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Articles for publication may be sent directly to the Editor electronically via e-mail to philcodent@aol.com. Articles and classified advertisements should be submitted as Word documents; all other advertising should be submitted in .pdf format (Adobe 6.0 or higher). Contact the Society via telephone or e-mail if you require additional information. Deadline for copy is the first of the month preceding the month of issue.

WE NEED YOU: BECOME A MENTOR

“Who doesn't enjoy spending time among people who want to be you?”

Dr. Eric K. Curtis

You can become a mentor – no continuing education or extra training necessary. Each of us has the ability to relate our experiences and observations to the next generation. Each of us can provide a spark of extra inspiration to a pre-dental student or encourage a young dentist – perhaps helping them find their vision of the future.

Dr. Eric K. Curtis is a general dentist in Safford, Arizona, and editor of *Inscriptions*, the Journal of the Arizona Dental Association. He wrote in the *ADA News* about meeting with a group of pre-dental students at the University of Arizona. “Pre-dental students,” he wrote, “hunger to hang out with dentists.” He spoke about professionalism, about how dentistry developed and how it functions in society now. He told them that more than a job, dentistry is a calling. He said, “Dentistry calls on its practitioners to be their best, even when no one is looking, to be their smartest, most strategic, savvy, forward-thinking, humanitarian, patient, long-suffering, diplomatic selves.” The students discussed their motivations for seeking a career in dentistry. After the meeting he answered questions and took photos. He left the meeting feeling restored. He noted that “not all pre-dents will go on to dental school, but all of them ought to move forward in life equipped with a deeper appreciation for dentistry. It’s never too early to plant those seeds.” He encouraged readers to take the time and make the effort to plant those seeds by becoming mentors.

PCDS still needs mentors for college students and dental students to “shadow” you for a day. You can be a positive role model for a pre-dental or dental student. You can encourage dental students to join PCDS/PDA/ADA and aspire to a leadership role in our associations. We need their energy and intelligence. We’d be glad to add you to our list of mentors. Contact the Society Office at 215-925-6050 or email philcodent@aol.com

BECOME A MENTOR – IT’S A GOOD THING!

➤ IMPORTANT REMINDER ➤

Remember that according to Pennsylvania Act 31, all licensed dental professionals (DMD, DDS, RDH, EFDA) need 2 hours of Department of Public Welfare (DPW) and State Board approved training in child abuse recognition and reporting by **March 31, 2015**. It is **YOUR** responsibility to be certain that the course you attend is **APPROVED by both** the PA Department of Public Welfare (DPW) and the State Board of Dentistry.

PDA is offering an **APPROVED** program in numerous areas – visit online at [padental.org/ChildAbuseCE](http://padental.org/ChildAbuseCE)

PCDS will offer the PDA’s program on Wednesday, March 18 – see page 9 in this *Journal*.

You may find a list of **APPROVED** providers on the Bureau of Professional & Occupational Affairs website at [http://www.portal.state.pa.us/portal/server.pt/community/con_ed_providers/21920](http://www.portal.state.pa.us/portal/server.pt/community/con_ed_providers/21920)
President’s Message
Andrew J. Mramor, D.D.S.

I never would have guessed that I would be drafting my inaugural President’s Message today when I relocated to Philadelphia just eight years ago. It was with good fortune that I was encouraged at the outset to become engaged in the activities and leadership of the Philadelphia County Dental Society, and subsequently, the Pennsylvania Dental Association.

As a transplant from the Midwest where I grew up and studied, my involvement began as a logical opportunity to meet new colleagues, develop professional relationships in the community and learn the lay of the land. I previously served as a local and national leader in the American Student Dental Association before completing dental school in 2000. Therefore, the act of joining the tripartite membership system of organized dentistry was long ago instilled as a sense of duty as a member of the profession.

Early on, I took advantage of the many tangible benefits: graduated membership dues, reduced premiums on various insurance products, loan repayment tools, CE opportunities, JADA, news and updates on legislative and regulatory issues, and more.

However, my understanding of the intangible benefits that organized dentistry is working for on our behalf only became more evident as my involvement in the leadership grew. Through my two terms on the PCDS Board of Governors and then as President-Elect, I have gained much insight into the changes that are affecting the profession on a continuing basis. By way of observation and my direct participation in the process, it is the advocacy for the profession on all levels of organized dentistry that justifies my membership dues. Oftentimes, these efforts happen behind the scenes without notice to members until a challenge to our long-established way of practice or doing business occurs.

The political milieu of this City presents unique challenges to our profession that our counterparts do not have to contend with elsewhere in the Commonwealth and beyond. A prime example is the dental materials brochure requirement promulgated by City Council several years ago.

Historically, the profession overall has tended to be more reactive than proactive with respect to legislative and regulatory issues. A bill or regulation frequently sneaks up on us, and then we are forced on the defensive. From the local level to the national level, we have learned many lessons from more recent endeavors to uphold the sovereignty of our profession. We have all worked too hard in our careers to allow others to dictate how best to practice dentistry. Organized dentistry recognizes this and has redesigned its strategies to become more nimble and responsive to challenges. Our vigilance continues to expand. Know that we are looking out for the membership and your best professional interests.

Last October, Dr. Kevin Klatte, our Immediate Past President, and I met with Philadelphia’s new Health Commissioner and Deputy Mayor for Health and Opportunity, James Buehler, M.D. and Susan Kretsge, respectively. We convened to establish a dialogue and to offer our service as a source for evidence-based practices and the most current understanding of dental issues supported by peer-reviewed research. Your Officers and Board of Governors believe that it is imperative to establish a good working relationship with community leaders and officials so that we can partner with them to educate politicians when presented with future bills that may affect our livelihood and provision of care to our patients. This is especially important inasmuch as an anti-fluoridation movement is resurfacing and concerned inquiries over bisphenol A are growing. On the business side of the practice, we never cease to monitor and address rules, regulations and zoning issues that continue to arise, affecting specific districts or the City overall.

My desire to serve as your President was engendered by the mentorship of our Dental Society Officers and observation of their commitment to the profession and especially to you, our members.

There is a long and storied history for the Dental Society that began on July 20, 1886, when Dr. Alonzo Boice called for a meeting of Philadelphia dentists to be held at the office of Dr. Charles E. Pike in Center City. We still uphold the purpose established then: to protect and advance the profession for our members. The charter for the Dental Society was approved by the city on October 11, 1886. The conclusion of my two-year term will mark 130 years of relevance that shall continue beyond my watch.

