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SEPTEMBER/OCTOBER 2009

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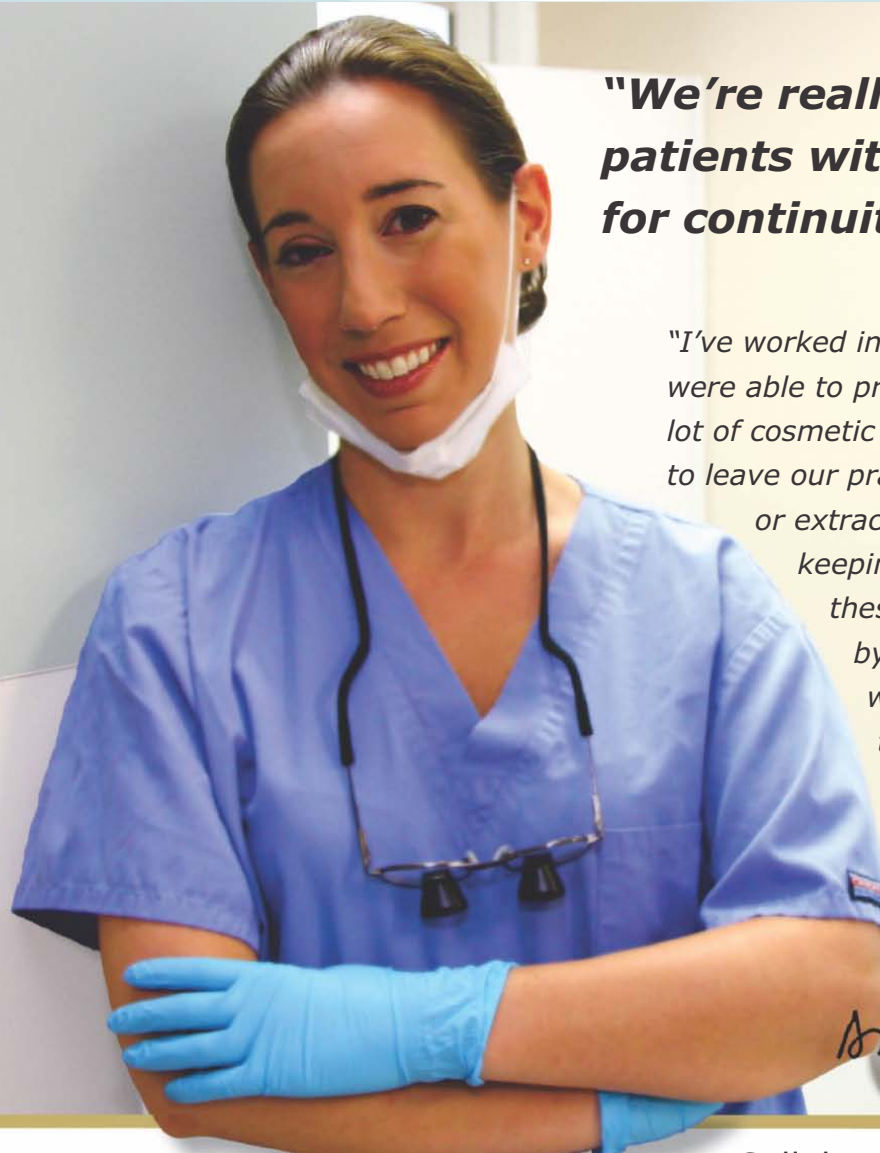
# REVIEW

The Official Publication of the Chicago Dental Society



## Employee theft

LEARN WHAT STEPS YOU SHOULD TAKE TO AVOID GETTING BURNED



**"We're really able to keep our patients within our family of doctors for continuity of care."**

*"I've worked in a small boutique practice and all that we were able to provide [patients] was basic dentistry and a lot of cosmetic dentistry. But then a patient would have to leave our practice for gum treatment, gum recontouring, or extractions and implants – the great thing about keeping it within Manus is that I know each of these doctors personally. With us working side by side, we're able to have that consultation with the patient, the specialist and myself -- together we plan what we want the final outcome to be."*

Dr. Sara Rudolph  
Hyde Park, IL

*Dr. Sara B. Rudolph*

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# Page One

## Wanted: Mediators

Have you ever thought about becoming a mediator for the Mediation Committee? Being able to mediate cases between a dentist and patient is a wonderful chance to enhance the image of dentistry as a responsible profession – one that strives to take care of patients to their satisfaction.



CDS is recruiting dentists with personalities for effective mediation, which includes people who are non-biased, and have a calm demeanor and good communication skills. It is their goal to listen to the patient and communicate the information to the treating dentist involved.

Mediators normally handle no more than three to four cases per year. They are also required to attend the annual meeting for the committee where continuing education credits are offered and the subject matter is related to mediation/peer review.

If you are interested in becoming a mediator or are curious and have more questions, please contact Helen Rabitoy at 312.836.7331 or [hrabitoy@cds.org](mailto:hrabitoy@cds.org).

## New at the 2010 MWM

The 145th Midwinter Meeting of the Chicago Dental Society will feature more than a few firsts.

Among the firsts for the MWM is the Midwinter Meeting Wellness Center, which will offer attendees health screenings provided by Blue Apple Health Scans.

Many attendee services will also be continued in 2010. One of those is Camp CDS, professional full-day, half-day and hourly child care on site. Accent on Children's Arrangements Inc. will again be the provider of this service.

Registration and fee details will be available in the November CDS Review and online at [www.cds.org](http://www.cds.org), starting Monday, Nov. 2. ■



## McCormick Place West Building dining

It's bound to happen at the Midwinter Meeting that you'll either get hungry from all the walking around you'll do in the Exhibit Hall or else you'll need a caffeine boost for the early morning classes. CDS and the McCormick Place West Building have you covered.

Level 2.5 of the West Building is dedicated strictly for restaurants, vending machines and extra areas to sit down and take a break. Here you will find 270 Degree Restaurant; a food court offering a Mediterranean/pizza oven, Asian fare, gourmet burgers, a salad bar, rotisserie and gourmet sandwiches; and Au Bon Pain, which features gourmet breads, pastries and made-to-order sandwiches and salads.

For that caffeine boost you'll need at some point, you'll find a coffee shop on Level 1 or a Starbucks on Level 3.

In the Exhibit Hall there will be a restaurant pod overlooking the exhibits where you can grab a bite to eat and sit down to take a

In 2010, the Midwinter Meeting moves to a **new three-day schedule** in a **new facility** – the McCormick Place West Building. Throughout the year, this page will highlight the many changes to our great meeting that we are proud to announce, including a larger Exhibit Hall and the convenience of keeping courses all under one roof.

[WWW.CDS.ORG](http://WWW.CDS.ORG)

break. In the Skyline Ballroom A-B there will be kiosks offering a carving station, Asian fare, soup and salads, pasta and paninis.

Mobile carts will also be located throughout the Exhibit Hall. These carts will offer Connie's Pizza, Robinson's Ribs, Butch's Lemonade and Pretzels, Mimi's Churros, Rybas Fudge and coffee carts with Starbucks drip coffee only.

Restaurants will be open 7:30 a.m.-3 p.m. to allow for greater convenience. Look to the Preliminary Program, which will be available Nov. 2, for a complete restaurant schedule.

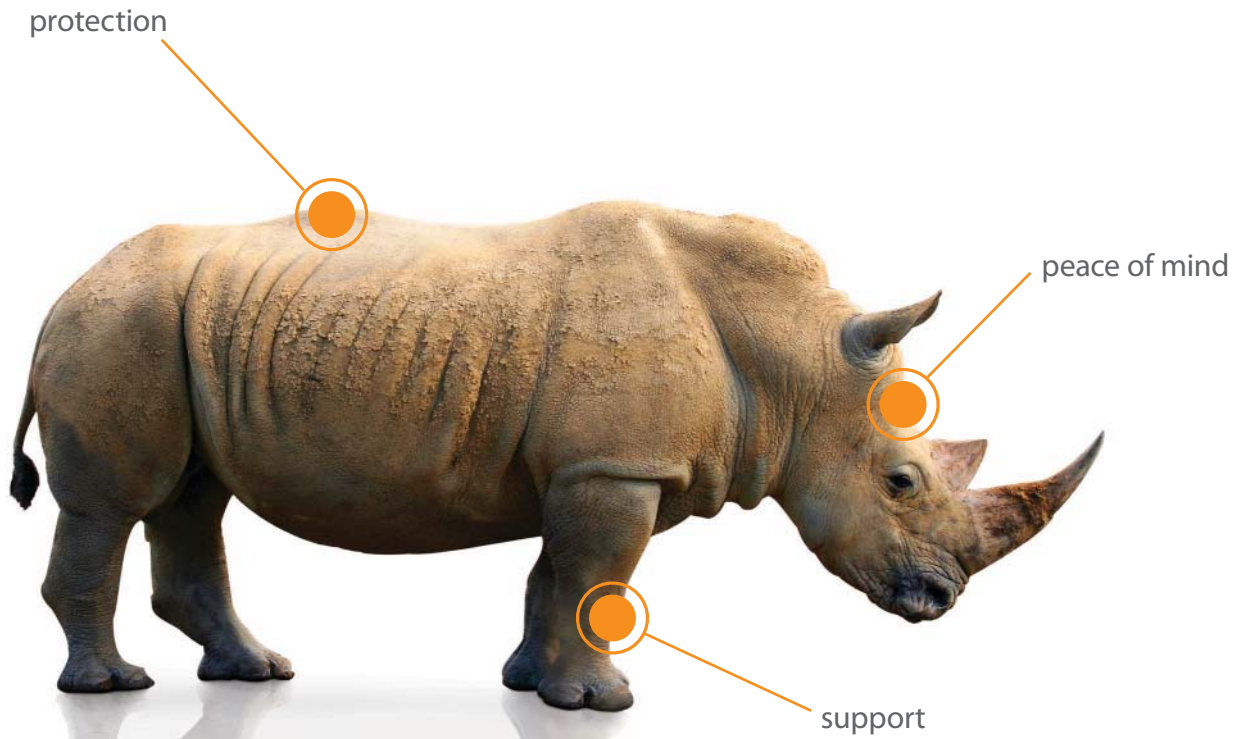


270 Degree Restaurant in the McCormick Place West Building. Photo courtesy of the Chicago Convention and Tourism Bureau. © Studio One East Photography.

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# Contents

## REVIEW

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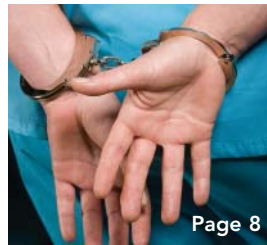
### SUBSCRIPTIONS

CDS members, \$17 (US and Canada);  
 Nonmembers, \$25 (US/Canada); Schools and Other Institutions, \$30 (US/Canada); Foreign, \$45.  
 Single copies \$4, except Preliminary Program issue \$10 domestic, \$20 (U.S. funds) foreign.

**Circulation:** 8,150. Periodicals postage paid at Chicago, IL, and at additional mailing offices.

**Postmaster:** Send address changes to:  
 Chicago Dental Society  
 Member Services  
 401 N. Michigan Ave., Suite 200  
 Chicago, IL 60611-5585

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 CDS Review (USPS 573-520) September/October 2009, Vol. 102, No. 5. CDS Review is published seven times a year by the Chicago Dental Society. Opinions and statements expressed, however, are those of the writer and not necessarily those of CDS.



Page 8



Page 12

## Features

### 8 Employee theft

Senior Writer Joanna Brown explains what steps you should take to avoid getting burned.

### 12 CDS Summer Event at Ravinia

Photographer Mary Hanlon captured the spirit of the CDS special event in Highland Park.

## Columns

- 6 **President's Perspective:** What are the benefits of not being a member?
- 14 **In Other Words:** Is your team dysfunctional?
- 16 **It's the Law:** Play well with others
- 52 **Final Impressions:** Mid-level providers offer a hollow promise to the underserved

## Departments

- 4 ..... Directory
- 18 ..... Your Health
- 19 ..... Dental Dateline
- 20 ..... Going Local
- 22 ..... Snap Shots
- 24 ..... Looking Back
- 26 ..... Meeting Place
- 29 ..... Branch News
- 40 .. Applicants/Deceased Members
- 42 ..... Classified Advertising
- 50 ..... Advertising Index
- Insert... Officers/Committees Guide



Page 20



Page 24



Page 29

**COVER PHOTO:** John McNulty; **COVER DESIGN:** Tom Long

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## President's Perspective by David Kumamoto, DDS

Call Dr. Kumamoto at 773.763.5030, or write [sportdds@uic.edu](mailto:sportdds@uic.edu).

# What are the benefits of not being a member?

It's unlikely that non-members of the Chicago Dental Society (CDS) – and the Illinois State Dental Society (ISDS) and the American Dental Association (ADA) – will see this commentary. So fellow members, I encourage you to pass this message along to your non-member classmates and friends.

I have heard all the excuses over the years of why someone does not belong to the dental societies and ADA. "It costs too much." "I don't get anything for my money." "I don't agree with the association's philosophies," and many more. All are good excuses; in fact, they are so good, I think some non-members could come up with reasoning to convince the Internal Revenue Service to excuse them from paying income taxes. If they do that, I'll join their club!

When we graduated from dental school, we all became dental professionals. We also became members of the dental profession that includes CDS, ISDS and the ADA. As partners in the dental profession, dentists pay a fee – called dues – that varies from state to state and component to component. Not all dental professionals believe that they need to pay dues in order to be part of the dental profession.

As a dental professional, someone needs to explain to me why others would not want to be dues-paying members of the dental profession. Therefore, I offer some benefits of being a non-member.

**By being a non-member, you do not have to attend the Midwinter Meeting.** By being a non-member of the tripartite system, you can pay course fees to attend courses of your choosing. The course costs probably surpass the dues that one would pay for a year's membership – but then again, you might be able to save a few dollars.

Why would you want to attend one of the best scientific meetings in the world, whose registration fee is included in membership dues? Granted, the non-member may want to attend courses in a warmer climate or attend a "boutique" course, but then the cost of traveling is part of the seminar costs. Maybe a speaker who wrote an article of interest to you is not on the Midwinter Meeting program so you need to go somewhere else to see that person.

Okay, I can accept that argument, but the MWM still has more than 100 speakers every year who cover just about all areas of dentistry.

**By being a non-member, you do not have to participate in decisions that affect the practice of dentistry.** Actually, many members do not get involved in the decision-making process that makes dentistry unique from other professions. But communication from the members of CDS, ISDS and ADA has influenced legislators to amend bills that would have negatively affected the practice of dentistry. Some examples of

legislation on which dentists have had significant input include license fees, amalgam separators, water valve codes, continuing education requirements, expanded duties for dental hygienists and dental assistants, etc.

Other professions do not have the professional autonomy of dentistry. Because dentistry has a large, responsible membership base, state governments want the profession to participate in making many of the rules that control the practice of dentistry.

**By being a non-member, you don't have to attend monthly meetings and get all those dental journals in the mail!** I understand that one may not want to attend a dinner after a long day of work, but branch meetings only take place five to six times per year. I've never been bitten by a branch member at a meeting so that fear should be eliminated from the start.

Most branches actually are fairly progressive and make new members feel welcome. If you are a non-member, however, where do you get information about OSHA, HIPPA, Red Flags, etc? Non-members don't get the *CDS Review*, *Illinois Dental News* or *JADA*, so where do they get alerts about all these things?

The branch meetings add another layer of cost to membership, but I've always felt that some important information is shared at these meetings. If you can't get the answer to your question about some new issue presented at a meeting, a member can always call the CDS, ISDS or ADA offices or go to the respective Web site. Non-members can get a limited amount of information from these sources, but isn't it worth the cost of yearly dues to have access to these resources at any time, especially at a time when new restrictions can pop up instantly?

Members get regular e-mail alerts from the appropriate society. How do non-members function without such services?

**One of the greatest services CDS provides to members and non-members alike is the volunteer work of the Mediation and Peer Review committees.**

Every year the members of these two committees resolve the problems of scores of dentists and patients within the CDS area. Each case requires a committee member to call the patient and dentist at least once in order to "mediate" the problem. Generally, the committee member has to call each party more than once to reach an acceptable agreement. All of this is done on the committee member's time.

When the committees were asked to consider only the problems of CDS member dentists, they voted almost unanimously to include the non-member dentists, too. The committee members consider mediation a service to all patients and not just member dentists. If you consider that all the members of these committees are dues-paying members, then all dentists in the CDS area owe these people a debt of gratitude. I thank you all!



**Non-members do not have to join Dent-IL-PAC.** Again, many member dentists do not join because of the additional cost or the thought of dealing with legislators is not appealing. Many Dent-IL-PAC members represent the interests of non-member dentists indirectly when lobbying for funding for dental programs.

As an example, the Bridge to Healthy Smiles initiative would raise the reimbursement level for Medicaid recipients. This increase in dental fee payments would increase the revenue of dental school clinics and other facilities that are staffed by non-member dentists whose salaries would be augmented by the increase in reimbursement levels.

ISDS represents approximately 6,500 dentists throughout the state, which is an impressive statistic when speaking to a legislator. This number could be even more dramatic if more non-members joined the dental society.

CDS has approximately 4,000 members. When meeting with city and county officials, this number and the impact of the Midwinter Meeting on the city's economy are significant.

At the national level, the ADA represents more than 150,000 dentists; so the ADA has a strong voice when advocating for dentistry in Washington, DC. In many cases, non-members benefit from the hard work of member dentists, but that is the nature of our profession. We look out for all dentists, whether they are members or not.



There are many other benefits that CDS offers members. ISDS and ADA also have lists of benefits for members. Most of these benefits can be viewed by simply going to either organization's Web site.

As I conclude this commentary, I remain perplexed by why someone would not be a member of CDS/ISDS/ADA. One does not even have to be particularly social to receive some benefits of membership. There are some people who have semi-valid arguments for not paying full or partial dues. Many dentists have spouses who are also dentists and many dentists have partial or full disabilities that prevent them from practicing. If money is not an issue, then what is the reason for not being a member? Non-members receive many benefits from the profession, but how does the profession benefit from the non-members? That is a question for another time. ■

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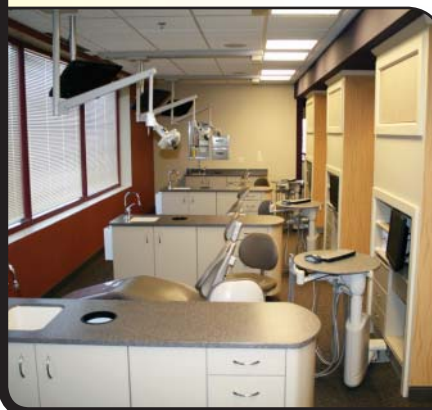
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# Employee theft

Learn what steps you should take to avoid getting burned

by Joanna Brown

Don Bennett has always been a diligent small business owner, going so far as to run criminal background checks on potential employees who successfully complete an exhaustive application and interview process.

