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Dr. Daniel Au, D.D.S.
Olympia Fields, IL
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If you happen to be staying at a Midwinter Meeting block hotel there is an easy and hassle-free way to get to the new McCormick Place West Building. Shuttle bus service is available between the following CDS room block hotels and McCormick Place West during peak hours of 7-11 a.m., and 3-6:30 p.m.

Service will be provided throughout the day to and from McCormick Place and the Chicago Hilton and Towers. Also, shuttle bus service to and from the Hyatt Regency Chicago will be provided during non-peak periods on the hour only. The shuttle bus pick-up points will be clearly marked in the hotel lobbies. Plan your trip to allow sufficient travel time for any delays due to Chicago weather or traffic conditions.

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- Blackstone Hotel, at Chicago Hilton & Towers, 8th Street entrance

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- Renaissance Chicago, Wacker Drive entrance
- Palmer House Hilton, Wabash Street entrance

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- Hyatt Regency Chicago/Swissotel: Wacker Drive entrance of the Hyatt Regency Chicago Hotel; (Swissotel guests meet at Hyatt Hotel)

Blue Route: Hotel InterContinental/Sheraton/Fairmont Hotel
- Hotel InterContinental, Illinois Street door
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Special Transportation
Transportation arrangements can be made for visitors who have handicapped conditions. Vans are available between the designated Midwinter Meeting hotels and McCormick Place West from Thursday, Feb. 25, through Saturday, Feb. 27, on an arranged basis. For service, see the shuttle bus dispatcher on duty at the Hyatt Regency Chicago Hotel or call American Sightseeing Chicago directly at 312.251.3100 between 8 a.m. and 5:30 p.m.

New in 2010!
If you happen to be coming from Ogilvie or Union/Amtrak train stations special, limited shuttle service will be provided to and from the West Building. American Sightseeing Chicago will include signs in bus windows for both directions. Make sure you allow sufficient time for any train delays that may occur. Service to be as follows:
- From Train Stations to McCormick Place West: 8 and 9:30 a.m.
- From McCormick Place (Gate 41) to Train Stations: 4:30 and 6 p.m.
Sept. 16 Regional Meeting minutes

The Regional Meeting of the Chicago Dental Society convened Sept. 16 at the Drury Lane, Oakbrook Terrace, at 9 a.m., with CDS President David Kumamoto presiding.

Dr. Kumamoto called the meeting to order at 9 a.m. Attention was directed to the minutes of the meeting of Jan. 21. Inasmuch as the minutes of the meeting of Jan. 21 were published in the July/August 2009 issue of the CDS Review, a motion was entertained to dispense with reading them.

MOVED by Gary Alder, seconded by Daniel Berman, and carried to dispense with reading the Jan. 21 minutes at this time.

MOVED by Dr. Alder, seconded by Thomas Machnowski, and carried to accept the minutes of the meeting of Jan. 21. Attention was then directed to the minutes of the meeting of April 29. Inasmuch as the official minutes of the meeting of April 29 were published in the July/August 2009 issue of the CDS Review, a motion was entertained to dispense with reading them.

MOVED by Dr. Alder, seconded by Dr. Berman, and carried to dispense with reading the April 29 minutes at this time.

MOVED by James M. Maragos, seconded by Dr. Alder, and carried to accept the minutes of the meeting of April 29.

There were no reports of the Board, Standing or Special committees.

There was no Unfinished Business to report.

Dr. Kumamoto reported that the nominating petitions for the 2010 officers had been duly filed in the CDS central office, and the candidates’ names duly published in the May/June 2009, July/August 2009 and September/October 2009 issues of the CDS Review, in accordance with the bylaws. He further reported that since not more than one candidate had been nominated for each elective office, in accordance with CDS Bylaws, the secretary would cast a single unanimous ballot on behalf of all the respective candidates for office.

MOVED by Dr. Alder, seconded by Dr. Maragos, and carried, that a single unanimous ballot be cast on behalf of all the respective candidates for office.

Dr. Kumamoto then congratulated Treasurer-elect Richard Holba, Vice President-elect David Fulton Jr., Secretary-elect John Gerding, and Ian Elliott, who will become president-elect. He noted that these officers would be installed Sunday, Nov. 15, along with Michael Stablein, who will assume the office of the president. These officers will assume their respective duties Jan. 1 and will continue through Dec. 31, 2010, in accordance with the fiscal year. Dr. Kumamoto noted that the CDS 50-year graduates would also be recognized at that time. Dr. Kumamoto extended an open invitation to all CDS members, their families and friends to join them on this occasion at the Ritz-Carlton Hotel, to personally congratulate them and wish them well while enjoying refreshments.

With no further business, Dr. Kumamoto called upon Dr. Maragos to introduce Richard Sullivan, DDS, who presented the program on Implants.

The meeting was adjourned at 2 p.m. ■

Looking for a dental hygienist?

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For more information on the Job Board visit www.cds.org/jobboard.
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So you want to be president of CDS?

Over the past year, I’ve been asked: “What does it take to become president of the Chicago Dental Society?” There are many parts to the answer of that question. Every president, of course, has been different in his or her style. But we all had to fulfill certain “requirements” to become an officer of the dental society and then president.

For one thing, you must be involved with organized dentistry, beginning at the branch level. If you look at each branch as a miniature version of CDS, you have a starting point on which to build. Even before you become a branch officer, you are generally given a branch committee assignment to introduce you to branch members and get you into the organizational framework of the branch. Dinner chair, program chairs, etc. are examples of starting points for becoming a branch officer. If you do your committee assignments well, then you can begin the branch officer track that is generally five years, which ends with the presidency of the branch.

What I have described so far is the minimum you need to do; most CDS officers have been presidents of other dental organizations. Involvement in other organizations’ activities provides experience that is necessary for being a good CDS officer. Being the treasurer, secretary, vice president, president-elect and president of different groups provides on-the-job training that you cannot get out of a book or seminar. As one American Dental Association candidate stated, “you can not teach experience, you have to experience experience.”

After one serves as branch president, those serious about becoming president should seek to serve as a CDS branch director and/or Illinois State Dental Society trustee. Each office is a three-year commitment, and it is not uncommon for many CDS officers to have served in both positions. Members of the CDS Board of Directors get first-hand experience with the organization and the operations of the Midwinter Meeting, which is valuable experience for a future CDS officer.

Being an officer of a professional organization also teaches one to assume leadership. Having been the president of several different dental groups, I have had to learn how to lead at local, state and national levels. By far, getting dentists from different areas of the country to agree on policy was the most difficult part of being an officer, but dealing with problems is what leaders do. If you do not like dealing with problems and finding solutions, then maybe the leadership trail is not for you. As CDS grows, the problems will not become easier to solve.

Although the Midwinter Meeting is one of the major responsibilities of being president of CDS, there are many other duties and responsibilities. You may attend two or three meetings per week during the busy times of the year. Representing CDS at other meetings including Illinois State Dental Society meetings, and other major dental meetings such as New York, Yankee, California Dental Association, Texas Dental Association, Hinman and the American Dental Association to name a few, can be very time consuming and take one away from work and family. To be an officer means that you may miss a birthday, anniversary or soccer game because of a committee meeting. Being an officer means you are committed to CDS.

As many past CDS presidents have stated, your time as an officer and president goes by in the blink of an eye. So after serving as a branch president, CDS director, ISDS trustee and a few other offices along the way, my term as president of CDS is coming to an end. I hope this message has given you insight into what is involved in becoming a CDS president. But you will never regret serving CDS as president.

Thank you and see you all at the 145th Midwinter Meeting!
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Staff appreciation

Why recognizing the efforts of your employees not only makes their day but also makes for a more productive team

by Joanna Brown

Imagine your bookkeeper is opening the mail at your office and finds a long-overdue check for a significant sum of money from a delinquent patient. The bookkeeper, smiling from ear to ear, probably does a quick fist-pump before gleefully recording the new status of the account: Paid In Full. Maybe she shares the good news with the office manager, who has overheard her repeated calls for payment from this particularly difficult patient.

The more interesting part of the story comes when news travels through the office. Does the dentist respond with “it’s about time” murmured under his breath? Or does the dentist approach the bookkeeper at her desk with a pat on the back, compliments on her professionalism and thanks for her diligence?

Management experts agree on the importance of rewarding staff members for extraordinary efforts, and that the rewards don’t have to be extravagant to be exceptional. Paychecks acknowledge that staff members are doing their jobs; but the way staff members are treated during the regular course of business move staff members toward doing their best jobs, write Nate Booth and Joe Blaes in their book, 555 Ways to Reward your Dental Team.

“Leadership starts at the top,” echoed Mark Hyman, a private practice dentist in North Carolina and a frequent lecturer. “The leader is the first in the office and the last to leave. Try to catch the team doing something right, not something wrong, and thank them for something every day. Who can say they feel too much appreciation during the day?”

Actions speak louder
How you deliver such recognition is often more important than the reward you offer. Be aware also of what your staff considers valuable. Many bosses think money and paid vacation time are great motivators, but staff members have similar regard for recognition and gestures that make them feel like part of the team.

Rather, a sticky note of thanks and publically offered pats-on-the-back speak volumes and cost nothing.

“Even when you give someone something, wrap emotion around it,” said Dr. Booth, a former dentist who also has a Masters degree in counseling. He is an author, educator and consultant to dentists worldwide. “Sure, give them a bonus, but when you deliver it give them a hug.”

In addition to your delivery method, be mindful of the timing with which you deliver praise and recognition. “Give rewards in proximity to the behaviors you want to acknowledge,” Dr. Booth said. “Be specific in why you are rewarding people, whether it’s collecting on a long-standing debt or handling an especially difficult patient really well. And do it in front of other people.”

How do you do it?
The CDS Review asked “How do you show your staff appreciation for a job well done?”
These friends of CDS responded via Twitter (@Chicago_Dental) and Facebook (www.facebook.com/ChicagoDentalSociety).

A night at Golden Tiara Bingo! I used to take them to a nice dinner but they approached me and asked for a night of Bingo instead with the possibility of winning $1,000+.  
— Adrian, dentist

We gave everyone their birthday off. If it fell in the middle of the week or on the weekend they could make it Monday or Friday for a three-day weekend. Seemed to be a big hit.  
— Tina, graphic design

Our department awards gift certificates to donorscheoose.org – I received a $50 gift card to fund a school program of my choosing – I selected creative writing program at a Chicago Public School. It was a clever use of resources and an appropriate use of ‘incentive pay’... with a great feel-good benefit.  
— Annie, financial services
– you generally want to reward in public and correct in private.”

Recognition also gains value when staff members don’t see it coming. Consider the CEO who hands out turkeys every Thanksgiving. Rather than recognizing the turkey as a sizeable bonus each time they receive it, staff members feel deprived and angry the first time they don’t receive a gift they are expecting.

Dr. Booth compared it to bringing a woman flowers on Valentine’s Day.

“Most women would rather get flowers from their husbands for no reason than get them on their birthday or Valentine’s Day,” Dr. Booth said. “The reason they have more power is that they’re not expected.

“Any time a reward is expected, it loses all its reinforcing value,” he continued. “That’s why little, unexpected things have more value. You have to mix it up; you can’t do the same thing over and over again.

“It’s the same reason why slot machines are so addictive: players never know when they are going to get the big payoff.”

Small but mighty

Toward that end, Dr. Booth says that it’s important to celebrate small milestones. Set daily and monthly goals for your business, and celebrate when the team exceeds them.

One of Dr. Booth’s colleagues has a grab bag of bonuses when receipts exceed 110 percent of his daily goal. Staff members are invited to reach into a bag where one $100 bill, two $50 bills and three $20 bills are mixed in with $10s, $5s and $1s.

“When they do this, the energy in the room is off the charts. It’s not something they get to do every day, but it gives them all something to work toward every day,” Dr. Booth said.