While our core principles have remained the same and kept the Dental Society rooted, many changes have occurred over the years and will continue indefinitely. We are committed to evolve to address the current needs of our members. To quote Tony Robbins, “Change is inevitable. Progress is optional.”

The reins have been passed on to me but they remain firmly bound to the great traditions of the Philadelphia County Dental Society. I promise to guide us through the known and unknown, and welcome you to participate in determining our course. On behalf of the entire leadership team, I encourage you to contact us with any commentaries, recommendations or suggestions you may have for your Dental Society. We are the leaders, but without you, we are irrelevant.
The next time you think you can’t take time off from work, remember that most people, including dentists, in their last days on this side of the grass do not say, “I wish I had spent more time working.” I imagine this is the case even if one truly loves his or her occupation.

I usually do not take a vacation of more than one week. In my formative years, which lasted longer than anticipated, it would take until Wednesday for me to wind down from the office, upon which time I would immediately start winding up for my return. Needless to say, the relaxation achieved could be considered fleeting, at best. However, at this point in my journey, a bike ride, a hike, even a mall walk, all have the benefits of a vacation including relaxation, endorphin flow, peace of mind and mindfulness. I no longer have to wait for that special trip to experience a “vacation.”

This was as it was on August 24th as I rode my bike in New Jersey, north on Rt. 29 toward Frenchtown. I was with several friends, one of whom is a firefighter and EMT. As I have told people, it’s important to have water, a pump, tools and an EMT. As it happens, I drank the water, used the tools to fix another rider’s flat tire, and needed the skill, care and judgment of the EMT when I crashed and fractured my collar bone and three ribs, in addition to sustaining a mild concussion. This was followed by an ambulance ride to Flemington, a NJ State Trooper medevac chopper flight to St. Luke’s in Bethlehem and surgery to insert a plate and seven screws to put my collar bone together. Obviously, several weeks of recovery provided me with more than a week’s worth of time off to ponder the meaning of life.

A reasonable degree of fitness is important for life, but also for recovering from the inevitable injury, defeat and obstacle in life. Just after my fall, a non-practicing physician stopped to check out the crash scene and crowd that surrounded me. After a quick assessment, including a few questions to determine if I was aware of the situation, he told my friends, “He’ll be ok, he’s an athlete.” As I have told many who inquired about my healing progress, “I’m in pretty good shape for the shape I’m in, and things would probably be much worse if I were not in the shape I was in prior to the shape I am in.”

Not surprisingly, I have often been asked if I plan to stop cycling as a result of the crash and resultant unfortunate sequela. While initially I did not want to think about riding, that gradually changed. Caring gifts that included training wheels and Icy Hot also brought me back to thinking of the joys of riding. It is true that cyclists have biking related injuries, but others often have the same injuries for less enjoyable reasons that also make for less interesting stories. ER’s are full of injured and sick patients who don’t ride a bike, many of whom have been there much more often than I have. I recently read that you don’t stop doing things because you get old, you get old because you stop doing things. An example of this is a former 103 year-old patient who said the only reason he stopped bowling was because they closed the bowling alley.

No matter what we do, no one is getting out of this life without problems, injuries or the final life experience. While observing and studying how people deal with life and adversity, I have seen those who deal with overwhelming challenges with impressive psychological and physical results and those who don’t. Fortunately, my observations and study paid off, and I was able to deal very well with the trauma, fractures, concussion and recovery. Of course, this might have been the ultimate act of self-preservation so that I would not have to incur the wrath and wit of the talented Rita, my assistant.

At times I have been advised that my columns are in need of a conclusion. Well, this is my conclusion – I am now going out for a bike ride on the new Chester Valley Trail.

The Officers, Board of Governors and Executive Office Staff extend best wishes to all members, their families and staff for a Happy, Healthy, Peaceful New Year.
The Philadelphia County Dental Society presents

The 2015 Liberty Continuing Education Series
at the Philadelphia Hilton City Avenue Hotel
4200 City Avenue, Philadelphia, PA

FOUR full-day programs are scheduled at the
SPECIAL MEMBER TUITION OF $480.00
(individual full-day courses, $175.00/PCDS Member Dentist)

Programs begin at 8:30 a.m. and conclude by 3:30 p.m. (unless otherwise stated). Continuing education credits awarded; hours will be deducted for those who arrive late and/or leave prior to conclusion.

In recognition of the need for quality continuing education, and in an effort to make such programs attractive and accessible to members, the Philadelphia County Dental Society proudly presents this package as a MEMBERSHIP BENEFIT. Every effort is made to bring you outstanding programs at minimal cost to you.

Information and materials presented by clinicians are intended for your personal evaluation and are not necessarily endorsed by the Philadelphia County Dental Society. The Society does not express or imply that individual courses will be accepted for various state mandatory continuing education requirements. The individual license holder must consult the regulations pertaining to your state/s.

NO REFUNDS on courses purchased as part of the CE package.
Each full-day program includes lunch and FREE parking validation. At the end of each calendar year, we provide you with an annual transcript of all courses you attended through PCDS.

NOT a PCDS Member?? ADA members may become Associate Members of the Society. Dues are $157 for the calendar year (no pro-rating). Contact the PCDS Executive Office (215-925-6050) for an application (or become a member through the web site: www.philcodent.org), and then register for courses at the LOW member rate.

NOT an ADA Member?? Contact us about the Liberty Enrollment Program that will enable you to register for courses at the LOW member rate.

The Philadelphia County Dental Society has been granted approval as an ADA CERP recognized provider as a component member of the Pennsylvania Dental Association. ADA CERP is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry. Concerns or complaints about a CE provider may be directed to the provider or to ADA CERP at www.ada.org.cerp.

The Philadelphia County Dental Society has been designated as an Approved PACE Program Provider by the Academy of General Dentistry. The formal continuing dental education programs of this program provider are accepted by AGD for Fellowship/Mastership and membership maintenance credit. Approval does not imply acceptance by a state or provincial board of dentistry or AGD endorsement. The current term of approval extends from 1/1/2012 to 12/31/2015. Provider ID: 212415.