“I was doing everything I could do that was financially feasible,” he said, describing his hiring process and other business practices. “I know that not everyone who walks through my door is a nice person.”

But even his best efforts couldn’t prevent one office manager in her late 20s from stealing \$8,000 from his Michigan Avenue dental practice through refunds to her personal credit card.

Dr. Bennett was wise to have business practices in place that stemmed his losses before they got out of control. He received a call from his credit card processing company, inquiring about unusual activity, just a few months after the office manager took the job. They worked quickly to identify the problem and determine a prudent course of action.

With an office full of patients and a tight schedule for the rest of the day, Dr. Bennett called his wife at home, relayed the information and continued on with his day – never breaking the poker face of which he is so proud.

Per Mrs. Bennett’s instructions, Chicago police officers arrived at the close of business to arrest the office manager for theft. The office manager called back to Dr. Bennett on an inter-office telephone line when she saw the

ABOVE: Don Bennett pictured with a current staff member.

police arrive, begging for mercy and offering anything to avoid arrest. But Dr. Bennett was relentless; the office manager was arrested and spent the night in police lockup.

“My position was that she stole from me and I wasn’t going to let the next (person to whom she applied for a job) who did his due diligence not see something (on her criminal record),” he said.

While Dr. Bennett’s experience a few years ago is a flagrant case of theft, recent studies show that a surprising portion of the workforce struggles to uphold ethical business practices. More than half of the nearly 2,000 respondents to the Ethics Resource Center’s 2007 National Business Ethics Survey

**“We all get wrapped up in the practice of trying to help people, and as dentists we can be duped into accepting poor business practices as good care. We have to be mindful of how our patients pay us and how we wait for insurance to pay us.”**

report having personally observed conduct that violated company ethics standards, policy or the law. This includes conflicts of interest, abusive or intimidating behavior, and lying.

And more than two of five employees who witness misconduct do not report it, for fear that reporting won’t make an impact or fear of reprisal.

While large corporations have extensive HR departments to implement ethics and compliance programs, small business owners are responsible for setting the standards to which employees will be held.

Consider working with a business consultant who will implement a few systems that you can work with long-term.

“That’s one way to set the standard that you and everyone who works for



SCORE, a nonprofit association dedicated to educating entrepreneurs and the formation, growth and success of small businesses nationwide, offers the following tips for protecting your business against employee theft:

**Conduct a background check.** You’ll have to decide if the time and expense of background checks is worth the return, but consider running background checks on employees who will have access to cash, credit card numbers and other items that can be easily stolen. The Fair Credit Reporting Act governs the gathering and use of information for pre-employment purposes, and many of the laws require the applicant’s consent. Get written permission to verify education, certification and past employment; to call the applicant’s references; to check criminal conviction records; and to request a drug screening.

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### **Follow these tips to protect your business from employee theft**

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**Develop policies for dealing with fraudulent behavior.** Prevention is always less expensive than recovering your losses; be proactive and let employees know that unprofessional behavior will not be tolerated. Let staff know about any internal controls you have to detect theft, including audits of your expense reports, payroll, purchasing, accounts receivable and petty cash. Maintain an Open Door Policy and have systems in place for employees to report when something is not right.

**Insure against dishonesty.** SCORE reports, “Many larger organizations carry insurance policies against fraud. These policies, sometimes called fidelity bonds, indemnify the holder against employees who dishonestly commit fraud for personal benefit, or cause the insured to sustain a loss. Everything from routine theft and embezzlement to commercial bribery and stock fraud is covered. The burden is on the insured, though, to show that an act of fraud caused the losses claimed.” Get more information about small business fraud from the Association of Certified Fraud Examiners at [www.cfenet.com](http://www.cfenet.com) and [www.fraudweek.com](http://www.fraudweek.com).

SCORE is a partner of the U.S. Small Business Administration. Find more information about preventing employee theft at [http://www.score.org/article\\_how\\_to\\_prevent.html](http://www.score.org/article_how_to_prevent.html).

you will treat your business as a business, and nothing less: bring in a business consultant,” explained Mary Miller, a spokesperson for the Society for Human Resource Management. She is an attorney, a senior professional in human resources, and a member of the Society’s Ethics Special Expertise Panel.

The business consultant will likely offer you forms to help with hiring, accounting procedures that call for

checks and balances, and other operating procedures to keep your business running smoothly.

Dr. Bennett echoed this advice.

“We all get wrapped up in the practice of trying to help people, and as dentists we can be duped into accepting poor business practices as good care. We have to be mindful of how our patients pay us and how we wait for insurance to pay us.”

### Start with hiring

But even before you look at business practices, Ms. Miller recommended you look at the people you hire to perform these tasks.

“Especially in payroll, it’s very easy for things to go badly, quickly,” Ms. Miller said. “If you don’t have a good hiring process in place, and so you hire ‘a friend of a friend’ because it’s easy – that’s where a lot of heartbreak happens.”

Like Dr. Bennett is, Ms. Miller recommended doctors be methodical in their hiring. Make decisions based on the needs of your business, not “personal things that come to bare.

“I like to say hire slowly, fire fast,” she said. “Con artists thrive on quick hiring processes.”

In addition, don’t assume you need to hire a replica of the employee who left. Look at the staff you have, their talents and their interests, and see how you might change the job description for a new employee to complement the existing team.

“Talk to staff to see what they want,” Ms. Miller said. “It’s good for your business and good for your patients.”

### Lead by example

Once the staff is in place, remember that the boss is constantly communicating how the business will be run. This comes through in what you say and how you act.

“None of the rest of it matters if you aren’t acting the way you say you want it to happen. You’ll lose all credibility,” Ms. Miller said. You can’t tell staff to cheerfully greet patients if you stumble in every morning without greeting your coworkers similarly.

This may require you to take some time to examine your values and decide what you think it means to be a professional with integrity. Then figure out how to make that come alive, Ms. Miller said, and share it with your staff to create the office environment in which you all want to work.

“You have to communicate your expectations, and not just once. You can not over communicate. Get people together for a staff meeting with a stated agenda item that there will be a discussion – not a lecture – of business ethics



Mary Miller reiterated the importance of communicating with your staff to ensure all team members embrace a shared definition of business ethics. But keep in mind that generational and cultural differences may affect the way your team arrives at that definition.

Business owners are challenged to bring these generations together in the workplace and reach consensus, as each group approaches questions of integrity and purpose in different ways, Ms. Miller wrote in a white paper co-authored by human resources consultant Elizabeth Guss.

### Each generation takes a unique approach to questions of integrity

Ms. Miller and Ms. Guss divided the current workforce into four groups:

**Traditionalists**, born before 1946, were shaped by the Great Depression and World War II. They place duty before pleasure, respect authority, follow rules without question and display tremendous patriotism. Many have limited formal education. And although they might use computers and other technology to connect with children and grandchildren, they prefer face-to-face communication.

**Baby Boomers**, born between 1946 and 1964, focus on themselves. They saw the Vietnam War, the Civil Rights movement and Watergate. They work hard and play hard, with a drive to succeed regardless of the obstacles before them. These college-educated people want each person to be heard and they work hard to maintain work-life balance. They are very sensitive to political correctness.

**Generation Xers** were born between 1965 and 1980, making them witnesses to the fall of communism and the first to have personal computers – which was great because many of them were “latch-key” children of divorced parents. They see education as a means to an end; they are self-sufficient, pragmatic, skeptical and entrepreneurial.

**Gen Yers**, born after 1980, come from a fully computerized society. They grew up among school shootings, AIDS awareness programs, corporate scandal and international terrorism. They are well-educated, confident, tolerant, and socially and politically conscious – and maybe a bit unrealistic about their “worth” in the marketplace. They expect work to end at 5 p.m. without affecting their lofty career goals.

Ms. Guss and Ms. Miller say the difference is in perception and understanding, not any group’s willingness to work hard, so your efforts to forge bonds among staff members is time well spent.

Both Ms. Guss and Ms. Miller sit on the Society for Human Resource Management’s Ethics Special Expertise Panel. For more information, visit [srha.org](http://srha.org).

and their value to your business. Asking questions and listening is really important.”

The goal is to deliver your message in a way that is appropriate for the culture of your office. The Ethics Resource Center reported that the “strength of the

enterprise-wide ethics culture is the single factor with the greatest impact on misconduct.”

For Dr. Bennett, this included posting in the break room the letter he received from then-Cook County State’s Attorney Dick Devine at the conclusion

of his former office manager's trial. Her guilty plea and subsequent sentence of 12 months conditional discharge reminds staff that Dr. Bennett will not be soft if they test him

"There are no questions, no surprises," he said. "If someone still chooses to steal, they know what to expect."

### Accessibility

Part of the example you set, Ms. Miller said, should be one of approachability. Demonstrate that you have an Open Door Policy. Let staff know through your words and actions that if they bring you concerns about workplace behavior, you will respond with confidentiality and integrity. Let them know you are obligated to investigate their reports but that you will do so with discretion to protect the whistle-blower as best you can.

The National Business Ethics Survey found that 80 percent of respondents believe management does not tolerate retaliation among coworkers; nevertheless, more than a third of those who didn't report unethical conduct feared retaliation, and 12 percent of those who did report others' misconduct experienced retaliation.

"You can say it, but if you have closed body language or if you close your private office door, people won't come to you," Ms. Miller said. "There's an inherent power disparity at the office where you're the boss and they're not, so make an effort to manage by walking around. That's one of the best ways I know to have a real, honest, Open Door Policy."

Take the time to interact with staff members without an agenda, she explained, just to get to know each other as individuals. ■

You can find more information about the characteristics employees look for in great employers at [www.greatplacetowork.com](http://www.greatplacetowork.com), the official site of the research and management institute that annually compiles lists of the Best Places to Work, both large and small.

Download the National Business Ethics Survey at [www.ethics.org](http://www.ethics.org).

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

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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.

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

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# CDS Summer Event at Ravinia

## Members treated to a night of Tchaikovsky's greatest hits

by Joanna Brown

The day couldn't have been better for the CDS members and their spouses who attended the 2009 CDS Picnic at Ravinia Festival Sunday, July 12.

The sun was shining, Tchaikovsky was in the air. And laughter was abundant under the private tent as dinner was served.

"The afternoon at Ravinia turned out to be almost perfect," said CDS President David Kumamoto. "It was great to see many new faces at the concert and reception."

Following a dinner buffet, guests trekked to their reserved seats in the pavilion for the Chicago Symphony Orchestra's all-Tchaikovsky concert, including the *1812 Overture* punctuated with live cannons. At the conclusion, CDS guests returned to their tent for dessert.

"Even non-classical music lovers had to enjoy the *Nutcracker Suite* with no snow on the ground," Dr. Kumamoto said. "I'm looking forward to visiting Ravinia again in the future."

Photography by Mary Hanlon







## In Other Words by Mary M. Byers, CAE

Read Mary Byers' online column, The Front Desk, at [www.cds.org](http://www.cds.org).

# Is your team dysfunctional?

**W**hether your staff members get along well with one another or not, you owe it to yourself, your staff and your practice to read Patrick Lencioni's *The Five Dysfunctions of a Team* in order to understand why you're so successful or why you're floundering.

As a consultant, I read a lot of management books. This one is brief, thought-provoking and powerful.

Mr. Lencioni has done a masterful job identifying and simplifying the complex issues that keep teams from functioning as smoothly as possible. He identifies the dysfunctions as follows (in the order they should be addressed):

- absence of trust
- fear of conflict
- lack of commitment
- avoidance of accountability
- inattention to results.

He addresses why these dysfunctions are so deadly, and how a strong team leader can address them. Here is the "Cliff's Notes" version:

**Absence of trust.** Team members need to feel comfortable and sense safety with one another. Everyone must have the ability to admit their mistakes, weaknesses, and/or areas in which they need help. In the role of the leader, you must be willing to be vulnerable by admitting your own mistakes, failures and fears. Though your focus shouldn't be entirely on these areas, you should be willing to acknowledge your own shortcomings with your staff. It is a safe bet that they already know what they are even if you don't tell them.

**Fear of conflict.** When team members don't trust each other, they don't feel safe to express their opinions and engage in honest debate. As Lencioni notes, "In a work setting where team members do not openly air their opinions, inferior decisions are the result." Though some dentists prefer to make all the decisions themselves, smart managers know that more input from more people (within reason) helps ensure wise decisions. You need to allow and invite conflicting opinions and provide an environment in which they can be aired in a respectful manner.

**Though some dentists prefer to make all the decisions themselves, smart managers know that more input from more people (within reason) helps ensure wise decisions.**

**Lack of commitment.** Unaddressed conflict and dissent results in dissatisfaction on a team, while resolved conflict leads to buy-in and support. Allowing staff members to air their opinions, discuss the pros and cons and then come to a consensus is a way to gain commitment at all levels of an organization. As team leader, it falls to you to unearth differing opinions, allow for full discussion, and then bring closure so the group can move on.

**Avoidance of accountability.** Members of strong teams hold one another accountable even if doing so is uncomfortable. They are given permission to communicate openly and honestly with one another and are taught to approach one another with respect. The leader must confront difficult issues and address staff shortcomings.

**Inattention to results.** Organizations fail to live up to their full potential when individuals aren't held accountable for their respective responsibilities. When some team members don't carry their weight, others begin to put their own needs ahead of the goals of the team thinking their focus on team goals is no longer important. The team, leader focuses on overall goals while insuring everyone is pulling their weight.

Mr. Lencioni states: "Striving to create a functional, cohesive team is one of the few remaining competitive advantages available to any organization looking for a powerful point of differentiation. Functional teams avoid wasting time talking about the wrong issues and revisiting the same topics over and over again because of lack of buy-in. Functional teams also make higher quality decisions and accomplish more in less time and with less distraction and frustration. Additionally, 'A' players rarely leave organizations where they are part of a cohesive team."

If your team is running smoothly, *The Five Dysfunctions of a Team* will illuminate why and reinforce the things you're doing well. And if your team is dysfunctional, you'll find out what to do about it. ■

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](mailto:review@cds.org).





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

Contact Dr. von Heimburg at 847.382.2832 or [ceprof@aol.com](mailto:ceprof@aol.com), or visit [www.petravonheimburgddsjd.com](http://www.petravonheimburgddsjd.com).

# Play well with others

**T**he stereotypical view of a dentist is that of a detail-oriented individualist who enjoys hands-on work to the detriment of running his business and interacting with colleagues.

While overly simplistic, this generalization may contain a kernel of truth. My clients often complain that they hate the “business end” of dentistry and have problems accommodating associates and partners with whom they work. As a practicing lawyer and dentist, I am often drawn into disputes between colleagues representing one side or the other. It is disconcerting to witness many turf wars based on the motto “my way or the highway.”

For the most part, dental practices are still single-practitioner enterprises reflecting both historically viable economic patterns and individualistic attitudes among dentists. However, changes are on the horizon, forced upon us by the ever-growing expense of setting up or modernizing a dental practice. The price tag for today's technological innovations increasingly leads to consolidation of dental practices, just as physicians have been pushed into group practices in order to share the cost of ever-more expensive equipment. But can dentists play well with one another?

Interaction problems often arise when a dentist hires a new associate, when a dentist parent takes in a newly graduated son or daughter as a dentist, or when a dentist who sold his practice stays on after the sale of the practice. Such circumstances are rife with the potential for conflicts, which should be addressed at the very beginning in order to keep the playground peaceful.

### Hiring an associate

Hiring a new associate changes the dynamics of a practice and poses challenges for all concerned. Two different philosophies of practice may clash as well as two different personalities. It is imperative that a contractual arrangement be entered into before the new associate starts working in his new position. The working agreement has to spell out not just the expectations of the parties regarding the practice of dentistry, but also the power structure, i.e. who is in charge. A dental office is not run by committee; it is a business in which lines of authority are clearly defined. The associate's and staff's opinions should be heard, valued and taken into account, but someone has to make the final decision and see to it that it gets implemented. That person is typically the practice owner. If the dental practice structure consists of several equal shareholders or partners, the by-laws or partnership agreement should spell out who has

the final say with respect to certain decisions in order to allow for a smooth operation of the practice. A verbal agreement and handshake is not enough to keep problems at bay.

### All in the family

Mission accomplished: your son or daughter has graduated from college and dental school and is following in your footsteps by associating with your practice. This is a time for pride, joy and celebration. Yet, this situation frequently presents a problematic twist on the general problem of hiring a new associate: in mixing professional and personal life, some caution is generally warranted. It is easy to be led into the trap of doing away with contractual formalities when dealing with family members. However, my years of experience have taught me to be vigilant when family is involved. The dynamics of expectations concerning rights and responsibilities are often difficult and unpredictable, because the usual arms-length dealings and “distance” we expect in a normal business situation are lacking. In addition, there is more at stake than business interactions and the quality of services to patients; preservation of family harmony has a high priority. A written agreement is needed just as in any working relationship with a dentist who is not part of the family. This holds true whether the parent wishes to hire the dentist offspring as an independent contractor, an employee or even wants to take him or her in as a junior partner or shareholder (observing the 51 percent rule). Preserving respectful and proper guidelines on the professional playing field is imperative so that disagreements do not spill over from family life to professional life and vice versa.

### The reversal of power

One of the most challenging situations comes about when a dentist stays on in the capacity of an independent contractor after he sells his practice. In that situation, the purchase agreement establishes a new authority relationship, potentially pitting two experienced dentists against each other or giving a young buyer of the practice authority over a seasoned retiring veteran. On the one hand, the buyer often wants the seller to remain in order to facilitate the transition and retain the patients of the practice; on the other hand, the buyer needs to establish control over his new practice in order to guide the business according to his own goals and vision.

Even with a solid independent contractor agreement in place as part of the practice transition, the buyer should limit the seller's transition period in the office in order to avoid con-

flict. Limiting the transition period is particularly important if the buyer does not intend to run the practice full-time himself. It is a tempting proposition for the buyer to allow the newly acquired practice to continue as before, with the seller as the main working dentist in the practice, the same staff and the same operating procedures and methods. The set-up was successful when the buyer bought the practice; why should that recipe not work for the future?

Human nature will surface: the seller will often forget very quickly that he just sold his business and will continue to practice in "his" office, with "his" staff, servicing "his" patients, according to "his" rules. Nobody is there to tell him otherwise. Should this continue over a long period of time, the buyer will be considered the unwelcome outsider, and changes he intends to make in the operation of the business may be boycotted. In a situation like this, to reestablish his ownership rights, the buyer may be forced into dismissing the seller. Bad blood is bound to be created and the seller will consider this a treasonous act against him, "his" staff and above all "his" patients, rather than the right of the new business owner.


As these examples show, the ability to forge business affiliations and work together with other professionals in the same practice is a skill that is increasingly needed for success. The trend in both medicine and dentistry is toward cooperation – if not consolidation – of enterprises, requiring the good faith interaction of professionals and their staffs. To do so, protect yourself legally, but make an effort to play well with others. ■

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.

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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](http://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](mailto:kkramer@cds.org).

