

September/October 2012

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# REVIEW

*Continuing Excellence in Dentistry*

## What can you do to survive in an uncertain economy?

**INSIDE:**

**WEALTH MANAGEMENT**

**EMPLOYEE BENEFITS**

**IS DENTISTRY STILL A GOOD CAREER PATH?**

# REGIONAL MEETING



**CHICAGO DENTAL SOCIETY** Continuing Excellence in Dentistry

## Sleep Apnea

Presented by  
**Brian Allman, DDS**

**Wednesday  
November 7**

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

### About our program

Sleep apnea is a treacherous and insidious disease identified as a root cause of cardiovascular and cerebrovascular insult aptly characterized as a disease of craniofacial anatomy. Medical sleep specialists recommend that patients be treated with oral appliances by qualified dentists. Yet, some dentists have been hesitant to get involved and are ignoring an important aspect of practicing dentistry.

Learn to identify likely sleep apnea sufferers, refer to sleep specialists appropriately, and co-manage a disease as common as diabetes and asthma both competently and efficiently. By learning how to screen and refer existing patients in your practice, you will become the Dental Sleep Physician in your community that medical specialists must refer to. Effectively grow your practice by offering these life-saving procedures.

**5 CE hours**

Register online at <http://on.cds.org/regional>

### Target audience

Dentists and staff

### About our speaker

Brian Allman, DDS, is an internationally-known expert and has lectured to many organizations on dental sleep medicine and TMJ-related disorders. His goal is to teach dentists to work collaboratively with physicians to effectively treat patients and bring to light the insidious nature of these problems.

### 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 register online at <http://on.cds.org/regional>.

### How to earn CE credit

Regional Meeting registration will end 30 minutes after the actual start of the program. Attendees will receive bar coded badges that capture their time of entry. Badges will be scanned as attendees leave at the end of the program. No partial credit will be issued. Continuing Education credit forms will be mailed to attendees after the meeting.

### Directions to Drury Lane

Call 630.530.8300

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## The CDS Mentor Program wants you!

The CDS Mentor Program is seeking member dentists to mentor both dental students and pre-dental students in Illinois, primarily from the Chicagoland area. With a second class of Midwestern University dental students included, CDS needs more mentor dentists than ever before to ensure a one-to-one match of dentist and student.

In conjunction with the University of Illinois at Chicago College of Dentistry, CDS will host a Mentor Brunch during the 2013 Midwinter Meeting. The event will be held 11 a.m.-1:30 p.m., Thursday, Feb. 21, in Room CC10 of the McCormick Place West Building. Dentists, dental students and pre-dental students will kick off the season, meet with each other (in some instances for the first time), and spend an informational evening together as they build relationships that will be beneficial to both the student and the dentist.



**YOUR  
Dues  
AT WORK**

If you are interested in becoming a mentor, visit <http://on.cds.org/mentors>.

Or if you have questions, contact Lisa Hosley, assistant director of member services at [lhosley@cds.org](mailto:lhosley@cds.org) or Joanne Girardi, director of member services, at [jgirardi@cds.org](mailto:jgirardi@cds.org).

## CDS officers' election to be held November 7

The 2013 CDS Election of Officers will be held Wednesday, Nov. 7, during the Regional Meeting at Drury Lane, 100 Drury Lane, Oakbrook Terrace.

### THE 2013 CDS OFFICER NOMINEES

- President: David Fulton Jr.
- President-elect: Richard Holba
- Secretary: Susan Becker Doroshov
- Vice President: George Zehak
- Treasurer: Phillip Fijal

The Installation of Officers will take place Sunday, Nov. 11, at the Hotel InterContinental, 505 N. Michigan Ave., Chicago.

- Welcome Reception: 6:15 p.m.
- Installation: 7 p.m.
- Dessert Reception: 8 p.m.



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## CDS Foundation is now accepting nominations for Vision Award

The Chicago Dental Society Foundation is accepting nominations for its annual Vision Award, honoring outstanding volunteer achievements.

Recipients are chosen for their extraordinary commitment and achievements — particularly in the area of volunteerism and philanthropy. Candidates will be nominated by their peers. The following criteria will be used to consider nominees:



**Michael Stablein**

- Contributions that significantly and consistently impact the advancement and/or recognition of the vision of the CDS Foundation and the dental profession through volunteer service;
- A demonstrated ability and willingness to serve as a formal or informal mentor;
- Evidence of philanthropy, including time, expertise, and/or financial resources donated to improve access to care and dental education.

M. Caroline Scholtz, wife of the late Dr. Michael Stablein, accepted the first CDS Foundation Vision Award on his behalf at the 2012 Midwinter Meeting.

The next award will be presented at the 2013 Midwinter Meeting.

Submit your nomination today at <http://on.cds.org/2013vision>. ■

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## VOX POP

comments from our readers

### ADA should investigate 'teeth-in-a-day' claims

I read Dr. Lamacki's Final Impressions column with great interest, as well as Dr. Gerding's article, and would make some suggestions.

The ADA should eliminate much of the HOD, but also some worthless committees, and add one that investigates truth in advertising. The flood of "teeth-in-a-day" advertising is disgraceful to our profession. Currently, one of these advertisements states that "general dentists do general things." What an insult to those of us who are general dentists and also place implants. There is no specialty for implant dentistry that their ad implies.

I have contacted a member of the Illinois Board, but have only received two promises of a return phone call. I have practiced implant dentistry for 41 years, but have never forgotten what we all know: root canals, crown, bridges, partials and dentures do WORK!

— Richard Guaccio, DDS  
Scherverville, IN

### Will spending cuts doom the ADA Library?

All CDS members are ADA members. Am I the only one to miss the announcement that the ADA, for all intents and purposes, is closing the ADA Library?

A July 16 article in the *ADA News* announced that the ADA Board of Trustees recommends a bold plan for growth and strength and that the 2013 budget proposal emphasizes strategic goals. There is a dues increase and special assessment

included. The ADA Library was not mentioned. However, advised by a software program that calculates return on investment, return on objective, and alignment with the Strategic Plan, the Board has found that our ADA Library is not worth maintaining.

What were they thinking? Its value can not be calculated by software. The ADA Library is an invaluable, irreplaceable resource.

Meanwhile, the ADA Library budget for 2013 has quietly been cut by 60 percent and the library will be transitioned to a limited information service. Book loans to members will be a thing of the past; nearly the entire book portion of the library is being dispersed to places unknown. The journals budget may be reduced, and funding for the Cochrane Library of EBD reviews is uncertain. The information service will be housed in smaller quarters with no access to the journals collection by members.

The library space is valuable; they want a higher paying tenant. Sound familiar to NUDS and LUDS grads?

There is currently a workload to support 13 staff positions, as library services are used regularly by researchers, academicians, article and book authors, members and non-members in the U.S. and abroad. While physicians have access to hospital or academic medical libraries and attorneys use the law library of their firm, legal society or court system, most dentists do not have a resource for low-cost, comprehensive dental information outside of the ADA Library.

The library supports the stated objective of the ADA: to improve the health of the public and to promote the art and



### Write to us

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The *CDS Review* encourages readers to offer comments regarding topics of concern to the dental profession.

To be considered for publication, comments must be 200 words or fewer. The *CDS Review* reserves the right to edit or reject any letter submitted.

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science of dentistry. It supports the ADA goal to provide support to dentists so that they may succeed and excel throughout their careers.

I urge you to make sure your CDS, ISDS and ADA delegates are aware that you want the ADA to restore the Library budget, and to support the notion that the ADA keep a well maintained library of historical and up-to-date books and journals as a world-class resource for the dental profession with full access by its members and the public. I hope that the ADA Board of Trustees will listen to

the membership over the advice of a software program.

— Spencer Bloom, DDS  
Chicago

**What were they thinking?  
Its value can not be calculated by software.  
The ADA Library is an invaluable, irreplaceable resource.**



## PRESIDENT'S PERSPECTIVE

by John Gerding, DDS

Write to Dr. Gerding at [jgerdingdds@msn.com](mailto:jgerdingdds@msn.com).

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# Now I know my ABCs

**A** is for **ADA**, did you have any doubt?  
If you're not a member, there goes our clout.

**B** is for **BUR**, a must on our tray.  
But keep the handpiece steady, or it just might stray.

**C** is for **CDS**, our mother ship in the Loop.  
Do you dare not belong to this winning group?

**D** is for **DENTE**, of Greek origin true.  
If what ails the tooth be known, there's nothing to rue.

**E** is for **ELECTRONICS**, on which all systems now run.  
Makes the quill and ink well not seem so fun.

**F** is for **FLOSS**, which not enough people use.  
Omit it too long, and a tooth you may lose.

**G** is for **GREED**, causing us so much grief.  
What happened to Hippocrates and our early belief?

**H** is for **HEALTH**, with so many ties to the mouth.  
Ignore your teeth and watch your health go south.

**I** is for **INFO**, which we must always update.  
That's why CE should be on your plate.

**J** is for **JAZZ**, our last Midwinter theme.  
A success it was, it would certainly seem.

**K** is for **KELLOGG's** midlevel provider.  
They should stick to cereal where they're not an outsider.

**L** is for **LASER** making slow inroads in.  
Someday we'll see it's not really a sin.

**M** is for **MARKETING**, which we never were taught.  
Now it's a must and everywhere sought.

**N** is for **NEW**, though not guaranteed to be good.  
Thus, EBD to look under the hood.

**O** is for **ORAL CAVITY**, the place where we work.  
That's where those nasty *S. mutans* lurk.

**P** is for **PANORAL**, an oral surgery must.  
In that kind of info you can't help but trust.

**Q** is for **QUALITY**, which we all must seek.  
Otherwise it's re-dos, which can ruin a week.

**R** is for **REPLACE**, as in get that tooth back.  
Enough of those gone puts one on the denture track.

**S** is for **STERILIZATION**, of which we can't do enough.  
Avoid it awhile and watch OSHA get rough.

**T** is for **TASTE**, one of the five senses of man.  
Keeping it should be high on our treatment plan.

**U** is for **UNIVERSAL**, the precautions we take.  
After all, it's for all of our sake.

**V** is for **VENEER**, to beef up a smile.  
Before that option, treatment could take quite a while.

**W** is for **WATERLINES**, which must be kept clean.  
Bacterial buildups can get pretty mean.

**X** is for **X-RAYS**, without which we're lost.  
But now they're digital, at less radiation level cost.

**Y** is for **YOUTH**, the future of our profession.  
Why not help out via a mentoring session?

**Z** is for **ZEALOUS**, which every dentist should be.  
Love what you do and you'll be worry free. ■





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# What can you do to **SURVIVE** in an **UNCERTAIN ECONOMY?**

by Joanna Brown

**T**hough economic experts declared our recession over more than three years ago, the public remains skeptical — and thus cautious with both their personal spending and their business plans.

As evidence, an April survey of more than 1,600 dentists by the American Dental Association revealed that clinicians are largely pessimistic about overall economic conditions in their dental offices. More than 45 percent feel negatively about today, and more than 40 percent feel negatively about conditions six months from now.

In contrast, only 20 percent had positive feelings about overall economic conditions today, and 23 percent feel positively about conditions six months from now. The rest reported neutral feelings.

It's not surprising, then, that those

dentists surveyed are unlikely to grow their staffs in the next year. More than 80 percent said they had no plans to hire a dentist or hygienist in the next year, while 75 percent were unlikely to hire non-dental staff, and 68 percent won't be looking for a chairside assistant.

The challenge remains to keep up the high performance level of your practice during this extended period of economic challenges.

"Growing a practice during tough economic times is a possibility," assured Cathy Jameson, founder and chief visionary officer of Jameson Management, an international dental management and marketing firm. Ms. Jameson presented *Ten Ways to Have a Practice of Excellence in Any Economy* at the Chicago Dental Society's May webinar. "A series of small improvements, put together, makes a pretty magnanimous difference in your practice."



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**CUSTOMER SERVICE**

“The first step in marketing is to have a well-managed practice,” Ms. Jameson said. “In each and every interaction with a patient, this has never been more critical than it is today.”

As an example, she pointed to telephone etiquette, the first — and sometimes the only — contact patients have with your practice. Use this opportunity to convince callers of the importance of coming in to your practice.

“Marketing data shows us that seven out of 10 people make a decision to make or keep an appointment with you based on how they are handled on the telephone,” Ms. Jameson said. As such, staff should be answering the telephone uniformly with the name of the dental practice and the name of the person who answered the phone.

“Let them know they’ve reached the right office,” Ms. Jameson coached, “and then a ‘How may I help you?’ gives the patient the lead to direct the call.” Have

a pen and paper ready to gather information during the conversation.

Once the patient comes to the office, ask how they found your practice. For general dentists, 70 percent of new patients come from personal referrals; the rest come from external marketing. Use this information to track your marketing expenses so that you get the best return on investment, and also to thank your existing patients for their referrals.

**ROOM FOR IMPROVEMENT**

Most likely, your examination of the office’s telephone protocol will be part of a larger self-evaluation. Look for glitches in your office systems, environment and marketing plan, and address them. They might be as simple as carpet stains.

“Perception is all-powerful, and if a patient perceives a problem they will wonder about the quality of care you’re providing,” Ms. Jameson said. Be guided by your practice’s mission statement,

and consider how each office system and your leadership steer your practice toward your vision.

“What leadership do you bring to the practice every day: your attitude, energy, willing spirit,” Ms. Jameson explained. “Are you educating patients to make good decisions and is the practice at the top of its game?”

**MARKETING THROUGH REPETITION**

A review of your office documents — both the items that go out to patients and the papers that you maintain internally — is a huge part of your self-evaluation. Be sure they are sending a consistent message.

Consider first your brochures, Ms. Jameson advised. Is your logo clear, fresh and visible? Are the photos current? Is the brochure attractive? Are they printed on paper that makes a statement about your practice? And is the message consistent among all the materials a patient sees in your office?

Your marketing efforts should not be limited to your practice. Help patients understand what’s new in dentistry, and also why coming to your practice is a good decision. Keep existing patients up to date on what’s happening in your practice and in their mouths.

“Eighty-three percent of learning takes place visually, so whether it’s your marketing protocols or patient education protocols, there is nothing that takes the place of showing the patient their own mouth, their own smile, their own teeth, to help them understand what it is that you’re recommending they do to help restore their mouth to good health.” ■

Ms. Brown is the CDS senior writer.

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**Marketing data shows us that seven out of 10 people make a decision to make or keep an appointment with you based on how they are handled on the telephone. . . . Let them know they’ve reached the right office.**





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# Installation of Officers

SUNDAY

**November 11**

Hotel InterContinental  
505 N. Michigan Ave., Chicago

Reception: 6:15 p.m. • Grand Ballroom Balcony

Installation: 7 p.m. • Grand Ballroom

Dessert: 8 p.m. • Renaissance Ballroom

## **The 2013 Officer Nominees**

President: David Fulton Jr., DDS

President-elect: Richard Holba, DDS

Secretary: Susan Becker Doroshow, DDS

Vice President: George Zehak, DDS

Treasurer: Phillip Fijal, DDS



The election will be held during the Regional Meeting Wednesday, Nov. 7, at the Drury Lane in Oakbrook Terrace.



# BENEFITS COST ANALYSIS

## Why the value of employee benefits outweighs the costs

by Joanna Brown

It seems like every night's news report brings more bad news for consumers: "gas prices are expected to surge ...", "grocery shoppers will see an increase in their weekly bills this fall...", and news of another local tax increase. We're all working harder to stretch our dollars.

Help your staff's efforts by providing benefits that stretch their salaries and show how much you value their commitment to your practice. You'll help yourself, too, by developing an office environment that staff members want to be a part of. Their longevity benefits your business.



“Developing a great work environment costs you nothing. When your staff feels that they are treated with respect for who they are and what they contribute and they feel that they receive positive feedback, it breeds continuity and retention,” said human resources consultant Carol Semrad, explaining that retaining staff is far less expensive than recruiting new employees. Ms. Semrad works in Chicago primarily with small and medium entrepreneurships. She’s also a spokesperson for the Chicago Society for Human Resource Management (SHRM).

“Employee engagement is ambiguous, but I think you have to chip away at it. If you come at it from all different directions you achieve goals and retain institutional knowledge that is so important,” echoed Tammy Cowser, human resources director for a Chicago law firm and another spokesperson for Chicago SHRM.

“If you capitalize on these ideas, you can get some real mileage out of them. Market them as benefits,” Ms. Cowser said.

#### TIME AWAY

Extra days off are always appreciated, Ms. Semrad said. Birthdays, opening day of the baseball season, April Fool’s Day — whatever your office chooses to celebrate builds goodwill at a low cost.

“I had one client who gave everyone a day off on his mother’s birthday, even though she wasn’t around any longer,” Ms. Semrad said, “When he was a kid, his mom took the day off of work and all the kids got the day off of school because his mom felt it was important for families to be together for celebrations. So he honored his mother’s memory in his office as an adult.”

Another idea from Ms. Semrad: give each employee a pass for one free dental exam to distribute at their discretion. They might donate it to a neighbor who wants to check out your office, a needy family at their place of worship, or a local child who needs to get started with good oral care. It sends a message to the employee about the work environment

they are part of, and builds goodwill for your business in your community.

“It goes an awfully long way toward developing the respect and partnership that goes on in any business. You want employees who want to be there and want to talk about what they do in their community,” she said.

#### SPOT REWARDS

If holiday bonuses or annual raises have slimmed down, remind staff that you still value their leadership and initiative through spot rewards.

Ms. Cowser’s firm recognizes when employees achieve personal goals, like completing a certification program away from the office.

“It’s small, like a Starbucks card. At the base level it’s a thank you, and people like to feel thanked,” she said.

Ms. Semrad recommended surprising staff members with an afternoon of chair massages in the office or a special breakfast, like made-to-order omelets at a staff meeting.

#### SUPPORTING CHANGE

This kind of focus on the employees’ experience can also help a business survive bigger changes, such as when one of Ms. Semrad’s clients switched its employees’ insurance plan. The old program had a very low deductible, about \$250, whereas the new program would have a deductible closer to \$1,500 annually.

The company knew this would significantly impact employees, and made efforts to ease the burden: the company offered to pay the difference in the deductible. Thus, employees who paid more than \$250 for their healthcare could submit their receipts to the company for reimbursement. For a plan with 48 employees, it cost the company \$7,000 that year — far less than the company saved by switching insurance plans.

“It gave employees the feeling that the employer was conscious of the out-

of-pocket costs this change would force on employees, and employees felt that the organization cared about them,” Ms. Semrad said.

#### CULTURE CHANGE

Ms. Cowser’s firm acted to support employees’ personal goals and personal health when they adopted employee wellness as a workplace theme. While several staff members are celebrating individual accomplishments, Ms. Cowser said the firm, too, is benefiting.

**“It goes an awfully long way toward developing the respect and partnership that goes on in any business. You want employees who want to be there and want to talk about what they do in their community.”**

For the past year, they have allowed Weight Watchers to hold meetings on site, at no cost to the firm, and several employees have used the program to improve their health. One employee lost 60 pounds over the year.

To supplement its support of the weight loss program, the firm offers healthy meal options at all events where hospitality is provided, and they’ve started an annual health fair on site.

“Those things don’t really cost anything more than time,” Ms. Cowser said. “We’re trying now to tie it to our health insurance plan, so the participants may see some benefits, too, in their premiums when they have their health screenings.

“I think their attitudes are changing right along with it. We’ve got more energetic people. I think people have found success in one quadrant of life and are applying it to others.” ■

Ms. Brown is the CDS senior writer.

Photo credit: dserg / Shutterstock.com

# NAVY DENTISTRY

No start-up costs make the military a viable option to traditional career paths in dentistry



**A**spiriring dentists typically focus on traditional paths to a private dental practice, sometimes joining an established practice and sometimes working in a clinical environment before taking additional steps. The option of serving in a military dental environment is often overlooked.

The CDS Review asked Navy Lt. Cmdr. Paul Johnson, officer recruiter for Navy Recruiting District Chicago, based at Great Lakes, to share with us the questions and answers that he hears most frequently in his work with dental professionals.