For continuing education credit, as designated by the Philadelphia County Dental Society, see Course Descriptions.
CE 81 – Wednesday – March 18, 2015

9:00 to 11:00 a.m. – Pennsylvania Association Program: Child Abuse Recognition & Reporting for Dental Professionals. This program is custom designed for members of the dental profession and will provide training on: your legal responsibilities as a mandated reporter under the Child Protective Services Law; recognizing child abuse indicators, including clinical and oral pathologies of abuse; the reporting process: when, where and how to report suspected abuse; legal protections for reporters and penalties for failure to report. All licensed dental professionals (DMD, DDS, RDH, EFDA) need 2 hours of Department of Public Welfare (DPW) and State Board approved training in child abuse recognition and reporting by March 31, 2015. This program is approved by DPW and the PA State Board of Dentistry and will fulfill the mandatory CE requirement of PA Act 31 for licensed dental professionals.

NOTE: YOU MUST BE PRESENT FOR THE ENTIRE PROGRAM IN ORDER TO RECEIVE CREDIT/CERTIFICATE. ALLOW SUFFICIENT TIME FOR TRAFFIC, PARKING AND PROGRAM SIGN-IN. MORE INFORMATION WILL BE MAILED WITH COURSE TICKET. NO ON-SITE REGISTRATION FOR THIS PROGRAM. SEATING CAPACITY LIMITED. APPLICATION DEADLINE FOR THIS PROGRAM IS MARCH 9 OR WHEN ALL TICKETS HAVE BEEN SOLD – WHICHEVER OCCURS FIRST. WRITTEN REQUESTS FOR REFUNDS MUST BE RECEIVED NO LATER THAN MARCH 9 – NO REFUNDS FOR ANY REASON AFTER MARCH 9.

CE credit for this program to be issued by PDA.
Attendance certificate will be distributed after the program.

1:00 to 3:30 p.m. – Mr. Jim Spaulding, Medical Emergencies, Bloodborne Pathogens, AEDs will review how to assess and manage the most common medical emergencies that occur in the dental office, including: syncope, hyperventilation, asthma, seizures, chest pain, cardiac arrest, stroke, diabetic conditions, respiratory incidents and allergic reaction. Discussions will include how to handle medical emergencies working as a team, essential emergency medicine, medications and equipment to have on hand. Bloodborne Pathogens will include information that will help the dental team understand what bloodborne pathogens are and how you can reduce your risk as well as reduce the risk of others to an exposure. State Dental Boards are becoming more active in requiring dental offices to have Automated External Defibrillators. Currently, 14 states have such requirements. Learn about AEDs for your office. (2.5 CE credits)

3:45 to 5:45 p.m. – CPR Recertification – additional fee required – see “CP 88” on Reservation Form. Recertification card will be awarded at the completion of the program. NO ADMITTANCE – AND NO REFUND – FOR THOSE WHO ARRIVE AFTER THE PROGRAM BEGINS. YOU MUST BE PRESENT FROM 3:45 UNTIL THE CONCLUSION OF THE PROGRAM IN ORDER TO RECEIVE YOUR RECERTIFICATION. WRITTEN REQUESTS FOR REFUNDS MUST BE RECEIVED NO LATER THAN MARCH 9 – NO REFUNDS FOR ANY REASON AFTER MARCH 9.

More courses ➔ ➔ ➔
CE 82 – Wednesday – May 13, 2015
8:30 a.m. to 3:30 p.m. – Dr. Dale Rosenbach – Treatment Planning the Single-Tooth Restoration. Implant dentistry has become something the average general dentist comes across on a daily basis, and the most common form of these restorations is the single-tooth implant. Whether the general dentist places implants or refers the surgical aspects out, a thorough knowledge of pre-surgical treatment planning will aid the restorative dentist in approaching the single-tooth edentulous space with greater confidence. Participants who complete this course should be able to: 1) Determine the suitability of a site for a single-tooth implant; 2) Determine the suitability of condemned teeth for atraumatic extraction; 3) Appreciate the rationales for timing of surgical implant placement; 4) Recognize both the clinical and radiographic factors that play a role in treatment planning for implants; 5) Understand to what degree a restoratively-driven surgical treatment plan can alter the restorative outcome of therapy; 6) Recognize when a tooth slated for extraction is a good candidate for an immediate implant based according to both functional and esthetic parameters; 7) Understand post-extraction alveolar ridge resorption and how socket preservation and immediate implant placement affect this phenomenon; 8) Recognize when a more conservative vs. a more invasive surgical approach is appropriate; 9) Appreciate how the implementation of socket wall and furcal bone classifications impact on treatment planning for immediate implants. (7 CE credits)

presented in cooperation with Neodent USA, Aim Dental Laboratory, Empire Dental Supplies, Lending Club Patient Solutions/Springstone

CE 83 – Friday – October 9, 2015
8:30 a.m. to 3:30 p.m. – Dr. Douglas E. Lambert – (morning session) Smile Design: Something Old, Something New, Something Borrowed and Something RED? What do we really need to consider prior to starting an aesthetic case? Is the Golden Proportion really “golden”? The elements of smile design are critical to starting the path toward a successful outcome for both the patient and the dental team, whether it is one tooth or an entire mouth. Yet, the concept can many times seem daunting and confusing. Learn about the role which macro-aesthetics and microaesthetics, simple dental anatomy, color and shade selection, phonetics, material choices, and perio-esthetics play in planning an aesthetic change. Learning Objectives: 1) Patient motivation to enhance a smile; 2) Key components of smile design; 3) Color and shade selection process – human or machine? 4) Importance of photography; 5) The RED Proportion – A New Standard for Designing Your Esthetic Case; 6) Communication: patient, lab, and yourself; 7) “No Prep” vs. “Minimal Prep” veneers. (afternoon session) “Recipe for Success” with Direct Composites. Direct composite resins offer the patient the most simple and cost-effective way to achieve an aesthetic change in the mouth. Composites have reached widespread use within the dental community, but not without a learning curve along the way. This program will offer a “Recipe for Success” based on clinical fundamentals, coupled with the integration of current technologies and materials, to yield simple, reproducible, and efficient techniques for composite restorations. The participants will gain practical knowledge and able to transfer the techniques learned to their daily practices. Learning objectives: 1) Use of unique matrices for composites; 2) How to utilize caries detection technology; 3) Achieving predictable tight interproximal contacts in posterior resins; 4) Discovering the “Best Kept Secret” in composite dentistry; 5) Maximizing the use of flowable resins-including new low stress flowables; 6) Layering vs bulk fill – does it matter? 7) Managing shrinkage and sensitivity in composites; 8) Total-etch vs Self-etch; 9) Streamlining your finishing and polishing protocol. (7 CE credits)

