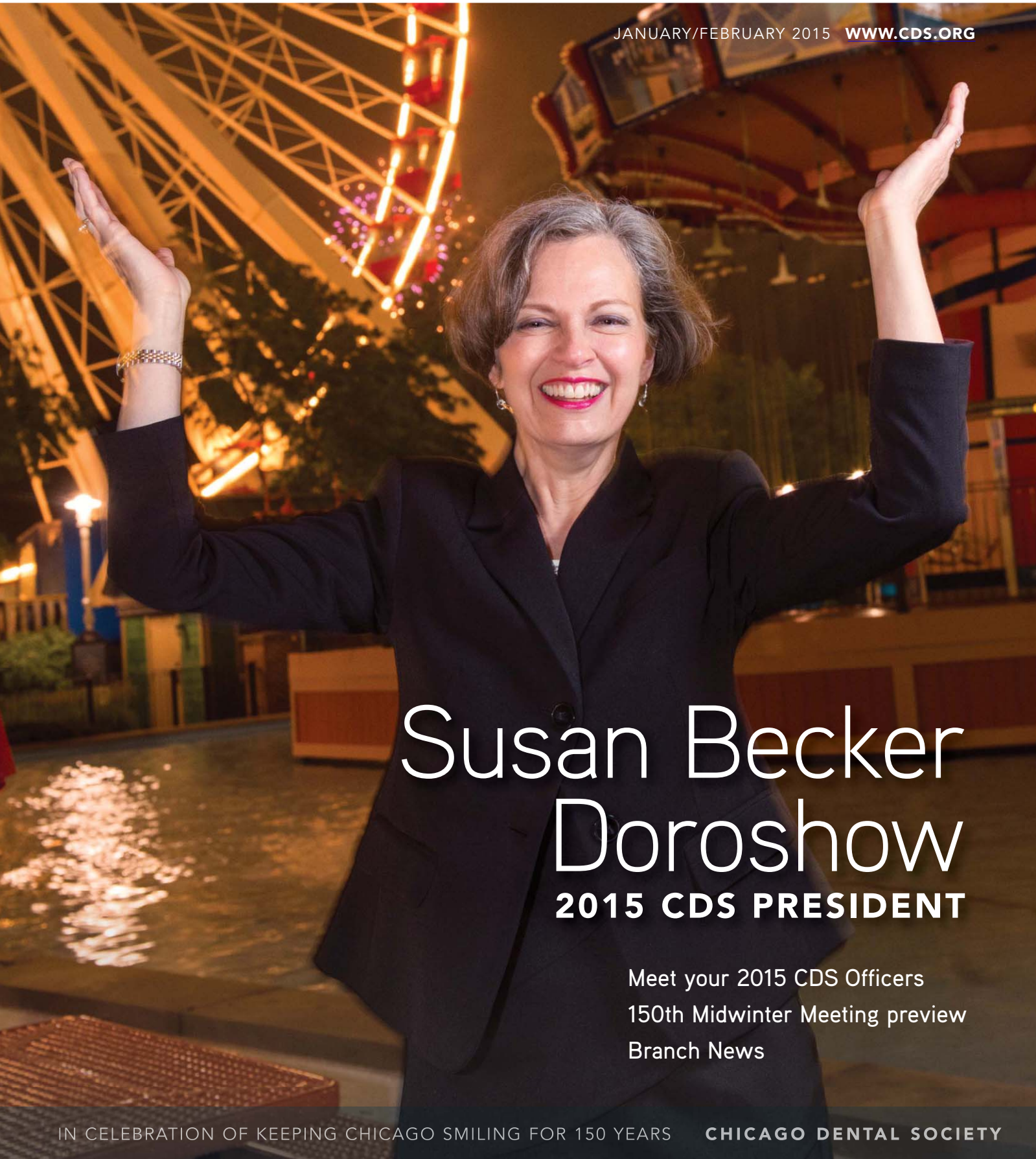


cds review

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 Foundation

Founded in 2007, the CDS Foundation is a charitable 501(c)(3) tax-exempt organization through which 100% of all gifts benefit access to care programs and dental education initiatives.

page one

February is for the kids

DON'T FORGET THAT FEBRUARY IS NATIONAL CHILDREN'S DENTAL HEALTH MONTH! Each year the CDS Communications Committee acquires toothbrushes and toothpaste to deliver to member dentists and schools located in Cook, Lake and DuPage counties. Requests for these dental supplies were accepted October-December; members who requested supplies during that time will receive them in January.

Teach students in your community about the importance of good oral hygiene. Research has shown that if a child's tooth decay goes untreated, it can lead to tooth loss, speech problems and even loss of self-esteem.

If you are headed to a school to do a presentation on oral health, visit the CDS website at www.cds.org/kids to download coloring pages and activity sheets, ideas for classroom presentations from the American Dental Association, and the coloring contest from Illinois State Dental Society.

Do you have a question about the program? Contact Rachel Azark Schafer at 312.836.7330 or razark@cds.org.



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Learn how you can participate at on.cds.org/chairs. ■



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The CDS Dental Careers Forum connects dentists with dental hygienists and assistants

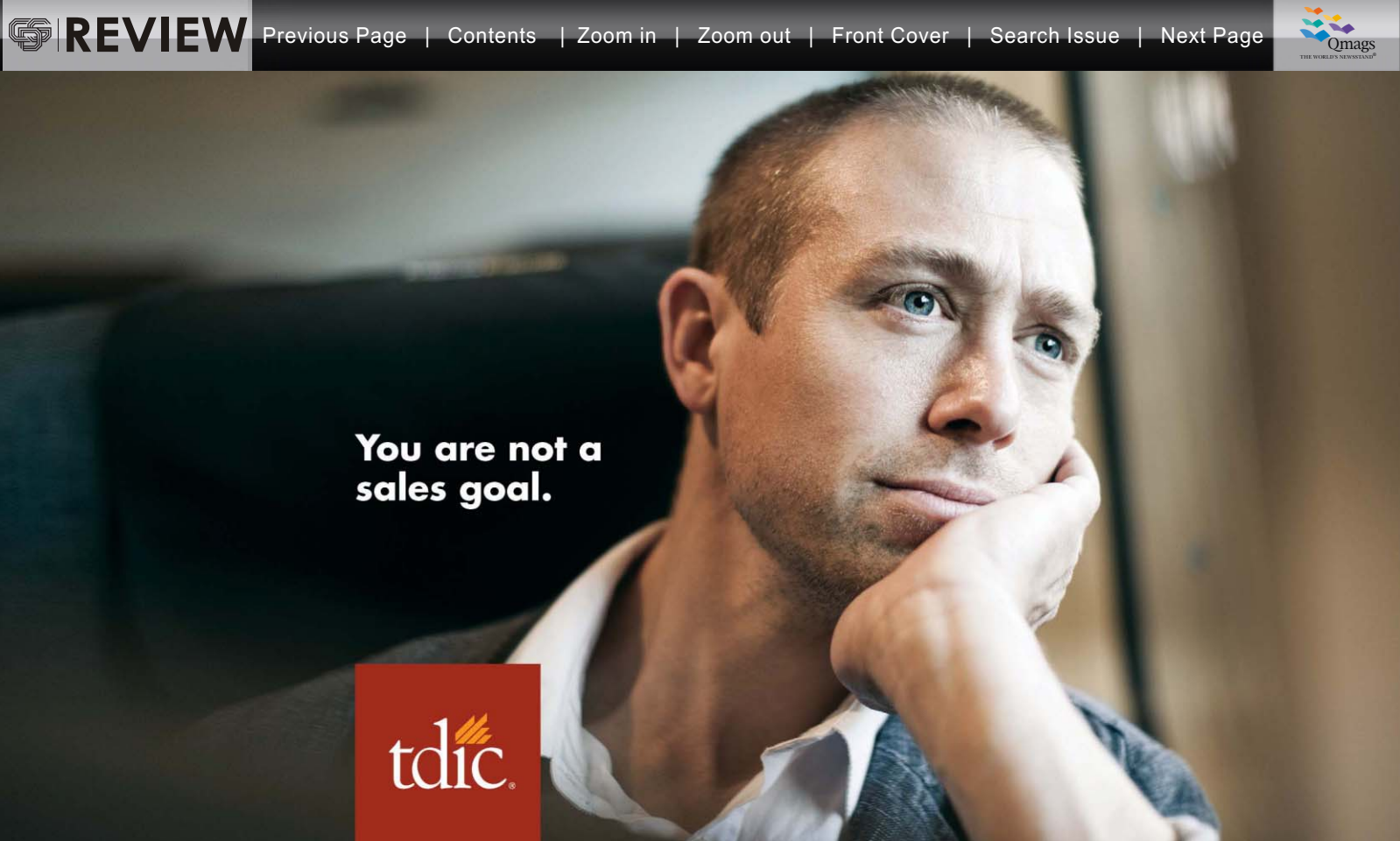
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Members may post positions available; dental hygienists and dental assistants seeking jobs may post résumés; and each may browse the other's postings.

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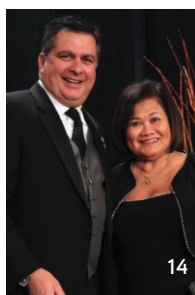
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Cover photo: Tricia Koning





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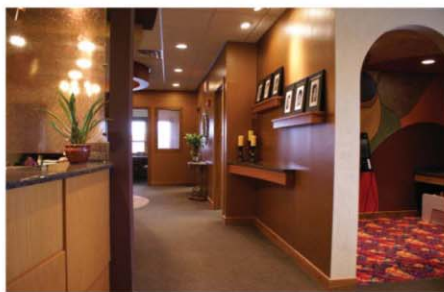
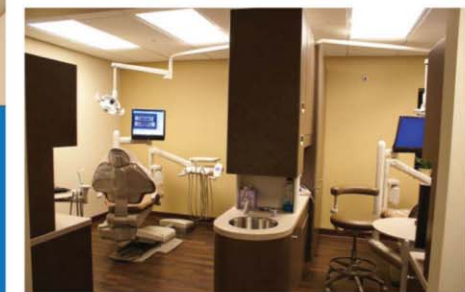
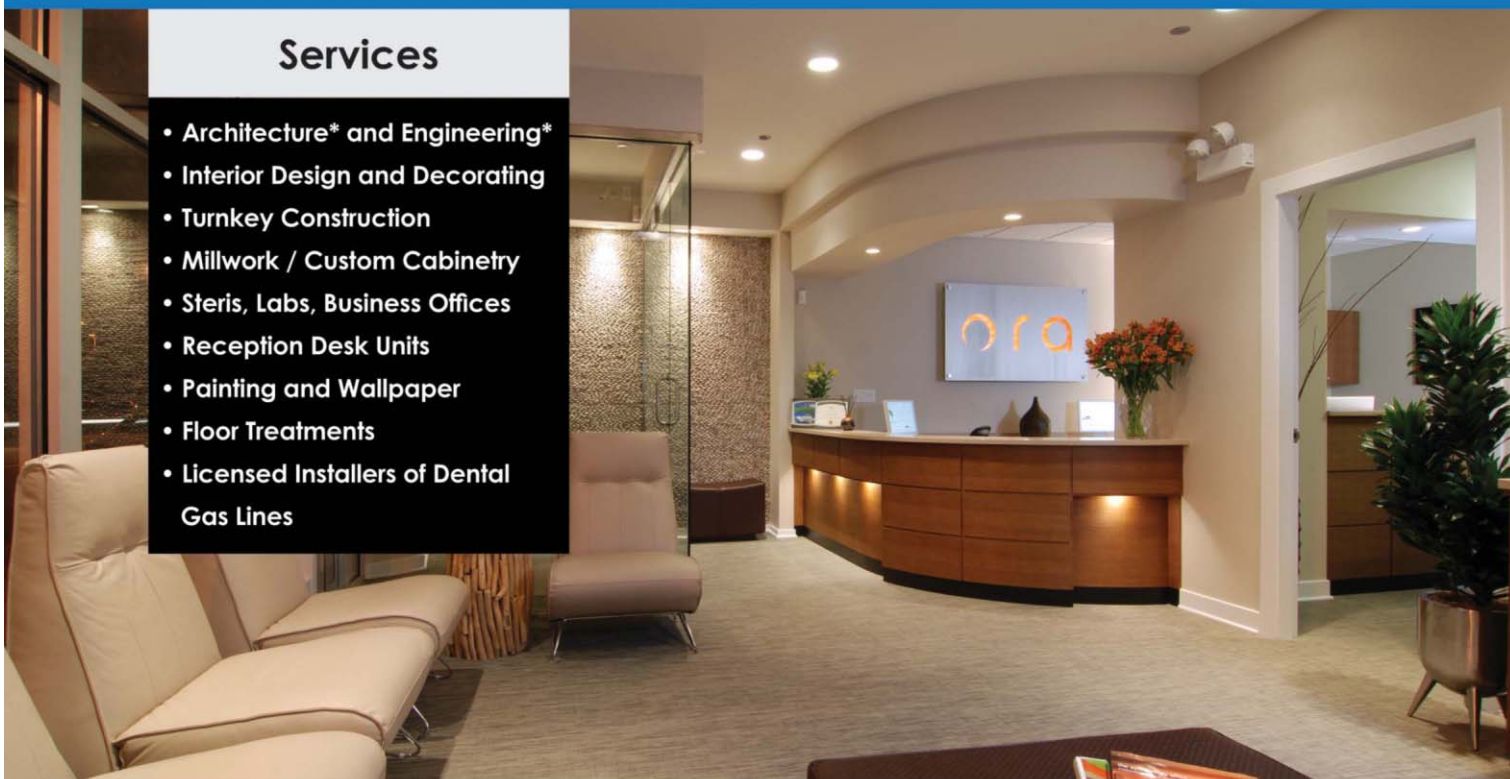
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PRESIDENT'S PERSPECTIVE by Susan Becker Doroshow, DDS


Write to Dr. Doroshow at sbddd@aoi.com.

Is the ADA still relevant?

I believe that more and more dentists are asking themselves that question and answering “No.” In 2008, 7 out of 10 licensed dentists chose membership; today, American Dental Association membership market share hovers around 64 percent and continues to fall. At least one state society’s membership market share is dangerously near 50 percent, threatening dentistry’s legislative influence.

If the decline continues, our tripartite will not survive.

Now, more than ever, we need our dental associations. The ADA can not stand alone in the battle to preserve our profession from legislators, regulators and an ill-informed public that would turn back the calendar to dentistry’s days as a trade. Physicians, the public health community, philanthropic foundations involved in health policy – virtually all of our historical partners in advancing the oral health of the American public – have abandoned our cause. The wall between trade and profession will ultimately come crashing down without a legion of members on dentistry’s side of the divide.

As the largest component society of the ADA, and due to our unique organizational strengths, CDS is the ADA’s best hope for being rescued from its membership death spiral. We don’t need to take on this responsibility for the sake of CDS; CDS could likely survive the death of the ADA. With an end of the tripartite membership requirement, we might enjoy a market share of virtually 100 percent. Our viability and success would allow us to support the Illinois State Dental Society, so that it could continue to function as our advocate for dentistry in Springfield. But the rest of the tripartite is desperate for the lifeline that only CDS can provide.

As the largest component society in the ADA, and due to our unique organizational strengths, CDS is the ADA’s best hope for being rescued from its membership death spiral.

CDS can assist the ADA directly, by adding new members to its rolls, and indirectly, by developing successful programs that can be adopted across the tripartite. The ADA continues to struggle with building membership in urban areas. There are more than 2,200 nonmembers within our CDS boundaries, so we have opportunities for significant membership growth. With CDS member Michael Durbin serving as chair of the ADA Council on Membership, we can readily spread the word about which of our efforts are successful – and which aren’t – both through formal channels and informally to membership volunteers around the country. Dr. Durbin’s council term extends through 2017, ensuring that CDS’s membership activities will continue to be promoted to struggling component and state societies, as our strategies evolve and improve.

The CDS structure of nine branches gives us independent laboratories for experiments in non-member outreach and engagement. Our financial resources enable us to support new membership initiatives. CDS has an enviable position among component societies; our Midwinter Meeting is both a prime member benefit and a source of non-dues revenue that fuels everything we do for our members. We enjoy an experienced, active, and passionate core of membership volunteers. CDS and ISDS have been national leaders in membership activities, with many of our “best practices” adopted by other state and local dental societies. And the participation of new dentists on our Membership Committee and within leadership is already rejuvenating our branch meetings and events.

We need to take action now while we can still promote the positive rewards of membership. If ADA membership market share drops much lower, we’ll have no choice but to start selling fear: fear of the loss of our profession to non-dentist “therapists;” fear of state and federal regulations that become so onerous that solo and small group practices are no longer viable; fear that third party payors will squeeze out the last drop of practice profitability.

CDS can save the ADA and the tripartite; so let’s get to work and do it. ■

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Q & A with Dr. Doroshow

CDS REVIEW EDITOR WALTER LAMACKI SPOKE WITH 2015 CDS PRESIDENT SUSAN BECKER DOROSHOW. THEY DISCUSSED HER VISION FOR THE FUTURE OF DENTISTRY, PLANS FOR THE 150TH MIDWINTER MEETING AND ROLLER COASTERS.

What is your vision for dentistry in the next 10 years?