# Your Health

a discussion on health-related topics

## Got calcium?

by Joanna Brown

The rock star of the elementary school lunchroom has historically been the single-serving milk carton. There was something about sipping icy cold milk through that fuzzy, papery spout that makes students think “Bottoms up!” in between bites of a (usually crustless) sandwich.

Slowly and without warning the milk carton falls out of every child’s favor, yielding its popularity to the juice box, then soda, flavored sports drinks and waters. Have you ever seen an adult toting a milk carton around the mall?

Maybe they should. Calcium is the most abundant mineral in your body, residing mostly in bones and teeth. But it is used by every cell and tissue in your body; it helps muscles contract, helps dieters burn fat faster, and it may lower your risk for some cancers.

### Getting it

Adults need about 1,000 milligrams of calcium per day. But that amount varies in different stages of a women’s life, especially, so check with your doctor if you are pregnant, nursing or menopausal. This recommended amount is the same as three to four servings per day.

You know where to find it: non-fat milk (302 milligrams), low-fat yogurt (245-415 milligrams); sardines packed in oil (324 milligrams per three ounces); raw broccoli (42 milligrams per cup); numerous fortified breakfast cereals and juices; soy products and ice cream. Keep in mind that low-fat dairy products contain slightly more calcium than full fat versions of the same products because the calcium is found in the non-fat portion of the food.

Sounds easy enough, but the U.S. Department of Agriculture says that three quarters of American women don’t make the grade, taking in only 858 milligrams on average.

### Keeping it

However, no matter how much calcium you’re taking in, you can act to help your body hold onto it. Vitamin D will help your body absorb calcium, and can be had through 10-15 minutes of exposure to sunlight two to three times a week, or through a vitamin supplement.

Sodium – as in salt – draws calcium out of your body. So do the acids in some foods, like sweet potatoes and beans. (Also of note, calcium inhibits your body’s absorption of iron, so don’t eat iron- and calcium-rich foods together.)

### How to know

But there’s no way to tell if you’re getting too little calcium, so track your diet for a few days. If you have a family history of osteoporosis, you should talk to a doctor about a bone density scan. ■



© National Dairy Council

**“You can only milk a cow so long, then you’re left holding the pail.”** —Hank Aaron

**“There is no sense in crying over spilt milk. Why bewail what is done and cannot be recalled?”** —Sophocles

**“Get off your horse and drink your milk.”** —John Wayne

**“I am thankful for laughter, except when milk comes out of my nose.”** —Woody Allen

# Dental Dateline

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

## Back to school tip: Snack right for healthy smile

The weather is getting a little cooler and the leaves are starting to fall, which must mean that school is back in session. With school starting comes waking up early to pack the kids' lunches. Do they like what you pack for them? Are they even eating it at school? Is it healthy for them?

### Grocery shopping

Consider bringing your children along when you do the shopping. Having them pick out things they like will ensure that they are eating their lunches at noon. Give them limitations though. Offer a selection of fruit to choose from or allow them to pick a new vegetable to try. And remember that you have to set the good example of also eating vegetables and fruits with meals and snacks.

### Packing the lunch

Use whole-grain products like whole wheat bread for sandwiches instead of

white bread. When choosing sandwich fillings, avoid meats with more fat like bologna and salami and stick with lean turkey, roast beef or ham.

For sides, you can pack celery or carrot sticks with a little side container for dip, like salad dressing. Small bags of popcorn or pretzels are a good replacement for chips. And for a little dessert you can add graham crackers or fruit, like bananas or apples.

Avoid packing soda pop or energy drinks in lunches and start packing 100 percent fruit juice boxes, low fat or skim milk, or water. Soda and sugary fruit drinks can damage teeth and cause cavities.

### Snacks

It's a fact: kids come home from school hungry. But what should they eat that is healthy and won't ruin their appetites for dinner?

Spreading cheese, peanut butter or

hummus on crackers or breadsticks is a good option; you can also use sliced vegetables to dip.

Another fun idea is to go to the store to pick out a few things to create a homemade snack mix. You can combine different types of nuts, roasted chickpeas or pretzels. But don't forget to throw a few M&M's in to sweeten up the mix.

Plain yogurt is a good dipping option for lots of things, especially sliced fruit. Or mix cereal into it to add a crunch.

It is also a fact that kids like cookies. While not normally thought of as nutritious, baking homemade oatmeal cookies with rolled oats and raisins is healthier than store-bought ones.

For more information on healthy foods for lunches and snacks visit [www.mypyramid.gov/](http://www.mypyramid.gov/) or [www.ada.org/public/media/releases/0902\\_release07.asp](http://www.ada.org/public/media/releases/0902_release07.asp)



# Going Local

a look at what's happening in our community

## UIC dental students earn Schweitzer Fellowships

The Albert Schweitzer Fellowship program, which provides yearlong fellowships to graduate health students for public service projects, awarded fellowships to the University of Illinois at Chicago (UIC) College of Dentistry's Justin Welke and Denise Maniakouras for 2009-10. Both are entering their third year in dental school.

This program allows students to run a service project of their choosing, under the guidance of a community agency, for an underprivileged community. Mr. Welke and Ms. Maniakouras will be educating children and their parents on healthy dental practices, and providing some oral health services such as exams and fluoride treatments. They will work with Head Start in Chicago's Pilsen community near the UIC campus. Head Start provides social, health and other services to children and families.

The program is highly competitive, with close to 150 health professions students and other graduate students in health related fields from the Chicago area competing. Only 34 were chosen.

"Selection is quite an accomplishment," said Caswell Evans, Associate Dean for Prevention and Public Health Sciences. "To have two dental students selected is special."

The Schweitzer Fellowship

recently asked Dr. Evans to become a member of its Advisory Board. Information about the Schweitzer Fellowship may be found online at [www.schweitzerfellowship.org/features/us/](http://www.schweitzerfellowship.org/features/us/).

**Selection is quite an accomplishment.**

**To have two dental students selected is special.**

## Schaumburg orthodontist receives AAO award

CDS member David Musich, a Schaumburg orthodontist, was recently recognized with the 2009 James E. Brophy Distinguished Service Award. This highest award of the American Association of Orthodontists (AAO) was presented to Dr. Musich May 3 at the Excellence in Orthodontics Awards Ceremony during the 109th AAO Annual Session in Boston.

2008-09 AAO President Raymond George Sr., said, "Dr. Musich has made many contributions to our specialty, especially his willingness to share his clinical knowledge and experience through his many lectures at orthodontic meetings."

Dr. Musich is a past chair of the AAO Council on Orthodontic Practice, a past president of The Edward H. Angle Society of Orthodontists, has taught for nearly 40 years, and has co-authored orthodontic textbooks. He is a Diplomat of The American Board of Orthodontics.

Dr. Musich is a Chicago native. He completed his undergraduate studies and dental education at Chicago's Loyola University.

Dr. Musich attended the University of Nebraska for his orthodontic education. After completing the program, he was a faculty member at the University of Pennsylvania. He also worked with the craniofacial and cleft palate program at Children's Hospital of Philadelphia where he served as director of orthodontics.

After opening his practice in Schaumburg in 1976, he continued to teach at the University of Pennsylvania, commuting monthly to Philadelphia for the past 34 years. He also has taught at the University of Chicago and the University of Illinois.

Dr. Musich and his wife, Anette, have three grown daughters, Julia, Kyrsten and Karrin. His sister, Elizabeth Barrett, has been his practice administrator since the beginning of his practice.



## Dental Arts Club officers to be installed Sept. 19

The Dental Arts Club of Chicago elected the following officers May 26:

Paulina Brzozowski-Sawicki, president; Daniel Weber, president-elect; Robert Daszkiewicz, vice president; Chester Klos, secretary; Martin Piekos, treasurer.

Three dentists were slated as directors: David Wojtowicz, Joseph Sodini and Michael Lenart.

Elected to the Advisory Board were Vickyann Chrobak, Walter Lamacki, Lorette Luksha, Mary Starsiak and Stephen Slomski.

The Installation of Officers is scheduled for Sept. 19 at the Oak Park Country Club. For further information, contact Paulina Brzozowski-Sawicki at [paulinabrzozowski@yahoo.com](mailto:paulinabrzozowski@yahoo.com). ■

## Dr. Claude E. Driskell

### African-American dental historian, dies at 83

Dr. Claude E. Driskell, a premier expert on the history of African-American dentists, particularly in Chicago, and who practiced dentistry in Chicago's Roseland community for 55 years, died May 23 at age 83.

Born in Chicago, Dr. Driskell was a decorated World War II veteran of the U.S. Army. He earned a Bachelor of Science degree from Roosevelt University in Chicago in 1950 before entering the University of Illinois at Chicago (UIC) College of Dentistry, where he earned his DDS degree in 1954.

Dr. Driskell served as a dental journalist for and president of the Lincoln Dental Society (LDS), the largest African-American dental society in Illinois, and also was a dental journalist for the National Dental Association (NDA), the largest African-American dental association in the United States. He earned numerous citations and awards from LDS and NDA for excellence in dental journalism.

He served as editor of the LDS publication from 1966 to 1980, assistant director of publicity for the NDA from 1969 to 1972, director of publicity for the NDA in 1972, and assistant editor of the *NDA Journal* from 1976 to 1982. Dr. Driskell was the author of the book *The History of Chicago Black Dental Professionals, 1850-1983*.

Dr. Driskell wrote four chapters in the book *Essays on Earl Renfroe – A Man of Firsts*, which was published in 2001. The book is a biography of Dr. Earl W. Renfroe, a world-renowned orthodontist who was the first African-American department head at the UIC College of Dentistry. The book won an international Apex Award for Publications Excellence from Communications Concepts, a writing and publishing think-tank based outside Washington, DC.

"Grateful for the work that Dr. Driskell and others had put into *Essays on Earl Renfroe*, the Renfroe family established an endowed scholarship that will provide funding for minority students at the College in perpetuity," said UIC College of Dentistry Assistant Dean for Advancement and Alumni



Affairs Mark Valentino.

A dental consultant and supervising dentist of the Dental Hygienist Supportive Health Service of the Chicago Board of Education in the mid-1970s, Dr. Driskell also was instrumental in the fight to obtain dental insurance for Chicago teachers. In the early 1970s, he served as a faculty member at Chicago State University and the Illinois Institute of Technology. He also served as attending dental surgeon at the Department of Stomatology at Michigan Avenue Hospital in the 1960s.

A member of the Original Forty Club, a prominent African-American professionals' organization, Dr. Driskell served as the organization's historian and was the author of the club's 75th anniversary book. He also was a fellow in the Academy of General Dentistry and the Academy of the International Biographical Association.

At the UIC College of Dentistry, he served as an advisor to the Dean's Committee on Black Students in the early 1970s.

Dr. Driskell is survived by his wife, Naomi Roberts Driskell, daughter of Bishop William Roberts, founder of the Church of God in Christ in Illinois, whom he married in 1953. They had five children: Yvette (Al) Russell, Isaiah (Barbara), Ruth (Fredric) Davis, Reginald (Gale) and Elaine (Melvin) Chenier-Johnson. He is also survived by nine grandchildren; many great-grandchildren, nieces and nephews; and his sister, Helen Driskell-Evans.

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[www.chicagodentalsocietyfoundation.org](http://www.chicagodentalsocietyfoundation.org)

As the philanthropic and charitable arm of the Chicago Dental Society, we will improve the oral health of the public we serve by providing funds for access to care programs and dental education.

But the CDS Foundation can't do anything without support from our partners in giving: local dentists, corporate friends and community members who share our vision. Working together, we will have a greater impact on the oral health of our community.

We know from experience that the need for greater access is tremendous. So we invite you to become our partner through your donation to the CDS Foundation.

**PLEASE VISIT US ONLINE TO MAKE A DONATION TODAY. THANK YOU.**

# Snap Shots

profiles of the profession

## Community leaders

by Rachel Azark



Sheri Doniger



James Discipio



Michael Schroeder

**M**any people consider their daytime job as the only thing they do professionally. Some people, however, strive to do more for the general welfare, and many times it is very different from what they do during the day.

For three CDS members, their days aren't over when they leave their practices; instead they are out in their neighborhoods acting as community leaders.

### Commissioner

Sheri Doniger, a 1983 graduate of the University of Illinois at Chicago (UIC) College of Dentistry, is a Lincolnwood Fire and Police Commissioner, a position very different than being a dentist. She has been in the position for five years.

Not knowing a lot about law enforcement or fire protection before taking the position, but still interested in it, Dr. Doniger took a 12-week citizen's police academy class. There she was able to witness line-ups, participate in ride-alongs and watch how the police pursue suspects and talk to them.

"It's a different world. I have the utmost respect for every police officer. You put your life on the line everyday," she said.

As a commissioner, she is involved in the process of hiring entry-level officers and promoting sergeants. The meetings are usually at night, and Dr. Doniger can work it around her dental practice.

"I feel it is important to give back to the community you live in," said Dr. Doniger. "You don't become a community leader for personal gain, but for personal satisfaction."

After Dr. Doniger graduated from dental school, she moved to north suburban Lincolnwood and became very active in her

**'I feel a part of being a good citizen is volunteering. And I feel we're blessed in our [dental] profession to help the community out.'**

community. Her position as commissioner is a responsibility she doesn't take lightly. Dr. Doniger feels that she is setting the tone for the safety of the future generations in Lincolnwood.

"I feel a part of being a good citizen is volunteering. And I feel we're blessed in our [dental] profession to help the community out."

### Village President

James Discipio, a 1984 graduate of Loyola University School of Dentistry, is in his second term as the village president of west suburban La Grange Park.

He served on numerous CDS committees prior to becoming village president, but he also served as a commissioner on the Community Park District of La Grange Park Board of Commissioners and was elected to the elementary school board. When the previous president decided not to run for re-election, the residents of La Grange Park asked Dr. Discipio if he would be



willing to serve.

Having previously had goals to follow in his father's footsteps at CDS and possibly become a CDS president he said, "I couldn't pass up the La Grange Park position. It was a wonderful opportunity."

As village president, Dr. Discipio runs board meetings, attends functions to represent La Grange Park, and is involved with organizations that provide services to the village. Three nights out of the week he needs to attend meetings.

"It's a balance. I needed to cut back a little to not go to all of the committee meetings," Dr. Discipio said.

Being president, he explained, you have to have a vision for the community. You need to have empathy for the residents and make judgments and decisions with the best interests of the entire community.

"It is always a rewarding experience," said Dr. Discipio. "I cherish that role."

Despite the many meetings and the act of balancing family, his practice, and his presidency, the most fulfilling aspect of the job is being able to give back and see results.

"I love it, I love it, I love it," said Dr. Discipio. "I couldn't be in a happier place."

**Township Supervisor**

Michael Schroeder, a 1980 graduate of UIC, has similar thoughts about giving back to his community. Dr. Schroeder is the Wheeling Township Supervisor. The township includes parts of Arlington Heights, Buffalo Grove, Mount Prospect, Prospect Heights and Wheeling.

"When you've been given a lot, you have the opportunity to give back to the communities that have given you so much," he said.

Dr. Schroeder was born and raised in Arlington Heights over 50 years ago, and has participated in community activities and

worked there. His father opened their dental practice in 1954.

When he's not practicing dentistry, he is the CEO and CFO of the township. He is in charge of General Assistance, which provides social services for those township residents who have little to no income.

Having a dental practice in the community you are the supervisor of has its benefits. For one, your patients give you feedback on how the community is doing, Dr. Schroeder said. He hears about issues affecting everyday people living in the area.

"It is always nice to meld your occupation with these government positions. Bringing expertise from your own field to help you in the government arena has been very rewarding."

He says he is fortunate that his dental office is less than two miles from his township office. And on Mondays he spends his day at the township office; he starts his Mondays with what he calls a "huddle meeting" in which all the department heads and administrators come together to talk about what happened the week before.

"It is not a full-time position," Dr. Schroeder said, "and without e-mail or fax, it would be more difficult. But I can come over before work or at lunch to sign checks."

He started the position at a time when they wanted a dental office in the township building to help the underserved. Dr. Schroeder saw the plans and knew immediately it wouldn't work. Since then, a mobile dental clinic has been established and the township recently received a \$140,000 grant to build out a space for a fixed site clinic in conjunction with Northwest Community Hospital, Wheeling Township, Palatine Township and Elk Grove Township.

"I really enjoy what I do here as township supervisor. This is a really good fit," said Dr. Schroeder. ■

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



**Looking for a dental hygienist?**

**The CDS online Job Board helps connect dentists with dental hygienists**

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

# Looking Back

a historical perspective



## We should remember them all... always

by Walter F. Lamacki, DDS

**A**s I write this article, it is Memorial Day 2009. My wife lost a cousin in the waning days of World War II, adding poignancy to this special day as we also reflect on those other men and woman who fought for us and especially those who did not come home.

We've just watched the stirring movie, *Sergeant York*, starring Gary Cooper. Sgt. Alvin York was awarded the Medal of Honor for his exploits in World War I in which he led an attack on a German machine gun nest, taking 32 machine guns, killing 28 German soldiers and capturing 132 others.

Dentistry has a connection to the precious medal. Three dentists have won it.

Donald F. Duncan, was seriously wounded. Lt. Osborne ran toward their position to render aid. Lt. Osborne picked up the officer and started to carry him to safety when an artillery shell hit the pair, killing both. Lt. Osborne was the first naval officer killed in land combat in WWI. He was awarded the Medal of Honor posthumously.

**Alexander G. Lyle** graduated from the Baltimore College of Dentistry in 1912 and joined the U.S. Navy Dental Corps. Three years later he was

steadily rising in rank, culminating in promotion to Rear Admiral in 1943, the first dentist to be a flag officer.

**Ben Solomon** was awarded the Medal of Honor posthumously five decades after his death on the Japanese-held

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**Many of our colleagues have served their country; it's only fitting that we remember them all... always.**

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**Weedon Osborne** was a native Chicagoan and a 1915 graduate of Northwestern University Dental School. Dr. Osborne was commissioned a lieutenant in the U.S. Navy Dental Corps in 1917 and ordered to France at the height of fighting of WWI in March 1918. Arriving well before his dental equipment, he hitched a ride to the front where he volunteered as a stretcher-bearer, spending weeks rescuing wounded comrades under heavy enemy firing.

On June 6, 1918, Dr. Osborne's luck ran out. Fighting was fierce that day with heavy casualties. A patrol encountered stiff resistance and its leader, Capt.

promoted to Assistant Dental Surgeon. When the United States entered the war in 1917, Dr. Lyle was ordered to France with the Fifth Marine Regiment. The regiment came under intense shelling April 23, 1918, sustaining many casualties. Dr. Lyle, ignoring the exploding shells around him, rushed to give medical aid to a seriously wounded Marine, saving his life. For his actions he was awarded the Medal of Honor. Lyle would remain in the Navy,

island of Saipan in the Marianas. He graduated from the University of Southern California Dental College in 1937. Dr. Solomon was drafted late in 1940 as a private in the infantry. A year later he was promoted to sergeant in command of a machine gun platoon. In 1942,



Photo courtesy of the U.S. Navy.