presented in cooperation with The Catapult Elite Group

More ➔➔➔
CE 84 – Friday – November 13, 2015
8:30 to 3:30 p.m. Dr. Jack D. Griffin, Jr. – Let’s Stick It Together … Simplifying All Restorations with the Most Successful Aesthetic Materials EVER. So many materials, so little time. With a myriad of newer restorative materials and seemingly endless choices in luting materials and bonding systems … could this stuff be any more confusing? There are excellent materials today that can help us minimize sensitivity, decrease debonding, stop micro-leakage, and reduce problems we may have with our restorations. They key is having an arsenal that is versatile and almost universal in application and understanding how and when to use them. When do we etch, bond, cement, rinse, blow, cure? Is there a porcelain material that is indicated in almost EVERY situation? How many layers do we need in a posterior composite and how do we get tight contacts and great contours every time? Ever had a patient say “Doc, that tooth was never a problem until you fixed it”? Let’s stop the madness. The goal of this course is to simplify materials and techniques to provide great success with an increased efficiency with both indirect and direct esthetic restorations. We will learn indications for newer indirect materials such as Lithium Disilicate and Zirconia with preparation and placement methods for each. We will learn how to prep fast for success, do great build-ups, and simplify esthetic post placement with new universal bonding materials. Time will be spent learning BIOACTIVE materials that actually stimulate tooth formation. We will eliminate problems you have with posterior composites such as weak contacts, sensitivity, and slow placement with predictable matrix systems, bulk fill materials, and great bonding techniques. We will learn how to do it right the first time and to make the practice more enjoyable and efficient. Topics will include: 1) New indirect materials…. The strongest, most durable materials ever; 2) Lithium disilicate and zirconia … when and how to use to revolutionize your practice success; 3) Let’s Grow Tooth … Regenerative/BIOACTIVE materials…instead of just filling holes, provide an environment where dentin can prosper; 4) Universal bonding agents…the new “GOTTA HAVE” materials and how to use them; 5) Cementation Sanity … luting classes - what type of cement and when’ 6) Bulk fill materials for posterior restorations … more predictable, more efficient; 7) The foundation for success…great post and cores, preps, dentin replacement; 8) Predictable bonding, shaping, and contact formation for efficient posterior composites; 9) New impression systems … is it time to go digital? Best materials for impressions; 10) Drills, burs, lights and other goodies you thought were boring. (7 CE credits)

presented in cooperation with The Catapult Elite Group

Visit the web site at www.philcodent.org for updates on the list of principal sponsors and participating partners

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PCDS MEMBER NAME

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ADDRESS

____________________________________________________________________________________

CITY/STATE/ZIP ___________________________ E-MAIL _____________________________

ATTENDEE’S NAME _____________________________________________________________________

NOTE: The following information MUST BE SUBMITTED for those registering for the PDA Child Abuse Recognition and Reporting Program:

☐ DMD   ☐ DDS   ☐ RDH   ☐ EFDA   ☐ Other __________________________________________

Date of Birth (mm/dd/yyyy) ___________________________ Complete PA License/Certificate Number __________________

Last 4 Digits of SSN (required by the Department of State) __________________________

CHILD ABUSE PROGRAM ONLY – CA 00

___ PDA/PCDS Member Dentist – CA 00 $ 50.00

___ Nonmember Dentist – CA 00 $200.00

___ Hygienist, EFDA, Office Personnel employed by PDA/PCDS Member Dentist – CA 00 $ 50.00

___ Hygienist, EFDA, Office Personnel employed by Nonmember Dentist – CA 00 $100.00

PCDS FULL DAY PROGRAMS – indicate the CODE NUMBER for each course you choose [i.e., CE 81]

___ PCDS Member for all 4 FULL DAY programs: # ______ ______ ______ ______ $480.00

___ PCDS Member for one FULL DAY program: # ______ ______ ______ ______ $175.00

___ ADA Member Dentist, for EACH FULL DAY program: # ______ ______ ______ ______ $250.00

(Include a copy of your current ADA membership card)

___ Non-Member Dentist, for EACH FULL DAY program: # ______ ______ ______ ______ $300.00

___ Staff employed by PCDS Member for EACH FULL DAY program: # ______ ______ ______ ______ $ 95.00

___ Staff employed by Non-Member, for EACH FULL DAY program: # ______ ______ ______ ______ $125.00

CPR RECERTIFICATION

___ CPR on March 18 – CP 88 $55.00

PAYMENT ENCLOSED IN THE AMOUNT OF ........................................ $________

Method of Payment: ☐ Check ☐ Visa ☐ MasterCard ☐ American Express

Credit Card # ___________________ Exp. Date ______/______

Signature (required for charge cards): ______________________________________________________

Billing Address for Card (required):

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____________________________________________________________________________________

Mail to PHILADELPHIA COUNTY DENTAL SOCIETY
One Independence Place – 241 South 6th Street – Unit #C3101 - Philadelphia, PA 19106-3797
TELEPHONE: 215-925-6050 FAX: 215-925-6998 (call to confirm our receipt of FAX)

Confirmation, Tickets & Instructions will be mailed to you approximately 10 days prior to each course.

CE transcripts will be mailed to you each year in December. Each attendee is responsible for forwarding copies to the appropriate licensing or accrediting agencies (State Board, AGD, Specialty Boards, etc.).
Membership Report
We welcome the following to membership in the Philadelphia County Dental Society.

