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2023-24 Branch
Meetings Guide



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Englewood Branch is now the Southwest Branch

Looking to broaden its reach and appeal to more members, the Englewood Branch of CDS officially changed its name this spring to the Southwest Branch.

As branch members have moved west, the branch discussed adopting a new branch name that would better reflect its geographic reach. Meetings have been held in Oak Lawn in recent years as the branch makeup has skewed more suburban.

The branch has a long and prominent history. It was 1889 when the Hayden Dental Society was created so local dentists could socialize and share clinical insights. As the community grew exponentially following the Chicago World's Fair in 1893, the group was renamed the Englewood Dental Society in 1899. The society gave up its charter in 1911 to become the first branch of the Chicago Dental Society.

Changes to Mediation/Peer Review program

Following a decision by the Illinois State Dental Society, CDS will limit mediation and peer review services to members only, which became effective June 12. The Board of Directors approved the change June 8.

After evaluating time, cost and personnel needs required to review and resolve cases involving non-member dentists, ISDS decided on the members-only shift to provide "very direct and intentional member value." CDS agreed to adopt the same framework.

Other states have made a similar move or disbanded mediation and peer review services in recent years. The policy change would require that a dentist involved in a mediation and peer review case be a current ISDS/CDS member at the time a case is filed.

Early access to Midwinter Meeting registration

Be an early bird! Sign up for the auto-renew dues feature and become eligible for early registration in October for the 2024 Midwinter Meeting.

To take advantage of the offer, you must sign up for auto-renew by Saturday, Sept. 30. The auto-renew plan features payment options of 12-month installments or payment in full, whichever is more convenient.

After enrolling, you'll receive an email the first week of October from our registration company with a non-transferrable link to register yourself and your dental team for February's Midwinter Meeting.

Remember: 2024 is a licensure year for dentists.

From the June 8 CDS Board meeting:

- Three brand-new dental clinics operated by the Cook County Health Systems Department of Oral Health have sat vacant and unused after a budget freeze two years ago. The CDS Board of Directors voted to compose a letter to top officials of the County Board asking that money be restored to the 2024 county budget to reopen the clinics, providing more access for an estimated 6,000 patients.

- The board's Executive Committee will meet July 12 with members of the Inter Group Council to discuss leadership development within the CDS. The Executive Committee is charged in the CDS Strategic Plan with examining how leaders are selected for the society, with an eye to broadening the leadership pathway and encouraging younger members to get involved.

Robert Kimbrough, 100

Just before press time, CDS learned that 1984-85 CDS President Robert Kimbrough died April 26 at the age of 100.

Dr. Kimbrough was a trail blazer, first enrolling in dental school, then helping pioneer a multi-specialty medical group on Chicago's South Side, and rising to serve as CDS president.

We will reflect on Dr. Kimbrough's life and legacy in the September/October issue. ■



Early Career Dentist Rooftop Reception

A beautiful evening and spectacular views of Chicago's downtown are in store for Early Career professionals and New Dentists from the rooftop of the Loews Hotel Streeterville this summer. Join us for this popular and free CDS-sponsored event from 6:30 to 9 p.m. Thursday, Aug. 17. Bring a dentist friend!

Enjoy an open bar, light appetizers and a chance to win some great prizes. Be sure to grab some friends for some pictures at the photo booth!



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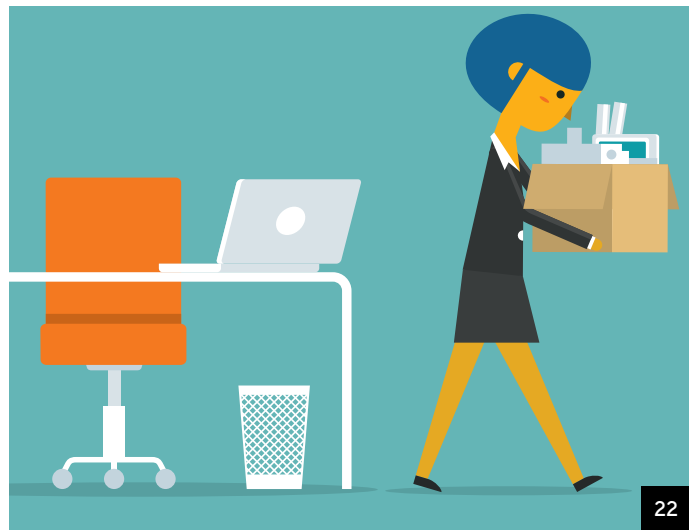
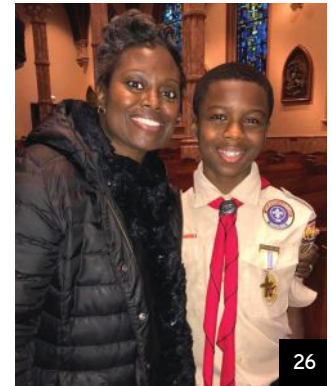
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MEETING ANNOUNCEMENTS

CDS provides the free publication of meeting announcements for dental study clubs and not-for-profit organizations in the CDS Review and on our website, www.cds.org. Publication of such notices is at the sole discretion of CDS.

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

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Write to Dr. Durbin at mdurbin@cds.org.

Summer brings a season of change

THIS SUMMER, I WILL BE CELEBRATING MY 35TH year of graduation from dental school as well as my 35th wedding anniversary!

My dental school class started with 136 students, of which about 30 were female. My orthodontic residency program at UIC had no women in either class my first year and two female residents in the program my second year. I left my orthodontic program with about \$15,000 of debt (tuition at UIC was \$3,600 per year!) and immediately purchased the practice of one of my instructors.

Much has changed since that time. Dental school classes are generally smaller and gender distribution is now about 50/50. The change in orthodontic programs has been even more dramatic, with a growing number of programs having all female residents. New graduates burdened with crippling student debt are choosing alternate practice modalities that guarantee income without the worries of business ownership.

This is not a commentary about whether this is good or bad but rather the realization that change is inevitable. As John F. Kennedy said, "Change is the law of life. And those who look only to the past or present are certain to miss the future." The practice of dentistry has shifted dramatically with new technologies that allow us to provide state-of-the-art care more efficiently and with greater predictability of success. Scanners, 3D printing, and the software and hardware that support these innovations have provided a level of accuracy we could not have envisioned when I was in dental school. In most cases, many of these ideas have been driven by dentists with maintenance of the doctor-patient relationship as a key component of any further breakthrough.

The onset and increased acceptance of Artificial Intelligence will provide even more opportunities to treat our patients more effectively, but it remains to be seen what impact that will have on practice as we know it. How will AI be used by third parties and will they encroach upon the relationship we have with our patients to the extent that treatment decisions are made without the input of the doctor and the patient? As a profession, it is important that we keep our eyes looking to the future to ensure

that our patients remain as the focus of any changes that take place.

As in life, change is occurring at the CDS as well. Dr. Randy Grove has recently stepped down as Executive Director of the CDS after 33 years at the helm. Randy has kept his forward vision as he and his team have overseen exponential growth of the CDS and specifically the Midwinter Meeting. During his tenure, the meeting has gone from essentially breaking even financially as it was held at multiple hotel sites downtown to an economic juggernaut at McCormick Place. The Midwinter Meeting has been named a Top 200 meeting across the country and truly is "The Respected Leader in Scientific Dental Meetings." Under Randy's leadership, the CDS has had a dramatic impact on dentists and patients not just in the Chicago area, but across the whole State of Illinois.

It is also worth noting that Randy's period of excellence in leadership coincided with the period of quarterbacking excellence exhibited by a certain team from the north (that will remain unnamed) that Randy cheers for. That team had just three starting quarterbacks in the last 33 years while our beloved team "only" had 35! Thank you, Randy, for your service to the CDS!

The CDS is pleased to welcome Heather Nash as the new Executive Director. Heather comes to this important position with years of association management experience in multiple areas with an emphasis on meeting planning, membership, financial stewardship, and strategic planning, all of which will benefit the CDS moving forward. Heather started in May and has hit the ground running. Please plan on attending your branch meeting this fall to have an opportunity to meet Heather in person. ■



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GET TO KNOW HEATHER NASH

Chicago Dental Society's
new executive director
looks to make an impact

LOOKING TO BUILD on long-standing relationships and forge new ones, new Chicago Dental Society Executive Director Heather Nash is looking to advance the traditions and opportunities that allow the country's largest dental component to shine.

Heather is a Colorado native whose family moved to Illinois when she was in her teens and graduated from New Trier High School in the early 1980s. A Glenview resident, she has a son who recently graduated from Indiana University and a daughter studying at the University of Missouri.

"Even in high school, I always thought I'd end up in health care," she said. Her natural acumen with numbers intersected with a fascination of hospital administration, underpinning her college studies that spanned psychology, law and economics on her way to a degree in business administration from Illinois State University.

It was her early intern experiences that sealed her view that the camaraderie of office teams and the sense of shared purpose "was something I desired." She enjoyed the community with co-workers, the collaboration in pursuing a goal together. "I always felt I needed to have a connection. How could I give back?" Heather said.

The world of non-profits proved to be a good fit. Early on, she worked in convention and trade show management, first at Smithbucklin, an association management company before moving to Blue Cross Blue Shield and then at the



Photo by Randy Belice

Academy of General Dentistry. Heather came to see that the people involved in creating the meeting experience needed the right foundation: a deep understanding of their membership.

The ability to provide "the opportunities. . . that make an impact on their practices, their profession, their own life" gave new focus to Heather's perspective and career. The question of "what can we bring to them?" guided her thinking for the next 10 years, at the American College of Chest Physicians, where she rose to Vice President of Business Development and Event Strategy, and then the Emergency Nurses Association, where she was Chief Member and Event Engagement Officer before coming to CDS.

The relationships she has built over the last 25 years are a point of pride for Heather, who thinks of her ability to be

agile in different roles and circumstances as a key strength. Today, her career and creative experiences have brought Heather to her newest challenge, the Chicago Dental Society.

"CDS is so rooted in the Midwinter Meeting," she said, as she studied her new role and assessed her priorities. "How can I (tap) more of my experience and bring that to CDS members?"

As she considers ways for CDS to "forge our own identity" within the tripartite relationship with the American Dental Association and the Illinois State Dental Association, Heather is eager to explore the potential for the organization's future, particularly with newer dental school graduates and Early Career dentists.

"There is new focus, new opportunities in the future, especially with new graduates. The membership is changing

so dramatically,” she said, noting that new grads think differently than earlier generations. “They are looking to make an impact on the world,” she said, “they’re looking to be true to themselves.” They work differently too, as technology natives rather than adopters.

“Here we can expand and grow the new generation of professionals,” she said of CDS’ mission.

While appreciative of CDS and its rich history, Heather describes herself as “not afraid of change,” embracing a leadership style that is collaborative and transparent with staff, the governing Board of Directors and members. “I’m looking forward to getting to know the team so we can make an impact together,” she said.

“I want us to be a welcoming environment for all.

I want to be that kind of leadership” for the society.

– Heather Nash, Executive Director

Heather also wants to spotlight diversity, equity and inclusion for CDS, especially as the profession becomes more female and ethnically diverse. “I want us to be a welcoming environment for all. I want to be that kind of leadership” for the society.

First up on her to-do list is setting in motion the CDS Strategic Plan approved earlier this year. The plan set goals and objectives for the next three years in membership, communication, revenue diversification, and member value, primarily through the Midwinter Meeting. Harnessing the power of membership, elevating the identity of CDS and meeting milestones will set the stage for the success of the strategic plan in the coming years, she said. ■

ISDS highlights legislative gains in 2023 General Assembly

With the wrap-up of the Illinois General Assembly’s spring session, the Illinois State Dental Society has shared its 2023 legislative accomplishments. ISDS leads advocacy efforts on behalf of Illinois dentists.

- **Network Leasing:** As part of its focus on dental insurance reform, ISDS was able to add language to legislation requiring insurance companies to notify the dentist that its network is being leased out and to allow the dentist to opt out of the network. Previously, insurance companies could sell or lease their network to another company without the dentist’s knowledge or consent.

- **Electronic Payment Fee Processing Ban:** ISDS worked to pass legislation prohibiting insurers from requiring the dentist to pay the processing fee on electronic payments, including virtual credit cards.

- **Medicaid Program – Orthodontic Standards:** The Illinois Department of Healthcare and Family Services (HFS) does not have a standard or automatic qualifier for when a patient can receive orthodontic care through Medicaid. Some administrative changes were negotiated and are expected to be implemented regarding cleft palates, overjet greater than 9 mm and impacted teeth.

- **E-Prescription requirements:** ISDS worked with other health care groups to clarify measures in the legislation regarding prescription volume, waivers for economic hardship and other exemptions.

- **Dental Practice Act changes:** Some language changes and additions were negotiated with the Illinois Department of Financial and Professional Regulation, including a provision regarding patient records when an office closes.

Other legislation updates affecting dentists include:

- **Cultural Competency Continuing Education:** ISDS worked with a coalition of health care associations to shape this legislation. Starting Jan. 1, 2025, all healthcare professionals must complete one hour of CE on caring effectively for patients from diverse cultures, groups and communities over two licensure cycles. Opioid education, which is also mandated, may be completed in two licensure cycles as well.

ISDS advocacy and member outreach to legislators helped defeat a proposal to impose a **Medicaid Provider Tax** on all dental providers in Illinois to provide funds for the state’s Medicaid program. Efforts to pass legislation on the so-called Dental Loss Ratio, requiring medical insurers to spend a minimum amount of the premium dollars they collect on patient care, were not successful this session.

For more details on the legislation: Read the End of Legislative Session Report on the ISDS website via on.cds.org/legislation2023.

short takes

Dental license portability movement makes progress

On the heels of success in three states, more states are considering legislation that would allow for interstate dental license portability among participating states.

The Dentist and Dental Hygienist Compact (DDHC), first introduced 20 years ago, proposes to write standardized credentials so there are fewer barriers to license portability. Elected state officials in Washington, Iowa and Tennessee passed legislation to join the compact earlier this year; seven more states must join the compact before it could move forward. Illinois has not yet introduced such legislation.

Launched in 2018, the Coalition for Modernizing Dental Licensure, comprised of the ADA and more than 120 national and state organizations, institutions and programs representing

dentistry, dental education, dental specialties, dental hygiene and nonprofit groups, joined forces to take on the goal of license portability to improve access to oral health care.

To move that mission ahead, the coalition argued for the adoption of licensing changes that are clinical assessments rather than procedure-based patient examinations required state by state. States still would retain the authority to regulate the practice of dentistry and dental hygiene.

The compact's "pathway," said Ann Lynch, director of advocacy for the American Dental Hygienists' Association, in an ADA News article, will "reduce the burden of obtaining multiple licenses which is often expensive, cumbersome, and results in loss of income and delays in contributing to the workforce."

'Commercial' CE no longer accepted: ADA commission

Do you help plan CE programs at your CDS branch? Or have you earned CE at a corporate-sponsored meeting?

The rules of the game are changing as of July 1. Attempting to rein in conflicts of interest, accreditation of CE hours by the ADA's Commission for Continuing Education Provider Recognition (CCEPR) will crack down on "commercial interests" that work with an accredited "provider" (like CDS) to offer CE. The Academy of General Dentistry's PACE follows similar constraints.