Dr. Hyman uses new patient meetings as a time to recognize staff members’ longevity and talents – and at the same time help new patients get to know the whole staff. His acknowledgements of his assistants’ talents serve to affirm his patients’ confidence in the care they will receive in his office.

He likes to do it during his consultations with new patients; when a staff

Dr. Booth recommends nine guidelines for rewarding your staff members.

1. **Match the reward to the individual.** Make a file where you can record each staff member’s special interests and hobbies. It will help you determine what each considers valuable when the time comes to give out rewards.

2. **Match the reward to the action.** Give smaller rewards for smaller achievements – and remember that the price tag doesn’t always coincide with the perceived value of the reward.

3. **Be specific when you give the reward.** Give praise that clearly identifies the behavior you are rewarding: “Mary, thanks so much for your outstanding efforts at making Mrs. Jones feel so comfortable today. Your funny stories really relaxed her, and her appointment more smoothly because of it. Keep up the good work.”

4. **Give the reward soon after the noteworthy action.** Waiting too long lessens the impact.

5. **Use fixed and variable rewards.** Using the same reward over and over again becomes boring – or worse, expected. Holiday bonuses are always nice, but remember that a small, unexpected reward has tremendous power.

6. **Change your reward program frequently.** Vary who gets rewarded, why they are recognized, what they receive, when they receive it (at a staff meeting or maybe on their desk when they arrive in the morning) and where the reward is bestowed (in the office or sent to the home).

7. **Pair rewards with emotions.** Deliver the reward with warm words of appreciation and encouragement.

8. **Create a formal reward program.** Plan something that reflects your values and your staff’s desires. If you leave it to chance, it may never get done.

9. **Begin with the end in mind.** Consider your reward program a business strategy that will help you develop your dream practice. Decide what you want your business to look like, and then identify the actions you and your staff can take to move the practice toward that goal. Remember that the behaviors you reward will increase in frequency, so share your vision with the staff that will get you there.

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member comes in to start the new patient’s exam, he introduces his colleague by telling the patient, “You are in luck, you get to work with Tina today. I’ve been working for her for 10 years and she is just great.”

In contrast, Dr. Hyman said, he has been seeing the same physician for 25 years and he still doesn’t know anyone’s name there. In that way, his efforts to pat his staff on the back also pay dividends in his relationships with his patients.

“Just the other day we were doing a crown,” Dr. Hyman recalled, explaining that his assistant had prepped for and started the procedure in advance of the doctor’s arrival. “When I came in, I said to my teammate ‘wow, that looks really nice, you did an excellent job’ and we sort of high-fived over the patient’s head.”

Dr. Hyman’s high five reflects the practice’s personality; while he maintains that kind of comfort and familiarity with his colleagues, such expressions might not be appropriate in all dental offices. He encouraged his colleagues to plan celebrations that reflect their own values.

He acknowledged that it took him a long period of hard work and self-examination to develop his management style. Dr. Hyman bought a dental practice in 1986 and thus acquired three employees. Within the first few months he fired the hygienist, the receptionist quit six weeks later.

Feeling as though he had hit rock bottom and fearing bankruptcy, Dr. Hyman set out to learn how he would never again feel so alone in the practice of dentistry. Seminars, business books and personal contact with both management experts and senior dentists reinforced a common message: follow the Platinum Rule.

“We know the Golden Rule is to treat others as you would have them treat you, but who cares how you want to be treated? The Platinum rule is to treat others as they want to be treated,” Dr. Hyman said. “Exceed their expectations.

“When I interview someone I find out what was the best job they’ve ever had and why was it that. They may teach me something; we can all learn from each other.”

Now, holiday celebrations start in Dr. Hyman’s home before going out to a restaurant; staff anniversaries are celebrated with one rose for each year of service; and each team member’s child’s birthday is acknowledged with a gift certificate to a book store, reinforcing Dr. Hyman’s focus on lifelong education.

If the economy has you reconsidering your holiday traditions, Dr. Booth recommends that doctors be honest with their staffs before distributing smaller bonus checks or scaling back the holiday party.

“Many of the practices I work with have open book policies,” Dr. Booth said. Staff members are aware of both income and expenses. Consider sharing information with your staff similarly in a mini-accounting lesson to help them understand the business’s limits. Explain that even though bonuses may be reduced, everyone is keeping their jobs.

Holiday celebrations are about being together and celebrating the team, Dr. Booth explained. Celebrate your relationships and camaraderie by getting together for a pot-luck party outside of the office where everyone pitches in.

“Naturally our minds focus on what has changed, not what is staying the same, so as the leader it’s the dentist’s job to call attention to what is not changing: we all still have jobs and our salaries are all unchanged.”

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

‘Any time a reward is expected, it loses all its reinforcing value. That’s why little, unexpected things have more value.’
Former Chicago Dental Society President Dennis Manning is one of four candidates seeking to be president-elect of the American Dental Association in 2011. Dr. Manning will finish his term as 8th District representative on the ADA Board of Trustees at the end of next year.

Dr. Manning announced his candidacy for president-elect at the ADA Annual Session in Honolulu in October during the House of Delegates. Also seeking the office are William Calnon, New York, 2nd District Trustee; Mary Krempasky Smith, Washington, 11th District Trustee; and Russ Webb, California, 13th District Trustee.

Dr. Manning, who has also served as first vice president of the ADA and in numerous other ADA posts including delegate in the House, said there are several reasons he decided to seek the ADA presidency.

In addition, Dr. Manning stated in his announcement of candidacy that it has become increasingly important for 8th District trustee to run for ADA president-elect

by Will Conkis

2009 ADA Annual Session

8th District trustee to run for ADA president-elect

Annual House of Delegates underlined by discontent

Marked by more then five hours of closed-door meetings of the delegates with its attorney, the 2009 ADA House of Delegates might best be described as a House of Discontent.

The basis of the discontent was never discussed during the four days the House met in Honolulu in early October. Delegates were reminded more than once that violating the confidentiality of the closed-sessions was unethical and could be detrimental to ADA.

But there were clear indicators of discontent with the status quo in unexpected elections, resolutions and speeches from the podium.

Speaker of the House J. Thomas Soliday and Treasurer Edward Leone Jr. walked into the House each unopposed for another one-year term. But after opening the floor for nominations, Dr. Soliday faced two unexpected challengers, David Anderson and Glen Hall, in his election; Dr. Leone faced one unexpected challenger, Jolene Paramore. Drs. Anderson and Paramore commented on the need for change in the ADA while addressing delegates. However, both incumbents were re-elected. The closeness of the contests is not known. ADA does not release election vote totals as a matter of policy.

Several resolutions dealt with change, increased accountability, oversight and transparency.

Resolution 68, calling for a mechanism to be defined for sanctions of delegates or trustees, was referred to the Council on Ethics, Bylaws and Judicial Affairs for further study. According to the resolution, sanctions could include removal from office. And it seeks establishment of a hearing procedure and cause for sanctions to be delineated. Resolution 67 calling for the Committee on Credentials, Rules and Order to be given the authority to disqualify from holding elected or appointed office anyone it finds as having violated his duties to ADA was also referred for study.

Also referred was Resolution 70, which calls for any delegate, council, committee, task force or board member “acknowledged” as breaking attorney-client privilege to be barred from participating in attorney-client or executive sessions. Critics of the resolution said it would effectively force the individual out of office if they were banned from closed-door sessions of any kind.

The apparent dissatisfaction with oversight of financial issues came out in Resolution 69 as the Budget, Business and Administrative Reference Committee supported studying the creation of a council on association and financial affairs, saying it was convinced “that a council which is responsible to the House of Delegates will add needed checks and balances to the fiduciary process.” The House agreed, as 300 delegates voted to have a special committee appointed to study the issue.
the ADA to position itself as an “intuitive, adaptable organization with a unity of purpose.” Leadership of the ADA, he added, must understand the challenges facing dentistry and have the experience to help the organization “protect the future of dentistry.”

According to Dr. Manning, the keystones for the continued success of the ADA are “advocacy, dedication and achievement.”

He defined advocacy as dentistry, represented by the ADA, maintaining a dialogue with legislators to ensure oral healthcare is a high priority, developing innovative options to provide services to the community and establishing “strategic alliances” to preserve the profession.

He added that the “dedicated service and preparedness of dentists across the nation has propelled our association forward for decades and left behind a track record of remarkable success and utmost respect for the dental profession.” The ADA will fortify its chances for success by reaching out to others within and outside the dental profession.”

Dr. Manning stated in his announcement that “organized dentistry has long enjoyed a record of achievement because of its strong membership.” In order to continue a record of achievement, members of the ADA “must demonstrate we are caretakers of our

8th District resolutions

The 8th District introduced a number of resolutions during the House of Delegates in Honolulu in October. They included:

Resolution 80S2: Calls for the ADA Council on Scientific Affairs, in conjunction with the Council on Government Affairs, to actively advocate to federal agencies that fund, promote or perform research to pursue research on the safe levels of agents used for tooth whitening and that the ADA develop guidelines based on the scientific evidence on the safety of agents used in tooth whitening. Adopted by the House

Resolution 15: Calls for the Bylaws of the ADA to be amended to define a quorum of the House as one-half rather than one-quarter of the delegates. Referred by the House for study and report to 2010 House

Resolution 17: Calls for the Bylaws of the ADA to be amended to require one-half of the delegates vote on the powers of the House being transferred to the Board of Trustees during an extraordinary emergency. Referred by the House for study and report to the 2010 House.

creating the new council and report back to 2010 House. Likely another reaction to concerns about transparency and governing, District 13’s two attempts to have the ADA’s governing structure and strategic planning process reviewed by an external consultant under the direction of a special task force were narrowly rejected by the House. Both resolutions called for the appointment of a task force to select an outside consultant to review governance and planning under its auspices and report back to the 2010 House. Estimated costs of either resolution varied from $300,000 to $500,000.

The 8th District offered up resolutions linked to fiduciary responsibility and transparency.

Because of Resolution 19 proposed by Illinois, delegates will have 30 days instead of 14 to review the budget before the start of the House. The Board of Trustees supported it. An independent financial consulting firm will review the investment strategies of the ADA. The report back to the House next year will include other investment models. Another successful 8th District resolution will result in an outside financial investment firm reporting back to the House next year on the ADA employees’ retirement plans and a comparison to other plans. The ADA offers staff a defined benefit plan and 401(k).

The House closed business, as always, approving the budget and consideration of any dues increase. The Board of

8th District Delegate Mary Hayes discusses a resolution before the House of Delegates during the ADA Annual Session.

Trustees going into the House proposed no dues increase. However, a number of resolutions approved by the House carried increased spending in the budget by more than $500,000. A $5 dues increase was proposed to cover the cost and maintain reserve levels. However, after more than an hour of debate, the dues increases of varying levels died in favor of balancing the budget by using reserves to cover the increase in expenditures.
House of Delegates selects Raymond Gist to become the first African-American to serve as ADA president-elect

The American Dental Association House of Delegates in October made ADA history during the Annual Session when it selected the first African-American president-elect.

Raymond Gist of Grand Blanc, MI, was chosen over Marie Schweinbraten of Johns Creek, GA, following a first ballot that eliminated the third candidate for president-elect, William Glecos of Erie, PA. Vote totals for candidates were not released by the ADA as a matter of policy.

Dr. Gist will be the 146th president of the ADA when he takes office at the Annual Session next year in Orlando. He served as 9th District trustee on the ADA Board. He was also president the Michigan Dental Society.

Following the announcement of his election on the House floor, Dr. Gist thanked his opponents for their commitment to dentistry and thanked the delegates for putting their “trust” in him.

In the two-way race for second vice president of the ADA, A.J. Smith of Salt Lake City defeated Richard Riva of Millburn, NJ, on the first ballot.