NOVEMBER 18, 2014

ACTIVE MEMBER
Dr. Frank C. Setzer
University of Pennsylvania School of Dental Medicine, 2008
University of Pennsylvania, 2010 (Endodontics)

RECENT GRADUATE
Dr. Nisha Dheer
NY University College of Dentistry, 2010
Dr. Gae Won Kwon
University of the Pacific College of Dentistry, 2014
Dr. Kaushal J. Shah
University of Maryland, Baltimore College of Dentistry, 2011
VA Medical Center, Maryland, 2012 (GPR)

GRADUATE STUDENT
Dr. Danielle Holland
Temple University Kornberg School of Dentistry 2013
Temple Hospital Episcopal Campus, 2018 (OMS)
Dr. Yuch J. Hsiao
University of Pennsylvania School of Dental Medicine, 2008
Sacred Heart Hospital, 2009 (GPR); Temple University, 2014 (Periodontics)

SEPTEMBER 23, 2014

ACTIVE MEMBER
Dr. Deborah E. Backiel
University of Pennsylvania School of Dental Medicine, 1999
(Reinstate)
Dr. Vanessa A. Morenzi
University of Pennsylvania School of Dental Medicine, 1983
University of Pennsylvania (Orthodontics), 1989
Dr. Kazuko Nishisaki
New York University College of Dentistry, 2008
Dr. Mana K. Nejadi
University of Pennsylvania School of Dental Medicine, 2004

RECENT GRADUATE
Dr. Usman Alam
Temple University Kornberg School of Dentistry, 2014
Dr. Alexander Botwick
University of Connecticut School of Dental Medicine, 2012
Morristown Medical Center (GPR), 2013
(transfer from New Jersey Dental Association)
Dr. Alexander B. Cauterucci
Temple University Kornberg School of Dentistry, 2014
Dr. Weixiong Chen
Columbia University School of Dental Medicine, 2012
Dr. Sergey Dedov
University of Michigan School of Dentistry, 2013
Dr Yonghua Guo
University of Pennsylvania School of Dental Medicine, 2014
Dr. Preeti Kansal
Virginia Commonwealth University School of Dentistry, 2010
Temple University Kornberg School of Dentistry (AEGD), 2011
Dr. William K. Lay
University of Michigan School of Dentistry, 2013
Dr. Bhadresh Makani
New York University College of Dentistry, 2014
Dr. Han Ick Park
Howard University College of Dentistry, 2013
Dr. Joshua A. Parry
Temple University Kornberg School of Dentistry, 2014
Dr. Devesh Patel
Temple University Kornberg School of Dentistry, 2014
Dr. Raj Patel
Temple University Kornberg School of Dentistry, 2010
Temple University Kornberg School of Dentistry (Pediatrics), 2012
Dr. Jessica Scordamaglia
Temple University Kornberg School of Dentistry, 2014
Dr. Sarah Shim
Temple University Kornberg School of Dentistry, 2014
Dr. Charmie Soni
Temple University Kornberg School of Dentistry, 2012

GRADUATE STUDENT
Dr. Richard J. Clark, IV
University of Pennsylvania School of Dental Medicine, 2013
St. Christopher’s Hospital for Children (Pediatrics), 2015
Dr. Karen Kandel Conn
University of Pennsylvania School of Dental Medicine, 2012
Temple University Kornberg School of Dentistry (Orthodontics), 2014
Dr. Neil A. Robertson
University of Pittsburgh School of Dental Medicine, 2011
Drexel University College of Medicine (Oral Surgery), 2018

NECROLOGY
Dr. Perry C. Fennell      November 2014
Dr. James J. O’Larnic    November 2014
Election Results

Elections were held at the Philadelphia County Dental Society’s Annual Business Meeting on November 18, 2014. Terms of office began January 1, 2015. Installation ceremonies will be held on January 28, 2015.

President-Elect: Renee Fennell Dempsey, D.M.D.
Secretary: Judith A. McFadden, D.M.D.
Treasurer: Rochelle G. Lindemeyer, D.M.D.
Historian: Stanley B. Toplan, D.D.S.
Editor: Saul N. Miller, D.D.S.
Board of Governors:
Peter J. Carroll, D.D.S.
Jay M. Goldberg, D.D.S.
Jonathan Siegel, D.M.D.

Proposed revisions to the Constitution and Bylaws, as published to the membership in October 2014, were APPROVED by the required 2/3 majority of those voting at the Annual Business Meeting.

CE Transcripts Mailed
Teresa F. Ravert, Executive Director

CE transcripts for all courses provided by the Philadelphia County Dental Society in the calendar year 2014 were mailed in December 2014. Be certain to keep these documents in a safe place. For those who hold Pennsylvania licenses, your next renewal date is March 31, 2015. Dentists are required to have 30 hours of continuing education; hygienists, 20 hours, and expanded function dental assistants, 10 hours.

You will need to be able to verify that you have met the requirements between April 1, 2013 and March 31, 2015 plus current CPR certification. (CPR recertification is available on Wednesday afternoon, March 18 at 3:45 p.m. See page 9 to register.)

The State Board of Dentistry (SBOD) may not ask you to list specific courses on your 2015 renewal application, but, typically, it performs a random follow-up to as many as forty percent of the dentists statewide, asking them to provide verification of their CE credits.

Remember, too, that the required credit hours must be for courses in subjects which contribute directly to the maintenance of clinical competence of a dentist, dental hygienist or expanded function dental assistant. Pennsylvania does not accept credit for courses in billing, office management, practice building, insurance reimbursement or communication skills.

By now you know that the SBOD has mandated that all licensed/certificated dental team members must complete two (2) hours of continuing education in Child Abuse Recognition and Reporting prior to the March 31 deadline for license renewal (the program must be approved by both the SBOD and the Department of Public Welfare. (PCDS will present a properly approved program on Wednesday, March 18, from 9 to 11 a.m. See pages 6 and 9 for information and registration.)

For your information, keep in mind that, in July of 2008, the Pennsylvania Department of Environmental Protection (DEP) notified licensed dentists that they and their staff members who are involved with X-ray procedures must include radiology safety, biological effects of radiation, quality assurance and quality control as part of their continuing education curriculum. The Pennsylvania Department of Environmental Protection recommends that individuals obtain two contact hours, or four hours of continuing education every four years. “Contact hours” are defined by DEP as those obtained in a traditional classroom setting. Each office will need to maintain a record of their Radiation Safety CE. When DEP inspectors come to your office to inspect your X-ray machines, they may ask to see these records. Any person who chooses not to be compliant with the radiology continuing education requirements may be subject to civil and criminal penalties listed within the Act.
2014 Continuing Education Programs

Dr. Nicholas R. Conte, Jr. spoke to members at the September 17 program on “Clinical & Material Factors in Achieving the Ideal Impression.”

Dentsply was the Principal Sponsor for the program. Here, Dentsply representative Robert Staerk shows impression materials to attendees.

Some of the September 17 attendees.