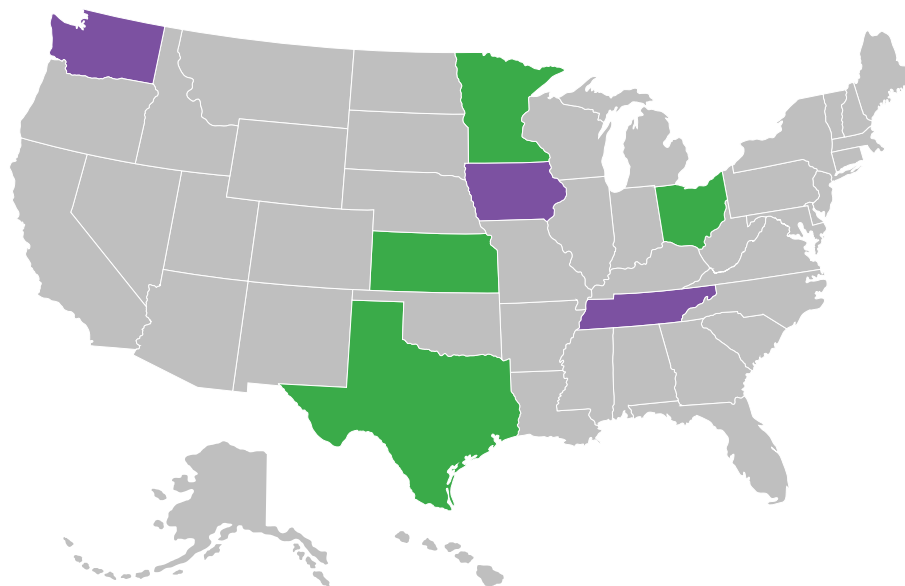
Commercial interests will no longer be eligible to act as "joint providers" of continuing dental education activities by partnering with CCEPR-recognized providers to develop CE activities. They can still provide financial and in-kind support for CE activities developed by CCEPR-recognized providers, as long as the commercial interests have no role in selecting the topics, content or instructors.

The intent of the changes, first announced in May 2019, is to reduce potential conflicts of interest that arise when businesses that "produce, market, distribute or re-sell health-care goods or services used on patients" also control the content of the CE activities.

A business or corporation presenting programming with CE cannot promote or advertise their product or service exclusively but are allowed to present a general overview of the topic.

Check with your branch or provider to be sure that the CE offered is approved and free of corporate conflicts of interest. ■

Map of the states considering DDHC



● Legislation enacted

● Legislation proposed

● Legislation not introduced

April 14, 2023, CDS Regional Meeting minutes

The Chicago Dental Society held its April 14, 2023, Regional Meeting at the Drury Lane Oak Brook in Oakbrook Terrace with CDS President Michael Durbin presiding.

Dr. Durbin called the meeting to order at 9 a.m. (CST).

APPROVAL OF MINUTES

Inasmuch as the official minutes of the meeting of the Sept. 14, 2022, were published in the December 2022 issue of the CDS Review, a motion was entertained to dispense with reading them.

MOVED by Philip Schefke, DDS, seconded by David Lewis Jr., DDS, and carried to dispense with reading the Sept. 14, 2022, minutes at this time.

MOVED by Dr. Schefke, seconded by Dr. Lewis, and carried to accept the minutes of the Sept. 14, 2022 meeting.

Inasmuch as the official minutes of the meeting of Wednesday, Nov. 10, 2021, were published in the December 2021 issue of the CDS Review, a motion was entertained to dispense with reading them.

MOVED by Gordon Ziols, DDS, seconded by Dr. Schefke and carried to dispense with reading the Nov. 9, 2022, minutes.

MOVED by Paul Kempf Jr., DDS, seconded by Dr. Lewis, and carried to accept the Nov. 9, 2022, minutes.

COMMITTEE REPORTS

There were no reports of the Board or Standing Committees.

REPORT OF THE AD HOC EXECUTIVE SEARCH COMMITTEE

Dr. Durbin announced that CDS is pleased to welcome Heather Nash as the next Executive Director. Ms. Nash's appointment was approved at the March Board meeting, following a five-month search to find a successor to Randy Grove, who stepped down as of May 31. Ms. Nash comes to CDS from the Emergency Nurses Association, where she held the role of Chief Member and Event Engagement Officer. Her work there focused on membership and event growth, new organizational initiatives to grow revenue, development of new educational offerings and strategic planning. Ms. Nash will lead the 14-member staff and oversee management of the Midwinter Meeting among many other duties. With her extensive work in membership, strategic planning and events, she will be a great fit for CDS.

Dr. Durbin then called Dr. Randy Grove to the stage. He announced that the CDS Board at their March Board meeting voted unanimously to bestow the title of Executive Director Emeritus to Dr. Grove as an expression of their grateful appreciation for his dedication to the society throughout his tenure as CDS Executive Director. There was a round of applause and well wishes expressed for Randy Grove.

UNFINISHED BUSINESS

There was no new or unfinished business.

ANNOUNCEMENTS

Dr. Durbin encouraged the attendees to visit the exhibitors during the breaks to see what each had to offer. He expressed appreciation to the exhibitors for their continued support of the CDS. Everyone was asked to silence their cell phones.

Dr. Durbin announced the dates of the upcoming Regional Meetings, including two Regional Meeting webinars. The first is being held Friday, June 23, 9 – 11 a.m. Roy Sheburne, DDS, will present—“Stop the Insanity By Doing Things Differently: Making Your Best Better.”

The second Regional Webinar will be held on Friday, Sept. 29, 9 – 11 a.m. Brittany Frazier will be speaking on the topic of Financial Management.

An in-person Regional Meeting will be held Wednesday, Nov. 8, 8:30 a.m. – noon, at Drury Lane in Oakbrook Terrace. Robert Goldberg, DDS, will present an educational program on Endodontics.

MONTHLY MEETING PROGRAM

Dr. Durbin called upon John Moore, DDS, Chair of the Scientific Programs Subcommittee, to introduce David Iglehart, DDS, and John Kalmar, DMD, PhD, who presented a two-part program on the topic of Oral Pathology.

The meeting was adjourned near 1:30 p.m. ■



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Photo by Randy Belice

ADA AT 'CROSSROADS'

Former CDS President Susan Becker Doroshow runs for ADA president-elect

by Joseph DeRosier

BROADCASTING A MESSAGE OF URGENCY AND TRANSITION, former CDS President Susan Becker Doroshow has set her sights on election as president-elect of the American Dental Association.

The general dentist from Skokie has an extensive background in organized dentistry, including serving as the 2015 CDS president, as well as other local and state leadership positions. She is the immediate past trustee for the ADA's 8th District. She is one of three candidates in the race, which will be decided in October's election at the ADA's annual meeting in Orlando, FL.

Change is a key word in Dr. Becker Doroshow's campaign. Besides changes in the business and clinical sides of dentistry, generational change is going on in the world of professional associations.

"I think we're at a crossroads right now where we have been big and fat for 160 years and have seen now, over the last 20 years, a decline in our membership market share that we keep putting Band-Aids on and keep lying to ourselves that we are making

things better," Dr. Becker Doroshow said. "We can't do that anymore."

She said with a focus on trying to keep membership market share up, the ADA has almost entered a "Groupon model" with offers of discounted or free memberships to younger dentists to stave off losses.

"We believe the issue is just getting them in the door and showing them how awesome we are," Dr. Becker Doroshow said. "And all that we have done is worse than having done nothing. We've created a whole generation of

dentists who are former members, who are way harder to recruit than never members, because they have already made a determination in their head from whatever they learned in their free or discounted years that to them association membership isn't valuable."

The problem is then compounded, she said, when an association looks to add "more stuff" for members to boost the sense of value, she noted.

"We just dig the hole deeper," Dr. Becker Doroshow said. "I believe we are at the crossroads of either focusing on the things that the ADA can do for every dentist, not just members, and move away from membership as our model, or face the fact that we're going to turn out like Sears Roebuck and think if we just made the 'Big Book' thicker, we'd still be in business."

Attitudes and expectations are changing, Dr. Becker Doroshow noted.

"The world changes, and there are things we (the ADA) offer to our members that they bottom line don't want, just like young people not wanting a printed newspaper," she said.

Dr. Becker Doroshow said she thinks the expanded scope of offerings by the ADA is an attempt to shore up sagging membership market share. With the ADA's survival at such risk, it instead needs to focus on five basics: advocacy, accreditation, testing, standards and science.

"Those are the things that keep dentistry a profession," Dr. Becker Doroshow said. "Everything else in a transition period, if not forever, needs to

"With the ADA's survival at risk, it instead needs to focus on five basics: advocacy, accreditation, testing, standards and science.

"Those are the things that keep dentistry a profession."

– Dr. Susan Becker Doroshow



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be dropped because when we make a transition to a new business model it will be painful, so we have to have the resources to provide those things to every dentist."

She said many dentists don't appreciate how the ADA has protected the profession, for both members and non-members, by promoting standards.

"Does your handpiece fit the coupler when you come in in the morning? Do the burrs fit? That's because volunteers at the ADA work on that stuff. Does your digital software communicate with your digital X-ray system? Standards exist because of volunteers at the ADA; it didn't just magically happen," Dr. Becker Doroshow said.

She said having those basics is what makes dentistry a profession and not a trade, something "employee dentists" can have a difficult time appreciating.

And that is a function of a changing employment landscape, she said, with more and more younger dentists working in corporate or DSO practices.

Dr. Becker Doroshow said a move by the ADA to engage with Dental Service Organizations to get them to pay for their dentists to become ADA members is a distraction from the real issue that people are no longer "joiners."

"So, now we're going to make their employer make them join, indirectly. It's time to face the reality about membership, and my roots are in membership," Dr. Becker Doroshow said.

And in her view the reality is that the ADA would be better served if it changed its business model away from relying on revenue from membership dues to exist.

Dr. Becker Doroshow said her ability to balance political savvy with diplomacy and her personality of being candid would serve the ADA well in a time when major changes need to happen. She said she is willing to speak out

Three seek ADA President-elect position in 2023

There are three announced candidates for the position of president-elect of the American Dental Association in this fall's election. In addition to Dr. Becker Doroshow, candidates are Brett Kessler of Stapleton, CO, and Craig S. Armstrong from Houston, TX.

CRAIG ARMSTRONG:

Dr. Armstrong received his dental degree at University of Texas Dental Branch is a current member of the ADA Board of Trustees from the 15th District (Texas). According to his CV, Dr. Armstrong served as president of the Texas Academy of General Dentistry in 2010, was president of the Texas Dental Association in 2015-16, and was president of the Greater Houston Dental Society in 2004.

BRETT KESSLER:

Dr. Kessler received his dental degree at the University of Illinois College of Dentistry and did his general practice residency at Northwestern Memorial Hospital in Chicago. He is the owner of Town Center Dentistry and Orthodontics in Colorado. He is a current member of the ADA Board of Trustees from the 14th District. Dr. Kessler served as president of the Colorado Dental Association in 2014-15; was the founding chair of the Colorado Dental Association Foundation; and served as the president of the Colorado Prosthodontic Society in 2018. He is also a former associate member of the Chicago Dental Society and served as president of its Academic Chapter before graduating and moving to Colorado.

when others might be hesitant to do so.

She said it is difficult for a national-level organization to build relationships, and that function is best done at the state and local component level.

“If the ADA had a different business model, the components and the con-

stituent societies could thrive because nobody can argue that CDS members don’t get value for their CDS dues, nobody can argue that ISDS members don’t get value for their ISDS dues,” Dr. Becker Doroshow said.

She said the required cost to also be

member of ADA means dentists are thinking twice about joining at the state and local level. Dr. Becker Doroshow said she thinks membership at the local level has a “calculable value” that is missing on the national level.

Dr. Becker Doroshow said she was encouraged by mentors at CDS to pursue leadership roles, including the late CDS Editor Wally Lamacki as well as the late Robert Unger (Dr. Unger’s son, CDS member Joseph Unger, is serving as Dr. Becker Doroshow’s campaign manager). She said Dr. Lamacki agreed with her decision to wait until she was off the ADA board to run for the president-elect position, a move that is outside the norm. But it follows Dr. Becker Doroshow’s belief that the ADA needs to operate differently.

“I think it’s bad governance to permit candidates who are currently seated on the board. It impacts not necessarily how trustees or vice presidents vote, but what it impacts is the spirit of the debate at the board table,” Dr. Becker Doroshow reasoned. “Unless we can speak candidly with each other, and everyone participates, I think our association is damaged.”

A move to disallow seated board members from running was defeated in the early 2000s with the argument that it is best to elect someone who has knowledge of issues. So, Dr. Becker Doroshow said it makes sense for her to run immediately after leaving the board to negate that argument. Candidates are also invited to sit in on board discussions except for confidential matters.

Dr. Becker Doroshow said her aim isn’t meant to call out candidates who run while seated because that is the current paradigm. She said her aim is to change that paradigm.

“The long-range future of the ADA is in jeopardy unless leadership begins to critically assess the profession’s current state and our association, starting now,” Dr. Becker Doroshow states in her campaign literature. “I want to be President-elect because someone needs to speak the hard truths – precisely what I will do as a candidate and, if elected, as President-elect and President.” ■

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DENTISTRY FIGHTS HIRING WOES

with salary,
benefit boosts

by Joseph DeRosier

Photo: Adobe Stock

“LONG COVID”

is a medical condition experienced by some individuals, but it might also aptly describe the hiring challenges facing all of healthcare, including dentistry.

Two years ago, the **CDS Review** reported on the problems members faced in hiring office staff, dentist associates as well as dental assistants and dental hygienists. Those problems continue, according to some dental practice owners posting open positions in the publication's Classified Ads section.

In response, dental offices are making do, changing hours and schedules to keep up patient care, and increasing salaries and benefits.

Dentist Sasan Molavi has four general dentistry practices, two in Wisconsin and two in the Chicago suburbs, and uses the **CDS Review Classifieds** to find associates. He opened his first practice in 2015 after graduating from dental school in 2009 and working as the chief clinical director for a dental company.

Attracting applicants has been a challenge of late, sometimes with no response to his openings, he said. The result is a tightening of office schedules.

He said he is looking into closing one of his Chicago area offices a few days a week after being open six days a week for the past 16 months.

“We just don't have staff,” Dr. Molavi said. “We don't have dental assistants to open.” He said he will likely have to close his office in Bolingbrook on Saturdays unless he can get a dental assistant from the Franklin Park office to change her personal plans and make the trek to Bolingbrook, some 27 miles away.

“Even with that, we're going to be short staffed because I need two more assistants,” Dr. Molavi explained.

Staffing is one of the major components to running a business, Dr. Molavi said, and finding the right worker has always been time-consuming.

“After COVID, things just got insane,” Dr. Molavi said. “I thought things were improving because in December we had a dental assistant leave to go to dental school at UIC. When we put in an ad, we easily got a bunch of applicants, and we picked the best one.”

He said that experience led him to believe that hiring problems were easing and people were again looking for work.

Find a breakdown of salaries for dentists, dental hygienists and dental assistants on pages 18 – 19.

“But now we have two people leaving in Bolingbrook and we can't find anyone,” Dr. Molavi said.

CDS Member Ashley Barnes, who runs an orthodontic practice and a group general dentistry practice with her husband, Eric Barnes, confirms the tight hiring climate.