Scientific advancement will crawl, as funds for dental research become more scarce and the number of dental schools that are not affiliated with traditional universities increases. The current decrease in dental care utilization by young adults will have a negligible, short term impact on adult oral health, but within a decade or two, I predict a spike in demand for periodontal services.

The removable partial denture with a cast framework will go the way of the dinosaur – as fewer dentists are taught (or remember!) design principles, fewer laboratories fabricate them, and patients elect more esthetic (though shorter-lived and less functional) alternatives.

Local dental laboratories will become scarce, which will be a huge loss for our patients and our profession. This is not to say that large mail-order or off-shore labs are by their natures unable to deliver quality results, but the inconvenience of having cases remade will drive many practices to simply deliver to the patient what the lab ships out.

High-tech tools will increasingly replace sound clinical judgment in both diagnosis and treatment planning, resulting in premature surgical intervention of early caries and in-office fabricated indirect restorations supplanting direct ones.

Third-party payers may well begin





downcoding some services provided by “high-tech” practices. Benefit plans will begin to be redesigned to address “gaming” abuses, like full mouth debridement for every new adult patient, or replacement of every “old” restoration. We could well see some novel approaches in this arena (modified DHMOs covering preventive services only? Financial incentives for patients who do not use their maximum benefit allowances?), or even a revitalization of direct reimbursement.

The future will be bright for restorative dentists, though. I have yet to see a complex resin restoration or porcelain inlay that has had the longevity of some of the large 50-year-old amalgams I see in my senior patients’ mouths; there will be plenty of treatment to be redone in the decades to come.

What role should CDS, the Illinois State Dental Society and the American Dental Association play in the next 10 years?

CDS should continue to maintain and build membership by promoting the intangible benefits of peer-to-peer relationships at the branch level and at our Midwinter Meeting.

We need to deepen our pool of potential leaders and influencers among younger members. Let’s trust them to take our profession in a positive direction while keeping our elder statesmen engaged as mentors.

Bloody legislative battles lay ahead of us, so ISDS and ADA must continue to be aggressive advocates for the profession and our patients. CDS and ISDS would do well to begin a campaign to engage nonmembers, not with the goal of conversion to membership but to add their voices to ours in Springfield and Washington.

The ADA Power of Three initiative has the potential to improve the membership experience, but who decides which arm of the tripartite is best suited to provide which member services?

I think that the Midwinter Meeting is best-in-class for continuing education, and I’m sure that our friends at the Minnesota Dental Association feel the same way about their Star of the North Meeting. So I wonder: how truly collaborative is it when the ADA hosts a CE program in CDS’s backyard, or in Minneapolis?

Will the Affordable Care Act impact the practice of dentistry favorably?

There’s no question in my mind that the pediatric dental component of the ACA has the potential to improve children’s oral health in this country – and that the number of general dentists who provide pediatric services will increase in response to the growth in this patient pool.

I believe that the number of patients who have dental benefits within their new medical plans will continue to increase; although the reimbursements may be limited, this has the potential to increase patient volume as people who haven’t been seeing a dentist begin to take advantage of their new benefits.

The impending increase in the number of people who will be Medicaid-eligible is a huge threat to dentistry; reimbursement levels will be inadequate to cover dentists’ costs of providing care. And covered individuals will have difficulty finding a participating dentist, justifying action in statehouses across the country to increase the number of dental providers through legislation.

What is new at the 150th Midwinter Meeting?

The perennial success of the Midwinter Meeting sometimes causes us to lose sight of its importance as a member benefit.

General Chair Mark Humenik and Program Chair David Lewis share my interest in enhancing the meeting experience for our member dentist attendees, attracting more new dentists, and ensuring that there are enough course options for non-dentist team members.

The 360 Experience is a unique, all-day program for the entire dental team, with individual breakout sessions for each team role, with lunch included.

We created a *New Dentist Track*, a set of four programs addressing non-clinical areas of interest.

Also new this year is a contemporary twist on our traditional runway fashion show. Amy Salinger, from *Million Dollar Shoppers* on the Lifetime Network, will present her *Sass N Style* workshop for men and women at McCormick Place.

The Friday program will include lunch. The focus on personal style and branding updates the program for our core audience: dental professionals. And the change in location makes it possible for attendees to attend scientific programs before and after the workshop.





DR. DOROSHOW'S FAMILY: Tom Pritchard, Ann Pritchard, Virginia Becker, William Doroshow, Susan Becker Doroshow and C.C. Becker.

Since we're celebrating the Midwinter Meeting's 150th birthday, we thought it wouldn't be much of a party without cake. So birthday cake pops will be available in the Exhibit Hall at a designated time each day of the meeting.

Our headquarter hotel and the dinner dance will move to the Hyatt Regency. I'm excited about this change, which will allow us to accommodate meeting volunteers and the CDS Board under one roof and create a great after-hours hub of activity for everyone involved with the Midwinter Meeting.

I understand you are a roller coaster enthusiast.

Over the years, I've enjoyed riding roller coasters as a wonderful escape from the pressures of life and dental practice. My husband, Bill, says that I have an 11-year-old boy trapped inside of me!

I like adrenaline rushes, but I am not at all into physical risk – no cliff diving,

no motorcycles, no mountain climbing for me. Roller coasters require nothing more than to sit back and enjoy the physical sensations; any danger is largely illusory.

It's a terrific change of pace for me to give up control for a while and just unwind; I don't do that often enough in my day-to-day life.

As I get older, though, I approach my coaster riding like I approach dentistry: new experiences are great, but I don't want to be turned upside down or banged around like I did when I was younger. Higher and faster for sure, but no sharp turns, please.

And there's not much fun in it for me unless I'm sharing the ride with people I like. ■

Photos by Andrew Campbell, except roller coaster photo, © Arina P. Habich/Shutterstock.com

PROFILE

Education: Dr. Doroshow earned an undergraduate degree in chemistry from Oberlin College and a dental degree from the University of Illinois at Chicago College of Dentistry in 1983.

Family: Dr. Doroshow and her husband, William, adopt older Labrador retrievers; Delilah (11) is the canine-in-residence.

At the amusement park, do you ride the roller coaster or the merry-go-round? Roller coaster. Then ride the roller coaster again and again and again.

Best part of a celebration: Champagne toast or cake after dinner? Champagne toast.

"In CDS's 150 year history, I am most proud of: the longevity and continuing evolution of the Midwinter Meeting. EVERYTHING that CDS is able to do for our members and the public is due to the success of the meeting."

"And in the future, the greatest strength of our organization will be: our branch structure. With creative leadership, our branches could be incubators for new membership, access to care, and program/meeting initiatives. All it will take are a few creative and energetic young leaders wanting to establish professional connections – and discovering that our current, same-old, Tuesday night meeting routine doesn't meet their needs."



opening session

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★ ★ **INSTALLATION of OFFICERS** ★ ★



A dentist named Sue

by Will Conkis

More than 400 members attended the annual Installation of Officers Nov. 9 at the InterContinental Chicago hotel. Susan Becker Doroshow took the oath of office and will serve as president of the Chicago Dental Society during the 150th Midwinter Meeting.

“One day back in 1865, CDS members met to exchange scientific information at the warehouse of our first dental trade partner, S.S. White.

“I’m sure they had no idea at the time that they were giving birth to what is now the Midwinter Meeting. And in the ensuing years, thanks to the vision and leadership of 12 dozen men and one woman, Juliann Bluit, our meeting has grown to one of the Top 200 trade shows in North America and is our number one member benefit.

“The upcoming 2015 meeting, themed *A Midwinter Celebration*, will be

our 150th meeting and is the grand finale to CDS’s sesquicentennial celebration.

“CDS’s founders wanted to elevate dentistry from a trade to a learned profession and advance its art and science – and 150 years later, those values are still important to us,” Dr. Doroshow told the crowd that filled the Grand Ballroom at the InterContinental.

But while recognizing the distinguished history of CDS, its leadership and the Midwinter Meeting, Dr. Doroshow emphasized the future of dentistry and CDS in her remarks.

“Our profession is increasingly

diverse, as was reflected on this stage when we honored our branch presidents and CDS board members.... However, diversity is not the same thing as inclusion. There are still members who feel unwelcomed and invisible at meetings and events. Has that ever happened to you?” she said.

Dr. Doroshow added that CDS “can’t survive as an association unless we embrace and celebrate diversity.”

[For the full text of Dr. Doroshow’s speech, please see page 16.]

Prior to delivering her acceptance speech, President Doroshow and other officers and new directors for 2015 were installed.

Other officers for 2015 are Cheryl Watson-Lowry, treasurer; Louis Imburgia, vice president; Phillip Fijal, secre-

tary; and George Zehak, president-elect.

Joining the Board of Directors this year are Kimberley Bolden, Kenwood/Hyde Park; Kevin Patterson, South Suburban; and Michelle Jennings, West Side. Also installed was Northwest Suburban Branch Director Renee Pappas, who replaced William Perkinson when he resigned from the Board last year.

During the ceremonies, Jubilarians – those 50-year members who graduated from dental school in 1964 – were honored for their commitment. Retiring directors and retiring branch presidents were also recognized for their contributions.

Honored Jubilarians included Carl Bade, Karim Baksh, Kenneth Bala, Harold Bonus, Jefferson Brock III, James Buckman, Joseph Catarello, Richard Chroman, Donald DeChristopher, George Dieck, Gerald Dusza, Sylvester Furmanek, Esperanza Garcia, Carl Gilmore, Michael Grousd, Alma Gutierrez, William Lambert, John Lane, Jack Lieberman, Khang Lee Liu, James Lowth, Ralph Madonna, Richard Martino, Stephen Matokar, Jerome Maurice,

Donald Miller, Robert Noetzel, William Pakosz, Irwin Pearlman, Thomas Poulakidas, Carlton Resnick, Kenneth Rottman, Laurence Rubin, Jerome Schoen, Alan Shapiro, Gregory Smoron, Richard Szatkiewicz, Gerald Westphal and Samuel Wexler.

Retiring branch presidents were Brian Karshen, Englewood; Rodney Blaney, Kenwood/Hyde Park; Alice Boghosian, North Side; Dorothy Anasinski, North Suburban; Brett Gilbert, Northwest Side; Renee Pappas, Northwest Suburban; Joseph Noetzel, South Suburban; Frederick Orendach, West Side; Derrick Williamson, West Suburban; and Cristian Pavel, Academic Chapter.

Retiring branch directors were Jack Liu, Kenwood/Hyde Park; Loren Feldner, South Suburban; and James Bryniarski, West Side.

The installing officer was Edward Segal, president of the Illinois State Dental Society. ■

Mr Conkis is CDS director of publications.



Organizations don't create relationships; people do! Building the relationships that are critical to membership success can't just be relegated to a committee; it has to be everyone's job! Tonight, I ask each of you to help strengthen your personal connections to all dentists, for a stronger CDS.

— from Dr. Doroshow's Installation Address



(Above) Cheryl Watson-Lowry, Phillip Fijal, Susan Becker Doroshow, George Zehak and Louis Imburgia. (Opposite page) Dr. Doroshow with a replica of her namesake Sue the T. Rex, on display at the Field Museum.

Dr. Doroshow's Installation Address

Delivered Nov. 9, 2014

Twelve months ago, we began crossing the bridge connecting Chicago Dental Society's rich past to a future that we'll begin shaping today. Rich Holba's presidential term has nearly ended, but the Present of his theme will live on in these memories of our sesquicentennial year:

- The 150th Anniversary Molars, on display at McCormick Place and on Michigan Avenue this past summer;
- A Midwinter Meeting that nearly cracked the 30,000 attendee mark;
- The fascinating video history of CDS, created by our own Don Kipper;
- And the gathering of past presidents and other dignitaries at the 150th Anniversary Gala at Shedd Aquarium.

More important than all of the pomp of the sesquicentennial was Rich's skillful and collegial leadership of the CDS Board. He and his wife, Kathy, served as wonderful ambassadors for CDS, not just internationally but with our peers at ISDS and across the country. Rich and Kathy, congratulations and thank you for a remarkable year!

One day back in 1865, CDS members met to exchange scientific information at the warehouse of our first dental trade partner, S.S. White. I'm sure they had no idea that they were giving birth to what would become the Midwinter Meeting. And in the ensuing years, due to the vision and leadership of 12 dozen men and one woman, Juliann Bluitt, our meeting has grown to be one of the Top 200 trade shows in North America and is our number one member benefit. The success of the meeting allows to CDS to provide member services that other associations can only dream about, and has made it possible for us establish and continue to fund our own CDS Foundation. The upcoming 2015 meeting – themed "A Midwinter Celebration" – will be our 150th meeting and is the grand finale to CDS's sesquicentennial celebration.

CDS's founders wanted to elevate dentistry from a mere trade to a learned profession and to advance its art and science. And 150 years later, we still hold those values close to our hearts.

But there is a growing disrespect for dentistry as a profession. Legislators would permit non-dentists to restore and even extract teeth. The FTC filed an antitrust suit against a state licensing board. And two months ago, columnist George Will referred to dentists as a "cartel of licensed practitioners."

Thanks to the vigilance of our dental associations, we can focus on what's really important – caring for our patients. But our influence is only as strong as our membership market share – and the percentage of licensed dentists who chose membership continues to decline. We need to reverse this trend, for the well-being of the public and for the future of our profession.

ADA surveys consistently show that continuing education, advocacy and professional relationships are among the most

valued benefits of membership. CDS has continuing education covered, and the ADA and ISDS are our advocacy partners. But organizations don't create relationships; people do! Building the relationships that are critical to membership success can't just be relegated to a committee; it has to be everyone's job! Tonight, I ask each of you to help strengthen your personal connections to all dentists, for a stronger CDS in the future.

Be ambassadors for CDS – not just within your branch, but at the Midwinter Meeting and during our regional meetings. Every contact we have with another dentist is an opportunity to make a connection. Imagine a set of magician's rings – have you ever seen them up close? If you have, you know that there is nothing "magical" about them. Each ring has a small opening and if you touch them together in just the right way, they link up. Each one of us can be like one of those rings. If we make sure that we're always open a little bit, there is no limit to the number of connections that we can make. And every one of those connections is a win-win, resulting in:

- More referrals, if you're a specialist;
- Better care, as we exchange stories and information;
- New opportunities, if we want to buy a practice or hire an associate;
- A network of colleagues who share our challenges and values.

Best of all, as we link up, and cross-link, and interconnect, we're no longer vulnerable, individual rings.

Together, we've become a protective cloak of chain mail: Flexible but strong, impenetrable, defending our profession from attack.

Did you know that one in three Chicago-area dentists is a nonmember? I wonder, how many of them simply never found a professional home with us and gave up trying? Reach out to the nonmembers you already know – friends, neighbors, former classmates – and start to dialog with them about the issues that threaten our shared profession. Don't worry about getting them to join the tripartite: ADA statistics show that, after six or more years as a nonmember, there is less than a 1 percent chance that a dentist will join or return to membership. Let's start by simply listening to them – they're dentists, after all, just like you and me. They might be eager to participate in our access to care activities. They might become a guerrilla fighting force in the battles that are sure to come in Springfield and Washington.

Our profession is becoming more diverse, as we saw here on stage when we honored our board members and retiring branch presidents. In 2000, CDS President Al Bean selected *Celebrating Dental Diversity* as his Midwinter Meeting theme. Were Dr. Bean alive, he'd be proud tonight that the promise of his theme is being fulfilled. However, diversity is not the same thing as inclusion. There are still members who feel unwel-

comed and invisible at meetings and events. Has that ever happened to you? Their experiences echo many of my own over the years, and their stories cross the lines of age, ethnic background and gender. I know that this can be different – I know that it MUST be different. We can't survive as an association unless we embrace and celebrate our diversity.

I'm committed to making the membership experience better for everyone, and I need your help. If we strengthen the personal connections between ALL dentists, CDS can survive – and thrive – to celebrate its bicentennial.

In her best-seller, Sheryl Sandberg advises readers to *Lean In* to their careers. I did not “lean in” to volunteer involvement. I was drawn in and inspired – until passion and momentum took over. Paul Fischl invited me to start up the officer ladder in the North Suburban Branch, and not long after I heard this at an award ceremony:

“All I did was what I was asked to do, to the best of my ability, and I was asked to do something else.” Over the past 15 years or so, a host of leaders has encouraged, counseled and opened doors for me. Paul Kattner spoke the words that continue to inspire me. Trucia Drummond demonstrated what a woman in leadership can accomplish. Ken Yonan and Tom Machnowski gave me experience on Midwinter Meeting committees.

Perry Tuneburg appointed me to the ADA Council on Membership and encouraged me to pursue the position of council chair. And on countless occasions, Todd Cubbon said “when you are doing this,” instead of “if you ever do this.”

I received valuable lessons in leadership from Joe Hagenbruch, Keith Dickey, Tom Sullivan, Keith Suchy, Bob Unger, Darryll Beard, Denny Manning, Dave Kumamoto, Ian Elliot, Davey Fulton, John Gerding, and departed colleagues Alvin Atlas, Jane Selbe and Michael Stablein. No one who has ever stood at this podium has had more support; having all of you as mentors has meant the world to me. Thank you so much!