**Lt.j.g. Weedon Osborne was posthumously awarded the "Tiffany Cross" Medal of Honor.**

against his wishes, he was commissioned a lieutenant in the dental corps and was assigned as regimental dental officer of the 105th Infantry Regiment of the 27th Infantry Division.

Dr. Solomon's regiment was assigned mop-up operations on Saipan in June 1944. He set up his aid station in a small tent 50 yards from forward fox-holes. The Japanese were desperate and launched suicide attacks against the regiment. Within 10 minutes, the aid station was flooded with 30 wounded. Japanese soldiers tried to enter the tent. Dr. Solomon shot an attacker who tried to bayonet a wounded American soldier. He shot two more in the tent. He then ordered his aid men to evacuate the wounded while he covered their retreat, first with a rifle and then with a machine gun.

Dr. Solomon was found slumped over his machine gun with 98 dead Japanese soldiers stacked in front of him. There were 76 bullet holes in Solomon's body; 24 of the wounds were inflicted before he died.

Because the U.S. was a signatory of the Geneva Convention, which expressly prohibited medical personnel from bearing arms, Dr. Solomon was not eligible for a medal – even though his commanding general said, "He richly deserved it."

Dr. Solomon's father was not given the details of his son's heroic act in the original notification, but when he learned of his son's heroics, he tirelessly worked to see that his son was honored. In the 1960s, Mr. Solomon approached his friend John Ingle, Dean of the University of Southern California Dental School, who in turn contacted the chief of the Army Dental Corps, Maj. Gen. Robert Shira, who later became president of the ADA in 1975.

There was a series of bureaucratic hoops to go through. A legal search by the U.S. Navy Judge Advocate General's Corps uncovered a provision in the Geneva Convention allowing medical personnel to use arms in self-defense and in the defense of the wounded and the sick.

Mountains of red tape still had to be climbed, but on May 1, 2002, President George W. Bush presented the Medal of

Honor to Robert West, representing Dr. Solomon's Alma Mater

Chicago can boast of another home-grown hero, Marvin E. Chapin. Dr. Chapin was an oral surgeon in World War II but wheedled and schemed to take flying lessons. After successfully completing his courses, he was sent to England to fly in combat over the English Channel.

used as a tourniquet. He was not found until hours later and rushed to a nearby hospital.

Fitted with a prosthetic leg Dr. Chapin could dance, albeit somewhat upright. He became Editor of the *Fortnightly Review* (predecessor of this *CDS Review*) in 1951, but left a year later to teach at his Alma Mater, the University of North Carolina Dental School. The

### Medal of Honor

The design of the 1917-1918 Medal of Honor, which was awarded to Dr. Osborne, is commonly called the "Tiffany Cross." It was first issued by the Navy in 1919 to honor non-combatant heroism. The name Tiffany Cross comes from the medal being originally designed by the famous jewelers Tiffany and Company of New York. This particular style of cross was not a popular award and was abolished in 1942.



The Navy Museum, Washington Navy Yard, recently acquired the Tiffany Cross Medal of Honor (pictured) posthumously awarded to Dr. Osborne for heroism during World War I.

The Medal of Honor is the highest military decoration awarded by the United States government. It is bestowed on a member of the United States armed forces who distinguishes him- or herself "conspicuously by gallantry and intrepidity at the risk of his [or her] life above and beyond the call of duty while engaged in an action against an enemy of the United States." Because of the nature of its criteria, the medal is often awarded posthumously.

Members of all branches of the U.S. military are eligible to receive the medal, and each service has a unique design with the exception of the Marine Corps and Coast Guard, which both use the Navy's medal.

The medal is frequently called the Congressional Medal of Honor, stemming from its award by the Department of Defense "in the name of Congress" though the official and correct title is Medal of Honor.

#### Sources

U.S. Navy press release

Wikipedia, [http://en.wikipedia.org/wiki/Medal\\_of\\_Honor](http://en.wikipedia.org/wiki/Medal_of_Honor)

As he was returning to base after a sortie, his plane was severely damaged by an enemy fighter. Just over the Kentish shoreline he bailed out; the tail of the plane severed his leg.

He was wearing a scarf, which he

record of medals he was awarded is lost to history, but there are many who remember him and his contributions.

Many of our colleagues have served their country; it's only fitting that we remember them all. . . always. ■

# Meeting Place

dental meetings and CE opportunities

## Regional Meeting

**NOVEMBER 16**

**Steven Chu, DDS: Prosthodontics**

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



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

## ADA CERP® | Continuing Education Recognition Program

CDS is an ADA CERP Recognized Provider. ADA CERP is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry.

**CDS designates Regional Meetings for 5 continuing education credits.**

## Upcoming events

**SEPTEMBER**

### 22: North Side Branch

Chet Handelman, DMD: Orthodontic Enhancement of Periodontal and Prosthetic Treatment. Monastero's Ristorante, 3935 W. Devon Ave., Chicago. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Cissy Furusho, 773.545.0007 or [bbyteeth@cs.com](mailto:bbyteeth@cs.com).

**OCTOBER**

### 6: Kenwood/Hyde Park Branch

De'Avlin Olguin, DDS, MS: Perio-Endo Interactions. Rumba, 351 W. Hubbard St., Chicago. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Kimberley Bolden, 312.372.7874 or [kmhbolden@aol.com](mailto:kmhbolden@aol.com).

### 13: Englewood Branch

Staff and Vendor Night. Nikos Restaurant, 7600 S. Harlem Ave., Bridgeview. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 7 p.m. For information, contact Brian Karshen, 708.361.1770 or [karshen@msn.com](mailto:karshen@msn.com).

### 13: North Suburban Branch

Cynthia Charlier, DVM, FAVD: Fido and Frie-da Go to the Dentist. Green Acres Country

Club, 916 Dundee Rd., Northbrook. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Ted Constantine, 847.272.6466, [drconstantine@comcast.net](mailto:drconstantine@comcast.net).

### 13: Northwest Side Branch

Gary Hosters, DDS: Advances in Periodontics. Colletti's Restaurant, 5707 N. Central Ave., Chicago. Cocktails: 6:30 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Patrick Fitzgerald, 847.823.4161 or [drfitz11@hotmail.com](mailto:drfitz11@hotmail.com).

### 13: Northwest Suburban Branch

Brian Vence, DDS: Minimal Restorative Dentistry for Maximum Esthetics and Longevity. The Wellington, 2121 S. Arlington Heights Rd., Arlington Heights. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Will Perkinson, 847.255.7080 or [a4oms@sbcglobal.net](mailto:a4oms@sbcglobal.net).

### 13: South Suburban Branch

Dan Hampton, NFL Hall of Famer: Topic TBA. Balagio Ristorante, 17501 Dixie Hwy., Homewood. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Monil Shah at 708.849.8627 or [monilshah76@yahoo.com](mailto:monilshah76@yahoo.com).

### 13: West Side Branch

Franklin Weine, DDS: Endodontic Update.

**Tell us about your meeting** Fax: 312.836.7337 • e-mail: [review@cds.org](mailto:review@cds.org)

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

## Study clubs

### Central Lake County Dental Study Club

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

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

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

### Chicago Dental Study Club

The Chicago Dental Study Club will host an all-day meeting Friday, October 16. Visit [www.chicagodentalstudyclub.com](http://www.chicagodentalstudyclub.com) for information, or call Forrest Tower, 708.423.0610. Newcomers are free. Please RSVP.

### Greater Evanston Dentists Association

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

### Uptown Dental Forum

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

### Waukegan Dental Study Group

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

Philander's at The Carleton of Oak Park, 1120 Pleasant St., Oak Park. Cocktails: 6:15 p.m.; Dinner: 7 p.m.; Program: 7 p.m. For information, contact Donald Bennett, 312.642.5253 or [dben692756@aol.com](mailto:dben692756@aol.com).

**13: West Suburban Branch**

Staff Night. Gerald Denehy, DDS: Direct Resin Composites: The Conservative Esthetic Alternative. Maggiano's Little Italy, 240 Oakbrook Center, Oak Brook. Cocktails: 6:30 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Douglas Chang, [doug@changdentalcenter.com](mailto:doug@changdentalcenter.com) or 630.963.4306.

**27: Dental Arts Club**

Astra Tech Dental sponsored lecture about the Atlantis abutment. Bohemian Crystal, 639 N. Blackhawk Dr., Westmont. Meeting: 6:30 p.m. For information, contact David Wojtowicz, [dewojtowicz@yahoo.com](mailto:dewojtowicz@yahoo.com).

**NOVEMBER**

**3: Kenwood/Hyde Park Branch**

Office Design and Construction Consultants from ACOA Ltd. Rumba, 351 W. Hubbard St., Chicago. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Kimberley Bolden, 312.372.7874 or [kmhbolden@aol.com](mailto:kmhbolden@aol.com).

**3: Northwest Side Branch**

Martin Rogers, DDS: Current Trends in Endodontics. Colletti's Restaurant, 5707 N. Central Ave., Chicago. Cocktails: 6:30 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Patrick Fitzgerald, 847.823.4161 or [drfitz11@hotmail.com](mailto:drfitz11@hotmail.com).

**10: Englewood Branch**

Rich Hartmann: Radica Provisional and Diagnostic System and Other Topics. Nikos Restaurant, 7600 S. Harlem Ave., Bridgeview. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 7 p.m. For information, contact Brian Karshen, 708.361.1770 or [karshen@msn.com](mailto:karshen@msn.com).

**10: North Suburban Branch**

Brian Wismer, certified personal trainer and kinesiologist: Better Body, Better Mind, Better Business. Green Acres Country Club, 916 Dundee Rd., Northbrook. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Ted Constantine, 847.272.6466, [drconstantine@comcast.net](mailto:drconstantine@comcast.net).

**10: Northwest Suburban Branch**

Mark Steinberg, DDS, MD: Trigeminal Nerve Injury and Management. The Wellington, 2121 S. Arlington Heights Rd., Arlington Heights. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Will Perkinson, [a4oms@sbcglobal.net](mailto:a4oms@sbcglobal.net) or 847.255.7080.

**10: South Suburban Branch**

Tim Walsh, DDS: Socket Grafting. Balagio Ristorante, 17501 Dixie Hwy., Homewood. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Monil Shah at 708.849.8627 or [monilshah76@yahoo.com](mailto:monilshah76@yahoo.com).

**10: West Side Branch**

Louis Vodopivec: 3-D X-ray Integration. Philander's at The Carleton of Oak Park, 1120 Pleasant St., Oak Park. Cocktails: 6:15 p.m.; Dinner: 7 p.m.; Program: 7 p.m. For information, contact Donald Bennett, 312.642.5253 or [dben692756@aol.com](mailto:dben692756@aol.com).

**10: West Suburban Branch**

Mark Pesavento, CPA: Dental Accounting and Practice Management in This Difficult Economic Time. Maggiano's Little Italy, 240 Oakbrook Center, Oak Brook. Cocktails: 6:30 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Douglas Chang, [doug@changdentalcenter.com](mailto:doug@changdentalcenter.com) or 630.963.4306.

**17: North Side Branch**

David Fulton Jr., DDS, and Paul Kattner, DDS, MS: Wine Tasting 101. Cocktails: 6 p.m. Dinner, Wine Tasting, Lecture: 7 p.m. Via Veneto, 6340 N. Lincoln Ave., Chicago. For information, contact Cissy Furusho, 773.545.0007 or [bbyteeth@cs.com](mailto:bbyteeth@cs.com).

**24: Dental Arts Club**

Thomas Machnowski, DDS: Insurance and the Dental Practitioner. Bohemian Crystal, 639 N. Blackhawk Dr., Westmont. Meeting: 6:30 p.m. For information, contact David Wojtowicz, [dewojtowicz@yahoo.com](mailto:dewojtowicz@yahoo.com).

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Friday, October 2 | Friday, October 23 | Friday, November 13 | Friday, Dec. 4

**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](http://www.cmsdocs.org).



**THE CHICAGO MEDICAL SOCIETY**  
in collaboration with the Chicago Dental Society



Photos: Sonoma Valley Visitors Bureau

NORTH SIDE BRANCH PRESENTS

# “THE WINE GUYS”

CHICAGO DENTAL SOCIETY’S VERY OWN  
DR. DAVEY FULTON JR. AND DR. PAUL KATTNER

## Tuesday, November 17

Cocktails: 6 p.m. • Dinner, Wine Tasting, Lecture: 7 p.m  
Via Veneto Ristorante, 6340 N. Lincoln Ave., Chicago

**YOU MUST RSVP**

**RSVP by Friday, November 6.**  
Wine will be ordered ahead of time.

**COST:**

Season ticket holders: **Free**  
All others: **\$65**

**SEND PAYMENT TO:**

(Make your check out to CDS NSB)  
Dr. Amy Van Fossen  
25 E. Washington St., Suite 1101  
Chicago, 60602-1709  
312.368.8771 • [avfdds@yahoo.com](mailto:avfdds@yahoo.com)

OK, so you're a big time doctor now. Time to stop using your T-shirt as a handkerchief and learn about the important things in life. Yes, it's time to learn how to tie a proper Windsor knot for your necktie. How to order custom shirts or blouses from Nordstrom. How to take full advantage of your dental corporation when filing taxes. How to save every penny of your after-tax money.

Got all that figured out? OK, then why do you still freeze up every time you go out to dinner and the sommelier gives you the wine list?

“The Wine Guys” will deconstruct the world of wine and make you the envy of your friends and family. You will learn how to taste wine, how to understand and recognize wine defects, how to order wine at a restaurant, and what to do with the cork when the wine steward passes it to you with that condescending look.

We encourage members to bring their significant others. They will like us too!



# Branch News

news from the home front

## Englewood

Thomas Remijas, DDS

Greetings to all! Please feel free to call me at my office with any branch news at 708.422.8222.

Brigid and **Jim McCormick** welcomed home their son, Brendan, a Marine who returned from tours in Iraq and Afghanistan with a Purple Heart. Brendan will attend college with a goal of becoming a physician's assistant.

**Steve Nicorata's** son, Daniel, will attend dental school at Creighton University.

**Bill Heaton's** son, Chase, graduated cum laude from the Loyola University School of Medicine in June, and is currently doing a residency in otolaryngology at UC-San Francisco.

More grandparent news! Ave and **John Green Sr.** welcomed Annalise Ave to their brood. Also, **Mike Ryan** welcomed his 25th grandchild, Michael Joseph.

The Englewood Branch Golf Outing, held at Cog Hill Country Club in June, was another success thanks to **Mike Meehan** and his staff. There were about 80 golfers and 60 diners. **Brad Wright** was able to wrest the "Best Golfer" tro-



**ENGLEWOOD:** About 80 golfers hit the links at Cog Hill Country Club June 10 for the annual Englewood Branch Golf Outing. Brad Wright took top honors as "Best Golfer."

## Branch Correspondents

### ENGLEWOOD

**Thomas Remijas**

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### NORTHWEST SUBURBAN

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**Keyur Shah**

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### WEST SIDE

**Charles Thometz**

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### WEST SUBURBAN

**Muzammil Saeed**

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**Branch News**

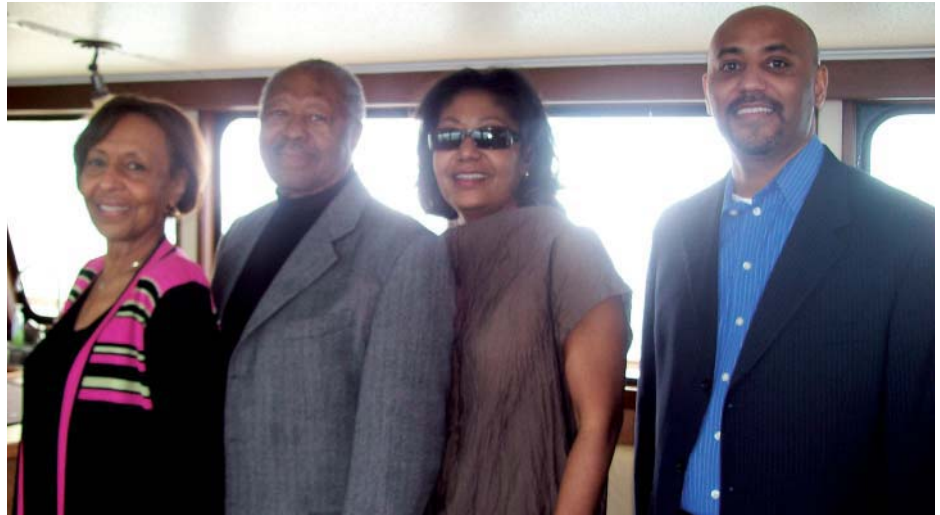
phy from last year's winner, **John Green Jr.**, with the day's best score of 76. As in recent years, **Bill Heaton** and **Tom Remijas** were again able to overcome **Larry Lenz** and Dave Remijas in their annual match.

**Barry Sullivan** recorded a hole-in-one on the 10th hole at Beverly Country Club while playing golf with his father – who had aced the same hole 10 years earlier. Barry's grandfather also had a hole-in-one at Beverly Country Club, acing the 12th hole. Luck o' the Irish!

Georgia and **Chris Sarlas** and their daughters-in-law went on an Alaskan cruise in July.

**Terry Needham** entertained 50 relatives at U.S. Cellular Field to celebrate his brother's 50th birthday in June.

Congratulations to **Joe Unger** as he completes his year as president of the Illinois State Dental Society. A job well done, Joe!



**KENWOOD/HYDE PARK**  
(Above) The family celebrated the installation of **Reuben Collins** as president of the Kenwood/Hyde Park Branch. Pictured (L-R) are **Jean, Roosevelt, Yvette** and **Reuben**.



(Left) **Outgoing branch president Lena Casimir**, **Reuben Collins** and branch director **Melanie Watson-Montgomery** aboard *The Free Spirit*.

**Kenwood/Hyde Park**

Sherece Thompson, DDS

The Installation of Branch Officers took place aboard *The Free Spirit* May 9, as Kenwood/Hyde Park members enjoyed a cruise on Lake Michigan. **Lena Casimir** thanked the members for their devotion to the branch, as well as their support and encouragement throughout the year.

**Reuben Collins** was sworn in as president for the 2009-10 term, with his family "on board" to witness and support this special day. He was ready to take the oath as the next branch president and the first of his family of dentists to preside.

**Lena Casimir** was one of three healthcare professionals featured on *MY50 Chicago's* community affairs program "Perspective" July 26. Lena appeared

with healthcare advocate **Joyce Washington, RN**; University of Chicago's **Monica Peek, MD**; and host **Monique Caradine-Kitchens** for a candid discussion about women's health issues: the occurrence of fibroid tumors in black women, why poor oral hygiene can lead to low birth weight babies and little known facts about a form of breast cancer that affects young black women more than any other demographic.

