Bill Slavin (center) was honored with a Service Award for 50 years of dedication to the South Suburban Branch. He is pictured with South Suburban Branch President Spencer Pope and President-elect Kevin Patterson.

St. Joseph, MI, Friday, June 12. Three boats loaded with anglers from South Suburbia will be on the hunt for the “Jaws” of the Great Lakes. If everything goes well, we will have another outing in the fall! Watch upcoming issues for details and pictures.

Eric Kosel and **Loren Feldner** attended the Capitol Conference April 22-23, in Springfield. The agenda made for an enlightening two days, as policy and budgets are being discussed in state government. They will be going to the Capitol and asking our representation for their support for the Bridge to Healthy Smiles campaign. We would like to remind branch members of the importance of our participation in these conferences so that as a profession we have a voice in these regulatory bodies! Thanks to Eric and Loren for their leadership!

ADPAC’s Leadership Conference was May 11-13 in Washington, DC. Our own **Ron Testa** is the representative on the Council of Governmental Affairs for all of Illinois and **Loren Feldner** is our ADPAC representative for the state.

Dominik Dubravec and staff recently

took part in a American Cancer Society Wii bowling charity event. While Dominik’s score didn’t break 100, his office team raised the most money to win! He has also been busy moving his Chicago Heights practice to a new office in Frankfort. The office opened in December. Maybe now that the move behind him his bowling score will improve.

On Nov. 2, **Barry Booth** ran the New York Marathon and completed it in 3 hours 41 minutes. Barry ran for a children’s cancer charity called Fred’s Team, which funds research at Memorial Sloan Kettering Cancer Institute. Barry fundraised in his office and was able to collect \$2,315 in patient donations – which he matched to give a total donation of \$4,630. His next marathon is Sept. 20 in Berlin, which will be a run for the American Cancer Society.

At our March meeting, **Bill Slavin** was honored with a Service Award for 50 years of membership to our branch. Bill has contributed significantly to our branch as well as being a CDS past president. The South Suburban Branch is proud of his accomplishments and is thankful for his continued support.

West Side

Charles Thometz, DDS

After a cold and snowy old style Chicago winter, spring has finally sprung. The days are getting longer and summer is just around the corner. Happy days are here again.

Lynne and **Don Tuck** proudly announce the birth of two new grandchildren over the Christmas holiday – no, not twins. Grace Evelynne Cook was born Christmas night to Amanda and Jeff Cook. Madison Nicole Gabriele was born Dec. 29 to Katie and Joe Gabriele. Needless to say, Don and Lynne are ecstatic. The Tucks now have five granddaughters to spoil.

Don also reports that in March he and Lynne spent a week in the Riviera Maya area of Mexico and had a great time.

Gretchen and **Rick Munaretto** welcomed a baby boy into their family Feb. 5. Giancarlo, their third child, weighed in at 9 pounds, 4 ounces, and 20 inches. Siblings Francesca (4) and Dominick (2) are thrilled with their new baby brother.

Rick is also very pleased to announce that he became a diplomat of the American Board of Endodontics Nov. 8. Grandpa **Rich Munaretto** is justly bursting with pride for his son and his new grandson. Congratulations to the Munaretto families.

Georgia and **Dean Politis** spent five days in Paris to celebrate their 25th wedding anniversary. They visited many of the wonderful sights in Paris including the Eiffel Tower, the Louvre, the Palace of Versailles, Sacre Coeur, Muse de Orsi and Cathedral of Notre Dame. The weather was not the greatest, but in Paris – ooh la la – who cares.

In November, Marcy and **Russ Umbrecht** spent 10 days in Hawaii celebrating their 38th wedding anniversary. They spent five days traveling all over the big island of Hawaii by car and also flew over the big island in a helicopter.

Branch News

They then went to the smaller beautiful island of Kauai where they had previously vacationed and kicked back and relaxed the next five days – sounds like a dream vacation.

Russ and Marcy also traveled to St. Martinville, LA, for several days in March to visit with Russ Jr. and family and help to celebrate grandson James's fourth birthday.

Much has been happening lately in the Orland family. **Frank, Carla and Gina Orland** all traveled to San Antonio for the ADA meeting in October. They really enjoyed themselves during the perfect (drought) weather in the Hill Country.

Back in Riverside, they have been continually involved in the process of moving their office twice. Last fall the Orlands moved across the street from their corner office into a transitional downsized office space. Their existing building was then torn down and construction of a brand new dental office building with a full basement and garage began.

Currently the Orlands are in the process of finalizing all the myriad of choices for the décor of the office. The Orlands are all very anxious to see the completed project – even more anxious to move back across the street and occupy their beautiful new dental facility. More news will follow as the project is completed.

Carol Everett and her husband, Virgil, went to Panama in January, saw the Canal, experienced exotic wild life, went into the jungle and also found time to study Spanish. Carol says January is a wonderful time to visit the Canal Zone and they very much enjoyed the experience.

Our own **Rich Caraba** continues to be very active in his retirement. Rich was in San Antonio for the ADA annual meeting last fall, served as the vice chair of General Arrangements for this year's Midwinter Meeting, attended the annual meeting of the Southern California Dental Association in Anaheim, and is very active with the Nevada Dental Association. I guess we could say Rich is "actively retired."

Speaking of being "actively retired," special kudos to **Irwin Robinson**, who continues contributing to organized dentistry and his school in a most positive way.