If you are in a leadership position, your most important responsibility is to identify, cultivate and mentor your successor. Commit to strengthening your branch leadership. Be inclusive. Remember that few people will jump up and volunteer, so keep your eyes open for cues that someone is eager to serve. Let's keep our leadership pipeline filled, to maintain a strong and thoughtful CDS board. We recognized a wonderful group of branch presidents earlier this evening. I hope to see some of you on this stage in the future, as new CDS directors.

Those of you who are new to our profession, please don't follow my example and wait to be ASKED to get involved! In the coming years, this will become YOUR CDS, so “lean in” to leadership and help us build a stronger organization for everyone. Fifty years from now, the Class of 2014 will be sitting in this Jubilarian section; wouldn't it be a shame if the rest of this ballroom were empty, for lack of members to recognize and applaud them?

Please welcome my loved ones who are here with me tonight:

- My father, C.C. Becker, who asked that I tell everyone that

he was my fan before anyone else who is present this evening.

- My mom, Virginia Becker, to whom I owe my creativity, resourcefulness and crossword puzzle addiction.
- My sister, Ann Pritchard and her husband, Tom, the most generous and loving couple I know, who traveled from Fort Collins, CO, to be here.
- My awesome assistant, Sharon Smith, and her husband Joel. Sharon cheerfully watches over the office when I'm away, and brings her best to our patients every day.
- Representing my Marillac High School gang are two of my best friends, Roseann Shales and Eunice Sullivan.
- And finally, my dear husband of 32 years, Bill, who reminds me every day what is truly important in life and has cheered me on from behind the scenes every step of this journey. I love you, Billy.

That my good friend Ed Segal was the installing officer tonight will make my memories of this evening just that much sweeter. I am blessed to have all of you in my life, and grateful for your presence this evening. Thank you all for your love and support.

Whatever success the 150th Midwinter Meeting – “A Midwinter Celebration” – enjoys will be due in no small measure to the efforts of my 2015 General Chair, Mark Humenik and my 2015 Program Chair, Dave Lewis.

What a terrific pair of teammates! Thank you both for your hard work, energy and wisdom. I'm happy that Al Kleszynski, director of scientific programs, was along for so much of my ride. I'm happier still that Al will now resume his rightful place in the pantheon of past presidents. Al, all the best to you and Nancy in your retirement!

My dad is a man of many adages, and his favorite is “you never get paid less for doing more.”

Every day, on our behalf, CDS staff brings those words to life. On behalf of every CDS member, thank you to Randy Grove, Barry Ranallo, Lisa Girardi, Will Conkis, Joanne Girardi, Lennoree Cleary and the entire CDS staff.

You might not recognize the name Chuck Jones, but if you know Road Runner, Bugs Bunny and the rest of the Looney Toons characters, you know his work. When Chuck received his Academy Award for Lifetime Achievement, he had this to say about the secret of success:

“The rules are simple. Take your work, but never yourself, seriously. Pour in the love, and whatever skill you have, and it will come out.”

I assure you, I take the role of CDS president very seriously. I am passionate about our profession and ready to pour in the love for CDS and our members in the coming year. And, as far as taking myself too seriously? Well, my friends Wally Lamacki and Bill Kort have been reminding me that admission into the Past Presidents' Club is no sure thing. Within that gentle gibe is a tacit reminder that they expect nothing less from me than excellence. Gentlemen, and fellow members, I promise that I won't let you down. Thank you all for the opportunity to serve as your CDS president. I am truly honored to represent you as CDS leaves the Bridge, and takes its first steps into the future.

new officers

for 2015



George Zehak
PRESIDENT-ELECT

Education: Dr. Zehak earned his dental degree from the University of Illinois at Chicago College of Dentistry in 1977.

Family: Dr. Zehak and his wife, Maria Zehak, have two sons and one daughter.

At the amusement park, do you ride the roller coaster or the merry-go-round?

I ride the roller coaster, with its excitement and thrills.

Best part of a celebration: Champagne toast or cake after dinner?

I would choose the cake, especially if it's chocolate.

"In CDS's 150 year history, I am most proud of: our world-class Midwinter Meeting. It's absolutely amazing."

"And in the future, the greatest strength of our organization will be: our membership as it is now. Our organization is only as great and strong as our membership."



Phil Fijal
SECRETARY

Education: Dr. Fijal earned his dental degree from the Loyola University School of Dentistry in 1986.

Family: Dr. Fijal and his wife, Jan, have two children: Phillip (26) and Kristie (22).

Roller coaster or merry-go-round?

Definitely a roller coaster rider, although far less brave than I once was.

Champagne toast or cake?

Champagne toast without a doubt. Never been much of a sweets-eater.

"In CDS's 150 year history, I am most proud of: building a world-class Midwinter Meeting, one that has grown to be accepted as among the best, most respected meetings around the globe. None of that could have been accomplished without the constant stream of quality leadership that CDS has produced."

"And in the future, the greatest strength of our organization will be: continuing to improve and meet the needs of an ever-changing professional landscape. The organization will continue to be proactive in leading its members and dentistry successfully into the future."



Louis Imburgia
VICE PRESIDENT

Education: Dr. Imburgia earned his dental degree from the Loyola University School of Dentistry in 1984.

Family: Dr. Imburgia and his wife, Rosemary, have one daughter, Michelle (married to Scott Camp), and two sons, Anthony and Sean.

Roller coaster or merry-go-round?

I can't handle either one. I spend all my time trying to win the biggest stuffed animal they got. I am usually unsuccessful.

Champagne toast or cake? Cake.

"In CDS's 150 year history, I am most proud of: knowing some of the folks who contributed to that rich history."

"And in the future, the greatest strength of our organization will be: as it always has been – our membership."



Cheryl Watson-Lowry
TREASURER

Education: Dr. Watson-Lowry earned her dental degree from the University of Illinois at Chicago College of Dentistry in 1987.

Family: Dr. Watson-Lowry and her husband, William Lowry, Esq., have two sons, William Jr. (21) Evan (19); one daughter, Clarke (17); and two dogs.

Roller coaster or merry-go-round? Both! There is something to be said about the excitement of the dips and turns on the roller coaster and then taking time to sit back and observe the rest of the world while riding on a merry-go-round.

Champagne toast or cake? Definitely the cake, as long as it's chocolate.

"In CDS's 150 year history, I am most proud of: its ability to change as necessary depending on the needs of the membership."

"And in the future, the greatest strength of our organization will be: inclusion. As the face of dentistry changes, it is my hope that we will be able to mirror the changes that have occurred in our profession and our membership."



RETIRING BRANCH DIRECTORS: James Bryniarski (with wife, Dr. Leona Hubatch), West Side; 2014 CDS President Richard Holba; Loren Feldner, South Suburban; and Jack Liu, Kenwood/Hyde Park.



ISDS president and installing officer Ed Segal with 50-year member Jerome Maurice.



Retiring Academic Chapter President Cristian Pavel with 2014 CDS President Richard Holba.

Photography by Andrew Campbell and Tricia Koning

new directors for 2015

Kimberley Bolden KENWOOD/HYDE PARK BRANCH



Education: Dr. Bolden earned her dental degree from the Howard University College of Dentistry in 1983.

Family: Dr. Bolden lives with three Siamese cats: Kipper, Eli and Winston (aka Winkey).

At the amusement park, do you ride the roller coaster or the merry-go-round? Merry-go-round.

Best part of a celebration: Champagne toast or cake after dinner? A little bit of Champagne AND a slice of cake.

“In CDS’s 150 year history, I am most proud of: our longevity and being an active member.”

“And in the future, the greatest strength of our organization will be: our younger members stepping up to the plate.”

Kevin Patterson SOUTH SUBURBAN BRANCH



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

Family: Dr. Patterson and his wife, Jean, have been married for 27 years. They have two sons in college, and a very old miniature dachshund.

Roller coaster or merry-go-round? Roller coaster.

Champagne toast or cake? Champagne toast.

“In CDS’s 150 year history, I am most proud of: what the Midwinter Meeting has become. When I was a dental student, I remember the meeting at the Hilton Hotel and at the Hyatt Regency Hotel. It is unbelievable how

much it has grown since then. It has been a total team effort to grow the meeting and it has become an event that we can all be very proud of.”

“And in the future, the greatest strength of our organization will be: our inclusiveness as an organization.

I am a testimony to our inclusiveness. I grew up in a small town in northern Pennsylvania. I had no connections. My father wore a blue collar. I came to Chicago not knowing a single person. I have been welcomed by the Chicago Dental Society at every level. It’s a wonderful characteristic of our organization and we need to continue it.”

Michelle Jennings WEST SIDE BRANCH



Education: Dr. Jennings graduated from the University of Illinois at Chicago College of Dentistry in 1989. She earned her specialty certificate in periodontics from the University of Kentucky in 1991.

Family: Dr. Jennings has a son, Michael (21), who is studying actuarial science at Drake University, and a daughter, Nicole (17), who is a junior at Lockport High School.

Roller coaster or merry-go-round? Roller coaster.

Champagne toast or cake? Cake after dinner.

“In CDS’s 150 year history, I am most proud of: the groundwork that past leaders have established, especially in the areas of continuing education (Midwinter Meeting), and the philanthropic work of the CDS Foundation.”

“And in the future, the greatest strength of our organization will be: ensuring a unified base, thereby providing support and strength as we face the future demands of dentistry in both the educational and political arenas.”

Renee Pappas NORTHWEST SUBURBAN BRANCH



Education: Dr. Pappas earned her dental degree from the University of Illinois at Chicago College of Dentistry in 1988.

Family: Dr. Pappas and her husband, CDS member Michael Durbin, have been married since 1988. They have two children: Kristen (23) and Peter (22).

Roller coaster or merry-go-round?
Roller coaster

Champagne toast or cake?
Cake after dinner

"In CDS's 150 year history, I am most proud of: the fact that our Society has continued to help its members enhance the profession of dentistry by providing us with a premier annual

meeting. The Midwinter Meeting gives each of us the opportunity to learn, network and collaborate with our colleagues and, hopefully, to mentor those younger members who are just starting out in the profession."

"And in the future, the greatest strength of our organization will be: to continue to develop mentoring relationships between younger members and those who have been leaders in organized dentistry for many years. Listening to our younger members and taking a collaborative approach will help us to maintain the integrity of our profession in spite of the changes we can expect in the future." ■

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OUR MIDWINTER MEETING SESQUICENTENNIAL PROMISES TO BE A CELEBRATION

by Joanna Brown

THE 2015 MIDWINTER MEETING – THE CHICAGO DENTAL SOCIETY’S 150TH – WILL BE A CELEBRATION. AND SUSAN BECKER DOROSHOW WANTS YOU TO BRING AS MANY GUESTS AS YOU CAN MUSTER.

Dr. Doroshow, serving as 2015 CDS president, is proud to show off the work that generations of volunteers have put into making the meeting shine.

“The CDS Midwinter Meeting is world-class and is second to no other; 150 years after its inception, it is the source of unparalleled resources for member benefits, branch activities, philanthropy, and the best in continuing dental education,” she said. “The meeting’s sesquicentennial is a remarkable milestone, and I want to embrace the 150th meeting for what it truly will be: *A Midwinter Celebration*.”

“This is CDS’s opportunity to celebrate the efforts of the countless leaders and volunteers who not only recognized what the growth and success of the meeting could mean to our members and for the profession, but who brought that vision to reality,” she continued. “We also want all of our members to share the excitement of this occasion and join in the *Celebration*.”

The three-day event opens Feb. 26 at McCormick Place West with its hallmark mix of continuing education courses and commercial exhibition that attendees have come to expect. Dr.



CDS President Susan Becker Doroshow (center) — with her team of David Lewis, program chair, and Mark Humenik, general chair — encourages you to attend the 150th Midwinter Meeting.

Doroshow has been working for three years with the leadership team of Mark Humenik, general chair, and David Lewis, program chair, to assemble a menu of courses and activities to attract the whole dental team.

“Dr. Lewis has a passion for continuing dental education; he has remarkable talent for assessing programs and cataloging speakers,” Dr. Doroshow said. “Dr. Humenik is a past chair of two Illinois Mission of Mercy campaigns, experiences which prepared him well for his role as general chair of the Midwinter Meeting. They continue to impress me with their commitment to, and tireless efforts toward, the success of *A Midwinter Celebration*.”

LEARN

“The Midwinter Meeting is recognized for the number of new speakers we bring to Chicago, and 2015 will be no different,” Dr. Doroshow said, describing the team of more than 120 lecturers and clinicians slated to present courses on topics ranging from Botox to ultrasound, and cone beam tomography to geriatrics. Search the *Preliminary Program* online for our special series of courses: *Prosthodontics Today*, *The 360 Experience* programs, a *New Dentist Track*, and the *Windy City Lecture Series*.

“We also kept our eyes open for

Download the 2015 Midwinter Meeting App

Make time now to download the free 2015 Midwinter Meeting mobile app on your smart phone or tablet. It will keep everything you need at your fingertips this year:

- **Browse Midwinter Meeting** events, courses and speakers.
- **Create a custom schedule** and sync it across multiple devices.
 - **Manage your daily schedule** by logging in with your individual 2015 badge number (i.e., 123456/1). Once you do, the app will automatically upload your ticketed courses and special events to your agenda.
 - **Learn about exhibitors and view the Exhibit Hall.**
 - **Interactively route your path** from booth to booth and to your course rooms.
 - **Take course notes right in the app** and email them to yourself.
 - **View course documents** if available for your ticketed course.
 - **Complete course and speaker evaluation surveys.**



Under the Meeting Info section of the app, you'll find hotel lists, McCormick Place food venues, FAQs, shuttle bus information, meeting hours, parking directions and much more.

The 2015 mobile app is more extensive and easier to use than ever before. To find the app in the Apple App Store or the Google Play Store, search for “CDS Midwinter.” And remember to delete the 2014 Midwinter Meeting app from your device.



Follow the Midwinter Meeting online and in social media

CDS encourages all Midwinter Meeting attendees to watch our social media channels in the days and weeks leading up to the Midwinter Meeting for news and tips that will affect your experience at McCormick Place. The 2015 Midwinter Meeting app includes direct links to all six of our channels, or you can follow them individually:

- **Read about meeting features on our blog, Open Wide:** www.cds.org/blog
- **Look for announcements on Facebook:** facebook.com/ChicagoDentalSociety
- **View event photos on Flickr:** on.cds.org/CDSflickr
- **Learn about your colleagues and Midwinter Meeting clinicians on LinkedIn:** on.cds.org/linkedin
- **Find and post meeting updates on Twitter, using #cds15:** twitter.com/Chicago_Dental
- **Watch videos from the Exhibit Hall on YouTube:** youtube.com/user/ChicagoDentalSociety

speakers from outside of dentistry,” Dr. Doroshov said. “I hope that our attendees are open-minded and curious to explore something novel and new. It was important to my team to that our program offer enough choices for non-dentist team members attending the meeting on their own, or for the dentist and team to attend together.”

Live, televised courses will return to the 2015 Midwinter Meeting, but in a different location. Reserve your ticket to the third floor classroom theater for any of the five courses offered there when you register for the Midwinter Meeting.

Remember that course handouts are available online only — not on site. Look for the red Acrobat icon (📄) next to course descriptions online to indicate that your instructor has provided a handout for you to download or print out before you travel to the Midwinter Meeting. Do this frequently, as handouts are added to the website daily.

EXPLORE

Drs. Doroshov, Humenik and Lewis have given similar consideration to the busy Exhibit Hall, where more than 600 commercial trade partners – including 60 from outside the U.S. – will assemble

“Attendees will get much more out of the meeting if they consider the Exhibit Hall an extension of the scientific program and not something separate from it.”

with their products and services to enhance the practice of dentistry. Dr. Doroshov encouraged all Midwinter Meeting attendees to set aside time to explore that bustling marketplace.

“Dental manufacturers and dealers are committed to the profession and their business success is intimately tied to our practice success,” she said.

“Attendees will get much more out of the meeting if they consider the Exhibit Hall an extension of the scientific program and not something separate from it. Exhibitors want to be your partners

for success – visit the floor and give them the opportunity to show you how to work faster and better, how to save time and money, how to make treatment easier for you and your patients.

“Thank our exhibitors for their participation; these companies make the Midwinter Meeting, its scientific program, and many of your CDS member benefits possible. Visit the companies you already do

business with to let them know that you like their products and are happy to see them at the meeting. Stop at booths you’d normally bypass to ask ‘what’s new?’”

Access the virtual Exhibit Hall online at www.cds.org before you travel, and use the new Midwinter Meeting app to map your route between your favorite booths.

Don’t forget that time spent in the Exhibit Hall earns you 1 CE credit each day. Look for signs located near the Overlook Café with the CE codes each day of the Midwinter Meeting.

Celebrate the 150th Midwinter Meeting at these Special Events

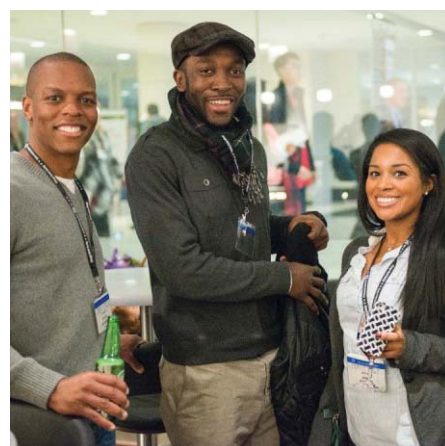
Tickets are required for admission to all Midwinter Meeting Special Events.