Kerr Orascoptic was represented by Lynn Pencek (far right), as one of the Participating Partners at the September program. Others were Aftco, represented by Dr. Richard Steel and Sergio Steel; PDAIS, represented by Shotzi Baker; PNC Bank, represented by Greg Schultz and George Williams; The Dentists Insurance Agency, represented by Bob Opperman; and PCDS’ endorsed insurance vendor, Willis of Delaware, represented by Kurt Taylor. Participating Partners help to defray administrative costs of the CE programs, thus allowing the Society to keep tuition fees as low as possible.
Dr. Sam Halabo spoke to members at the November 7th program – the final program for 2014 – on “Achieving Superb Results: Cementation, Bonding & Bulk Fill Composites.”

Principal Sponsors defray speakers’ costs, including honorarium. Principal Sponsors for November 7 were: (above, right) Southern Dental Industries, represented by Bob Coleman; (left) Kerr, represented by Jeff Spiker (right); (below, left) Triodent / Ultradent, represented by Arisa Pettola (left); and (below, right) Shofu, represented by Ricardo Youngblood (right).

Photographs courtesy of Dr. Stanley B. Toplan
New Dentists Learn Financial Facts of Life

On October 18, 2014, twenty-two dental students and new dentists (classified by the ADA as those who have completed their formal dental education within the last ten years) gathered in Philadelphia to hear information about strategies for dental school debt management and personal financial planning. Initiated by the Philadelphia County Dental Society, the four-hour session with lunch, was not a sales pitch, but a frank discussion of the difficulties many new dentists face in paying off huge educational debts, opening practices, buying homes and starting families.

The New Dentists Workshop featured presentations by Dr. Judith A. McFadden, PCDS secretary, and Mr. Lewis C. Frost, portfolio executive and vice president of Adviser Investments of Newton, MA. The program was sponsored by a grant from the American Dental Association.

PCDS President Kevin J. Klatte opened the session and told attendees that, “You will hear a lot today about investments, but right now I want to talk to you for a few minutes about perhaps the best and most important investment you can make as a dental professional – and that is membership in our tripartite associations: your local, state and national dental associations. In fact, our ‘theme’ today is Re-MEMBER MEMBERSHIP – Your Best Investment. This investment does require the payment of dues, and while you won’t see a quarterly or annual financial statement showing the gain on your investment in dollars, you will realize – perhaps on a daily basis – its tremendous value. Our dental associations are yielding positive results for dentistry. . . . Perhaps the most important return they give us today is advocacy. At all levels of our associations, dentistry is involved as a stakeholder and monitor of government legislation and regulation that will affect us as dentists, practitioners and business persons.”

Noting that the average debt among graduating dental students in 2012 was between $221,000 and $263,000, Dr. McFadden offered practical approaches to budgeting, tracking expenses and saving aimed at helping new dentists manage the debt and “to shed some light on the special monetary circumstances of new dentists and dental students. By giving some financial and budget tools to use now and long term, we hope to help them put things into perspective, regardless of the size of their debt, so that they can use money wisely, and by making good decisions, the emotional and worrisome concerns about money will not take over their lives.”

Mr. Frost offered practical ideas for debt management as well as methods and ideas for planning for a stable financial future.

Total educational debt for those who attended ranged from $150,000 to $550,000, with monthly payback rates ranging from $1,200 to $6,000. Attendees overwhelmingly responded that the session provided very or extremely helpful information to them. More than 80% said they would be likely to change their approach to debt management because of what they learned at the program. Ninety-five percent responded that they thought it would be worthwhile to attend a student debt consolidation/restructuring /management course that featured a professional student debt specialist. More than 90% said they would recommend the program to dental school classmates and/or colleagues.

Attendees remained for lunch after the session and were able to speak informally with President Klatte and Mr. Frost.

The Society previously sponsored similar programs in September of 2013 which drew thirty-seven attendees, and in March of 2014 with twenty-nine attendees.
Members in the News

Dr. Thomas W. Gamba was elected to a one-year term as Second Vice President of the American Dental Association during the Association’s 154th Annual Session, held in October 2014 in San Antonio, Texas. Tom is a past president of the Philadelphia County Dental Society and the Pennsylvania Dental Association. He served for five years as PDA’s Speaker of the House of Delegates and was a member of the ADA Council on Ethics, Bylaws and Judicial Affairs and the Council on ADA Annual Sessions. The Second Vice President assists the ADA President as requested and serves as an ex-officio member of the Board of Trustees and the House of Delegates.

Dr. Marjorie Jeffcoat, former dean and current professor of Periodontics at the University of Pennsylvania School of Dental Medicine, has been re-appointed as an ADA spokesperson on periodontics. The appointment is for one year, concluding at the end of the 2015 ADA Annual Meeting. Working through the ADA Division of Communications and Marketing and the Council on Communications, spokespersons are made available to media outlets nationwide to provide ADA’s position on various topics of oral health.

Dr. Joseph B. Breitman was recognized by the American College of Prosthodontists (ACP), with the Private Practice Award for “outstanding and substantial contributions to the specialty.” The presentation by made during the 44th Annual Session of the American College of Prosthodontists in New Orleans on November 7, 2014. In earning this award, he was described as “an esteemed academic and an innovative prosthodontist who excels in providing the best patient care.”

Dr. Breitman graduated from the University of Pennsylvania School of Dental Medicine and Temple University’s Prosthodontic Specialty Program. He also received a post-doctoral master’s degree in dental materials/oral biology from Temple University. He is a Diplomate of the American Board of Prosthodontists, an ACP fellow and an associate clinical professor of Temple University Kornberg School of Dentistry.

Dr. Louis E. Rossman is currently serving a three-year term as president of the American Association of Endodontists Foundation Board of Trustees. The Foundation supports the endodontic specialty through funding education and research. Dr. Rossman is a past president of the American Association of Endodontists, as well as the American Board of Endodontics and is a Diplomate of the American Board of Endodontics. He maintains a full-time endodontic practice in Philadelphia and is a clinical professor of endodontics at the University of Pennsylvania School of Dental Medicine. He is chair emeritus of the I.B. Bender Division of Endodontics at the Albert Einstein Medical Center, and works as a clinical associate professor of surgery and medicine at both Drexel University College of Medicine and Thomas Jefferson University. He also serves as a consultant in endodontics for the Children’s Hospital of Philadelphia.