The show airs weekly at noon on Channel 50 (Cable channel 8) throughout Chicago and Northwest Indiana.

The Kenwood/Hyde Park Branch honors the late **Claude Driskell**, a CDS member since January 1955. Dr. Driskell died May 23.

Dr. Driskell was an avid writer and wrote an expansive history of African-American dental professionals. He had

three fellowships in the healthcare sciences and was a fellow of the Academy of General Dentistry. He practiced dentistry in the Chicago area for more than half-century. He was an alumnus of the University of Chicago College of Dentistry.

Recently, I had the opportunity to read Dr. Driskell's book *The History of Chicago Black Dental Professionals, 1850-1983*. This book features many of our branch members who were pioneer black Chicago dentists. I was proud to read the rich history of those dentists who laid the foundation and path for me to follow. I am now challenged as a member to perpetuate the fruits of the past accomplishments.

I encourage everyone to read his book and respond to the challenge! But can we live up to our label "The Century of Progress"?



### North Side

Alice Boghosian, DDS

Congratulations to B.J. and Alvin Atlas upon the graduation of their daughter, Brooke, from Glenbrook North High School. She will be attending the University of Illinois in Urbana. Along with the Atlas family at the Glenbrook North

Band Banquet, Alice Boghosian was present for the Casper Boghosian Memorial Scholarship Award.

The Lincoln Park Institute of Oral and Cosmetic Surgery is pleased to announce that Kevin Andrus, a board certified oral maxillofacial surgeon, has joined the practice. He has staff privi-

leges at Northwestern Memorial and Children's Memorial hospitals.

Stephen Gordon attended a week-long conference in Florida on ozone dentistry. He received Level I Certification Training.

Congratulations to Jack Horbal on the graduation of his daughter, Kerstin Horbal, from the University of Illinois at Chicago College of Dentistry. Kerstin will be joining her father in his practice. They look forward to many years of working together.

Congratulations to the new officers of the North Side Branch: Gene Romo, president; Janet Kuhn, president-elect; Jun Lim, vice president; David Behm, secretary; Alice Boghosian, branch correspondent; and Lynse Briney, treasurer. We are also pleased to introduce John Hagopian as our new director to the CDS Board. Thank you to Jamie Robinson, the outgoing director.

The installation was held at Pinstripes, where families enjoyed an afternoon of bowling, bocce ball and great fun.



NORTH SIDE: Alice Boghosian attended the Glenbrook North High School Band Banquet with B.J. and Alvin Atlas, and was on hand for the presentation of the Casper Boghosian Memorial Scholarship Award.

## President Profile

### Genaro Romo Jr., DDS | NORTH SIDE

Dr. Romo earned his dental degree in 1997 from the University of Illinois at Chicago College of Dentistry.

**Family:** Dr. Romo lives in Oak Lawn with his wife, Sandy, and children, Alyssa (5), Nicholas (3) and Evan (who turns 1 in October).

**Hobbies:** Dr. Romo enjoys tennis and running. He is also a DJ.

#### What is the role of branch president?

"The role of the branch president is to lead and set an example of what organized dentistry is all about. We can easily get into a comfort zone where all we

see is what happens in our operatories. Organized dentistry is what allows us to realize that our colleagues deal with the same issues. As branch president, organizing CE courses and other functions helps us connect and share the bond that we have. Organized dentistry can only be successful if its members are committed to the cause. The branch president represents the passions and goals of his constituents."



The Romo family (clockwise): Gene, Nicholas, Evan, Sandy and Alyssa.

### Branch News



**NORTH SUBURBAN:** (Left, L-R) Dorothy Anasinski, James Benz and Astrid Schroetter at the Installation of Officers. (Right) Maria Fe Corpuz-Bato, outgoing branch president, received an appreciation gift from Mark W. Jacob, incoming president.

### North Suburban

Yendis Gibson-King, DDS, and Kyint Chwa, DDS

The culmination of the 2008-09 season, the Installation of Officers, was held at Knollwood Country Club in Lake Forest. It was a Rock 'n' Roll Night, complete with a live rock band, led by **Russ Schneider** on guitar and Christine Domagala as lead vocalist. A dance instructor was also on hand for those of us with two left feet. A wonderful time was had by all, as **Mark W. Jacob** assumed the helm as branch president for 2009-10.

As the 2009-10 season begins, North Suburban Branch members salute the outgoing branch officers for an outstanding season. Special thanks to **Susan Graber**, program chair, for CE programs that were informative and timely. Food and seating were plentiful due to the hard work of **Thomas Straka** and **Dorothy Anasinski**. Branch news photography support was gratefully supplied by **Astrid Schroetter** and **Kathy Jean**. A great team united by a great president! Congratulations to **Maria Fe Corpuz-Bato** on a job well done as 2008-09 branch president.

The 2009-10 executive board met in June for a planning session to set the agenda for branch meetings. **Mark W. Jacob** led

## President Profile

### Mark W. Jacob, DDS | NORTH SUBURBAN

Dr. Jacob earned his dental degree in 1984 from the University of Illinois at Chicago College of Dentistry.

**Family:** Dr. Jacob lives in Lake Forest with his wife, Elizabeth, and children, Abigail (16) and Lucas (10).

**Hobbies:** Dr. Jacob enjoys travel. He also plays golf and tennis.

#### What is the role of branch president?

"As branch president, I want to inspire our members to participate – become involved in organized dentistry – and contribute to our great profession. I will organize an educational and exciting academic program which invigorates all my colleagues. I shall keep the membership updated on legislative issues within ISDS and ADA."



**The Jacob family (L-R): Mark, Lucas, Elizabeth and Abigail.**

the meeting at the Lake Forest Club. Among the discussions at the meeting were finding ways for more branch members to participate and recruiting new members. The meeting location was changed to recently renovated Green Acres Country Club, 916 Dundee Rd., Northbrook, which will centralize the location within our branch's boundaries.

North Suburban Branch and Northwest Suburban Branch members teed off at the annual Suburban Scramble Golf Outing at Kemper Lakes Golf Course. Despite the early morning rain, the day turned out to be beautiful – to the delights of our member golfers. **Mark W. Jacob** and **Jeff Kemp** did a marvelous job for the golf outing. We thank all of the sponsors, as everybody enjoyed great golf, good food and camaraderie.

Congratulations to our members who participated in Disaster Emergency Medicine Readiness Training (DEMRT) Phase II at Michigan Shores Club in Wilmette. It was an all-day class and all participants earned a certificate in Basic Disaster Life Support. Thanks to **Peter Roberson** for arranging the training.

Kudos to **Mark Humenik**, who spent time observing the operations of the Wisconsin Dental Association's American Mission of Mercy. The mission offered free dental care to those in need and provided care for about 5,000 dental patients in two days.

Mark is a co-chair from Illinois on a team developing a Mission of Mercy program which aims to provide care in the Bloomington/Normal areas in June. More details will come and volunteers will be needed.

Congratulations to **Matthew Sagun** on his admission to the Orthodontic Program at the University of Illinois at Chicago College of Dentistry. He started his residency in August and we all wish him good luck!

If you have news or photographs to share, please contact me at [cdsnorthsuburbannews@hotmail.com](mailto:cdsnorthsuburbannews@hotmail.com) or 847.272.0600.

## Northwest Side

Chester Klos, DDS

I would like to take this opportunity to thank **Russ Cecala** for a great year as branch president, and also to **Spencer Bloom** for a fine job done as branch correspondent, and for all his time spent assuring a smooth transition. Russ did a really fine job arranging some very interesting lectures this past year.

Perhaps my favorite was the excellent presentation by **Michael Vold**. This is the third time I have heard him speak, and each time I hear him it makes me sit up and take an accounting of my office practices. Michael's best lecture, for me personally, was the day he spent with the Mediation and Peer Review Committee members, reviewing the Illinois Dental Practice Act.

**Samuel Grandinetti**, our new branch president, has put together what looks like an equally interesting year, starting the academic year off with one of our own branch members, **Gary Hosters**. Gary recently did a beautiful job of renovating a building on Leclair Avenue just north of Foster Avenue, and moved his practice to the location. It's worth a drive just to see the great planters out front.

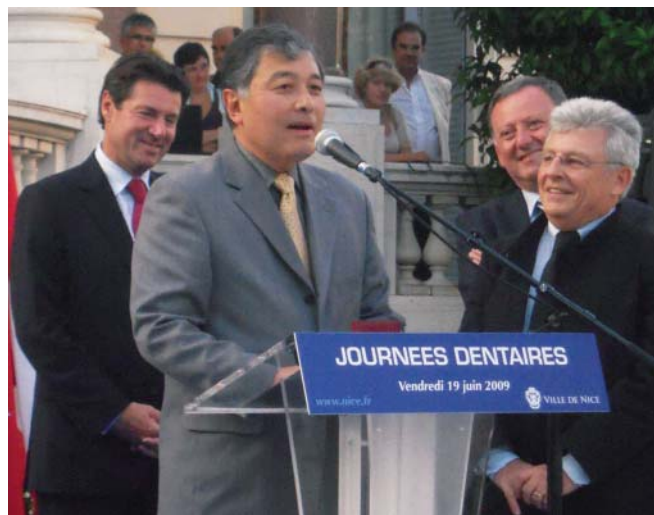
**Tom Schneider** and **Tim Tishler** took

their two sons, Peter Schneider and Peter Tishler, up to northwestern Ontario for a week of fishing in June. Tim reports that they enjoyed the beautiful scenery, the daily shore lunches and of course the fishing, as well. Both of the boys along with their fathers are looking forward to going again. Tim said, "Both of our sons are 16 and both are experienced fishermen. This was not our first trip up there, as we have been going every other year now for I think three times. My son, Peter, caught a 33" northern pike on an old lure that was his grandfather's."

**George Frayn** and his family vacationed in China for two weeks in May. One of the favorite spots was the Forbidden City in Beijing.

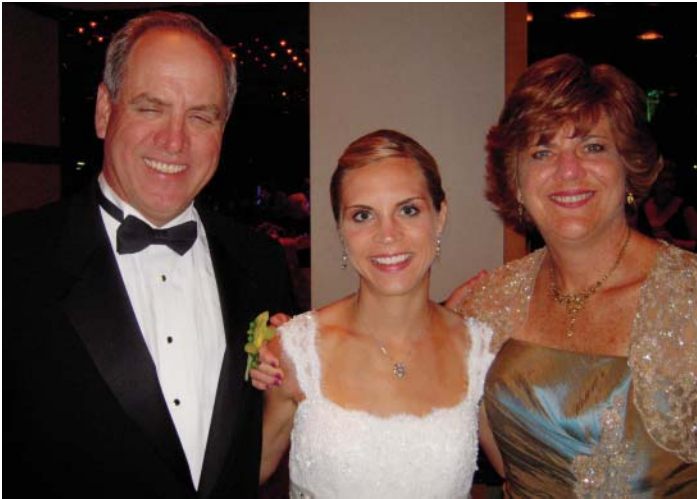
**Kevin King** writes that his daughter, Loryn, got married June 27 at St. Edmunds Church in Oak Park. The reception was a great time at the McDonald's campus in Oakbrook. Everyone ate cheeseburgers! She is in her last year of medical school at the University of Illinois. She married a fellow Notre Dame grad who is in medical school with her. Kevin says, "The weather was great and if anyone did not have fun it wasn't our fault."

**Michele Bogacki** reports that this sum-



**NORTHWEST SIDE:** CDS President David Kumamoto was presented with a special medalion in recognition of the Society's continued support of Journées Dentaires de Nice at the Musée Masséna (Massena Art and History Museum) in Nice, France. He is pictured with Nice Mayor Christian Estrosi (left) and Guy-Michel Kadouch, JDN exhibits chair (right).

**Branch News**



**NORTHWEST SIDE:** (Top left) Kevin King and his wife Jacqueline celebrated the wedding of their daughter, Loryn, in June.

(Bottom left) Members of the Dental Arts Club show off the catch from their fishing trip in May. Amazingly, this was only half of what they pulled out of the water.

(Above) George Frayn and his family vacationed in China for two weeks in May. They are pictured in the Forbidden City in Beijing.



mer she and her family are keeping busy with the lake house and camps and water sports. The weekend commute is a killer, but worth it .

The Dental Arts Club held its annual fishing trip out of Withrop Harbor, leaving much earlier than I care to think about. **Marty Piekos**, **Joe Sodini** and **Dave Wojtowicz** arrived at a much more reasonable hour to prepare the coals for the traditional shore lunch. Their efforts proved most worthwhile, everyone having caught their limit of salmon.

**Dave Wojtowicz** is excited about rehearsals for his debut at Ravinia. Dave is to be one of the courtiers in *Rigoletto* with the Chicago Symphony Orchestra. Dave promises that when he is the mas-

ter of ceremonies for the Dental Arts Installation dinner Sept. 19 at the Oak Park Country Club, that he will not sing a peep. Incidentally, anyone wishing to attend this affair and coax Dave on for a few bars is welcome to contact Dave.

I recently joined Facebook, mostly to satisfy a challenge from my niece, and was pleasantly surprised to see that CDS has a Facebook page which has helped me collect a few more “friends” my own age (my niece allowed me to be her friend). I still don’t text, but at least I can tell my niece that I’ve joined the 21st century.

**Larry Kolar** reports that his son, Brad, is playing fabulous swing music with the Emerson Middle School Jazz Band.

He’s right; I’ve listened to several clips on Facebook.

Lastly, I thank CDS for sponsoring the Mentorship Program. I agreed to accept a student and I had the good fortune to be paired with **Larisa Spirtovic** in her freshman year. In her sophomore year we decided that the best way for me to mentor her was for her to be my Saturday dental assistant. We reviewed the *Dental Practice Act* to see what, at first, were our goals – which later, in her senior year, became our limitations. It was a wonderful experience for both of us; in my case not only was I able to watch a dental student develop, I became familiar with the direction of dental education today, and Larisa started as my associate in July.

## Northwest Suburban

William Perkinson, DDS

The Northwest Suburban Branch is proud to announce its newest president, **Matt Gauthier**. A special thanks to **Ed Segel** for doing a terrific job over the past year as president and the years he served as an officer representing our branch. At the Installation of Officers in April, **Scott Smoron, Tina Smith-Arpino, Petra von Heimburg** and **Will Perkinson** accepted their new positions.

In sports news, the Suburban Scramble Golf Outing was another success this year. Kemper Lakes Golf Club and **Jeff Kemp** hosted another memorable event. Thanks, Jeff.

**Niki Laskaris'** daughter, Alexa, has become a nationally ranked USFA fencer for the Youth 10 years of age division. She has been fencing for three years and is the only foil fencer in Illinois to be ranked. Great job, Alexa!



Photo courtesy of Pioneer Press Newspapers.

**Niki Laskaris'** daughter, Alexa, has become a nationally ranked USFA fencer for the Youth 10 years of age division.

On the political front, several branch members attended the Lincoln Republican dinner in Schaumburg, honoring Lincoln's birthday. The speaker was former George W. Bush administration Chief of Staff Karl Rove. **Harry Kiriluk, Vicki Ursitti** (with new husband, Patrick), **John Napolitano, Russ Cecala, Mike Higgins** and Ryan Higgins (Mike's son) represented the dental contingency at the dinner.

Vanessa and **William G. Davis** welcomed a baby boy into their family March 8. William Benjamin, their third child, weighed in at 9 pounds, 1 ounce, and measured 20 inches long. Siblings Paul (5) and Natalie (3) are thrilled with their new baby brother.

Congratulations to **Dennis Spinazze's** daughter, Anne Marie, for graduating from the Dental Hygiene program at Harper College. Anne also completed her Illinois State Licensing Board exam and is eager to start working soon.

If you have any news or pictures to share please contact me at [perkinsonw@yahoo.com](mailto:perkinsonw@yahoo.com) or 847.255.7080.

## South Suburban

Keyur Shah, DDS

Hello all, I am the new South Suburban Branch Correspondent. My name is **Keyur Shah** and I practice orthodontics in Matteson with **Robert Manasse**. I'm originally from Toronto and I completed my dental education at the University of Toronto. I subsequently finished a hospital residency at Loyola University Medical Center in Maywood.

I decided to practice general dentistry for three years as an associate in Vernon Hills. With a lot of encouragement from my beautiful wife, Neha, I decided to pursue a career in orthodontics at the University of Manitoba.

After I completed my orthodontic residency, I decided to settle in the south suburbs of Chicago, close to my

## New member benefit

CDS has optimized our online "find-a-dentist" referral feature so that search engines such as Google will be able to get results on individual dentists. The bottom line for members is that this will enhance rankings and search results when patients search on your name.



wife's family. I currently practice in both Matteson and Palos Hills.

I hope everyone had a fun and relaxing summer full of barbecues, picnics, graduations, weddings, baby showers, concerts, fishing trips, camping trips, days at the beach, trips with the family, and many more exciting and relaxing events.

**Loren Feldner** hosted a fishing tournament for the South Suburban Branch in St. Joseph, MI, in early June. It was a big success. All the participants started as amateurs and left as expert fisherman.

**Leo Finley** and new south suburban president **Kevin Patterson** had a great time fishing in northern Manitoba with a group of friends. The trip was in mid-June and included Leo's classmate from dental school **Vince Simone** and also Leo's oldest son, Leo Finley III.

Kevin has also been busy as Scoutmaster of Boy Scout Troop 19 in LaGrange. He accompanied the scouts this summer to Boy Scout camp in northern Wisconsin and also to the Boundary Waters canoe area in Minnesota.

With the summer over, it is now time for another exciting year of branch meetings. The first meeting is scheduled for Oct. 13. We hope to kick the year off with a bang. We have a tentative commitment from Hall of Fame defensive tackle Dan Hampton. Dan played 12 seasons for the Chicago Bears, from 1979 to 1990. He was elected to the Pro Football Hall of Fame in 2002. Dan has hosted pre- and post-game radio shows for the Bears on WGN, and is currently co-hosting the midday show from 10

**Branch News**

a.m.-noon on WSCR 670 The Score with Laurence Holmes.

If you would like to attend the meeting please contact **Robert Moll** at [smil-erhm@aol.com](mailto:smil-erhm@aol.com).

**West Side**

Charles Thometz, DDS

Warm greetings to all, as the West Side Branch looks forward to another successful and rewarding year. Our West Side branch officers for 2009–10 are **Gary Clemens**, president; **Don Bennett**, vice president; **John Perna**, secretary; **Frank Orland**, treasurer; and **Fred Orendach**, librarian.

Before going any further – on behalf of the West Side Branch – kudos to **Kamal Vibhakar**, our past president, who served our branch admirably this past year. Thanks, Kamal, for a job well done!

Installation of Officers this year took place in May at the Riverside Golf Club. Good food and good fellowship, and a warm and inviting atmosphere were enjoyed by all who attended.

Be sure to mark your calendars for our branch meetings, which will be held on the second Tuesday of each month except February – Midwinter Meeting month.