**CDS:** Dentists and soon-to-be dentists seldom think about service in the Navy. But it really is a viable option, isn't it?

**Lt. Cmdr. Johnson:** Certainly anyone in the field of dentistry should consider Navy service. Sailors, Marines and their families need dental care every bit as much as other Americans, and the Navy rewards dentists with competitive compensation and benefits. But the truth of the matter is that Navy dentistry has the potential to be even more rewarding than dentistry in a civilian environment.

**CDS:** Do you say that because of the way medical teams support the Navy's military missions?

**Lt. Cmdr. Johnson:** In part, yes. It's true that Navy dentists need to be prepared to support our deployed sailors at sea and sometimes also Marines and sailors on land in combat roles. Many of those needs are satisfied by "drill 'n fill" or "yank 'em" types of procedures and take place aboard ships or in base camp settings, but much more sophisticated procedures take place in those environments as well.

It also is important to recognize that America's Navy is typically the first responder to natural disaster situations ranging from earthquakes to tsunamis to hurricanes, so our medical teams often see situations and medical environments that are rarely seen by civilian medical groups. Those situations present not only challenges, but also learning experiences. And they often result in remarkable innovations in medical and dental practices and procedures.

**CDS:** So does that mean that Navy dentists serve primarily on board ships?

**Lt. Cmdr. Johnson:** Everyone who joins the Navy must anticipate that shipboard duty will be a part of their future. At the same time, it is important to note that even the saltiest sailor only spends a portion of his or her time at sea, and many don't have sea duty at all. The same holds true for dentists, including dental specialists.

**CDS:** If dentistry is regarded as an especially important career category for the Navy, does the Navy do anything special to attract dentists?





**Lt. Cmdr. Johnson:** The Navy offers a variety of incentives for both active duty and reserve dentists, ranging from sign-on bonuses and special-incentive pay to advance education assistance. Of course, the benefits of serving as a Navy officer come into play as well. Already-practicing dentists are eligible for a sign-on bonus that can range from \$75,000 to \$300,000 depending on specialty and service requirements. For dental students who are willing to serve on active duty, among the greatest incentives we have are our Health Professions Scholarship Program and our Health Services Collegiate Program.

**CDS:** *How do these work?*

**Lt. Cmdr. Johnson:** In the Health Professions Scholarship Program, the dental candidate enlists in the Navy Reserve until after graduation from a graduate medical program, when active duty starts. The active duty commitment time period will vary depending upon which year of the educational program the enlistment starts. In return, the Navy pays the graduate school tuition plus a sizeable monthly stipend to help cover most of the student's living expenses. Upon graduation, he or she receives a commission, entering with the rank of an officer.

Similarly, the Health Service Collegiate Program helps students complete their degree program in a designated health profession by putting them on active duty status in the Naval Reserve, with pay and benefits while they go to school; books, tuition, etc. are their own responsibility under this program. Upon completion of the degree program, they are commissioned and continue to serve in their health profession.

**CDS:** *What specialties qualify for the program?*

**Lt. Cmdr. Johnson:** There are opportunities in any of 13 specialty areas, from general care to maxillofacial prosthodontics to forensics. In all of these areas, Navy dentists use some of the most

advanced technology on the planet without having to make the front-end investment on their own — no start-up costs, no equipment expenses, and no insurance fees.

**CDS:** *Does the individual need to be licensed as a part of this?*

**Lt. Cmdr. Johnson:** Yes, the graduated dentist must have and maintain a license to practice. The license must be from a state, territory or District of Columbia, and that will require passage of the required exams as close to graduation as possible.

**CDS:** *What rank or status will the dentist have upon activation?*

**Lt. Cmdr. Johnson:** The dentist will be commissioned as a lieutenant or higher in the Navy Medical/Dental Corps, depending on specialty, so both status and salary are comparable to that of civilian dentists. And when you consider that a dentist in this program typically avoids having to take out a student loan to get the degree, a lot more of that earned money remains in his or her own pocket.

.....  
**When you consider that a dentist in this program typically avoids having to take out a student loan to get the degree, a lot more of that earned money remains in his or her own pocket.**  
.....

**CDS:** *Are there opportunities for people to be a part of a medical team without an advanced degree?*

**Lt. Cmdr. Johnson:** Of course dentists and dental specialists are at the top of the Navy's needs list. The medical and dental fields are extensive, so the Navy also needs strong medical and dental technology people, corpsmen, and qualified assistants as well. There are similar incentives for many of these areas.

**CDS:** *How does one get started pursuing this opportunity?*

**Lt. Cmdr. Johnson:** Actually, the first step is to contact the local recruiting station to find out about any and all of the jobs that we have available. To reach us in the Chicago area, contact our station by calling 847.688.7100 and follow the prompts to be routed to the officer programs area.

If you or an out of-town friend want to locate another recruiting station nearby, visit [www.navy.com](http://www.navy.com) and click on "find a recruiter" on the right side of the home page, then enter your zip code. The website will identify contact locations for both enlisted and officer programs. A call to 800.4GO.NAVY will do the trick as well.

We also have a free CD about Navy Dentistry programs that we will be happy to make available to anyone who requests it. Call 847.688.7100, ext. 134, to request it.

**CDS:** *For those of us who live in America's heartland, where the ocean is far away and we seldom see a sailor, it is sometimes difficult to grasp what the Navy is all about. Can you highlight it for us?*

**Lt. Cmdr. Johnson:** To put the Navy's role in perspective, you need to recognize that 70 percent of the world is covered by ocean, 80 percent of the world's population lives along coasts, and 90 percent of the world's commerce travels by water. Protecting all of that is our job. We are on watch 100 percent of the time.

Sailors serve on land and from the sea; from ships on the water, submarines under the water, and planes and helicopters over the water — all to meet America's threats far away so that those threats can not harm us here. We have people in theater in Iraq and Afghanistan, some on land and some on the sea nearby. We also interdict pirates off the shores of places like Somalia, and we maintain a presence in other areas of the world where tensions may run high.

At the same time, we are ready to respond to natural disasters with medical teams and rescue personnel. It is all a part of what makes America's Navy a global force for good. ■



# Can't beat fun at the old rooftop

Photography by Tricia Koning



**S**unday, July 15, was a beautiful day for baseball as a group of nearly 200 Chicago Dental Society members and their guests met on a Waveland Avenue rooftop. Root, root, root for the home team they did, as Cubs pitcher Matt Garza threw seven shutout innings for a 3-1 win over the Arizona Diamondbacks.

"A big thanks goes out to all of our CDS colleagues for coming out Sunday to root the Cubs to victory from our private perch at the Beyond the Ivy rooftop," said CDS President John Gerding. "The weather couldn't have been better, the food and drink were good and plentiful, and the camaraderie was the best yet for a CDS baseball event."

"It was truly a beautiful, fun day with a Cubs victory to boot," Dr. Gerding said. ■



# You've got a friend

The stars were shining brightly when 175 guests of the Chicago Dental Society met at Ravinia Festival July 28 for dinner and the music of James Taylor.

"Wow, what a night!" recalled CDS President-elect David Fulton Jr. "Ravinia provided the perfect backdrop for an evening of fellowship among many old and new faces of CDS. Wonderful weather, good food and wine, my wife and James Taylor — what a date night!"

Guests enjoyed a light supper and cocktails before retreating to their seats in Ravinia's pavilion — no small feat, given that Ravinia had sold out all tickets to Mr. Taylor's shows that weekend. They returned to the tent nearly three hours later for coffee and sweet treats, singing the praises of the performer's strong voice and stage presence. ■

## Chicago Dental Society members celebrate summer at Ravinia

Photography by Andrew Campbell



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CDS REVIEW SPECIAL SECTION

# MANAGING YOUR WEALTH

- Growing your wealth
- Managing student loan debt
- Looking for a loan?
- Maximizing purchasing power

MANAGING YOUR WEALTH



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# GROWING YOUR WEALTH:

## Paths to pursue, pitfalls to avoid

by Dan McCann

If you're intent on mapping out a lucrative financial future, investment counselors suggest it's best to begin saving and investing early, review your goals and strategies regularly, and by all means keep your emotions in check.

"A small amount of money invested early in one's career will often grow to a larger amount of wealth compared to bigger investments made later down the road," said Brandon Kanagy, vice president and senior branch office manager at Fidelity Investments' Oak Brook investor center. "The more time you have in the market to grow your wealth, the less you actually need to save. So the sooner people can start saving and investing the better."

Mr. Kanagy advises young dentists to begin saving with automatic withdrawal plans, such as 401(k) and 403(b) accounts, which also offer tax advantages.

A prime component of wisely investing those savings involves balancing potential returns versus risk, Mr. Kanagy said. Too often, people focus on what offers the best

return and neglect to consider how chancy an investment could be. Thus, careful planning is key to avoiding setbacks. First, people have to establish a financial target to aim for.

Mr. Kanagy points out that investors establish their strategy by calculating what return they need to attain their financial goal, balanced against how much risk they're willing to take. And they adjust accordingly: If, say, an investor aiming for a six-figure return in five years isn't comfortable betting on a stock that may deliver that payoff but just as possibly could go bust, he might more prudently pursue a more conservative strategy.

At U.S. Bank in Chicago, Wealth Management Advisor David Dunning advises that the best approach to managing risk is to "maintain a well-diversified asset allocation strategy." He suggests that investors spread out their investments in asset classes such as equity (stocks), fixed income (bonds), real estate and commodities, including grains, minerals, metals and energy.

**“Over the last 20 years, the average investor’s returns have been half of what they would have been because emotion caused them to buy and sell at precisely the wrong times.”**

Mr. Dunning also instructs clients aiming to grow their wealth to cut their debt as much as possible. With today's low interest rates and sluggish economy, "the cost of debt can greatly impair the overall returns received from savings and investing," Mr. Dunning said.

A prime drain on investments is mismanaging expenses, said Nick Streit, wealth-advisor for Northern Trust Corp. in Chicago.

"The number one factor inhibiting both wealth accumulation and preservation is expense management," he continued. "As you accumulate savings to invest, be aware of investment costs. Taxes, fees and trading costs can be more significant than most people realize."

Because the market and people's goals constantly change, investment counselors advise clients to regularly review their investment strategies. "It is valuable to you to spend the time at least twice a year reviewing your situation," said Mr. Dunning.

Counselors also stress that reacting emotionally to market setbacks — or anticipated setbacks — is an all-too-common pitfall. "Over the last 20 years, the average investor's returns have been half of what they would have been because emotion caused them to buy and sell at precisely the wrong times," said Mr. Streit.

"Don't try to time the market," added Mr. Dunning, "establish a regular pattern of investment, monthly or quarterly, to take the emotion out of the market."

At Fidelity, Mr. Kanagy advises clients to adopt long-term strategies that look beyond short-term market gyrations. "We believe very strongly that a long-term investment horizon is the most important way to build wealth." ■

Mr. McCann is a freelance writer.

Managing Your Wealth cover photo © Shutterstock Images

## WHEN IT COMES TO PRACTICE FINANCING, NORTH BANK KNOWS THE DRILL

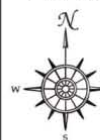


*Endodontist Dr. Robert Ceisel of State Street Dental Specialists, 671 N. State, with Charlie Soria, Vice President of North Bank.*

"When I graduated dental school, the one bank that came forward and gave me the financing to start my practice was North Bank," says Robert J. Ceisel, DDS, MS.

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# GET A GRIP ON STUDENT LOAN DEBT

by Rachel Azark

**M**embers of the University of Illinois at Chicago (UIC) College of Dentistry's most recent graduating class were, on average, \$209,370 in debt when they received their diplomas. Of the 66 Doctor of Dental Surgery students who graduated, 80 percent of them had borrowed money to finance their dental education.

"Nationwide, student debt is increasing," said Darryl Pendleton, associate dean for Student and Diversity Affairs at UIC's College of Dentistry. "As students are in need of assistance to cover their undergraduate education, they are coming to dental school with more debt."

And despite dental schools having to increase the cost of education — and thus the debt that students incur — Dr. Pendleton said dentistry is still a very attractive career. Many students enter the program wanting to become an entrepreneur and one day own a practice. But there are certain steps that students and graduates must take to protect themselves so they can pay off their loans and protect their credit scores.

Dr. Pendleton stresses that one of the most important contact persons the new graduate should have is their lender.

"We stress that they need to know their options and the different payment plans. If a student is not proactive, that's when you start to see problems occur and no one wants to see a default," said Dr. Pendleton.

However, UIC helps students before they graduate. Students receive loan counseling and an in-house tutorial with experts. They also must complete an online tutorial through the Department of Education, and a financial aid exit meeting is mandatory before graduating the dental school.

Bill Druliner, the Chicago regional manager of GreenPath Inc. and a certified consumer credit counselor, suggests starting early to protect and build up your credit score, which will help a student get a better interest rate if they need a loan down the road.

He first suggests that students try to minimize their living expenses and not be tempted to use any surplus funds from their loan for other nonrelated educational expenses because they will eventually have to pay those off. Dr. Pendleton suggests decreasing the stressors in life by selling the car or renting a condo instead of buying one.

Mr. Druliner's second piece of advice is to avoid small mistakes, like not paying a utility bill or being chased by a collection agency over a small amount from some past bill.

"Relatively small mistakes while you are young can have cascading impacts," said Mr. Druliner, "so keep an eye on your bills."

Another suggestion is to contact the lender early if a student foresees paying a loan off as a problem.

"Problems occur when six months after graduating the student is not prepared for the payments to start," said Mr. Druliner. "It is important to call to ask to put off payments or for a different payment plan."

In addition, Mr. Druliner recommends establishing a good credit history.

"Some people believe that it is good to carry a balance on a credit card. This is not true and it works against you," he said. "The best way to build or reestablish credit is to, for example, only use your credit card for gas and pay that in full each month."

Mr. Druliner noted that educational loans are reflected on credit reports like any other loan. A lender will look at the minimum monthly payment for the educational loan when deciding eligibility for another loan.

"What it comes down to is developing a budget that works for you that will include debt reduction, living expenses and savings," said Mr. Druliner. ■

Ms. Azark is CDS editorial assistant.

## Resources for reducing student loan payments

If you are looking at different payment options for reducing the payment on your student loans, Mr. Druliner suggests visiting the following websites:

- [www.ibrinfo.org](http://www.ibrinfo.org).
- [www.askheatherjarvis.com](http://www.askheatherjarvis.com).
- <http://loanconsolidation.ed.gov>



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<sup>2</sup>Other fees and expenses applicable to continued investment are described in the fund's current prospectus.

<sup>3</sup>ETFs may trade at a discount to their NAV and are subject to the market fluctuations of their underlying investments. ETFs are subject to management fees and other expenses.

<sup>4</sup>Unlike mutual funds, most CDs offer a fixed rate of return and guarantee payment of principal if held to maturity. Unlike most bank products such as CDs, money market mutual funds are not FDIC insured.

Although guidance is provided one on one, it is educational in nature, is not individualized, and is not intended to serve as the primary or sole basis for your investment or tax-planning decisions. Investing involves risk, including risk of loss.

Before investing, consider the funds' investment objectives, risks, charges, and expenses. Contact Fidelity for a prospectus or, if available, a summary prospectus containing this information. Read it carefully.

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MANAGING YOUR WEALTH

# LOOKING FOR A LOAN?

## Finance pros offer lending insights

by Janyce Hamilton

**W**hen building your business requires that you secure a loan, the process may give you pause. But local experts say it shouldn't. Here, two experts offer their advice on finding success in the application process.

President and CEO of Chicago's North Bank, Mayo Walcott has approved many loans to dentists. He said that applicants can do many things to successfully secure a loan. Echoing this advice is Mark Pesavento, co-owner of Berwyn-based Pesavento & Pesavento, who calls many dentists his clients.

**The Bank will want to see everything.** Do the paperwork ahead of an appointment.

Don't wait until the day of your appointment with a banker to organize your financial records. Gather all records in the weeks or months before an appointment, as you may need to consult with a certified public accountant. To get a loan of less than \$100,000, copies of two years of personal tax returns will be needed. An accountant can help to make a balance sheet and income statements for the last two years, plus an interim statement of income for the practice year-to-date. To get a loan of more than \$100,000, a resume, background information, and a record of how long you've been in practice will be needed. Want to start up a new practice, which includes working capital? A business plan is required.

Details on what any loan will go toward means documentation, such as quotes on equipment prices, appraisals, or information on promissory for consolidation. Spend time researching the idea behind the loan.

**Pick a bank that 'gets' dentistry.** Check out ones popular with dentists.

Mr. Walcott advised doctors to go to a bank in the neighborhood where they will be practicing. "Banks want to build their own community. We want to talk to you." He said also to get recommendations from other dentists.

Build a relationship with a banker over time instead of just when you need a loan. "When you are in need, if your banker already knows you, he or she wants to help you reach your goals."

Added Mr. Pesavento, "If you go to a bank because they are at a 1 percent lower lending rate but they don't work with dentists, they'll be scrutinizing your assets. Banks that understand the business of dentistry know that 90 percent of a practice acquisition is buying goodwill. They understand cash flow lending."

**Obtain your credit score.** Fix bad reports before seeking loans.

Mr. Pesavento said a credit score close to 700 is important. "In dental school and out in practice, meet your obligations. Small things could ding you in a big way," he said.

Mr. Walcott also likes to see dentists work as associates for a few years instead of buying a practice right out of school: "Establish a history of responsibly paying back your loans."

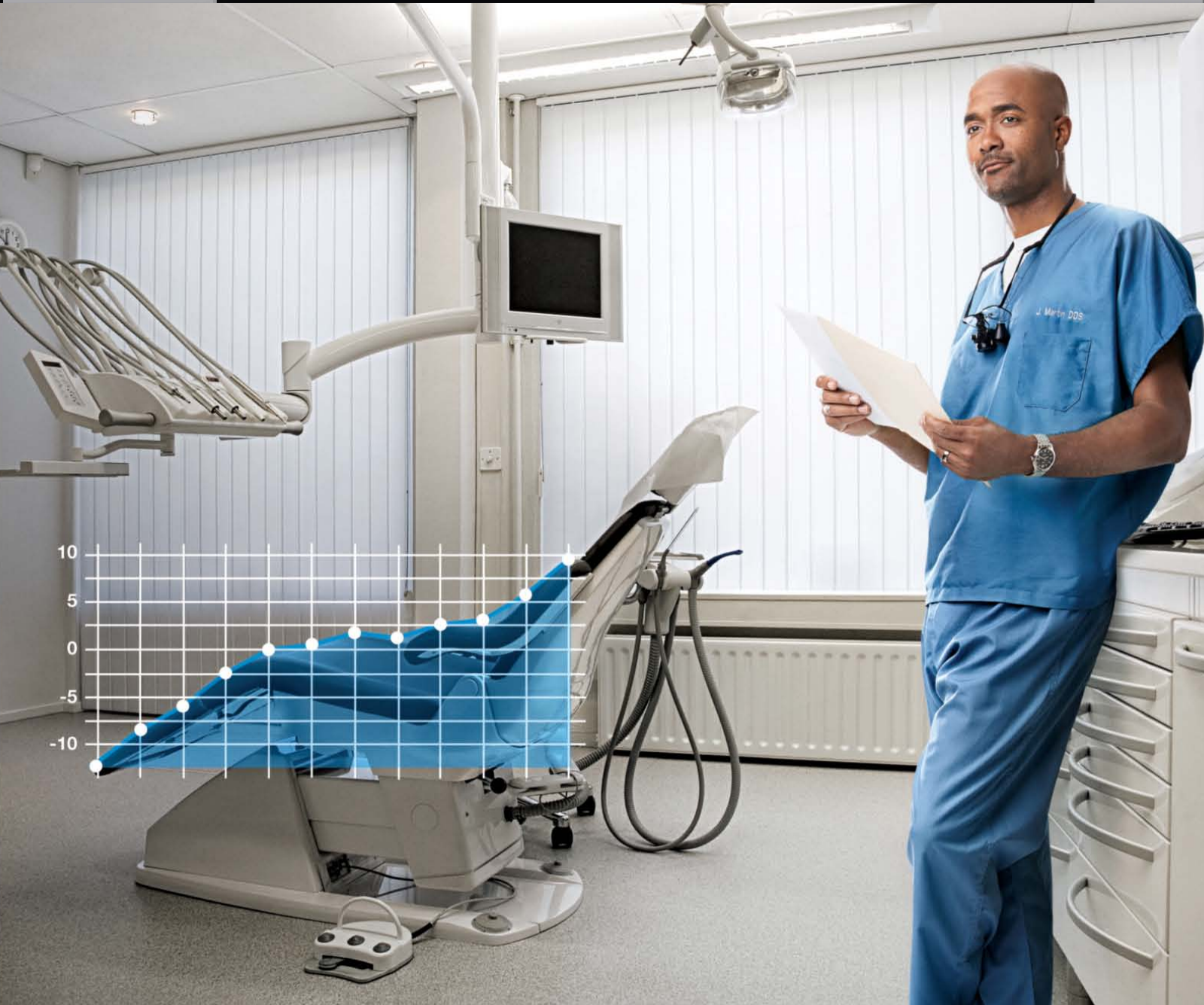
Added Mr. Pesavento: "You can't raise your debt ceiling like the government. Underspend." ■

This column was originally published Aug. 1, 2011.