“It's been challenging,” Dr. Barnes said about finding staff, including associate dentists. “We have been looking for a good dentist for a while now, for over a year.”

The pandemic was a game-changer, she said.

“I'm often wondering, where did our work force go,” Dr. Barnes said. “What happened? Before COVID, you could find someone quite easily.”

She said the go-to method of finding potential hires through “the grapevine” or “word of mouth” isn't working anymore. She said they have doubled down on asking current employees if they know someone who is looking for work.

“I’m not even getting to the point of an interview very often,” Dr. Barnes said applicants. “When I do, it depends on small practice vs. large corporate practice and that seems to be the deciding factor.”

She said potential associates are leaning more toward joining larger corporate practices because they have a greater opportunity to make more money.

“It comes down to benefits and money,” Dr. Barnes said. “Corporate can give a little more than we can.”

Even though the work environment at a smaller practice is more alluring to younger dentists – with a better professional experience because of a tighter connection with the patient base, less turnover and having the business owner on site – she said the higher salary and benefits corporate operations can offer win out.

She said that while her office guarantees a set salary for six months and then goes to a percentage of collections, corporate offices can offer a longer time-frame for a set salary.

Dr. Barnes said it has been slightly less difficult for her to find office staff. For instance, she was able to find someone for a front desk position after a month of searching, but the turnover rate has risen.

That has forced her to rethink the level of benefits and salary she had been offering. Since COVID-19, her practices have added a 401(k) retirement plan and medical insurance benefits for employees, she said.

“That’s the only way to get someone in, especially to get someone with experience,” Dr. Barnes said.

But there may be a tipping point, Dr. Barnes said. “There is definitely a point when dentists will say, ‘you know what, we’re just going to have to figure this out ourselves’ or actually start training their general dental assistants to do more and have a larger scope. It feels like we’re losing on all fronts and dentists are going to become fed up.”

Dr. Barnes said so far, the labor shortage has not impacted her scheduling ability but at times the office “can get pretty hectic.”

Victor Ramirez, a general dentist who has dental offices in Chicago’s Bridgeport and Jefferson Park neighborhoods,

has one associate three days a week and three part-time hygienists splitting time six days a week.

Dr. Ramirez said he is looking for an associate to work in the Bridgeport office one day a week but has not gotten any responses to his search.

“Things got a little busier and I needed to offer more times for patients,” Dr. Ramirez said, and that prompted him to start his search for an associate.

“I’m getting zero results,” he said of his efforts. “When I hired my last associate, right at the onset of the COVID-19 outbreak in May of 2020, I had several applicants and had three interviews and of those I was able to select and hire an associate.”

Dr. Ramirez said he has also experienced issues in hiring hygienists.

“It seems like once you get one you have to do whatever you can to keep them, dental assistants as well,” Dr. Ramirez said. The number of applicants for dental assistant positions is not an issue, but finding qualified assistants is difficult, he explained, with respondents “rarely” having the qualification of some experience.

And keeping those employees means increasing salaries and benefits.

The amount he spends on salaries has increased 30% since 2020, Dr. Ramirez said.

If he can’t find an associate, he said he will simply have to work more hours. ■

Flexibility important draw for applicants

Lori McNamara, president-elect of the Illinois Dental Hygienists’ Association, has worked in public health for 25 years said she has seen staffing shortages come and go in the dental profession. However, the COVID-19 pandemic “undoubtedly created more staff shortages” in many sectors, not just dentistry.

She said the reason in dentistry could be connected to the fact that many hygienists and assistants are female and had to stay home as caregivers when schools closed.

“The dental profession is still trying to recover, as numerous dentists, dental hygienists, dental assistants, and front desk personnel have decided not to return to dental offices,” Ms. McNamara noted in a written statement. “There have been many dentists that have sold their practices, many staff that throughout the uncertainty decided for personal reasons not to return.”

The situation is not unique to dentistry, she added.

She said most of the 12 Accredited Dental Hygiene Programs in Illinois have reached the pre-pandemic levels of enrolled students.

And with the labor demand so high, potential employees are being very selective about accepting a job and are taking into account driving distance to the office and work schedules, she observed.

“Designated time per patient is a big factor, and so is the condition of equipment and instruments,” Ms. McNamara wrote. “Since many offices utilize part-time staff, it may be more difficult for the offices to fill the positions.”

As Ms. McNamara pointed out, other healthcare professions are being impacted by labor shortages. According to a report by the consulting firm McKinsey, the U.S. could see a shortage of anywhere from 200,000 to 450,000 nurses by 2025. And the Association of American Medical Colleges says the country could see a shortage of between 37,800 and 124,000 physicians by 2034.

The reality is healthcare, including dental offices, are competing with employers who can offer remote work, something not possible for a hands-on jobs like dentist, hygienist or assistant.

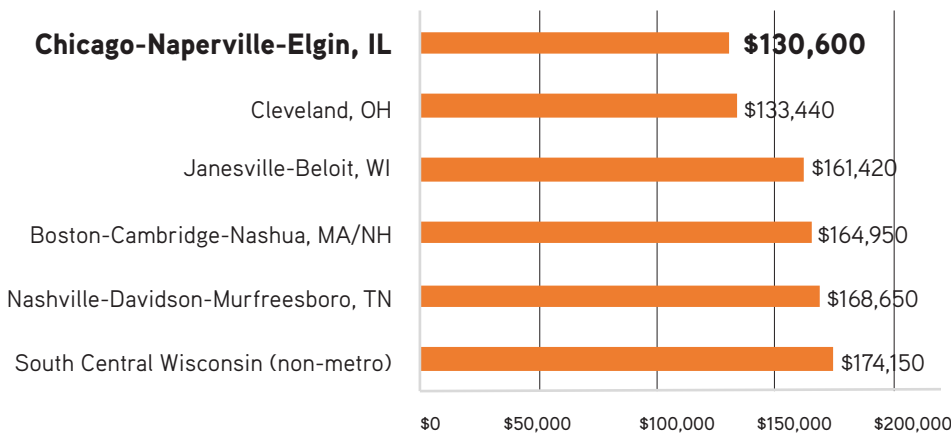
The key may be offering more flexibility.

“We’re going to have to make work more flexible, otherwise we’re going to lose everyone,” healthcare executive Janet Liang of the Kaiser Foundation Health Plan and Hospitals told a national publication.

DENTAL JOBS

General Dentists

PROJECTED SALARIES PER NATIONAL METRO AREA

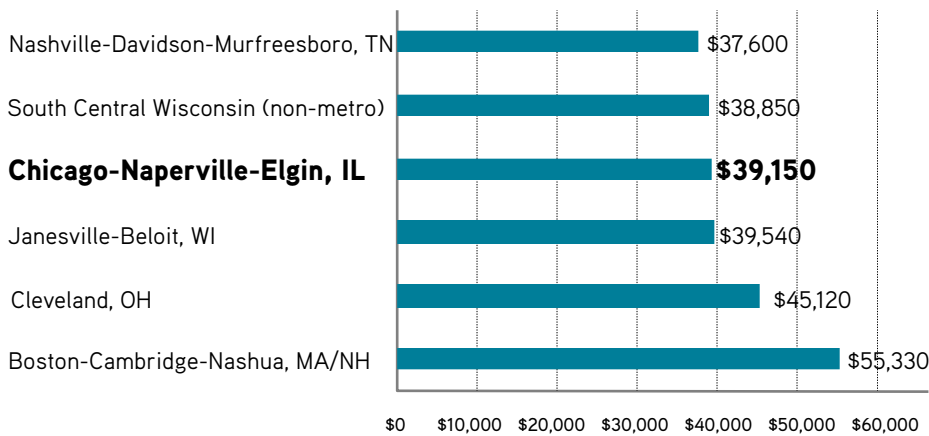


Data from the U.S. Bureau of Labor Statistics

Dental Assistants

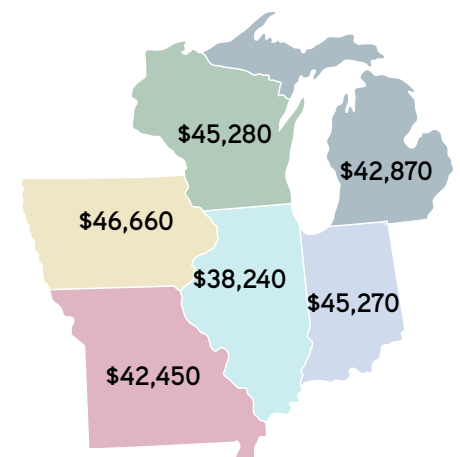
TOP 6 HIGHEST SALARIES PER NATIONAL METRO AREA

(annual wage = hourly wage x 2,080 hours)



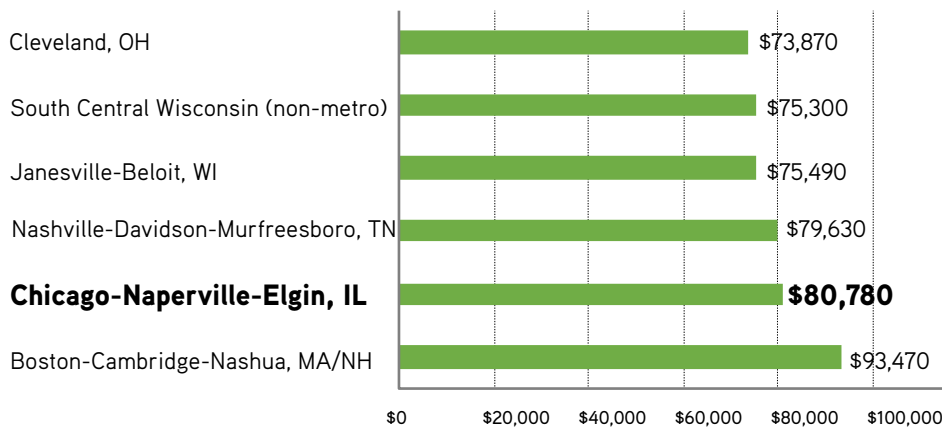
ANNUAL STATE MEDIAN WAGE

Data extracted on May 25, 2023

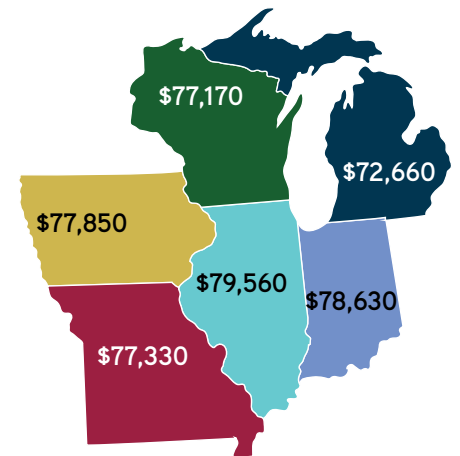


Dental Hygienists

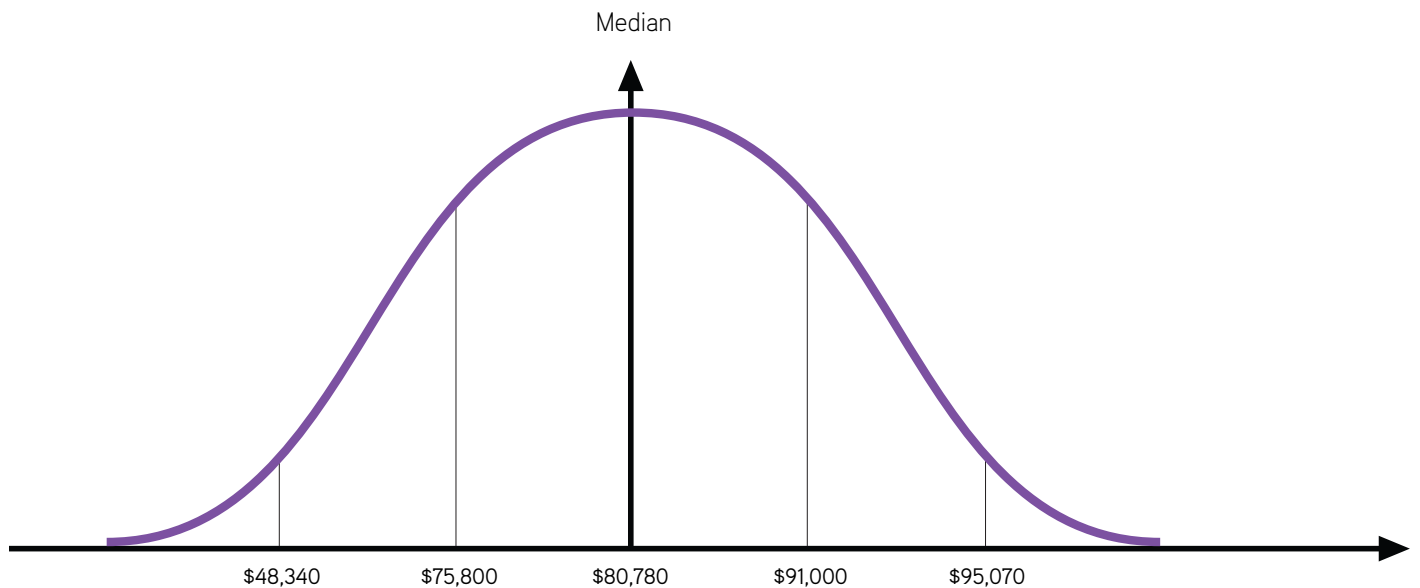
TOP 6 HIGHEST SALARIES PER NATIONAL METRO AREA (annual wage = hourly wage x 2,080 hours)



ANNUAL STATE MEDIAN WAGE Data extracted on May 25, 2023



CHICAGO METRO AREA ANNUAL WAGES FOR HYGIENISTS



SPECIAL OLYMPICS SPECIAL SMILES

VOLUNTEERS AND ATHLETES GATHERED MAY 10 in Chicago's Dunbar Park for the annual Special Olympics Special Smiles spring event.

CDS members Ilie Pavel and Ricardo Mendoza helped organize dental screenings prior to the games.

Volunteers came from the Midwestern University College of Dental Medicine Illinois, University of Illinois Chicago College of Dentistry, Advocate Illinois Masonic Medical Center GPR Program, Loyola University GPR Program, Hispanic Dental Association Chicago Chapter, Chicago Dental Society and the Illinois Society of Pediatric Dentists. They included:

- 22 dentists
- 10 dental students
- 15 dental residents
- four faculty members
- seven dental assistants

They provided more than 300 dental screenings for the athletes valued at around \$20,000 and earned CE credit for their participation. ■

Photography by Tricia Koning





Thank you to all the dedicated volunteers

Alma Avila
 Odilia Avila
 Brianna Bedi
 Jonathan Bedi
 Brittany Beltran
 Spencer Bloom
 Kimbra Bloom
 Julia Brainard
 Danielle Cascioli
 Gerald Ciebien
 Joe Cieply
 Zoila Clavier
 Jonathan Constantine
 Claudia Cruces

Eric Davis
 Jennifer Duong
 Ahmed El-Maghraby
 Ndubuaku Elue
 James Frett
 Erica Gates
 Sheila Hall
 Stephanie Hernandez
 Srey Hun
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 Adrian Kim
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Elani Largar
 Briana Ledoux
 Sunshine Lee
 Carmen Madrid
 Charles Martello
 Caroline Martello
 Elisabeth Martello
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 Taimoor Rahman
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 Cecilia Tran
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 Jessica Ventenilla
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 Rosanne Williamson
 Emily Zull



Follow proper protocol in terminating employees

SHE HAS BEEN A LONGTIME DENTAL ASSISTANT who now is combative with the dentist and other staff. However, the dentist is reluctant to let her go.