The joint West Side Branch and West Suburban Branch Golf Outing took place at the beautiful Old Oak Country Club June 3. West Side branch members on hand that day included **Gary Clemens**, **Manisha Gandhi**, **Sam Lakhani**, **Greg Matke**, **Rich Pacelli**, **Dick Perry**, **Tim Thometz**, **Don Tuck** and **Russ Umbricht**. The weather was favorable, the course was in great shape and of course the scores were all outstanding.

Marcie and **Russ Umbricht**, daughters Amy and Meg and son-in-law Andy spent two fantastic weeks sailing in the Virgin Islands. Their adventure began in

**President Profile**

**Kevin Patterson, DDS** | SOUTH SUBURBAN

Dr. Patterson earned his dental degree in 1986 from Northwestern University Dental School.

**Family:** He lives in LaGrange with his wife, Jean, and sons, Scott (17) and Mark (14).

**Hobbies:** Dr. Patterson is Scoutmaster of Boy Scout Troop 19 in LaGrange. He also

enjoys boating, fishing, snowboarding and waterskiing.

**What is the role of branch president?** "The branch president is the captain of the ship. He steers the branch where he wants it to go and directs his crew (board) along the way. He is ultimately responsible for any problems that occur on his watch. At the end of his term, he should turn the branch over to the next president in better shape than the vessel he was given."



The Patterson family (L-R): Mark, Jean, Evan the dog, Kevin and Scott.

the British Virgin Islands and they also visited ports of call in St. Thomas and St. John. The group slept on board in safe harbor every night. Sounds like a little bit of heaven.

**Jim Bryniarski** and his wife, Leona, traveled to North Carolina, spending time in Ashville and touring the fabulous Biltmore Estate and Great Smoky Mountains. Their tour of the Smokies included an old fashioned railroad ride.

While in North Carolina, Leona taught

a class in Speech Pathology at West Carolina University. Their daughter, Amelia, was a camp counselor at River Trails Girl Scout camp during the summer.

Connie and **Gary Clemens'** travels these days have been primarily to Marquette University in Milwaukee to visit with their daughter, Erin, who began her second year of dental school early in the summer. Gary reports that Erin's freshman year went very well and that trips to Milwaukee also fit in very well

with the current state of the economy.

Gary has done an outstanding job as dinner chair for the West Side Branch since 2002. This year we wish him the very best as he takes over as president.

Christine and **Henry Fung** recently traveled to San Francisco to visit with their daughter, Stephanie, who also recently completed a most successful freshman year in dental school. Stephanie is a student at the University of the Pacific in San Francisco Dental School and she has her sights set on becoming an orthodontist.

Eleanora and **Dick Perry** spent a most enjoyable week in Rosemary Beach, FL. Their daughter, Theresa, hosted a mini family reunion at a friend's beach house located some 30 miles from Panama City in early June. Immediately after returning home, Dick and Eleanora hopped a train to Washington, DC,

where Dick attended the annual meeting of the North Eastern Regional Board of Examiners. Also while in Washington, Dick and Eleanora visited several of the area's wonderful museums.

Joanne and **Greg Matke** have been very busy – at home these days – spending time with and caring for their two young children, Wyatt, who is almost 4, and Julia, who is almost 1 now. Greg says between working at the office and caring for the children there hasn't been much time for anything else, but that he is loving every minute of it and wouldn't have it any other way.

On July 12, CDS hosted a special day at Ravinia for an outstanding performance by the Chicago Symphony Orchestra and violin soloist featuring music by Tchaikovsky. Food was available in a private tent both before and after the performance and pavilion seating was

provided for all who attended. West Side Branch Members present that day included **Jim Bryniarski; Frank, Carla and Gina Orland; Dick Perry; Dean Politis; Chuck Thometz; Don Tuck; Russ Umbricht; and Sue Zelazo-Smith.**

Sue and **Chuck Thometz**, along with sons Jim and Michael, daughter-in-law Catthy, and grandchildren Eric and Brian traveled to South America for an extended vacation. While in Lima they visited extensively with Catthy's family and attended the Peruvian wedding of Catthy's brother. Catthy's sister Lotthy joined the group as they traveled to the Sacred Valley, visited the ruins of Macchu Piccu, and spent time in Cusco. Shortly after the wedding, Chuck and Sue and son Michael flew to Iguassu Falls and visited the falls from both the Argentinean and Brazilian sides. All in all a wonderful and memorable time.

Chuck is most pleased to announce

*"If you're providing implant treatment, you're not providing the standard of care."*  
 George Christensen

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Branch News



WEST SUBURBAN: (Top left) Mark Ploskonka visited Washington, DC, with his daughter, Lindsey, for a few days to tour the capital. The highlight of the weekend was a *Odyssey* dinner cruise down the Potomac River.

(Above) Doug Chang and his wife, Kristen, are the proud parents of quadruplets, born June 1. Pictured (L-R) are Elliott, Grace, Annabelle and Emma.



(Left) James Hogg recently sold his practice at 10232 S. Central Ave. in Oak Lawn to West Suburban Branch member Christopher Pallotto. Dr. Hogg has practiced in the area for the past 25 years and will be working part-time out of the office doing general dentistry and making oral appliances for sleep apnea. Dr. Pallotto graduated in 1986 from the UIC College of Dentistry. In addition to his general dentistry duties, he also lectures around the country on the topic of dental implants. One of his practice goals is to help the many patients that suffer from loose fitting lower dentures. Dr. Pallotto makes custom implants that retain upper and lower dentures for his patients.

that **Shana Novick** has joined him in the practice of Orthodontics in River Forest. Shana completed both her dental education and her specialty training at the University of Illinois at Chicago College of Dentistry. She received her specialty certificate in orthodontics and a Masters Degree in Oral Sciences in May 2008.

Shana is another of our West Side Branch members who is part of a professional family. Her mother is a general dentist with a Chicago practice and her father is a veterinarian. Subsequent to receiving her specialty certificate, Shana had practiced orthodontics in the office of her mother. Shana and her husband, Rob, have also been very busy at home these days caring for their beautiful baby daughter, Mira, who recently celebrated her first birthday.

While Chuck welcomes Shana into

his orthodontic practice, the West Side Branch also warmly welcomes Shana as a new branch member.

**Frank, Carla and Gina Orland** are most pleased that construction of their new dental office building is complete and now ready for patients. They have just moved in as I write this and they are enjoying their new décor and surroundings. Frank says they have been going through a huge learning curve with the new equipment, new technology and a myriad of interesting problems which occur with anything brand new. The West Side Branch wishes the Orlands much happiness and success in their beautiful new dental office facility.

But Frank says that aside from this "working vacation," he and Carla did find time in May to drive to Florida to

visit friends in Sarasota. Along the way, they made a big detour to Tennessee and North Carolina to see some of the local sights. All three Orlands also enjoyed the CDS events at Ravinia, one of the Cubs games, and the White Sox game this past summer. They enjoyed socializing with other CDS members and their families at these events.

**Sue Zelazo-Smith** and husband Tom and children recently spent an enjoyable day at the Field Museum. Their day included a most interesting tour of Chicago's water filtration plant adjacent to Navy Pier. The filtration plant is a top security site and public tours are generally not permitted. Sue and family were part of a select group of only 20 or 30 people who were permitted access to the facility.



Last, but certainly not least, mark your calendars for Sunday, Nov. 15. Installation of Officers for the CDS will take place that evening at the Ritz Carleton Hotel in Chicago. At that event our own **Mike Stablein** will be installed as 2010 president. What a wonderful honor and privilege for Mike and it couldn't happen to a finer and more outstanding individual. Let's help Mike make this day extra special with our presence at this event.

With that I will sign off for now, auf wiedersehen.

### West Suburban

Muzammil Saeed, DDS

The West Suburban Branch held its installation dinner at Topaz Restaurant in Burr Ridge. **Mark Ploskonka** was sworn in as our newest president by none other than the current ADA sec-

ond vice president, **Thomas Sullivan**. Guest were treated to an excellent cocktail hour followed by delicious food and entertainment by ex-Cub centerfielder Doug Glanville. Doug spoke for almost an hour about his life and times in the major leagues.

On June 1, **Douglas Chang** and his wife, Kristen, welcomed quadruplets to the family, babies Annabelle, Grace, Elliott and Emma. Our prayers go out to the Chang family; the babies should be at home by the time you read this.

Also in June, **Mark Ploskonka** went to Washington, DC, with his daughter, Lindsey, for a few days to tour our nation's capital. The highlight of the weekend was an *Odyssey* dinner cruise down the Potomac River.

We look forward to seeing everyone Oct. 13 as we open our new year with Gerald Denehy, from the University of

### Be sure to 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.

Iowa, who will offer a lecture about Direct Composites.

If you have any branch news, please contact me at [muzbike73@yahoo.com](mailto:muzbike73@yahoo.com). ■

# West Suburban Branch presents

**Dr. Gerald Denehy** of the University of Iowa

**Direct Resin Composites: The Conservative Esthetic Alternative**

**Tuesday, October 13**

**STAFF NIGHT**

**Maggiano's Little Italy, 240 Oakbrook Center, Oak Brook**

**Cocktails: 6:30 p.m. • Dinner: 7 p.m. • Lecture: 7:30 p.m.**

**Individual ticket: \$95** (For only \$55 more, you can get a full season ticket!)

**Staff: \$35**

*Seating is limited and first priority will be given to Season Ticket Holders*

#### Send checks to:

Dottie Mackie, RDH  
519 N. Cass Ave.  
Suite 1E  
Westmont, IL 60559

Be sure to include your name, address, phone and e-mail address.

#### Contact Dottie at:

[dottiewdsdinners@gmail.com](mailto:dottiewdsdinners@gmail.com)

**Buy our season ticket... West Suburban Branch Season Ticket: \$150 for all 5 meetings**

# Applicants & Deceased Members

## Applicants

**Abdullah, Bruce B.**

Loyola University, 1997  
4833 W. Church, Skokie  
North Side Branch

**Baptist, Benjamin**

University of Illinois, 2009  
3838 W. 111th St., Chicago  
Englewood Branch

**Baptist, Brian**

University of Illinois, 2009  
3838 W. 111th St., Chicago  
Englewood Branch

**Biasiello Fred P.**

University of Illinois, 2009  
5445 Grand Ave., Gurnee  
North Suburban Branch

**Desai, Manisha V.**

Boston University, 2009  
5917 S. Pulaski Rd., Chicago  
Englewood Branch

**Difani, Jason T.**

University of Illinois, 2009  
1829 N. Hermitage Ave., Chicago  
West Side Branch

**Gardner, Meredith C.**

University of Detroit Mercy, 2003  
567 W. 14th St., Chicago Heights  
South Suburban Branch

**Hermann, Szilard**

Boston University, 2008  
2800 N. Sheridan Ave., Chicago  
North Side Branch

**Kim, Seung Sun**

University of Michigan, 2009  
6560 W. Fullerton Ave., Elmwood Park  
West Side Branch

**Leung, Tiffany K.**

University of Illinois, 2009  
9 Shoreside Dr., South Barrington  
Northwest Suburban Branch

**May, Christopher P.**

Southern Illinois University, 2008  
300 S. Edward St., Mount Prospect  
Northwest Suburban Branch

**Nakfoor, Bryan P.**

University of Michigan, 2005  
1625 Sheridan Rd., Wilmette  
North Suburban Branch

**Osika-Wozny, Agnieszka**

Southern Illinois University, 2009  
7327 W. Irving Park Rd., Chicago  
Northwest Side Branch

**Parekh, Chintan N.**

University of Illinois, 2009  
6606 N. Seeley Ave., Chicago  
North Side Branch

**Post, Shawn T.**

University of Illinois, 1984  
333 N. Michigan Ave., Chicago  
Kenwood/Hyde Park Branch

**Rodriguez, Amy K.**

University of Illinois, 2009  
542 Dundee Rd., Wheeling  
Northwest Suburban Branch

**Sabaitis, Rita J.**

University of Illinois, 1982  
5555 N. Sheridan Rd., Chicago  
North Side Branch

**Sabbagh, Reem**

University of Illinois, 1999  
811 W. Wellington Ave., Chicago  
North Side Branch

**Samuel, Angie**

University of Michigan, 2008  
6083 Indian Trail Rd., Gurnee  
North Suburban Branch

**Sanders, David H.**

University of Illinois, 2009  
929 S. Main St., Lombard  
West Suburban Branch

**Sheffield, Sara A.**

University of Michigan, 2009  
939 W. North Ave., Chicago  
Northwest Side Branch

**Spirtovic, Larisa**

University of Illinois, 2009  
5841 W. Belmont Ave., Chicago  
Northwest Side Branch

**Stojanovic, Sasa**

University of Belgrade, 1995  
333 W. North Ave., Chicago  
North Side Branch

**Wnek, Joseph S.**

Indiana University, 2009  
5236 W. Belmont Ave., Chicago  
Northwest Side Branch

**Worth, Chris M.**

Creighton University, 2009  
1229 N. Ashland Ave., Chicago  
West Side Branch

**Yunez, Samira A.**

University of Illinois, 2002  
237 E. Butterfield Rd., Elmhurst  
West Suburban Branch

## Deceased members

**Driskell, Claude E.**

University of Illinois, 1954  
6727 S. Bennett Ave., Chicago  
Englewood Branch  
Passed away May 23.

**Rovelstad, Gordon H.**

Northwestern University, 1944  
5400 Vantage Point Rd., Apt. 706  
Columbia, MD  
Associate Member Branch  
Passed away April 13.

**MARK YOUR CALENDAR!**

PRE-REGISTRATION FOR  
THE 2010 MIDWINTER MEETING BEGINS

**MONDAY,  
NOVEMBER 2**

**THREE DAYS | ONE ROOF**  
**EXCEPTIONAL MEETING**  
CHICAGO DENTAL SOCIETY

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

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## 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.

December	November 2, 2009
January/February	December 10, 2009
March/April	February 1, 2010
May/June	April 10, 2010
July/August	June 10, 2010
September/October	August 3, 2010
November	September 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](http://WWW.CDS.ORG)

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**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. Rent full or part-time. Terms are negotiable. Call Darlene Daly at 708.285.2000 or e-mail [darlene.daly@yahoo.com](mailto:darlene.daly@yahoo.com).

**FULLY EQUIPPED DENTAL OFFICE FOR lease:** Available immediately – Buffalo Grove. Four chairs, compressors, X-ray equipment, front office furniture. Five-year triple net lease, present gross rent \$3,313 per month. Contact Sandi Speer, 847.483.5375.

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

**MEDICAL/DENTAL OFFICE SPACE FOR lease** in Bolingbrook: 1,500 to 2,500 sq. ft. available in new 5,000 square foot building anchored by general dental practice. Great location for medical or dental specialists. View Web site at [www.536Property.com](http://www.536Property.com).

**ELGIN MODERN OFFICE FOR RENT:** Rent in Elgin three days a week, new remodeled office, four operatories, Panorex, 1,800 sq. ft., ample parking, Summit and Dundee. Call Dr. Raul Neumann 773.758.0818.

**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](mailto:drunti@earthlink.net).

**SKOKIE DENTAL SUITE FOR LEASE:** Fully plumbed, four to five operatories, two washrooms, 1,377 sq. ft. with lab, large reception area, office/lunchroom, private entrance, on-site parking. Available immediately. [agoldberg@hallmark-johnson.com](mailto:agoldberg@hallmark-johnson.com) or call 847.982.3211.

**CRYSTAL LAKE PROFESSIONAL BUILDING:** 1,350 sq. ft.; 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 [peddeds@mc.net](mailto:peddeds@mc.net) or call 815.459.2727.

**ORLAND/TINLEY PARK DENTAL SPACE for lease/rent:** For specialist, ortho, perio, pedo. 1,400-1,600 sq. ft. 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.

**DENTAL OFFICE SPACE FOR LEASE:** 1605 S. Michigan Ave. All built out. Ready to move in. Five (six) operatories. Two consultation, doctor's office, two waiting rooms, two business areas, separate checkout desk, break area. Just bring your equipment and start. Call Leila Keene 312.953.6161.

**NILES SPACE FOR LEASE:** 7313 N. Harlem. 1,400-square-foot premium end unit in Shops of Niles strip center. E-mail [taxmarch@aol.com](mailto:taxmarch@aol.com) or call 847.324.4800. View link: [www.loopnet.com/xNet/MainSite/Listing/Profile/Profile.aspx?LID=16261641&](http://www.loopnet.com/xNet/MainSite/Listing/Profile/Profile.aspx?LID=16261641&).

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.

### Space Sharing

SHARE SPACE: Dental office in Mount Prospect is looking to share space in four operatory office up to three days a week. Call for more information at 847.804.5635.

SPECIALIST LOOKING FOR PLUMBED OFFICE: Specialist looking for plumbed dental space. Willing to buy existing GP office/equipment. (Not patients.) Nitrous oxide a plus. North, northwest, western suburbs preferably. Call 847.372.4030.

EVANSTON SPACE SHARE: Space share available in established, modern five-operators office in medical building. Great location. Call 773.848.4532.

### \* SPACE SHARING \*

#### Morton Grove/Skokie/Glenview Area

Beautiful six-operators office available for space sharing. Each room is fully computerized with digital X-rays and TVs. Excellent location with plenty of parking. Ideal for satellite/part-time/semi-retired. Please e-mail CV to [nscdh1@gmail.com](mailto:nscdh1@gmail.com).

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

### Positions Wanted

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](mailto: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 SEEKS ASSOCIATESHIP: Columbia University-trained general dentist with three years Air Force experience is looking to perform quality dentistry. Excellent clinical and interpersonal skills. Please e-mail [aarondiehl@me.com](mailto:aarondiehl@me.com) or call 312.513.6270.

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DENTIST: CHICAGO-BASED GROUP practice has a position for enthusiastic, personable individual, ability to grow with quality operated group of general dentists and specialists. Excellent compensation. Please respond to [toothgroup@comcast.net](mailto:toothgroup@comcast.net).

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](mailto:info@abcdds.com).

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

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

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Earn \$250,000 to \$350,000 while working in a great environment with excellent patient flow and friendly, supportive staff.

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Please call 312.274.0308 ext. 320 or 324. E-mail CVs to [hr@dentaldreams.org](mailto:hr@dentaldreams.org) or fax to 312.944.9499.

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](mailto:hr@dentaldreams.org) or fax to 312.944.9499.

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

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

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](mailto:fdc92@hotmail.com), or visit [www.familydentalcare.com](http://www.familydentalcare.com).

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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.

Send resume to [drjeff@metro dental.com](mailto:drjeff@metro dental.com) or call 847.680.7171.

### \* 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](mailto:drjeff@metro dental.com).

### ~ GENERAL DENTIST ~

Family practice in Chicago seeks part-time associate.

Please fax CV to 773.375.9526.

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

DENTIST: PART-TIME ASSOCIATE NEEDED for Austin neighborhood family practice. Salary and hours negotiable. Great opportunity for possible buy-in or purchase. Please fax resume to 773.378.4332.

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](mailto:04111962@sprynet.com).