Opening Session featuring the a capella vocal group MO5AIC: Thursday, Feb. 26, McCormick Place West, Room W375E. Doors open at 5 p.m.



Friday Fashion Workshop and Luncheon featuring Amy Salinger: Friday, Feb. 27, McCormick Place West, Room W375E. 11 a.m. - 1:15 p.m.



New Dentist Reception: Friday, Feb. 27, 270 Restaurant at McCormick Place West. 5 - 6:30 p.m.

NETWORK

Beyond the classroom and Exhibit Hall, the Midwinter Meeting has plenty of places for professional networking and personal development. Enjoy the wide variety of social events that annually make our Midwinter Meeting a place to see and be seen.

Whether it's the Mentor Luncheon or Opening Session Thursday; the new Fashion Workshop, New Dentist Reception or an evening at the Park West Friday; or the elegant President's Dinner Dance Saturday; most every attendee is sure to make a social connection at the Midwinter Meeting. ■

Ms. Brown is CDS senior writer.

Connect with colleagues

HOSPITALITY HUB

Exhibit Hall
(next to Overlook Café)
Daily during Exhibit Hall hours
No charge

INTERNATIONAL LOUNGE

Level 3, Concourse
(next to General Registration)
Daily during Exhibit Hall hours
No charge

MENTOR LUNCHEON

Hyatt Regency McCormick Place
Room CC10
Thursday, Feb. 26, 11:30 a.m. - 1:30 p.m.
Invitation only

NEW DENTIST RECEPTION

270 Restaurant, Level 2
Friday, Feb. 27, 5 - 6:30 p.m.
\$15 during pre-registration, \$25 on site)
Ticket required for entry

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YOUR GENERATION™ in concert featuring FIFTY AMP FUSE: Friday, Feb. 27, Park West. Doors open at 8 p.m.



President's Dinner Dance: Saturday, Feb. 28, Hyatt Regency Chicago, Crystal Ballroom. Reception: 7 p.m., dinner seating: 7:30 p.m.



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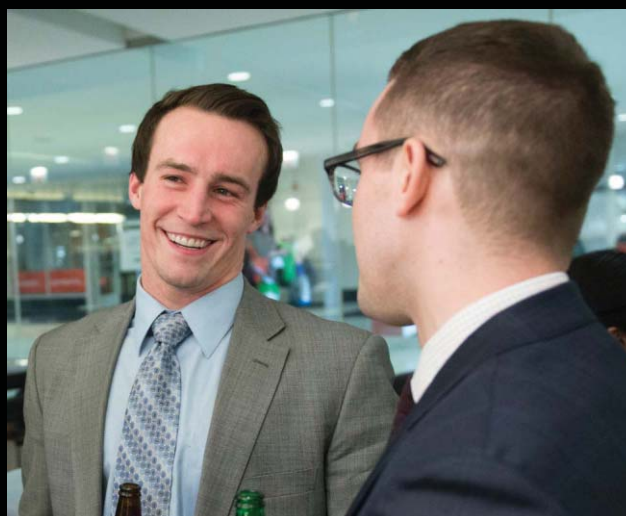
NEW DENTIST RECEPTION: Socializing & Networking

New dentists (those who have been in practice for 10 years or less) are invited to enjoy cocktails and conversation with your contemporaries during the Midwinter Meeting at the New Dentist Reception. Food will also be served.

Purchase tickets online at www.cds.org. Tickets may also be purchased on site Thursday morning at McCormick Place West at the Special Events ticket counter in the Registration Area, Level 3, Concourse, subject to availability.

FRIDAY, FEB. 27

- Level 2, 270 restaurant, McCormick Place West
- 5 – 6:30 p.m.
- \$15 per ticket advanced registration, \$25 on site
- **EVENT NUMBER: SE5**





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Meet Ted Borris

New CDS director of scientific programs

by Joanna Brown

THE CHICAGO DENTAL SOCIETY WELCOMES MEMBER TED BORRIS TO THE STAFF. He was appointed director of scientific programs Jan. 5, following the retirement of Dr. Aloysius Kleszynski.

During his career, Dr. Borris taught high school math, served in the U.S. Air Force as a general dental officer, and maintained a private dental practice in Mt. Prospect. He was also active in organized dentistry, serving as CDS's Northwest Suburban Branch Director, an Illinois State Dental Society delegate, and an American Dental Association 8th District delegate.

As he settled into his new role at the CDS headquarters, he shared some thoughts with the *CDS Review*.

I've had several positions that helped me prepare for the role of director of scientific programs.

My work life can really be divided into four distinct segments, the first three of which prepared me for this one with the CDS staff.

As a teacher, you develop the ability to

plan classes with objectives and outcomes in mind. I believe that it is valuable to CDS and to its members to look at this task, the educational programs, with the same thought in mind: "Why would practicing dentists want to listen to this speaker, and what should they leave this class knowing?" I want to look at a speak-

er from an educator's point of view.

After six years in education, I went to dental school and then volunteered for service in the U.S. Air Force.

While I went into the service to sharpen my dental skills, I left with a greater skill: the ability to plan and organize. If there is one thing that I have learned since I started my transition to the CDS offices, it is that the office of the director of scientific programs requires extreme attention to detail and organization. The Midwinter Meeting program is a multi-year mission of organization and planning, with many hours of focused decisions and preparation.

As a CDS member dentist, I don't think I've missed a Midwinter Meeting since 1979 when I was in dental school; even when I was in the Air Force, I came back to the meeting each year. It's been over those 30-plus years that I

developed a genuine interest in continuing the tradition of the Midwinter Meeting as the greatest meeting in the world. I will look at each program as a chance to make each of our attendees a little better, more knowledgeable professional. If I am able to provide the best in presentations each year, I know my colleagues will attend and benefit.

★ ★ ★

There are so many reasons I'm excited to tackle this new role.

After 33 years of dental practice, there is, of course, a certain degree of sadness to leave my patients – many of whom I've known for my entire career. I have received many hugs in the last few weeks, and have seen patients cry when told I was leaving. It is much more emotional than I ever anticipated.

Having said that, the future is not sipping Manhattans and playing golf. I

look forward to the camaraderie, unity of purpose and opportunities to impact my profession in my new role.

Mine is a position with a motivated, enthusiastic group of people who are trying to make a difference. Also, how many people can say they are following in the footsteps of a legend? Dr. Kleszynski is a legend in the world of dental meetings, even if he is too modest to admit it.

I have said many times that for most dentists, our profession is lonely and stressful because we seldom have someone to talk to about our job. Today, I can look forward to working with colleagues dedicated to a common goal.

★ ★ ★

I am also excited to share my native Chicago with so many colleagues from around the world.

My absolute favorite thing about my

hometown is the nighttime view of the skyline from the museum campus. I don't think there is another city with a view like that: the park, the lake, the lights, the skyscrapers.

Chicago is also the capital of steaks. On most every block in downtown Chicago, there is a steakhouse. Each one has its claim to fame and each one is great in its own right.

Finally, while I know Chicago is called the "City of Big Shoulders," it could also be called the "City with a Big Heart." The people here will always rally for a good cause. ■

Ms. Brown is CDS senior writer.

Today, I can look forward to working with colleagues dedicated to a common goal.



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12149

IT'S THE LAW by John M. Green, DDS, JD

 Write to Dr. Green at jgreen@greenlawoffice.net.

To refund or not to refund?

Is a refund a sign of guilt? Illinois law is clear on this question. Refunding or attempting to refund patient money is not a sign of guilt and can not be used as a sword against the dentist should the case proceed to a lawsuit.

Public policy encourages parties to resolve their differences without court intervention. The purpose of this article is to dispel the persistent myth that a refund is a sign of guilt, and therefore, a dentist may lose an opportunity to resolve a case

cost you far more in time and aggravation.

Here are some tips if a patient asks for a refund:

- **Sit down with the patient to see if you can resolve the issue short of giving money back.** Perhaps offering to redo the work or asking the patient to give it some time may solve the problem.
- **If a patient persists in seeking a refund, take time to reflect on the request rather than immediately saying no.**

Perhaps a call to a dental colleague or an attorney who specializes in dental cases to get a different perspective may be helpful. Keep in mind that refusing to refund for that failed implant or for that less-than-esthetic crown may end up in a lawsuit where that undiagnosed periodontal disease is now uncovered by the plaintiff's attorney.

- **If it's best to refund, then write the check and don't look back.** You will easily recoup that money down the road.

- **Be on guard for those patients who, after being refunded, return to seek more money.** Don't be afraid to stand your ground.

- **In a perfect world, getting a signed release in exchange for the refund check is always preferable** but that decision should be made on a case-by-case basis. That's where seeking a legal opinion is prudent.

In the end, a refund should not be viewed as a failure on the dentist's part, but rather a resolution to a dispute with an unhappy patient – who, perhaps happily, you do not have to see again. ■

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 more than 20 years. Find more information on Dr. Green at www.greenlawoffice.net.



Refunding or attempting to refund patient money is not a sign of guilt and can not be used as a sword against the dentist should the case proceed to a lawsuit.

that may later result in protracted litigation. Dentistry is a taxing but rewarding profession. Compensation for a dentist's hard work is part of the business side of the practice. However, too often, dentists get hung up on refunding a patient out of ignorance of the law, fear or stubbornness.

There is nothing more exasperating than a dissatisfied patient demanding money back after countless appointments and a large laboratory fee. These types of patients may fail to appreciate the dentist's efforts to provide esthetic and functional dental work. However, we can not please everyone and for those who demand their money back, I recommend taking a step back before arguing with the patient. While writing that check may be painful, remember that a potential lawsuit will

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0283-0569-31	HurriCaine Liquid Original Wild Cherry – 1 fl. oz. Bottle
0283-1886-31	HurriCaine Liquid Piña Colada – 1 fl. oz. Bottle
0283-0569-72	HurriCaine Topical Anesthetic Snap -n- Go™ Swabs – box of 72 individually wrapped swabs – 0.15 mL ea.
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0283-1185-20	HurriCaine Topical Anesthetic Spray Extension Tubes – 200 disposable extension tubes



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FROM THE GROUND UP A column about the CDS Foundation by Mary Hayes, DDS, MS



For more information about the CDS Foundation, visit www.cdsfound.org.

It's time for a Midwinter break

Somewhere between Dec. 21, the official start of winter, and March 20, the official beginning of spring, those of us in the northern climes crave a break — a Midwinter break.

If you are a student, you revel in days off from school and taking a break from campus. If you are a dental professional, you head to the Chicago Dental Society Midwinter Meeting to break the tedium of the short days by immersing yourself in dental education courses and checking out the new dental products and exhibits.

The 2015 Midwinter Meeting theme is *A Midwinter Celebration*, selected in honor of the 150th anniversary of the first CDS annual meeting.

As the philanthropic side of CDS, the CDS Foundation celebrates this history as well. While much in dentistry has changed and evolved over this time, it is also important to realize that oral health for our patients is still elusive for many, and it remains a challenge for the dental community to assist those in need with our time, talent and expertise. CDS was founded in 1864 with the mission to encourage the improvement of the health of the public, to promote the art and science of dentistry, and to represent the interests of the members of the profession and the public it serves.

Please visit the CDS Foundation in Booth 3203 in the Exhibit Hall to catch up on the progress of our clinic and our grant program. We'll also have a big "Thank You" to our 2014 donors at the CDS Foundation booth, as well as signs throughout the hall recognizing our donors.

Also, you will see special ribbons worn by Northwest Suburban Branch members for participating at the highest level of all the branches in support of the CDS Foundation in 2014.

We encourage you to join us in Room W474A at 10:30 a.m., Thursday, Feb. 26, when we announce the recipient of the 2014 CDS Foundation Vision Award winner, honoring an outstanding individual for his/her extraordinary commitment and achievement in the areas of volunteerism and philanthropy.

Unwind at the CDS Foundation Donor Lounge in the Exhibit Hall – sponsored by Pesavento and Pesavento, Ltd. Donors who have given \$250 and/or who have donated a full day working at the CDS Foundation Clinic can relax with a refreshment while visiting with other donors.



TRIVIA GAME TO BENEFIT CDS FOUNDATION

New this year, 20 Midwinter Meeting exhibitors are participating in an Exhibit Hall trivia game. Midwinter Meeting attendees will receive game cards and instructions with their registration materials, and are invited to participate for cash prizes.

Help us celebrate the accomplishments of CDS over 150 years by taking part in this interactive and educational game. Answers to trivia questions related to important events, discoveries and innovations in dentistry will be at the sponsors' booths. Attendees must submit answers to the CDS Foundation at Booth 3203 no later than 3 p.m. Feb. 28. Prizes will be awarded based on a random drawing of cards with at least eight correct answers.

The CDS Midwinter Meeting will brighten Chicago's gray winter season for all of us on the dental team. While philanthropy for the CDS Foundation is year-round, we know that the season of Midwinter allows us to take a step back and consider the challenges and opportunities before us in the year ahead. This is the time for enthusiastic networking, donating, volunteering and informing others about the critical need for improved access to oral health care in our communities.

Thank you for supporting the CDS Foundation. ■

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looking back

Celebrating 150+ years of the Chicago Dental Society



The 1976 Fashion Show Committee.

Sass N Style

by Joanna Brown

SINCE CHICAGO IS KNOWN FOR THE MANY FASHION HOUSES that dot Oak Street, State Street and the Magnificent Mile, it makes sense that the Midwinter Meeting has since the 1950s tipped its hat to fashion.

The Ladies Luncheon and Fashion Show in 1953 included lunch in the 7th floor Narcissus Room of the Conrad Hilton (the same venue as the Midwinter Meeting) and entertainment by Marshall Field and Co.: “an exciting preview of fashions from a variety of sections of the store, including the famous 28 Shop.” Tickets cost \$4.

A decade later, the show took on the theme of *Global Flares*. The “gourmet luncheon” was complemented by door prizes from around the world as selected by Ladies Entertainment Committee Chair Mrs. Harold Lang, “interesting favors, Chuck Cavallo’s music, and fashions by Saks Fifth Avenue.” Tickets were \$6.

In 1965, Maggie Daly narrated A Century of Fashions while models showed authentic costumes of the past and typical fashions of the day.

Five years later, the Ladies Luncheon had dropped the fashion show and

instead offered a discussion of Sakura, the cherry blossom, and the Festival of the Seasons in Japan. But that idea was short-lived, and the fashion show was reinstated in subsequent years.

When the Midwinter Meeting moved to McCormick Place in 1993, the Spouses’ Luncheon and Fashion Show remained at the Hyatt Regency Chicago Hotel. Designers from the Apparel Mart presented “fashions for all ages – and sizes – even something for men” after lunch in the Grand Ballroom.

This year, the Friday fashion event

returns to the site of the Midwinter Meeting. Stylista and Lifetime Network personality Amy Salinger will lead a new Fashion Workshop and Luncheon, *Brand yourself with Sass N Style*. Ms. Salinger’s program will offer participants – both male and female – ways to make use of their existing wardrobes, combined with a few budget-friendly additions, to flatter their body types and express their personal brands without breaking the bank.

“In a competitive world, it’s a challenge for professionals to differentiate themselves from others in the marketplace,” said CDS President Susan Doroshov. “A consistent visual image and strong sense of style – in other words, a personal brand – is one way that a dentist can pull away from the pack.”

Register to attend the Fashion Workshop when you register for other Midwinter Meeting courses and Special Events, using code SE2. ■



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access to care A look at the challenges facing our profession

CDS Foundation Clinic makes an impact

by Joanna Brown



OPEN SINCE FEBRUARY 2013, the Chicago Dental Society Foundation Clinic quickly established itself as a hub for high quality oral health care in Chicagoland. Volunteers at the three-operatory clinic in Wheaton provide free care to patients with proof of income below 200 percent of the poverty level.

Those first 10 months of service saw 580 patients treated by 45 dentists and 16 hygienists over 1,303 volunteer hours, at a total value of \$424,000.

Their efforts continued in 2014, with exceptional results. Following are some of the highlights from the CDS Foundation Clinic's 2014 Annual Report.

PATIENTS

Total patients treated.....	366
New patients in 2014.....	232
Patients whose treatment was completed in 2014.....	314
Total patient visits.....	1,345

COUNTIES OF RESIDENCE

DuPage.....	76 percent
Cook.....	13 percent
Kane.....	9 percent
Will.....	2 percent
Lake.....	less than 1 percent

AGE

4-18 years.....	less than 1 percent
19-33 years.....	18 percent
34-48 years.....	26 percent
49-63 years.....	33 percent
64-78 years.....	18 percent
79-93 years.....	5 percent

VOLUNTEERS

Dentists.....	60
(Including two orthodontists, one oral surgeon, one pedodontist and three periodontists)	
Hygienists.....	28
Total volunteer hours.....	1,503
Monthly high.....	October (173 hours)
Monthly low.....	August (99 hours)

PRODUCTION

Total production.....	\$488,137
(Based on 50th percentile fee from the ADA's 2010 Fee Survey)	
Monthly high.....	October (\$55,838)
Monthly low.....	May (\$25,522)

However, as of Jan. 1, 155 patients are waiting to complete their treatment plans, and 38 patients have been qualified to receive care from the CDS Foundation Clinic but are still waiting for their first appointments.