Some years ago Irwin promoted the idea of producing a truly quality UIC College of Dentistry publication. He promoted, developed and became editor of what is now *Vision* – a semi-annual and truly first class publication – which features information, articles and news relating to the school, its students, alumni and friends. Irwin has relinquished his role as editor-in-chief to Bill Bike, but remains active in the role of executive editor.

Sharon Perlman participated in a Give Kids a Smile Day event where 100 residents of the Marquette Park community received dental screenings, hygiene instructions and patient education. A team of volunteer dentists also administered follow-up care on site, including restorations, extractions and sealants – all at no charge.

Our Midwinter Meeting was a wonderful success, as always, even though attendance was slightly down due to the economy and unfavorable weather. Kudos to Program Chair **Jim Bryniarski**, General Arrangements Vice Chair **Rich Caraba**, and Vice General Chair **George Zehak**, as well as the many other West Side Branch members who worked hard to ensure the meeting's success.

Speaking of meetings, our own **Don Bennett** delivered an excellent and timely presentation on "Computer-Aided Design and Manufacture of Dental Restorations" at our December branch meeting. In January, **Louis Kaufman** filled in for Bruce Tuck and delivered a presentation relating to dental veneers, focusing on Lumineers. In March, **Doug Brown** delivered a most informative and fine presentation on composite resin filling materials, including the chemistry and rationale involved in the selection of the various materials

available. Once again I encourage everyone to attend our excellent West Side Branch meetings and enjoy the warm camaraderie of our wonderful group.

Maria and **George Zehak** and son Connor (15) embarked on a Mexican Riviera cruise the last week of March. A little well deserved R&R for our very hard working and dedicated colleague.

Robin and **Paul Smulson** accompanied the Zehaks on their Mexican Riviera cruise. Ports of call included Cabo San Lucas and Mazatlan. Needless to say, all had a wonderful time.

The **Scholtz/Stablein** family now has three teenagers. Michael (17) is heading for high school graduation and preparing for college. Gabriella (16) is finalizing the requirements for her driver's license. Andrew (13) and his basketball team finished second in their league. And their fourth child Amelia (11) plays basketball and softball with Mike as coach.

Attention golfers and friends: there will be a benefit golf tournament for the CDS Foundation Monday, Aug. 31 at the beautiful White Eagle Golf Course in Naperville. For further information check online at www.cds.org.

Our next issue of branch news will not be in print until mid-September, so here's wishing all of you a most healthy, happy and safe summer. Auf weidersein for now.

West Suburban Douglas Kay, DDS

Congratulations to **Douglas Chang**, Clinic Night chair, on a successful Clinic Night March 10. The Naperville Country Club was a great venue for our 10 sponsors, including TDI Networks, which raffled off 19-inch monitors and an iPod; Oral-B and Sonicare for electric toothbrushes; and TDIC for tote bags. The food by the renowned Chef Bo was well chosen, tasteful and abundant.

Milestones

Among the Table Clinic presenters were periodontist **Paul Denemark**; UIC Associate Professor **Sara Gordon**; UIC Clinical Professor **Gary Johnson**; speech pathologists/orofacial myologists Carol Mayer and Stephanie McCabe; dentists Walter Olson, **Alex Grabavoy**, **George Mandelaris** and Greg Gough; and Paul McGrath. Between the food, the Table Clinic presenters, the sponsors and the camaraderie among West Suburban members, it was a full and rewarding evening.

Next up on the West Suburban agenda is the Golf Outing at Old Oak Country Club June 3.

Speaking of golf, don't forget the Benefit Golf Tournament for the CDS Foundation Monday, Aug. 31 at the White Eagle Golf Course in Naperville. It is only \$250 for golf, cart, use of driving range, lunch, light dinner and awards. The registration deadline is Aug. 17. So be sure to call our own **Don Kalant** at 630.851.6983 to reserve your foursome.

In other news, **Raj Puri**, a 2005 graduate of UIC, purchased Jeff Soldati's (Loyola, 1990) practice in Wooddale late last year. Jeff is staying on as an associate. We wish you both well pursuing your dreams. ■

Make sure you get your digital CDS Review by e-mail

The CDS Review launched a digital edition beginning with the January/ February issue. All members receive digital copies of the CDS Review via e-mail at no additional cost.

To ensure you receive your digital copy of the CDS Review, be sure to update your account information to include your e-mail address. You may also call our Membership Department at 312.836.7300 to provide your e-mail address.



Applicants for membership

Fajardo, Marco T.

Northwestern University, 1992
35517 Winfield Rd., Warrenville
West Suburban Branch

Flowers, Jamal R.

University of Michigan, 2001
850 S. Wabash Ave., Chicago
Kenwood/Hyde Park Branch

Guerra, Richard

University of Illinois, 2008
5318 W. Devon Ave., Chicago
Northwest Side Branch

Hajiharis, Vassos B.

University of Illinois, 2001
4435 W. 95th St., Oak Lawn
Englewood Branch

Haxton, John P.

Creighton University, 2006
3038 N. Halsted St., Chicago
North Side Branch

Hutabarat, Arnold

Northwestern University, 1988
7900 N. Milwaukee Ave., Niles
Northwest Side Branch

Hyvel, Irena M.