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 [ewaitepiedra@hotmail.com](mailto:ewaitepiedra@hotmail.com), or fax 630.527.9818.

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.

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*.

ASSOCIATE DENTIST WANTED: For expanding practice, southeast side of Chicago. Pressure free environment. Monday/Wednesday/Friday to start. Spanish speaking preferred. New grads welcome. Resumes/inquiries to [jkpar@comcast.net](mailto:jkpar@comcast.net).

ASSOCIATE DENTIST NEEDED for an office in Beach Park. Experience preferred. New graduate welcome. Two to three days/week. Fax resume to 847.872.1683.

ASSOCIATE DENTIST desired for high-quality offices. Southwest suburb. Three to 3 1/2 days/week. (Two Saturdays a month) Immediate position/partnership potential. Call 630.699.8112.

GENERAL DENTIST: PT/FT in high-tech, state-of-the-art facility in far northwest suburbs. Excellent opportunity and growth within our established group practice. Fax resume to 847.669.4772.

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

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

ASSOCIATE DENTIST WANTED: For a growing five-operatory office in great Evanston location. Resume/inquires to [escharon@yahoo.com](mailto:escharon@yahoo.com).

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

WANTED: ORAL SURGEON, periodontists, orthodontist and pediatric dentist (with full set-ups) to work at any or all Merrillville, IN, Berwyn and Elgin. Fax or e-mail soon. Fax 847.695.3351 or [cwboy3368@sbcglobal.net](mailto:cwboy3368@sbcglobal.net). We supply patients and staff.

GREAT OPPORTUNITY: STATE-OF-THE-ART Northfield/Glenview practice: All digital, has position for enthusiastic, personable dentist. Full-time/part-time available. Fax resume to 847.724.3972 or call 847.724.3969.

GENERAL DENTIST NEEDED: Preferably with three years experience, well versed in RCT, oral surgery, and esthetics dentistry. Send resume to [dbkdds@sbcglobal.net](mailto:dbkdds@sbcglobal.net).



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FULL-TIME / PART-TIME ELGIN: Tuesdays, noon-7 p.m. Dentist competent in rotary endo. Six- to 12-month commitment and ability to work two to three rooms. Net \$800-1,500 per day possible. Fax and e-mail [cowboy3368@sbcglobal.net](mailto:cowboy3368@sbcglobal.net) and 847.695.3351. (35% + 50/50).

\$180,000 PLUS for full-time motivated and independent general dentist. Fully digital and paperless office located northwest side of Chicago. Salary based on production with guaranteed minimum. Private practice experience preferred. Fax resume 773.202.1333 or e-mail [pdc4614@yahoo.com](mailto:pdc4614@yahoo.com).

HELP WANTED: Dentist part or full-time wanted to work in busy Spanish area. Please call at 708.652.8466 or 773.561.2808 or 847.477.4452.

SEEKING PART-TIME ASSOCIATE DENTIST for growing practice on northwest side of Chicago. New graduates welcome. Tuesdays and Wednesdays. Friendly staff will welcome you. E-mail resume to [dmfamilydentistry@att.net](mailto:dmfamilydentistry@att.net).

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

DENTIST NEEDED PART-TIME to expand hours later. Three days per week. Beverly area. Send resume to [mrv770@dls.net](mailto:mrv770@dls.net).

PART-TIME GENERAL DENTIST WANTED: Part-time dentist, well-versed in oral surgery, RCT, and esthetic dentistry. Must be personable and motivated. Send resumes to [espapanton@comcast.net](mailto:espapanton@comcast.net).

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Busy southwest suburban practice is looking for general and pediatric dentist evenings and/or Saturday hours. Fax resume to 815.483.2299.

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PART-TIME OPPORTUNITY: State-of-the-art dental office in Schaumburg area looking for GP dentist to join our practice. Please e-mail resume to [teresasouri@comcast.net](mailto:teresasouri@comcast.net).

ASSOCIATE DENTIST WANTED: Located in Belvidere (just east of Rockford). General dentistry with five operatories. Accepts dental insurances and Kid Care. Good potential to take home \$100,000 year on two and half days week working. New graduates welcome. Send resume to [belvideredental@gmail.com](mailto:belvideredental@gmail.com) or call 815.547.7300.

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DENTIST: PART-TIME GENERAL DENTIST for busy west suburban office. Fax resume to 630.628.1104, call 630.935.0268 or e-mail [accessdentalcenter@live.com](mailto:accessdentalcenter@live.com).

LOOKING FOR ASSOCIATE DENTIST: New, established practice in Park Ridge seeking an associate dentist. Please fax resume to 847.622.1097 or e-mail to [faklarisdds@hotmail.com](mailto:faklarisdds@hotmail.com).

ASSOCIATE NEEDED: Busy north side office looking for part-time associate, possible partnership. New graduates are welcome. Bilingual a plus. Send resume [bordoc@gmail.com](mailto:bordoc@gmail.com) or call 847.559.2400.

PEDIATRIC DENTIST: Pediatric dentist needed to join a multi-specialty practice in Chicago. Please e-mail [sreddy1970@yahoo.com](mailto:sreddy1970@yahoo.com) or call 773.463.4800 to discuss details.

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ENDODONTIST WANTED: Busy southwest suburb practice. Multiple locations to work from. High income potential. Fax resume to 815.483.2299.

ASSOCIATE DENTIST: Lindenhurst, very fast growing, two days/evenings a week, fee-for-service and some PPOs only. Competitive pay, patient-focused/friendly modern practice. Contact or send resume to [bgniadek20@aol.com](mailto:bgniadek20@aol.com).

ASSOCIATE DENTIST WANTED PART-TIME: Beautiful, multi-specialty office in south suburbs seeks motivated associate to work in fast-paced environment. Must be friendly and outgoing. E-mail resumes: [appledentistry@doctor.com](mailto:appledentistry@doctor.com) or fax 708.895.0757.



FULL-TIME / PART-TIME GENERAL DENTIST needed for busy dental office located near the western suburbs. Please contact office manager Patty Palma at 708.652.7575.

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DENTIST, DENTAL HYGIENISTS (3) and dental assistants (2) needed for school-based dental sealant program in Chicago: Full-time, five days per week, Monday-Friday. School hours only. No nights. No weekends. Summers off. Dentist: exams only. \$500+/day. Hygienists: cleanings, fluoride and sealants only. Minimum scaling. \$300+/day. Assistants: paperwork, getting children, and assisting dental hygienists. About \$150/day. Start date: Early October. Please fax resumes to 708.226.0248.

GENERAL DENTIST: Part-time general dentist needed for southwest suburban dental practice, Mondays, Tuesdays and Wednesdays. Compensation based on production. Accepting FFS/PPO/Medicaid/all kids. Spanish speaking a plus. E-mail [prodentalpractice@live.com](mailto:prodentalpractice@live.com) or fax 630.562.2501.

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GENERAL DENTIST POSITION OPEN for busy southwest suburb practice. High income potential. Fax resume to 815.483.2299.

ASSOCIATE DENTIST: Busy family practice in northwest suburb looking for a dedicated, quality-oriented dentist to work Wednesdays, Fridays and Saturdays. Compensation is in accordance to experience. Please fax resume to 630.872.0206.

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

EXPERIENCED DENTIST WANTED part-time for prosthetics over implants and some operative for boutique dental practice on Chicago's northwest side. Reply with resume to [davidk@pciflortech.com](mailto:davidk@pciflortech.com).

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FOR SALE: K7 MACHINE. Opened, used once. Equipment in perfect working order. Best offer. E-mail [christine@chicagolanddentists.com](mailto:christine@chicagolanddentists.com).

TURNKEY OFFICE AVAILABLE IN GROWING community of Gurnee: Busy periodontist is building a new office and is selling his current practice equipment and furniture. This is a true turnkey opportunity. All you need is your supplies and a new autoclave. Save \$150,000-\$200,000 in build-out costs. Landlord will extend very favorable lease terms. Ample parking and great visibility on a busy street. 1,400 sq. ft. Three treatment rooms with piezoscalers and Kavo electric handpieces. Treatment rooms are wired for computers for digital X-rays. Office furniture, file cabinets and private furniture stay. Available fourth quarter 2009. For more information please call Dr. Peter Domagala 847.662.3414.

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.



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

CHICAGO – NORTH SIDE, FULLY EQUIPPED dental office for sale: Three ops, in a high quality professional building in a prime north side location. Call Jan 773.604.4619.

CHICAGO (WRIGLEYVILLE AREA): Established, modern, five ops, great location, \$1.4 million on four days. Straight sale or associate lead in. Contact [docjab@comcast.net](mailto:docjab@comcast.net).

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.

DENTAL OFFICE FOR SALE: Orland Park, great location, professional building, five modern and fully equipped ops. \$370,000+ collections on 3 1/2 days, 75% fee-for-service, 25% PPO. Full of potential. Ask for Mary: 708.460.7885.

PROPERTY FOR SALE: Mixed commercial building with dental office and tenant space located in Oak Park. Property is located in great area for potential growth and prosperity. Contact Dr. Givens at 708.261.6989 for more information.

## For Sale by Broker

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

HENRY SCHEIN PROFESSIONAL Practice Transitions: Associateships; equity buy-ins; practice sales; practice valuations; we have qualified buyers. Contact Al Brown at 800.853.9493, 630.781.2176 or [al.brown@henryschein.com](mailto:al.brown@henryschein.com).

CHICAGO #22121: Doctor/owner retiring from well-established \$2 million, multi-specialty, 14-op practice a block from beautiful Millennium Park and Michigan Avenue! Tremendous growth opportunity for business oriented GP or specialist. On-site lab is also for sale. ONE HOUR SOUTHWEST OF CHICAGO #22123 – LaSalle County: Beautifully appointed five-op general dental office located about 80 miles southwest of Chicago off I-80. Doctor is retiring from this solid, 28-year-old practice that averaged approximately \$550,000 production last five years. CHICAGO #22126: Four operatories. Gross \$700,000+. Excellent location on high traffic main street.

CHICAGO PRACTICE SALES: For more information on any of our listings, please call 773.502.6000 or visit our web home at [www.chicagopracticesales.com](http://www.chicagopracticesales.com).

ATTEND A DENTAL BUSINESS SEMINAR! "Buying, Selling and Starting Up in a Challenging Economy." New strategies for success from our accountant, attorney, broker and consultants. Friday, Oct. 9, 5600 N. River Rd. #800, Rosemont. Cost: \$95 includes 6 CE credits for attendance. To learn more visit [www.cuttingedgepractice.com](http://www.cuttingedgepractice.com) or call 773.502.6000 to register.

BERWYN: Sold!

BUFFALO GROVE: Sold!

CALUMET CITY: Four ops in a stand-alone building. Collections: \$600,000. 100% FFS. Part-time. Phased buy-in option available.

CHICAGO WEST: Sold!

CICERO: New listing! Five operatories at street level on a busy corner. FFS, PPO, Cap, and Med just added. Collections: \$975,000. Building available for purchase. Spanish bilingual a plus.

ELMHURST: New Listing! Six ops, expandable to eight, in a strip mall. Beautiful high-end finish. Collections: \$480,000. Seller motivated.

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

OAK LAWN: Sold!

PARK RIDGE: New Listing! Two ops in a professional building. Collections: \$140,000. Great starter office or second location.

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

WHEATON: NEW! Two ops in a converted home in downtown Wheaton. Expandable and ADA compliant with an elevator lift. Equipment and building purchase opportunity only. No patients.

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CHICAGO NW SUBURB: \$300,000. Three ops, desirable location.

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

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

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

MORTON GROVE: Two newer operatories, no patients. Great starter.

ST. CHARLES: Four operatories, digital, great visibility, \$600,000.

OLYMPIA FIELDS: New facility, great location. Collections: \$500,000+.

FRANKFORT: Beautiful facility, high-tech. Real estate available.

SOUTH CHICAGO SUBURB: \$450,000. Fee-for-service, new building.

DEKALB: Great starter, \$150,000. Very low overhead, two ops.

ROCKFORD: Sold!

NORTH CENTRAL ILLINOIS: \$600,000. Fee-for-service. Spectacular building for sale with practice.

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

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

MILWAUKEE: Ideal North Side location, \$450,000. Real estate available.

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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](mailto:razark@cds.org), or call 312.836.7323. (She'll also accept calls from members with less dangerous but similarly thrilling hobbies.)

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**Advertising Index**

ACOA Ltd Construction Company . . . 17  
AFTCO . . . . . 45  
Manus Dental . . . . . inside front cover  
Millwood Dental Systems . . . . . 7  
National City . . . . . 5  
Office Anesthesiology and Dental Consultants, PC. . . . . 47  
Paragon, Inc. . . . . 7  
Physicians' Benefit Trust . . . . . 15  
Progressive Management . . . . . 43  
TDIC, The Dentists Insurance Co. . . . . 2  
University Associates in Dentistry . . . . 37

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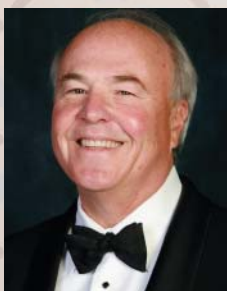
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 Installation of Officers: 7 p.m. in the Ballroom  
 Gala Dessert Reception: 8 p.m. in the Loge

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## Final Impressions by Walter F. Lamacki, DDS

Write Dr. Lamacki at [wlamacki@aol.com](mailto:wlamacki@aol.com).

# Mid-level providers offer a hollow promise to the underserved

**A**ny attempt to pigeonhole the voters of Minnesota would leave a man scratching his head. Minnesotans vote like mad; 77.8 percent turned out for last year's presidential election, far surpassing any other state. They elected a conservative dentist, Rudy Perpich, as governor twice and a "professional wrestler," Jesse Ventura, to the same office. They have elected senators, Hubert Humphrey, Eugene McCarthy and Walter Mondale, liberals all, and topped that by electing comedian Al Franken to the august post. I will not stoop to make some snotty comment.

Their governor, Tim Pawlenty, is a moderate Republican and some see him as presidential material. Actually I admire the iconoclasm of Minnesotans. When dissatisfied with their political leaders they don't stay home, they vote them out, just as the Founding Fathers intended.

The Legislature again showed the state's independent bent by passing two laws with the potential to profoundly affect dentistry.

On May 12, the Minnesota Legislature created two new dental auxiliaries: the dental therapist, who will work under the direct supervision of a dentist and provide basic preventive and restorative procedures, and the advanced dental therapist, who must have additional training at the University of Minnesota Dental School (UMDS) and will be allowed to perform additional services with the indirect supervision of a dentist. Both categories require a degree in dental hygiene. The advanced therapist will focus on providing care in underserved areas under the indirect supervision of a dentist who must authorize a treatment plan. The legislation was the result of negotiations, forced by the Legislature, between the Minnesota Dental Association (MDA) and the Minnesota Dental Hygienists' Association.

MDA was between a rock and a hard place; it lost the all-important public opinion battle when the public gave little credence to patient safety concerns raised by MDA. So the association did what it had to do and accepted the best alternative: dental aides with dentist supervision.

It is likely the mid-level provider is not going away. A number of states are investigating the concept, giving the American Dental Hygienists' Association traction in its quest not only for

independent hygiene practice but the full practice of dentistry. I'm sure in a short time the hygienists will lobby for the removal of supervision by a dentist of mid-level providers. As for providing care in underserved areas, it is a hollow promise.

In the wake of the dental aide bill came a very questionable decision by the Minnesota Board of Dentistry (MBD).

On June 26, the MBD unanimously approved the Canadian two-part exam that includes a written test and a non patient-based Objective Structured Clinical Examination (OSCE) for testing the competence of UMDS graduates applying for licensure, with UMDS giving the test. Minnesota also requires that candidates for licensure graduate from a dental school accredited by the Commission on Dental Accreditation, successfully complete Parts I and II of the National Board Dental Examination, and pass the Minnesota jurisprudence examination.

OSCE piques my interest on several fronts. Many dentists, including dental examiners, have questioned the wisdom of using live patients in dental license exams. Requiring a candidate to demonstrate competency on a live patient is putting the cart before the horse. We are the only profession using live patients, and in a way that

smacks of the barber/dentist mentality.

OSCE raises licensure by credentials issues. Could graduates of UMDS who have only taken OSCE be licensed or credentialed in the U.S.? Canada has been using OSCE since 1995. Will UMDS graduates be able to practice in Canada? Canada's nine dental schools are accredited by the ADA. Have Canadian dentists been licensed by credentials in the U.S. without taking a regional board?

I still believe that first-time candidates for licensure should be examined by a dispassionate examining body once and not by their school, which has a vested interest. We have painfully learned in Illinois that in our schools clout counts and fairness is out the window. However, the examining communities, instead of participating in internecine warfare, have to study this modality thoroughly and not have knee jerk negative reactions. It just might work to the benefit of all. ■

**It is likely the mid-level provider is not going away. . . As for providing care in underserved areas, it is a hollow promise.**

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# CDS Regional Meeting



## Prosthodontics



PREDICTABLE DIAGNOSIS AND TREATMENT OF CLINICAL CROWN AND GINGIVAL ARCHITECTURE DISCREPANCIES: A BIOMETRIC PERSPECTIVE

Featuring **Steven Chu, DMD, MSD, CDT**

### PRE-REGISTER ONLINE!

We encourage you to reserve your spot at the next CDS Regional Meeting by visiting [www.cds.org](http://www.cds.org).

## Wednesday, November 18

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

### About our program:

Comprehensive treatment planning of the aesthetic restorative case can be challenging. The key to success is to understand and develop predictable strategies in patient care.

The focus of this presentation will be how to analyze tooth size discrepancies quickly, easily and predictably, and how it relates to spacing and gingival architecture problems relative to teeth and implants.

Solutions will focus on interdisciplinary treatment planning, including orthodontics, periodontics, restorative dentistry and fixed prosthodontics.

### About our speaker:

Stephen J. Chu, DMD, MSD, CDT, is a clinical associate professor in the Department of Periodontology and Implant Dentistry, the Director of Advanced CDE Programs in Aesthetic Dentistry at New York University College of Dentistry, and a partner in a private specialty group practice in aesthetic, restorative and implant dentistry. He has contributed chapters to numerous textbooks and is the co-author of *The Fundamentals of Color: Shade Matching and Communication in Esthetic Dentistry* and *Aesthetic Restorative Dentistry: Principles and Practice*.

**Target audience:** The dental team, including lab technicians

**Directions to Drury Lane:** Call 630.530.8300 or visit [http://www.cds.org/for\\_your\\_practice/continuing\\_education/meetings.html](http://www.cds.org/for_your_practice/continuing_education/meetings.html) for directions.