The CDS Foundation Clinic is always in need of more volunteers, especially hygienists and dentists who will do cleaning, scaling and root planing. Week-long clinic sponsorships by CDS branches and political parties and other dental societies were powerful ways to promote camaraderie and volunteerism among members in 2014; the Arcolian Dental Society and North Side Branch have already scheduled weeks of sponsorship during the first quarter of 2015.

Contact Dottie or Melissa at 630.260.8530 or cds.foundation.clinic@gmail.com to schedule a shift at the Wheaton facility. ■

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going local

News from the dental community

UIC INTERNATIONAL DENTIST PROGRAM NOW OFFERS DMD DEGREE

The International Dentist Degree Program has been renamed the Doctor of Dental Medicine Advanced Standing Degree Program (DMDAS) at the University of Illinois at Chicago (UIC) College of Dentistry.

“The new title more accurately reflects what the program is about,” said Darryl Pendleton, associate dean for student and diversity affairs.

The program began in 1994 as a certificate program for dentists trained outside the United States and Canada. In 2008, it was upgraded to a degree program that initially provided the DDS degree. It now offers the DMD degree for U.S. citizens or permanent residents who hold an international dental degree.

The name change took effect in October.

THOMAS LAKARS RETIRES AFTER 50 YEARS AT UIC

CDS member Thomas Lakars has retired as an assistant professor of oral biology after 50 years at UIC.

Dr. Lakars earned his dental degree from UIC and joined the faculty in 1967. Other than his time in the United States Air Force, he remained at the college until his retirement.

Throughout his career at UIC, Dr. Lakars was honored with three Golden Apple Awards for teaching and two awards presented by the UIC Dental Alumni Association

Lindsey Yates earns William Greek Award

Lindsey Yates is the 2014 recipient of the William J. Greek Memorial Leadership Award. Her leadership in organized dentistry began while she was a dental student at the Stony Brook University School of Dental Medicine in New York. She served for three years as an American Student Dental Association (ASDA) national leader on its legislative council, which gave her the opportunity to organize ASDA Lobby Day in Washington, DC, and to serve two years on the ADA Council on Government Affairs.



Lindsey Yates

After graduating in 2008, Dr. Yates moved to Chicago where she completed a General Practice Residency (GPR) at Illinois Masonic Medical Center. Part of the GPR program was dedicated to providing free or low-cost dental care to children, the homeless, and elderly patients in a mobile dental van. From this experience, Dr. Yates was inspired to take a full-time position as head of the dental department at Sidney Hillman Health Centre, a not-for-profit organization committed to providing comprehensive care to Chicago’s underserved populations. Dr. Yates was nominated for the Greek Memorial Leadership award by Barbara Mousel.

In her short dental career, Dr. Yates has served as an officer in the Chicago Dental Society North Side Branch, as chair of the Illinois State Dental Society’s New Dentist Committee, as a delegate to the ISDS House of Delegates, and as an alternate delegate to the American Dental Association House of Delegates.

Board of Directors, the E. Lloyd Du Brul Faculty Achievement Award, and a University of Illinois Alumni Loyalty Award.

“Two most recent awards are the capstone of my dental education career,” Dr. Lakars said. “The Class of 2014 elected me as an Honorary Hooder for its commencement ceremony, the first time I had been so honored, and the Odontographic Society of Chicago presented me with the William P. Schoen Jr. DDS, MS, Memorial Teaching Award.”

The Schoen Award recognizes recipients for innovations in and dedication to dental education and its students.

Going back to his days as



Thomas Lakars

a student, Dr. Lakars was heavily involved in Delta Sigma Delta. He served as

Supreme Grand Master for the worldwide organization in 2000-01, and has been Supreme Historian and editor of the fraternity’s magazine, *Desmos*, since 2008. He also was faculty advisor to the Rho chapter at UIC for 43 years.

Dr. Lakars thanked his colleagues on the faculty, the support staff, and the house-keeping and maintenance staff for their decades of support. He also thanked his students.

“It was a joyful privilege for me to be your instructor. I’ll miss your bright spirits and youthful energy.”

THE DENTAL INSTITUTE HONORED FOR CARE TO UNDERSERVED

Midwestern University’s Dental Institute recently received a Star of Hope Community Partner Award from Hope’s Front Door, a Downers Grove-based charitable organization, for providing dental care to underserved members of the community.

Hope’s Front Door provides an entry point to the physical and social services that are available for those less fortunate members of the

community who need immediate assistance and help finding continuing assistance. The Dental Institute was selected for the Star of Hope Award for its ongoing willingness to serve clients with dental emergencies.

The Dental Institute is part of Midwestern University's Multispecialty Clinic in Downers Grove, and provides a wide range of treatments for the whole family. At the Dental Institute, students in their final years of study work under the supervision and direction of licensed dental faculty to provide comprehensive, compassionate care.

PEDIATRIC RESIDENTS PROVIDE FREE BOOKS TO YOUNGSTERS

Second year UIC pediatric dentistry resident Jazmine Dillard and other members of the department are doing their part for child literacy. Since the beginning of 2014, with the support of department head Marcio da Fonseca, the department has partnered with Bernie's Book Bank to provide free books to young patients.

Bernie's Book Bank facilitates the collection, processing and redistribution of new and used children's books to significantly increase book

ownership among at-risk infants, toddlers and school-age children throughout Chicagoland.

Bernie's Book Bank provides individual bags of six age- and gender-appropriate books to pediatric dentistry residents to distribute to patients for free at their initial and recall appointments.

As part of the program, the residents talk to patients' parents and ask them to both encourage youngsters to read, and to read to their children themselves.

Only 30 minutes a day of reading, or being read to, makes a huge difference in

child literacy, said Brian Floriani, founder and executive director of Bernie's Book Bank.

Bernie's Book Bank hosts book drives in schools and churches and among corporations, and also has relationships with publishers who donate new books. ■

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Bob Banks reflects on a life of service

by Stephanie Sisk

HIGHLIGHTS ABOUND IN THE NEARLY 90-YEAR-SPAN of Robert Banks Sr.'s life: growing up without plumbing or electricity on his family's homestead in southern Illinois, meeting and marrying his wife, serving his country during World War II, raising his five children, working as a dentist in Glen Ellyn, loving his role as grandfather and great-grandfather.

"It's been a good life," said Dr. Banks.

Ranking high on his list, though, was a 2012 trip to Washington, DC, to see the World War II Memorial as part of a group of veterans on an Honor Flight. The all-volunteer, non-profit Honor Flight Chicago organization flies World War II service members to the nation's capitol for a whirlwind day of sightseeing in tribute to their service.

The trip began with a coincidental conversation with his physician's nurse when he went in for a pacemaker check. The nurse, a volunteer with Honor Flight Chicago, asked if he was a veteran and whether he had been on an Honor Flight. Once his paperwork was completed, the October 2012 trip was on.

"We left at 4 a.m. and were back before midnight," he remembered.

In between, the group saw the World War II, Vietnam War, Washington and Lincoln memorials, as well as the Air and Space Museum. He sat between a Tuskegee Airman and a woman who was an airplane mechanic in the war, both very humble about their service.

Still, the Honor Flight volunteers made it their mission to make the experience a full and memorable occasion.

“The airports were full of well-wishers,” Dr. Banks said. “What astounded me most were the people who met us at the airport in huge numbers. They reached out to shake hands and were waving flags.”

An Andrews Sisters tribute trio “sang all the old-time songs,” and the Honor flight departed in style with water spouts shooting over the planes, a tribute usually reserved for retiring Air Force officers.

“It was wonderful. I was so overwhelmed at all the things around me,” he said.

It was an anesthesiologist friend there who gave Dr. Banks “the boost in the butt that I needed” to go back to school and on to a dental career.

Dr. Banks grew up outside the small town of Pittsburg, about 60 miles north of Cairo, IL. He was drafted on the occasion of his 18th birthday and entered the U.S. Navy before he could finish out his senior year of high school.

Training first as a naval hospital apprentice first class, Dr. Banks spent his first years at Great Lakes Naval Station in North Chicago. He later was shipped to Bethesda Naval Hospital in Maryland, where he saw a bulletin board posting for dental assistants. After completing that training, he worked with incoming recruits, taking down their dental histories. Later, he volunteered as a prosthetic dental assistant, working with U.S. Navy dentists to make dentures for soldiers. Another posting took him to the recruiting station in Bainbridge, MD; the war ended before his petition for sea duty was called up.

With a taste of medical and dental work behind him, Dr. Banks took a job with Hines Veterans Hospital in Maywood, where he worked as a circulating nurse. It was an anesthesiologist friend there who gave Dr. Banks “the boost in the butt that I needed” to go back to school and on to a dental career.

He started at Jacksonville College, liv-

ing with his aunt who set him up on a date with the nursing student who would become his bride. They raised five children during their 65-year marriage.

“She was the star of my life,” he said. Stella died in July 2013, months after celebrating their 65th wedding anniversary.

After Dr. Banks and his wife returned to the Chicago area, he completed his studies at Loyola University. His first break came working at a state girls’ reform school in Geneva, IL. After a couple years, a kindly supervisor allowed him flexible hours so Dr. Banks

could get his own dental practice off the ground in Glen Ellyn.

An engaging conversationalist with a razor-sharp memory, Dr. Banks has enjoyed an active retirement since hanging up his instruments in 1996. Travel, golf, church activities and a “comfortable recliner” have helped fill his retirement years. A long-time CDS member, Dr. Banks still helps at the registration table during the Midwinter Meeting.

“I never was more than 80 miles from home before I went into the service,” said Dr. Banks, who marks his 90th birthday in June. “Since then, I’ve met all these people from all over the country and world. Life has been good.” ■

Ms. Sisk is a freelance journalist working in the Chicago metropolitan area.

Photos © Honor Flight Chicago, except bottom right, which was taken by Tricia Koning. Find information at www.honorflightchicago.org.

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March

3: Kenwood/Hyde Park Branch

De'Avlin Olguin, DDS, and Jamal Flowers, DDS: Better Endo/Perio Referrals. Norman's Bistro, 1001 E. 43rd St., Chicago. Cocktails: 6:30 p.m., Dinner: 7 p.m., Program: 8 p.m. Contact: Reuben Collins, 312.573.2000 or rcqdent@aol.com.

3: Northwest Side Branch

Robert Kaspers, DDS, MS: 3D Diagnosis and Treatment for TMD, Restoratives and Orthodontics. Rosewood Restaurant, 9421 W. Higgins Rd., Rosemont. Cocktails: 6:30 p.m., Dinner: 7 p.m., Program: 7:30 p.m. Contact: Peter DiChristofano, 708.453.0777 or modblx32@aol.com.

3: Northwest Suburban Branch

Jason Guerrero, DDS, MS: Utilization of Computer-Guided Implant Surgery to Increase Predictability. Meridian, 1701 Algonquin Rd., Rolling Meadows. Cocktails: 6 p.m., Dinner: 7 p.m., Program: 7:30 p.m. Contact: J. Travis Thompson, 847.381.0106 or jtrthomp@aol.com.

4: Northwest Side Branch

CPR Certification. Location and time TBA. RSVP Larisa Spirtovic at lsirtovic@gmail.com.

10: Englewood Branch

Speaker TBA. Louie's Chophouse, 4642 W. 103rd St., Oak Lawn. Cocktails: 6 p.m., Dinner: 7 p.m., Program: 7:30 p.m. Contact: Alex Haralampopoulos, 708.799.2550 or aleco2994@yahoo.com.

10: North Side Branch

Cissy Furusho, DDS, and Kirk Kollman, DMD: Hold Your Tongue! Wildfire, 159 W. Erie Ave., Chicago. Cocktails: 6 p.m., Dinner: 7 p.m., Program: 8 p.m. Contact: Chelsea Jones, 727.424.6571 or chelseaaj290@gmail.com.

10: North Suburban Branch

Peter Domagala, DDS: Let's Cement the Deal: Problems with Cemented Implant Abutments. Green Acres Country Club, 916 Dundee Rd., Northbrook. Cocktails: 6 p.m., Dinner: 7 p.m., Program: 7:30 p.m. Contact: John Vickery, 847.480.9141 or nbperio@comcast.net.

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.

Chicago Dental Study Club

Information: www.chicagodentalstudyclub.com or call Forrest Tower at 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.

Hellenic American Dental Society

The Hellenic American Dental Society (HADS) holds several dinner CE seminars throughout the year. Visit www.hads.com for more info.

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 Steven Pearl, 773.262.4544.

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.

10: South Suburban Branch

Anil Agarwal, DDS, MS: The WOW Dental Team. Olympia Fields Country Club, 2800 Country Club Dr., Olympia Fields. Cocktails: 6 p.m., Dinner: 7 p.m., Program: 8 p.m. Contact: Joe Baptist, 708.945.1455 or Keyur Shah, k_shah66@hotmail.com.

10: West Side Branch

Thomas Fogerty, CFP, MBA: Financial Success from a Dentist's Perspective. 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. Contact: Michael Tauber, michaeltauber@sbcglobal.net or 708.528.8833.

10: West Suburban Branch

Clinic Night (Featuring table clinics and vendors). Maggiano's Little Italy, 1847 Freedom Dr., Naperville. Cocktails: 6 p.m., Dinner: 7 p.m., Program: 8 p.m. Contact: Marmar Modarressi, 630.571.3430 or drmarmar77@gmail.com.

Submit your meeting info

Use our form at <http://on.cds.org/MyEvent> or fax it to 312.836.7337.

CDS provides the free publication of meeting announcements for dental study clubs and not-for-profit organizations. The publication of such notices is at the sole discretion of CDS. All information must be submitted in writing. CDS reserves the right to edit material for space and style.



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branch news

Reports from our nine branches

Englewood Branch

by Denise Hale, DDS

We had a great meeting in November at our new venue, Louie's Chop House, with several new members present! I extend a big welcome to **Stephanie Colletta, Robin Gallardi, Chris Neal, Paraj Patel** and **Ann Redmond**.

Andy Moormann's daughter, Andrea, graduated from Midwestern University in occupational therapy. Andy says she's finally off the ghost payroll!

Wally Lamacki's grandson, Cole Murphy, played on a championship Wisconsin football team. His granddaughter, Lt. Amanda Lamacki, is a nurse now at Lurie Children's Hospital.

Bill Petty's baby girl, Karen, is engaged! Better be saving your money, Bill!

Glenn Bailey was on high alert at our November meeting. The wife of his son **Brian Bailey**, Jennifer, was in labor. Glenn was miffed that Brian wasn't at the meeting because Glenn had paid for



ENGLEWOOD: Brian Bailey and his wife, Jennifer, announced the birth of their daughter, Jocelyn.

his meal. Glenn said I could quote him: "the only part that's important for Brian to be at was the conception." Nice, Glenn! Baby Jocelyn was born Nov. 11.

Rick Facko, who grew up in Palos, recently opened a pediatric dental practice near **Nick Cudney's** office in Palos Heights. The mayor and county com-

Contact your branch correspondents

From birth and wedding announcements to the opening of a new office, submit news and photos to your branch correspondent.

ENGLEWOOD

Denise Hale: 708.599.7090, denise.haledds@yahoo.com

KENWOOD/HYDE PARK

Sherece Thompson: 773.238.9777, sthompsondds@sbcglobal.net

NORTH SIDE

Richard Leyba: 773.539.0077, rleyba@sbcglobal.net

NORTH SUBURBAN

Ingrid Schroetter: 312.372.7752, ingridschroetter@att.net

NORTHWEST SIDE

Olga Gonzalez: 847.663.1244, omgnz@yahoo.com

NORTHWEST SUBURBAN

Maria Fournier: 847.255.3374, endo@mjfournier.com

SOUTH SUBURBAN

Natacha Herard-Exorphe: 708.849.8627, exorphe.dds@gmail.com

Crystal Patel: 708.849.8627, crystalpatel@gmail.com

WEST SIDE

Richard Kohn: 708.579.0488, dr-richardkohn@sbcglobal.net

Michael Santucci: 815.621.1605, msantucc@uic.edu

WEST SUBURBAN

Alex Figueroa: 630.778.7198, westsubcds@gmail.com

Leslie Sanders: 630.620.0929, lesliesandersdds@gmail.com



ENGLEWOOD: Denise Hale, Michael Sheehan and Peggy Richardson attended the Peer Review and Mediation meeting in Oak Brook.

missioner were present for a ribbon cutting ceremony to open the office.

We welcome pediatric dentist **Chris Neal**, who has recently joined **Ned Savide** in Palos Heights. Chris is a graduate of the University of Southern California and Michigan State University.

Stephanie Colletta has joined **Tom Meyering** in his Oak Lawn practice. Unfortunately, her husband has taken an oral surgery residency in California and she'll be leaving us in six months. Now why would she want to leave Illinois for sunny California?

I hope everyone had a happy holiday season, and is enjoying the best of everything in this new year!

Kenwood/Hyde Park Branch by SHERECE THOMPSON, DDS

Congratulations to branch president **Ozzie Smith** and his wife, Jequeatta, on the birth of their son Westbrook Regan Smith. Westbrook was born Nov. 28, weighing 6 pounds, 9 ounces.