Terminating a dental office employee can be a difficult and stressful event. There are fears about firing an employee and misconceptions about the proper protocol in terminating an employee.

Firstly, the proper termination protocol is dictated by whether the employee has a written contract or not. For those employees who have a written contract, the dental professional must follow the terms of the contract that may spell out reasons to terminate such as lack of productivity or frequent absences. However, most contracts allow the employer to terminate at any time, without any reason or cause.

With that said, an employer may not terminate an employee based on certain protected categories such as race or religion or in retaliation for a legally protected activity, such as an employee asking to be paid for overtime.

Most employee-employer relationships are considered “at-will employment” in which there is no written contract. Illinois, like most states, is an “employee at-will state” which means the employer (or employee) may terminate the relationship at any time without any reason or cause.

And whether or not a contract governs the employee’s relationship with the dental practice, it may be prudent for the dental office to document an employee’s conduct. For instance, if the employee is chronically late and has been advised of chronic tardiness then it may make the termination process easier because the employer can point to the misconduct.

Regardless of good faith reasons to let an employee go, the dental professional may be reluctant to fire an employee for fear of legal or online retaliation. However, one may need to look past this concern because keeping an employee who has not followed office rules or who is simply not a good fit can adversely affect the entire dental office, including patient care.

Therefore, when the time comes to let an employee go, the dental professional or an office manager should be concise and unequivocal. For example, say: “Mr. Jones, we are grateful for



“If the dental professional has questions about particular circumstances before terminating a certain employee, he or she may find it prudent to consult with an employment lawyer through the dental office’s insurance company.”

your service to our dental office, but we have decided to let you go and wish you well.” No one needs to be reminded that sometimes fired employees are not so understanding and may create a scene. Therefore, it is probably best to inform the employee either before or at the end of the day when no patients are present. If the dental professional has questions about particular circumstances before terminating a certain employee, he or she may find it prudent to consult with an employment lawyer through the dental office’s insurance company.

Terminating an employee is, at times, necessary, and when that time comes, the dental professional must follow proper protocol, should do it in a rehearsed and efficient manner and must be prepared to deal with repercussions from the terminated employee. ■

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. Dr. Green is a practicing dentist and defense attorney who has been representing dentists and dental specialists for more than 31 years. Find more information on Dr. Green at www.greenlawoffice.net.

Illustration by sorbetto/istockphoto.com. *Opinions and statements expressed within this publication are those of the writer and not necessarily those of the Chicago Dental Society.*



Find more information about the CDS Foundation at www.cdsfound.org.

CDS Foundation Clinic celebrates 10th anniversary

IN FEBRUARY 2013, THE CHICAGO DENTAL SOCIETY FOUNDATION OPENED THE DENTAL CLINIC in Wheaton to provide access to quality dental services for low-income residents of DuPage, Cook and Lake counties. The volunteer efforts of oral healthcare professionals, as well as partnerships in the community, enable us to care for those who otherwise would have limited access to quality dental services.

This year, the clinic reached its 10-year milestone. In that timespan, volunteers donated 14,606 hours to provide \$4.9 million of dental care in 12,930 patient visits.

While impressive, statistics tell only part of the story. The patients themselves show the profound impact the CDS Foundation Clinic has on people's lives:

"During the pandemic, I lost my job, but now I am smiling and happy. It's a good thing. I had 12 cavities and almost lost my teeth, and CDSF saved them." – Carrie M.

"I needed heart surgery, but before I could get that, I had to have a clean bill of health from the dentist. I needed five fillings and four teeth removed but just couldn't afford to get all the work done. Thanks to the clinic, I have no more pain and can have my surgery. They changed my life." – John D.

"Before, I was afraid to talk, eat, smile, and socialize. I now have people – friends, family, acquaintances – tell me, 'It's a nice smile you have.'" – Elizabeth M.

Plans for the clinic began in 2011 when the DuPage Community Clinic at the People's Resource Center (PRC) in Wheaton closed its dental unit. At the time, reports showed a 120% increase in the number of working poor in DuPage County. On top of that, Lake, Cook and DuPage counties lost 12 of 44 public health dental clinics, leaving only 32 clinics for the tri-county area, with several lacking a dentist. The PRC clinic's volunteer dentists responded by working with the CDS Foundation board and staff to establish the infrastructure required to

"The future of the clinic depends on our dental community being an active part of the clinic."

operate a nonprofit clinic, including a Board of Managers responsible for operations, staffing, physical space, accounting and insurance, among other responsibilities.

"I was so impressed with the cadre of volunteers who had worked at the PRC clinic and now wanted to make sure the clinic re-opened to help the underserved in our community," said Dr. Michael Durbin, current CDS president and past chair of the CDS Foundation. "They were a true inspiration in their unflinching quest to re-open the clinic, and then they were the key volunteers in running the clinic after it re-opened. I can't say enough about their drive, determination and commitment."

Dr. Durbin has been involved since his mother, Mary Ellen, started the dental clinic when she was executive director of the PRC. "She has been very helpful in securing funding from multiple DuPage County organizations that keep the clinic running up to this day," he said. "Her legacy and impact live on."

Opening with the equipment of the shuttered clinic, the CDS Foundation Clinic has grown to include endodontic care, digital X-ray equipment, a panoramic radiograph and a prosthetic lab. Volunteers can provide the same level of care that they would in their own practices.

"The clinic is the only all-volunteer clinic operated by an affiliate of the ADA, and as such, we all have an opportunity to make a difference," said Dr. Durbin. "This may be in the form of volunteering at the clinic, providing services to our clients. This may also be in the form of monetary donations to support the operating expenses of the clinic. And finally, it may be in the form of influencing others to support the clinic in any way they can. The future of the clinic depends on our dental community being an active part of the clinic." ■

Opinions and statements expressed within this publication are those of the writer and not necessarily those of the Chicago Dental Society.



Leadership – a professional obligation

AS A YOUNG DENTIST, EARLY IN MY CAREER, I had the opportunity to work in several practices with general dentists who had built their professional reputations, businesses, and competency from the ground up. As an associate and co-professional, I was fortunate to be on the receiving end of much wisdom, knowledge, and advice that has carried forward with me to this very day.

One missing piece, though, from this experience was any thought or mention of the importance of assuming a leadership role in one of our professional societies. There was something implicit from my mentors that viewed leadership as singular opportunity for those interested but not practical for the majority of dentists. In the continued development of my own professional identity, I came to the realization that a role in leadership within the profession is not an option for a few but an obligation for all.

The concept of obligation is built into the deeper meaning of a dental professional and the social contract that defines the relationship between dentistry and the communities/population we care for. Common definitions of a professional, particularly in healthcare, usually include the exercise of values such as respect, integrity, competence, and service. Most healthcare professions, including dentistry, are granted extensive autonomy by its clients within the social contract, which is embodied in the self-regulation of a profession's activities.

Membership in a (self-regulating) profession implies the acceptance by the member of a set of norms of professional practice or professional obligations. This regulation is achieved largely through the influence of professional societies. All dentists, therefore, have the dual obligation of making themselves a part of a professional society and of observing its rules or ethics.

The exercise of ethical obligations as a dentist is an integral part of each dentist's responsibility as a member of the profession.

That responsibility within the profession extends to all of the interactions between individual members with patients, fellow members, their constituent organizations, other healthcare professions, and the community at-large. Hence, an individual dentist's ethical obligations are incorporated in our professional societies' activities, which are the responsibility of each member of the profession. The proper function of our professional societies depends upon continued leadership. Therefore, leadership within our professional societies is necessary for each member to fulfill their obligations. Leadership is an obligation for all.

As membership in our tripartite organizational structure declines, how does dentistry continue to fulfill its obligations as a self-regulating healthcare profession? Perhaps one answer lies within the ideas and experiences that influence professional identity development for students and early-practice dentists.

For most of us our early professional identity was linked to the development of competence and self-efficacy together with the influence of role models and mentors. Renewing our collective vision of professional identity development is one approach that could include mentoring initiatives with students and early-practice dentists.

This mentoring would focus on the virtues of leadership and obligations within dentistry's professional constituent structures. The renewal would be a call for dentists to fulfill professional obligations through membership, participation, and leadership in our professional societies. Every dental professional has leadership potential that can be nurtured by mentors and developed through actions and habits. ■

“As membership in our tripartite organizational structure declines, how does dentistry continue to fulfill its obligations as a self-regulating healthcare profession?”

Blase Brown, DDS, MS, FACD, is an associate clinical professor, Department of Oral Medicine and Diagnostic Sciences at the University of Illinois at Chicago College of Dentistry; Director of Small Group Facilitation. He has been published numerous times, recently in editions of the *Journal of Dental Education*. He is a member of ADA, ISDS and CDS. Dr. Brown served CDS as West Side Branch president in 2020-21. He is also serving on the Partnering to Transform Health Outcomes with Persons with Intellectual and Developmental Disabilities Steering Committee. It is a five-year granted multi-site project funded by the U.S. Department of Health and Human Services. *Opinions and statements expressed within this publication are those of the writer and not necessarily those of the Chicago Dental Society.*



Time to take the plunge

IF YOU GREW UP ON THE NORTHWEST EDGES OF CHICAGO AS I DID, summer was always a time for spending hot afternoons at the numerous public pools. Besides the screaming kids playing in the water and the life guards perched on their chairs, each pool also had a couple of diving boards located over the deep end of the pool. My friends and I would float along the edge of the pool and watch divers clamber up the stairs then make their way to the edge of the board and launch themselves gleefully into the air before hitting the water with a satisfying splash. It always looked like a lot of fun to dive off those towering platforms.

Eventually we got up the courage to pull ourselves out of the water and move closer to the board. We would stand at the base of the rung of stairs looking up the ladder that would take us to that high platform, maybe it would be fun to try the high dive like the big guys. But from the ground, that diving board looks exceptionally high up and it begins to no longer look quite so fun and easy. As you start to make your way up the rungs, reality starts to hit you and thoughts begin to go through your head. “Do I have what it takes?” You may start to hesitate as your steps up the rungs begin to slow to a crawl.

Once you’ve made your way to the top of the diving board, you can stand and look out over the entire pool and all around you. Everyone looks so small and they are all watching you. The water seems such a long way down and your legs begin to feel like jelly. The person behind you is breathing down your neck eager to jump, but you aren’t in much of a hurry. As you get closer to the edge for the first time, the fear grows until it almost takes over your entire body. It no longer feels fun, but then after what

feels like an eternity, you jump. A million thoughts and emotions merge into a single moment as you hurtle toward the water. You hit the water, then emerge from the deep end of the pool in one piece, both exhilarated and relieved. You scramble from the water and run to the platform again, eager to have another turn, knowing that it isn’t so scary after all.

Now replace the high-dive board with tackling and mastering a new skill through advanced learning. It could be a Mid-winter Meeting workshop, or a fellowship or diplomate status with a group you are affiliated with. All are fantastic options reinforcing our commitment to be lifelong learners and making our way up the ladder toward a great goal. As you take the required continuing education courses or start putting cases together to present, each step is another rung that is bringing you up the ladder to that towering launch area. Make the decision to start your journey up those stairs. Start laying the groundwork now and you will gain skills and the lasting satisfaction in having taken the journey.

Do not let fears or anxieties stop you or slow you down. There are many mentors and instructors available to help you with your climb. Once you are ready to present your cases or take your exam, launch yourself gleefully into the air. When you hit the water, it will be with a satisfying splash. I’ve made my way up the credentialing diving board a couple of times. It looks scary but it’s a lot of fun and you learn so much making your way up the ladder. I’m currently scrambling out of the water and making my way up the ladder again. I hope to see you all in front or behind me as we gleefully make that satisfying jump. ■

Greg Cannizzo, DDS, practices in the McHenry area. He graduated from the University of Illinois at Chicago College of Dentistry in 1987 and has been a CDS member since 1992. He is also a member of the American Dental Society, the Illinois State Dental Society and the Academy of General Dentistry. He is the editor of the *Journal of the American Orthodontic Society* and has also been published in various dental journals. Photo by Valerie Loiseleux/istockphoto.com.

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Irsenia Norfleet with her son Ethan Collins at an Ad Altare ceremony at Holy Name Cathedral, 2020.

Giving back through Scouting rewarding for Irsenia Norfleet

By Joseph DeRosier

IRSENIA NORFLEET has had a number of chance encounters that have shaped her life and eventually led her to do a stint as a merit badge counselor for a Boy Scout Troop.

One of those meetings came at a CDS

Midwinter Meeting while she was a student at the University of Illinois Chicago College of Dentistry.

Dr. Norfleet, who is the 2023-24 president of the Kenwood/Hyde Park Branch, said she chatted with a recruiter

“My kids know how to do a lot because of Scouting,”

– Dr. Irsenia Norfleet

for the Illinois Army National Guard at a booth that was part of the Exhibit Hall.

The recruiter explained there was a shortage of National Guard dentists in the Illinois with only three signed up at the time. She decided to join, a move that not only helped her pay for dental school but also paved the way for her to purchase her practice.

“The National Guard afforded me limitless opportunities for continuing education,” Dr. Norfleet said. “I was able to figure out the path I wanted my office to go into, the type of dentistry I wanted to do. I’ve had advanced surgical training in implants, a year’s training in a maxillofacial course there and flew all over the place.”

One reason she was called on so much was because she had a solid grasp of conversational Spanish.

“I grew up in Humboldt Park at one part of my life and then came to the South Side after that,” she explained. She said her exposure to the Spanish language came not through education, but described her knowledge as coming from “just being a child in a Spanish-speaking population, you just pick it up.” She later studied the language in a more formal educational setting.

Dr. Norfleet said she was mobilized by the Army in February of 2003 for three months at Fort Campbell in Kentucky. She still had her practice being run by some former classmates.

“When I came off of active duty orders, I met my (eventual) husband that same day,” Dr. Norfleet said. “My cousin was getting married, and I thought, ‘oh my gosh, I’m seeing emergency patients today’, and then I met my husband the day I got off of orders. Who knew.”

She eventually had two sons, Michael Collins, 17, and Ethan Collins, 16. And when they became active in Scouting, Dr. Norfleet stepped up and started helping out, beginning when they became Cub Scouts and ending with her doing merit badge counseling and heading up the Ad Altare Dei Roman Catholic religious Scouting program that focuses on the spiritual side of the organization. The program culminates with the awarding of a special emblem.

Dr. Norfleet’s experience in the military helped bolster her confidence and acceptance in Scouting. She said the troop officials knew of her religious de-

vation because on camping trips she made it a point to leave early Sunday morning to get her sons back to the parish in time to perform their duties as altar servers during Mass.

“When there was a need for a religious coordinator, I answered the call,” Dr. Norfleet said.

Teaching the youngsters was also a learning opportunity for herself, Dr. Norfleet observed.

“It brought back memories of when I was that age because I grew up in Catholic school,” Dr. Norfleet said. “It is a little different in how the young people now move in the world. They have a lot more social pressures pulling on them, so I had to adjust to their schedules and not be so rigid. I’m a structured person and in order to make things happen, I learned to be a little more flexible.”