Read the complete article online at <http://on.cds.org/hamilton>.

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MANAGING YOUR WEALTH

# 'TIS THE SEASON:

## Take advantage of end-of-year and holiday pricing

by Mary M. Byers, CAE

It's almost time to inventory your practice's supply and office equipment needs. Why? Smart practices know that end-of-year and holiday pricing can be favorable. Take advantage of this as you finish one year and prepare for the next.

**Take inventory.** What's on your practice "need" or "wish" lists? Take the time to methodically make a list of:

- Items you've delayed purchasing over the past year
- Software and equipment that would make your life easier/increase profitability
- Anything that would enhance patient experience and/or convenience
- Items that can be purchased in bulk
- Items that don't quickly expire
- Items necessary to replace (worn or outdated objects)

**Prioritize.** Of the items you've listed, which would make the biggest difference for your practice? Which, if purchased this year, could have the biggest impact on your bottom line? Which are the ones you've needed the longest? After considering these questions, narrow your possible purchases to make the list a manageable size.

**Check prices.** Call vendors and ask for their best prices for each item on your list. Check to see if any will offer a discount for a bulk purchase. Find out which items might experience a price increase after the first of the year. Use newspaper ads to compare prices on office equipment and supplies at local retailers. Compare online pricing at sites like Shopzilla, Bizrate and Pricegrabber. Look for coupons that might further increase your savings.

**Don't skimp.** Consider training and support costs when considering the total investment you'll need to make in each of the items you've identified. New software can be almost useless without proper training; adding these costs now will make it easier to compare the items on your list.

**Take advantage of tax breaks.** Section 179 of the Internal Revenue Code allows you to deduct the cost of new equipment or other assets — up to a certain limit each year. (Some assets don't qualify for this Section 179 deduction, including real estate, inventory bought for resale, and property bought from a close relative.) If you're looking at making a large equipment purchase, consult with your tax advisor regarding the ramifications of doing it this year versus next.

**Prioritize again.** Use the information you've collected above to prioritize and determine which items should be purchased this year and which can, or should, wait. Purchase the items you've identified before the end of this year in order to be able to take the expense on this year's taxes. Keep the remaining list as a reference for next year. ■

This column was originally published Nov. 11, 2011.

Read the complete article online at <http://on.cds.org/byers>.

If you're looking at making a large equipment purchase, consult with your tax advisor regarding the ramifications of doing it this year versus next.



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**FROM THE GROUND UP** A column about the CDS Foundation.

by Milly Goldstein

For more information, visit <http://on.cds.org/CDSF>

# Happiness comes from helping others

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**T**he *New York Times* ran a column in July about happiness. It seems that money can not, in fact, buy it. I'll explain.

Elizabeth Dunn, an associate professor of psychology at the University of British Columbia, and Michael Norton, an associate professor of business administration at Harvard Business School, have authored the book *Happy Money: The Science of Spending*.

In the course of their research, they gave adults \$20 and a note. Some were told to spend the money on themselves before the end of the day, while others were told to spend it on someone else. In follow-up interviews, the folks who spent the money on someone else reported far greater satisfaction.

In another study, toddlers were given their own equivalent of cash — Goldfish crackers — and they were thrilled.

Researchers then introduced a monkey puppet for the children to befriend, and the children were happier when they shared their crackers with the puppet.

Ms. Dunn and Mr. Norton summarized their findings in the *New York Times* July 8:

*Monkey puppets aside, the lesson is clear: maximizing our happiness is not about maximizing our goldfish. To be clear, having more goldfish (or more gold) doesn't decrease our happiness — those first few crackers may provide a genuine burst of delight. But rather than focusing on how much we've got in our bowl, we should think more carefully about what we do with what we've got — which might mean indulging less, and may even mean giving others the opportunity to indulge instead.*

As chair of the Chicago Dental Society Foundation, I can't help but apply these conclusions to the donors and volunteers who support our grants and activities. We all recognize the unmet need for oral healthcare; we can't help but see it at work every single day. It is by getting involved in our communities and helping those who need it that we'll find greater happiness in our own lives.

\* \* \* \*

As we approach the winter holidays, I know you'll be hearing from not only the CDS Foundation, but also the Illinois State Dental Society Foundation and the American Dental Association Foundation. We're all working to improve access to oral healthcare, but in very different ways. I encourage you learn more about our missions and to support all three organizations in whatever way you can.

The CDS Foundation is in the final stages of opening a dental clinic in DuPage County, a project that we are most excited about. We have a group of dedicated individuals wishing to help here, but there is always room for more. Let us know if you wish to volunteer in some way.

We're also getting ready for our annual fall wine tasting event Sunday, Oct. 7, at Cantigny in Wheaton. All are welcome. You might even find a new favorite bottle among the many you'll sip with us that night.

Finally, we're working on the details for our Friday Night Event at the 2013 Midwinter Meeting. We'll host the annual party at the Park West, and we'll hope you'll join us to unwind after the day's business is done. Buy your tickets for this can't-miss concert event when you register for the Midwinter Meeting in November.

Feel a sense of accomplishment by working with one of the foundations, or volunteer at one of the many clinics in our area that provide oral health services. Set an example for your staff and family by giving back. Take the first step and call our executive director, Rodney Watt, at 312.836.7301 to discuss how the goals of the Foundation best match with your interests. ■

**We all recognize the unmet need for oral healthcare; we can't help but see it at work every single day. It is by getting involved in our communities and helping those who need it that we'll find greater happiness in our own lives.**

## Save the date

The CDS Foundation will host its third annual Wine Tasting Benefit Oct. 7, from 5 to 8 p.m. at Cantigny in Wheaton. Join us for an evening of fun as we raffle off bottles from vintages sampled throughout the evening. Proceeds raised help fund access to dental care and education programs. Register today to attend. Visit <http://on.cds.org/Winetasting>.

The Chicago Dental Society Foundation's Third Annual

# Wine Tasting Benefit

funding ACCESS TO DENTAL CARE AND EDUCATION for Chicagoland's underserved

Sunday, October 7 » 5-8 p.m.

at Cantigny

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The CDS Foundation invites you to unwind with your colleagues in a comfortable social setting while raising money for much needed access to care and educational programs. Enjoy sampling a variety of fine wines and enter our raffle to win a bottle of the vintages featured.

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Foundation



**IT'S THE LAW**

by John M. Green, DDS, JD

Contact Dr. Green at 312.676.5980 or [jgreen@greenlawoffice.net](mailto:jgreen@greenlawoffice.net).

# What should you do when IDFPR contacts you?

Part Two of a two-part series

In my July/August column, I began a discussion of what to do when the Illinois Department of Financial and Professional Regulation (IDFPR) comes calling. My first advice was to take a deep breath and don't panic, and to find an attorney to handle your dealings with IDFPR.

IDFPR investigates and prosecutes instances of professional misconduct as set forth in the *Illinois Dental Practice Act*. While most of the complaints against a dental professional come from patients, complaints can also be filed by insurance companies, other dental professionals, dental staff, law enforcement agencies and dental boards of other states. IDFPR is charged with investigating every complaint as part of its "duty to protect the public."

Most often, IDFPR has the matter reviewed by its dental coordinator (who is a dentist) to determine if the issue can be resolved without a conference – such as by honoring a patient's request for their records prior to an out-of-state move. However, a majority of the complaints require an Investigative Conference with an IDFPR investigator and the IDFPR dental coordinator. During this conference, the dentist is questioned about the alleged misconduct in order to get the dentist's side of the story.

At this phase of the case, IDFPR is not obligated to turn over any of its file on the case, so it can be difficult to know what evidence exists. Furthermore, neither the patient nor a court reporter is present at the conference. A large percentage of cases are resolved at the Investigative Conference level with the matter either being dismissed or the dental professional being required to refund money and/or take "extra" continuing education.

If the case is not resolved at the Investigative Conference, IDFPR usually asks the dentist to attend an Informal Disciplinary Conference, at which time the dentist is questioned further by an IDFPR attorney and an Illinois State Dental Board member.

During the Informal Disciplinary Conference, IDFPR may issue an Administrative Warning Letter (AWL). This is not considered formal discipline, but rather a warning that is not reportable to the National Data Bank nor made public. Examples of infractions that may result in an AWL are advertising violations or minor recordkeeping problems.



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On the other hand, IDFPR may deem that a dentist has violated a certain section(s) of the *Illinois Dental Practice Act* and recommend formal penalties such as a reprimand, probation or suspension. A dentist is not required to voluntarily accept such penalties. However, sometimes the facts of the case are such that it may be prudent for the dentist to accept this settlement, known as a consent order. For instance, improperly billing an insurance company may result in a reprimand.

If the dentist and IDFPR are not able to reach a settlement, then a complaint (similar to a civil lawsuit) may be filed, resulting in a Formal Hearing.

A very small percentage of complaints end up at a Formal Hearing, which is akin to a trial. An Administrative Law Judge (ALJ) presides over the trial, which is prosecuted by an IDFPR staff attorney; members of the Illinois State Dental Board act as the jury. Guilt is determined by a standard of "clear and convincing evidence;" this is a higher standard than a civil malpractice lawsuit, which requires only a "preponderance" of the evidence.



And just like a civil trial, witnesses, including dental experts, can be presented by both sides. The ALJ issues a ruling that is then sent to the Illinois State Dental Board, which may accept the ALJ's findings or make changes to the judge's decision.

Following input from the Illinois State Dental Board, the matter is then reviewed by the IDFPR Director, who has the final say. If there is an adverse finding, a dentist may petition for a rehearing or file a notice of appeal with the circuit court. However, petitions for rehearing or an appeal through the circuit court are rarely granted.

Needless to say, an adverse finding by IDFPR leaves a permanent mark on a dentist's license, which can have a lasting impact on one's ability to practice in another state or to remain a participating provider in a dental insurance program — not to mention the devastating effect on one's reputation.

The best way to avoid an IDFPR investigation is to follow the specific guidelines set forth by the *Illinois Dental Practice Act*. Remember, ignorance of the law is not a defense. If, however, IDFPR does investigate a complaint of professional misconduct, it is imperative to retain an attorney to work with you throughout the disciplinary process. ■

**Editor's note:** The above article does not constitute legal advice but is for educational purposes only. In order to obtain legal advice, a personal consultation with an attorney is required. The views expressed in this column are those of the writer and not necessarily the opinions of the Chicago Dental Society.

Dr. Green is a practicing dentist and defense attorney who has been representing dentists and dental specialists for 19 years. Find more information on Dr. Green at [www.greenlawoffice.net](http://www.greenlawoffice.net).

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## LOOKING FOR A DENTAL HYGIENIST?

### Dental Careers Forum connects dentists with dental hygienists

Looking for a dental hygienist or dental assistant just got a lot easier. The CDS online **Dental Careers Forum** is the place to start your search. CDS offers this service FREE to member dentists, dental hygienists and dental assistants.

CDS members may post positions available; dental hygienists and dental assistants 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. To get started, visit <http://on.cds.org/careers>.

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## IN OTHER WORDS

by Stephanie Sisk

Follow the conversation online at <http://on.cds.org/FrontDesk>.

# Great bosses need a SMART system

It must have been the Olympic Spirit that moved us this summer to look in the mirror and improve on what we saw. Online columnist Stephanie Sisk examined two ways in which we might medal: first, by being a great leader, and second, by setting goals to guide our teams toward greater success. Several friends of the Chicago Dental Society supported these training regimens and Liked these columns on our Facebook page.

We want to hear from you, too. Look for new columns from Ms. Sisk and others online monthly at <http://on.cds.org/columnists>, and post your responses at the end. Or leave your comments on our Facebook page, [www.facebook.com/ChicagoDentalSociety](http://www.facebook.com/ChicagoDentalSociety).

Our columnists also want to hear which topics you'd like them to address. Send your suggestions to [review@cds.org](mailto:review@cds.org).

## Be a great boss

It pays big dividends to be a great boss. Employees who are proud to work for you, willing to go the extra mile, loyal, resourceful and caring will, in turn, ensure you thrive. Think of their satisfaction as an investment in the success of your practice.

"Bosses should be (an employee's) biggest fan," said John Halamka, CIO of Beth Israel Deaconess Medical Center, who

writes an engaging and quirky blog, *Life as a Healthcare CIO*. (His blog post "How to be a Great Boss" is a great read for dental and medical professionals: <http://geekdoctor.blogspot.com>.)

"Boss skills" can be learned and developed, but the foundation is actually easy: be kind, generous, listen to your employees, communicate clearly, treat them like people.

Together those qualities earn you respect, which generates enormous good will, trust and leadership credibility.

"We need to let go of the myth of formal authority," said Harvard

Business School professor Linda Hill. "It's more effective to think about being in a role of interdependence."

A great boss recognizes the power of that point, that the whole is stronger than each part. By building up and connecting the staff, your team feels their contributions are valuable and valued. Model the qualities you want in your staff, starting with flexibility and creativity, and they willingly will rise to the challenge.

### ONE PERSON LIKED THIS ON FACEBOOK

- Phil Schefke

## Draw inspiration from the Olympics to achieve your goals

We collectively hold our breaths watching Olympic athletes give the performance of their lives, knowing that they've spent years with one goal in mind. Day after day, their motivation, single-mindedness, discipline and dedication leave us awestruck and inspired.

Safe to say, most of us won't set athletic records, but we all possess determination and desire to do our personal best. Just like athletes, setting goals is a good place to start for working professionals. Having goals, meeting them, editing and revisiting the list can energize — or re-energize — your professional aspirations, either this quarter, this year or in four years (think Rio!).

A number of goal-setting formulas are available to help distill and outline goals for your practice. A popular system called SMART helps set the stage for thinking through your goals and, more importantly, putting them down on paper.

Some considerations to get you started:

- Thoughtfully reflect on your career goal.
- Separate what's important from what's a distraction.
- Stay motivated, and in turn keep your staff motivated.
- Set real and specific goals.
- Recognize and celebrate successes along the way.

But goals are just talk unless you bring your mental game, just like the athletes. You — and only you — bring the necessary passion and focus to your work. ■

### TWO PEOPLE LIKED THIS ON FACEBOOK

- Chinatown Family Dental
- Bruce King

The full versions of these columns are available online at <http://on.cds.org/FrontDesk>. The views expressed in this column are those of the writer and not necessarily the opinions of the Chicago Dental Society.

## DENTAL DATELINE

Provided by your Chicago Dental Society member dentists.

# Oral healthcare for Millennials no longer kid stuff



**A**t each stage in our life, we have different oral health concerns. Our bodies are constantly changing, and while we might not be getting new teeth like we did as children, there are still issues we need to be aware of.

In your 20s and 30s your teeth and gums should be healthy, especially if you have been brushing twice a day, flossing once a day and seeing your dentist twice a year. But the following areas deserve your attention — and that of your dentist — at this age.

### SENSITIVITY

If you've noticed that every drink of cold water or bite into an ice cream cone gives you a zingy feeling that makes you wince, you may have sensitive teeth. Sensitive teeth can occur for a multitude of reasons:

- Tooth decay (cavities)
- Fractured teeth
- Worn fillings
- Gum disease
- Worn tooth enamel
- Exposed root

Talk to your dentist about these possibilities. Your dentist may recommend desensitizing

toothpaste or an alternate treatment depending on the cause. Let your dentist know at your next check-up that you are experiencing sensitivity so that you can discuss your treatment options.

### STRESS AND YOUR TEETH

A lot can be happening in your life at this age, like a new job, new home or a new family. All of these can be potential stres-

sors in your life and stress can make you physically gnash and grind your teeth. Teeth grinding, also called bruxism, most commonly occurs at night while you are sleeping and it can cause serious damage to both your teeth and your jaw. Depending on your type of grinding, your dentist may prescribe a mouthguard to be worn while you sleep to prevent further damage to your teeth.

TMJ or temporomandibular joints are also an issue. TMJ can be caused by arthritis, dislocation, injury, problems related to the alignment of the teeth, and grinding from stress. Contact your dentist if you are feeling any of the following symptoms:

- Pain in and around the ear
- Tenderness of the jaw
- Clicking or popping noises when opening the mouth
- Headaches

To remedy TMJ, your dentist might prescribe exercise, muscle relaxants or physical therapy.

### GUM DISEASE

Gum disease is an inflammation of the tissues that hold your teeth in place; severe cases can destroy tissues and bone, leading to tooth loss. Gum disease is caused by the sticky film of bacteria, called plaque, that forms on the teeth. If the plaque is not removed it can harden and become tartar. The buildup of this plaque and tartar can create bacteria that leads to gum disease. The first stage of gum disease is gingivitis; this is the only stage that is reversible.

To prevent gum disease it is essential to brush twice a day, clean between your teeth daily, eat a balanced diet, avoid sugary drinks, and schedule regular dental visits. ■

For more information visit the American Dental Association online at [www.ada.org/public.aspx](http://www.ada.org/public.aspx).

**ACCESS TO CARE**

A look at challenges facing our profession.

# Pilot program provides emergency dental care in Cook County suburbs

by Joanna Brown

It was barely six months ago that 2,200 local dentists opened their email accounts to find a request from the Community and Economic Development Association of Cook County (CEDA): help us pilot a new emergency dental program.

CDS members responded in spades, and CEDA officials are working on their proposal to continue the program into 2013; a federal grant funds the program that gives suburban Cook County residents vouchers to receive emergency dental care from a dentist of their choice. One hundred and two dental practices, representing more than 150 dentists, have delivered care valued at \$237,705 — and counting.

“It’s been an all around good experience,” said Yvonne Butchee, director of CEDA’s Community Services Block Grant. “So many dentists are working with us and with patients who haven’t ever been to a dentist — or who haven’t been in so long it’s as if they’ve never been. They’re showing a real commitment to getting people to good oral health.”

The emergency dental program is a pilot program for the 50-year old community action agency, which has long facilitated human services programs. CEDA is the second largest recipient of federal block grant funds in Cook County. (The City of Chicago is the largest recipient.)

CEDA in 2011 facilitated a Community Needs Assessment to determine how it would expand its programs to

best benefit its 240,000 clients who are working to achieve self-sufficiency. Housing and employment services were the clients’ first priority, but dental care and healthcare were a close second.

The emergency dental program was developed in response to that demand. Modeled after a similar program in McHenry County, the emergency dental program gets eligible patients with emergency dental needs into the offices of dentists who have agreed to provide care and bill CEDA for their services.

**HOW IT WORKS**

To be eligible for this program, patients must:

- be residents of suburban Cook County,
- be living at 125 percent of the poverty level, and
- demonstrate their need for emergency dental care.

**QUALIFIED PATIENTS  
RECEIVE VOUCHERS  
TO PURCHASE  
CARE THROUGH  
DENTISTS OF THEIR CHOICE**

CEDA agents working in suburban township offices and other social service agencies screen patients for eligibility.