Jack Liu is proud of his daughter, Rebecca, who graduated from Harvard Law School in May. She has been admitted to the State Bar of California, and next year will begin working at K&L Gates in Los Angeles.



KENWOOD/HYDE PARK: SHERECE THOMPSON won tickets to the Dec. 6 Chicago Bulls game at the branch raffle. She treated her son, Jacob, and husband, Darren, to the game in which the Golden State Warriors won 112-102.

North Side Branch by RICHARD LEYBA, DDS

Barry Cherny, Leo Dumanis, Bruce Hochstadter, Richard Isaacson and Emily Smythe hosted a full-day seminar Nov. 5, led by Hy Smith, director of transitions for the Pride Institute. The program was titled, "Strategies for a Successful Transition in Your Dental Practice."

North Suburban Branch by INGRID SCHROETTER, DDS

The North Suburban Branch celebrated a very exciting CDS Installation of Officers at the Hotel InterContinental on

Michigan Avenue Nov. 9, when our very own **Susan Becker Doroshov** was installed as CDS president. She is notably only the second female president in our 150-year history!

Many branch members attended the ceremony and extended their congratulations, including **Marie Fe Corpuz-Bato, Yendis Gibson, Barbara Mousel, Marie Simon and Melanie Watson.**

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NORTH SUBURBAN: (Top left) Susan Becker Doroshow and Astrid Schroetter. (Bottom left) CDS Foundation Executive Director Kristen Weber and Mike Durbin. (Above) John Vickery, Paul Akers, Jacqueline Rosen, Susan Pope, Tim Straka and Maria Fe Corpuz-Bato.



David Williams and his wife, Diane, immersed themselves in the history and food of Istanbul in November. On their excursion to Gallipoli, they were moved by the beaches left behind from the first World War.

At our December branch meeting, we welcomed **Susan Pope**, a pediatric dentist in Kenilworth.

Mike Durbin and Kristen Weber, the new CDS Foundation executive director, joined us as guests. They shared news about the CDS Foundation and volunteer opportunities at the CDS

Foundation Clinic in Wheaton.

Branch president **John Vickery** then introduced our speaker, Tamara Fountain, an ophthalmologist.

As has become a traditional treat for our December meeting for the past six years, carolers from Glenbrook South High School came in costume to serenade us. They certainly put us all in the Holiday Spirit.

Maria Simon completed the ADA Kellogg Executive Management Course at Northwestern University this fall. She really enjoyed the classroom exchange

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Arash Hosseini recently took over **Marie Fe Corpuz-Bato's** Gurnee practice. Congratulations to both of them!

Northwest Side Branch

by Olga Gonzalez, DDS

Michael Biasiello, **Spencer Bloom** and **Sal Storniolo** were inducted into the International College of Dentists, an honorary society that recognizes dentists for their contributions to the profession and their communities. The convocation

coincided with the ADA Annual Session in San Antonio in October.

Congratulations to **Robert Busan** and his wife, Alice, who celebrated their ninth wedding anniversary this fall. It was a double celebration, as it was also their son Finn's first birthday.

Our November dinner meeting was well attended. Daniel Schwartz presented "How to Work with a Medical Sleep Center," an informative and relevant program for us as patients seek help for sleep disorders.

Our holiday party took place at Fogo de Chao, a Brazilian steakhouse in River North. More than 60 people joined us.

Spouses and staff won raffle prizes and were entertained by a caricature artist and a magician. Everyone enjoyed a unique dining experience.

Finally, our branch is offering a CPR renewal course March 4. Be sure to email **Larisa Spirtovic** at lspirtovic@gmail.com to reserve your spot.

Northwest Suburban Branch

by Maria Fournier, DDS

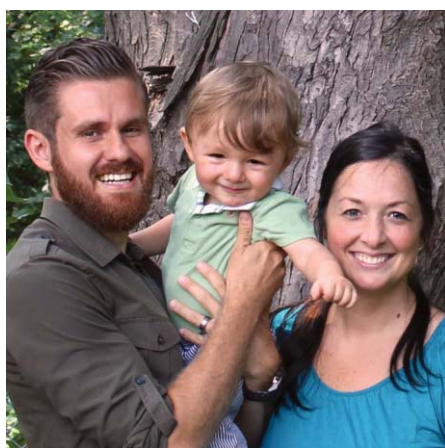
Many of our branch members attended the CDS Foundation Wine and Roses fundraising event Oct. 26 at the Hu-Friedy Mfg. Performance Center, including **Vince Arpino**, **Tina Smith-Arpino**, **Mike Durbin**, **Jim Frett**, **Jerry Jarosz**, **Renee Pappas**, **Jeff Socher** and **Rudy Valente**. They report that it was an enjoyable evening shared among CDS members in support of the charitable work of the CDS Foundation.

Melissa Davis, **Renee Pappas** and **Victoria Ursitti** attended the Finance and Fashion Event Nov. 8 at the ADA Headquarters for an informational afternoon of networking and fellowship. The event was put together by the American Dental Association, Illinois State Dental Society and CDS as part of *The Power of Three* campaign to promote membership.

During the annual CDS Installation of Officers Nov. 9, our own **Phil Fijal** was installed as CDS vice president. **Renee Pappas** was officially installed as our branch director for 2014-16. Jubilarians **Sylvester Furmanek**, **John Lane**, **Jerome Schoen**, **Alan Shapiro** and **Gerald Westphal** were also recognized for their 50 years of membership.

Several branch members volunteered at the CDS Foundation Clinic in Wheaton Nov. 17-21 treating patients, including **Melissa Davis**, **Lorelei Grise**, **Iwona Iwaszczyszyn** and **Renee Pappas**.

In his role as chair of the ADA Council on Membership, **Mike Durbin** attended the American Dental Education Association Deans Conference in San Diego.



NORTHWEST SIDE: (Top) Sal Storniolo, Michael Biasiello and Spencer Bloom were inducted into the International College of Dentists.

(Left) Robert Busan had much to celebrate with his wife, Alice, and son, Finn.

(Right) Priscilla Chang and Jeff Ruttencutter showed off their caricature sketch at the branch holiday party.



SOUTH SUBURBAN: (Above) Generand Algenio, Michael Hoffman and Spencer Pope at the November branch meeting. (Left) Natacha Herard-Exorphe welcomed new branch member Natalie Morgan.



Phil Fijal has been busy with CDS officer duties. He was a delegate to the ADA House of Delegates in October. He also did some scouting at the Greater New York Dental Meeting in preparation for the 2017 Midwinter Meeting. While in New York City, Phil and his wife, Jan, squeezed in some site-seeing, visiting the 9/11 Memorial Museum. Housed under the footprint of the North Tower, the museum takes a detailed and very somber look back at what was undoubtedly one of the darkest times in our country.

Congratulations to **Ted Borris**, who has joined the CDS staff as our new director of scientific programs. Ted will be taking over the position held for 13 years by **Al Kleszynski**, who retired at the end of 2014. We all extend a deep, heartfelt thank you to Al for his many years of service to our society and for his part in making our Midwinter Meeting the premier meeting in our profession.

South Suburban Branch by Natacha Herard-Exorphe, DDS, and Crystal Patel, DDS

Happy New Year! We hope everyone enjoyed a wonderful holiday season and wish you continued joy and happiness in 2015!

We extend special thanks to **Richard Holba** for his work as CDS president. He definitely made our branch proud.

Congratulations to **Kevin Patterson** on his installation as South Suburban Branch director Nov. 9. Good luck in your new position!

The CDS executive committee – the so-called Green Coats – also joined us at our Nov. 11 meeting. Bryan Currier presented “Digital DNA – Effective IT in Your Office.”

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We extend a warm welcome to new branch member **Natalie Morgan**. It was a pleasure to see you at our last meeting!

Finally, we are very excited about 2015. Look for information on upcoming events, including a ski trip, a women's event in April and the Annual Fishing Trip in June.

West Side Branch

by Richard Kohn, DDS, and Michael Santucci, DDS

The November CDS Installation of Officers featured many honorees from our West Side Branch, including retiring branch president **Frederick Orendach**, retiring branch director **James Bryniarski**, and new branch director **Michelle Jennings**. **George Zehak** also advanced up the CDS ladder from secretary to president-elect.

Jack Lieberman was honored with a special Jubilarian Award for his 50 years of membership. Few of our colleagues attain this achievement. We thank Jack for all he has done for our branch. Congratulations to all!

Our November meeting was well attended. The meeting topic was public health and it was also Legislators Night. Along with several speakers from the Infant Welfare Society Children's Clinic, we had the honor to meet Clark Stanford, the new dean of the University of Illinois at Chicago College of Dentistry.

Lynne and **Donald Tuck** visited Disney World with their daughter and Don's dental assistant. Katie, Joe and daughters Samantha and Madison enjoyed all the rides, parades, food and swimming. Don had plenty of company on all the fast rides.

Kamal Vibhakar and wife **Charu Vibhakar** attended a wedding on the beach at the Ritz Carlton in Amelia Islands, FL. Kamal reports that the wedding was beautiful, with the Atlantic Ocean serving as a backdrop. He was also able to squeeze in a round or two of golf.



WEST SIDE: Michelle Jennings, Lynse Briney, James Bryniarski, Elizabeth Lippitt, Nadine Nitisusanta, Clark Stanford, Satish Alapati, Greg Krupa, Michael Santucci and Laura Wesek-Throm.

George Barsa is happy to announce the purchase of his own practice, named Confident Smiles. The office is located in Chicago at Belmont and California.

George has spent a lot of time and effort updating the office to include computerized records, digital radiographs and TVs in every room. We wish George all the best and many gratifying years in practice!

Michelle Jennings and **Richard Kohn** went to San Antonio with Michelle's two children (if 17 and 21 are considered children) for a short post-Christmas vacation. At least the weather was warmer down south.



WEST SUBURBAN: Alvaro and Alex Figueroa.

West Suburban Branch

by Alex Figueroa, DMD, and Leslie Sanders, DDS

Correction: In the December Branch President Profile, the dental school from which Douglas Kay graduated was incorrectly named. He graduated from the Université de Paris, Rene Descartes (Paris 5). Additionally, his interests outside dentistry were described incorrectly. His interests should have included post-World War II sport vehicles. The *CDS Review* regrets these errors.

Welcome to 2015. We hope you had a fantastic holiday and are enjoying the beginning of your new year. With temperatures falling, things are just heating up with our branch members.

Alvaro Figueroa and **Alex Figueroa** were honored to be invited to lecture at the Mexican association of cleft lip and palate and craniofacial anomalies in Veracruz, Mexico. They presented lectures on the orthodontic and surgical management of these special patients. This was Alex's first international lecture.

Glenn DeWeirdt successfully completed the national level program as a Porsche Club of America High Speed Driver's Education Instructor at Watkins Glen International Raceway in upstate New York. This certification allows him



WEST SUBURBAN: (Left) Glenn DeWeirdt with his Porche after completing his High Speed Driver's Education Instructor course at Watkins Glen International in upstate New York. (Above) Ross Nash (center) and Derrick Williamson (second from right) presented Galaxy Note tablets to raffle winners Buzz Janis, Paulina Brzozowski and Bill Kleiber

to instruct students at any racetrack in the United States.

Additionally, Glenn was a speaker at the Zeiss National Sales Meeting in Las Vegas with **George Rivera**.

Ross Nash was the featured speaker at our November branch meeting. He presented an engaging lecture on anterior

aesthetic composites. We hope our members enjoyed learning from his wealth of knowledge.

At the end the meeting, Ross helped pull winners for our vendor appreciation raffle. **Buzz Janis, Paulina Brzozowski** and **Bill Kleiber** won Galaxy Note tablets.

The CDS Midwinter Meeting is just around the corner. Be sure to join your colleagues and enjoy the great international speakers and all the attractions our awesome city has to offer.

We hope to see you at our next meeting. Be sure to send us your news! ■

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Northwest Side Branch

Akhras, Yamen

University of Minnesota, 2012
9641 W. 153rd St., Orland Park
South Suburban Branch

Al Dallal, Amjad

International Dental School-Seria,
2002
1900 W. 47th St., Chicago
Kenwood/Hyde Park Branch

Ayarzagoitia, Caryn

University of Illinois, 2014
1576 Buttitta, Streamwood
Northwest Suburban Branch

Breen, Kevin

University of Illinois, 2004
2555 Lincoln Hwy., Olympia Fields
South Suburban Branch

Cambre, Christina

University of Florida, 2013
2933 N. Sheridan Rd., Chicago
North Side Branch

Carrillo, Emilio

New York University, 2014
1424 Vineyard Dr., Gurnee
North Suburban Branch

Chicoine, Mark

University of Michigan, 1982
6301 S. Halsted St., Chicago
Kenwood/Hyde Park Branch

Cygan, Gregory

University of Illinois, 2013
23 S. Vail Ave., Arlington Heights
Northwest Suburban Branch

Del Carmen, Orleanys

University of Illinois, 2007
1802 W. Chicago Ave., Chicago
West Side Branch

Elger, Nicole

Southern Illinois University, 2011
784 W. Army Trail Rd.,
Carol Stream
West Suburban Branch

Fan-Hsu, Judy

SUNY at Buffalo, 1988
500 W. Superior St., Chicago
Kenwood/Hyde Park Branch

Figuera, Gloria

New York University, 2014
1605 S. Michigan Ave., Chicago
Kenwood/Hyde Park Branch

Gajendrareddy, Praveen

Ragas Dental College-India, 2000
801 S. Paulina St., Chicago
West Side Branch

Gelb, Michael

New York University, 2004
3074 W. Rt. 60, Mundelein
North Suburban Branch

Gromov, Konstantin

International Dental School, 1999
2640 Patriot Blvd., Glenview
North Suburban Branch

Harbron, Lindsay

University of Michigan, 2013
1447 Lee St., Des Plaines
Northwest Suburban Branch

Jabbar, Mohammed

University of Illinois, 2013
5539 W. Cermak Rd., Cicero
West Side Branch

Kak, Monika

University of Illinois, 2002
572 Weston Ridge Dr., Naperville
West Suburban Branch

Kamal, Shabnaaz

New York University, 2014
47 Clock Tower Plaza, Elgin
Northwest Suburban Branch

Kaminiski, John

University of Illinois, 1987
938 Warren Ave., Downers Grove
West Suburban Branch

Kasinski, Karen

Marquette University, 2014
1308 Sunset Ave., Waukegan
North Suburban Branch

Katz, Elliott

Virginia Commonwealth University,
2013
223 W. Jackson Blvd., Chicago
Kenwood/Hyde Park Branch

Khatoon, Farah

Boston University, 2014
261 W. Berkley Ln.,
Hoffman Estates
Northwest Suburban Branch

Kloberdanz, Courtney

University of Iowa, 2014
1655 N. Arlington Heights Rd.,
Arlington Heights
Northwest Suburban Branch

Kohen, Jerry

University of Detroit-Mercy, 1975
3450 Lacey Rd., Downers Grove
West Suburban Branch

Kula, Angelina

Loyola University, 1987
3450 Lacey Rd., Downers Grove
West Suburban Branch

Lee, Eun-Hee Joy

University of Illinois, 2014
908 Eden Dr., Schaumburg
Northwest Suburban Branch

Lilland, Krysta

University of Iowa, 2011
1201 W. Army Trail Blvd., Addison
West Suburban Branch

Ma, Xiaoyu

Columbia University, 2010
5712 Rosinweed Ln., Naperville
West Suburban Branch

Marcotte, Anne

SUNY at Buffalo, 2009
3450 Lacey Rd., Downers Grove
West Suburban Branch

Marinescu, Claudia

University of Pennsylvania, 2014
4040 N. Mozart St., Chicago
North Side Branch

Marinic, Daniel

Loyola University, 1987
200 S. Michigan Ave., Chicago
Kenwood/Hyde Park Branch

Mashnouk, Bana

Al-Baath University-Seria, 1993
210 N. Cass Ave., Westmont
West Suburban Branch

Miller, Donald

Loyola University, 1987
25346 Canterbury Ct., Glen Ellyn
South Suburban Branch

Morgan, Natalie

University of Illinois, 2013
444 Tamarack St., Park Forest
South Suburban Branch

Mustafa, Shafaq

University of Illinois, 2004
16111 LaSalle St., South Holland
South Suburban Branch

Nolan, Ryan

Midwestern University-AZ, 2014
6735 W. 95th St., Oak Lawn
Englewood Branch

Neal, Christopher

University of Southern California,
2011
12001 S. Harlem Ave.,
Palos Heights
Englewood Branch

Nikolov, Magdalena

University of Illinois, 2003
2604 Patriot Blvd., Glenview
North Suburban Branch

Panos, Ernest

Marquette University, 1965
4849 N. Milwaukee Ave., Chicago
Northwest Side Branch

Pappas, Rachel

University of Michigan, 2012
1642 W. Belmont Ave., Chicago
North Side Branch

Patel, Bhumika

University of Illinois, 2010
1177 B Bloomingdale Rd.,
Glendale Heights
West Suburban Branch

Pham, Theresa

University of Southern California,
2011
7250 S. Cicero Ave., Chicago
Englewood Branch

Pimetnel, Fatima

University of Nevada, 2011
1786 Mook Lake Blvd.,
Hoffman Estates
Northwest Suburban Branch