As was most of the House session, the elections were far from routine.

Incumbent speaker of the House J. Thomas Soliday and incumbent treasurer Edward Leone Jr. went into the session unopposed for re-election. But when nominations were called from the floor, Drs. Soliday and Leone found themselves facing unexpected opposition.

Two candidates sought to unseat Dr. Soliday, who has been House speaker since 2002. David Anderson of Alexandria, VA, and Glen Hall of Abilene, TX, challenged the veteran speaker. Jolene Paramore of Panama City, FL, challenged Dr. Leone. Drs. Anderson and Hall each have served as speaker of their respective state house of delegates. Dr. Paramore’s service to her state association includes a place on its Budget Committee.

In the wake of more than five hours of client-attorney closed door House meetings that forced the House schedule to be revamped, observers speculated that the unanticipated candidacies were indicative of an underlining dissatisfaction among delegates with the ADA status quo. Many resolutions calling for more oversight of financial operations and transparency indicated the base of the dissatisfaction. But delegates weren’t talking about the closed-door sessions; they were continually bombarded with warnings that revealing what transpired would be unethical and could be detrimental to the ADA if the attorney-client privilege were broken.

Whatever the reason for the challenges to Drs. Soliday and Leone, the majority of delegates opted to re-elect the two incumbents with extensive records of experience in their respective positions.
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ISDS honors Leo Finley with Distinguished Member Award

by Joanna Brown

Work mixed with pleasure in Oak Brook during the Illinois State Dental Society's 145th Annual Session, Sept. 10-13. Several Chicago Dental Society members were honored.

Leo Finley Jr. received the Distinguished Member Award, which was established to pay special tribute to a member in recognition of significant civic, cultural, religious or other worthy humanitarian service to mankind and the profession. A past president of CDS, Dr. Finley was 8th District trustee to the American Dental Association, vice chair of the ADA Council on Governmental Affairs and Federal Dental Services, and chair of the task force to study ADA involvement in diversity issues and ADA governance. He was also a past vice speaker of the ISDS House of Delegates, a long-standing member of ISDS’s Governmental Affairs Committee and a chair of the Dent-IL-PAC Governor’s Club.

In receiving the award, Dr. Finley was recognized for a leadership that “involves listening with an objective mind, remaining open to innovation, and being unafraid to lead by example.

“Dr. Finley has a passion for dentistry, and once stated that ‘when we have passion, there is always time and energy to accomplish what needs to be done.’ A true leader and friend, Dr. Finley approaches life and challenges with a wonderful sense of humor and kind words for everyone.”

CDS associate member Brandon Maddox received the William J. Greek Memorial Leadership Award for exemplary leadership in society affairs. Dr. Maddox, of Springfield, is a 2001 graduate of the Southern Illinois University School of Dental Medicine, on staff at Springfield’s two hospitals, and an instrumental organizer of Give Kids a Smile Day activities in his community.

“The President’s Award went to Susan Bordenave Bishop, of Peoria, another associate member of CDS. Dr. Bishop was honored for her sincere concern for others, including her dedication to care for patients with special needs, the elderly and the incarcerated. She also teaches hygiene students and remains active in organized dentistry.

And in a surprise to both the delegation and outgoing ISDS president Joseph Unger, ISDS officers presented the first ever ISDS Member Lifetime Achievement Award to past ISDS president Robert Unger – Joe’s father – for his dedication and continuous service to organized dentistry. Most notably, Robert Unger served president of both ISDS (1973) and the American Dental Association (1973-74), and as 8th District trustee to the ADA (1980-86).

But the House of Delegates also convened to work, considering 14 resolutions...
over the weekend. Among them, the House approved a $2.66 million budget, reflecting a projected deficit of $13,261.

Delegates further voted to continue the work of the Bridge to Healthy Smiles initiatives, which aim to improve access to care for underserved populations in Illinois. However, increasing demands for limited funding from the ADA – which supported the Bridge to Healthy Smiles program in 2009 – suggest that ADA will not be able to fund the program again in 2010.

It was for that reason that the House of Delegates adopted a $15 dues assessment to support the continuation of the Bridge to Healthy Smiles Campaign. This will be added to the regular member dues of $330 in 2010, a sum which reflects no change over 2009 dues.

Delegates also adopted plans to pursue two notable legislative changes. ISDS will pursue "appropriate legislative or regulatory change to prohibit third party payer entities and dental benefit plan administrators from setting the fees on dental procedures that they do not cover, nor intend to cover." This resolution mimics similar action by the Rhode Island Dental Association, which responded to Delta Dental’s new requirement of its Premier and Preferred Provider Organization contract that participating dentists honor their contracted fees, including several services that are not covered by a subscriber’s plan. Delta Dental intended to make this clause a national requirement before 2011.

In addition, delegates approved plans for ISDS to pursue regulatory action that requires all dentists be currently certified in basic life support; exceptions may be granted for doctors with documented disabilities or those no longer in practice.

ISDS elections called several members into service. CDS associate member Larry Osborne, of Decatur, was installed as president of ISDS. Outgoing president Joseph Unger thanked the ISDS board for their counsel and work, especially marshaling the Bridge to Healthy Smiles campaign.

Brian Soltys, of Rockford, was elected secretary from among four candidates in a tight race. The Chicago District elected Phillip Fijal and James Maragos as trustees.

In addition, retiring executive director Robert Rechner was honored for 30 years of service to the ISDS. He was also named an honorary past president of ISDS.

CDS Review Editor Walter F. Lamacki contributed to this report.
Spooky Zoo
Volunteers help make event spectacular
By Rachel Azark
Photography by Andrew Campbell
Despite the dreary weather Oct. 24, thousands of children and their families came out for the Lincoln Park Zoo Spooky Zoo Spectacular. Each year the zoo hosts the event for children to come out and have a safe place to celebrate Halloween with their families.

CDS partnered with Crest Oral-B for their 13th year to hand out dental goodies to the kids passing by. Along with their toothpaste and toothbrushes, visitors received sweet treats from the zoo with the reminder to brush their teeth. Trick-or-treaters clad as firefighters, bumblebees, ladybugs and superheroes traveled around the zoo to different booths, activities and performances. Students from University of Illinois at Chicago College of Dentistry along with pre-dental students from local colleges volunteered to hand out the toothbrushes and toothpastes to the families visiting the CDS booth.
What’s holding you back?

I’ve had the privilege lately of working closely with two different management teams and watching how they handle their respective challenges. Both are in the business of providing professional services. Both are operating relatively smoothly, but each recognizes that things could be better. And, as I see it, both are hampered by the same things. Perhaps these obstacles are holding you back in your practice as well.

**Leading with fear:** In both groups, I’ve seen how leading with fear is holding them back. One group is afraid of using proactive marketing techniques for fear of offending people; the other is afraid to fire an employee—even though she’s making everyone else on the team miserable—because they are afraid they won’t be able to replace her.

What are you afraid of? Most of us aren’t able to answer that question very easily. But if you spend time thinking about it, you may be able to identify something that’s interfering with your ability to manage as effectively as possible. Early in my career as a solo-preneur, I was afraid that I’d have more business than I could handle and therefore was hesitant to pursue too many opportunities simultaneously. Once I recognized the fear, however, I surrounded myself with a team of professionals to whom I can subcontract work when necessary. Doing so has allowed me to grow my business proactively despite the rough economy.

**Lack of regular and honest communication:** I’m amazed at how many work teams don’t have regular staff meetings—and how many teams desperately want them. Staff meetings are the easiest, least expensive, and often the most effective fix for management problems. If you’re not having them regularly, schedule one now. And if the ones you are having are boring and seem like a waste of time, revamp them by shortening them, rotating leadership, moving them out of the office, or anything else you can think of to freshen them up.

Once you’ve settled on a format that works, make it clear that you expect everyone on your team to communicate honestly. In addition to telling your staff you expect this, it’s important for you to model the behavior yourself. You might also consider teaching your staff the following method for difficult communication, since using a “recipe” makes communicating easier. Here’s how it looks:

> “I feel _________ when _________ because _________.

Let’s say your office manager wants to approach a hygienist about chronic tardiness. The office manager might say, “I feel aggravated when you arrive late because then patients are kept waiting and we get behind schedule before the day even begins.” Though the hygienist might feel defensive about this approach, it’s less offensive than a direct attack and opens the door for honest communication. Your entire staff will benefit from having a preset formula for difficult conversations.

**Lack of courtesy:** Though team members don’t have to like one another, it is essential that they treat each other courteously and with respect. If you hear a staff member speak rudely to another, be sure to have a private conversation about it. Require staff members to handle differences of opinion directly with one another and allow yourself to be pulled into problems only as a last resort. Above all, require staff members to be kind to one another.

**Lack of policies and systems:** Though I’ve written about systems and policies in this column before, it bears repeating that dysfunctional teams often lack clear understanding regarding what, and how, something is to be done. This lack of clarity leads to frustration, wastes staff time, and increases patient/customer dissatisfaction. One of the groups I’m working with is so loosey-goosey that different prices are being charged for the same procedure! Once staff identified this as a frustration, the management team moved quickly to develop a fee structure that is easy to understand, easy to explain to patients, and, importantly, reflective of the actual cost to complete a procedure.

What’s holding you back? It’s a great question to ask your team during your next meeting—but only if you’re really interested in hearing and acting on the answers.

The views expressed in this column are those of the writer and not necessarily the opinions of the Chicago Dental Society.

Do you have a question you would like the CDS Review columnists to address? Send it to review@cds.org.
Prepare for the unthinkable

A recent event affected me deeply. A friend and colleague of mine passed away in a tragic accident—he was a great guy, an excellent dentist, a wonderful husband and father. After all the comments of incredulity, of shock and sorrow, the reality of coming to terms with an event like this sets in: whether we like to think about it or not, we should be prepared for such an eventuality. The mundane world of the estate disposition, of will, trust and practice sale intrudes faster than one wants, driven by the necessity of everyday life.

All I can advise is prepare, prepare, prepare, even if the task is distasteful for the living and conjures up images of possible disaster which one would prefer to ignore.

My friend and colleague was prepared. He was aware that he took risks in life by deep-sea diving, mountain climbing and participating in other extreme sports; he protected his family accordingly. The first basic step was securing a high value life insurance policy, in line with his lifestyle.

But other support was in place as well and operated smoothly from day one after the tragedy, our CDS branch operates a dentist assistance program, which is staffed by dentists who step in when one of our colleagues becomes incapacitated. These volunteers run the practice, without compensation, on a rotational basis until the dentist-owner is able to return or the practice is sold. Our group had been tested before and its preparedness showed. Thanks to these volunteers, our friend’s practice retained its patients, and I was able to draft the assets purchase agreement with the full knowledge that the practice value had been retained. His widow had one less worry.

Particularly in situations where the event is wholly unexpected, where there is no warning in the form of a medical diagnosis, where people do not have time to adjust, and where the dentist is still in active practice, it is vital to have the unthinkable addressed to the extent possible. Organized dentistry is a helpful basis if a concerted effort is required. I encourage every professional group to consider the formation of a support group, willing and able to step in when an emergency arises.

All of us are professionals with assets to protect and to dispose of in case of death. Thus, at a minimum we should consider and take action, with respect to the following issues:

- life insurance
- dentists’ assistance program
- a will
- a trust
- healthcare power of attorney
- financial power of attorney
- guardianship for any minor children.