Emergency needs include dental pain that prevents patients from chewing, eating, speaking or swallowing. Patients might also be unable to work or attend school because of their dental pain, or unable to gain employment because of their condition (such as missing their front teeth).

Once they have qualified, patients receive a dental care voucher for up to \$1,000; the amount will be determined by the extent of their dental needs, and it expires within 14 days of issue (it is an emergency care program, after all). They may take their voucher to a dentist of their choice who has agreed to care for them under CEDA’s program or they can request a referral to a dentist in their community who has registered with CEDA to participate in this emergency

## One person’s experience

CEDA shared with the Chicago Dental Society the report of one client’s dental treatment:

A 63-year-old man with a monthly income of \$1,034 came to CEDA March 23 with several upper teeth missing. His caseworker reported that the client was having trouble biting foods and chewing, and that the missing teeth also affected his speech. The caseworker reported:

“Client has had two dental appointments at which time the dentist has taken impressions for upper dentures. Client has an appointment on 5-4-12 at which time he will try on his dentures for a proper fit. Client is very excited about receiving his dentures. He is looking forward to being able to eat/chew solid foods, bite into fruits, feel comfortable seeking employment and being able to speak clearly. Client is thankful for the service through CEDA and the dental service he has received thus far.”

dental program. CEDA makes sure that all participating dentists are properly licensed.

And since CEDA has defined emergency dental needs so broadly, the dentist retains broad control over how best to treat each patient. There is no list of acceptable procedures, nor a fee schedule for participating dentists to follow.

At the end of treatment, the dentist bills CEDA for the care delivered. Payment is received within two weeks.

**OUTCOMES**

“The dentists have just been phenomenal,” Ms. Butchee said, describing the way many participating dentists are discounting their fees or setting up very

generous payment plans to help Ms. Butchee’s low-income clients afford complete care.

“A lot of people out there are work-

**“The idea of our partnership with the dentists is to help people not be in so much pain or to do better by themselves because they can go out to get a job. It’s a good feeling for everyone involved.”**

ing poor and don’t have insurance, and their health is being compromised — their ability to be employed and self-sufficient is compromised,” she continued. “The idea of our partnership with the

dentists is to help people not be in so much pain or to do better by themselves because they can go out to get a job. It’s a good feeling for everyone involved.”

As the eligibility requirement is that the patient live in suburban Cook County, CEDA is looking for dentists in various areas to treat them. Dentists in the collar counties and the City of Chicago might be close enough to the program’s border to accept eligible patients and are encouraged to register with CEDA alongside their colleagues working in suburban Cook County.

For more information, contact Ms. Butchee at [csbgdental@cedaorg.net](mailto:csbgdental@cedaorg.net) or 312.795.8890. ■

Ms. Brown is the CDS senior writer.

# Dental Office Designers & Builders



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## GOING LOCAL

A look at what's happening in our community

### WOMEN'S FOUNDATION HONORS UIC PROFESSOR

The Chicago Foundation for Women honored Sheela Raja, assistant professor, Pediatric Dentistry, University of Illinois at Chicago College of Dentistry, at its ninth



Sheela Raja

annual Breaking Barriers Awards May 8.

The awards honor Asian and Asian-American women leaders in the metropolitan Chicago area who have made an outstanding and lasting impact in their fields. The 10 honorees have impacted health and wellness as providers, advocates, policy-makers, researchers, scientists and community educators.

### ADEA SEEKS NOMINEES FOR GIES AWARDS

Nominations will be accepted through Nov. 5 for the 2013 William J. Gies Awards for Vision, Innovation, and Achievement. Presented by the ADEA Gies Foundation, the Gies Awards recognize exceptional contributions to and support of oral health and dental education around the world. They will be presented March 18 in conjunction with the 2013 ADEA Annual Session and Exhibition in Seattle.

Since 2008, the Gies Awards, named after dental education pioneer William J.

# Americans score a 'D' on National Oral Health Quiz

## ADA LAUNCHES CONSUMER WEBSITE TO IMPROVE ORAL HEALTH

Americans need a serious brush up when it comes to their oral health, according to a survey from the American Dental Association (ADA) released in June during the ADA's launch of a new consumer website, [www.mouthhealthy.org](http://www.mouthhealthy.org). On average, Americans scored a "D" on a series of true or false questions ranging from how often to brush and what age should a child first visit a dentist to what causes cavities.

According to the National Institute of Dental and Craniofacial Research, nine out of 10 adults ages 20-64 have had cavities in their permanent teeth. And, nearly half of children ages 2-11 have had cavities in their baby teeth.

The ADA's new consumer website, [www.mouthhealthy.org](http://www.mouthhealthy.org), features the dental quiz so people can test their own knowledge. The website is filled with prevention, care and treatment information to help people get and stay mouth healthy for life.

Some highlights from the national ADA survey conducted in May with a nationally representative sample of nearly 1,500 adults include:

- 90 percent of respondents mistakenly believe they should brush after every meal when the ADA recommends only twice a day;
- 65 percent of respondents mistakenly believe they should only replace their toothbrush twice a year when the ADA recommends every three months;
- 75 percent of respondents don't know what age to take their child to the dentist for the first time when the ADA recommends within six months after the first tooth appears or no later than the child's first birthday;
- 81 percent of respondents mistakenly think that sugar causes cavities;
- 59 percent of respondents don't realize cavity-causing germs can be passed person-to-person.

Gies, have honored individuals and organizations that exemplify dedication



William J. Gies

to the highest standards of vision, innovation, and achievement in global oral health and dental education, research and leadership.

Honorees will be selected by the ADEA Gies Board of Trustees. The Gies Awards offer significant visibility both within and outside the dental education community, drawing attention to the

essential role of dental education and educators in enhancing global oral health.

For more information, please call ADEA at 202.289.7201 or visit [www.adeagiesfoundation.org](http://www.adeagiesfoundation.org).

### UIC STUDENT EARNS PAFFENBARGER RESEARCH AWARD

Jenny Jongnok Lee — a member of the University of Illinois at Chicago College of Dentistry's Class of 2013 — won the 2011 American Dental Association Foundation's George C. Paffenbarger Student Research Award,

which is conferred in collaboration with the Academy of Operative Dentistry.

The award is open to dental students who wish to undertake novel research relevant to contemporary operative dentistry. The research projects must be related to the clinical practice of operative dentistry and cariology.

Ms. Lee's research project is entitled "The effects of naturally occurring oligomeric proanthocyanidins on root caries remineralization." She received a plaque and \$6,000 to carry out her research proposal.

The award is named for

George Paffenbarger, an internationally recognized authority on dental materials and a pioneer in the development of specifications and standards for testing materials.

### AAO FOUNDATION PRESERVES 75 YEARS OF RESEARCH

In an effort to preserve irreplaceable samples of U.S. and Canadian longitudinal craniofacial growth records dating back more than 75 years, the American Association of Orthodontists Foundation (AAOF) Craniofacial Growth Legacy Collection Project [www.aaoflegacycollection.org](http://www.aaoflegacycollection.org), announced in July that it has uploaded more than 400 cases to its website.

Recent additions from the Wright State University Fels Longitudinal Study and the University of Oklahoma Denver Growth Study have more than doubled the number of images previously available in the searchable online database.

According to Sheldon Baumrind, curator and administrative principal investigator for the AAOF Craniofacial Growth Legacy Collection, the cases include:

- 4,400 lateral cephalometric radiographs;
- 1,000 frontal cephalometric radiographs;
- 500 hand-wrist radiographs; and
- More than 6,000 images available in all.

The Craniofacial Growth Legacy Collection Project is in the process of digitizing films, study casts and writ-

ten records on subjects' physical development from nine of the 11 known collections of longitudinal craniofacial growth records in the United States and Canada. The records are deteriorating due to the normal breakdown of radiographic images.

Preserving the available records in digital form is imperative because they serve as the basis of most of the information in contemporary orthodontic literature on craniofacial growth in children who did not have orthodontic treatment.

The Craniofacial Growth Legacy Collection Project materials are offered at no charge to orthodontic residents, researchers and other interested parties. To date, more than 1,300 images have been delivered to researchers all over the world.

The AAOF Craniofacial Growth Legacy Collection Project is sponsored by the AAOF and funded by the AAOF Legacy 300 Campaign, which raised \$1.5 million in pledges in support of the Legacy Collection Project.

### ERIE FAMILY HEALTH CENTER EARNS ADA'S SAMUEL HARRIS GRANT

Chicago's Erie Family Health Center recently received a \$5,000 grant from the American Dental Association Foundation's Samuel D. Harris Fund for Children's Dental Health. The grants are for non-profit organizations and agencies

## UIC professor earns 2012 Baker Teaching Award

Judy Yuan, assistant professor in the Department of Restorative Dentistry at the University of Illinois at Chicago College of Dentistry, received the 2012 American Academy of Fixed Prosthodontics' Claude R. Baker Teaching Award.

The award acknowledges excellence in teaching demonstrated by innovative teaching methods, student awards, and exceptional use of course materials. Not only does this award recognize a faculty member's dedication to a field of study, it also targets a passion for teaching.

With a simple process of "encouraging student preparedness, rewarding their enthusiasm, stimulating conversation about concepts, and demonstrating clinical skills in a respectful approach," she noted, Dr. Yuan is able to connect with students on a much deeper level, foregoing the typical teacher-student power relationship, and instead establishing a warm, comfortable learning environment between equals.

"I value education as a lifelong learning process," she said, insisting that this "love to learn" is what she hopes to transfer most to her pupils.



Photo courtesy of UIC.

that sponsor oral health instruction for mothers/caregivers to help reduce the incidence of early childhood caries.

Twenty grants were awarded in 2012, totaling \$94,379 in funding.

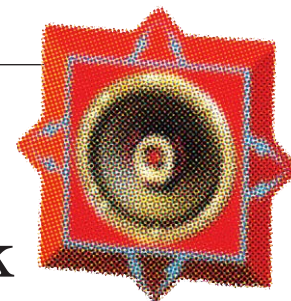
Erie Family Health Center was the only recipient from Illinois. The organization

explained in its grant application, "Erie's dental program employs a tri-fold strategy to improve oral health status:

- 1) Oral health prevention education;
- 2) Anticipatory guidance; and
- 3) Direct patient care." ■

## SNAP SHOTS

Profiles of people in our profession



# You can't start a fire without a spark

## George Kagan builds on his fascination with wooden radios to create working objects of art

by Rachel Azark



**G**eorge Kagan's passion was sparked by a 1997 magazine ad that stated that the German manufacturer Grundig Radios was reintroducing its elegant wooden radio from the 1950s.

Dr. Kagan thought, "If they can do it, I can do it" and thus he began designing and making wooden radios.

"As dentists, we take teeth and dentitions that are falling into decay and disrepair and we restore them. The art of the craftsmanship and woodworking of the radio was falling into disrepair and it was my idea that I wanted to restore it," said Dr. Kagan, a 1965 graduate of the University of Illinois at Chicago College of Dentistry.

Dr. Kagan tackled his first project on his kitchen floor: a radio and the cardboard box that it came in. But he quickly decided that working with a wooden box would be much better. Dr. Kagan used wooden wine boxes from the local liquor store, taking them apart to cut holes for the radio and speakers and putting them back together again. He sanded and varnished them all in the kitchen.

It was the challenge and pleasure that drew him to this hobby.

"The actual pleasure of working is called 'flow'. When you're working, you really feel good. And I really felt pretty good when I was doing all of this," said Dr. Kagan.

He visited woodshops at local park districts, where instructors shared helpful hints on how to do all the woodworking parts. For the theory of it all, Dr. Kagan found books at Radio Shack (back when they were a hobby supply store).

"I would go to the woodshop to cut the pieces, sand them and then assemble them," said Dr. Kagan. "Once I was at home

I would stain and varnish and then install all of the things."

Dr. Kagan's dental skills came in handy again when he had to solder wires together. The soldering he had learned in dental school.

But it was more than just putting pieces together to make a radio; there was also an art and craftsmanship to it. Dr. Kagan headed to the Chicago Public Library to study design and industrial art. He looked at the various designers and tried to mimic their styles.

A few years into his project, Dr. Kagan temporarily fell ill. However, it brought another opportunity to his door when his friend Laura Shaeffer came by to bring him some food. Ms. Shaeffer saw the radios piling up in Dr. Kagan's apartment and she got the idea to exhibit them where she worked as a coordinator, the Hyde Park's Southside Hub of Production (SHoP). The exhibit was curated under the direction of the Hyde Park Kunstverein, a community arts initiative headquartered at SHoP.

The radios then moved to Intuit: The Center for Intuitive and Outsider Art, where they are now on display alongside the artist conceptions, measurements and working drawings that Dr. Kagan created when designing the pieces.

"Now they are recognized as objects of art," said Dr. Kagan, "and that makes me feel good."

If you are interested in seeing Dr. Kagan's work on display, the exhibit is running until Jan. 5. For more information, visit <http://www.art.org/exhibitions-events/exhibitions>. ■

Ms. Azark is the CDS editorial assistant.





# Moving General Dentistry Forward in Illinois!



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### Esthetics in Action

Speaker: Ross W. Nash, DDS

**Wednesday, September 5, 2012**

**8:00 am to 4:00 pm**

**Renaissance Hotel, Schaumburg, IL**

7 hours CE

### Update In Minimally Invasive Pediatric Dentistry

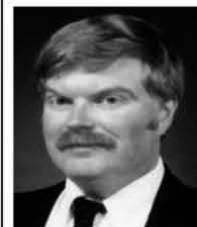
Speaker: Mark L. Cannon, DDS, MS

**Friday, November 9, 2012**

**8:00 am – 4:00 pm**

**Maggiano's Little Italy, Oak Brook, IL**

7 hours CE



### Dental Risk Management

Speaker: Mike Weisenfeld, DDS

**Friday, March 15, 2013**

**8:00 am – 4:00 pm**

**Maggiano's Little Italy, Schaumburg, IL**

7 hours CE

### The Marriage of Esthetics, Occlusion, & Comprehensive Dentistry

Speaker: Gary Alex, DDS

**Friday, May 10, 2013**

**8:00 am – 4:00 pm**

**Bisco Institute, Schaumburg, IL**

7 hours CE



Dr. Bill Blatchford is one of the strongest voices in dentistry today for profitability, with special emphasis on increased case acceptance. He is a dentist's advocate for net return, more time away, & increased enjoyment.

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Dr. Bill Blatchford

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### *Easy to Follow Steps to Success in the New Economy*

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ADA Auditorium

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## MEETING PLACE

Dental meetings and CE opportunities

### October

#### 2: Kenwood/Hyde Park Branch

Neil Warshawsky, DDS, MS, and Marylene Vitiello, DDS: Early Intervention, Long-term Success (pediatrics/orthodontics). Norman's Bistro, 1001 E. 43rd St., Chicago. Cocktails: 6:30 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Jason Grinter, 815.600.9022 or [jgrinter@gmail.com](mailto:jgrinter@gmail.com).

#### 2: North Side Branch

Daniel McNeff: Understanding Legal Tools: The Key to Asset Protection and Tax Reduction. McCormick and Schmick's Seafood and Steaks, 4999 Old Orchard Center, Skokie. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Jun Lim, 773.794.1299 or [edgebrookperio@yahoo.com](mailto:edgebrookperio@yahoo.com).

#### 2: Northwest Side Branch

Greg Johnson, ISDS Executive Director: ISDS Update on Statewide Issues: Legislation, Insurance and More. Rosewood Restaurant, 9421 W. Higgins Rd., Rosemont. Cocktails: 6:30 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Richard Stiles, 847.299.4811 or [rstiles@gmail.com](mailto:rstiles@gmail.com).

#### 5: Chicago Medical Society

OSHA Training. Advocate Christ Medical Center, Oak Lawn, 10 a.m.-noon. Chicago Dental Society members and their staffs can register for the discounted rate of \$99 per person. Register at <http://www.cmsdocs.org/events/osha-aggregator>.

#### 8: Lawrence Zager, DDS, and The University of Chicago

Mark Lingen, DDS, PhD; Kerstin Stenson, MD; and Ezra Cohen, MD: Innovative Approach in Diagnosis and Treatment Options for Oral Cancers. University of Chicago Gleacher Center, 450 N. City Front Plaza Dr., Room 600, Chicago. Registration and Dinner: 5 p.m.; Welcome: 5:25 p.m.; Programs: 5:30-8 p.m.; Q&A: 8 p.m. 2.5 CE hours. Registration fee: \$75 (includes materials, dinner, parking voucher and CE certificate). Register at <http://cme.uchospitals.edu>. For information, contact Carrie Sota at [carrie.sota@uchospitals.edu](mailto:carrie.sota@uchospitals.edu).

#### 9: North Suburban Branch

M. Nader Sharifi, DDS, MS: Using Custom Abutments to Create Anatomical Crowns on Round Implants. Green Acres Country Club, 916 Dundee Rd., Northbrook. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Benjamin LoGiudice, 847.945.6700 or [benlogiudice@sbcglobal.net](mailto:benlogiudice@sbcglobal.net).

#### 9: Northwest Suburban Branch

Bruce Lowy: Increasing Your Practice's Value for a Transition. European Crystal Banquets, 519 W. Algonquin Rd., Arlington Heights. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 7:30 p.m. For information, contact Ahmed El-Maghraby, 847.618.5573 or [aelmaghra@anch.org](mailto:aelmaghra@anch.org).

#### 9: South Suburban Branch

Political Night featuring state and local representatives. Balagio Restaurant, 17501 Dixie Hwy., Homewood. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Patricia Castor, 708.849.8627 or [patricia.castor@gmail.com](mailto:patricia.castor@gmail.com).

#### 9: West Side Branch

Michael Gaynor, DDS, MS, RPh: Current Trends in Pharmacotherapeutics: What Works, What Doesn't and Why. Barclay's American Grille at The Carleton of Oak Park, 1110 Pleasant St., Oak Park. Cocktails: 6:15 p.m.; Dinner and Program: 7 p.m. For information, contact Frederick Orendach, 773.586.6622 or [orendach@comcast.net](mailto:orendach@comcast.net).

#### 9: West Suburban Branch

Kirk Noraian, DDS, MS: Laser Assisted Periodontal Therapy. Naperville Country Club, 25W570 Chicago Ave., Naperville. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 7:45 p.m. For information, contact John Milgram, 630.922.0005 or [damr53@me.com](mailto:damr53@me.com).

#### 16: Englewood Branch

Staff Appreciation Night. Ridge Country Club, 10522 S. California Ave., Chicago. Cocktails: 6 p.m.; Dinner and Program: 7 p.m. For information, contact Ammar Adam, 708.425.5290 or [axa34@yahoo.com](mailto:axa34@yahoo.com).

#### 30: Dental Arts Club

Jim McKee, DDS: Occlusion for the Restorative Specialty Practice in 2012. Alpine Banquet Haus, 11141 W. Roosevelt Rd., Westchester. 6:30-10:30 p.m. For information, email Daniela Brzozowski, DDS, at [dbrzozowskidds@gmail.com](mailto:dbrzozowskidds@gmail.com).

### November

#### 6: Kenwood/Hyde Park Branch

De'Alvin Olguin, DDS, MS, and Jamal Flowers, DDS, MS: Dilemmas and Solutions: To Keep or Not To Keep (endodontics/periodontics). Norman's Bistro, 1001 E. 43rd St., Chicago. Cocktails: 6:30 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Jason Grinter, 815.600.9022 or [jgrinter@gmail.com](mailto:jgrinter@gmail.com).

#### 6: Northwest Side Branch

John M. Green, DDS, JD: Record Keeping and Essential Elements of Avoiding a Lawsuit. Rosewood Restaurant, 9421 W. Higgins Rd., Rosemont. Cocktails: 6:30 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Richard Stiles, 847.299.4811 or [rstiles@gmail.com](mailto:rstiles@gmail.com).

#### 13: Englewood Branch

Michael Gaynor RPh, DDS, MS: Current Trends in Pharmacotherapeutics: What Works, What Doesn't and Why. Ridge Country Club, 10522 S. California Ave., Chicago. Cocktails: 6 p.m.; Dinner and Program: 7 p.m. For information, contact Ammar Adam, 708.425.5290 or [axa34@yahoo.com](mailto:axa34@yahoo.com).