### 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](http://www.cds.org).

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**CDS designates this activity for 5 continuing education credits.**



# { 2009-10 }

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#### Credentials

Wilson Heaton, 2009-10  
 Thomas King Jr., 2009-10

#### Delegates to ISDS

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 Peggy Richardson (alternate), 2009-10

#### Denture Referral

Noreen Salmon, 2009-10

#### Dinner Arrangements

Vassos Hajiharis, 2009-10

#### Ethics

Glenn Bailey, 2009-10

#### General Arrangements

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#### Golf Outing

Michael Meehan, 2009-10

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Denise Hale, Chair, 2009-10  
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#### Membership

Denise Hale, 2009-10

#### Nominating & Election

Denise Hale, 2009-10  
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#### Officers Installation

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Reuben Collins, Chair, 2010-11  
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Jeffrey Kramer, 2009-10

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Ilie Pavel, 2009-10

#### Dinner Arrangements

Lynse Briney, Chair, 2009-10

#### Good & Welfare

Jeffrey Kramer, 2009-10

#### Mediation

David Behm, Chair, 2009-10  
 Daniel Berman, 2011-12  
 Howard Blivaiss, 2011-12  
 Jack Horbal, Mediation, 2011-12  
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 Janet Kuhn, 2009-10  
 Alan Kushner, 2011-12  
 James Robinson, 2009-10  
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#### Membership

Joshua Ries, 2011-12

#### Peer Review

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**Dent-IL-PAC**

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**Dinner Arrangements**

Benjamin LoGiudice, 2009-10

**Golf Outing**

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**Mediation**

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 Jeffrey Cohen, 2009-10  
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**Peer Review**

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**Attendance/Dinner Arrangements**

Elise Adley, 2009-10

**Branch Correspondent**

Chester Klos, 2009-10

**Delegates to ISDS**

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**Dent-IL-PAC**

Jeffrey Wittmus, 2009-10

**Dental Care Plans**

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**Ethics**

Louis Imburgia, 2009-10

**Installation of Officers**

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**Mediation**

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 Stephen Lindell, 2009-10  
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 John Petrie, 2010-11  
 Thomas Schneider Jr., 2011-12  
 Timothy Tishler, 2011-12

**Membership**

Thomas Schneider Jr., 2009-10

**Peer Review**

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 Michael Cascio, 2010-11  
 Russell Cecala, 2010-11  
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 Kenneth Pittner, 2009-10  
 Timothy Toepke, 2011-12

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**Branch Correspondent**

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**Delegates to ISDS**

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 James Frett, 2009-10  
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 William Perkinson, 2009-10  
 Tina Smith Arpino, 2009-10  
 Scott Smoron, 2009-10  
 Petra von Heimbürg, 2009-10  
 Alan Shapiro (alternate), 2009-10

**Dinner Arrangements**

Ahmed El-Maghraby, 2009-10  
 Robert Goldberg, 2009-10

**Mediation**

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 Steven Banks, 2009-10  
 Michael Durbin, 2009-10  
 Daniel Greising, 2009-10  
 Paul Litvin, 2010-11  
 Corey Walther, 2010-11  
 Harold Wyckoff Jr., 2011-12  
 Michael Zak, 2010-11

**Membership**

Juliana Parry, 2009-10

**Peer Review**

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 Jeffrey Eaton, 2011-12  
 Phillip Fijal, 2011-12  
 Maria Freitas, 2009-10  
 Robert Goldberg, 2010-11  
 Lorelei Grise, 2010-11  
 Clifford Mollsen Jr., 2009-10  
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 Vincent Oganwu, 2009-10  
 D. Spencer Pope, 2009-10

**Attendance/Membership**

Loren Feldner, 2009-10

**Branch Correspondent**

Keyur Shah, 2009-10

**Delegates to ISDS**

H. Todd Cubbon, 2009-10  
 Loren Feldner, 2009-10  
 Eric Kosel, 2009-10  
 Kevin Patterson, 2009-10  
 D. Spencer Pope, 2009-10  
 Philip Schefke, 2009-10  
 Generand Algenio (alternate), 2009-10

**Dent-IL-PAC**

Eric Kosel, 2009-10

**Dinner Chair**

Eric Kosel, 2009-10  
 Robert Moll, 2009-10

**Distinguished Service Awards**

Generand Algenio, 2009-10

**Leisure Day**

D. Spencer Pope, 2009-10

**Mediation**

Walter Flor, Chair, 2011-12  
 Benjamin Hoekstra, 2009-10  
 Joseph O'Donnell, 2009-10  
 Vincent Oganwu, 2010-11  
 D. Spencer Pope, 2010-11  
 Richard Stiles, 2011-12  
 LeRoy Weathersby II, 2010-11  
 Duane Wolff, 2009-10

**Peer Review**

Wayne Helge, Chair, 2011-12  
 Michael Fagan, 2009-10  
 Leo Finley Jr., 2011-12  
 Anthony Ilardo, 2011-12  
 Mi Hyun Kim, 2011-12  
 Eric Kosel, 2010-11  
 Richard Mantoan, 2009-10  
 Kevin Patterson, 2010-11  
 James Petrie, 2009-10  
 Philip Schefke, 2010-11  
 Ingrid Shults, 2009-10

**Program Chair**

Monil Shah, 2009-10

**Spouses Night**

Kevin Patterson, 2009-10

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 Donald Tuck, 2009-10  
 Edward Walsh, 2009-10

**Auditing**

Donald Tuck, 2009-10

**Branch Correspondent**

Charles Thometz, 2009-10

**Constitution & Bylaws**

Richard Perry, 2009-10

**Delegates to ISDS**

Donald Bennett, 2009-10  
 Gary Clemens, 2009-10  
 Michael Stablein, CDS Officer, 2009-10  
 Donald Tuck, 2009-10  
 Kamal Vibhakar, 2009-10  
 Gary Alder (alternate), 2009-10  
 James Bryniarski (alternate), 2009-10  
 Michelle Jennings (alternate), 2009-10  
 Michael Santucci (alternate), 2009-10  
 Susan Zelazo-Smith (alternate), 2009-10

**Dental Health Education**

Jack Lieberman, 2009-10

**Dental Insurance**

Robert Deaver, 2009-10

**Dinner Arrangements**

Gary Clemens, 2009-10  
 Irene Skirius, 2009-10

**Emergency Service**

Ralph Cress, 2009-10

**Ethics**

Constantine Politis, 2009-10  
 Cynthia Satko, 2009-10

**Golf Outing**

Russell Umbricht, 2009-10

**Laboratory Relations**

Sam Lakhani, 2009-10

**Mediation**

Constantine Politis, Chair, 2009-10  
 James Bryniarski, 2011-12  
 Brian Caraba, 2009-10  
 Michelle Jennings, 2011-12  
 Sam Lakhani, 2011-12  
 Frank Orland, 2011-12  
 Michael Santucci, 2010-11  
 Irene Skirius, 2010-11  
 Kamal Vibhakar, 2009-10  
 George Zehak, 2009-10

**Membership**

Lawrence Jacobs, 2009-10  
 John Perna, 2009-10

**New Dentists**

Thomas Kwong, 2009-10  
 Gina Orland, 2009-10

**Nominating Committee**

Richard Perry, 2009-10  
 Constantine Politis, 2009-10  
 Donald Tuck, 2009-10  
 Russell Umbricht, 2009-10

**Peer Review**

Edward Walsh, Chair, 2009-10  
 James Bryniarski, 2011-12  
 Carol Everett, 2010-11  
 Lawrence Jacobs, 2011-12  
 Michelle Jennings, 2010-11  
 Frank Orland, 2010-11  
 Russell Umbricht, 2010-11  
 Kamal Vibhakar, 2009-10  
 George Zehak, 2010-11

**Professional & Public Relations**

Carol Everett, 2009-10  
 Constantine Politis, 2009-10

**Program Chair**

Donald Bennett, 2009-10

**Web Site**

Gregory Matke, 2009-10

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**Branch Correspondent**

Muzammil Saeed, 2009-10

**Clinic Night**

Alyssa Brown, 2009-10

## Branches (continued)

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 Diane Kleiber, 2009-10  
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 Dean Nicholas, 2009-10  
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 Derrick Williamson, 2009-10  
 Robert Banks (alternate), 2009-10  
 Andrew Browar (alternate), 2009-10

### Dent-IL-PAC

Mark Ploskonka, 2009-10

### Dinner Chair

Dorothy Mackie, RDH, 2009-10

### Installation of Officers

Dean Nicholas, 2009-10

### Mediation

James McKee, Chair, 2011-12  
 Andrew Browar, 2011-12  
 Blase Brown, 2010-11  
 Ian Elliott, 2011-12  
 Patricia Hudetz, 2010-11  
 Robert Hurdle, 2011-12  
 Ralph Madonna, 2009-10  
 John Nathan, 2009-10  
 Timothy Robieson, 2009-10  
 Sharon Szeszycki, 2011-12  
 John Thorpe, 2010-11

### Membership

Brian Del Carlo, 2009-10

### Peer Review

Sharon Szeszycki, Chair, 2011-12  
 Kenneth Bala, 2010-11  
 Patrick Blaney, 2009-10  
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 John Houlihan, 2010-11  
 Diane Kleiber, 2010-11  
 Mark Sloan, 2009-10

### Program Chair

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 Donald Tuck, West Side, 2011  
 Andrew Browar, West Suburban, 2012

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 Daniel Greising, Northwest Suburban, 2012  
 Robert Smith, South Suburban, 2012  
 Carol Everett, West Side, 2011  
 Mark Ploskonka, West Suburban, 2012

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Cissy Furusho, Chair, 2010  
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 Ingrid Schroetter, 2011  
 Maharukh Kravich, 2012  
 Mark Humenik, 2012  
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 John Moore, 2011  
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 Richard Bona Jr., Secretary, 2012  
 Peggy Richardson, Englewood, 2010  
 Jack Liu, Kenwood/Hyde Park, 2011  
 Genaro Romo Jr., North Side, 2012  
 Maria Fe Corpuz-Bato, North Suburban, 2010  
 Michele Bogacki, Northwest Side, 2011  
 William Perkinson, Northwest Suburban, 2012  
 Ronald Waryjas, South Suburban, 2010  
 George Zehak, West Side, 2010  
 Douglas Kay, West Suburban, 2012

### MEDIATION

Susan Zelazo-Smith, Chair, 2010  
 Denise Hale, Englewood, 2011  
 Jack Liu, Kenwood/Hyde Park, 2011  
 David Behm, North Side, 2010  
 Susan Graber, North Suburban, 2012  
 Timothy Tishler, Northwest Side, 2012  
 Dennis Lind, Northwest Suburban, 2010  
 Walter Flor, South Suburban, 2010  
 Constantine Politis, West Side, 2011  
 James McKee, West Suburban, 2011

### MEMBERSHIP

Thomas Sullivan, Chair, 2010  
 Vincent Oganwu, Vice Chair, 2011  
 Yendis Gibson-King, Secretary, 2012  
 Jennifer Lee, New Dentist, 2010  
 Lynse Briney, New Dentist, 2011  
 Lana Fourdyce, New Dentist, 2012  
 Reshma Dhake, Englewood, 2010  
 Lena Casimir, Kenwood/Hyde Park, 2011  
 Joshua Ries, North Side, 2010  
 Brad Weiss, North Suburban, 2011  
 Thomas Schneider Jr., Northwest Side, 2012  
 Juliana Parry, Northwest Suburban, 2010  
 Keyur Shah, South Suburban, 2011  
 Frank Orland, West Side, 2011  
 Douglas Chang, West Suburban, 2012

### PEER REVIEW

Jeffrey Kramer, Chair, North Side, 2009  
 David Durkin, Englewood, 2010  
 Mark Robinson, Kenwood/Hyde Park, 2010  
 Robert Krueger, North Suburban, 2011  
 Gordon Ziols, Northwest Side, 2010  
 John Dzakovich, Northwest Suburban, 2010  
 Wayne Helge, South Suburban, 2012  
 Edward Walsh, West Side, 2012  
 Sharon Szeszycki, West Suburban, 2012

### REGIONAL MEETING PROGRAM

Michelle Jennings, Chair, 2010  
 Astrid Schroetter, Vice Chair, 2011  
 David Dooley, Secretary, 2012

### SPECIAL EVENTS

Constantine Politis, Chair, 2010  
 James Frett, Vice Chair, 2011  
 Sheri Doniger, Secretary, 2012  
 Glenn Bailey, 2011  
 Diane Kleiber, 2012  
 Thomas Schneider Jr., 2010

# Midwinter Meeting Committees

## COURSE COMMITTEE

Alexander Haralampopoulos, Englewood, 2011  
 Donald Doyle, Englewood, 2012  
 Robert Michet, Englewood, 2012  
 Glenn Bailey, Englewood, 2010  
 Kathryn Bielik, Englewood, 2010  
 Yetta McCullom, Kenwood/Hyde Park, 2011  
 Kimberley Bolden, Kenwood/Hyde Park, 2012  
 Bonciel Washington, Kenwood/Hyde Park, 2010  
 Lisa Kearney, North Side, 2011  
 Daniel Berman, North Side, 2012  
 Jeffrey Kramer, North Side, 2012  
 Petar Tofovic, North Side, 2010  
 Sheldon Seidman, North Side, 2010  
 David Williams, North Suburban, 2011  
 Cheryl Mora, North Suburban, 2012  
 Theodore Constantine, North Suburban, 2012  
 Martin Rogers, North Suburban, 2010  
 Matthew Davis, North Suburban, 2010  
 Spencer Bloom, Northwest Side, 2011  
 Denise Fisher, Northwest Side, 2011  
 Loretta Luksha, Northwest Side, 2010  
 Patrick Hann, Northwest Side, 2010  
 Scott Smoron, Northwest Suburban, 2011  
 Tina Smith-Arpino, Northwest Suburban, 2011  
 Sam Bassali, Northwest Suburban, 2011  
 Kenneth Coffey, South Suburban, 2012  
 Susan Foundos-Biegel, South Suburban, 2011  
 Robert Moll, South Suburban, 2010  
 Martin Karwowski, West Side, 2011  
 Carol Everett, West Side, 2011  
 Paul Kempf Jr., West Suburban, 2012  
 John Milgram, West Suburban, 2010  
 Peter Hasiakos, West Suburban, 2011  
 Alyssa Brown, West Suburban, 2012  
 Kastytis Zymantas, West Suburban, 2011

## COURSE DIVISION

John Kozal, Chair, 2010  
 Phillip Fijal, Vice Chair, 2011  
 Michael Biasiello, Secretary, 2012

## ENTERTAINMENT

Sharon Lyn-Malinowski, Chair, 2010  
 Hugo Bertagni, Vice Chair, 2011  
 Kenneth Bueltmann, Secretary, 2012

## EXHIBITS

Sam Ciccarelli, Chair, 2010  
 John Schmeda, Vice Chair, 2011  
 Donald Kipper, Secretary, 2012  
 John Bonaguro, 2011  
 Richard Szatkiewicz, 2012  
 Keith Suchy, 2010

## GENERAL ARRANGEMENTS

Richard Caraba, Chair, 2010  
 Robert Manasse, Vice Chair, 2011  
 James Bryniarski, Secretary, 2012  
 Richard Mantoan, 2011  
 Vickie Grandinetti, 2012  
 Susan Zelazo-Smith, 2010  
 Bernard Sullivan, Englewood, 2010  
 James Harris Jr., Kenwood/Hyde Park, 2012  
 Harry Melnick, North Side, 2012  
 David Lewis Jr., North Suburban, 2010  
 Thomas Schneider Jr., Northwest Side, 2012  
 Ronald Luzzo, Northwest Suburban, 2010  
 Kevin Patterson, South Suburban, 2011  
 Edward Walsh, West Side, 2010  
 James Discipio, West Suburban, 2011

## GENERAL CHAIR

George Zehak, Chair, 2010  
 Terri Tiersky, Vice Chair, 2011  
 Dean Nicholas, Secretary, 2012

## LECTURE DIVISION

James Sheldon, Chair, 2010  
 Loren Feldner, Vice Chair, 2011  
 Douglas Kay, Secretary, 2012

## LIMITED ATTENDANCE DIVISION

Michael Cascio, Chair, 2010  
 Michael Higgins, Vice Chair, 2011  
 Richard Bona Jr., Secretary, 2012

## PROGRAM CHAIR

Cheryl Watson-Lowry, Chair, 2010  
 Michael Durbin, Vice Chair, 2011  
 Edward Segal, Secretary, 2012

## REGISTRATION & CREDENTIALS

Mark Ploskonka, Chair, 2010  
 James Frett, Vice Chair, 2011  
 Robert Banks, Secretary, 2012  
 Alan Shapiro, 2011  
 Nils Sandstrom, 2011  
 Salvatore Storniolo, 2012  
 Chester Klos, 2012  
 Vickyann Chrobak, 2010  
 Bruce Gronner, 2010  
 Juliana Parry, Adjunct Member, 2012

## SPOUSE LUNCHEON

Nancy Machnowski, Chair, 2009  
 Marilyn Bonaguro, Vice Chair, 2010  
 TBA, Secretary, 2011  
 Leona Bryniarski, 2009  
 Jyl Bonaguro, 2010  
 Courtney Elliott, 2011

## TABLE CLINIC DIVISION

Denise Hale, Chair, 2010  
 Ronald Waryjas, Vice Chair, 2011  
 Maharukh Kravich, Secretary, 2012  
 Jeffrey T. Walker, Englewood, 2011  
 Todd Molis, Englewood, 2010  
 Ryan Molis, Englewood, 2010  
 Jack Liu, Kenwood/Hyde Park, 2011  
 Henry Moore, Kenwood/Hyde Park, 2011  
 Kimberley Bolden, Kenwood/Hyde Park, 2012  
 Amy Van Fossen, North Side, 2011  
 Ilie Pavel, North Side, 2012  
 Joseph Toups, North Side, 2010  
 Yendis Gibson-King, North Suburban, 2011  
 James Benz, North Suburban, 2011  
 Peter Neuhaus, North Suburban, 2010  
 Martin Piekos, Northwest Side, 2011  
 Jeffrey Wittmus, Northwest Side, 2011  
 Joseph Fornal, Northwest Side, 2010  
 Kenneth Johnson, Northwest Suburban, 2011  
 Antonino Romano, Northwest Suburban, 2010  
 Victoria Ursitti, Northwest Suburban, 2010  
 Anthony Ilardo, South Suburban, 2011  
 Christopher Seidel, South Suburban, 2011  
 Eric Kosel, South Suburban, 2012  
 Russell Umbricht, West Side, 2011  
 Timothy Thometz, West Side, 2011  
 Daniel Weber, West Suburban, 2011  
 Stephen Sum, West Suburban, 2010  
 Douglas Chang, West Suburban, 2010

## VIP RECEPTION

David Fulton Jr., Chair, 2010  
 John Fredricksen, Past President, 2010  
 H. Todd Cubbon, Past President, 2011  
 David Kumamoto, Past President, 2012

## VIP SPOUSE LUNCHEON

Marilyn Bonaguro, Chair, 2010  
 Janet Fijal, Vice Chair, 2011  
 Nancy Machnowski, Secretary, 2012  
 Jyl Bonaguro, 2010  
 Courtney Elliott, 2011  
 Connie Yonan, 2012