While we all are aware that a will is the basic document distributing assets to heirs, it is not sufficient. A trust is needed to operate in conjunction with the will. Assets held in trust will not be subject to probate. Probate is a court proceeding which examines and rules on the validity of a will. It usually entails collecting a decedent’s assets, discharging liabilities, paying taxes and distributing property to the heirs. This is a time-consuming and expensive process which should be avoided. In addition, during times of grieving and heartache, court is the last place where the survivors want to spend time. Unfortunately, some trusts are put in place with good intentions but are never funded properly and thus fail to serve their purpose. If you already have a trust in place, you are one step ahead. However, we acquire new possessions as we live our lives and a review of the trust document is needed from time to time to ensure that all assets are included as part of the trust.

Healthcare power of attorney allows a person to address his or her care needs now, while still vital and able to make competent decisions. It spells out whether, under certain circumstances, specific healthcare measures should be undertaken or not; it allows the designation of a trusted person who will have the power to make other tough decisions, not specifically addressed in the document, about our medical care when we are no longer able to do so ourselves.

The same thinking applies to the financial power of attorney and the naming of a guardian for any minor children. Designate persons you trust to make decisions for you, so that lack of guidance and forethought does not affect those you leave behind and worked for. You might want to choose different people for the various jobs to be undertaken for you. The person designated in your financial power of attorney need not be the same person you designate to take care of your children, and might be again different from the one holding your healthcare power of attorney. Depending on your circumstances, dilution of the powers you bestow might be advisable.

Rather than sending us into a depressed state, the above measures should give us the comfort of being able to guide our own lives, make our own decisions and retain our independence and will for as long as possible. Empowerment is a positive force.

Editor’s note: This column by Dr. von Heimburg, a friend of the deceased, was written and published with the consent of the family.

Dr. von Heimburg is a practicing dentist and a practicing attorney in the Chicago area. She represents, advises and educates dental professionals, exclusively, in all matters relating to the practice of dentistry.

This article does not constitute legal advice but is for educational purposes only. The views expressed in this column are those of the writer and not necessarily the opinions of the Chicago Dental Society.
New ADA resource to help dentists comply with HIPAA Breach Notification Rule

The American Dental Association (ADA) has a downloadable electronic book to help dental offices comply with the enhanced privacy and security breach rules that were part of the American Recovery and Reinvestment Act. While the HIPAA requirements in maintaining privacy of patient health records remain the same, the steps that providers must take in the event of a breach of their security have changed. And there are significant fines associated with non-compliance.

The document, Guidance for Complying with the HIPAA Breach Notification Rule, in the form of a downloadable e-book, is available at www.adacatalog.org. It is free to ADA members; non-members may pay to download the handbook.

The electronic book aims to help dental offices comply with the new rules for responding to a breach. The Guidance addresses breach notification in a user-friendly question-and-answer format and includes the following additional tools to help dental practices understand and prepare to implement breach notification compliance:

- questions and answers about breach notification
- a breach notification flow chart
- sample dental practice breach notification action list
- sample breach notification policy and procedures
- sample breach notification risk assessment worksheet
- sample breach notification notice to individual.

Rep. Davis, UIC discuss creating urgent care clinic

Rep. Danny K. Davis (D-7th, IL) met with the University of Illinois at Chicago College of Dentistry officials in August to discuss the need to improve its clinical facilities dedicated to urgent care. A new urgent care clinic would increase the college’s capacity to deal with urgent care patients and improve access to care for underserved, indigent and minority populations.

Rep. Davis visited with patients and staff, toured a clinic, and met with Bruce Graham, dean; Caswell Evans, associate dean for prevention and public health sciences administration; David Clark, associate dean for patient services; Gary Drahos, director of initial patient care services; and Warren Chapman, university vice chancellor for external affairs.

“A new urgent care facility will have an immediate impact on society’s most vulnerable locally, while at the same time having national impact as a model for urgent care that can be followed throughout the United States,” Dr. Graham said.

“Congressman Davis believes in our mission, and we are grateful to him for visiting the college to learn about our work firsthand.”

Thomas Skiba joins OMFS faculty at UIC

Thomas Skiba has joined the faculty at the University of Illinois at Chicago College of Dentistry as a clinical assistant professor in the Department of Oral and Maxillofacial Surgery (OMFS).

After retiring from private practice in July, Dr. Skiba started working on campus four days per week. Three of those are spent in the Undergraduate Oral Surgery Clinic, and the fourth is spent with the OMFS residents in the department’s Postgraduate Clinic.

“I am additionally course director of oral surgery course #334 – Medicine for the Undergraduate Students – and I have responsibilities giving six seminars on various topics to the OMFS residents during the year,” he said, noting he also participated in the undergraduate ethics course small group discussions during the summer.

“I hope to use my 32 years of practice experience and my six-year experience on the Illinois Board of Dentistry to assist the students and residents in their education,” Dr. Skiba said.

“This is a whole new challenge for me and one that I find very rewarding. I
want my students and residents to experience those important 'a-ha' moments as much as possible," he said.

Dr. Skiba earned his DDS in 1968 and his MS in OMFS in 1977, both from UIC. When not working, he enjoys bicycling, downhill and cross-country skiing, performing volunteer service, and spending time with his wife, Joan, a career educator who retired in June and now substitute teaches at her old primary school.

The couple has three grown children, all of whom live in California.

UIC student ethics video earns ADA Grand Prize

The Council of Ethics, Bylaws and Judicial Affairs of the American Dental Association (ADA) awarded the Grand Prize to a video entry, *Do the Right Thing*, produced by University of Illinois at Chicago College of Dentistry students for the council's 2009 student ethics video contest.

Seven students were involved: Kaitrin Baloue, Kaori Ema (current UIC American Student Dental Association chapter president), Jason Foreman, Shivam Patel (president-elect), Michael Rabinowitz, Samia Rageb and Samuel Willens (former president). They shared a $1,000 cash prize, and the video was shown at the ADA Annual Session in Hawaii in October.

"The Council undertook this project to provide opportunities for dental students to consider ethical decision making as they prepare to start careers in dentistry," said William Leffler, chair of the council. "The goal of the contest is to create greater awareness of situations dental students and professionals encounter that could pose ethical dilemmas and provide an entertaining forum for students to consider how those dilemmas should be addressed."

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As soon as you know that you’re pregnant, you’ll turn your attention toward caring for your baby. Remember, though, that finding time to care for yourself also benefits your baby. Don’t let your oral healthcare lapse during your pregnancy.

Oral care
The hormonal changes that come with pregnancy may exaggerate some dental disorders, including gum disease. Plaque that is allowed to stay on your teeth will irritate your gums, making them red, tender, and more likely to bleed. But careful attention to brushing and flossing will help your mouth stay healthy.

Making time to brush and floss your teeth twice a day will remove plaque from your teeth and keep it away from your gums.

Nutrition
Your child’s teeth begin to develop in the second trimester of your pregnancy. Make sure your diet includes plenty of vitamins A, C and D; protein; calcium; and phosphorus to build your baby’s teeth. Talk to your doctor about getting calcium-rich foods into your diet during your pregnancy.

Many pregnant women rely on snacking between meals to help keep them satisfied. Your doctor will tell you this is normal and healthy, but be mindful of how the snacks you choose affect your teeth. If you find yourself eating a lot of carbohydrates, you might consider brushing your teeth after your snack to stave off acid attacks on your teeth and gums.

Dental care
You should continue to see your dentist throughout your pregnancy, as most dental care can be delivered safely during that time. However, talk to your dentist about changes in your health and the medications you take, and make the dentist aware of any advice you’ve received from your physician. Information about your progressing pregnancy will help your dentist decide if any changes to your treatment plan will be necessary.

You may find it uncomfortable to sit in the dental chair for long periods of time as you near the end of your pregnancy. Talk to your dentist; work together to schedule treatment accordingly.

Preparing for baby
Your dentist can help you establish good oral healthcare routines for your baby, too. Talk to your dentist about infant care before you give birth. Ask about pacifiers, teething, how to care for your baby’s gums and new primary teeth, and when to schedule your child’s first visit to the dentist.

Find more information about oral care during your pregnancy at http://www.ada.org/public/topics/pregnancy.asp.
Since his grammar school days, Bob Kimbrough has referred to an old poem, “Somebody’s Mother” by Mary Dow Brine, that encapsulated his philosophy on paying it forward. Dr. Kimbrough, a 1951 graduate of the University of Illinois at Chicago College of Dentistry and now a retired dentist, has had many teachers throughout his life who have helped him become who he is; by paying it forward he aims to return those favors to someone else.

“She’s somebody’s Mother, boys, you know,
For all she’s aged, and poor, and slow
And some one, some time, may lend a hand,
To help my mother – you understand?
If ever she’s poor, and old, and grey,
And her own dear boy so far away.”

Reflecting on the poem, Dr. Kimbrough said, “I think of the plight of that old lady and the sensitive young lad who saw a need, paused and did a noble deed that made a difference. Such a simple act can impact lives in a most positive and profound way.”

Now in Leesburg, FL, Dr. Kimbrough, a past CDS interim executive director and past CDS president 1984-85, found his chance to help through his church. For more than two years the dental clinic at the Community Medical Center sat vacant. Once a bustling dental clinic run by a committed dentist who had suddenly developed health problems, Dr. Kimbrough was intent on helping it get started again.

“We call this a medical mission without leaving home,” he said.

Dr. Kimbrough called a meeting at the church in March to gather people who were interested in volunteering at the dental office.

“We thought if we could get these retired people in, if we got enough people to commit four hours a week, a month, we could staff the clinic with enough people,” Dr. Kimbrough said. “We’re not asking people to come out of retirement, just asking them to come out for four hours.”

So far he has been successful in recruiting volunteers. Right now there are three dental hygienists and six dentists. They haven’t reached their goal yet of being open every day from 8 a.m. to 5 p.m., but they are well on their way. Dr. Kimbrough has even found an oral surgeon who will see patients in his private office if the clinic staff runs into a real oral surgery problem.

Before the dental clinic could open with volunteers, the dentists needed to make sure they had met the licensure requirements for the state of Florida. Thirty CE credit hours were needed, along with a CPR class, proof of graduation from dental school, at least 10 years in practice, and classes on HIV/AIDS and domestic violence.

Patients who visit the free, not-for-profit clinic must show proof of income at or below 150 percent of the federal poverty level. They also must be over the age of 18. When the dental clinic reopened in September, many patients came in with several problems.

One of the first patients the clinic saw had multiple abscesses, diabetes and kidney disease. Some patients they see have infections in their mouths. Luckily though, there is a basic antibiotic these patients can take – and even more fortunate is that their prescriptions will be honored by a local pharmacy for free.

Dr. Kimbrough’s best advice for paying it forward is that it doesn’t have to be dentistry, just help someone who needs it.

“It’s not about me. It’s about responding to the needs of other people. We can help someone who has a missing tooth or is afraid to smile. We try to make a difference in someone’s life.”

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

dental meetings and CE opportunities

Regional Meeting

JANUARY 13
William Blatchford, DDS:
Financial Management
CDS Regional Meetings take place 9 a.m.-2:30 p.m. at Drury Lane, 100 Drury Lane, Oakbrook Terrace.

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

Upcoming events

DECEMBER

8: North Suburban Branch
Ralph Robbins, DDS. Collaborative Management of the Developing Dentition and Occlusion. Green Acres Country Club, 916 Dundee Rd., Northbrook. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Ted Constantine, 847.272.6466, drconstantine@comcast.net.

8: West Side Branch
William Rowe, DDS: Caries Infiltration: Filling the Gap Between Remineralization and Restoration. Philander’s at The Carleton of Oak Park, 1120 Pleasant St., Oak Park. Cocktails: 6:15 p.m.; Dinner: 7 p.m.; Program: 7 p.m. For information, contact Donald Bennett, 312.642.5253 or dben692756@aol.com.

JANUARY

12: Englewood Branch
Dennis Purinton, CDT: Implant-supported Overdentures. Nikos Restaurant, 7600 S. Harlem Ave., Bridgeview. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 7 p.m. For information, contact Brian Karshen, 708.361.1770 or karshen@msn.com.