IMPORTANT NEWS for All Dentists: Medicare Opt In or Opt Out Deadline Approaching

Any dentist who treats Medicare beneficiaries must either enroll in the program or opt out in order to prescribe medication to their qualifying patients with Part D drug plans. Dentists who fit this requirement must take action – either to opt in or opt out – by June 1, 2015.

Opting in means that dentists can be paid for covered services available to Medicare beneficiaries.

Opting out means that dentists cannot receive any Medicare payments for a two-year period and neither the dentist nor his/her Medicare-eligible patient can submit a claim to Medicare for services.

Keep in mind that you cannot opt out for select patients or services – you are either in or out entirely. For instance, opting out means you are opting out for patients with Part B Medicare (traditional Medicare plans) and all Medicare Advantage plans.

If you opt in, keep in mind that the form you will be required to submit may take up to 60 days to be processed, so you should be sure to submit the required information well in advance of the June 1 deadline.

Either way (in or out) you will be required to file forms and/or affidavits.

Dentists are encouraged to utilize ADA online resources to educate themselves thoroughly about the opt in/opt out requirement. Visit www.ADA.org and type in “Opting Out of the Medicare Program” to see a list of documents that will help you to understand this federal regulation. You will be able to access numerous documents as well as “Medicare Enrollment FAQs.”

Website Educates Public on Sugar’s Effects on Health

SugarScience.org is a new website “to educate the public on precisely how too much sugar can make people sick.” The site’s creators “say they have reviewed 8,000 independent clinical research articles on sugar and its role in metabolic conditions that are some of the leading killers of Americans, like heart disease, Type 2 diabetes and liver disease.” Share this with your patients.

(continued on page 17)
Wednesday, January 14, 2015

Brian Nový, DDS, – Loma Linda, CA – “Offensive Dentistry” Let’s face it, sitting through a lecture about dental caries doesn’t sound appealing (in fact it sounds downright boring). However, the science of dental cariology is beginning to have an impact on Restorative techniques and technology. Handpieces and burs will become compromised tooth structure, but comprehensive patient care involves addressing the chronic disease that leads to cavitation. Combining the medical management of disease along with bioactive restorative materials can take the practice of dentistry to new heights – and give Streptococcus mutans more to fear than stronger fluoride. At the end of this course, participants should be able to: Describe the systemic theory of dental caries; Provide basic salivary analysis to identify “hidden” risk factors; Control patient care risk with focused therapies; Design restorations to minimize recurrent decay; and Identify restorative materials that create ionic bonds. Dr. Nový is the Director of Practice Improvement at the DentaQuest Institute, and an Assistant Professor of Restorative Dentistry at Loma Linda University. He served on the ADA Council of Scientific Affairs 2014 and acts as the chairman of the CAMBRA coalition. This course is designed for the entire clinical team. This course is co-sponsored by a major educational grant from GC America.

Friday, April 10, 2015

David Hornbrook, DDS – San Diego, CA – “Functional Aesthetic Dentistry” For the past decade, the search for invisible, beautiful dentistry has been the goal of both the clinician and the manufacturer. Coupled with the public’s quest for ideal aesthetics and a youthful, white smile, as the journey continues, it has also become more difficult. More difficult because our patients are more demanding for perfection today than ever before and more confusing because of the vast array of new materials and options available to provide this care. Join Dr. David Hornbrook as he explores our options for aesthetic, metal-free dentistry for our patients in applications including smile design, posterior restorative, bridge applications, and full mouth rehabilitation. Discussion will include: updates of dental adhesives; ideal cementation of the new materials using the new restorative cements; and addressing the role function plays in our decision-making. Objectives and subjects covered include: Understanding the advantages of the new ceramics ideal for smile designs; The use of lasers to enhance the aesthetic result; Reviewing and evaluating the diagnostic wax-up. Learning how to predictably choose the correct cements for different materials that enhance aesthetics and long term success; and Understanding how we can truly be metal-free, even in posterior bridges. This is a great course for the entire clinical team. Dr. Hornbrook serves on the faculty of many postgraduate university programs in aesthetic or cosmetic dentistry, including those at Baylor University, Tufts University, SUNY at the University at Buffalo, and UCLA. This course is supported by educational grants from Bisco, Dodd Dental Lab, Denstply, Hayes Handpiece Repair and Shofu.

Friday, May 8, 2015

Uche Odiatu, DMD, – Toronto, Canada – “The Wellness Advantage: the Value Added Practice!” Want to add incredible value to your patient experience? There’s an avalanche of evidence demonstrating the link between your patients’ mouth with their lifestyle habits: lack of sleep, shift work, poorly managed stress, overeating & sedentary living. Patients appreciate the dental professional who sees the bigger picture & understands the relationship between the body, mind & mouth. You will gain new appreciation into the miraculous nature of the human body and to the way every part is connected. • Recognize the destructive inflammatory cascade in your patients. • Discover how visceral fat behaves like an active organ causing havoc throughout the body & mouth. • Identify key foods & lifestyle habits that contribute to inflammation • Discover new lifestyle questions to add to your new patient exam. We’ll go into advanced strategies to create change in your patients’ daily health practices & maybe yours? Across the board, your patients’ lifestyle cannot be ignored as you work at getting them to optimal health. From sedentary living (Is Sitting the New Smoking?) to mismanaged stress, you will discover a new way of looking at how chronic inflammation and disease is supported by your well-intentioned patients. Understand why certain patients do not respond well to your hygiene programs. Spot how stress & disrupted sleep show up in your patients’ mouth. Implement a new dimension to your overall treatment planning, Develop team building strategies to get your entire office on board focusing on whole body health. Create a circle of influence & develop relationships with allied health professionals & get loads of referrals. Dr. Odiatu is an internationally recognized wellness & performance expert. This practicing dentist from Toronto is also an NSCA certified personal trainer, a holistic lifestyle coach, and a professional member of the American College of Sports Medicine. Invite the whole dental team for this day of health. This course is supported by educational grants from Bisco, Dodd Dental Lab, Denstply, PNC and PDAIS.