And she learned to give up some control and let the Boy Scouts take the lead.

“I ended up having them teach and coming up with the program and working with it. When I first started getting involved in Scouting, it was parent-driven and I wasn’t expecting that,” she said.

“My kids know how to do a lot because of Scouting,” Dr. Norfleet said. “As a troop parent I was told I was the best mom-dad there is, I could pitch a tent, being in the Army you get to learn how to do a lot of stuff.”

Dr. Norfleet also was a counselor for the Dentistry Merit Badge at one time.

None of her former Scouts went on to become dentists, but the instruction had one positive impact.

“They do come in on a regular basis as patients,” Dr. Norfleet said of her former Scouts, “so it was a great practice-builder.” ■

Joseph DeRosier is the CDS staff writer.

SAVE THE DATE

CHICAGO DENTAL SOCIETY MIDWINTER MEETING FEBRUARY 22 – 24, 2024

McCormick Place West Building • Chicago

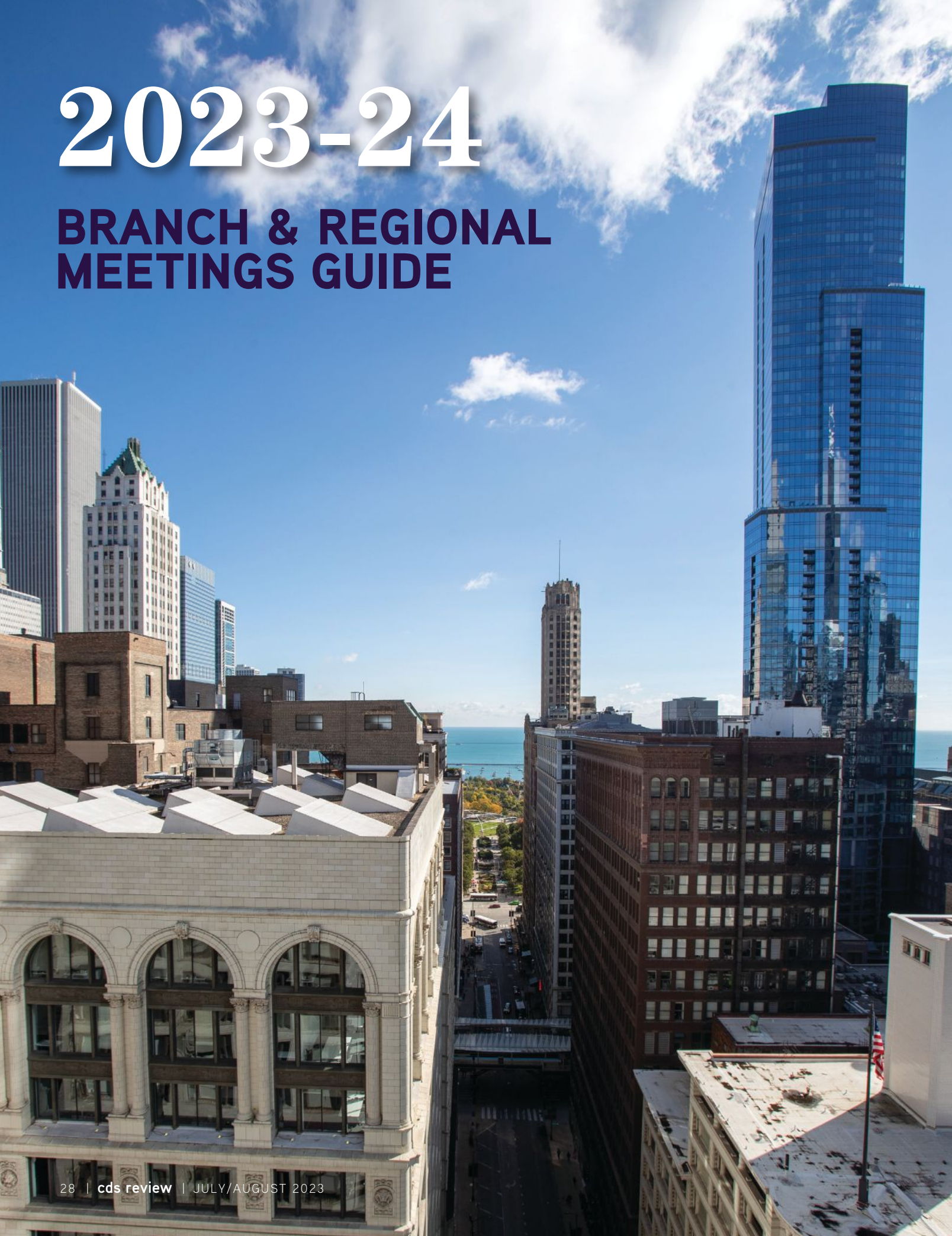
REGISTRATION BEGINS NOV. 1.

WWW.CDS.ORG



2023-24

BRANCH & REGIONAL MEETINGS GUIDE



Kenwood/Hyde Park

Meetings are at Norman's Bistro,
1001 E. 43rd St., Chicago.

Cocktails: 6:30 p.m.
Meeting: 7 p.m.
Program: 7:30 p.m.

Information: contact Irsenia Norfleet,
773.263.1113 or drnorfleet@yahoo.com.

TICKET PRICING:

Season dinner ticket: \$350
Individual dinner ticket: \$75

New Dental Renaissance is the theme for
branch programs in 2023-24.

Tuesday, **October 3**

*Practice Management:
Dental Practice Acquisitions*
Presented by Stephen Sayre, JD,
member, Dykema Gossett PLLC

Tuesday, **November 14**

Periodontics: The Puzzle of Perio
Presented by Yetta McCullom, DDS, MS

Tuesday, **December 5**

*Oral Surgery: Coronectomy/
Risk of Nerve Injury*
Presented by Bartłomiej Nierzwicki, DMD,
MD, PhD, FACS

Tuesday, **March 5, 2024**

Staff invited
CPR/Staff Appreciation Night

Tuesday, **April 2, 2024**

*Oral Pathology:
Current Trends in Bisphosphonates*
Presented by Bryan Bouchelion DDS

Tuesday, **May 7, 2024**

Prosthodontics: Removable Restorations
Presented by Artistic Dental Laboratory

North Side

Meeting locations vary.

Board Meeting: 5 p.m.
Cocktails: 6 p.m.
Dinner & Program: 7 p.m.

Information: contact Samantha Kufta,
Samantha.KuftaDMD@gmail.com.

TICKET PRICING:

CDS Member Season Ticket: \$250 (includes
four meetings, holiday party, new dentist event
and installation. Ticketholder can bring one
guest to one event for free.)

New dentists may attend one free meeting
before buying a season ticket.

Individual meeting fee: \$85 (in advance)

Tuesday, **September 19**

Leadership is for Everyone
Presented by Mickey Bernstein, DDS;
at RPM Seafood, 317 N. Clark St., Chicago

Thursday, **September 28**

Open to all CDS members
*Women In Dentistry – Starting A Practice
from Scratch*
at Summer House Santa Monica,
1954 N. Halsted St., Chicago

Tuesday, **November 14**

*Out of the Box Mockup Techniques for
Cosmetic Case Acceptance & Execution*
Presented by Andi-Jean Miro, DDS;
at the Dalcy, 302 N. Green St., Chicago

Sunday, **December 10**

Spouses and staff invited
Holiday Brunch
1 – 4 p.m., at Etta Bucktown, 1840 W. North Ave.

Tuesday, **January 9, 2024**

*On your Mark, Get Set, Pro! Fixed, Removable
and Implant Prosthetic Treatment*
Presented by Miles Cone, DMD, MS, CDT, FACP;
at RPM Seafood, 317 N. Clark St., Chicago

Tuesday, **March 12, 2024**

*The DSO Decision: What Buyers and Sellers
Need to Know About How DSO Offers Work*
Presented by Brian Hanks
At the Dalcy, 302 N. Green St., Chicago

Thursday, **March 21, 2024**

New Dentist Event
6 – 9 p.m., location TBA.

North Suburban

Meetings are at Exmoor Country Club,
700 Vine Ave., Highland Park.

Cocktails: 6 p.m.
Dinner & Announcements: 7 p.m.
Program: 8 p.m.

Information: contact Ingrid Schroetter,
ingridschroetter95@gmail.com.

TICKET PRICING:

Season Ticket: \$325
New Member Season Ticket: \$175

Individual meeting: \$125

Tuesday, **October 10**

*How Poor Breathing Habits Lead to
Clenching and Snoring*
Presented by Jennifer Hobson, PT, DPT,
CFC, CMTPT

Tuesday, **November 14**

Occlusion Confusion
Presented by M. Nader Sharifi, DDS, MS

Tuesday, **December 12**

*Periodontal Surgery to
Enhance Restorative Outcomes*
Presented by Marmar Modarressi, DDS, MS

Tuesday, **January 9, 2024**

*Your Patients and Family Are Aging.
Are You Ready?*
Presented by Larry Williams, DDS, MPH

April 2024

*President's Celebration and
Installation of 2024-25 Officers*

Date and location TBA.

Northwest Side

Meetings are at Coletti's,
5707 N. Central Ave., Chicago

Cocktails: 6:30 p.m.
Dinner & Program: 7 p.m.

Information: contact Eliza Drobny,
847.274.4133 or eliza.drobny@gmail.com.

TICKET PRICING:

Season ticket: \$300
Individual meeting: \$125

Tuesday, **October 3**

Management of a Dental Practice
Presented by Joe Lessard, CPA

Tuesday, **November 7**

Oral Cancer
Presented by Mark Lingen, DDS, PhD

Tuesday, **December 5**

Spouses and staff invited
Holiday Party

Tuesday, **March 5, 2024**

Prosthodontics
Presented by Matt French, DDS

Tuesday, **April 9, 2024**

*The Effects of Bruxing on Endodontically
Treated Teeth*
Presented by William Freccia, DDS, MS

Northwest Suburban

Meetings are at Meridian Banquet &
Conference Center, 701 W. Algonquin Rd.,
Rolling Meadows.

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

Information: contact Jason Guerrero,
jason_guerrero@hotmail.com.

TICKET PRICING:

Season Ticket: \$250 (Four meetings,
includes dinner and installation night)

First-year members: \$100

New Dentists: one complimentary meeting

Individual meeting: \$75

Tuesday, **October 24**

New Member / New Dentist Night
Implicit Bias
Presented by Darryl Pendleton, DMD

Tuesday, **December 5**

Master's Night
Interdisciplinary Orthodontic Treatment
Presented by Benjamin Belavsky, DDS, MS

Tuesday, **January 9, 2024**

Hygiene Night
Esthetic Crown Lengthening
Presented by Jennifer Silc, DDS, MS

Tuesday, **March 5, 2024**

Past Presidents' Night
*Making the Best Choice for Our Patients –
Modern Ceramics*
Presented by Stephen Campbell, DDS, MMSc

South Suburban

Meetings are at Crystal Tree Country Club,
10700 W. 153rd St., Orland Park.

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

Information: contact Beth Damas,
630.697.1337 or bethann.dds@gmail.com.

TICKET PRICING:

Season tickets: \$275 (includes: dinner,
program and one drink)
Individual meeting: \$75

Tuesday, **October 3**

*The Pulp May Not Be the Problem:
Systematic Differential Diagnosis of
Periapical Radiolucencies*
Presented by David Landwher, DDS, MS

Tuesday, **November 14**

*Implants: When to place, immediately
load and when to temporize and how to
troubleshoot along the way*
Presented by William Cusack, DDS

Tuesday, **January 9, 2024**

Speaker and Location TBD

Tuesday, **March 12, 2024**

Geriatrics and Dentistry
Presented by Joy Poskozim, DDS, FSCD, CDP

Tuesday, **April 9, 2024**

Modern Approaches to Pediatric Dentistry
Presented by Kristin McCullough Elliot, DDS

Regional Meetings

2023

Sept. 29: (webinar) Financial Decisions Dentists Must Get Right: Flipping Uncertainty into Security, Presented by Brittany Frazier, CPA.

Nov. 8: (in-person) Cornucopia of Clinical Conundrums in Endodontics, Presented by Robert Goldberg, DDS.

2024

April 5: (in-person) Dental Anxiety and Phobias and Special Needs Patients, Presented by Joanne Oppenheim, DDS and Kenneth Kromash, DDS.

June 14: (webinar) Practice Management, Presented by Richard Huot, DDS.

September 2024: (in-person) details TBA

November 2024: (in-person) details TBA

Southwest

Meetings are at Francesca's on 95th Street, 6248 W. 95th St., Oak Lawn.

Cocktails: 6 p.m.

Dinner and Program: 7 p.m.

Information: contact Neil Singh, 305.607.7039 or nsingh@cds.org.

TICKET PRICING:

- **Season ticket:** \$300
- **Individual meetings (members):** \$80
- **Individual meetings (non-members):** \$100 (includes Cocktail hour, dinner and program)
- **New Dentists:** one complimentary meeting

Send payment to:

Dr. Tylor Gauger, 7400 W. College Dr., Palos Heights, IL 60463.

Make checks payable to:

Chicago Dental Society Southwest Branch.

Tuesday, **November 14**

Prevention of Medical Emergencies in the Dental Office

Presented by Matthew Hamedani, DDS, MD

Tuesday, **January 9, 2024**

The Health Benefits of Intermittent Fasting

Presented by Anthony DeLorenzo, DO

Tuesday, **March 12, 2024**

Speaker and topic TBA.

Tuesday, **April 9, 2024**

Speaker and topic TBA.

West Side

Meetings are at 19th Century Charitable Association, 178 Forest Ave., Oak Park.

Cocktails: 6:30 p.m.

Dinner and Program: 7 p.m.

Information: contact Sharon Perlman, 312.307.8798 or sperlman@sbcglobal.net.

TICKET PRICING:

- **Season tickets:** \$350 (Seven meetings, includes dinner and drinks, and installation)
- **First-year members:** \$250
- **Second-year members:** \$300
- **Individual tickets:** \$80

Tuesday, **September 12**

Physical Therapy Tips

Presented by Katie Zisk, PT, DPT, from Shirley Ryan Ability Lab

Tuesday, **October 3**

Cybersecurity

Presented by Bryan Currier, from Advantage Technologies

Tuesday, **November 14**

Pediatric Pearls for the General Dentist

Presented by Victoria Ursitti, DMD

Tuesday, **December 12**

Head and Neck Exam Workshop

Presented by Mohammed Qaisi, DMD, MD, FACS

Tuesday, **January 9, 2024**

What Psychiatrists Want You to Know for Treating Patients

Presented by Veronika Hanko, MD

Tuesday, **March 12, 2024**

Properly Diagnosing Your Patients with Orthodontic Considerations

Presented by John Polivka, DDS, MS

Tuesday, **April 9, 2024**

Branch Planning Meeting

West Side Branch Members Only

West Suburban

Meeting locations vary.

Branch Board Meeting: 5 p.m.

Cocktails: 6 p.m.

Dinner: 7 p.m.

Program: 7:30 p.m.

Information: contact Dottie Mackie, 630.750.1409, damr1953@gmail.com.

TICKET PRICING:

- **Season tickets:** \$275 (Five meetings, includes dinner)
- **Individual meeting:** \$100

Tuesday, **September 26**

Oral Cancer

Presented by Mark Lingen, DDS, PhD, FRCPATH

At Maggiano's Little Italy, 1847 Freedom Dr., Naperville.