UC Denver School of Dental Medicine, 2008
2607 W. Jarlath St., Chicago
North Side Branch

Lawrence, Eli

University of Illinois, 1981
25 E. Washington St., Chicago
Kenwood/Hyde Park Branch

Lee, Seo K.

Seoul National Dental School, 1978
611 Milwaukee Ave., Glenview
North Suburban Branch

Lin, Lihong

The Fourth Military Medical University
China, 1995
1025 W. Vernon Park Pl., Chicago
West Side Branch

Moustis, Tara

Northwestern University, 1997
17037 Oak Park Ave., Tinley Park
South Suburban Branch

Schneider, Earl M.

Northwestern University, 1985
2550 Compass Rd., Glenview
North Suburban Branch

Schneider, Joellen R.

University of Illinois, 2005
4020 W. 59th St., Chicago
Englewood Branch

Stamos, Angelo

University of Pittsburgh, 1994
4020 W. Armitage Ave., Chicago
Northwest Side Branch

Deceased members

Giudice, George J.

Chicago College of Dental Surgery, 1944
1213 Ashbrook Ct., Darien
West Suburban Branch
Passed away Feb. 4.

Kozal, Richard A.

Loyola University, 1961
593 Mountain View Dr. Mesquite, NV
Englewood Branch
Passed away March 11.

Lewis, Charles W.

Northwestern University, 1943
24 Valley View Rd., Newton, CT
West Side Branch
Passed away Sept. 8.

Delivery

The CDS Review is published seven times annually. The magazine mails the middle of the first month the issue covers. For example, the January/February 2008 issue mailed January 15, 2008.

July/August	June 10, 2009
September/October	August 3, 2009
November	September 10, 2009
December	November 2, 2009
January/February	December 10, 2009
March/April	February 1, 2010
May/June	April 10, 2010

All advertisements, changes and extensions must be submitted in writing. **No advertisements, changes or confirmations will be taken over the telephone.** Although every effort is made to place advertisements received after the deadline in a specific issue, we cannot guarantee that late advertising will appear in the issue requested. The advertisement will appear in the following issue. Advance payment covering the number of insertions must accompany your written advertisement.

Rates

Standard Classified: \$85 for the first 30 words plus \$2 for each additional word.

Display Classified: \$100 per column inch. Minimum ad size is one column inch.

Member discount: CDS members are entitled to a 10% discount. You must provide your CDS membership number as proof of membership when placing your classified ad, otherwise you will be charged the non-member rate.

Changes or edits to ads: \$10 per ad for any edit or change that an advertiser asks CDS to make prior to the ad's expiration.

Payment

Make checks payable to: Chicago Dental Society. Classified ads must be paid for in advance.

Practices for Sale

Dental practices listed for sale within this section of the CDS Review are limited to practices that are being sold either by a dentist or a management company hired by the dentist to sell the practice. Advertisements from all others may not be placed in the CDS Review.

Reply Box Numbers

For an additional \$30, CDS will issue a confidential reply box number for your ad. These numbers ensure the privacy of our advertisers. All unopened responses are mailed to the advertiser once a week.

Replies to CDS Review box number ads should be addressed as follows: Box Number, Classified Advertising, Chicago Dental Society, 401 N. Michigan Ave., Suite 200, Chicago 60611-5585. (An example of a CDS Review reply box number is A0104-A1, CDS Review. **Any classified ads with numbers that do not follow this sequence are not CDS Review reply boxes.**)

Send all correspondence, including advertisements and payments to: Chicago Dental Society, Classified Advertising, 401 N. Michigan Ave., Suite 200, Chicago, IL 60611-5585.

Although CDS believes that advertisements published in the CDS Review are from reputable sources, CDS neither investigates the offers nor assumes responsibility for them. **CDS reserves the right to edit, decline, accept and withdraw advertisements at its discretion.**

Classifieds

place your ads online at WWW.CDS.ORG

For Rent

OAK BROOK AREA: Excellent location for dentist or dental specialist. Modern building with atrium, 1,100 and 2,000 square feet available. Landlord will assist in build-out and remodeling cost. Call 630.279.5577 or visit www.brittanyoffices.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.

DENTAL SPACE FOR RENT: Fully or partially equipped dental space. 1,000 to 4,000 square feet available. 5400 N. Milwaukee Ave., Chicago. Contact 847.921.6836.

DENTAL OFFICE FOR LEASE: BUFFALO Grove/Long Grove area. Excellent visibility. Up to five operatories, fully plumbed; two lab areas; private office; large reception area. Available immediately. Call Susan at 847.913.1400.

ORLAND/TINLEY PARK DENTAL SPACE for lease/rent: For specialist, ortho, perio, pedo. 1,400-1,600 square feet. Excellent location, visibility, busy road frontage and ample parking. Professional building. Landlord will assist in build-out and remodeling. Cheap rent – \$2,000 all included. Hurry, only one left. 312.399.8877.

WINNETKA PROFESSIONAL CENTER: Currently has general dentist, prosthodontist, endodontist, orthodontist and pedodontist. We are looking for an oral surgeon or periodontist to rent space in our building. Call 847.446.0970.

OPERATORY(S) FOR RENT
~ Woodridge, IL – Southwest Chicago Suburb ~
Part-time, one or two treatment rooms available. New state-of-the-art clinic (all digital office); reasonable rent; boutique office. High visibility location near major highway.
Dr. Khan: 312.498.6832 or
sumayyahk@yahoo.com.