#### 13: North Side Branch

David Gaston, DDS: Localized Advanced Gingival Recession: Why Does It Occur, How Is It Treated and Post-treatment Expectations. McCormick and Schmick's Seafood and Steaks, 4999 Old Orchard Center, Skokie. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Jun Lim, 773.794.1299 or [edgebrookperio@yahoo.com](mailto:edgebrookperio@yahoo.com).

**13: North Suburban Branch**

Greg Johnson, ISDS Executive Director: ISDS Update on Statewide Issues: Legislation, Insurance and More. Green Acres Country Club, 916 Dundee Rd., Northbrook. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Benjamin LoGiudice, 847.945.6700 or [benlogiudice@sbcglobal.net](mailto:benlogiudice@sbcglobal.net).

**13: Northwest Suburban Branch**

George Camp, DDS: Maximizing Practice Performance with Implant Dentistry. European Crystal Banquets, 519 W. Algonquin Rd., Arlington Heights. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 7:30 p.m. For information, contact Ahmed El-Maghraby, 847.618.5573 or [aelmaghra@anch.org](mailto:aelmaghra@anch.org).

**13: South Suburban Branch**

Elaine Pesavento, CPA: Embezzlement in the Dental Practice: How to Avoid It. Balagio Restaurant, 17501 Dixie Hwy., Homewood. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Patricia Castor, 708.849.8627 or [patricia.castor@gmail.com](mailto:patricia.castor@gmail.com).

**13: West Side Branch**

Luann Stirek, Office of the Dean: A Tour of Midwestern University College of Dental Medicine, 555 31st St., Downers Grove. Cocktails: 6:15 p.m.; Dinner and Program: 7 p.m. For information, contact Frederick Orendach, 773.586.6622 or [orendach@comcast.net](mailto:orendach@comcast.net).

**13: West Suburban Branch**

Lou Graham, DDS: Dentistry Today and Tomorrow. Naperville Country Club, 25W570 Chicago Ave., Naperville. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 7:45 p.m. For information, contact John Milgram, 630.922.0005 or [damr53@me.com](mailto:damr53@me.com).

**27: Dental Arts Club**

Richard Parker, DDS, FAGD: Restorative Esthetics: Facial, Gingival, and Teeth Considerations. Alpine Banquet Haus, 11141 W. Roosevelt Rd., Westchester. 6:30-10:30 p.m. For information, email Daniela Brzozowski, DDS, at [dbrzozowskidds@gmail.com](mailto:dbrzozowskidds@gmail.com).

**November 7 CDS Regional Meeting****Brian Allman, DDS: Sleep Apnea**

9 a.m.-2:30 p.m.

Drury Lane, 100 Drury Lane, Oakbrook Terrace

CDS designates Regional Meetings for 5 continuing education credits. 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 CDS members, which may be applied to membership for the current year. Advance registration is not required, but CDS encourages you to register online in advance at <http://on.cds.org/regional>.

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. Concerns or complaints about a CE provider may be directed to the provider or to ADA CERP at [www.ada.org/cerp](http://www.ada.org/cerp).

**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. For information, 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. For information, call 312.644.4321 or email [smilechicago2@aol.com](mailto:smilechicago2@aol.com).

**Chicago Dental Study Club**

For information, visit [www.chicagodentalstudyclub.com](http://www.chicagodentalstudyclub.com) 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. For information, contact Roger Nouneh, 847.475.7754.

**Uptown Dental Forum**

Meets every Friday, 12:30-2 p.m., Via Veneto Restaurant, 6340 N. Lincoln Ave., Chicago. Academy of General Dentistry sponsorship approved. For information, contact Marshall Dolnick, 773.588.3880.

**Waukegan Dental Study Group**

Semi-monthly meeting, noon-2 p.m., Waukegan Ramada, 200 Green Bay Rd., Waukegan. For information, contact Robert Stanuch, 847.336.8080, or Ellis Neiburger, 847.244.0292.

**Publicize your event**

Submit your information using our online form at <http://on.cds.org/MyEvent> or fax it to 312.836.7337.

Include the following: subject, date, time, location and speaker's name and degree, as well as the name and phone or email of your contact person. All information must be submitted in writing. The editor reserves the right to edit material for space and style.

# What's your story?



*Do you have an unusual hobby or avocation?*

*Do you enjoy a creative outlet away from dentistry?*

*Do you have an interesting tale to share?*

Tell us  
all about it

The CDS Review is looking for members with a passion outside of dentistry to feature in our **SNAP SHOTS** section.

Contact Rachel Azark at [razark@cds.org](mailto:razark@cds.org) or call 312.836.7323.

## BRANCH NEWS

News from the home front



ENGLEWOOD: Bill Hajiharis, Carlo Pagni, Denise Hale, Aaron Tucke and Bob Michet celebrated the high school graduation of Carlo's daughter, Caitriona, with a party at The Irish Legend in Willow Springs.

### Englewood

by Denise Hale, DDS

Can I hear you say, "HOT?" This has been one long, hot summer — sans Paul Newman.

**Ed Kasper** has been enjoying his summer spending time with his eight grandchildren. I hear he's been hanging out at Rainbow Cone. That's one way to stay cool!

**John Kozal** and his family headed to Denver for some white water rafting and horseback riding. John has been scouting colleges with his twin daughters, Anastasia and Tatiana. I see that John won't be planning his retirement any time soon.

My son, Christian Sorpassa, is heading west to the University of Iowa. He sees dentistry in his future. Go Hawkeyes!

And **Carlo Pagni's** daughter, Caitriona, will be heading east to Georgetown University in Washington, DC. Neither of us will be retiring soon, either.

## President Profile

Aaron Tucke, DDS | ENGLEWOOD



The Tucke family so far: Aryana, Aaron, Sharada and Kavin.

**Education:** Aaron Tucke earned his dental degree in 2001 from The Ohio State University College of Dentistry. He went on to earn his specialty degree in oral and maxillofacial surgery from Thomas Jefferson University Hospital in Philadelphia in 2006.

**Family and Practice:** Dr. Tucke and his wife, Sharada Upputuri, have two children, Aryana (4) and Kavin (2). The couple is expecting a third child in September. Dr. Tucke practices in Oak Lawn.

**Outside of dentistry, my interests include:** spending time with my family, traveling and completing jigsaw puzzles.

**My goal for the coming year:** New member participation in our branch events has been stagnant. My goal is to garner interest in our branch and attract involvement from our many new members.

## Kenwood/Hyde Park

by Sherece Thompson, DDS

Branch President **Yetta McCullom** spoke July 20-24 at the joint convention of the Hispanic Dental Association, National Dental Association and Society of American Indian Dentists — called the Multi-cultural Oral Summit. The summit was held in Boca Raton, FL.

Yetta presented on Lasers in Dentistry and how LANAP protocol is patient-friendly surgery with guaranteed clinical results.

**Milton Davenport** and **Dayle Davenport** welcomed their son, Miles Dayton Davenport, Dec. 2.

**Sherece Thompson** is the newest adjunct faculty member of the Dental Hygiene Department for Kennedy-King College in Chicago's Englewood neighborhood.

The hygiene clinic opened in June, offering preventative services to the residents of the community. The state-of-the-art clinic allows the students and the community to experience thoroughly modern dentistry.

## North Side

by Joshua Ries, DDS

Proud grandfather **Steven Sanders** welcomed Jackson Ryder Sanders April 23. Jackson, who weighed 7 pounds, 3 ounces and measured 21 inches at birth, is Steven's first grandchild.

**Kirk Kollmann** is now certified in orofacial myofunctional therapy by the Academy of Orofacial Myofunctional Therapists.

**Jill Doan** announces the birth of Leighton Ellen Doan, born May 9. Leighton weighed 8 pounds, 3 ounces and measured 20.5 inches. Big brother Landon is excited to have a new playmate.

**David Evaskus** recently gave an interview for *Mouth* discussing his role as a founding member of the Student American Dental Association, which has since become the American Student Dental Association (ASDA). *Mouth* is the ASDA journal.



**KENWOOD/HYDE PARK:**  
(Left) Milton and Dayle Davenport announced the birth of son, Miles Dayton Davenport, Dec. 2.

(Top) Yetta McCullom spoke at the Multi-cultural Oral Summit in Florida in July. She is pictured with her husband, Cornell. Cornell will present a lecture with Alexander Chan at the December branch meeting.



**NORTH SIDE:** (Top) Steven Sanders proudly shows off his grandson Jackson. He is pictured with his sons Brent and Jake. (Left) Jill Doan announced the birth of Leighton Ellen Doan, born May 9. (Right) Daniel Aneszko and his wife, Danielle, welcomed fraternal twins Trevor Daniel and Greyson Gabriel Aneszko, born May 1.

Fraternal twins Trevor Daniel (6 pounds, 7 ounces) and Greyson Gabriel (5 pounds, 7 ounces) Aneszko were born May 1. Parents Danielle and **Daniel Aneszko** report that the boys are doing well.

The North Side Branch held its annual Installation of Officers May 5 at the Dining Room at Kendall College. New officers installed that evening included **Jun Lim** as president, **Alice Boghosian** as president-elect, **Lynse Briney** as vice president, **Amy Van Fossen** as recording secretary, **Joshua Ries** as corresponding secretary, and **Lindsey Krecko-Yates** as treasurer.

**Barry Cherny, Leo Dumanis, Bruce Hochstadter, Richard Isaacson and Michelle Pashley** recently hosted a hands-on course covering immediate load dental implant full arch restorations. Participants fabricated a converted denture into a full arch provisional prosthesis and left with a model and provisional that they can use for patient education purposes.

### North Suburban

by **Nikisha Jodhan, DDS**, and **Ingrid Schroetter, DDS**

**Anokhi Bock** and **Derek Bock** report the birth of their third baby girl April 20. Lila Dalia Bock weighed 7 pounds, 1 ounce and measured 20 inches.

**Mark Cannon, Joseph Tylka and Mike Durbin** of Associated Dental Specialists of Long Grove hosted a Measurement of Accuracy with Resin Curing (MARC) course with Colin Deacon, inviting area dentists and their staffs for a fun western barbecue and learning experience. The course was very well received and participants discovered all too well the difficulties in light curing resin-based composites.

**Sergio Rubinstein** presented a lecture at the Astra World Congress in Gothenburg, Sweden, entitled "Management of the Hard and Soft Tissues for Optimum Esthetic Results."

**Mike Gaynor** presented a program to



**NORTH SUBURBAN:** Anokhi and Derek Bock announced the birth of their third daughter, Lila Dalia Bock, born April 20.

the Fox Valley Dental Society in April, and he is scheduled to lecture on pharmacology updates to the West Side Branch Oct. 9. Mike will also be pre-

# The North Suburban Branch

presents M. Nader Sharifi, DDS, MS

## October 9

### Using Custom Abutments to Create Anatomical Crowns on Round Implants

Cocktails: 6 p.m. | Dinner: 7 p.m. | Program: 8 p.m.

Dr. Sharifi — the 2007 Midwinter Meeting's **Gordon Christensen Distinguished Lecturer Award** winner — will present insight into the ramifications of excess cement on our implants. He will address the pros and cons of screw-retained implant restorations vs. cemented crowns on stock or custom abutments offering clinical solutions.

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

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For information, contact Dr. Benjamin LoGiudice, 847.945.6700 or [benlogiudice@sbcglobal.net](mailto:benlogiudice@sbcglobal.net).

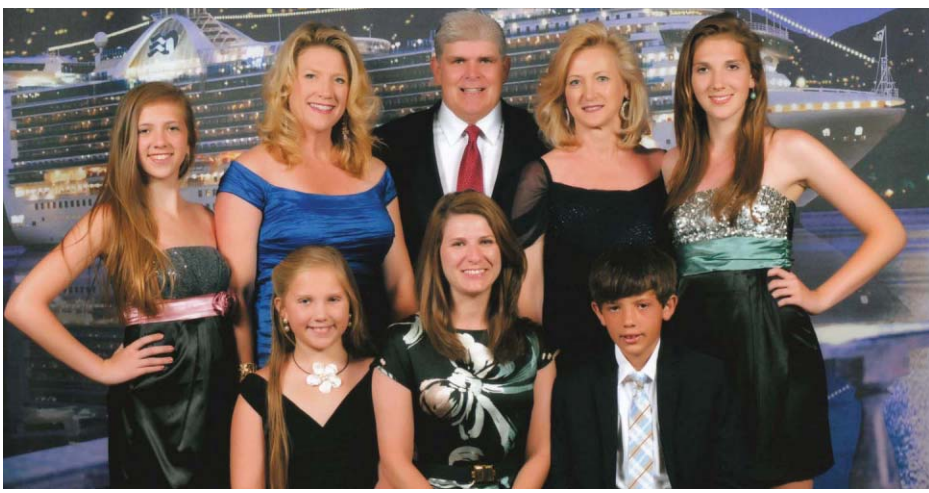


**NORTH SUBURBAN:**  
(Top) Mark Cannon (third from left) and his staff enjoyed a western barbecue when he and Joseph Tylka and Mike Durbin hosted area dentists and their staffs for a resin curing course with Colin Deacon.



(Left) Colin Deacon runs a simulator while Michael Klass demonstrates his light curing technique.

(Below) Astrid Schroetter and Ingrid Schroetter vacationed with their families in the Mediterranean this summer, visiting Spain, Monaco, Italy, Greece and Turkey.



senting to the Polish American Dental Society Sept. 28. Such a hectic lecture schedule — slow down, Mike!

Diane and **Richard Janson** are the proud grandparents of Spencer Franklin Janson, born May 14 to their son, Rick, and his wife, Marie, in Denver.

Newly-installed branch vice president **David Williams** was busy in April, attending both the ISDS Dental Leaders Conference in Springfield and the CDS Branch Leadership Conference. He reports that both events were extremely worthwhile and that the information he learned has prepared him for the next few years as he climbs the branch ladder.

Our second branch Shred-A-Thon — held May 16 in conjunction with the annual golf outing — raised \$270 for Dent-IL-PAC. Thanks again this year to Kevin Kline of Shred-X and **David Williams** for making the process so efficient and easy for our members, who donated \$10 per box.

**Mart McClellan** was recently installed as president of the Illinois Society of Orthodontists. Earlier this year he lectured in San Francisco and Portland on an efficient technique for Class Two correction, and at our own Midwinter Meeting.

**DEADLINES FOR BRANCH NEWS**

- **December:** Oct. 15
- **January/February:** Dec. 3

Send news and photos to the correspondent for your branch. See below for contact information.

**Your branch correspondents**

ENGLEWOOD .....	Denise Hale, 708.599.7090, <a href="mailto:denise.haledds@yahoo.com">denise.haledds@yahoo.com</a>
KENWOOD/HYDE PARK .....	Sherece Thompson, 773.238.9777, <a href="mailto:sthompsonds@sbcglobal.net">sthompsonds@sbcglobal.net</a>
NORTH SIDE .....	Joshua Ries, 312.751.0026, <a href="mailto:joshua.ries@gmail.com">joshua.ries@gmail.com</a>
NORTH SUBURBAN .....	Nikisha Jodhan, 312.854.0806, <a href="mailto:nikishajodhan@yahoo.com">nikishajodhan@yahoo.com</a> and Ingrid Schroetter, 312.372.7752, <a href="mailto:ingridschroetter@att.net">ingridschroetter@att.net</a>
NORTHWEST SIDE .....	Mark Spinazze, 847.255.7080, <a href="mailto:markspinazze@gmail.com">markspinazze@gmail.com</a>
NORTHWEST SUBURBAN .....	Angie Willox, 847.670.9020, <a href="mailto:smilesforkids@comcast.net">smilesforkids@comcast.net</a>
SOUTH SUBURBAN .....	Edward Ruiz, 708.798.8899, <a href="mailto:eruizdds@earthlink.net">eruizdds@earthlink.net</a>
WEST SIDE .....	Michelle Jennings, 708.354.4545, <a href="mailto:lagrangeperia@yahoo.com">lagrangeperia@yahoo.com</a> and Michael Santucci, 815.621.1605, <a href="mailto:msantucc@uiuc.edu">msantucc@uiuc.edu</a>
WEST SUBURBAN .....	Andrew Wiers, 630.369.2020, <a href="mailto:andywiers@yahoo.com">andywiers@yahoo.com</a>





**NORTHWEST SIDE:** David Kumamoto ran into his former student, Ernest Juean, while in Minneapolis for the annual Academy of Sports Dentistry meeting.

## Northwest Side

by Mark Spinazze, DDS

Greetings to all as we head into a busy new year for the Northwest Side Branch. I am excited to be involved and looking forward to an eventful year ahead, between our upcoming branch events and of course my 10-month-old twin boys at home!

The summer months started off with a bang in June with the 2012 Mission of Mercy at the Lake County Fairgrounds in Grayslake. A large number of CDS members were present, including Northwest Side members **Mike Biasiello, Sam Ciccarella, Brett Gilbert, en Hauser, Lou Imburgia, Dave Kumamoto, Barb Mousel, John Nowak, Ray Pollina, Tom Schneider, Mary Starsiak, Sal Storniolo and Gordon Ziols**, among others. The patients certainly appreciated the large turnout of providers. A special thanks goes out to all who participated.

**Dave Kumamoto** had a busy summer, managing to also make it out to the Wisconsin Mission of Mercy several weeks later with **Mark Humenik**.

Dave continued the Midwest tour with a stop in Minneapolis for the annual Academy of Sports Dentistry meeting. There, he ran into a former UIC student of his, Ernest Juean, who is now in the GPR program at the University of Minnesota.

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**Dental Associates**  
*smile more.*

Congratulations to **Anthony Spina** on his election to the Oral and Maxillofacial Surgery Foundation Board of Directors this summer. Anthony was honored to be elected, as this national organization supports the research and education of future clinicians and educators.

**Sam Cascio** was recently honored by the University of Illinois at Chicago College of Dentistry for an amazing 60 years of service to dentistry as a Loyola Univer-

year — celebrated a special birthday this summer, soaking up some sun and fresh air in Michigan with his wife, Jae, children and grandchildren.

**Chuck DiFranco, Paul DiFranco, Tom Fiocchi, Dave Zeffery and Gordon Ziols** and all decided to trade in the oppressive heat in Chicago for the sweltering sun of Naples, FL, on a well-deserved golf trip earlier in the summer. No word on who had the lowest handicap.

**Ahmed El-Maghraby**, vice president.

Outgoing branch president **Scott Smoron** was honored with a plaque for his service. Special recognition was given to **Julie Parry** for her hard work and dedication to the branch throughout the year.

**Victoria Ursitti**, of All About Kids Dentistry, and **Jeff Kemp**, of Arlington Orthodontics, both ran a 5K and were proud sponsors of the Arlington Heights District 25's Just Move It! Challenge held April 21.

The ABC/25 Foundation and the Arlington Heights Council of PTAs invited runners and walkers of all ages and abilities to participate in the fundraising event that combined fitness and fun for the entire family to move and raise money for education. It was a great turnout and everyone had fun.

**Mike Durbin, Ian Elliott, Loren Feldner, Dave Fulton Jr., Fabian LaTocha and Tom Schweitzer** recently climbed Mt. Rainier near Seattle. Although they weren't able to summit due to 65 mph winds and subzero temperatures, they did climb to just under 13,000 feet. This was the second attempt by some of them and we are waiting to see if there will be a third!!



**NORTHWEST SUBURBAN:** CDS Past President Ian Elliott, President-elect David Fulton Jr. and Mike Durbin climbed Mt. Rainier in Washinton.

**Joseph Baldassano** participated in Advocate Good Shepherd Hospital's Future Healthcare Professionals Program. The program gives seniors from area high schools the opportunity to participate in department rotations and experience various healthcare professions. Joe is the dental/endodontic liaison and allows students to shadow his treatment/patient care in his office over a three-week period.

**Ahmed El-Maghraby** was invited to speak at the 24th annual meeting on Special Care Dentistry held in Scottsdale, AZ, this past April. Ahmed's presentation, "Addressing the Dental Needs of a Special Care Facility," was based on his experience launching the Little City dental clinic. Congratulations, Ahmed!