Tuesday, **November 14**

Let The Tooth Be Told:

Tools and Pearls for Practice Success

Presented by Bill Simon, DDS

At Maggiano's Little Italy, 1847 Freedom Dr., Naperville.

Tuesday, **January 9, 2024**

Substance Abuse and Wellness

Presented by Bill Hamel, DDS, FAGD

At Maggiano's Little Italy, 1847 Freedom Dr., Naperville.

Tuesday, **March 5, 2024**

Clinic Night

At Maggiano's Little Italy, 240 Oakbrook Center, Oak Brook.

Tuesday, **April 16, 2024**

Ergonomics and the Optimal Operatory

Presented by Tim Caruso, MBA, MS, PT

At Maggiano's Little Italy, 1847 Freedom Dr., Naperville.

MEETING INFORMATION MAY BE SUBJECT TO CHANGE.

Sign up to receive your branch e-newsletter and stay informed! Contact Rachel Schafer, rschafer@cds.org.

classifieds

Place your ad online at CDS.org

DEADLINES

September/October	Aug. 2, 2023
November	Sept. 10, 2023
December	Oct. 12, 2023
January/February	Dec. 1, 2023
March/April	Jan. 26, 2024
May/June	April 13, 2024
July/August	June 1, 2024

All advertisements, changes and extensions must be submitted in writing.

No ads, changes or confirmations will be taken by phone. Although every effort is made to place ads received after the deadline in a specific issue, we cannot guarantee that late advertising will appear in the issue requested. The ad will appear in the following issue. Ads are charged by the word, not letter or character. Submit your ad using the complete word. Do not assume everyone knows what your abbreviation means. All ad content is subject to editing and approval by CDS.

CDS MEMBER RATES:

- **Standard Ad:** \$115 base price (30 words), \$5 per extra word.
- **Premium Ad:** \$145 base price, (30 words) \$6 per extra word.

NON-MEMBER RATES:

- **Standard Ad:** \$175 base price (30 words), \$6 per extra word.
- **Premium Ad:** \$225 base price (30 words), \$7 per extra word.

RESTRICTIONS

For Sale ads: Dental practices listed for sale within this section of the CDS Review are limited to practices that are being sold either by a dentist or a management company hired by the dentist to sell the practice. Ads from all others may not be accepted.

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

Disclaimer: Although CDS believes that advertisements published in the CDS Review are from reputable sources, CDS neither investigates the offers nor assumes responsibility for them. CDS reserves the right to edit, decline, accept and withdraw advertisements at its discretion. All ads are subject to editing and approval by CDS.

OPPORTUNITIES

PART-TIME ASSOCIATE GENERAL DENTIST:

Part-time experienced associate with good patient and clinical skills needed for well-established privately owned family practice in Oak Forest. PPO and Fee-for-service, Guaranteed \$800 to \$1,000 minimum per day. Please fax CV/resume to 708.226.0248 or email drondoy@yahoo.com.

DENTISTS WANTED, 5 CHICAGO AREA OFFICES:

Gain tons of real-world experience in a digital, chartless office. We love to mentor new dentists. Hit the ground running and improve your clinical/personal skills while earning \$200,000 to \$300,000 without waiting to build your own clientele. Treat all ages. Sign-on bonus and guaranteed daily rate. Malpractice insurance paid. Free CE. Partnership opportunities. No HMOs. One-page contract. Will also consider part-time. hiring@allstardentalclinic.com.

ENDODONTIST NEEDED: Full-time/part-time, endodontic specialty office. Excellent opportunity. We are a busy newly remodeled fee-for-service endodontic office looking for a part-time or full-time associate. The practice offers an extremely high income potential. Rockford Endodontics is a private endodontic office offering a high daily guarantee (significantly higher than city or suburban practices). The practice has CBCT, ASI carts, Gentlewave, TDO and excellent highly trained staff in a beautiful office. Please contact Alex Moore at damoore20@gmail.com for more information to discuss the opportunity.

ORTHODONTIST NEEDED PART TIME:

Established, privately owned, multi-doctor, ortho/dental practice near Rockford seeking part-time orthodontist two days per week. Practice with clinical autonomy. Must be confident in treatment planning and be able to provide high-quality treatment with great results. Fee-for-service/PPO office, no Medicaid. Great opportunity for a new graduate or experienced doctor looking add to their schedule for stability and income. Send resume to illinoisorthodontist@yahoo.com.

PART-TIME ENDODONTIST NEEDED:

Established multi-specialty office located in Naperville. Looking for endodontist two to three times a month, microscope and CBCT on site, trained assistants. Fee-for-service, PPO office. Great work environment. Please email CV to drsud.dds@gmail.com.

PEDIATRIC DENTIST: Chicagoland area practice is looking for a pediatric dentist to work once a week, competitive pay, flexible schedule on days and time. Please submit resume to nwestpractice@gmail.com.

ENDODONTIST: Chicago area practice is looking for an endodontist two to three days a month, competitive pay, flexible on days and times. Please send resume to nwestpractice@gmail.com.

PART-TIME/FULL-TIME GENERAL DENTIST:

Transition to full-time role as patient base grows. Practice includes orthodontist for consistent patient referrals. Great opportunity to grow a practice and facilitate your work environment. Practice is dentist-owned and operated. Email resume to bracesbybarnes@gmail.com.

PASSIONATE ASSOCIATE FOR AMAZING opportunity: Join the dynamic team at West Gate Family Dentistry. We are seeking a seasoned practitioner or two developing clinicians to join our patient-focused practice in St. Charles. With our belief in technology and advanced tools like Cerec, CBCT, implant placement, and 3D scanner, you'll have the resources to excel. Our current associate produces over \$100K/month, and mentorship opportunities are available. If you're ready to be part of an experienced team dedicated to providing excellent dental care, contact Dr. Tom Ryan at 708.305.0729 or tjrdds@gmail.com. Don't miss this amazing opportunity.

PART-TIME DDS NEEDED, GURNEE: Come join our amazing team in our new facility. Part-time future opportunity to buy in. Send CV to smilesaway10@gmail.com.

GENERAL DENTIST NEEDED FOR CHICAGO location: We are looking for a general dentist for our Chicago location. We are offering two to three days a week. We offer and daily rate that transitions to percentage of production. If interested, please email resume to ivorydentaldocs@gmail.com.

HYGIENIST OPPORTUNITY: We are a private practice with one doctor in a great facility in The Loop and have a supportive team. Our ideal candidate is a team player, has a desire to learn, and a positive attitude. Call us today 937.631.3730.

DENTIST: North Side-based group practice has position available for enthusiastic, personable individual who enjoys performing oral surgery. Excellent compensation. Multi-doctor office and large friendly staff. Please contact us at toothgroup.chicago@gmail.com.

ENDODONTIST: Immediate opening for an endodontist in an endodontic speciality office in northwest suburbs of Chicago. A partnership or purchase of the practice can be possible future options, Please email resume to dentrix90@gmail.com.

PART-TIME ENDODONTIST and general dentist: A busy, state-of-the-art office in Lincolnwood is looking for a friendly and motivated part-time endodontist and general dentist. Please send your resume to lincolnwoodfamilydental@gmail.com.

OUTSTANDING OPPORTUNITY: Family Dental Care is a dental group owned by dentists (over 200 employees) and seeking general dentists and specialists. Eight locations and growing. Our partners earn at the top 1 percent of dentists. No Public Aid or HMOs. Digital X-rays, microscopes, CEREC, CBCT, LANAP with specialists on staff. Very busy quality-oriented practice. Recent graduates welcome. 708.807.5526 (ask for Peter) or email peter@familydentalcare.com. www.familydentalcare.com.

PART-TIME PEDODONTIST WANTED: Chicago and suburban locations. Generous per diem compensation. Half- or full-day weekly or bi-monthly. Flexible schedule. Digital/chartless offices. Malpractice insurance paid. New grads welcome. No HMOs. hiring@allstardentalclinic.com.

GENERAL DENTIST WANTED: Well-established, state-of-the-art office located far west suburbs, 25 to 30 minutes west from Naperville and Elgin area. Excellent compensation, daily minimum guaranteed, paid malpractice and sign-on-bonus. Supporting and experienced staff along with complete autonomy and mentorship provided. Email westdentaljobs@gmail.com.

ASSOCIATE DENTIST, PART-TIME, central DuPage: West suburban location, new office, flexible schedule, room to grow. Ownership opportunity, associate to partnership. PPO/Medicaid. No games/nonsense. Teamwork-centered. Send CV to dsltd3@gmail.com.

FULL-TIME DENTIST NEEDED for successful Naperville area practice: Million Dollar single doctor fee-for-service/PPO practice in the Naperville area is looking for a hardworking, energetic doctor to join the team. The position comes with great hours, competitive pay, earning potential of \$200,000 to \$250,000, and benefits. If interested, to learn more please email toothdoc1209@gmail.com.

PEDIATRIC DENTIST: FULL-TIME: Webster Dental Care is seeking a pediatric dentist for our extremely busy pedo department in our Skokie office. We have a 9-bay pedo area with TV screens and a very large patient base. You should be able to generate \$30,000 per month if you have great skills. Send your resume to our founder, Dr. Steve Rempas: drsteve@webster.dental.

SUMMER OPENINGS: Webster Dental Care has openings in the following offices for family-oriented dentists. All jobs are Tuesday through Saturday with varied hours. Our openings are in Skokie, Hoffman Estates, Berwyn and La Grange. We have great equipment, great staff and wonderful patients. Send your resume to the founder of the company, Dr. Steve Rempas: drsteve@webster.dental.

PEDIATRIC DENTIST NEEDED: Pediatric dentist to cover while current provider on medical leave in Westmont. Two Mondays and two Fridays for June, July and August, percentage of collections. Reply to dentaljobsdds@gmail.com.

PEDIATRIC DENTIST OPPORTUNITY: Are you a dedicated and compassionate pediatric dentist looking to join a thriving practice? Look no further. Our doctor-owned dental group is currently looking for a skilled pediatric dentist to join our team and provide top-notch care to our young patients. We offer competitive compensation as well as an opportunity for partnership in the future. If you have a passion for pediatric dentistry and want to join a team of like-minded professionals, we would love to hear from you! To learn more about this exciting opportunity and arrange a meeting to discuss your application, kindly send your resume to drkhurana@vvdental.com.

PART-TIME ASSOCIATE NEEDED: Privately-owned, boutique style dental office located in Buffalo Grove seeks a part-time associate. We are fully digital with the latest technology, including Trios and CBCT. smilesbuffalogrove@gmail.com.

FULL-TIME/PART-TIME associate dentist needed: Associate dentist needed for our downtown River North practice. Flexible schedule. Part-time or full-time opportunity available. Competitive pay with a guaranteed minimum. Great staff in place to help with an easy transition. New grads welcome to apply. Email your resume to drpatel@granddentistrychicago.com.

FULL-TIME ASSOCIATE WANTED: Wanted, full-time general dentist for busy Chicago office. Competitive pay based on experience. Digital scanner. Highly trained assistants. Please send resume to 2004dds60639@gmail.com.

SCHAUMBURG ASSOCIATE dentist opportunity: Modern, state-of-the-art, privately owned dental office providing high-end care. Associate needed three to four days week. Associates considering long-term positions should apply with at least one to two years of experience. Mentorship provided. Send your resume to info@onesmilestandard.com.

ASSOCIATE DENTIST, GREAT COMPENSATION & UP TO \$25,000 BONUS: Mynt Dental, \$900/day minimum guarantee plus \$25,000 signing bonus (\$15,000 with less than two years of experience), average of 14 patients per day in an 8-hour work day. Great work environment and support staff. Modern office plus digital, CBCT, iTero digital scanning and more. Mynt Dental is looking for a motivated and quality oriented general dentist, to join us in our modern, and growing practice. We offer the potential to make more than \$300,000 per year depending on how many days you work per week. Located in Mount Pleasant, WI, less than one-hour drive from Chicago's northern suburbs. Eight minutes from Amtrak Station, which allows an easy train ride, 40 minutes from Glenview or only an hour from Union Station in Downtown Chicago. For Illinois dentists with an active license, we will cover the cost of your Wisconsin licensing. Please email dentist@myntdental.com or go to marvelous-molar.rippling-ats.com/job/520341.

GENERAL DENTIST WANTED: Chicago northwest suburbs. Modern, established private practice seeking motivated dentist to join our amazing team. Services provided include CEREC crowns, implants, endodontics, oral surgery, aesthetic and general dentistry. Starting at three to four days per week, no weekends, fee-for-service. Opportunity for future partnership for the right candidate. Please email resume to drlynn429@gmail.com.

DENTIST IN BEAUTIFUL YORKVILLE: We seek a full-time or part-time dentist (minimum of one year of experience) for a well-established, open 3,600-square-foot and very modern digital practice in Yorkville. Itero and all digital technology, 20 minutes west of Naperville downtown on Ogden Avenue (Route 34). Excellent new patient count and area is growing fast. Great downtown area, right on the Fox River. Excellent schools. Will help pay for relocation if so desired. Partnership available. Email CV to uicdds@gmail.com.

PART-TIME ORTHODONTIST: Licensed orthodontist for work one day per week in high-end fee-for-service office in Sycamore, IL. Please send resume to jbunn@collinsdentalgroup.com.

DENTIST OPPORTUNITY IN WEST ROSELAND: Seeking compassionate dentist to provide comprehensive dental care, and implants (if experienced). Supportive team making a real impact on patients' lives. Competitive compensation (\$200,000 to \$500,000). Email rabboud@1fd.org.

EXPERIENCED GENERAL DENTIST WANTED: Vibrant Busy office, high production looking for associate general dentist. Minimum three years experience, molar root canal treatment a must. Minimum collection average is \$900/day. Please email CV to qb@udclinics.com.

ENDODONTIC SPECIALTY OFFICE: Busy fee-for-service practice with solo owner located in Skokie seeking an associate endodontist (with hopes for future partnership). Please email jillyoungdmd@gmail.com.

GENERAL DENTIST, AURORA: We are looking for a part-time dentist to join our team at our well-established office in Aurora. Fee-for-service, PPO and Medicaid practice, No HMO. Fully digital office with the latest technology in the office, including digital scanning. Send resume to dentalresume303@gmail.com.

PART-TIME DENTIST: Multi-specialty office in south suburbs looking for an energetic dentist to join our team. Modern office with six operatories, experienced staff, flexible days, and opportunity to grow. Competitive pay with partnership/buy-out opportunity in the future. Email resume to happiersmile111@gmail.com.

EXPERIENCED ORTHODONTIST WANTED: Busy orthodontic schedule, experienced staff, two days/week or four days/week available. Minimum of two years of experience. Compensation \$200/hour to \$250/hour. Please email CV to qb@udclinics.com.

GENERAL DENTIST & SPECIALIST opportunities in Wisconsin: Dental Associates of Wisconsin. 15 locations. Eastern Wisconsin. Competitive compensation. Incentive plan. Benefit package. Signing bonus. Collaboration. Mentorship. CE. Contact kherman@dentalassociates.com or www.dentalassociates.com/careers.