CRYSTAL LAKE PROFESSIONAL BUILDING: 1,350 square feet; four operatories, separate lab and sterilization, private office, lower level storage. Other tenants include oral surgeon, orthodontist, pediatric dentist and four general dentists. E-mail peddds@mc.net or call 815.459.2727.

WHY INVEST \$1 MILLION OPENING A practice when you can rent one? Overwhelmed with the headache of a new office, or planning to expand? Beautiful brand new office, in the heart of Frankfort. Digital machinery, state-of-the-art equipment, fully furnished. Need three days a week for rent. Terms are negotiable. Call Darlene Daly at 708.285.2000 or e-mail darlene.daly@yahoo.com.

FOR LEASE: OSWEGO: 3,000 square feet space available in new professional building for dental specialist. Contact Roger Blomgren at Coldwell Banker Commercial Midwest Realty. Phone 630.251.4317.

GLENVIEW – IN THE GLEN: Two fully equipped dental operatories, lab, reception, lunch room, and doctor private office available for rent, three to four days per week. New building with top of the line dental equipment. Call 773.267.5515.

RENT SPACE IN MY OFFICE: I am renting three days a week. My office has four new operatories. Panorex, X-ray each room. Cameras. Northwest suburbs in Illinois. Call 773.758.0818 and leave message if not available.

Space Sharing

DOWNTOWN EVANSTON SPACE SHARING, leading to partnership: Great opportunity to put roots down, build your practice in a beautiful office, and have a mentor to learn from. Evanston continues to grow and change. E-mail cover letter/resume to budydds@hotmail.com.

ORAL SURGEON WANTED TO SHARE SPACE

~ Beautiful Water Tower Place Office ~

General dentist has newly expanded modern office with space available. Saturdays with other additional days possible. Great opportunity for an oral surgeon to have a downtown presence.

Contact drbahu@drramybahu.com.

DENTAL OFFICE AVAILABLE: Wednesdays and most Saturdays. Modern office in Glenview. Ample parking in contemporary setting. Phone 847.724.2444.

SPACE SHARE: EVANSTON. Established five-operator office looking for personable dentist with own patient following to share space. Experienced staff able to provide clinical and administrative support, if needed. 847.867.0015.

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: Officer Manager, Jennifer, at 312.922.9595.

ASSOCIATES: ARE YOU READY TO START working for yourself? Build your own practice, without loans, while still earning money in your current associate position. Three equipped operatories in Homewood office building. Up to 30 hours per week. Buy my practice when I retire within four years. E-mail homewooddds@live.com.

DENTAL OFFICE AVAILABLE: Wednesdays, Fridays, Saturdays and Sundays. Three operatories in Morton Grove for any type of specialty or GP. Call 847.421.6796.

Positions Wanted

GENERAL DENTIST LOOKING TO ASSOCIATE: General dentist with three years of experience. Very extensive background in molar endodontics and oral surgery. Looking to work in Chicago area. Please call at 260.418.0547 or e-mail at mark_dankowski@yahoo.com.

ENDODONTICS IN YOUR OFFICE: Experienced general dentist with over 4,000 treated root canals will perform endo in your office. Fees are based on your zip code UCR. If keeping more of your endodontic cases in-house seems to be an intriguing option or if you would simply like more information, contact: Ron Baran DDS, MBA, MA, at drronbaran@hotmail.com or call 630.325.9857. <http://drronbaran.com>.

FOR THE COMFORT OF YOUR PATIENTS: General dentist is available to work in your office, performing surgical extractions and removal of impacted third molars. Fax inquiries to 847.940.9885.

GENERAL DENTIST LOOKING TO ASSOCIATE: Graduated in 2008. One year experience at an advanced education in general dentistry program. Looking to work in Chicago/suburbs. Please e-mail me for further information and resume. rgpatel@alumni.iu.edu.

GENERAL DENTIST LOOKING TO ASSOCIATE: Graduated in 2008, one year experience in a general practice residency. Looking to work in Chicago/suburbs. Please e-mail me for further information and resume. iuddsforhire@gmail.com.

DENTIST VACATION OFFICE COVERAGE: Keep your hygiene producing and emergencies covered while you're vacationing. A competent, insured, Illinois-licensed dentist will cover your office. Stay open! Eric P Smyth DDS. 847.276.8409. epsmyth@sbcglobal.net.

Opportunities

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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 resume to drtooth81@comcast.net.

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Please call 312.274.0308 ext. 320 or 324.
E-mail CVs to hr@dentaldreams.org
or fax to 312.944.9499.

~ DENTAL SPECIALISTS ~

Start up multi-specialty office: Oral surgeon, endodontist, periodontist and orthodontist – all are wanted to establish a multi-specialty office in the suburbs. **Please fax a cover letter and current resume to: 312.377.2402. Discretion assured.**

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.

ASSOCIATE DENTIST POSITION: Naperville office seeking passionate, experienced clinician. Focus on cosmetics, quadrant dentistry, health centered, complete dentistry. Skill in endo and exo a plus. E-mail resume to ewait-epiedra@hotmail.com, or fax 630.527.9818.

GENERAL DENTISTS NEEDED to work in busy practice in Chicagoland area. Earn approximately \$250,000 annually while working in a great environment. Excellent patient flow, paid malpractice, health and vacation benefits. Please call 312.274.0308 ext. 320 or 324. E-mail CVs to hr@dentaldreams.org or fax to 312.944.9499.