12: North Side Branch
Jason Gelfo-Klein, Henry Schein Dental: Keep ‘em Hissing, Steaming and Popping — Eliminate Downtime in the Dental Office. Staff night. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. Hackney’s, 1514 E. Lake Ave., Glenview. For information, contact Cissy Furruso, 773.545.0007 or bbyteeth@cs.com.

12: North Suburban Branch
Mark Lingen, DDS, PhD: Recent Advances in the Detection and Prevention of Oral Cancer. Green Acres Country Club, 916 Dundee Rd., Northbrook. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Ted Constantine, 847.272.6466, drconstantine@comcast.net.

12: Northwest Suburban Branch
Edward Segal, DDS, FICD: Periodontal Update 2010: Where We Are and Where We Are Going. The Wellington, 2121 S. Arlington Heights Rd., Arlington Heights. Cocktails: 6 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Will Perkinson, a4oms@sbcglobal.net or 847.255.7080.

12: South Suburban Branch

Study clubs

Central Lake County Dental Study Club
Meets third Tuesday of every month at noon, January-November, Grandma V’s Pancakes, 10 E. Maple Ave., Mundelein. Contact Paul Showers, 847.816.3636.

Chicago Aesthetic Masters, a Hornbrook Group Study Club
Meets monthly, 6:30-8:30 p.m. at the office of Sheldon Seidman, 410 N. Michigan Ave., Suite 1014, Chicago. Call 312.644.4321 or e-mail smilechicago2@aol.com for information.

Chicago Dental Study Club
The Chicago Dental Study Club will host an all-day meeting Friday, January 15. Visit www.chicagodontalstudyclub.com for information, or call Forrest Tower, 708.423.0610. Newcomers are free. Please RSVP.

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

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

Waukegan Dental Study Group
Semi-monthly meeting, noon-2 p.m., Waukegan Ramada, 200 Green Bay Rd. Waukegan. Contact Rob Bard, 847.244.0155, or Rod Morrow, 847.689.1213.
7 p.m.; Program: 8 p.m. For information, contact Monil Shah at 708.849.8627 or monilshah76@yahoo.com.

12: West Side Branch
Takayoshi Matsude, MD, PhD, FACS, and Tom Wegner, DDS: Enrich Your Life 101. Philander’s at The Carleton of Oak Park, 1120 Pleasant St., Oak Park. Cocktails: 6:15 p.m.; Dinner: 7 p.m.; Program: 7 p.m. For information, contact Donald Bennett, 312.642.5253 or dber692756@aol.com.

12: West Suburban Branch
Nolen Levine, DDS: How Much Duct Tape Can You Put on a Tooth? Maggiano’s Little Italy, 240 Oakbrook Center, Oak Brook. Cocktails: 6:30 p.m.; Dinner: 7 p.m.; Program: 8 p.m. For information, contact Douglas Chang, 630.963.4306 or doug@changdentalcenter.com.

FEBRUARY
25-27: Chicago Dental Society

Download lectures and earn up to 4 CE hours per course. We currently offer three online courses, with more to come.

• Gary Zalesky: “The Passion-driven Practice”
• Anastasia Turchetta, RDH: “A Combination of Senior Moments: Signs, Symptoms and Solutions for Patients With Memory Impairment”
• Harold Crossley, DDS, PhD: “A Potpourri of Dental Pharmacology”
## Applicants & Deceased Members

<table>
<thead>
<tr>
<th>Applicants</th>
<th>University</th>
<th>Year</th>
<th>Address</th>
<th>Branch</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adeleke, Funmi M.</td>
<td>University of California-Los Angeles</td>
<td>1998</td>
<td>12200 S. Western Ave., Blue Island</td>
<td>South Suburban Branch</td>
</tr>
<tr>
<td>Alsahlani, Eman J.</td>
<td>Nova Southeastern College</td>
<td>2004</td>
<td>1320 Golf Rd., Waukegan</td>
<td>North Suburban Branch</td>
</tr>
<tr>
<td>Anssari, Inna</td>
<td>University of Missouri-Kansas City</td>
<td>1990</td>
<td>282 McHenry Rd., Wheeling</td>
<td>North Side Branch</td>
</tr>
<tr>
<td>Bader, Zishan</td>
<td>University of Detroit-Mercy</td>
<td>2009</td>
<td>654 E. 47th St., Chicago</td>
<td>Kenwood/Hyde Park Branch</td>
</tr>
<tr>
<td>Barsoum, Meena</td>
<td>Case Western Reserve University</td>
<td>2009</td>
<td>811 W. Wellington Ave., Chicago</td>
<td>North Side Branch</td>
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<tr>
<td>Bosack, Rebecca T.</td>
<td>Marquette University</td>
<td>2009</td>
<td>10719 W. 159th St., Orland Park</td>
<td>South Suburban Branch</td>
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<tr>
<td>Davenport, Milton L.</td>
<td>Harvard University</td>
<td>2005</td>
<td>700 S. Clinton St., Chicago</td>
<td>West Side Branch</td>
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<tr>
<td>Diehl, Aaron P.</td>
<td>Columbia University</td>
<td>2006</td>
<td>19815 Governors Hwy., Flossmoor</td>
<td>South Suburban Branch</td>
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<tr>
<td>Drobny, Eliza</td>
<td>University of Illinois</td>
<td>2009</td>
<td>1726 W. 18th St., Chicago</td>
<td>West Side Branch</td>
</tr>
<tr>
<td>Dunn, Thomas J.</td>
<td>University of Medicine &amp; Dentistry-New</td>
<td>1984</td>
<td>16651 Oak Park Ave., Tinley Park</td>
<td>South Suburban Branch</td>
</tr>
<tr>
<td>Grewal, Sabrina K.</td>
<td>UCSF School of Dentistry</td>
<td>2006</td>
<td>3210 W. 63rd St., Chicago</td>
<td>Englewood Branch</td>
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<tr>
<td>Haupers, Mary E.</td>
<td>Marquette University</td>
<td>2009</td>
<td>1725 W. North Ave., Chicago</td>
<td>West Side Branch</td>
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<tr>
<td>Head, Douglas W.</td>
<td>Medical College of Georgia</td>
<td>2000</td>
<td>420 Pennsylvania Ave., Glen Ellyn</td>
<td>West Suburban Branch</td>
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<tr>
<td>Huang, Iwei M.</td>
<td>Harvard University</td>
<td>1998</td>
<td>737 N. Michigan Ave., Chicago</td>
<td>North Side Branch</td>
</tr>
<tr>
<td>Khan, Hammad</td>
<td>University of Illinois</td>
<td>2003</td>
<td>18 N. York Rd., Bensenville</td>
<td>Northwest Suburban Branch</td>
</tr>
<tr>
<td>Libunao, Allan J.</td>
<td>University of Illinois</td>
<td>1996</td>
<td>580 E. Boughton Rd., Bolingbrook</td>
<td>Englewood Branch</td>
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<tr>
<td>Molavi, Sasan</td>
<td>Creighton University</td>
<td>2009</td>
<td>47 Clock Tower Plaza, Elgin</td>
<td>Englewood Branch</td>
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<tr>
<td>Moussa, Therese R.</td>
<td>University of Illinois</td>
<td>2008</td>
<td>4403 N. Clark St., Chicago</td>
<td>North Side Branch</td>
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<tr>
<td>Nelson, Erik</td>
<td>University of Oklahoma</td>
<td>1991</td>
<td>6420 W. 127th St., Palos Heights</td>
<td>South Suburban Branch</td>
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<tr>
<td>Norfleet, Irsenia C.</td>
<td>University of Illinois</td>
<td>2001</td>
<td>10125 S. Western Ave., Chicago</td>
<td>Englewood Branch</td>
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<tr>
<td>Patel, Jigisha</td>
<td>International Dental School</td>
<td>1989</td>
<td>1608 W. 69th St., Chicago</td>
<td>Kenwood/Hyde Park Branch</td>
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<tr>
<td>Patel, Kunal</td>
<td>University of Illinois</td>
<td>2009</td>
<td>510 S. Campbell Ave., Chicago</td>
<td>West Side Branch</td>
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<tr>
<td>Patel, Mitali</td>
<td>Columbia University</td>
<td>2008</td>
<td>2246 E. Grand Ave., Lindenhurst</td>
<td>North Suburban Branch</td>
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<tr>
<td>Pissios, Thomas W.</td>
<td>University of Illinois</td>
<td>1987</td>
<td>6780 N. Northwest Hwy., Chicago</td>
<td>North West Side Branch</td>
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<tr>
<td>Raczkas, Patricia</td>
<td>Northwestern University</td>
<td>1998</td>
<td>446 N. Central Ave., Northfield</td>
<td>North Suburban Branch</td>
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<tr>
<td>Romonesko, Nicholas G.</td>
<td>Marquette University</td>
<td>2009</td>
<td>1835 N. Milwaukee Ave., Chicago</td>
<td>North Side Branch</td>
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<tr>
<td>Reddy, Priyadarshini V.</td>
<td>Ohio State University</td>
<td>2009</td>
<td>2605 Grand Ave., Waukegan</td>
<td>North Suburban Branch</td>
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<tr>
<td>Salud, Eric D.</td>
<td>Marquette University</td>
<td>2008</td>
<td>11041 179th St., Orland Park</td>
<td>South Suburban Branch</td>
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<tr>
<td>Schulhof, Keith D.</td>
<td>University of Pittsburgh</td>
<td>2008</td>
<td>3121 N. Sheffield Ave., Chicago</td>
<td>North Side Branch</td>
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<tr>
<td>Serio, Michelle</td>
<td>University of Maryland</td>
<td>1994</td>
<td>650 Vernon Ave., Glencoe</td>
<td>North Suburban Branch</td>
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<tr>
<td>Shah, Ankur V.</td>
<td>University of Pittsburgh</td>
<td>2008</td>
<td>600 N. McClurg Ct., Chicago</td>
<td>North Side Branch</td>
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<tr>
<td>Sinjoanu, Bogdan M.</td>
<td>University of Illinois</td>
<td>2009</td>
<td>2 Orland Square, Orland Park</td>
<td>South Suburban Branch</td>
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<tr>
<td>Shivakumar, Preeti</td>
<td>The Ohio State University</td>
<td>2009</td>
<td>7345 W. 25th St., North Riverside</td>
<td>West Side Branch</td>
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<tr>
<td>Stathopoulos, Angela</td>
<td>University of Maryland</td>
<td>1995</td>
<td>757 Strawberry Hill Dr., Glencoe</td>
<td>North Suburban Branch</td>
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<tr>
<td>Stern, Elizabeth D.</td>
<td>University of Illinois</td>
<td>1984</td>
<td>1440 W. Old Mill Rd., Lake Forest</td>
<td>North Suburban Branch</td>
</tr>
</tbody>
</table>
In order to maintain the level of excellence for which the Midwinter Meeting has become known, we ask every regular and associate CDS member to please consider volunteering your time as a Room Chair, Presiding Chair, or if you are a dental student, consider becoming a Student Chair.

**PRESIDING CHAIRS**
The primary responsibility of our Presiding Chairs is to introduce the course speakers. Presiding Chairs greet our speakers in our registration office, escort them to breakfast and then to the rooms where they will lecture. They then escort the speakers to lunch and back for their afternoon programs.

**ROOM & STUDENT CHAIRS**
The primary responsibility of our Room and Student chairs is to verify tickets and help with crowd control.

CDS will provide volunteers with all of the information and support needed to fulfill their missions. In addition to complimentary amenities, volunteers get a unique opportunity to develop up-close and personal relationships with dentistry’s most outstanding clinicians.

**VOLUNTEER TODAY!**
The CDS Midwinter Meeting is widely regarded as one of the best dental meetings in the country, earning a reputation as the respected leader in scientific dental meetings, thanks to the dedication and hard work of our members who volunteer their time and energy.