Piscek, Susanna

University of Alabama, 2013
195 N. Arlington Heights Rd.,
Buffalo Grove
North Suburban Branch

Rood, Nathaniel

University of Illinois, 2003
62 Orland Square Dr.,
Orland Park
South Suburban Branch

Rosen, Noah

University of Florida, 2010
25 E. Washington St., Chicago
Kenwood/Hyde Park Branch

Ryback, Kenneth

University of Illinois, 1985
880 Lee St., Des Plaines
Northwest Suburban Branch

Samrai, Christie

Southern Illinois University, 2014
1730 Dewes St., Glenview
North Suburban Branch

Sandhu, Preetinder

Columbia University, 2011
4261 Galway Dr., Lake in the Hills
Northwest Suburban Branch

Sasa, Stojanovic

University of Illinois, 2003
4901 N. Kedzie Ave., Chicago
North Side Branch

Seifi, Amir

University of Washington, 2011
15916 Harlem Ave., Tinley Park
South Suburban Branch

Seretis, Thomas

University of Illinois, 1990
929 W. Wise Rd., Schaumburg
Northwest Suburban Branch

Sheen, Hyun

New York University, 2012
2930 N. Sheridan Rd., Chicago
North Side Branch

Singh, Neil

Nova Southeastern University,
2012
7712 W. North Ave., Elmwood Park
West Side Branch

Solomon, Richard

New York University, 1997
5408 N. Milwaukee Ave., Chicago
Northwest Side Branch

Stanford, Clark

University of Iowa, 1987
801 S. Paulina St., Chicago
West Side Branch

Syed, Mazher

University of Pacific, 2014
2737 W. Catalpa Ave., Chicago
North Side Branch

Taneva, Emily

University of Illinois, 2009
801 S. Paulina St., Chicago
West Side Branch

Tharp, Steven

University of Illinois, 2010
4614 S. Kedzie Ave., Chicago
Englewood Branch

Thurmon, Hadley

University of Michigan, 2000
3416 N. Greenview Ave., Chicago
North Side Branch

Torres-Vazquez, Pablo

University of Illinois, 1989
3354 W. 26th St., Chicago
West Side Branch

Trivedi, Mili

University of Washington, 2014
2821 Grand Ave., Waukegan
North Suburban Branch

Yeung, Omark

Georgetown University, 1989
22117 Governors Hwy.,
Richton Park
South Suburban Branch

Wang, Christine

University of Pennsylvania, 2010
5712 Rosinweed Ln., Naperville
West Suburban Branch

Weber, Daniel

University of Michigan, 2003
25 E. Washington St., Chicago
Kenwood/Hyde Park Branch

Zaidi, Tabassum

University of Illinois, 2014
100 N. Vincent Dr., Bolingbrook
West Suburban Branch

Deceased members
Black, Harold

Chicago College of Dental
Surgery, 1944
4501 Concord Ln., Apt. 401,
Northbrook, IL
Kenwood/Hyde Park Branch
Died April 5.

Hoffman, Timothy

Loyola University, 1972
28W605 Hawthorne Ln.,
West Chicago, IL
West Suburban Branch
Died Dec. 1, 2013.

Smoron, Gregory

Loyola University, 1964
9521 Forest Hills Cir.,
Sarasota, FL
Northwest Suburban Branch
Died in 2013.

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NORTHWESTERN SUBURB: Great starter practice. Excellent visibility. Digital with CEREC. Free-standing building for sale.

NORTHWESTERN SUBURB: \$650,000, 100% FFS, quality restorative/preventative practice. All specialties referred. Three digital operatories in a free-standing building.

NORTHWESTERN SUBURB: \$800,000, 100% FFS conservative, restorative/preventative practice. All specialties referred. Three digital operatories with room to expand. \$350,000 net income after debt service on 28 hours/week.

NORTH SHORE: \$1.5 million, FFS, strong hygiene. Beautiful free-standing building. Once-in-a-lifetime opportunity to purchase a high-quality restorative practice in the North Shore.

NORTH CENTRAL IL: \$600,000+ collections, low overhead. Priced to sell at less than one year's net.

CHICAGO PRACTICE SALES: 773.502.6000, www.chicagopracticesale.com. Join us at the Midwinter Meeting in booths 1515 and 1514!

SELLERS: Brokering rates as low as 5 percent! We have financially qualified, motivated buyers looking for opportunities.

BUYERS AND SELLERS: Already found each other but need help transacting? Ask about buyer/seller transition services. Valuations and second opinions are our specialty.

BUYERS: Been looking for a while and can't find the perfect practice? Considering a start-up? Visit our sister site, www.cuttingedgepractice.com, to view photos of our many successful start up projects. Need to find a space? We have identified several prime marketing space opportunities in the Chicagoland market currently available for start-up practices. Call for more info!

ILLINOIS PRACTICES FOR SALE:

AURORA AREA: Three ops with five plumbed, \$400,000 collections, mainly FFS, some PPO.

Beautiful, newer build with Panorex.

CHICAGO, LOGAN SQUARE: Sold!

CHICAGO, LINCOLN PARK: Four ops, \$605,000 collections, 100% FFS. Solid hygiene program, low overhead, Panorex. Owner retiring.

CHICAGO, NORTH SIDE: Under contract. Three ops, \$550,000 collections, FFS, PPO.

HEBRON: Leasehold improvements and equipment only. Building available for purchase.

LaGRANGE: Three ops, \$240,000 collections. Seller retiring. Building for purchase.

MCHENRY COUNTY: Four ops, \$600,000 collections, FFS and PPO. Newer build. Solid hygiene program.

PALATINE: Three ops, \$175,000 collections. Strip mall location. Great low-cost start-up alternative.

WAUKEGAN: Three ops, \$180,000 collections, well-established office.

WHEELING: Three ops, \$100,000 collections, FFS and PPO, part-time schedule. Start-up alternative ready to go.

VILLA PARK: Three ops. Data pending.

CHICAGO DENTAL BROKER: Chicago's fastest growing dental brokerage. The only dental brokerage that is owned and operated by a local dentist, and represents dentists. Contact Robert Uhland at 847.814.4149. www.chicagodentalbroker.net.

NORTH SIDE JEWEL: Three-op practice grossing \$280,000 on three short days/week. Mostly fee-for-service.

SOUTH SIDE: Four-op cash cow grossing \$300,000 on two day/week schedule. Well-established, low overhead.

SOUTH SUBURBAN: Five ops. Mostly PPO. Busy practice. \$500,000 gross.

WESTERN SUBURBAN: Great starter practice. Grossing \$200,000 on three-and-half days per week. Could grow quickly. Great suburb and location.

ORAL SURGERY: Doing \$600,000 plus on three days/week.

ORTHODONTICS: Beautiful new office. \$500,000 plus and can grow.

Call me for more information and for private listings.

HENRY SCHEIN PROFESSIONAL PRACTICE Transitions: Associateships; equity buy-ins; practice sales; practice valuations; we have qualified buyers for Chicago and suburbs. Interested sellers call or email in confidence. Contact Al Brown at 800.853.9493, 630.781.2176 or al.brown@henryschein.com.


CENTRAL IL - major city #IL104: Endo practice, four treatment rooms. \$860,000 gross. Very profitable, updated technology, nice office with room to grow.

WESTERN SUBURBS OF CHICAGO #IL107: Four-op practice and building for sale in ideal downtown location on main street. Has specialists coming into practice and separate residential apartments, provide good rental income.



NORTHWEST SUBURBS OF CHICAGO #IL105: Beautiful, five-op, fee-for-service, state-of-the-art practice in high growth area. Desirable location with real estate. Gross revenue \$475,000. Asking \$322,000.

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Opportunities

ORAL SURGEON WANTED: Upscale modern PPO/fee-for-service practice in Glenview requires board-certified oral maxillofacial surgeon three-four days/month (Wednesdays/Saturdays). IV sedation, wisdom teeth, grafting, Straumann Implant placement. Email CV glenviewdms@gmail.com.

DENTAL DREAMS: Earn \$230,000/year on average plus benefits while providing general family dentistry in a technologically advanced setting. Dental Dreams desires motivated, quality-oriented associate dentists for its offices in Chicago and surrounding suburbs, DC, LA, MA, MD, MI, NM, PA, SC, TX, and VA. New grads encouraged, great place to start your career. We have full-time, part-time, and Saturday only schedules available. Call 312.274.4524, email dtharp@kosservices.com, or fax CV to 312.464.9421.

PART-TIME ASSOCIATE: Looking for a part-time GP dentist to work in my Palatine office two-three days a week. Possible partnership/buy-in opportunity in the future. Send your résumé to tkdds78@yahoo.com.

WELL-ESTABLISHED DENTAL CLINIC in Chicago seeks experienced dentist in extractions and root canals. Part-time. If you are available, please call the office at 773.376.2777.

GENERAL DENTIST: Part-time/full-time possible future partnership or ownership for two-op office in western suburbs established in 1986 in DuPage County. Send résumé to 4118westmont@gmail.com.

ARE YOU AN ORAL SURGEON OR PEDODONTIST looking for a rewarding position with a fast-growing, high-tech, fun group of professionals? Our fee-for-service, premier Chicago south suburban group practice is looking for a few good men and women. Do you have a good understanding of customer service? Would you like to be a part of a fast-growing company and be on the leading edge in your profession? If so, the next phase of your career starts now. Please email your résumé to ddsjob123@gmail.com.

LAKEVIEW, CHICAGO – MATERNITY COVERAGE: Modern, digital busy office seeks personable general dentist with strong emphasis on patient comfort to cover full-time March - May. Refers all endo/pedo. Email sparrowdentaldds@gmail.com.

DENTIST WANTED to work full- or part-time. Office located in Cicero. Please email résumé to felmuqdad@yahoo.com or fax to 773.847.4446.

UNLIMITED INCOME, FLEXIBILITY: Join a high-quality, fee-for-service practice offering with the opportunity to capitalize on unlimited earnings. The team at Midwest Dental has two new practices and we'd love to talk with dentists looking to join a successful team. We have new openings in the Chicagoland market as well as throughout Illinois. Contact Andrew at 715.579.4076 or alockie@midwest-dental.com to confidentially inquire. We'd love to learn what you are looking for in a practice and make it a reality.

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.

PART-TIME OR FULL-TIME DENTISTS NEEDED for a Chicago dental office. Convenient location in the city. Base salary or percentage of productivity. Please email résumé to aqel4@msn.com.

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Offices in Chicago, south, far north, and west suburbs. Our valued dentists earn on average \$230,000/year with benefits. New grads encouraged. We have full-time, part-time and Saturday-only schedules available.

CALL: 312.274.4524
EMAIL: dtharp@kosservices.com
FAX: CV to 312.464.9421

GP ASSOCIATE NEEDED

Multi-specialty dental practice in Naperville is seeking a GP for part-time, permanent position. PPO, some HMO/fee-for-service. Must be highly productive (preference for implants, tissue grafting and ortho) and have excellent chairside manner, diagnostic and time management skills. Five years experience requested. Compensation is base vs commission.

Submit CV to
vgroup.staffing@gmail.com.

JOLIET WEST SIDE OFFICE

Looking for a personable and enthusiastic general dentist to join our team.

Fax résumé to 815.725.9363.

LOCUM TENENS/FLEXIBLE OPPORTUNITY:

Passionate for patient care and want a flexible schedule? We seek experienced dentists to fill daily/weekly/monthly locum tenens needs to cover leaves and extended vacations. Perfect for dentists wanting to pick up extra hours. May involve travel with overnight stays. Typically includes 32-36 hours/week when needed. Competitive pay. You have complete freedom to work as many or as few locum sessions as you'd like. Opportunities available with Midwest Dental (WI, MN, IA, IL, KS, MO), Mountain Dental (CO, NM) and Merit Dental (PA, OH, MI). Contact Laura Anderson Laehn, 715.225.9126, landerson@midwest-dental.com. Learn more about us: www.midwest-dental.com, www.mountain-dental.com, www.meritdental.com.

HIRING DENTIST FOR SAUDI ARABIA

Leading Dental Group in Saudi Arabia is looking for dentist (all specialties) and RDH to work in Riyadh, Saudi Arabia. Attractive tax-free salary with fringe benefits will be provided to the right candidate.

Meet us at Midwinter Meeting in Chicago Feb 26-28, McCormick Place West, Booth number 3544. Dr. Abdulaziz Al Ajaji Dental Clinics. Email: info@alajajidental.com. Alternate email: ajajirecruitment@gmail.com. Phone: USA 703.785.9667 or 703.785.0569. Whatsapp: 00966502112392

CEREC-TRAINED DENTIST

Webster Dental Care, *Chicago Tribune's* Top Workplace is seeking a full-time, Cerec-trained dentist. You must have an Illinois license, be able to work Thursday through Sunday and have great verbal skills. Commissioned salary with incentives. Contact Dr. Rempas: webdental@aol.com.

OFFICE MANAGER AND GENERAL DENTIST WANTED

A modern, fully digital and fast-growing practice in northwest suburb is looking for an OFFICE MANAGER and PART-TIME GENERAL DENTIST.

Please email résumé to dentalvue@gmail.com.

ORTHODONTIST POSITION AVAILABLE in an established, thriving multi-specialty group practice in Green Bay, WI. We are seeking an energetic orthodontist for an already existing patient base. This family-owned, patient-centered practice has been providing quality care for generations of families. When you join our team you don't have to keep up with the day-to-day business tasks. Put all you focus back on your patients and you will enjoy more of those rewarding moments. We would love to have you join us. Visit our website at dentalassociates.com, call Susan at 800.315.7007 or send CV in confidence to sbullen@dentalassociates.com.

NOT BUSY ENOUGH?

GP Dentist or Specialist Needed

Are you new to the area? Possibly dissatisfied with your current position due to lack of available hours or non-existent patient growth. Then look no more. We are a well-established, multi-dentist group practice with progressive patient care as our primary focus.

We are growing at a rapid pace and are looking to develop a long-term relationship with a motivated general dentist or specialist. We offer the opportunity to grow with the practice and truly maximize your potential. We look forward to sharing in the success with a team that is motivated and wants to contribute with more than just their clinical skills. Ours is a culture that nurtures innovation and creativity.

If this sounds like an opportunity you have been searching for and would like more information, we would love to hear from you.

Please send CV to marandarice@allsmilesdental.com.

DENTIST NEEDED - LINCOLN PARK (CHICAGO):

Dentist needed for hygiene checks for new hygiene only dental practice. Potential for advancement to a regular dentist position at one of our partner practices within six months. Training provided, new grads welcome. Unique full- or part-time schedule options offer excellent work-life balance while still providing the evening and weekend availability that today's patients have come to expect. Follow the link to interview now, thanks. <http://qoo.gl/p49o9B>.

ORTHODONTIST OPPORTUNITY AVAILABLE: Successful northwest suburbs state-of-the-art clinic. Phenomenal staff support and excellent patient base (Medicaid PPO, fee-for-service) Part-time. Email résumé to artesafamilydental@yahoo.com.

GENERAL DENTIST NEEDED: We are currently looking for a full-time general dentist to join our team at our Joliet office. Please email your résumé to samysamaan@gmail.com.

ASSOCIATE DENTIST WANTED: Exceptional, fast-growing office, Glamour Dental Group is looking for the right dentist to join our team of associates in the southwest suburbs in the Calumet City and South Chicago Heights area. We offer a minimum annual guaranty, benefits and CE credits. Goals and responsibilities: demonstrate clinical excellence by ensuring that every patient receives a comprehensive diagnosis, treatment plan and clinical excellence; create the patient's desire for superior dentistry; exceed the patient's expectations in service, comfort, and quality to provide the perfect patient experience; efficiently aide in the management of the dental practice, as well as provide great leadership for our team to emulate. You will be expected to perform general dentistry, including but not limited to root canals, extractions, restorations and diagnosis of new and establishing patients. Contact Dr. Scott Yang, DDS at icyangdds@yahoo.com.

DENTIST WANTED: Children's not-for-profit dental clinic in Zion looking for dentist to work 9 a.m. - 2 p.m. Tuesdays and Thursdays. Must be patient with children. Fax résumé to 847.872.9226.

PEDIATRIC DENTIST — NAPERVILLE: Busy multi-specialty office needs pediatric dentist Monday, Wednesday, Thursday, Friday. Looking for long-term commitment, earning potential over \$250,000/year. Great working environment, state-of-the-art office. www.woodlakefamilydental.com. Email CV to drsud.dds@gmail.com.

PEDIATRIC DENTIST WANTED Looking for a position with an outgoing, fun and growing practice? Bauer Dentistry and Orthodontics is looking for a pediatric dentist for 100% fee-for-service practice in Wheaton. Flexible on hours and days. Looking for a long-term person that would be interested in possible ownership in the future. bryanabauer@yahoo.com

GENERAL DENTIST PART-TIME: Our busy dental office in West Chicago seeks a part-time general dentist. Fridays and Saturdays are mandatory. Great working environment, trained staff, phenomenal income potential as compensation is based on percentage of production and a guaranteed base salary. Our doctors on average make \$750-\$1,500/day depending upon their ability. Bilingual a plus. Accepting PPOs/MCOs/All Kids/fee-for-service. Please email your résumé to precioussmilesdental@yahoo.com.