CHICAGO NORTHWEST SIDE SPACE sharing: Your patients will love the location! Excellent opportunity for dentist who is either retiring or wants to reduce overhead to share space. Excellent location on Milwaukee Avenue near Devon. Office open Monday-Saturday. Fully staffed and state-of-the-art equipped, digital, Cerec office. Call and speak with Anna or Gayle at 773.774.4611.

ENDODONTIST—Specialty Practice

Endodontist needed full-/part-time for large group practice in Vernon Hills. Beautiful facility. Trained staff, latest materials and equipment. Flexible hours.
Send resume to drjeff@metro dental.com or call 847.680.7171. No GPs, please.

*** ORAL SURGEON ***

Group specialty practice needs oral surgeon. Oral surgeon for multi-doctor/multi-specialty practice in Vernon Hills. Great opportunity to work with our team. State-of-the-art equipment and great staff.
Please send resume to drjeff@metro dental.com.

GENERAL DENTIST

Modern Orland Park family practice seeks dynamic associate excellent compensation flexible hours please fax or e-mail CV to 708.873.1071 or dgradowski@aol.com.

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, e-mail her at dhammert@dcpartners.com, or fax resume to 440.684.6942.

ASSOCIATE DENTIST NEEDED: For an office in Beach Park. Experience preferred. Two to three days/week. Serious inquiries only. Fax resume to 847.872.1683.

GENERAL DENTIST: 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. Call 773.978.1231 or 773.978.7801 (ask for Tony or Niko), e-mail fdc92@hotmail.com, or visit www.familydentalcare.com.

PERIODONTIST

~ Specialty Practice ~

Periodontist needed full-/part-time for large group practice in Vernon Hills. Take over a thriving periodontal practice. Beautiful facility. Trained staff, latest materials and equipment. Flexible hours.
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DENTIST POSITION: RARE OPPORTUNITY

Associate leading to partnership in state-of-the-art all digital practice sharing space with busy multi-disciplinary medical clinic in near north suburb.
E-mail resume to hslavin@msn.com.

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E-mail kmaune1968@yahoo.com.

SPECIALISTS POSITIONS: Multi-specialty group with offices in Lincoln Park and Orland Park looking for periodontists, oral surgeons and endodontists to join our established group practice. Fantastic earning potential in an established, modern, fully supported environment. E-mail your resume to lpdentalspecialists@hotmail.com or fax 773.327.3208.

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

GENERAL DENTIST: General dentist wanted one day a week in progressive fee-for-service Chicago northwest side office. Send resume to dkodner@nolandsales.com.

PRIVATE PRACTICE OPPORTUNITIES – Midwest Dental: We are looking to add a doctor motivated to providing the highest quality of care to each patient in our two newest practices. Both practices are located in western Illinois and offer outstanding financial reward, newer facilities and dedicated staffs. These opportunities are extremely rare and offer perfect balance for someone looking to gain security and flexibility. The practices are located in Kewanee and Sterling. For more information, please contact Andrew Lockie at 715.926.5050 or e-mail at alockie@midwest-dental.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 resume to 773.884.0159 or e-mail resume aqel4@msn.com.

GENERAL DENTIST wanted two to three days a week in multi-specialty PPO and fee-for-service practice in Plainfield. vmf33@yahoo.com.

SEEKING EXPERIENCED ORAL SURGEON, endodontist and periodontist for half-day a month to start. Naperville dental practice. E-mail resume to ewaitepiedra@hotmail.com or fax 630.527.9818.

GENERAL DENTISTS NEEDED: Moline, Springfield, Belleville and O'Fallon, IL, MO; IN and WI locations. World class patient care, state-of-the-art equipment, lucrative compensation package, unlimited growth opportunity for ambitious, dedicated, caring dentist. Call Kevin at Health Career Partners, 888.836.1790 or e-mail Kflynn@healthcareerptnrs.com.

GENERAL DENTIST: Part-time associate needed in our new fully digital office located in Schaumburg. Competence in endodontics and exodontia a plus. Some evenings and Saturdays. Great opportunity in growing 16-year-old family practice. E-mail resume to info@abcdds.com.

GENERAL DENTIST NEEDED: Polish-speaking dentist needed to work in a busy northwest Chicago office. Please send resume to fax number 773.589.2836.

ENDODONTIST WANTED: Our multi-specialty practice in Naperville is looking to expand to provide endo services part-time, starting half-day per week. Inquiries please respond to Jonathan at vgroup.staffing@gmail.com or fax to 630.324.6750.

GENERAL DENTIST: Quality driven, modern, digital Norridge office seeks an associate to replace our leaving doctor of several years. This is a long-term situation with hopes of a partnership. If you are dedicated to the pursuit of quality, caring dentistry contact us with your resume or comments to 847.477.6443 or wtpdds@earthlink.net.

ASSOCIATE WANTED: Experienced part-time general dentist needed in two dental offices, Chicago north side and Skokie. Flexible hours. Send resume to teeth.one@gmail.com.

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

GENERAL DENTIST: A modern dental practice in northwest suburban Chicago needs full-time general dentist. Great working environment and trained staff. Compensation based on fixed salary and 33 percent of production. Fax 630.213.0685, e-mail pristine-dental@live.com.

PART-TIME DENTAL ASSOCIATE: Three locations on the north side of Chicago. Position available immediately. Please contact Mr. Youbert at 312.671.3375.