Be sure to view the schedule of our branch meetings at [www.cds.org](http://www.cds.org). Make

sity School of Dentistry graduate.

Sam and **Joe Discipio** also received the Raffaele Suriano award, given to those who demonstrate important contributions to dentistry in the Chicagoland area. Congrats to both for this great honor.

**Sam Cascio, Chuck DiFranco and Mary Hayes** were invited to an evening with University of Illinois president-designate Robert Easter and other University of Illinois Foundation members and guests. This special event was held at the Field Museum, where Gov. Pat Quinn spoke regarding education and scholarship support.

**Dave Berni** — seemingly younger every

## Northwest Suburban

by Angie Willox, DDS

At our last official branch meeting for 2011-12, we welcomed one of our own — **Jeff Kemp** — as speaker. Jeff didn't disappoint; he gave a great presentation entitled "Restoring Lateral Incisors after Orthodontics."

Thanks, Jeff!

The Northwest Suburban Branch held its Installation of Officers Night April 17 at the Makray Memorial Golf Club.

We welcomed the following members as officers for 2012-13: **Will Perkinson**, president; **Renee Pappas**, president-elect; **Travis Thompson**, secretary; **Victoria Ursitti**, treasurer; and

plans to join us for some great presentations, discussions, meals and CE! I look forward to seeing many of you there.

As always, please feel free to contact me with any branch news at my office at 847.670.9020 or send your latest news and photos to [smilesforkids@comcast.net](mailto:smilesforkids@comcast.net).



**SOUTH SUBURBAN:** Edward Ruiz is proud of his long-time patient, Danté Jerome Brown, who was recently accepted at the University of Illinois at Chicago College of Dentistry.

## South Suburban

by Edward Ruiz, DDS

Welcome Back! I hope everyone had a good summer and survived the intense heat and dry weather.

We look forward to another great year of branch meetings at Balagio's. Hopefully, we will double the turnout, as we look forward to lively conversations, as well as new and interesting speakers. Mark your calendar for our next meeting, Oct. 9.

Christopher Isabelle is about to start his second year at the University of Illinois at Chicago College of Dentistry (UIC). Christopher will be the first person in his family to earn a Doctorate degree. He has shadowed me many times prior to attending dental school, which affirmed his desire to work with the public and facilitate their dental needs. Congratulations, Christopher, on your dental endeavors!

## President Profile

LeRoy Weathersby, DDS | SOUTH SUBURBAN



The Weathersby family: LeRoy Steven, LeRoy, Sheryl and Lerone.

**Education:** LeRoy Weathersby earned his dental degree from the University of Illinois at Chicago College of Dentistry in 1982.

**Family and Practice:** Dr. Weathersby and his wife, Sheryl, have two children, LeRoy Steven (22) and Lerone (17). Dr. Weathersby practices in Hazel Crest.

**Outside of dentistry, I enjoy:** spending time with family and friends and golf, when time allows.

**My goal for the coming year is:** for our branch to present excellent CE programs and to become well informed on legislative issues that affect our practices. I also would like to continue to reach out to recent graduates to ensure consistent growth for our branch.

Danté Jerome Brown has been accepted into the UIC College of Dentistry's Class of 2016 to pursue his Doctor of Dental Medicine degree. He received his Bachelor of Science degree in kinesiology. This outstanding young man has long been my patient and has always been interested in pursuing a career in dentistry. Congrats, Danté!

Congratulations to Katie Fawkes! Katie has been my dental assistant for for two years and has been accepted into the dental hygiene program at Prairie State College. She will be joining the Class of 2014.

## West Side

by Michelle Jennings, DDS, and Michael Santucci, DDS

**Sharon Perlman** headed for South Dakota this summer to become one with nature. She is on a mission to visit all 50 states and after this trip, only a few remain. Her daughter, Arielle, will be a freshman at Walter Payton College Prep and her son, Jake, will be a senior at Whitney Young Magnet High School.

Sharon is a consultant for Ounce of Prevention and is looking for dentists to treat low-income pregnant women and Head Start students in Chicago and the southern suburbs. Contact her if you are interested in accepting a patient or two.

**Courtney Villari** just finished fundraising and participation in Relay for Life. Both her dental assistant, Lisa, and her sister are cancer survivors, so she walked in honor of them. The event raised \$25,000 for the American Cancer Society.

Sue and **Chuck Thometz** are enjoying their retirement and highly recommend the lifestyle. On June 2, they celebrated their 50th wedding anniversary when they renewed their vows and celebrated with family. Two days later they went to Big Sur and San Francisco, followed by a week in Yosemite National Park, their favorite vacation spot. Chuck misses our meetings and extends best wishes to all of us. Come and visit us soon, Chuck.

**Irene Skirius** and **Becky Egolf** attended the Annual Meeting and Conference of the American Association of Women Dentists in Chicago. The courses were

valuable and timely, especially those covering osteoporosis and managing older adults. The two report enjoying seeing old friends from around the country and sharing pearls of wisdom with students.

**Don Bennett** attended the CEREC Discovery Event Aug. 15 at the Venetian Resort Hotel Casino in Las Vegas.

**Jim Bryniarski** welcomes **Aneta Lacek**, who has joined his practice as an associate. Aneta has just completed a GPR at Advocate Illinois Masonic Medical Center. Aneta and her husband, Rob, celebrated the birth of their daughter, Sophia, in May.

It is with deep sadness that we report **Ralph F. Del Monico** — a long-time West Suburban/West Side member — died May 11. Ralph began his diverse career as a music major at Northwestern University, graduating with honors. He was an accomplished clarinet player and member of the Chicago Civic Opera Orchestra.

Ralph then received his teaching certificate and taught math and science for the Chicago Public Schools. During this time, he attended night classes at John Marshall Law School for two years before making the switch to the Loyola University School of Dentistry (1966), where he finally found his niche.

Throughout his career, Ralph maintained his skills as a clarinet player, playing in various community and junior college bands and ensembles. He also taught Oral Diagnosis at the Loyola University School of Dentistry in Maywood, where he met his future business

partner, **Frank Trocchio** (Loyola, 1980). Del Monico & Trocchio, along with **Ralph T. Del Monico** (Loyola, 1992) the son of Ralph F., enjoyed many years of practicing together in Elmwood Park.

The Del Monico family has established a music education scholarship in Ralph's memory through the Columbian Club Charitable Foundation. A benefit concert is scheduled for Friday, Nov. 9, at Fenwick High School in Oak Park. Proceeds will benefit the scholarship. For information, call 708.456.2800.

**Michelle Jennings** has had a busy summer. She began it by volunteering with the Mission of Mercy at the Lake County Fairgrounds along with many fellow West Siders, including **Gary Alder**, **Jim Bryniarski**, **Rick Kohn**, **Mike Santucci** and **George Zehak**, to name a few. It's a rewarding experience and I encourage everyone to volunteer in the future.

Michelle also found time for pleasure, highlighted by a trip to Branson, MO, where her 14-year-old daughter Nicole danced in three shows!

**George Zehak** has been spending time with **Rich Caraba** in Las Vegas. George and his son and daughter were given the royal treatment from Rich as he acted as their official tour guide.

**Jim Bryniarski**, **Jim Kaszuba** and **Rosa Ortega** supervised 60 UIC students at the Team Smile Back to School event at Chicago Bears camp in Bourbonnais. More than 200 children were treated to free dental care, providing an average of \$400 of care per patient.



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**Zak Messieha, DDS**  
 Dentist Anesthesiologist

## West Suburban

by Andrew Wiers

The West Suburban/West Side Golf Outing took place at Old Oak Country Club in Homer Glen May 23. Golfers were treated to perfect weather, ample prizes and a mesquite BBQ. Another successful golf outing, led by **Mark Ploskonka**.

The West Suburban Branch Installation of Officers was held at Naperville Country Club and featured a luau celebration. Live music and dancing capped off a fun-filled evening that saw **Paul Kempf** installed as branch president for 2012-13.

**Marmar Modarressi** attended the American Association of Women Dentists annual meeting held this year in Chicago. Topics included using your image as a networking tool, gender differences in periodontal disease and updates on bisphosphonates. ■

## Branch News photo tips

### WHAT TO SEND

- Whenever possible, send the original, unedited file taken by the camera. To do so, simply drag a copy of the file from the camera to your desktop and attach that file to your email.
- If the original image is not possible to track down, send the largest file size available and CDS will determine if it will work in print.
- Acceptable file types: TIF and JPEG only.
- As a general rule of thumb, files smaller than 1 MB are unacceptable for print.

### HOW TO SEND PHOTOS

- **Email photos to your branch correspondent.**
- When emailing photos, if your email application has an option for sending attachments at different sizes, be sure to send the attachment at its original (full) size. (Comcast, among other email providers, is known to compress attachments unless otherwise specified.)
- If the file size is too large to email, post the image to a filesharing site for CDS to download.

### WHAT NOT TO SEND

- Do not submit photos taken by a smartphone.
- Do not submit photos from websites, Facebook or other social media sites, or photo sharing sites such as [Photobucket.com](#) or [KodakGallery.com](#). These are usually low resolution images and are not suitable for print.
- Do not submit images embedded within Word documents or PowerPoint presentations. Instead, send the original source file.

# Volunteers wanted



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**Presiding and Room Chairs:** Presiding Chairs greet our speakers in our registration office, escort them to meals and then to their rooms, and introduce them to their audiences. Room Chairs verify tickets and help manage crowds.

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**Presiding or Room Chairs:** <http://on.cds.org/chair2013>

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### FOR MORE INFORMATION:

Contact Dr. Al Kleszynski, Director of Scientific Programs  
312.836.7312 or [akleszynski@cds.org](mailto:akleszynski@cds.org).

## CLASSIFIED ADS

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### DEADLINES

December .....November 2, 2012  
 January/February .....December 10, 2012  
 March/April .....February 1, 2013  
 May/June .....April 10, 2013  
 July/August .....June 11, 2013  
 September/October .....August 2, 2013  
 November .....September 2, 2013

All advertisements, changes and extensions must be submitted in writing. No ads, changes or confirmations will be taken by phone. Although every effort is made to place ads received after the deadline in a specific issue, we cannot guarantee that late advertising will appear in the issue requested. The ad will appear in the following issue.

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**Display Classified:** \$110 per column inch.

Minimum ad size is one column inch.

**Premium Standard Classified:** \$100 for the first 30 words plus \$2 per each additional word.

**Member discount:** CDS members are entitled to a 10% discount. Your CDS membership number must be provided as proof of membership when placing the classified ad to qualify.

**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.

### 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. Ads from all others may not be accepted.

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**DENTAL OFFICE FOR RENT OR SALE:** Chain-O-Lakes area. Established dental office of 32 years is available Nov. 1. Stand alone building: three ops, lab, private office, hardwood floors, basement storage and two-car garage. Located in Antioch. Contact [tanmqr@yahoo.com](mailto:tanmqr@yahoo.com) or phone 847.395.0091.

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**SITUATION WANTED:** General dentist with over 20 years of surgical experience looking to either join or provide surgical services for a general dental group practice. Very experienced in third molar extractions, implant placement, block bone grafting, sinus augmentations, connective tissue and free gingival grafting techniques. CT scan software analysis used for implant site evaluation and implant guided surgery placement. Diplomate of the International Congress of Oral Implantologists (DICOI). DOCS protocols utilized for minimal conscious sedation for all surgical and selected restorative procedures. Send inquiries to [surgicalservicesdoc@gmail.com](mailto:surgicalservicesdoc@gmail.com). Résumé, CV and references available upon request.

**New classified advertising rates for 2013. See page 62 for details.**

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## GENERAL DENTIST/ORTHODONTIST WANTED

A modern, fully digital with potential to grow to multiple locations practice in a northwest suburb is looking for part-time general dentist and orthodontist. Email to [info@dental-vue.com](mailto:info@dental-vue.com).

## GENERAL DENTIST WANTED

Great opportunity! Part-time/full-time position immediately available in Glendale Heights. Fast growing, modern practice needs a quality-oriented general dentist. Comfortable performing all aspects of dentistry. Five-plus years experience preferred. Very high income potential. Please email your CV to [glenwood10@gmail.com](mailto:glenwood10@gmail.com) or fax to 630.545.1117.

## 50 PERCENT GROWTH IN PATIENTS

We are seeking a part-time/full-time associate. Multi-location in the southwest suburbs. Competitive compensation with buy-in opportunities. If you are driven by success and have a desire to work with highly trained staff and associate, apply with us.

**Email:** [drstng@aol.com](mailto:drstng@aol.com)  
**Fax:** 815.483.2299

## SPECIALISTS NEEDED

Webster Dental Care is looking for pedodontists, orthodontists and oral surgeons to join our team. Six offices in the Chicago area. Reply to Dr. Rempas at [webdental@aol.com](mailto:webdental@aol.com).

## PERIODONTIST

State-of-the-art, all digital specialty practice looking for periodontist to assume our thriving periodontal practice. Cone beam, implants and periodontal procedures one day per week and growing. Please send all inquires to [drjeff@metro dental.com](mailto:drjeff@metro dental.com).

## General Dentist/Periodontist Wanted

A modern, full digital and fast growing practice in northwest suburb, looking for part-time general dentist and a periodontist with at least one year experience. Email to [info@dental-vue.com](mailto:info@dental-vue.com) or call 847.682.6098.

## DISCOVER THE DESTINY DIFFERENCE

Destiny Dental is seeking general dentists to work in our Illinois (Chicago/suburbs), Indiana, and Michigan practice locations. Destiny Dental offers a competitive compensation package which includes: production-based guarantee, paid malpractice, health insurance and CE reimbursement. Sign-on bonus and/or relocation assistance offered for certain locations. Submit your CV to [cpatterson@destinydentalcare.com](mailto:cpatterson@destinydentalcare.com).

**DENTIST NEEDED:** Young, energetic associate needed to help build practice in Joliet. Start part-time immediately and grow to full-time. Buy-in opportunity available. Call Peg or Kelly 815.741.4155.

**WISCONSIN: MORE REASONS TO SMILE.** We've always believed in putting patients first. In fact, Dental Associates was built on the notion that everyone deserves access to affordable dental care of the highest caliber. From a small, solo practice that launched more than 35 years ago, Dental Associates has grown to 10 multi-specialty dental centers. We're proud to bring quality, progressive treatment to communities across Wisconsin. Fortunately, when you join Dental Associates you don't have to keep up with the day-to-day business tasks. Put all of your focus back on your patients and you will enjoy more of those rewarding moments. We'd love to have you join us. Visit our website at [www.dentalassociates.com](http://www.dentalassociates.com), call or send résumé/CV in confidence to: Dental Associates Attn: Susan Bullen, 11711 W. Burleigh St., Wauwatosa, WI 53222, 800.315.7007 ext. 5205, Fax 414.456.9911.

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**SPRINGFIELD:** Midwest Dental is seeking a full-time dentist in Springfield. We offer the opportunity to lead your own clinical team while shedding the administrative and financial burdens. Our philosophy of preserving and supporting the traditional private practice setting provides a great work-life balance, excellent compensation and benefits, and unlimited opportunity for professional growth. If you possess a passion for providing quality care and are looking for a rewarding practice opportunity, call Laurie Reardon at 715.530.4183 or email [lreardon@midwest-dental.com](mailto:lreardon@midwest-dental.com). Visit our website at [www.midwest-dental.com](http://www.midwest-dental.com).

**FULL-TIME GENERAL DENTIST NEEDED:** Looking for a minimum of three days for all-digital office in Cicero. Office accepts PPO, private patients, and All Kids. Some private practice experience required. Mentoring available. Learn how to work efficiently, increase patient satisfaction, and not deal with issues related with disorganization/lack of materials/nonfunctional equipment/unmotivated staff. Email [pdc4614@yahoo.com](mailto:pdc4614@yahoo.com) or fax résumé to 773.579.0412.

**CHICAGO-BASED GROUP PRACTICE** has position for enthusiastic, personable individual with IV sedation experience. The ability to grow with a quality-oriented group of general dentists and specialists. Excellent compensation. Please respond to [toothgroup@comcast.net](mailto:toothgroup@comcast.net).

**GENERAL DENTIST:** North side, community-based dental group has position available for personable general dentist with skills and interest in treating oral surgery patients. Very busy practice with excellent earning potential. Please send CV to [toothgroup@comcast.net](mailto:toothgroup@comcast.net).



**CHICAGOLAND AND NORTHWEST INDIANA area:** Quality-minded GPs, oral surgeon, endodontist, orthodontist, pediatric dentist sought for long-term employment within a growing dental group. Must be fast-handed, conscious-minded, and comprehensive care oriented. Practices are full-service, multi-specialty, CBCT in some offices, competent and positive team and a work environment with well-organized systems in place. Must have: ability to serve patients evenings and some weekends, fast hands, great personalities, and a strive for excellent patient care. This is not a job, it will be a career. Résumé and a cover letter stating why you embody the qualities above is a necessity. Reply to [chicagolanddentist@gmail.com](mailto:chicagolanddentist@gmail.com).

**PEDIATRIC DENTIST NEEDED** for multi-location group practices. Please email résumé to [aqel4@amsn.com](mailto:aqel4@amsn.com).

**PEDIATRIC DENTIST:** Seeking pediatric dentist in our fast growing modern dental office in Chicago. Part-time to start with leading to a full-time position. Please email to [sreddy@3020dental.com](mailto:sreddy@3020dental.com).

**SEEKING PEDIATRIC DENTIST:** Pediatric dentist wanted for a large, multidisciplinary practice, located in an upscale Chicago neighborhood. Part-time to start, leading to a full-time position. We have a friendly, dedicated, and well-trained staff. Contact Dr. Richter at 773.528.2205, or email [scutchion@gmail.com](mailto:scutchion@gmail.com).

**NORTHWEST SUBURBS:** Looking for a part-time general dentist to join our well-established, family-oriented practice in Des Plaines. Excellent income potential. Email résumé to [sylwia.dental@gmail.com](mailto:sylwia.dental@gmail.com) or fax 847.296.3205.

**GENERAL DENTIST:** Needed in fee-for-service office in Mundelein. Part-time leading to full-time. Email résumé to [tonyhy@ymail.com](mailto:tonyhy@ymail.com). Experience preferred.

**CHICAGO:** Busy fee-for-service dental office in northwest suburbs is looking for motivated endodontist to join our practice twice a month. Current endodontist is relocating. Office equipped with Zeiss microscope. Please send your résumé to [info@omdent.net](mailto:info@omdent.net) or fax it to 847.581.9044.

**ASSOCIATE WANTED:** Associate wanted for a busy dental practice. Two doctors and three hygienists. Practice is located 65 miles southwest of Chicago in Morris. Owner is looking to retire in two-four years. Please send résumé to Keith Jaeschke, DDS, 1545 Creek Drive, Morris, IL 60450.

**ORTHODONTIST:** Dental Care Alliance is currently looking for a part- or full-time experienced orthodontist to join our Peoria area offices. We offer employment opportunities that promote professional, personal and financial growth. We offer a lucrative compensation package and extensive benefits including health insurance, malpractice, life insurance, short- and long-term disability, continuing education and 401(k), etc. There is a very substantial referral base with multiple offices in the Peoria area. You can practice on a variety of ortho cases from the simple to the complex. Email CV to [dreelsj@dentalcarealliance.com](mailto:dreelsj@dentalcarealliance.com).

**ORAL SURGEON NEEDED:** High-quality care, multi-specialty, modern practice looking for skilled and personable OMS. Competent staff and positive environment with well-organized systems in place. Please email résumé to [opportunity538@gmail.com](mailto:opportunity538@gmail.com).

**ASSOCIATE/FUTURE PURCHASE:** Busy west suburban practice seeking associate interested in future purchase. Excellent opportunity for motivated, caring general dentist. Modern digital practice with outstanding staff. Send résumé to [doc@enjoyyourtripp.com](mailto:doc@enjoyyourtripp.com).