ASSOCIATE DENTIST, EAST LAKEVIEW: Associate wanted In Lakeview. Modern, state-of-the-art boutique East Lakeview privately-owned general dental office seeking an associate four days per week including Saturdays. We have the latest technology including CBCT and iTero. PPO/fee-for-service. Averaging 100 new patients/month. High income potential. Excellent communication skills required with minimum two years experience. Must be able to treatment plan thoroughly, explain treatment effectively, and work efficiently being double-booked. Email resume/CV to greatchicagodentalpractice@gmail.com.

GENERAL DENTISTS, NEW GRADS WELCOME: We are a privately owned dental office in Chicago, seeking talented and enthusiastic associates. Our Clinical Mentoring Program is equal to an accelerated residency for new grads. \$5,000 training bonus. Flexible shifts. PPO/fee-for-service. Send resume to sidwjobs@gmail.com.

PEDO/ORTHO POSITION: Growing pediatric dental office seeking qualified part time board certified or eligible pediatric dentist and orthodontist for positions at our Bartlett and Algonquin locations. Competitive compensation, 401(k) and health plan. Call/text Nina at 312.515.3304.

PARK DENTAL SPECIALISTS, ENDODONTISTS and oral surgeons: Chicago, endodontist and oral surgeon opportunities. Full-time or part-time. Join our dentist-owned, family practice at Park Dental Specialists. Contact dina@parkdentalspecialists.com.

FULL-TIME OR PART-TIME GENERAL DENTIST needed: General dentist needed for successful South Chicago practice. Dentist owned, fully digital, PPO practice. No HMOs. Opportunity for mentorship if needed. 35% of collections. Email bracesbybarnes@gmail.com.

NOW HIRING, GENERAL DENTIST:

Join our team as a civilian general dentist and make a difference in the lives of the Navy in Waukegan. Enjoy unmatched work-life balance, appreciative patients, and an exceptional dental support team. Freedom from the hassles of running a business. For more information, email brian_nunning@spectrumhealth.com. 314.744.4187. EOE, minorities, women, disabled, veterans, gender identity, sexual orientation.

DENTAL ASSOCIATE PART-TIME TUESDAYS:

Great opportunity to flourish in a modern practice where you can utilize Cerec and CT imaging. Dedicated staff that will offer the opportunity for unlimited growth in the South Loop. vramirez@adventdental.net.

ASSOCIATE DENTIST, PART-TIME, central DuPage: West suburban location, new office, flexible schedule, room to grow. Ownership opportunity associate to partnership. PPO/Medicaid. No games/nonsense. Teamwork centered. Send CV to dsltd3@gmail.com.

GENERAL DENTIST OPENING, WAUKEGAN: We are looking for a general dentist to join our busy, friendly dental office with six operatories and great staff. Apply today by sending your resume to Dr. Villa at chatdds@hotmail.com, or fax 847.360.1689.

FULL-TIME ASSOCIATE: Looking for a highly motivated and skilled full-time associate dentist to join our team. We are five locations (and growing) private practice around the north suburbs. smilejobs123@gmail.com.

ASSOCIATE DENTIST NEEDED: Growing office looking for a part-time dentist to join our team in the Chicago-Midway area. Great staff, all digital, 3D CBCT. New grads welcomed. Please email your resume to avildentalchicago@gmail.com.

TEMPORARY DENTIST POSITION:

We are looking for a dentist for a temporary position for three to four weeks (potential to turn into a permanent). Whether you prefer to work full-time or part-time, we are open to discussing different scheduling options. dentalp384@gmail.com.

PART-TIME DENTIST NEEDED, FLEXIBLE HOURS:

Looking for a part-time dentist to help at the DuPage County Sheriff's Office. Pay is hourly and compensated at \$115 per hour. Responsibilities include limited exams, taking X-rays, and managing pain and/or emergencies primarily through implementation of antibiotics or tooth extraction. Overall a great position to develop your skills with extractions, or utilize your current skills. Low stress environment, flexible hours, and a great opportunity if looking to fill one or two days a week with guaranteed pay. Please contact Orlando at 630.407.2222 or orlando.venecia@dupagesheriff.org.

PART-TIME ENDODONTIST: Busy Elmhurst practice seeking part-time endodontist on Mondays, 7 a.m. – 2:30 p.m. Our practice is state-of-the-art, and we are looking for an endodontist with a year or more experience to join our professional and fast-pace environment. Please email your CV to hr@elmhurstdental.com.

GENERAL DENTIST NEEDED, CHICAGOLAND area: Seeking enthusiastic, hard-working dentists to join our group. We are 100% DDS owned. Patient base is 50/50 fee-for-service and PPO. Reimbursements are among the highest in the state. We pride ourselves in being a place where dentists can find a home for their career with a pathway to future ownership. We pay 30-33% of collections. The average income for those first three years is \$231,000, \$264,000, and \$313,500 with ambitious go-getters well exceeding these averages. We offer great benefits. Please email your resume to mtarczon@granddentalgroup.com.

PART-TIME/FULL-TIME GENERAL DENTIST: Transition to full-time role as patient base grows. Practice includes orthodontist for consistent patient referrals. Great opportunity to grow a practice and facilitate your work environment. Practice is dentist-owned and operated. Email resume to bracesbybarnes@gmail.com.

PART-TIME SCHOOL DENTIST NEEDED: Jacksonville and Bloomington areas: Dentist needed for school-based sealant program (exams only) two to three days per week for Bloomington and Jacksonville and surrounding school districts. Guaranteed \$800 to \$1,000 per day (school hours). Please email resume/CV to aaondoy@yahoo.com or fax 708.226.0248.

PART-TIME/FULL-TIME GENERAL DENTIST

opportunity: Seeking GP for a newly built practice to transition into a full-time role as patient base grows. Practice is in a building (separate office) with an existing orthodontist for consistent patient referral source. This is a great opportunity for a GP who wants to grow a practice and facilitate their own work environment. Practice is dentist-owned and operated. Email resume to bracesbybarnes@gmail.com, if interested.

ASSOCIATE GENERAL DENTIST POSITION:

We are looking for someone special to join our exceptional team and practice with offices located in Milwaukee, Madison, Appleton, and Green Bay. We offer excellent teamwork support, advanced systems, newest technology, and remarkable compensation, and you have a fantastic place to work with the ability to become an owner in the company by investing in our growth. We also offer daily pay up to \$900/day based on experience, or 34% of adjusted production. Up to \$50,000 sign on bonus for the right candidate on long term commitment. For more information, email info@milwaukeeidentalgroup.com or text 847.915.2827.

PART-TIME AND FULL-TIME GENERAL DENTIST associate: Part-time and full-time general dentist associate position available. High-paying, very productive offices in Joliet and Morris. Please email resume to lombardidentistry@yahoo.com or anthonylombardi@sbcglobal.net.

GENERAL DENTIST ASSOCIATE NEEDED – North suburbs: North suburb solo busy practice. PPO and cash. Part time with opportunity to transition to full time. Commission based compensation. Guaranteed pay negotiable. Email CV to amise2000@yahoo.com.

PART-TIME ASSOCIATE GENERAL DENTIST: Part-time associate general dentist willing to become full time. Part-time/full-time experienced associate with good patient and clinical skills needed for well-established practice. Please email your resume to mahairidentalcenterstaff@yahoo.com.

GENERAL DENTIST NEEDED: Modern dental office in Mount Prospect looking for motivated part-time associate dentist. One year of experience required. Mondays, 9 a.m. - 5 p.m.; Tuesdays, 9 a.m. - 7 p.m.; Thursdays, 9 a.m - 5 p.m.; and one to two Saturdays a month. Office is digital and paperless. PPO/fee-for-service. Paid on production. Ukrainian, Polish or Russian language would help. Email your CV to angelsmiledentalcare@gmail.com.

FOR RENT

TURNKEY OFFICE, BLOOMINGDALE:

Want to expand? Space is move-in ready. Three ops and a 10-op space available. Everything included w with up-to-date equipment. Great opportunity for a specialist, too; built-in referral source. Free rent. bloomingsdalere@gmail.com.

OPERATORY/DENTAL CHAIR FOR RENT:

Keep 100% of your collections. Fully equipped operatory in Jefferson Park. Close to I-90/I-94. Available for weekly/monthly flat fee rental, flexible hours. Email inquiries to dentalchair4420@gmail.com.

TURNKEY DENTAL OFFICE - Northwest suburbs:

Four fully equipped operatories, high end equipment and opportunity to expand into three additional operatories plumbed and ready to go. Easy access off Interstate 90. Contact shortdriver@sbcglobal.net, 847.409.1182.

DENTAL BUILDING FOR RENT with option to buy:

Stand-alone dental building in Peotone. Two digitally equipped operatories, fully stocked. Everything ready to practice dentistry. Email delkodds@yahoo.com.

SPACE SHARING

SPACE SHARE IN MODERN 3-OP GLEN ELLYN office: Recently renovated three-op office, fully digital with scanner. A-dec chairs. Comprehensive lab. Well-located office in professional building. Must see. pbdl@parkblvddentistry.com.

LOMBARD, MERGER /SPACE SHARING: Newer buildout in Lombard with five ops (three equipped), CBCT/Ceph is looking for merger offices or space sharing opportunities. Will entertain all transition arrangements. Email ddslombard@gmail.com.

FOR SALE BY OWNER

OFFICE FOR SALE: Office for sale in Kankakee.

Three ops fully equipped, all digital. Grossing \$240,000. 13,000 patients. \$120,000 includes building. Call Bill at 708.287.3887.

NORTH SHORE DENTAL PRACTICE FOR SALE:

Prime North Shore location. Fee-for-service only. Three days a week with \$800,000 practice income. Low overhead. ddsnorthsuburban@gmail.com.

FOR SALE: For sale, established Oak Lawn

general dentistry practice; 2022 collection above \$800,000. Building available to buy or lease. Send inquiries to vvbbsmile@gmail.com.

HYDE PARK COMMERCIAL CONDO: Second-floor dental practice, turnkey, three ops, four possible, for sale or lease. Medical suite, four exam rooms, currently rented. General office suite. 2,370 square feet, easily divided into 870- and 1,500-square-foot suites. Located on 53rd Street highly trafficked business corridor. fmurraybay@gmail.com.

RARE OPPORTUNITY: Imagine having your own

private boutique style practice. Prime River Forest location. Street entry. Includes office condo. Nice patient base. Excellent marketing potential. Very low overhead. A gem. \$120,000. Inquiries: rickdds1978@gmail.com

NORTH SUBURBAN PRACTICE: 30-year+ boutique practice PPO/fee-for-service, low overhead, three ops, great visibility, ample parking, handicapped accessible, collections pre-covid: \$446,000, post-COVID: \$392,000 on 11 days per month. Priced to sell. Owner will help transition, motivated seller, must see, won't last. Email molarium1@gmail.com.

POLISH DENTAL PRACTICE FOR SALE:

Polish dental practice for sale. Call 773.899.9571 and leave your phone number. Owner retiring after 35 years. Close to Lawrence Avenue and the Kennedy Expressway.

NORTHERN ILLINOIS PRACTICE FOR SALE:

Long-established general dental/specialty practice for sale in the Rockford area. Multi-location and multi-doctor group practice. The main office is 6,000 square feet with 10 dental chairs and five specialty chairs. The other two locations are 1,700 square feet and 1,400 square feet each with four chairs. Patient base is a mix of PPO/fee-for-service and totals about 6,000 patients. Currently collecting around \$2 million. For more information contact northernillinoisdental@yahoo.com.

ANTIQUÉ DENTAL SOLID OAK CABINET: Circa 1910-15 (64"H x 40.5"W x18"D): \$3,000.

Tuttnauer Autoclave: \$1,600 (Aurora). Email mfrddspc@yahoo.com, 630.530.7748.

BOUTIQUE DENTAL PRACTICE FOR SALE:

Boutique general dental practice for sale. Owner retiring. Fee-for-service. Mostly dental implants, reconstructions, extractions and bridges. Located Chicago's northwest side. Close to the Kennedy Expressway. Email davidkodner10@gmail.com.

FOR SALE BY BROKER

DEKALB COUNTY PRACTICE FOR SALE:

Excellent opportunity. Dentist retiring. Three treatment rooms. Dentrix Ascend, paperless. Collections \$450,000. Experienced team with hygienist. Standalone building available. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074, www.e-ppc.com, Professional Practice Transitions.

FULLY EQUIPPED OAKBROOK TERRACE DENTAL

office: Turnkey Oakbrook Terrace office for sale. Does not include patients. Three chairs 1,000 square fee, two X-ray units, vac/compressor. Includes furniture and computers. Excellent for specialist/starter practice. Asking \$25,000 Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074.

LASALLE COUNTY PRACTICE SALE: Excellent

opportunity. Newly remodeled. Well-established fee-for-service practice. Dentist looking to retire. Freestanding building. Three operatories, expandable to four. Average collections: \$615,000 on three days. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074.

BRIDGEPORT PRACTICE SALE:

Excellent opportunity to own a well-established general dentistry practice. Highly profitable fee-for-service collecting \$750,000. Five operatories, real estate available for sale or lease. Won't last long. Practice details can be found at <https://buildout.com/website/1170420-sale>. Contact Dave Grammas, 630.258.3693, dgrammas@jrossiandassociates.com.

ADS MIDWEST: Endorsed by ISDS.

Contact Peter J. Ackerman, CPA, CVA, CEPA at 312.240.9595 peter@adsmidwest.com or adsmidwest.com. Sellers needed. Never have values been higher. Call for a free consultation if you are considering a transition or sale.

CHICAGO: West Loop, five digital ops, CEREC, \$800,000 fee-for-service/PPO.

CHICAGO: Lakeview, \$760,000 fee-for-service/PPO digital CBCT CAD/CAM with parking.

CHICAGO – North Side: \$750,000,

fee-for-service/PPO, seven ops, CBCT. Pending.

WEST SUBURB: \$890,000. Sold.

WEST SUBURB: \$600,000-plus. Fee-for-service. Pending.

WEST SUBURB: \$950,000-plus, fee-for-service, five digital ops, low overhead, \$500,000-plus net.

SOUTHWEST SUBURBS: \$2.5-plus million. Sold.

NORTH SUBURB: Northern Lake County, six-operator beautiful digital office. \$900,000+.

NORTH SUBURB: \$1.35 million, FFS. Sold.

NORTH SHORE: \$1 million, FFS. Pending.

NORTH SHORE: \$650,000, fee-for-service, three days/week, all specialty referred, incredible location.

NORTHWEST SUBURBS: \$865,000. Pending.

NORTHWEST SUBURBS: \$950,000, PPO/FFS. Sold.

SOUTH SUBURBS: \$1 million+ collections, fee-for-service/Delta, four digital ops, high visibility strip center.

SOUTH SUBURBS: \$1.3 million+ collections, five digital ops, freestanding building for sale with practice.

SOUTH SUBURBS: \$600,000 collections with room to grow.

NORTH CENTRAL IL: \$1.4 million, five+ ops, hygiene 38% of revenue, four days a week

EQUIPMENT FOR SALE: Priced to sell. Four A-dec chairs, A-dec cabinets, Planmeca Sterilization Center, Sterilizer Air compressor, vacuum pump, X-rays. Hand pieces, Instruments and supplies. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074, www.e-ppc.com.

CHICAGO PRACTICE SALES: 773.502.6000 or www.chicagopracticesale.com.

BUYERS: No fees for buying a practice or dental space location. SELLERS: Full-service brokerage services with the lowest commission rates in Chicago. Call today for a no-cost consultation.