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GENERAL DENTIST: A busy dental practice in Streamwood is seeking a general dentist, full-time position only. Compensation based on production, potential of making \$600 to \$1,800 per day. Excellent working environment. Fax 630.562.2501.

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 resume to Reply Box M0509-D1, *CDS Review*.

DENTIST NEEDED: State-of-the-art dental office in Mundelein looking for a GP dentist to join our practice. Full-time/part-time. International students and new graduates are welcome. For inquiries please call 847.566.7850 or fax resume to 847.566.7851.

ASSOCIATE DENTIST: Immediate part-time position open for general dentist in west suburb Naperville/Addison office. Experience or GPR helpful. E-mail resume to accessdental-center@live.com, fax 630.628.1104 or call 630.935.0268.

GENERAL DENTIST NEEDED AS PART-TIME associate two to three days per week near UIC college campus. GPR training with endo and extractions proficiency required. Salary based on production. Call Ted, 312.226.1537, Monday-Friday, 10 a.m.-6 p.m.

NORTHWEST INDIANA GENERAL associates/partners wanted: Practice grossing more than \$1 million and growing. Associates will net \$150,000-\$300,000 on 20-28-hour work week. Buy-in 6-12 months. Northwest Indiana pedo and perio specialists for Berwyn, Elgin and Northwest Indiana. cowboy3388@sbcglobal.net. Wanted to buy: general dentist in Northwest Indiana within 20 miles of Merrillville or closer to Chicago.

GENERAL DENTIST: General dentist full-/part-time for northwest suburbs of Chicago to cover maternity leave. Excellent working environment. PPO, fee-for-service. Compensation based on production. Fax resumes to 630.540.1243 or e-mail smilesfrvr@yahoo.com.

GENERAL DENTIST NEEDED: A group practice with multiple locations in western Chicago suburbs is looking for a full-/part-time dentist to work in state-of-the-art dental environment. Good income potential with partnership opportunity down the road. Please e-mail resume to applydds@gmail.com or fax to 630.596.5019.

PART-TIME POSITION AVAILABLE: Elmwood Park dental office is offering a part-time associate position for a general dentist starting in June on Tuesdays. Please call 708.453.8400 or e-mail dr.ostanina.dds@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 resumes to 773.962.4620 or e-mail dental@stbh.org.

LOOKING FOR GENERAL DENTIST ASSOCIATE: New four operatories dental clinic near Rockford, IL (Belvidere). Looking for motivated dentist to establish general dentistry practice. Already existing patients with dental insurance and all kids. New dental school graduates welcome. Please contact belvideredental@gmail.com or 815.547.7300.

GENERAL DENTIST: A busy dental practice in northwest suburban Chicago needs a full-time general dentist, four weekdays and all Saturdays. Compensation based on fixed salary and production with paid malpractice, health insurance benefits and CE course benefits. Accepting PPO/Public Aid/Kid Care/fee-for-service. Great working environment. busydental@hotmail.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 resume to 773.622.6199 or call 773.844.5666.

GENERAL DENTIST to do endodontics in our Morton Grove office starting half-day per week. Call 847.421.6796.

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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LOOKING TO PURCHASE PRACTICE: General dentist seeks to purchase an established practice in LaGrange, Oak Park, Westchester or near west area. Please write: Dental Office 159 N. Marion St., #338, Oak Park, IL 60301.

FEE-FOR-SERVICE PRACTICE – west/northwest suburbs: Experienced general dentists looking to purchase. We understand the true value of your practice. Call today. 847.624.6700.

PRACTICE WANTED: General dentist seeking to purchase practice in southwest or west suburbs/city as a satellite office. Real estate included is a plus. Let's talk! rddds@gmail.com or 630.430.1764.

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ESTABLISHED, 26-YEAR-OLD PRACTICE located in Midway Airport area. Options include immediate or transition buy-in/buy-out. No temporary associates. Doctor transitioning to teaching career. Call 708.424.5700 or e-mail doctorwhy@sbcglobal.net. Visit www.yerkesdental.com.

DENTAL OFFICE FOR SALE: Two ops, fully brand new equipped, new dental office. Room for four ops. 1,400 square feet. Large rooms. Great location for start-up or satellite. About 800 patients within one and half years ago. Street level building in a prime north side location. Move in tomorrow. Call for pictures 773.338.7799 or 773.216.0988.

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: \$289,000. Residential condo price: \$149,000.

LEASEHOLDS AND EQUIPMENT FIRE SALE!**~ Buffalo Grove/Arlington Heights ~**

Four operator, 1,500-square-foot practice, older but serviceable equipment. Includes some furniture. No patient charts included. Located along West Dundee Road, Buffalo Grove. Assume rent of \$2,970 monthly; \$15,000 for equipment and leaseholds. Very low overhead. Doctor is out of state. **E-mail Dr. Obeng at michael@obeng.net or call 402.597.1186.**

ARLINGTON HEIGHTS DENTAL OFFICE: For sale by owner. Two operatories. \$320,000 gross. 100% fee-for-service. 847.902.9093.

FOR SALE IN SOUTH SHORE: Long-established family practice. Equipment, inventory and building for sale. Three operatories. Excellent opportunity for new or established dentist. Call the corrected number 312.750.1065 for more information.