**DENTIST NEEDED:** Established general dental office located in Dolton looking for a part-time dentist to work Mondays, Wednesdays, Fridays. Computerized office with digital X-rays, mixture of FFS, PPO, All Kids. Immediate position. Email résumé to [atocd1@yahoo.com](mailto:atocd1@yahoo.com).

**FULL-TIME GENERAL DENTIST WANTED:** Established and busy practice with multiple locations seeks a friendly, experience dentist to join our team. Saturdays a must. Ability to travel between Chicago and suburbs. Minimum 3-plus years experience. Send CV to [info@1fd.org](mailto:info@1fd.org) or fax to 773.904.1374.

**DENTIST NEEDED:** Three-four days per week in a fully digitized practice, near north Chicago suburb. Current dentist relocating. Polish is a plus. Must have experience. Email [fristdentist1@gmail.com](mailto:fristdentist1@gmail.com).

**GENERAL DENTIST/PEDIATRIC DENTIST:** Group practice in Chicago (Irving Park) seeking an associate general dentist and a pediatric dentist. Fully equipped modern digital, paperless practice and friendly staff. Please email [sreddy@3020dental.com](mailto:sreddy@3020dental.com).



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**MICHIGAN (KALAMAZOO):** Fee-for-service contemporary boutique dental practice, focusing on family, cosmetic/esthetic, contemporary, implant and reconstruction dentistry, seeking dentist leading to buy-in/buy-out. Our practice was established in 1978, currently with 1,940 active patients. Our facility is 2,300 square feet with seven operatories. We have recently remodeled with digital X-ray including PanX. Our current staff consists of two hygienists; two assistants with expanded functions; one scheduling coordinator; one financial coordinator; one office manager. Our modern, high-tech office is located in Kalamazoo. A small metropolitan area, Kalamazoo is well known for its diverse and extensive business base, arts, thriving entertainment district, higher education opportunities (Kalamazoo College, Western Michigan University and Kalamazoo Valley Community College) and the Kalamazoo Promise. Located midway between Chicago and Detroit, Kalamazoo is surrounded by inland lakes and 35 minutes to the beautiful Lake Michigan shoreline. Minimum of one-year post graduation experience is required. Visit our website, [www.magnusondentaldesign.com](http://www.magnusondentaldesign.com). Please send CV to [brett@mdentaldesign.com](mailto:brett@mdentaldesign.com).

**ORTHODONTIST NEEDED IMMEDIATELY:** Grove Dental Associates is a four-office, multi-specialty practice including specialists of all disciplines and general practitioners. We have an immediate opening for an associate orthodontist for a three or four day (full-time) schedule because our current associate is leaving to purchase a practice out of state. The Bolingbrook practice, established for over 38 years, includes five GPs, two pediatric dentists, and other specialists in oral surgery, periodontics, and endodontics. Continuing growth required a move into a beautiful 12,000-square-foot, state-of-the-art facility last year which includes a dedicated ortho suite. Many patients are eager and ready to begin treatment. Full details will be sent when you reply to Dr. Robert Hurdle at [sailor3739@comcast.net](mailto:sailor3739@comcast.net). Open to licensed orthodontists or current year graduates only. Don't hesitate. This position will be filled very quickly.

**PARK CITY DENTAL:** Seeking full- or part-time dentist who enjoys working with children. Pay based on experience. New state-of-the-art office opened Aug. 1. [www.parkcitydentalrockford.com](http://www.parkcitydentalrockford.com). Email résumé to [info@parkcitydentalrockford.com](mailto:info@parkcitydentalrockford.com).

**PART-TIME GENERAL DENTIST** needed for two-four Saturdays a month in our beautiful and modern Oak Brook office. Proficiency in implant placement, restoration, surgical extractions and molar endo required. Fax résumé to 630.573.1300.

**ROCKFORD:** Midwest Dental is seeking a full-time dentist in Rockford. We offer the opportunity to lead your own clinical team while shedding the administrative and financial burdens. Our philosophy of preserving and supporting the traditional private practice setting provides a great work-life balance, excellent compensation and benefits, and unlimited opportunity for professional growth. If you possess a passion for providing quality care and are looking for a rewarding practice opportunity in Rockford, please email Laura Anderson Laehn at [landerson@midwest-dental.com](mailto:landerson@midwest-dental.com) or call 715.225.9126. Visit [www.midwest-dental.com](http://www.midwest-dental.com).

**MERRILLVILLE, INDIANA:** 45 minutes from Downtown. General dentist wanted three-four days a week. 32 percent, 50/50 lab. Will lead to partnership. You must be interested in partnership. Buy-in \$650,000 financing not a problem. Dentist will net \$300,000-\$400,000 plus. Only very serious future partners need apply. Contact 815.814.1313 or email [cowboy3368@att.net](mailto:cowboy3368@att.net). Also wanted new or used Ceph and/or chair. All specialists needed one-two days a month and will grow.

**PART-TIME/FULL-TIME DENTISTS NEEDED** for Chicago area dental clinics. Convenient locations from the city. Base salary and percentage of productivity. Good supporting staff. Work comfortably while making \$200,000 annually. Patients base and fairly new dental equipment. For foreign-trained dentists, we can sponsor visa status change and permanent residency. Please email résumé to [aqel4@msn.com](mailto:aqel4@msn.com).

**SEEKING EXCEPTIONAL DENTIST** to join our group practice in Flossmoor: If you have a positive, caring attitude, excellent communication skills, are energetic and want to make a difference in others lives, send your résumé to [ddsjob123@gmail.com](mailto:ddsjob123@gmail.com).

**PEDIATRIC DENTIST:** Group practice in southwest suburbs if Chicago seeks a pediatric dentist to support a large pediatric patient base. Fax résumé to 815.483.2299.

**PROGRESSIVE DENTAL PRACTICE** seeks associate: Our professionally designed, state-of-the-art office is located in west suburban Chicago. Our dedicated staff is committed to excellence in dentistry. Excellent communication skills, dedication to success, and a strong commitment to continuing education are essential. Buy-in opportunity available for the right candidate. This is the perfect opportunity for a new or recent grad with a strong work ethic and dedication to growing our practice. Please forward résumé to [jobinfo1053@gmail.com](mailto:jobinfo1053@gmail.com).

**GENERAL DENTIST/ORTHODONTIST JOB** opportunity: Highly successful northwest suburban state-of-the-art clinic seeks team player associate with a great attitude. Phenomenal staff support and excellent patient base. Part-time. Please email [artesafamilydental@yahoo.com](mailto:artesafamilydental@yahoo.com).

**ORTHODONTIST NEEDED IMMEDIATELY:** Our multi-specialty practice is in immediate need of a licensed orthodontist for a part-time position that may lead to full-time. We are a state-of-the-art facility located in the southwestern suburbs. We have an outstanding support staff and provide exceptional compensation. Please forward résumé to [dsjobs@comcast.net](mailto:dsjobs@comcast.net) for consideration.

**ORAL SURGEON:** Established multi-specialty group practice in northern Illinois looking for an oral-maxillofacial surgeon. Practice your profession without the day-to-day headaches. Hours/days are negotiable. Contact Carol at 815.397.4280, ext. 110, or [admin@rockforddental.net](mailto:admin@rockforddental.net).

**FULL-/PART-TIME GENERAL DENTIST:** Needed to work in our busy state-of-the-art dental office located in western suburbs of Chicago. Excellent income potential. Please fax résumé to 630.596.5019 or email to [mydentaldmd@gmail.com](mailto:mydentaldmd@gmail.com).

**NORTHWEST INDIANA, DYER/SCHERERVILLE** area: Excellent opportunity for a skilled, comprehensive care-oriented GP dentist. Practice is full-service, multi-specialty, CBCT in office, competent team and a positive environment with well-organized systems in place. Musts: two plus years of experience, work evenings and weekends, fast hands, must love what you do and your patients too. Individuals looking for just "a job" need not apply. Résumé/CV and a cover letter with why you are a perfect fit is essential. [nwindianadentist@gmail.com](mailto:nwindianadentist@gmail.com).

**FULL-/PART-TIME GENERAL DENTIST:** Our busy office in West Chicago needs a full-/part-time general dentist. Great working environment, phenomenal staff support, solid patient base. Potential of making over \$250,000/year as compensation is based on production. Paid malpractice, paid vacation, great opportunity. [prodentalpractice@live.com](http://prodentalpractice@live.com). Fax 630.428.2182.

**GENERAL DENTIST:** Full-time or part-time opening for our offices in Elgin and Schaumburg. Great working environment with friendly staff. Competitive compensation based on experience. Email résumé to [smiles0889@yahoo.com](mailto:smiles0889@yahoo.com) or fax to 847.701.2740.

DENTAL CLINIC located south of downtown Chicago seeks general dentist. Must be comfortable with children and special needs patients. Excellent opportunity for the right individual. Established and growing patient bases, well-equipped with the latest technology and dedicated employees. Fax résumés to 773.962.4620 or email them to [dental@stbh.org](mailto:dental@stbh.org).

**PEDIATRIC DENTIST:** A friendly and caring pediatric dentist wanted for a long-term associate position for established northwest suburban office. Friendly, experienced and dedicated support staff. We offer an excellent patient base. Please send your CV with references to [maryellen@allaboutkidsdentistry.com](mailto:maryellen@allaboutkidsdentistry.com).

**PART-TIME DENTIST:** Loop and Elk Grove. One-two days per week leading to full-time for the right person. Please call 312.819.1460 or fax résumé to 312.819.1491.

**PEDODONTIST WANTED:** Busy general practice with clinics in Chicago and suburbs is seeking a talented pedodontist. Full-time, IL license, must be able to travel between offices and work Saturdays. Qualified applicants please send your CV to [info@1fd.org](mailto:info@1fd.org) or fax to 773.904.1374.

**PART-TIME DENTIST NEEDED:** Looking for part-time general dentist to join a Arlington Heights fully digitized, family-oriented practice. Polish or Russian are a plus. Email résumé to [a.kletsel@comcast.net](mailto:a.kletsel@comcast.net).

**FRIENDLY FAMILY DENTAL PRACTICE** seeks associate: Fast-paced, friendly family dental practice seeking a full- or part-time associate. Candidate must be flexible and a team player. Experience preferred but not required. Offices located in western suburb. Great working environment. No capitation or Public Aid. Please fax CV to 888.724.8580.

**VOLUNTEER DENTISTS DESPERATELY NEEDED** to help St. Francis Mission Dental Clinic on the Rosebud Indian Reservation. The dental clinic is trying to help the 20,000 residents with limited resources. Please contact Bill. 605.747.2361 or [williams@sfmission.net](mailto:williams@sfmission.net).

**GREAT OPPORTUNITY FOR GENERAL DENTIST:** Modern, family-oriented, busy practice (mostly Polish speaking patients) needs your help. Part-time possible full-time. Great location in southwest suburbs. Close to I-294, easy commute. Send résumé to [dr.beata@att.net](mailto:dr.beata@att.net).

**GENERAL DENTIST:** Part-time general dentist needed for a state-of-the-art, fully digital, paperless office located in southwest suburbs of Chicago. No HMO. Email your résumé to [2005dds@gmail.com](mailto:2005dds@gmail.com).

**WANT A DREAM JOB OR OWNERSHIP:** Full and part-time general dentists. Located 30 minutes south/southwest of downtown. Haven't found the right practice? We have the ideal opportunity, and could lead to partnership. Musts: two plus years experience, work evenings, fast hands and create happy patients. Tell us why you, and send CV to [727dental@gmail.com](mailto:727dental@gmail.com).

**ARE YOU A SPECIAL GENERAL DENTIST:** If you are, join our dynamic team. We have an excellent compensation package waiting for you as an associate at our state-of-the-art, friendly, northwest suburban practice. Contact Bruce Lowy at 847.677.6000.

**SEEKING PRIMARY DENTIST:** For fast growing, modern, digital, paperless practice. Near north suburbs. Part-/full-time. Must have experience and comfortable performing all aspects of dentistry. No HMO. Great opportunity. Current dentist relocating. [firstdentist1@gmail.com](mailto:firstdentist1@gmail.com).

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ASSOCIATE DENTIST NEEDED: Busy two-doctor, three-hygienist office is looking for an associate dentist. Immediate opening in a busy practice located 65 miles southwest of Chicago in Morris. Please send résumé to: Keith W. Jaeschke DDS, 1545 Creek Dr., Morris, IL 60450.

FULL-TIME GENERAL DENTIST: Immediate position for full-time general dentist for offices in Chicago, Schaumburg and Skokie. Great working environment with friendly staff, competitive compensation based on experiences. Email résumé to [lpreza@sbcglobal.net](mailto:lpreza@sbcglobal.net).

SOUTH SIDE CHICAGO: General practice seeks friendly, confident associates. Residency or three years experience preferred. New grads considered. Full-time/part-time. Two locations. FFS/PPO/All Kids. No HMO. Great earning/bonus potential. Email résumé to [stonyislanddental@gmail.com](mailto:stonyislanddental@gmail.com). Fax to 773.783.7985.

GENERAL DENTIST: For Chicago and north suburban practice. Growing practice needs DDS full-time to perform all phases of dentistry. Excellent opportunity available for ambitious person. Contact us today. Fax 773.271.3280, [lincolndentalmmh@sbcglobal.net](mailto:lincolndentalmmh@sbcglobal.net).

ROUND LAKE BEACH: Full-time/part-time general dentist needed for our newly established state-of-the-art facility. Digital X-rays, trained staff, excellent working environment. Great income potential as compensation is based on production and a fixed-guaranteed salary. Paid malpractice, paid vacation. Accepting PPOs/FFS and All Kids. [consumatedental@live.com](mailto:consumatedental@live.com). Fax 224.757.0051.

DENTIST NEEDED: Dental office is looking for talented motivated dentists for our growing office in Chicago area. Full-time/part-time. Together we build and develop a successful patient-focused dental practice. [bandcdental@sbcglobal.net](mailto:bandcdental@sbcglobal.net).

ENDODONTIST NEEDED: Dental specialty group looking for endodontist to join group practice. Zeiss scope available for use. Experience preferred. Please contact us regarding any questions. Please submit résumé in Word format. [midwestdentalspecialists@gmail.com](mailto:midwestdentalspecialists@gmail.com).

GENERAL DENTIST WANTED: Seeking associate for established dental office in Aurora. Excellent opportunity to grow and expand in all phases of dentistry. New graduates are welcome. Please fax résumé to 630.892.9902 or email [ngdentalctr@yahoo.com](mailto:ngdentalctr@yahoo.com).

GENERAL DENTIST: High-tech practice with two locations in southwest suburbs in need of an enthusiastic, motivated associate to join our staff. Initially part-time leading to full-time. Please forward résumé to [newsmile@dr.com](mailto:newsmile@dr.com).

GENERAL DENTIST WANTED for full-time associate position in fast-paced west suburban dental office. Email résumé to [aspen0047@yahoo.com](mailto:aspen0047@yahoo.com).

LANSING: General dentist needed ASAP, Wednesday and Friday 9 a.m.-2 p.m. with one Saturday/month. Great opportunity for new dentist. Pay can be 40 percent on collection, based on production scale. Contact [bdc.tnc@gmail.com](mailto:bdc.tnc@gmail.com).

GREAT OPPORTUNITY FOR GENERAL DENTIST: Chicago group practice is seeking an exceptional general dentist(s). This is a great opportunity to work with trained professionals. Full-time and part-time is available. Competitive compensation. Please email résumé to [dentaljobs123@gmail.com](mailto:dentaljobs123@gmail.com).

GENERAL PRACTICE DENTIST: Immediate position for associate general practice dentist for office in Lombard for three days. Existing and new patients ready. Buy-in possibility. CEREC and Periolas technology. Email résumé to [piccetidental@sbcglobal.net](mailto:piccetidental@sbcglobal.net).

DENTIST POSITION IN NEAR NORTH SUBURBS: Part-time leading to full-time. Buy-out opportunity for the right candidate. Paperless digital PPO practice. Must have experience and great personality. [dentaljobinchicago@gmail.com](mailto:dentaljobinchicago@gmail.com).

GENERAL DENTIST BELVIDERE. Our busy office in Belvidere needs a part-time General Dentist. Thursdays, Fridays and Saturdays or Thursdays and Saturdays. Great income potential, as compensation is based on production. Relaxed working environment, phenomenal staff support, digital X-rays. Basic Spanish speaking a plus. Fax 224.757.0051, [precioussmilesdental@yahoo.com](mailto:precioussmilesdental@yahoo.com).

ASSOCIATE: General practice in LaSalle/Peru, experienced team, excellent growth potential. Looking for a motivated dentist to practice quality dentistry in our fun and friendly atmosphere. Income potential \$200,000. No PPO/HMO. Send résumé to [edmonroe@comcast.net](mailto:edmonroe@comcast.net).

GENERAL DENTIST WANTED: Group practice in the southwest suburbs of Chicago seeks an associate general dentist. New graduates welcome. Please fax cover letter ad résumé to 815.483.2299 or email [info@advancedfamilydental.com](mailto:info@advancedfamilydental.com).

TEMPORARY DENTIST NEEDED to cover my maternity leave from November to March. Flexible days and hours, all terms negotiable. One location is Oak Park, the second location is Mt. Greenwood (by Oak Lawn and Alsip). Call my office 708.386.2610.

ENDODONTIST NEEDED: We're looking for an endodontist, two days/week, at our multi-specialty office in the Loop. We moved to a brand new facility and will have patients immediately. Please send résumé to [maggie@ariadental.net](mailto:maggie@ariadental.net).

FULL-TIME/PART-TIME EXPERIENCED orthodontic assistant needed in Chicago office location. Treating children of all ages and adults. Experience is a must. Please email your résumé to [aqel4@msn.com](mailto:aqel4@msn.com).

GENERAL DENTIST POSITION near Lincoln Park/Bucktown area: Part-time leading to full-time. Enthusiastic and motivated dentist to join our experienced and dedicated team. Please email CV to [chicago dentalpros@gmail.com](mailto:chicago dentalpros@gmail.com).

SCHOOL DENTIST NEEDED: Dentist needed for school-based dental sealant program in LaSalle/Henry County Mondays and Fridays. Exams only. \$500-\$600 plus/day. Please fax résumé to 708.226.0248.

ORAL SURGEON: Group practice in the southwest suburbs of Chicago seeks an oral surgeon to join the practice. Please fax résumé to 815.483.2299 or email [info@advancedfamilydental.com](mailto:info@advancedfamilydental.com).

ORAL SURGEON: Established group practice in northern Illinois looking for an oral (maxillofacial) surgeon to join the practice. Oral surgeon needed for extractions only. One-two days a month. Please email your résumé to [mora@hawthorndental.net](mailto:mora@hawthorndental.net).

DENTIST: High-end prosthodontic practice looking for a general dentist/prosthodontist with 5-10 years of experience to join our practice with option to buy in near future. Please send CV/résumé to [nwdds10@gmail.com](mailto:nwdds10@gmail.com).

ORTHODONTIST: New office in Nilus looking for friendly, easy going orthodontist. Office is paperless, digital and centrally located. Part-time, days are flexible, and compensation. Call Alicia 708.819.0515 or fax résumé to 847.983.8403.

FULL-TIME ORTHODONTIST: Full-time orthodontist opportunity in Madison, WI. We are a well-established group practice with 10 office locations, competitive salary and great benefits. Call Erin, 608.848.0828.

**ORTHODONTIST:** Western suburbs in general office(s), multi-location a possibility. Two-plus years experience (retirees welcome) and a desire to work three-plus days per week. Confidentiality assumed. Send résumé to [ddsjob@rocketmail.com](mailto:ddsjob@rocketmail.com).

**PEDIATRIC DENTIST:** Motivated and enthusiastic pediatric dentist needed for PT/FT position to join our dedicated and experienced team in a multi-disciplinary office. Please email CV to [chicagodentalpros@gmail.com](mailto:chicagodentalpros@gmail.com).

**DENTIST WANTED:** Busy state-of-the-art dental office in northwest Indiana seeks a smart, progressive, hard working dentist to join our team. We average 80+ new patients a month. Immediate availability. If interested, please email résumé to [profitablehelp@yahoo.com](mailto:profitablehelp@yahoo.com) or fax to 219.322.9986.