**SIGN UP ONLINE**
To participate as Student, Room or Presiding Chairs, please visit www.cds.org/mwm. For information, contact Dr. Al Kleszynski, Director of Scientific Programs, at 312.836.7312 or akleszynski@cds.org.

**THREE DAYS | ONE ROOF | EXCEPTIONAL MEETING**

**GO WEST, CDS**
CHICAGO DENTAL SOCIETY
MCCORMICK PLACE WEST
145TH MIDWINTER MEETING | FEBRUARY 25-27, 2010

---

**Deceased members**

- **Banks, Steven S.**
  University of Illinois, 1987
  1475 E. Oakton St., Des Plaines
  Northwest Suburban Branch
  Passed away Aug. 22.

- **Deceased members**
  **Lay, William J.**
  Loyola University, 1953
  1014 N. Newberry Ln., Mount Prospect
  Northwest Suburban Branch
  Passed away April 19.

- **Deceased members**
  **O’Brien, Patrick F.**
  University of Michigan, 1977
  1503 Coit NE, Grand Rapids, MI
  Associate Member Branch
  Passed away Sept. 11.

- **Deceased members**
  **Olivi, Emil J.**
  University of Illinois, 1944
  11759 S. Maplewood Ave., Chicago
  South Suburban Branch
  Date of passing unknown.

- **Deceased members**
  **Propati, Joseph A.**
  Chicago College of Dental Surgery, 1943
  13357 Strawberry Ln., Orland Park
  Englewood Branch
  Passed away April 2008.

- **Deceased members**
  **Purcell, John F.**
  Chicago College of Dental Surgery, 1943
  5936 N. Kilpatrick, Chicago
  North Side Branch
  Passed away April 2009.

- **Schaffner, Sanford**
  Chicago College of Dental Surgery, 1944
  408 Darrow Ave., Evanston
  North Side Branch
  Passed away Aug. 1.
the northwest side branch presents

MARCH 2
Joseph L. Caruso, DDS
Prosthodontist
Cosmetic Dentistry Update

APRIL 6
John M. Sisto, DDS
Oral Surgeon
Common Medical Problems in a Dental Practice

INVITE YOUR COLLEAGUES.

Meetings are held at Colletti’s Restaurant, 5707 N. Central Ave., Chicago
Cocktails: 6:30 p.m.; Dinner: 7:30 p.m.; Program: 8:30 p.m.

RSVP ELISE ADLEY, DDS • 847.825.6211
Branch News
news from the home front

Kenwood/Hyde Park
Sheree Thompson, DDS

Congratulations! Shelel Harden recently earned her Masters in Public Health from the University of Illinois at Chicago (UIC) School of Public Health.

Adrienne Barnes is proud to celebrate the first anniversary of her new office location on the near southwest side, near Roosevelt and Halsted, at the UIC campus.

Adrienne offers comprehensive dental care for the infant, child and adolescent, and has designed her office to ensure the child-patient receives the best of care and has fun at the same time. Her office is located 714 W. Maxwell St.

ALL IN THE FAMILY: Ashley Barnes, daughter of Eric and Adrienne Barnes (orthodontist and pedodontist), was accepted to the Marquette University School of Dentistry. The proud parents attended Ashley’s White Coat Ceremony in August. There was an official swearing of an oath for students’ intent and willingness to assume the obligations and responsibilities of their chosen profession.

SNAP SHOTS: This issue I decided to feature one of our members who has devoted over 40 years as a member and has inspired, encouraged and supported many of our members – but has never sought a position as an officer. He has always been committed to serving the society as a committee member or as one who simply likes to inspire others. He is the uncle of our past president James Harris Jr. and a mentor to others.

Elisha Greenfield received all of his primary and secondary school education in Dudley and Mount Olive, NC. After receiving his undergraduate degree, he was commissioned Second Lieutenant in the United States Air Force, where he earned his wings as a pilot.

He attended Meharry Medical College School of Dentistry where he received his DDS degree. He pursued post graduate studies at the UIC College of Dentistry to specialize in orthodontics.

Elisha taught at UIC’s Department of Orthodontics for 10 years and has main-

Branch Correspondents

ENGLEWOOD
Thom Remijes
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KENWOOD/HYDE PARK
Sheree Thompson
9127 S. Western Ave., Chicago 60620; 773.238.9777, sthompsondds@sbcglobal.net

NORTH SIDE
Alice Boghosian
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NORTH SUBURBAN
Kyint Chwa
9229 Natchez Ave., Morton Grove 60053; 847.272.0600, kwinchchwa@ameritech.net

NORTHWEST SIDE
Chester Klos
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NORTHWEST SUBURBAN
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WEST SIDE
Charles Thometz
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WEST SUBURBAN
Kenneth Korpan
6827 Church Ct., Woodridge 60517; 630.879.2011, kidak@aol.com
Branch News

Mark Rosen is proud to announce the engagement of his youngest son, Daniel, to Jen Misholim. The couple will be married June 26.

Also, Mark’s son, Benji, has opened a restaurant called BenjYehuda, at 212 W. Van Buren St., specializing in Israeli street food.

Trucia Drummond, John Hagopian, Mary Hayes, Jeff Kramer, Janet Kuhn and Milt Salzer attended the annual High Tech Dental Seminar in Big Sky, MT. It was a perfect blend of education, relaxation and, of course, skiing. Best of all, no broken bones!

North Side

Alice Boghosian, DDS

Congratulations to Joshua Ries and his new bride, Andrea. The couple was married in Cincinnati Aug. 16.

Branch president Gene Romo was awarded the University of Illinois at Chicago (UIC) College of Dentistry’s Distinguished Alumnus Award at the Urban Health Program’s anniversary dinner Sept. 19.

Gene was also seen running the Chicago Marathon Oct. 11. Gene, you’re a man in motion!

Carol and Jamie Robinson traveled with Cindy and Arnie Goot to the White House for a private tour. First Lady Michelle Obama’s mother, Marion Robinson – who has been Jamie’s patient for several years – graciously set up the tour! Also, the Robinsons’ daughter, Rebecca, was hired by Princess Cruise Lines as a dancer on the Princess Dawn. She will be putting on hold her special education teaching career to cruise Australia and New Zealand.

Fred Margolis and George Lin are proud to announce their new pediatric associate, Anjali Telati. Anjali attended the Nova Southeastern University College of Dental Medicine. She completed her GPR and pediatric residency at State Island Hospital.

Congratulations to our new branch treasurer, Lynse Briney. She has been accepted to the pediatric graduate program at UIC. Best of luck, Lynse!

Our own North Side Branch vice president Dave Behm is teaching himself to be a professional drummer and recently played a gig with a local band. He aspires to play with a rock/blues band on a regular basis. When you become famous, Dave, will you still keep your day job?!

Alan Boghosian presented a lecture on dental materials at Fort Sill Army Base Sept. 10. He received the Commanders Award for Excellence from his former student, DENTAC Cmdr. Col. Mary Jo Corbett.

Mark Rosen is proud to announce the engagement of his youngest son, Daniel, to Jen Misholim. The couple will be married June 26.

Also, Mark’s son, Benji, has opened a restaurant called BenjYehuda, at 212 W. Van Buren St., specializing in Israeli street food.

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North Suburban
Kyint Chwa, DDS

Greetings! Summer has come and gone. I hope you all had a great summer to hold us over during the impending cold winter months.

The new season of our branch meetings kicked off with a great start at Green Acres Country Club in Northbrook. The presentation by Cynthia Charlier, a veterinary dentist, entitled “Fido and Frieda Go to the Dentist” was very informative and amazing. One of the highlights was her root canal treatment on a canine tooth of a Bengal Tiger, Asia, at Niabi Zoo in Coal Valley, IL.

Lee Graber also highlighted the program with a “Pearl of Wisdom” to share with the members about candid clinical canine considerations regarding impacted canines.

It was an exciting summer for Jenny Eggemeyer, who spent time on NASCAR’s Roush Fenway Racing team as a member of driver Greg Biffle’s orthodontic pit crew. As the Chicago area member of the team, she visited Greg at Joliet’s Chicagoland Speedway for the Sprint Cup series race in July. Her role on the crew is to provide any necessary emergency or routine care he may need, as Greg is undergoing orthodontic treatment while he is in town.

Kudos to David Williams for completing his 11th MS 150 Bicycle Ride from Pewaukee to Whitewater to Madison, WI. He was joined by his friend, Brad Eschler, of Okemos, MI. This event was originally represented by the CDS “Flatlanders” bike team. He is planning his 12th ride next year.

Congratulations to Paul Kattner for being elected Speaker of the House, and to Edward Segal for being elected Vice Speaker during the Illinois State Dental Society Annual Session in Oak Brook in September.

Egon Schein and Tom Bleck performed dental exams at Lake County’s Kids First Health Fair in Waukegan. Congratulations on their volunteer efforts.

We welcome new members Matthew Israel and Barbara Siargos to our branch. This husband-and-wife team recently opened their new office in Glenview.

Northwest Side
Chester Klos, DDS

Incoming director Lou Imburgia went to London with his wife, Rosemary, and two teenage sons, Anthony and Sean. Everyone especially enjoyed the photos taken at Abbey Road. Before returning home they went to Copenhagen to visit Rosemary’s nephew, and toured Tivoli Gardens. Lou said that Copenhagen, as a result of taxes, was more expensive than London.

I attended the annual meeting of my disability group in August. Other Northwest Side Branch members attending were Michele Bogacki, Mike Cascio, Lou Imburgia, Sal Sorniolo, Bruce Swantek and John Ranieri. Once a year we get together to review our agreement (if any one of us is unable to perform dentistry, the other members will step in and maintain the practice until health is restored or the practice transitioned) and the membership roll to ensure that there are an adequate number of doctors to fulfill any responsibilities that may occur.

Bruce Swantek says that his son, Jason, is starting his third year of a four-year
Branch News

NORTHWEST SIDE: It’s been a busy year for Patrick Fitzgerald (left), who married his sweetheart Lindsay Dec 6, 2008, in Telluride, CO. Shortly thereafter, they found out that Lindsay was pregnant. Kinsley Quinn, 8 pounds, 10 ounces, arrived Sept. 4.

(Top right) Branch correspondent Chester Klos vacationed at Pictured Rocks National Lakeshore in Michigan this summer.

(Bottom right) Tom Schneider (second from left) is pictured with (L-R) Tom Pedrick, Bob Krause and Tom’s son, Peter, at the midway point of the North Shore Century bike ride. The 105-mile route took them from Evanston north to Kenosha, WI, and back.

oral and maxillofacial residency at Woodhall Medical Center in Brooklyn. Bruce also talked fondly of the special time he had in Las Vegas for his 60th birthday.

John Ranieri’s daughter, Kimberly, graduated from Bradley University with a degree in retail merchandising and is currently applying her skills at Nordstrom in the jewelry department.

Sal Storniolo is very proud of his son, Frank, who received a bronze medal in the 9-year-old class at the national karate meet. They traveled to Orlando in July with brothers Anthony, 12, and Dominic, 9. Frank has been involved with karate since he was 5 and currently has a green belt.

A couple new things have occurred to Patrick Fitzgerald. He was married to Lindsay Dec 6, 2008, in Telluride, CO. The reception was at the top of the mountain, at over 10,000 feet and accessible only by gondola, with panoramic views of the entire mountain range. Shortly thereafter, they found out that Lindsay was pregnant (must have been that mountain air). Kinsley Quinn, 8 pounds, 10 ounces, arrived Sept. 4. She is a healthy baby girl.

On the other hand, it must be something with the coffee they serve at Park Ridge Endodontics. Pat’s partner, Ray Pollina, welcomed his first grandchild, Lily Rose, in July. Ray already has them practicing with files and reamers, but just on baby teeth.