OAK LAWN DENTAL PRACTICE FOR SALE: 30-year-old, three-op practice with loyal patients, strong hygiene program and lots of potential. Grossing \$330,000 part-time. Contact information: 312.961.8638 or e-mail blachdds@gmail.com.

DENTAL OFFICE FOR SALE: Hanover Park/Bartlett strip center. \$110,000 collections for 10 hour/week. 90% PPO, no HMO. Excellent start-up or satellite. Great opportunity for bilingual dentist. 630.963.9280.

THREE-OPERATORY OFFICE, NAPERVILLE: Fully equipped, three-op, turn-key space. 1,500 square feet in modern building close to downtown. Great views, on second floor. OS, endodontist and orthodontist on same floor. No patients. Flexible availability. 630.947.4750 or ppdoffice@sbcglobal.net.

DENTAL OFFICE FOR SALE: Frankfort, two operator, furnished, new dental office. 1,300 square feet. Large rooms. Great location for start-up or satellite. Patients are not included. Move in tomorrow. Call for pictures. 708.372.4597. dentalofficeca-reers@comcast.net.

CHICAGO/EDGE BROOK EQUIPPED office or equipment only for sale: Two ops in quality professional building. Henry Schein chairs, one X-ray machine, X-ray processor, auto-clave, compressor and vacu-pump. Fully furnished office. 630.586.3770 or mamemo@gmail.com. Available immediately.

BUCKTOWN DENTAL PRACTICE for 22 years in medical center, used as a second office for past 10 years. Eight hours/week, three chairs. \$28,000/best offer. Call 312.351.5741.

PRACTICE AND REAL ESTATE: Professional building with additional tenant space and thriving practice for sale. Can be divided. Perfect for group practice. Great visibility. \$900,000 on 3.5 days a week. Referring out most specialty work. Tremendous potential. Near northwest suburbs. Call 847.922.5622.

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ACUCAM CONCEPT III INTRAORAL camera system: Two operator system with two carts; each with 15" monitor, docking station, foot control and DG1 Accuprinter. One camera with dock to move between carts. \$1,500. 847.985.8100.

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DIGITAL PAN/CEPH: Panoramic Corp. Laser 1000 Pan-Ceph unit with Paxorama 2000 digital scanner by Digident. My office has upgraded to a 3D CT machine but this unit still works great. Scanner reads image from a reusable phosphorous screen. I never used the ceph part of the machine but everything is in operable order. Includes software and we linked it with our Dexis imaging software with no problems. \$6,975 OBO. No reasonable offer refused. Call 630.779.6249.

EQUIPMENT FOR SALE: Panoramic Corp. PC-1000 Panorex, Air Technique VacStar vacuum dual pump (2005), Apollo Midmark Air compressor (2004), A-dec radius mount cuspidor for Cascade chair and more. E-mail: blmfamilydental@sbcglobal.net.

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

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CHANNAHON AREA: Seven ops in a stand-alone building. 100% FFS. Building available for purchase.

CHICAGO FAR WEST: Two ops. Collections: \$240,000. FFS/PPO/Med. Newer equipment. Stand-alone building with small parking lot available for purchase.

CHICAGO WEST: Three ops expandable to four in a stand-alone building. Collections: \$440,000. FFS/PPO/Med. Low overhead. Built out in 2005. Newer equipment. Building with parking lot available for sale.

CHICAGO LAKEVIEW: Three ops expandable to four in a stand-alone building. Collections: \$330,000. FFS/PPO/Med. Low overhead. Built out in 2006. Newer equipment. Building with parking lot available for sale. Spanish bilingual a plus.

FOREST PARK: Sold!
HOMWOOD: Three ops in a professional strip center. Collections: \$440,000. FFS/PPO. Downtown area close to Metra.

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

OAK LAWN: Under contract! Four ops in a busy strip center. 100% FFS. Collections: \$1.2 million. Low overhead.

CHICAGO SOUTH LOOP: Two ops at street level in Printers Row area. FFS/PPO. Collections: \$150,000. Owner relocating.

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

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Chicago Dental Society Special Events
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CDS Picnic at Ravinia

Sunday, July 12, 3 p.m.

Ravinia Festival, 200 Ravinia Park Rd., Highland Park
All tickets are sold online and online only at www.cds.org/tickets.

* CDS IS NOT RESPONSIBLE FOR LOST TICKETS * NO REFUNDS * NO EXCHANGES *



Final Impressions by Walter F. Lamacki, DDS

Write Dr. Lamacki at wlamacki@aol.com.

Can we keep up with Barbie?

Barbie is 50 years old this year. Yes, yes she is not politically correct in some quarters, but allow me to use her as a metaphor.

Barbie has survived and thrived in this half-century, which saw monumental moments ranging from the assassination of a president to the election of an African-American to the same office. Her appearance has mirrored the changes in society. You can buy her tattooed, pregnant, black, brown, red and yellow. She even went splitsville with Ken. She has been nimble and quick and probably can jump over a candlestick.

Fortune Magazine says there are 100 Best Companies in terms of quality employment. In most of them, the work force is an integral part of their success. Gore, the developer of Gore-Tex and the 15th on the list, doesn't have employees; it has associates. There are no bosses; there are leaders. Besides their eponymous product, associate input led them to a better guitar string. Seventy-three companies on the list are hiring; all are nimble and quick.

And dentistry, like Barbie and those 73 companies, needs to be nimble and quick as well as innovative and caring.