COMING: Northwest Indiana, northwest suburbs, far northwest suburbs.

ADDISON: New. Three ops, fee-for-service/PPO, turnkey.

CHICAGO, SOUTH: Three digital ops, storefront, fee-for-service/PPO.

CHICAGO, WEST: Four ops, storefront, fee-for-service/PPO. Building option.

CHICAGO LOOP: New. Three ops, high-end finish, fee-for-service/PPO, CBCT. Profitable.

CHICAGO, SIX CORNERS: Three ops, storefront. Fee-for-service/PPO.

DES PLAINES: New. Five ops, storefront, fee-for-service/PPO/AllKids. Building available.

NORTH SHORE NO. 1: Three ops, storefront. fee-for-service/PPO. Building option.

ORLAND PARK: New. Three ops, storefront, fee-for-service/PPO. Turnkey.

LANSING: New, seven ops, fee-for-service/PPO/All Kids. Building option.

SKOKIE: Patient base sale. Fee-for-service/PPO.

SOUTH ELGIN: Four ops, storefront. Fee-for-service/PPO. Building option.

NORTH SHORE, NO. 2: Four ops, storefront, fee-for-service/PPO. Awesome.

WESTMONT: Five ops+, two plumbed. Fee-for-service/PPO, Big and beautiful.

We lease and sell dental specific properties all over the Chicagoland area.

Looking for a great location for your dental office? Call Sharon.

HENRY SCHEIN PROFESSIONAL PRACTICE Transitions – helping buyers and sellers: For details contact Henry Schein Professional Practice Transitions Consultant Al Brown, 630.781.2176, al.brown@henryschein.com.

CHICAGO WEST SUBURBS: \$900,000+ revenues, upward trend with potential for growth!

Well kept six-op+ digital 2,750-square-foot office. Highly visible standalone building in town location, with ample storage and parking. #IL3458

CHICAGO WEST SUBURBS: Orthodontist office in high end shopping center within major traffic area anchored by Mariano's, Starbucks and Ace Hardware. Doctor only works this office 8 days a month collecting about \$320,000 a year. #IL3453

CHICAGO: Rarely available boutique, fee-for-service, two-to-three-op practice on 20th floor with beautiful views of Lake Michigan and Millennium Park. Good growth potential as Doctor only chooses to see patients about 15-20 hours over 3.5 days a week. Won't last. #IL3441

CHICAGO WEST SUBURBS: Mid-\$800,000 revenue practice with upward trend. Modern, very well kept six-op digital 2,500-square-foot office with Conebeam. Located on main road in one story building with ample parking. #IL3317

CHICAGO: Large, established, two-dentist, eight-op practice in a desirable high-traffic building in downtown Chicago. Annual revenue \$700,000 on only 24 hours per week. #IL3318

VIGO COUNTY, INDIANA: Six-operator digital office, paperless, CAD/CAM, Dentrix. Nice opportunity for growth as currently only 32 patient hours per week. Good location on major three-lane boulevard within professional building. #IN3134

CHICAGO NORTH SUBURB: Modern, digital oral surgery practice in beautiful growing town by the Wisconsin state line. This four-op (three equipped) 1,500-square-foot leased office is in a busy two-story medical building on a main street. #IL3251

CHICAGO NORTHWEST SUBURBS: Modern three-op perio office with GP base in large leased space with room to expand. Revenue around \$400,000 with good cash flow on only 2-2.5 days per week. #IL3198

CHICAGO WEST SUBURBS: Modern, digital three-op practice \$350,000+ range revenue on only 3 days a week. Great location in outlet from Home Depot and other major retailers on very busy Ogden Avenue. #IL2750

ST. CHARLES PRACTICE SALE: \$1.2 million in collections, retail location. Fee-for-service/PPO, newer buildout, nine operatories (six equipped), CBCT, seller will stay on long-term, excellent value add opportunity. Practice details can be found at

<https://buildout.com/website/1184972-sale>.

Contact Pete Saladino,

psaladino@jrossiandassociates.com,

815.621.6663.

WESTMONT PRACTICE SALE: Highly profitable fee-for-service practice collecting \$1 million (three-year weighted average) retail setting on major street, newly remodeled, three operatories with room to expand. Find practice details at

<https://buildout.com/website/1170653-sale>.

Contact Sam Tamimi, 708.289.7678

sam@jrossiandassociates.com.

MULTI-LOCATION CENTRAL ILLINOIS

general dental practice for sale: This successful dental practice for sale, with two locations in Central Illinois, is owned by experienced dentists who are exploring transition options, including selling to another dentist. With 8 total operatories and an established patient base of nearly 3,000 active patients, the practice sees an average of 40 new patients/month.

The real estate is also available for sale at the time of the practice sale. Collections of \$1.354 million and SDE of \$355,000.

Don't miss out on this excellent opportunity to take over a thriving practice in a great location with plenty of room for growth; contact Professional Transition Strategies: bailey@professionaltransition.com or call: 719.694.8320.

LOMBARD PRACTICE SALE: Great opportunity for start-up or expansion with real estate ownership. PPO, fee-for-service, five operatories (four equipped), operating three days/week, Standalone building. \$750,000 for practice and real estate. Practice details can be found at <https://buildout.com/website/1158854-sale>, Contact Pete Cangialosi, 630.885.3994, pete@jrossiandassociates.com.

SOUTH HOLLAND PRACTICE SALE: Excellent opportunity. Well-established practice. Dentist looking to retire. Freestanding building, which hosts excellent visibility and signage. Four ops, expandable to six. Collections: \$567,000 on three days. Contact Jim Plescia, jplescia@e-ppc.com, 630.890.6074.

DDSMATCH CHICAGO, TRANSITION ON YOUR TERMS: DDSmatch Chicago, "Transition on Your Terms" please contact Rex Plamann Email: rplamann@ddsmatch.com or call 1.855.546.0044 to start a free and confidential conversation about your practicing plans.

MCHENRY COUNTY: General practice, \$735,000 in collections, three operatories, three more operatories for expansion, real estate offered, fee-for-service and insurance mix. Close to town center.

SOUTH SUBURBS: Large general practice, \$4.8 million in collections, eight operatories, mainly fee-for-service, strong supporting staff, impressive processes, and flexible transition options.

PERIODONTAL PRACTICE: Near west suburb of Chicago, four-operatory, fee-for-service periodontal practice possessing strong staff, loyal referral base, and terrific location on a busy thoroughfare. Collections of \$1.25 million.

NORTHWEST SUBURBS: General practice, \$700,000 in collections, three modern operatories, attractive décor, fully digitized, close to interstate on a busy intersection, close to O'Hare Airport, great new patient flow.

NORTHWEST SUBURBS: General practice, three operatories with expansion for three more operatories. Collections of \$720,000 annually, fee-for-service and insurance mix. Flexible transition options.

WEST SUBURBS: General practice with three operatories in leased space, mainly fee-for-service, \$400,000 in collections, possible merger opportunity.

SPECIALTY SOUTHWEST SUBURBS: Two specialty practices, \$3.4 million in collections, 10 total operatories, attractive locations and décor. Supported by strong staff and three providers. Flexible transition options.

CHICAGO: General practice, four operatories, \$120,000 in collections, real estate offered including fenced parking lot, busy thoroughfare.

NORTHWEST INDIANA: General practice, \$800,000 in collections, five operatories with expansion opportunity, real estate available.

WILL COUNTY: General practice, three operatories, \$350,000 in collections, real estate offered.

NORTHWEST INDIANA: Pediatric practice, \$1million in collections, five operatories, attractive neighborhood, leased space.

WEST SUBURBS: Large modern dental and med-spa platform, 4,300 square feet, CBCT and CEREC. Suite and practice for sale. Call to learn more.

WEST SUBURBS: Oral surgery, \$850,000 in collections, 5,000 square feet, immaculate design, AAAHC-accredited surgery suite, real estate available, attractive location.

Call Rex Plamann to appoint a confidential call to discuss your practicing plans. Phone: 855.546.0044.

Email rplamann@ddsmatch.com or visit our website to learn more about our Trusted Transition Process, www.ddsmatch.com.

CHICAGO DENTAL BROKER: The only locally owned dental brokerage that is operated by a dentist and CDS member. I help fellow dentists because I am a dentist. Dr. Robert A. Uhlund, chicagodentalbroker@gmail.com, 847.814.4149, www.chicagodentalbroker.net.

CHICAGO, NORTH SIDE: New. Great starter, no dentist for 2 miles. \$225,000 with no marketing. Priced to sell.

WEST SUBURBAN: Awesome four-op practice. All digital, paperless, Dentrrix/Dexis, newer build out, new Cerec, two new operatories and more. \$700,000 on just 10 days per month.

Nothing like it in the market. See to believe.

NORTH SUBURBAN: Beautiful four-op practice with low overhead. Grossing \$600,000, fee-for-service, well-established. Won't last.

NORTHWEST SUBURBAN: 1) Office only with equipment. Beautiful four-op facility with some charts. Fire sale.

2) Three-op practice doing \$180,000 on 1.5 days per week. Almost all fee-for-service, new technology, priced to sell. 3) Brand new build-out but has to sell. Doing \$450,000-plus and can grow. Great location in strip center, see to believe.

SOUTHWEST SUBURBAN: 1) Four-op giant doing over \$1 million, associates and specialists come in.

Over 700 new patients, growing steadily, needs full-time owner and will be \$2 million. Real estate available.

2) Four-op starter doing \$250,000, all fee-for-service. Well-established, real estate also, great price.

SOUTH SIDE CHICAGO: Six-op beauty. Doing \$570,000, real estate available. And priced to sell.

Make an offer.

SOUTH SUBURBAN: 1) Four-op starter. Owner relocating and must sell, come save. Beautiful presentation, doing \$225,000. 2) Three-op and fee-for-service. Doing \$400,000 without trying,

well-established, real estate also. Motivated seller.

Many new ones coming this spring. I will find you a practice. Call me.

SERVICES

HUNTINGTON PRACTICE FINANCE for dental professionals: 100% financing available for dental practices with up to 15-year terms. Get the money you need for start-ups, acquisitions, buildout, expansion, partner buy-in, refinance, equipment, real estate or ground-up construction. We also do financing for recent graduates. Quick approval and closing times. Contact Sam Zanayed, VP Practice Finance. Call/text 773.415.2999 or email sam.zanayed@huntington.com.

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is a great way to reach a target audience, if you are looking to:

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- hire staff;
- share space or rent out an office;
- sell or buy a practice or equipment.

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And if you are looking for a job, are buying a practice or need the help of someone who provides services to the dental community, **there is no better place to look for answers than the CDS Classifieds.**



YOU'RE INVITED



THE CHICAGO DENTAL SOCIETY

invites members and a guest to the **Installation of 2024 CDS Officers and Directors** and a **Celebration of 50-Year Members**.

Please join us as we also recognize our **2022-23 Branch Leaders** and **Academic Chapter Student Officers** whose dedication keeps the Chicago Dental Society family strong.

Sunday, November 12, 2023

Westin Chicago Northwest Hotel, 400 Park Blvd., Itasca
Registration is required and begins Sept. 1.



SCAN TO RSVP

Election of 2024 CDS Officers

The election of the CDS Officers will occur Nov. 8 during the Regional Meeting at the Drury Lane in Oakbrook Terrace.



NOMINEES

President: David B. Lewis Jr.

President-elect: Denise D. Hale

Secretary: Philip L. Schefke

Vice President: Victoria A. Ursitti

Treasurer: Mark F. Ploskonka





REGIONAL WEBINAR: ZOOM FORMAT

Friday, Sept. 29, 9 – 11 a.m. (CST)

Financial Decisions Dentists Must Get Right: Flipping Uncertainty into Security

2 CE credit hours

ABOUT OUR PROGRAM:

Course Description:

The volatility and confusion surrounding the past few years have impacted every business, including dental practices. This course offers an opportunity to transform today's uncertainty into a roadmap for future financial security. By drawing lessons from new tax legislation, staffing constraints, inflation, and market volatility, doctors can be prepared and confident in whatever the upcoming year holds.

Course Objectives:

In this content-rich and interactive course, attendees will learn proven formulas for building wealth, improving cash flow, bringing in an associate, and understanding the short and long-term benefits of various retirement savings environments. Real case studies and performance metrics will be used to empower dentists with the knowledge they need to achieve financial freedom. Upon completion of this session, attendees should be able to:

- Identify tax strategies to enhance cash flow and navigate market volatility.
- Establish a realistic business and personal financial plan to help achieve long-term goals, even during times of adversity.

ABOUT OUR SPEAKER:



Brittany Frazier, is a certified public accountant and an investment adviser representative. In addition to her role as a financial planner, she has dedicated her time for 10 years to the 3to1 Foundation, helping educate Dallas Independent School District students and the community on financial literacy topics. Brittany founded the Women in Financial Planning Group at Cain Watters & Associates, LLC, which has coordinated mentorship programs and productive meetings to discuss significant ideas and support the firm's female advisers.

ABOUT CDS MEETINGS:

Regional Meetings are held in person at Drury Lane in Oakbrook Terrace and in a webinar format in 2023.

REGIONAL MEETING WEBINARS:

- Earn 2 CE hours
- A fee of \$75 is charged to nonmember dentists. The fee may be applied to membership for the current year.
- **Register no later than a day in advance of the webinar.** You must be registered in order to receive an email from CDS with the link to the Zoom meeting.

IN-PERSON MEETINGS:

- Earn 3 CE hours
- A fee of \$150 is charged to dentists who are not ADA members. The fee may be applied to membership for the current year.
- **No partial credit will be issued.** CE credit verification will be emailed to registered attendees after each meeting.

FUTURE MEETING:

In-person: Wednesday, Nov. 8: 8:30 a.m. to noon, Drury Lane, 100 Drury Lane, Oakbrook Terrace.

Robert Goldberg, DDS, will present "Cornucopia of Clinical Conundrums in Endodontics."

You may pick up your badge onsite at Drury Lane, unless otherwise noted. The badge barcode will be scanned after the session to verify attendance for CE credit.

If the speaker provides a handout, it will be available for download prior to the meeting on www.cds.org.

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I am in touch with assistants that are ready to work!**

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CHICAGO NORTH

- New! All FFS and doing \$400K+. Beautiful finish out. High-end dentistry.

CHICAGO SOUTH LOOP

- Beautiful new office. 5 chairs and PPO? FFS blend. Grossing \$700K with 1,800 active pats. Won't last!

SOUTHWEST SUBURBAN

- Two locations with this practice, can sell separately. Together grossing \$350K, 3 chairs each. Well-established.

WEST SUBURBAN

- Practice with real estate. Rare opportunity. All FFS, 4 chairs and long term staff make this practice Special. Dr. will help with transition.

NW INDIANA

- Several listings, call me for details.

NORTH SUBURBAN

- **NEW** Beautiful FFS practice with 5 chairs. Great finish out and cash flow. Long-term staff. Priced to sell.

SOUTH SUBURBAN

- South Suburban-General Practice with great systems grossing over \$3 M. A golden opportunity that won't last.

PERIO

- 2 Chicago opportunities starting as an associate then a buyout.

*Many more about to come into market
with additional private sales not listed here.
Call me for those details.*

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BECAUSE I AM A DENTIST."**



Robert Uhland, DDS and Mary Anne Thometz Uhland, DDS

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