Patrick Hann and Sharon and were wed Aug. 9, at the Park Ridge Country Club.

William Li and his wife, Tina, announce the graduation of their youngest child, Cliffrey, from Indiana University in May with an undergraduate degree in biology. He entered the Master of Public Health Program at Loyola University in August. The Lis are proud and happy to support his continued endeavor in learning.
President Profile

Samuel Grandinetti, DDS | NORTHWEST SIDE

Dr. Grandinetti earned his dental degree in 1998 from the Northwestern University Dental School.

Family: He lives in Niles with his wife, CDS member Kelli Christensen, and children, Evan (5) and Charlotte (2).

Hobbies: Dr. Grandinetti enjoys reading, basketball, gardening, swimming, golf, biking, travel and attending his children’s sporting events.

What is the role of branch president?

“The branch president is the advocate for branch members – one who has the voice to aid members at the branch level and with CDS and the Illinois State Dental Society. It’s a unique opportunity to help branch members feel valued and connected to the leadership. I have been an active member of CDS, ISDS and ADA. Organized dentistry has been a major component of my life for 15 years. I have made a life-long commitment to organized dentistry. Organized dentistry is about uniting to create a place for camaraderie and friendship, a place to learn and grow professionally, and a place for dentists to learn how politics are affecting their livelihoods. In these hard economic times, the value of teamwork is essential.

The Northwest Side Branch members are a team I am happy to represent.”

Larry Kolar writes that his 9-year-old daughter and wakeboard champion, Stephanie, loved riding the waves this August on Gull Lake near Brainerd, MN. Stephanie recently started clarinet lessons and is already starting to sound a little like Benny Goodman; you can check out her first lesson on Larry’s Facebook page.

On Sunday, Sept. 13, Tom Schneider and his son, Peter, a senior at Glenbrook South High School, completed the North Shore Century bike ride. The 105-mile route took them from Evanston north to Kenosha, WI, and back. Stops along the way allowed rest and refueling. They spent about 7 hours in the saddle. Jim Bryniarski and Steve Weeks also completed the ride.

Earlier this summer the Dental Arts Club had its annual picnic, and looking for a different venue we gave Arlington Park a try. Branch members who attended the event included myself, Michele Bogacki, Vickynn Chrobak, Lori Luksha and Marty Piekos.

While at the event, I caught up with Vickynn. She told me that her daughter, Annie Sadowski, having just completed her Masters in Sports Management from the University of Tennessee (Annie had had a four-year volleyball scholarship), is relocating to Milwaukee in preparation for her wed-
Branch News

ding, while finishing her teaching requirements (rumor has it she is marrying into a Packers family), the current plan puts the wedding at Medinah Country Club July 10.

I am writing this the night before it’s due and the night after the first branch meeting. Dave Wojtowicz, a former Northwestern University Dental School instructor of branch president Sam Grandinetti, gave a memorable introduction, resplendent with dental school metaphors.

After Sam Cascio gave a most fitting grace, three new members were introduced. I can only imagine the sense of pride that Pete Haupers had when he introduced his daughter, Mary Haupers, who has just graduated from Marquette University School of Dentistry. I spoke to Pete before the meeting and we compared our graduation from Loyola in ’76 with today, and noted how much more personal and memorable the whole graduation experience is today. Peter was able to hood Mary at her graduation in May. His comment to me was “what a thrilling and proud event.” She was married in June to Bill Neurauter; they were high school sweethearts.

My wife, Dagmar, and I returned from 10 days in the upper peninsula of Michigan. We redid one of our favorite hikes, a 10-12 mile loop to the coast of Lake Superior, six miles of which hug the 200-foot bluffs of Pictured Rocks National Lakeshore. Great trails abound – as does the rain – which you learn to ignore.

Northwest Suburban
Will Perkinson, DDS

The Northwest Suburban Branch’s own Anthony Spina was elected chair of the Illinois Department of Financial and Professional Relations State Board of Dentistry. Alan Shapiro, another branch member, also serves on the board. Alan and Anthony have worked together for years with the IDFPR to help better dentistry. Congratulations, Anthony, and thanks for all the hard work you and the other board members put into representing the profession to the State of Illinois.

Branch director and past branch president Theodore Borris was inducted into the International College of Dentistry at the ADA annual meeting in Hawaii. Ted and Phil Fijal also attend-
ed the ADA delegates meeting. Ted stated that it was long hours in meetings and not the sun and fun we all might have expected.

The Arcolians (Italian-American Dental Society) recently installed new officers for the 2009-10 meeting year. Three of the five newly installed officers are branch members. This year’s group includes Joseph Baldassano, president; Angela Falcone, president-elect; Victoria Ursitti, vice president; Ben LoGiudice, treasurer; Russ Polina, secretary; and Joe Favia, dinner/program chair.

David Schumer’s practice is celebrating 50 years of service to the community of Elk Grove Village. Dave’s father, Marvin Schumer, established the practice Oct. 15, 1959, and has been in service ever since. The father and son combination worked together for nine years, with Marvin retiring 16 years ago.

Branch President Matthew Gauthier is the proud father of a baby boy. Nathaniel Paul Gauthier was born Oct. 6. He weighed 9 pounds, 1 ounce, and measured 20.5 inches. The baby and mother are home and healthy. Matt is already the father of three beautiful girls and now has a boy to add to the Gauthier family. Congratulations!

On behalf of the Northwest Suburban Branch our condolences to the family of past president and colleague Steve Banks. Steve, a Des Plaines orthodontist, passed away over the summer as a result of a boating accident in Lake Michigan. Our deepest sympathy goes out to his wife, Kathy, and son, Evan. We all miss Steve.

On a personal note this will be my last entry as branch correspondent. I have enjoyed working with the branch and the CDS Review over the past three years. A special thanks to all of the members who have shared with me information and pictures for the publication. The new correspondent will be Angie Willox. I will be working with Angie in the coming months to help ensure a smooth transition. If you have any information or photographs to share with the CDS Review, you may e-mail them to either perkinsomw@yahoo.com or angiewillox@hotmail.com. Angie’s office number is 847.670.9020.

South Suburban
Keyur Shah, DDS

Hello everyone! I hope everyone had a safe and fun summer. The warm weather has faded away and before we know it we will be preparing for the holidays.

The South Suburban Branch kicked off the season with a very successful meeting. Our guest speaker was Dan Hampton, of the 1985 Super Bowl Champion Chicago Bears.

Mr. Hampton was a wonderful speaker and entertained everyone with stories of his playing days. He also commented on our current Bears and how fond he is of Jay Cutler’s playing ability. Mr. Hampton signed autographs before, during and after the meeting. Everyone in the room left the meeting wanting more. Our other guests of honor were the “green coats” of the CDS, who were there to promote the 2010 Midwinter Meeting.

Wayne Helge welcomed twin granddaughters, Evelyn Rose and Margot Elizabeth, July 27. Each weighed more than 7 pounds. All are doing well and their big brothers, Logan and Colin, are adjusting to the new additions.

Barry Booth ran the Berlin Marathon Sept. 20 to complete the fourth of five legs of the World Marathon Majors. The World Marathon Majors are the five oldest marathons in the world (Chicago, NY, Boston, Berlin and London in April 2010). After the marathon he spent a few days in Munich at Oktoberfest to “rehydrate.”

Xavier University honored Zack Zaibak by naming a scholarship award after him – the Zack Zaibak Outstanding Biologist Award. Kofi Annan (winner of Nobel Peace Prize and former Secretary-General of the United Nations) was also a guest of honor.

Robert Manasse was inducted into the International College of Dentists, an honorary international organization, at the American Dental Association’s 150th Annual Session in Hawaii Oct. 2.

Edward Pavlik gave a lecture titled “Forensic Dentistry and the Law” to the Peoria District Dental Society Oct. 15, at the Par-a-Dice Hotel and Casino in East Peoria.

The next branch meeting will be held Nov. 10 at Belagio Banquet Hall.
Branch News

West Side
Charles Thometz, DDS

Warm greetings to all. I hope you have enjoyed the changing of the seasons.

Our branch meeting schedule is off to another excellent start. The first meeting of the year was “An Oral Pathology Update.” Sara Gordon delivered a most informative and in part sobering presentation – a reminder that dentists are the first line of defense against the dreaded disease of oral cancer.

Our second meeting of the year was “Endodontic Update.” Franklin Weine presented a series of his endodontically treated cases, some of them typical and some of them atypical in nature, with follow up results in some cases 15-20 years post treatment.

Special kudos go to Irene Skirius who, along with Gary Clemens, has co-chaired the West Side Branch dinner committee since September 2002. Irene in her quiet and unassuming way has helped to ensure the smooth and efficient running of our monthly branch meetings. The task is rather thankless and demanding, but at the same time most important – hats off to Irene for a job well done!

Irene and her husband, Stan Jurjonas, spent 10 days in Hawaii attending the ADA Annual Session in Honolulu and also a post-meeting extension to Kona. They took a helicopter flight over an active volcano, which they said was a spectacular experience.

Other West Side Branch members in attendance at the ADA meeting in Hawaii included Ed Walsh, Gary Alder, George Zehak, Don Tuck, Jim Bryniarski and Mario Serrano. Sorry if I missed any other attendees.

Becky Egolf and her husband, Dennis, attended a family reunion in Belfast, ME. They were fortunate to get in a little whale watching, as well. Also, this past May, Becky and Dennis attended a family wedding in New York. Becky tells me...
the reception was held at the Brooklyn Botanical Gardens and that the reception and the gardens were beautiful.

Ray D’Amico visited with one of his brothers and family in New Hampshire this summer. He also traveled to Columbus, NY, to visit another brother who is head of the Ophthalmology Department at Cornell University. Ray also enjoys boating at Racine Harbor, weather permitting, and when the weather is unfavorable, he still enjoys visiting with his fellow boating enthusiasts at the harbor.

The West Side Branch warmly welcomes new member Liz Wilschke, a 2004 graduate of the University of Michigan School of Dentistry. Following her graduation, Liz participated in a one-year general practice residency, also at the University of Michigan. Presently, Liz lives in Wrigleyville and is part of group practices in Brookfield and on North Michigan Avenue.

Liz enjoys her Boston terrier and many outdoor activities, including fly fishing. Liz recently spent three weeks in the Dominican Republic volunteering her dental services; last year she spent two weeks volunteering in Paraguay.

Speaking of volunteering, Robert Deaver departed Oct. 10 for his fourth dental service trip to Haiti with Doctors Without Borders. Doctors Without Borders is a non-partisan health organization started in France. Overall, Robert has now made 20 service trips throughout the world with this organization. What a wonderful record of giving!

Zack Soiya’s stepson, K.J. Missen, and Dawn Collie were married at the Westin St. John Resort, U.S. Virgin Islands, July 28. Zack and his wife, Sue, hosted the wedding for the immediate families and friends. After the wedding, the guest stayed on an extra week to continue the celebration together. What a wonderful setting for all to celebrate and remember.

While Zach was in St. John for the wedding, he sent his staff and their fami-
Branch News

families to Harborside Resort at Atlantis in the Bahamas. The group of 11 had a wonderful time and even enjoyed a little taste of Chicago while in Nassau – having dinner at Lucianno’s of Chicago in Nassau.

Larry Jacobs has much news to report. He ran in the Grandmas Marathon in Duluth, MN, June 20. Larry then completed his tenth Iron Man Triathlon Aug. 30 in Louisville – not much to brag about: a mere 2.4-mile swim, 112-mile bike ride and 26.21-mile run. What a man!