### For Sale by Owner

2008 GENDEX ORTHORALIX 9200 DDE digital pan/ceph: Like-new, digital Gendex pan/ceph. Great for implants/ortho. Only 122 exposures. Bought 2010 for \$36,000. Reasonable offer will move quickly. Phone: 312.493.9205. [www.mobilegendex.com/pdf/07bro\\_Orthoralix9200-web.pdf](http://www.mobilegendex.com/pdf/07bro_Orthoralix9200-web.pdf).

**ESTABLISHED, 29-YEAR-OLD PRACTICE** located in Midway Airport area. Options include immediate or transition buy-in/buy-out. No temporary associates. Doctor transitioning to teaching career. Call 708.424.5700 or email [doctorwhy@sbcglobal.net](mailto:doctorwhy@sbcglobal.net). Visit [www.yerkesdental.com](http://www.yerkesdental.com).

**DENTAL OFFICE FOR SALE ON BUSY CLARK Street 60640 area.** You can have your own office for very low risk investment. Turnkey office, two operatives, 1,400 square foot space, located on busy Clark street. In the neighborhood of Andersonville/Edgewater in Chicago. 250 active patients, with lots of potential. Price \$20,000, negotiable. Doctor relocating. Priced to sell. PPO/FFS/All Kids. Reasonable rent. Email [foraledental@gmail.com](mailto:foraledental@gmail.com). Call 312.488.9723. Please leave a message if no answer.

**DENTAL PRACTICE** or equipment for sale. North side Chicago, two ops with X-ray. Owner retiring. Great starter. 773.728.6149.

**MIDWAY DENTAL PRACTICE FOR SALE:** Chicago Midway Area dental practice for sale producing \$780,000/year with 55 percent overhead. PPO/FFS practice, five chair with room for more. Email [chicagodentist2@gmail.com](mailto:chicagodentist2@gmail.com) for information.

**NORTHWEST INDIANA PRACTICE FOR SALE:** Very high-tech rapidly growing dental practice, first six month collections of 2012 was 0.5 million, and trending to close 2012 with over one million in collections. Fee-for-service and Delta Premier only, very low overhead, rent, great staff, six days of hygiene. I hate to sell and move, but my wife is relocating to Minnesota for employment. Please email at [indianadentalpractice@gmail.com](mailto:indianadentalpractice@gmail.com) to take a look at this golden opportunity and make an offer.

**ESTABLISHED DENTAL PRACTICE** or equipment for sale. North side. Chicago. Three ops. Owner retiring. Great starter. 773.588.3880.

**SOUTHWEST SUBURBAN:** 29-year-old practice in Palos Heights with six modern ops. FFS/PPO, paperless, PC/TV in each op, digital X-rays, tissue laser, intraoral camera. Net production in 2011 was \$675,600 with 97 percent collection. Seller will assist during transition. Call 708.425.7474.

**DENTAL OFFICE FOR SALE:** Established Des Plaines GP office for sale. 1,100 square feet, three ops, PPO, HMO, fee-for-service, All Kids, low overhead. Grossing \$120,000/year at one day a week. Great potential. Reasonably priced. Email [metrochicago1@gmail.com](mailto:metrochicago1@gmail.com) or call 630.935.0268.

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FOUR-OP CHICAGO FEE-FOR-SERVICE practice for sale: Fully Digital. \$105,000 collections in last 30 days. 1.2 million projected for next 12 months. Open five days/week, primary doctor works five days and associate three days. Low fixed costs. \$800,000 sale price. [r79dental@gmail.com](mailto:r79dental@gmail.com).

SALE: Well-established, beautiful general dentistry off in Pilsen. Two ops, 750 square feet with room for expansion. Excellent reputation. All patients and cap checks included. No Public Aid. Contact us at [chicagodds10@gmail.com](mailto:chicagodds10@gmail.com).

FOR SALE — DENTAL OFFICE: Established location, Elgin. Three operatories plumbed/connected to compressor, vacuum and amalgam separator. X-ray (digital convert), developer, sterilizer, ultrasonic cleaner, vacuum former, mini lathe, office furniture and more. Patients excluded. Affordable rent and flexible lease. Owner relocating. Price \$64,900. Contact [hermibell60@yahoo.com](mailto:hermibell60@yahoo.com).

WELL-ESTABLISHED, FEE-FOR-SERVICE practice: In Forest Glen (60646) area of Chicago. Five treatment rooms, fully digital. Collections over \$400,000 with doctor working part-time. Unlimited potential for growth. Email [sellmyoffice@aol.com](mailto:sellmyoffice@aol.com).

FOR SALE: Dental office, Homewood Flossmoor. Four equipped ops, lab, spacious reception area, private office, seven-year-old build-out. Patients excluded. Ample parking, affordable rent, reasonable investment. 708.798.0714.

FIVE-OP PRACTICE IN NAPERVILLE FOR SALE: Ops networked with Eaglesoft. 2000 plus active patients on three or four days a week. Perio/OS doctors on site one day/week. PPO/FFS. \$535,000. Inquiries contact Jonathan: [vgrouppgmt@gmail.com](mailto:vgrouppgmt@gmail.com).

DESIRABLE WESTERN SUBURBS: Solo practice for sale. Fee-for-service, two ops, lab, stand-alone building. Great location, half block from Metra, three-day week, turnkey operation. Building also for sale. Parking on site. 708.548.6006.

## Looking to Purchase

PURCHASING OFFICES/PARTNERSHIP opportunities: Family Dental Care. The service to our patients and the workability of our management systems are second to none. Call us if you: A) are interested in selling your practice (preferably south of the Loop and south suburbs); B) would like to remain as an owner but want us to manage your practice; or C) want to grow with us as an employee or a partner. Call Tony at 773.978.7801 and visit us at [www.familydentalcare.com](http://www.familydentalcare.com).

SELLING? Are you thinking about selling your practice but are not ready to retire? Would you like to sell your practice at its peak value and still be a partner or employee as you slow down? I am interested in buying or doing a buy-in, buy-out over a three-seven year period of a fee-for-service practice in the western suburbs. I am a FAGD dentist with membership in AACD, ICOI, etc. Endo, implants, ortho, extractions handled. If you refer these out it would be easy way to add 15-25% to the practice immediately. Portfolio of these procedures will be provided upon request. If interested, write to [westernsuburbdentist32@gmail.com](mailto:westernsuburbdentist32@gmail.com).

## Miscellaneous

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CORONAL POLISHING AND DENTAL SEALANTS course for dental assistants: Continuing education courses on Aug. 12 and Sept. 9. Contact Doris at 773.384.3500 or [appdentalcare@gmail.com](mailto:appdentalcare@gmail.com). Call now to register!

## For Sale by Broker

\$250,000, FIVE-OP OFFICE IN ORLAND PARK: Beautiful, fully equipped, digital office with growth potential. \$400,000 collections. Seller wants an immediate sale and will not compete. Contact Al for viewing, [al.brown@henryschein.com](mailto:al.brown@henryschein.com).

WELL-ESTABLISHED DENTAL PRACTICE FOR sale in Chicago: Includes patients, four ops, three functioning and good equipment. Located near CVS and restaurants. Contact [plesh1@comcast.net](mailto:plesh1@comcast.net).

CHICAGO DENTAL BROKER: The only dental brokerage that is owned and operated by a local dentist, and represents dentists. Contact Robert Uhland at 888.688.8441 or 847.814.4149. [www.chicagodentalbroker.net](http://www.chicagodentalbroker.net).

NILES/PARK RIDGE: Turnkey office. Four ops. Very low overhead. Charts included. Owner must sell. GURNEE: Beautifully finished out and ready to go. Equipment, leaseholds, and 350 plus patients and growing. Priced to sell.

NORTH SHORE: Fantastic office, new technology, great location and staff. \$300,000-plus collections on two days/week. Unlimited potential. Won't last long.

NILES: Start-up practice ready to go. Four ops, beautiful finish out, low rent. Doctor retiring immediately. Priced to sell.

CHICAGO PRACTICE SALES: For more info on any of our practices for sale, please email Wendy at [wendy@chicagopracticesales.com](mailto:wendy@chicagopracticesales.com) or call 773.502.6000.

BUYERS: Can't find a practice to buy? Starting up a new office is a viable option! A busy, visible location can be built out and producing revenue in six months. Your patients, your staff, your office design. Average first-year revenues between \$300,000 and \$600,000.

OWNERS: If something happens to you, what will happen to your practice? Ask about our Dental Practice Preparedness Program. No up-front costs. Brokering fees only at time of sale. COMING: Niles, Hinsdale.

ILLINOIS PRACTICES FOR SALE:

BARTLETT: Three ops. Building available for purchase. Collections: \$450,000. 100% FFS.

CHICAGO: Sold!

CHICAGO — MIDWAY: Two ops, collections: \$190,000. FFS, PPO, Medicaid. Building for purchase.

CHICAGO — SW: Under contract! Four ops, collections: \$940,000. Building for purchase.

CICERO: Under contract! Seven ops at street level. Collections: \$600,000. Building available.

ELGIN: Four ops in a stand-alone building. Collections: \$260,000. FFS and PPO.

ELMWOOD PARK: Sold!

MT. PROSPECT: Sold!

MT. PROSPECT: Three ops in a strip center. Collections: \$585,000. FFS/PPO/MED. Newer equipment and build.

MT. PROSPECT: New! Three ops in a professional center at street level. Collections: \$240,000.

Condo for sale.

ROCKFORD: Seven ops in a professional building. Collections: \$650,000. FFS and PPO.



ADS Midwest: Endorsed by the Illinois State Dental Society for dental practice brokerage and appraisal. Contact Peter J. Ackerman, CPA, at 312.240.9595 or [www.adstransitions.com](http://www.adstransitions.com).

SELLERS NEEDED. Never has the market been stronger! Call for a free consultation if you are considering a transition or sale!

NORTHWEST CHICAGO: Great strip center location near O'Hare. Two ops, \$150,000. 100% fee-for-service. Low cost entry into private practice.

NORTH SIDE CHICAGO: Beautifully equipped digital practice in an unbeatable location. Seller leaving the state.

NORTH SIDE CHICAGO: Two ops, great starter. Great location: Belmont/Pulaski.

NORTH SHORE: Once in a lifetime opportunity. High-end restorative/cosmetic practice in a premier location. Beautiful new office, \$1.5 million collections.

NORTH SHORE: Three ops, 100% FFS, digital. \$550,000+ collections.

NORTHWEST SUBURB: Four ops, new build-out and equipment, digital, desirable location. \$300,000+ collections.

NORTHWEST SUBURB: Fantastic condo for sale with equipment located in Elgin.

NEAR WESTERN SUBURB: Great hygiene-based restorative practice. \$300,000 collections. Very nice building for sale.

PALOS HEIGHTS: \$200,000+, three newer ops and build-out, laser, room to grow. Priced for immediate sale.

SOUTHWEST SUBURB: 100% digital. Beautiful office: granite, wood paneling waterfalls. \$450,000 collections — mostly FFS. All specialty referred out. ROCKFORD: \$300,000 collections, free standing building. Owner relocating out of state.

OMS — CHICAGO: Premier FFS oral surgery practice. Collecting \$800,000.

OMS — NORTHWEST OF CHICAGO: Collecting \$700,000. Free-standing building. Owner retiring.

PEDO: \$2 million, FFS. No evenings, no weekends. Seller would stay.

NEAR EVANSVILLE, IN (in southeastern IL): Grossing \$300,000.

NW ILLINOIS: \$500,000 collections. 1,700 active patients. R/E available.

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DOWNTOWN CHICAGO #22134: Qualified buyer seeks to buy or merge practice/charts. All types of situations will be considered.

WESTERN SUBURBS OF CHICAGO #22135: Qualified buyer seeks practice to buy or merge. All types of situations considered.

NORTHWEST #22137: Doctor retiring from established \$550,000-production practice with growth potential.

CHICAGO #22140: Nine operatories, multi-doctor, gross receipts: \$1.8 million.

NORTH CENTRAL #22141: Beautiful modern office, four operatories, gross receipts: \$850,000.

WEST SUBURBS CHICAGO #22142: Well established, six operatories.

KANKAKEE COUNTY #22143: Four ops, nice location, annual gross \$250,000.

SOUTHWEST SUBURB OF CHICAGO #22145: Four ops in strip center at high-traffic intersection. Collections: \$450,000.

SOUTHWEST SUBURBS OF CHICAGO #22147: Five-op office with good growth potential. Gross receipts: \$400,000.

BUREAU COUNTY, NEAR PRINCETON #22148: \$400,000 collections. Three ops plus building for sale.

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### CLASSIFIED ADVERTISING RATES INCREASE FOR 2013

Beginning with the January/February 2013 issue, the cost to place a classified ad will increase. **The rate increase will take effect Nov. 3.** Fees associated with Reply Boxes or edits will remain at current levels. The new pricing will be as follows:

**Display Classified:** \$115 per column inch (A minimum of 1 column inch will be charged. Sizes greater than 1 column inch will be calculated to the nearest half-column inch).

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## APPLICANTS & DECEASED MEMBERS

### Applicants

**Babcic, Vladana**

Tufts University, 2010  
520 N. Kingsbury St., Chicago  
Kenwood/Hyde Park Branch

**DiStefano, Michelle**

University of Pennsylvania, 2008  
640 Wyngate Ln., Buffalo Grove  
North Suburban Branch

**Faist, Kevin**

Case Western Reserve University, 2012  
5000 Spring Hill Mall, West Dundee  
Northwest Suburban Branch

**Gaffney, Meghan**

Creighton University, 2012  
4445 W. 95th St., Oak Lawn  
Englewood Branch

**Green, Christopher**

Loyola University, 1985  
6422 W. 107th St., Chicago Ridge  
Englewood Branch

**Harrison, Jillian**

University of Pennsylvania, 2011  
2551 N. Clark St., Chicago  
North Side Branch

**Herard-Exorphe, Natacha**

University of Illinois, 2011  
220 Waltham St., Calumet City  
South Suburban Branch

**Haskell, Jennifer**

University of Louisville, 2008  
3655 N. Ashland Ave., Chicago  
North Side Branch

**Jafarnia, Behnam**

University of Connecticut, 2005  
1701 E. Woodfield Rd., Schaumburg  
Northwest Suburban Branch

**Juska, Tomas**

Midwestern University (AZ), 2012  
141 Hidden View Dr., Westmont  
West Suburban Branch

**Kraft, Rachel**

University of Michigan, 2009  
101 S. Greenleaf St., Gurnee  
North Suburban Branch

**Le, Catherine**

New York University, 2011  
1950 W. Cermak Rd., Chicago  
West Side Branch

**Matesi, Christopher**

University of Illinois, 2012  
290 Springfield Dr., Bloomingdale  
West Suburban Branch

**Ngo, Kalin**

Creighton University, 2010  
567 W. 14th St., Chicago Heights  
South Suburban Branch

**Parvez, Mohammed**

Boston University, 2012  
144 W. Roosevelt Rd., Villa Park  
West Suburban Branch

**Schultz, Lauren**

Marquette University, 2011  
6735 W. 95th St., Oak Lawn  
Englewood Branch

### Deceased members

**Bruner, Glenn**

Loyola University, 1965  
200 Madison Ann Dr., LaGrange, NC  
Northwest Suburban Branch  
Died Aug. 7.

**Waldman, James**

Marquette University, 1958  
1418 N. Salem Blvd., Arlington Heights  
Northwest Suburban Branch  
Died April 13, 2010.

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248.626.0511

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## FINAL IMPRESSIONS

by Walter F. Lamacki, DDS

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

# Is dentistry still a good career path?

**W**ould you recommend dentistry as a career to your children and your patients? I believe that the former is almost a given and the latter, "Probably." I have no evidence that either is accurate, just a gut feeling.

There are definite roadblocks to becoming a dentist, including: the high cost of dental education; the resulting indebtedness; becoming an employee rather than an owner of a practice; the cost of opening an office; third party intrusion; federal and state regulations; and a significant unknown. . . dentistry's place in the *Affordable Health Care Act*.

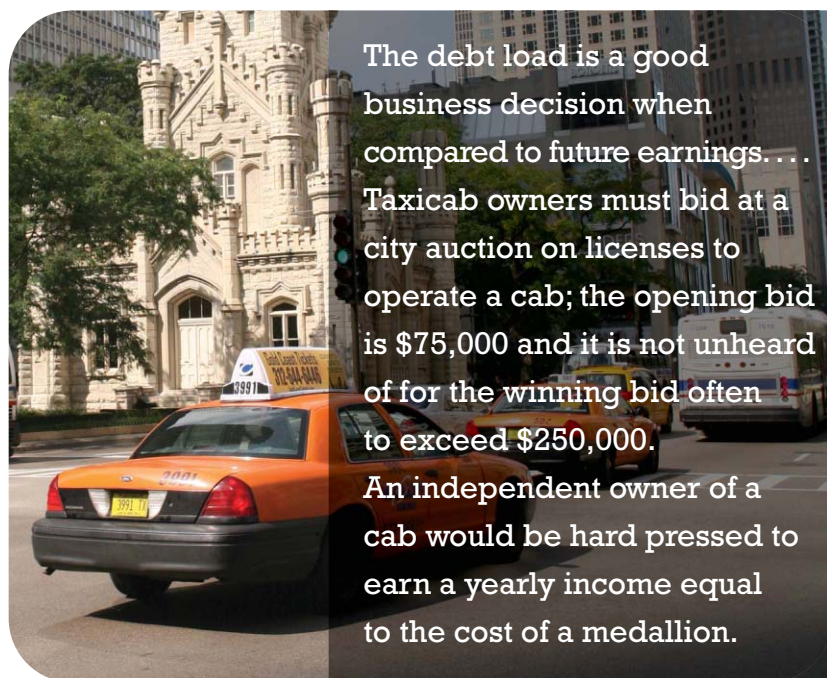
The first hurdle faced by a dental student is the high dental school tuition. Tuitions range from \$50,000 per year to more than \$70,000 and are increasing faster than the rate of inflation. There is some scholarship money available, but inevitably the student needs to take out loans to pay for their education and (in most cases) living expenses. Estimates of recent indebtedness of graduates are all over the map, but generally it is agreed on at around \$200,000. If the new dentist decides to open their own office (less common today), add another \$450,000 to the pile. Although the economic factors seem daunting, I believe they are overly gloomy.

The debt load is a good business decision when compared to future earnings of a dentist. According to the ADA, the average dentist earns \$194,000 per year, and specialists earn approximately \$311,000. Dentists' income ranks in the top 5 percent of all Americans. Dentists earn more than physicians/internists on average. Taxicab owners must bid at a city auction on licenses to operate a cab; the opening bid is \$75,000 and it is not unheard of for the winning bid to exceed \$250,000. An independent owner of a cab would be hard pressed to earn a yearly income equal to the cost of a medallion.

Every state has a Dental Loan Repayment Assistance Program. Illinois will pay up to \$25,000 per year for four years if the dentist agrees to practice in a designated shortage area. Go to [www.ada.org](http://www.ada.org) for a complete list. However, to be fair, there are few takers. Anyway, our ethically and financially bankrupt state government is unlikely to even fund one dentist.

A more viable answer to debt reduction is to associate with an established dentist; often there is a buy-in option offered by

the owner dentist(s). I view associating as equivalent to general practice residencies, which are scarcer than hen's teeth and add to the debt load. Turn to the classifieds at the back of this *CDS Review*; you will find nearly 100 opportunity ads, pretty much a buyers'/employees' market.



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Photo by John McNulty

Opening a dental office cold is certainly more difficult, but doable; a better option is to buy an existing practice, with sellers participating in the financing. It's my understanding that banks are now more willing to lend money for viable practices. More dentists are retiring than graduating, placing pressure on the seller dentist to negotiate.

As far as the guff from government and third parties, all businesses to some degree must deal with it. The best remedy is to promote active membership in the dental society and its political action committee. Having a voice in one's future is priceless.

There is a wonderful payback to encouraging a young individual to pursue a career in dentistry: the pride one feels when they enter our profession. And that someone will be there to sell your practice to! ■

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