DENTIST – SOUTHWEST SUBURBS: Our exceptional, fast-growing dental practice is looking for a highly qualified dentist for our office in the southwest suburbs of Chicago. We offer a competitive compensation package which includes the following benefits: six-figure salary, dental plan, life insurance up to 1x annual salary, long-term disability, 401(k) savings plan, paid continuing education credits. Goals and responsibilities: demonstrate clinical excellence by ensuring that every patient receives a comprehensive diagnosis and treatment plan, including best possible restorations and clinical excellence; create the patient's desire for superior dentistry; exceed the patient's expectations in service, comfort and quality to provide the perfect patient experience; efficiently run the dental practice, as well as provide great leadership for your team to emulate. Requirements: dental degree from an accredited university and an active State Dental Board license (DDS/DMD). Please email résumé to resumes@decisiononedental.com.


GENERAL DENTIST OPPORTUNITY: An established PPO/fee-for-service general dentistry practice near Midway Airport (south side), seeks a full-time associate, who is looking to grow with our patient base and prepared to provide quality care and a positive experience. The ideal candidate is experienced and well-versed in all facets of dentistry, does not refer out procedures that may be done internally. Should be able to attend to patient care and formulate a tailored treatment plan with the patient's best interest in mind. Support staff is multi-lingual and a valuable asset to the office. This opportunity is great for a motivated, ambitious individual who is able to multi-task and incorporate progressive treatment plans. Email résumé, wecareaboutdental@gmail.com.

DENTIST – NEW OPPORTUNITIES: The doctor team at Midwest Dental has created a few select private practice setting opportunities available after the first of the year. Due to retirement, these practices offer tremendous guaranteed salaries, percentage compensation, full benefits, profit sharing, and/or part-time. Current locations include Rockford area, Pontiac, Watseka and Kewanee. Learn more about our dynamic team at www.midwest-dental.com.


GENERAL DENTIST: Part-time associate with possible future partnership or ownership for growing practice in Elgin. Flexible days and hours. Please send résumé to salesandads811@gmail.com.

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LICENSED PEDIATRIC DENTIST: Incredible opportunity. Associate needed to take over well-established, fee-for-service, pediatric practice for retiring doctor in Bolingbrook. State-of-the-art office, experienced and friendly staff in place. Send résumé to suecarney@sbcglobal.net.

DENTIST WANTED: Our family practice is auditioning for a dentist to join our dynamic team. If you want to practice in a state-of-the-art facility with the newest technology and within an environment that is the most fun and friendly you've seen, then we are the group for you. We have four practice locations and offer excellent compensation packages with associateships leading to equity ownership. Don't wait, email us today at srosenberg@magicdentist.com.

SOUTHEAST WISCONSIN: Part- and full-time associate dentists needed for southeastern Wisconsin offices. Multi-site, fee-for-service group practice needs experienced dentists to lead knowledgeable staff in providing the highest quality dental care. Established patient base. Benefits package available for full-time. Submit CV to dental2848@gmail.com.

GENERAL DENTIST (ASSOCIATE): Immediate associate positions available at a Chicago clinic. Great support staff. This is a great opportunity for a clinician who wants to work in a professional environment with well-trained staff. Office hours are 9 a.m. - 7 p.m., with various days during the week available. Candidate must have excellent chair side manner. New grads welcome, Spanish speaking preferred however not required. Please forward your résumé/CV for consideration to dentaljobs123@gmail.com.

OMFS OR PERIODONTIST NEEDED: Family general dental office in need of surgeon to do wisdom teeth, hard and soft tissue grafting, etc. Can line up patients on one day to make it productive for you, willing to purchase equipment. Please call 630.803.7772.

ORTHODONTIST: Needed part-time for well-established group practice in the western suburbs of Chicago. Experience required. Established patient base for referrals, fee-for-service. Submit CV to dental2848@gmail.com.

PEDODONTIST AND/OR ORTHODONTIST needed in Plainfield: Great opportunity for specialist to practice in a newly established practice. Get in on the ground floor with unlimited potential. ftdentaljob@yahoo.com.

ASSOCIATE NEEDED: Private practitioner of 33 years seeking associate. Beautiful, modern, thriving practice. Four fully equipped state-of-the-art ops. Excellent opportunity with high earnings potential. Buy-out possible. Lovely rural setting in northwest Illinois close to Mississippi and Rock rivers with year round recreation — fishing, hunting, four-wheeling, snowmobiling. 40 minutes to Quad Cities, 90 minutes to Chicago suburbs. Base of 2,800 established, quality patients. Call 815.631.6104.

GENERAL DENTIST WANTED: Need for children, adult and orthodontics. Magnificent commission. Midway Airport area. Possibility on selling practices and real state. If interested, call at 773.931.6787 or email jlvl@hotmail.com.

PEDIATRIC DENTIST WANTED: State-of-the-art, multi-specialty office in Westmont looking for pedodontist, once a week with possibility growing to more days. Send résumé to ssdswestmont@gmail.com.

ORTHODONTIST – ROCKFORD: Growing, multi-location, general dental office is seeking an orthodontist to provide care one-two times per month for our growing patient base. Our practice gets referrals from all over northwest Illinois. Our Park City Dental office in Rockford has state-of-the-art equipment, digital imaging, experienced staff and is ready to offer our patients the best, most comprehensive care available. Our office provides you with patients, infrastructure for billing, equipment and limitless opportunities to grow. View our website at www.parkcitydentalrockford.com and please submit questions and résumé to info@parkcitydentalrockford.com.

ORTHODONTIST: Dental practice in Barrington is seeking an orthodontist for one-two days per month. Please send your résumé to contactus@barringtonsmiledental.com or fax it to 847.382.0841.

ASSOCIATE NEEDED: Two days a week. Polish or Spanish speaking a plus. New graduates welcome. Belmont/Austin area in Chicago. Send résumé to logzgo@gmail.com.

ASSOCIATE DENTIST: General practice in north side Chicago is in need of part-time general dentist. Multiple days available. Medicare office. Compensation is 40% of daily collection. New graduates welcome. Please contact Youbert at 312.671.3375.

DENTIST – SCHAUMBURG: Our exceptional, fast-growing dental practice is looking for a highly qualified dentist for our well-established location in Schaumburg. We offer a competitive compensation package which includes the following benefits: six-figure salary, dental plan, life insurance up to 1x annual salary, long-term disability, 401(k) savings plan, paid continuing education credits. Goals and responsibilities: demonstrate clinical excellence by ensuring that every patient receives a comprehensive diagnosis and treatment plan, including best possible restorations and clinical excellence; create the patient's desire for superior dentistry; exceed the patient's expectations in service, comfort and quality to provide the perfect patient experience; efficiently run the dental practice, as well as provide great leadership for your team to emulate. Requirements: dental degree from an accredited university and an active State Dental Board license (DDS/DMD). Email resumes@adecisiononedental.com.

GENERAL DENTIST: Full-time general dentist, motivated and hard working, needed in south suburbs, will work out of two locations, Alsip and Dolton. Mixture of fee-for-service, PPO, Medicaid. Immediate position. Send CV and/or questions to atocd1@yahoo.com.

GENERAL DENTIST – HOMEWOOD: Guaranteed, six-figure salary with immediate patient load. Our exceptional, fast-growing dental practice is looking for a highly qualified dentist for our well-established location in Homewood. We offer a competitive compensation package which includes a guaranteed, six-figure salary, a comprehensive benefit package and major growth opportunities. We believe that joining our team will provide the opportunity for you to maximize your individual and professional potential while maintaining your clinical autonomy. Please email your résumé to dental129@gmail.com for consideration.

GENERAL DENTIST: St. Charles Dental Care is seeking a part-time associate general dentist to join our well-established, multi-site group practice for two days/week. Fee-for-service practice with solid patient base needs a professional experienced in all phases of general dentistry. Knowledgeable staff with state-of-the-art equipment. Email CV to dental2848@gmail.com.

DENTAL EXTRACTIONS: Seeking a general dentist proficient with surgical extractions including wisdom tooth extractions. \$100 per hour plus production incentives. Send CV to elitedentalchicago@gmail.com.

DENTIST HELP WANTED - WOODSTOCK: Busy, friendly dental office with nine operatories and awesome staff. Three, full-time assistants and three hygienists. Must be proficient in crowns, fillings and pediatric care. For more information, please visit www.familydentistryofwoodstock.com or email your résumé to family_dentistry@att.net.

DENTIST: A Brush with Dentistry is expanding into Dixon. We purchased a practice from a retiring dentist with a large patient base. We are looking for a successful dentist who is interested in becoming a partner with our practices. We would like a dentist who is willing to work four days a week, is motivated, a leader and practices at a high standard of care. Excellent opportunity for growth and ownership in a private practice setting. abrushwithdentistry@yahoo.com.

LAKEVIEW, CHICAGO – LOOKING FOR OMFS, pedodontist, orthodontist, periodontist: Growing practice. Choose Tuesdays, Fridays, Saturdays; PPO, HMO, fee-for service. Start one day/month. Currently referring all the above out. Digital Panorex, nitrous. Email sparrowdentaldds@gmail.com.

GENERAL DENTIST – SCHAUMBURG: Guaranteed, six-figure salary with immediate patient load. Our exceptional, fast-growing dental practice is looking for a highly qualified dentist for our well-established location in Schaumburg. We offer a competitive compensation package which includes a guaranteed, six-figure salary, a comprehensive benefit package and major growth opportunities. We believe that joining our team will provide the opportunity for you to maximize your individual and professional potential while maintaining your clinical autonomy. Please email your résumé to dental129@gmail.com for consideration.

PART-TIME ASSOCIATE: Looking for a part-time associate for my Chicago GP office with possible partnership/buy-in opportunity for the right person. New graduates welcome. Polish or Spanish speaking a plus. Send your résumé to mtglamour@comcast.net.

GENERAL DENTIST: Looking for full-time general dentist to work at Joliet location. Please send your résumé to rabeh0398@yahoo.com.

GENERAL DENTIST: Family Dental Care. Full- or part-time. Several of our associates have become partners. Come and talk to them. Very high income potential. Specialists on staff. Currently four locations and growing. 95% fee-for-service. No Public Aid. 773.978.7801 (ask for Laura) or email personnel@familydentalcare.com. <http://familydentalcare.com>.

ASSOCIATE DENTIST: Immediate opening for dentist in busy downtown practice. Three to four days/week. Great money, staff and location. Busy patient flow waiting. Chicago Dental Broker, 847.814.4149.

GENERAL DENTIST needed for PPO, fee-for-service patient base dental office in Chicago Heights for part-time to full-time hours. Must be proficient in molar root canal treatments and surgical extractions. Please submit CV to atozdentalcare@hotmail.com.

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GENERAL DENTIST: Our exceptional, fast-growing office, Glamour Dental Group, is looking for the right dentist to join our team of associates in the Calumet City and South Chicago Heights area. We currently offer CE reimbursements, medical and dental benefit reimbursement, malpractice insurance premium reimbursement and base pay guarantee, H-1B Visa sponsorship available. Additionally you will have the support of a highly trained and qualified staff and management team. Please email us your résumé along with the city of the office you are interested in, Calumet City or South Chicago Heights. Email Dr. Scott Y. at icyangdds@gmail.com.

FULL-TIME DENTISTS WANTED: Chicago and suburbs. Gain lots of great experience and increase your speed. We love to teach comprehensive pedo, surgical extractions, etc. to the right associates. Are you confident, willing to learn and not afraid to work? We pay malpractice insurance. Recent grads and H1 visas welcome. Associates make approximately \$180,000 and have become partners. Please email résumé to dimitri_h@hotmail.com.

FULL-TIME OR PART-TIME DENTIST – northwest suburbs: Growing and busy PPO/fee-for-service office in Elgin. Great opportunity, high income potential. Benefits offered, must be proficient in all aspects of dentistry. Work in a great environment with friendly staff and patients. Email résumé to highpointsmiles@gmail.com.

ORTHODONTIST: 45-year-old, fee-for-service group practice seeking part-time orthodontist associate to take over well-established practice in the western suburbs. Six days per month. Our GPs, pediatric dentists and other specialists will keep you busy. Contact Dr. Sue Carney at suecarney@sbcbglobal.net for information.

PART-TIME GENERAL DENTIST: Outstanding opportunity. State-of-the-art digital practice in outer northwest suburbs (McHenry County) needs a motivated dentist. Lots of new patients. Excellent compensation. Daily guaranty. Email dmdds007@gmail.com.

PART-TIME ASSOCIATE: Looking for a great, part-time position with mentorship. We are currently looking for a friendly associate for Tuesday/Thursdays and two-three Saturdays a month. Candidate should be proficient with endo, pedo and oral surgery. Email smile4us96@gmail.com.

PERIODONTIST NEEDED: Multi-specialty practice in Naperville. One to two days/week. Existing internal and external referral base in place. Immediate start. Submit CV to vgrouppmgmt@gmail.com.

TEMPORARY: General dentist needed in Beloit, WI for leave-of-absence coverage March 10 - March 27, 2015 three days/week. Fee-for-service, two-doctor practice belongs to a large group, multi-site practice. Beautiful surroundings and trained staff in place. Email CV to dental2848@gmail.com.

FULL-TIME DENTIST: This is an established, all digital, full-service practice in Joliet. Seeks a full-time associate prepared to provide quality care and a positive experience. The ideal candidate is experienced in all facets of dentistry, does not refer out procedures that may be done internally. Guaranteed, six-figure salary with immediate patient load. Email your résumé to samysamaan@gmail.com.

DENTIST WANTED: Looking for full-time general dentist to join our team at Rockford office. This is an established, full-service general dentistry practice. Please send your résumé to rabeh0398@yahoo.com.

DENTIST WANTED: Looking for full-time general dentist to work at Joliet location. This is an established, full-service general dentistry practice. We seek to add a confident, compassionate and personable dentist with excellent clinical skills to join our team. Email rabeh0398@yahoo.com.

GENERAL DENTIST OPPORTUNITY: Join the *Chicago Reader's* best dental office four years in a row. Dental Salon Schaumburg is looking for a personable and enthusiastic dentist to join our elite group of providers. Unique schedule options offer excellent work-life balance while still providing the evening and weekend availability that today's patients are coming to expect. Part time with the opportunity to lead to full time. Follow the link to interview now. <http://goo.gl/UikLli>. No phone calls please.

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FINAL IMPRESSIONS by Walter Lamacki, DDS



Write to Dr. Lamacki at wlamacki@aol.com.

Have you seen an invisible man?

“Diversity is not the same thing as inclusion,” a line delivered by Chicago Dental Society President Susan Becker Doroshow in her installation speech in November, challenged all of us to reassess our complacency on the subject.

Diversity of leadership of organized dentistry can be quantified to a certain extent. Four members who were minorities became presidents of CDS. Robert Kimbrough, an African-American and a past president of CDS, was selected by the CDS Board to serve as an interim executive director in the late 1980s.

Treasurer Cheryl Watson-Lowry will become the third woman to serve as CDS president; Dr. Doroshow is the second woman to rise to CDS president, albeit 24 years after Juliann Bluitt first earned this honor. Four members of the Board of Directors are women. Two CDS Board members are naturalized U.S. citizens.

In 2003, the ADA, recognizing that a disconnect existed between its volunteer leaders and the changing demographics of its membership, created the Institute for Diversity in Leadership in conjunction with Northwestern University’s Kellogg School of Management. The program accepts approximately 12 minority dentists a year who are coached in the strategies they will need to attain leadership rolls in organized dentistry.

The makeup of the ADA’s leadership has changed in the last decade; four minority presidents were elected, two of whom are women. The current president of the ADA is Maxine Feinberg, the president-elect is Carol Summerhays, and the executive director is Kathleen O’Loughlin – ameliorating somewhat that leadership in organized dentistry is an old white boy’s club.

But have we come to grips with Dr. Doroshow’s challenge to be become inclusive?

As an undergraduate, many of us were assigned the reading of Ralph Ellison’s 1952 landmark novel, *Invisible Man*, wherein he depicts the plight of an African-American man searching to become assimilated in the country of his birth. His prologue elegantly synthesizes his protagonist’s pathos: “I am an invisible man. When they approach me, they see only my surroundings, themselves or figments of their imagination — indeed everything and anything, except me.”

I think many of us were and are guilty of seeing through people different from us. It doesn’t take much to be inclusive; a smile, a firm handshake and a genuine interest in what a per-



Photo: © Olly / Shutterstock.com

“Diversity enriches us all” has been repeated so often that it is a cliché; it’s meaningless if inclusion is not part and parcel of the experience of personal relations.

son has to say covers it.

At the many branch and ethnic societies meetings I attend, new members and students are asked to introduce themselves, tell us their practice mode and where they are from. At one meeting, the social hour was particularly warm and inviting. During one of the self-introductions, a young dental student, in a thick foreign accent told us her particulars and then said, “As you can tell from my accent, I’m from Chicago.” She, of course, got a big laugh. On my way home that night, I thought of her poise among a strange and a potentially intimidating group of dentists. I think she was heartened by the inclusion she felt.

“Diversity enriches us all” has been repeated so often that it is a cliché; it’s meaningless if inclusion is not part and parcel of the experience of personal relations.

Inclusion validates our efforts to be diverse. ■



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