Actually Larry has his Mom to thank for his good genes. On Aug. 21 she celebrated her 93rd birthday. Larry also reports that his oldest son, Andy, received his Masters degree in Zoo and Aquarium Management and is currently working at the Dallas Zoo. Middle son David received his dual degree in Japanese Studies and Animation from DePaul University, graduating Suma Cum Laude. Third son Tony received his Associates degree from Harper College. Daughter Deanna – the youngest – graduated high school and has started her college career at Western Michigan University. I guess you might call this the Year of the Diploma for the Jacobs family.

Michael Santucci completed the Chicago Marathon in 4 hours, 39 minutes. His daughters Beth Pohl (4 hours 14 minutes) and Laura Mick (4 hours 30 minutes) also ran in the marathon with Michael.

West Side Branch members Jim Bryniarski and Steve Weeks, along with Northwest Side Member Tom Schneider, took part in the North Shore Century biking event Sept. 13 from Evanston to Kenosha and back. They all completed the 100-mile bike ride and enjoyed a great ride on a beautiful day. Jim did the last 10 miles on a flat tire. Our West Siders are tough!

In August, Dick Perry went to Ann Arbor, MI, as part of the NERB team which examined hygiene candidates for licensure at the University of Michigan. He also traveled to Kansas City to attend the Central Regional Testing Services annual meeting to discuss changes for the 2010 calendar year. All work and no play is not good, so in early September, Eleanor and Dick attended the North American Festival of Wales in Pittsburgh, where they had an enjoyable time. They took a tour of Falling Water and Kentue Knob (two Frank Lloyd Wright buildings), did a lot of singing and ate good food. Dick also reports his grandson, Andrew Lutz, went off to Boston to attend Boston College at the beginning of September.

In mid-June, George Zehak traveled to Washington, DC, for a meeting of the

President Profile

Mark Ploskonka, DDS | WEST SUBURBAN

Dr. Ploskonka is a 1989 graduate of The University of Iowa College of Dentistry.

Family: He lives in Darien with his wife, Tracey, and children, Lindsey (13) and Mark Ryan (11).

Hobbies: Dr. Ploskonka enjoys a good round of golf, a few games of tennis and riding his bike with his family.

What is the role of branch president? “I see my role as branch president as someone who puts together an atmosphere at our branch meetings where we can learn, eat and share a few laughs with our colleagues. We all work hard at our offices. It is my job to make sure that everyone who attends our meetings comes away feeling that it was time well spent. It is especially important that we involve the new dentists early in their careers so they can realize the value of being a CDS member.”
Northeastern Regional Board of Dental Examiners. In early July, he attended the annual meeting of the Academy of General Dentistry in Baltimore. While at the meeting he received the Lifelong Learning Award – a rather prestigious achievement. Out of some 35,000 members of this organization only 93 members are currently recognized at this level.

George has likewise been extremely busy working as general chair of the 2010 Midwinter Meeting. In October he traveled to Hawaii, where he assumed an active working role at the ADA Annual Session.

In July, George took a break from his hectic schedule, traveling to Sicily with his wife, Maria, and two of their children, Natalie and Connor. While in Sicily they spent a majority of their time visiting and staying with Maria’s mother at her home. They also spent several days on the ocean in Taormina, where they met with nine other family members for a family reunion.

One of our branch members, Paul Smulson, recently published a book – soon to be on the Best Sellers List. Paul’s book, No Dogs Allowed, is about a cat that photographically performs the everyday activities of people. The images portrayed have not been digitally reformatted or falsely recreated using

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any photographic software. Buffy, the cat in the book, actually models for the pictures. The uniqueness of this book is that a cat portrays a human’s everyday actions. Paul’s father, Marshall Smulson, was photographed playing chess with the cat.

Hope to see all of you at our monthly meetings. Good fellowship, good food, intellectual stimulation, and continuing education credits are all available the second Tuesday of each month – a winning combination.

With the wonderful holiday season again fast approaching, here is wishing all of you good cheer, good health and much happiness during this very special time of the year. Auf wiedersein, for now.

West Suburban
Kenneth Korpan, DDS

The West Suburban Branch’s first meeting this year was held at Maggiano’s in Oak Brook. Guest Speaker Gerald Denehy, instructor of restorative dentistry for the University of Iowa College of Dentistry and CDS’s Gordon Christensen Award recipient, lectured to more than 120 members and staff on direct composite resins.

We were happy to see a large increase in the number of season ticket holders and look forward to seeing everyone at the next meeting.

We are happy to report that Doug Chang’s quadruplets, featured in the September/October CDS Review, are now at home and doing well.

Congratulations to Alyssa Brown, of Hinsdale, on her engagement to John O’Toole. The wedding is set for May 15.

Further branch news can be e-mailed to Ken Korpan at kidak@aol.com.

Got gear?

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

Contact Rachel Azark at razark@cds.org, or call 312.836.7323.

(She’ll also accept calls from members with less dangerous but similarly thrilling hobbies.)
Classifieds
place your ads online at www.cds.org

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NEW PALATINE OFFICE SPACE TO RENT/merge/buy-in: Beautiful new office with plenty of room for another general or specialty practice to work along with existing practice. Rent as independent space share or potential to merge practices with option to buy into building. Seven ops equipped with two more plumbed. Full computer network. Busy road frontage with excellent signage. Call 847.359.7520 or e-mail drunti@earthlink.net.

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For lease: Built-out and plumbed for carts. Three operatories, sterilizing and Panorex, areas, reception room, business and private offices, mechanical room and storage room. All cabinetry in place. Ready to go. Contact 847.452.5877.

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Great exposure, outstanding location, four operators, lab. Available immediately. Space has been a dental office for 45 years. Contact mike@shewchuckagency.com or 847.486.0011.

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SKOKIE DENTAL SUITE FOR LEASE: Fully plumbed, four to five operatories, two washrooms, 1,377 square feet with lab, large reception area, office/lunchroom, private entrance, on-site parking. Call 847.982.3211 or e-mail agoldberg@hallmark-johnson.com.

OFFICE WANTED TO RENT IN NORTHWEST Indiana: Dental office wanted to rent in north-west Indiana. Needed after 5 p.m. and weekends. Please call 219.671.3754.

OSWEGO: Fast-growing suburb with attractive demographic profile, just west of Naperville. 3,000 square feet available for dental/medical specialist in new professional building. Excellent referral base from surrounding practitioners. Customized build-out included! Contact Roger Blomgren at 630.251.4317.

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DENTAL OFFICE FOR LEASE on north side of Chicago. 1,600 square feet, four chairs, lab, private offices, reception in a very attractive medical building across from CVS. Call 847.219.9707 or an3tranda@yahoo.com.

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Positions Wanted

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GENERAL DENTIST: Family Dental Care. Full- or part-time. Several of our associates have become partners. Come and talk to them. Very high income potential. Specialists on staff. Currently four locations and growing. 95% fee-for-service. No Public Aid. Family Dental Care. 733.978.1231 or 733.978.7801 (ask for Tony or Niko) or e-mail fdcd92@hot mail.com. www.familydentalcare.com.

DENTIST NEEDED: Part-time associate needed for offices on northwest side of Chicago and near west suburbs. Fee-for-service, limited PPOs and public aid. No HMOS. Digital X-rays. Please fax résumé to 773.622.6199 or call 773.844.5666.

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LOVE CHILDREN? Busy southwest suburban practice is looking for general and pediatric dentist evenings and/or Saturday hours. Fax résumé to 815.483.2299.
REVIEW

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PART-TIME ASSOCIATE NEEDED

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ENDODONTIST

DECEMBER 2009  
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PART-TIME DENTIST POSITION: Beautiful, fully digitized, paperless practice in near north suburbs needs an experienced dentist. Ability to speak Polish is a plus. E-mail résumé to info@globaldentcare.com.

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OAK BROOK: Two ops in a professional building. 100% FFS. Collections: $80,000-100,000.
OAK LAWN: Sold!
PARK RIDGE: Two ops in a professional building. Collections: $140,000. FFS, PPO and HMO patients.
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DECEMBER 2009 CDS REVIEW 51
More schools + more dentists does not equal more access to care

In the spring, Midwestern University College of Dental Medicine (MUCDM) announced that it would be accepting its first class of 125 dental students at its Downers Grove campus in 2011. The university is already operating a new school of dentistry in Glendale, AZ.

The rationale offered by university officials for a new dental school is the predicted shortage of dentists in America as evidenced by an increasing population-per-dentist ratio.

Curmudgeon that I am, I suspect the university believes the new dentists will practice in underserved areas.

The reasoning doesn't stand up to the facts. It is generally agreed upon by public health officials that the ideal population-per-dentist ratio is unknown. Any ratio assumes that all dentists are equally productive. Ratios assume that dental demands of any population are equal.

So is there a shortage of dentists that needs to be addressed by increasing the number of dentists? Two American Dental Association Future of Dentistry reports, one in 1980 and the other in 1998, came to the same conclusions: That need is considerably greater than demand for dental services, and that the delivery system has the flexibility to meet any surge in demand. The reports state there is a maldistribution of dentists, which is not likely be solved. Dentists will practice where they can make an above average income.

In the 1960s, dental school administrators accepted federal money based on student enrollment, better known as capitation. The government set enrollment at levels they thought would bring down the cost of dental services and would solve maldistribution. Capitation did neither. At the program’s height the schools were graduating 6,000 new indentured servants. It took decades to ameliorate the situation. We are again experiencing a steady increase of new graduates – some of whom are forced to choose corporate practices where production is king while ethics may take a back seat.

I recently received an e-mail from a young dentist outlining his experiences working for one of these conglomerates; he was fresh out of school and knew virtually nothing about private practice. His daily revenue production quota was $2,800, for which he was paid $500. The quota would be difficult for many established dentists.

He was encouraged to do crowns when a less expensive restoration was appropriate. Alleged fraud was rampant and blatant. As in many of these scenarios, the young man moved on after satisfying his contract.

Recently, a classified ad placed in the CDS Review (and thus online at www.cds.org/classifieds/ads) brought, in a very short period, more than 20 applicants for a part-time associate position.

Dentists already in practice have multiple openings in their appointment books, and the reason isn’t “the economy, stupid;” there is simply less disease to treat. Clouding the issue is the juggernaut of the mid-level provider campaign marshaled by the American Dental Hygienists’ Association.

MUCDM is not the only new dental school. The American Dental Education Association’s newsletter, Charting Progress, highlights five new schools and their deans. I was staggered by a paragraph: “... Skeptics even [how dare we] challenge the notion undergirding most new school initiatives that producing more dentists is the key to solving the problem of access to care. Are these worries legitimate? Are they overblown? We may not have definitive answers [Italics mine]. . . but can we move on . . . and seize upon the opportunities they [schools] provide us”

Well, there you have it folks, the hubris of it all, educators as social engineers. George Bernard Shaw had it right, “He who can, does...”
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• Scheduling in blocks, no kidding
• How coaching can make a difference
• How team members can increase their paychecks and have more time off with pay

About our speaker:
Dr. Blatchford has written more than 475 published articles, serves on the board of Dentistry Today and is a practice management editor for Asian-Pacific Dental News and Latin-American Dental News. He is the author of several audio and video tapes, as well as books on case presentations, scheduling, leadership and successful business planning. He is internationally renowned for his dynamic and inspiring lectures. Dr. Blatchford has instructed at forums including Pac Live, The Las Vegas Institute and the American Academy of Cosmetic Dentistry, as well as international venues from Australia and New Zealand to India and the UK.

Target audience: Dentists and staff

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

A fee of $250 is charged to dentists who are not CDS members and their staffs, which may be applied to membership for the current year. Advance registration is not required, but CDS encourages you to pre-register online at www.cds.org.

ADA CERP

CDS is an ADA CERP Recognized Provider.

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

CDS designates this activity for 5 continuing education credits.
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Find more information about the 145th Midwinter Meeting at www.cds.org/mwm.