The U.S. Census Bureau has made some thought provoking predictions for the year 2050: today's minorities will be a 54

Change will always be with us; how we manage it is the crux of success.

percent majority; our population will grow to 400 million; the Hispanic population will triple while the white population declines and the black population remains flat. There will be more elderly as boomers get grayer.

All dental practices will be impacted. Those offices that adapt to and adopt emerging technology, utilize yet to be identified allied personnel, offer eldercare, and speak a second language will prosper. One only has to look at the make-up of dental school classes to see that women are in the majority and ethnic minorities are a large percentage of the classes.

No, English will not disappear, but it will prosper. English will still be the language of the land. The Spanish language has no more than 250,000 words with other languages even lagging it. English has 950,000 words and grows every year, adding Billary and bling-bling effortlessly, easily adopting



words from every culture. English is quick and nimble. Being conversant in another language, though, will be a definite plus.

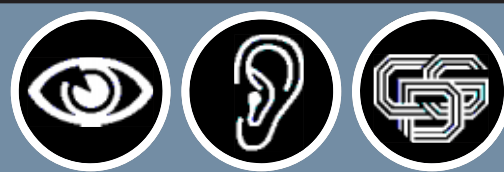
The American Dental Association in 1999 placed a priority on creating a diverse leadership. Leo Finley, then 8th District trustee, chaired the first committee on diversity, which developed into the Institute for Diversity in Leadership. The institute is in its sixth year, training dentists who belong to racial, ethnic or gender groups that have been traditionally underrepresented to achieve leadership positions in organized dentistry. ADA has partnered with Northwestern University's Kellogg School of Management. The ADA Foundation, Procter & Gamble, Henry Schein and GlaxoSmithKline support the institute. CDS member Cesar Otero, featured in the March/April issue of the *CDS Review*, was admitted to the sixth class and was one of only 12 participants.

CDS was ahead of the curve by reaching out to our Hispanic members and granting \$2,000 in 2006 to form a Chicago chapter of the Hispanic Dental Society. This year's MWM offered two courses in Spanish; Next year's meeting will have three. You now can receive the *CDS Review* electronically; All of our foreign associate members now get the electronic version. Our Web site, www.cds.org, offers a blog for you. Each year the MWM has innovative programs, many of which were non-existent a short five years ago.

Change will always be with us; how we manage it is the crux of success.

My favorite television character was Deputy Barney Fife of *The Andy Griffith Show* who once opined, "There is only the quick or the dead." ■

CDS Regional Meeting



Implants

Featuring **Richard M. Sullivan, DDS**



PRE-REGISTER ONLINE!

We encourage you to reserve your spot at the next CDS Regional Meeting by visiting www.cds.org.

Wednesday, September 16

9 a.m.-2:30 p.m. • Drury Lane, 100 Drury Lane, Oakbrook Terrace

About our program:

The possibility for minimally invasive guided implant placement promises to revolutionize the way we practice implant dentistry. This restoratively driven computer-guided treatment allows implants and associated restorations to be precisely placed at the same procedure directly through the gingiva.

The objective of Dr. Sullivan's program is to provide dentists with the understanding they need to have the confidence to recommend computer-guided implant treatment for their patients. This program will review the sequence of treatment for the restorative dentist in guided implant treatment from design of the radiographic guide through treatment planning, implant placement and restoration.

About our speaker:

Richard M. Sullivan, DDS, is a clinical director for Nobel Biocare, where he has worked in several capacities since 1990 and spent two years at the international headquarters in Gothenburg, Sweden. He maintains a part-time private practice in Yorba Linda, CA, providing implant placement, restorative and dental laboratory aspects of implant dentistry as a general dentist.

Dr. Sullivan has published numerous articles covering topics including biomechanics, esthetics and the treatment of the fully edentulous patient.

CE credits: 5 CE hours

Target audience: Dentists, dental hygienists and dental assistants

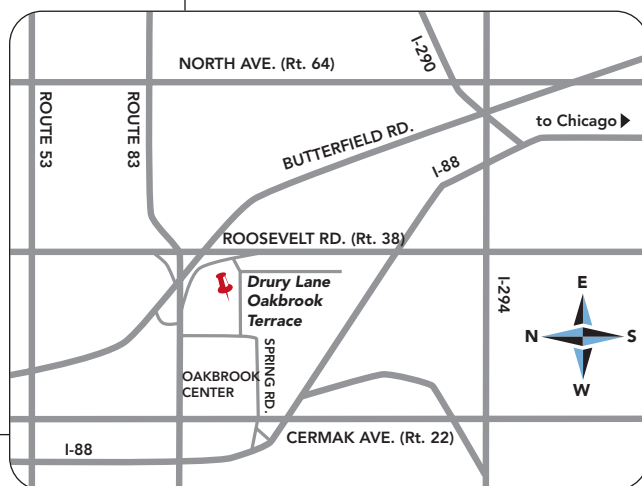
Directions to Drury Lane: Call 630.530.8300.

About CDS meetings:

Regional Meetings are FREE to all CDS members and their staffs, as well as dental hygienist members of the Illinois State Dental Society.

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.

CDS Regional Meetings are recognized by the ADA CERP as a provider of continuing education



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Find more information about the 145th Midwinter Meeting, McCormick Place's new **West Building**, and how to reserve your place in the middle of it all at www.cds.org.



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