Wed.-Fri., March 4-6, 2015 

BONUS #2: Members choose one course from the Valley Forge Dental Conference at the Valley Forge Radisson Hotel

FEES

Delco and Chesco Society Members - Entire Series plus both bonus Courses - $695, Individual Courses - $195, 3 Courses - $530, 4 Courses - $615
Other ADA Members - Entire Series plus both bonus Courses - $745 Individual Courses - $210, 3 Courses - $570, 4 Courses - $665
Non-ADA Members - Entire Series plus both bonus Courses - $815 Individual Courses - $225, 3 Courses - $605, 4 Courses - $715
Staff members accompanied by a doctor will be $95 per course per person with reservation at least one week in advance, $110 per course per person at door.

Cancellations and Refund Policy - No refunds will be made without notice of at least one week prior to course date. (A $25 administrative fee will be deducted.)

For information please contact: DKU • c/o Barry Cohen, DMD • 4750 Township Line Rd • Drexel Hill, PA 19026 • 610-449-7002 • DKUDental@aol.com

SAVE THE DATE

PDA Day on the Hill – June 2, 2015

Join your colleagues to make dentistry’s voice heard in Harrisburg. The collective voice of PDA members LIKE YOU during the annual trip to the state Capitol truly does help the Association achieve its advocacy goals.

For more information, visit podental.org – Under ADVOCACY, select Day on the Hill
Newsbriefs (cont’d.)

Cigna Drops Plan for Dentist “Price Comparisons” in New York

Recently, the New York State Dental Association (NYSDA) announced “a major victory for dentistry” in that Cigna “is completely withdrawing its dentist star rating program” in New York. Upon learning of Cigna’s proposed rating system, “NYSDA immediately took action on two fronts” by introducing legislation “to make these price comparisons illegal” and by bringing Cigna’s plan “to the attention of the New York State Attorney General.” The Attorney General then discussed NYSDA’s position with Cigna, which decided to drop the plan.

You may recall that Cigna was poised to launch in 2015 what it called a cost-effectiveness designation program that rates in-network dentists based on cost and utilization patterns. These ratings would appear as “stars” within Cigna’s provider directory. According to Cigna, dentists who receive a three-star rating have a fee schedule that results in greater potential cost savings within their geographical area. Cigna participants received a letter to this effect dated September 10, 2014.

The ADA believes the methodology Cigna used is scientifically flawed and is based on not validated unreliable metrics. “We’ve seen carriers try to urge patients to seek treatment from dentists in their network because of discounted fee schedules, which ultimately save the carriers money. But Cigna has taken it a step further by trying to actively steer patients toward in-network dentists with the greatest discounts,” said Dr. Andrew Vorrasi, 2013-14 chair of the ADA Council on Dental Benefit Programs (CDBP). “The ADA doesn’t have a formal relationship with Cigna but since May, CDBP has been communicating with them about this. We’ll continue to talk with Cigna leaders about giving patients a clearer and more accurate picture of their dental health care options and keep ADA members informed on updates related to this ratings system.” The ADA believes the rating system is potentially misleading because patients may see the rating system as being about quality, Dr. Vorrasi said.

CDC Report on Preventive Care for Children

Most adults can remember the battery of health services they endured as kids: hearing and vision tests, dental exams, regular checkups and vaccinations. Many American kids growing up now won’t have those memories, because millions of infants and children aren’t receiving recommended medical care aimed at detecting and preventing disease, according to a report from the U.S. Centers for Disease Control and Prevention (CDC) published in CDC’s Morbidity and Mortality Weekly Report, September 12, 2014 and posted online at Intellihealth.com

Specifically, the CDC found that:

- Parents of eight out of 10 young children had not been asked by their doctor to fill out a formal screening questionnaire to detect developmental delays.
- More than half of children and teens had not visited a dentist in the past year, and nearly nine out of 10 had not received a dental sealant or fluoride treatment. (PCDS Editor’s emphasis)
- About half of infants who failed their initial hearing screening did not receive the follow-up testing needed to diagnose potential hearing loss.
- Two-thirds of children between 1 and 2 years were not screened for lead poisoning.
- One in five children had not had a vision exam by age 5.
- One-quarter of doctor visits by children younger than 18 didn’t include a blood pressure check.
- Four out of five teenage smokers got no help quitting, either through counseling or a cessation program.
- Nearly half of teenage girls had not received their first recommended dose of human papillomavirus (HPV) vaccine, which prevents cervical cancer.

Providers hope that the new Affordable Care Act (ACA) will turn things around by requiring insurance companies to cover preventive care services for children, often without any cost to parents.

“Now with the ACA, we will be able to provide better care,” said Dr. Jill Maura Rabin, co-chief of ambulatory care and women’s health programs at North Shore-LIJ Health System in New Hyde Park, N.Y. “We’ve seen an uptick in our patient population because of people changing insurance.” However, it’s still incumbent on parents to get their kids to the doctor for these services, Dr. Rabin added.

Dentists can help by discussing some of the CDC concerns with parents of their young patients.

(continued on page 19)
Spring Dine Around: Wednesday, March 18, 2015
Davio’s, Philadelphia, PA
“Dentistry Induced Repetitive Stress Injuries”
Harriet Levin MSPT: Harriet Levin, MSPT, has more than 16 years of experience as a practicing physical therapist in the Philadelphia area. She created the Practitioner Wellness Program that is designed for the prevention and treatment of repetitive stress injuries (RSI) commonly experienced among health care practitioners, especially dentists and oral hygiene professionals. In this program Harriet will review the myofascial pain cycle, recognize the clinical pattern of dentistry induced repetitive stress injuries, differentiate between modifiable and fixed risk factors to injury, and review preventive and corrective treatment measures for the working dentist.

Spring All Day Program: Friday, May 15th, 2015
The Buck Hotel, Feasterville, PA
“Dentistry 360”
In this “Total Office Training”, Timothy Bigza, D.D.S., Theresa Groody, M.Ed, EFDA, CDA, Marriane Drywer, RDH, M.Ed, and practice management consultant Amy Kirsch come together for one day at the Buck Hotel together to present and train you and your staff in the latest techniques and technologies that are driving advancements in dental care and practice development. We invite you, your assistants, hygienists, and your front desk team to experience this one of a kind course. Each group in your team will experience their own lecture from these experts in their field. As the doctor, Tim Bigza, D.D.S. will educate you on the clinical and practice management advancements in dentistry. And at the end... your entire team comes back together to tie everything together. This course format is changing the way study clubs and dental societies engage their dental teams and advance their practice.

Annual Golf Outing: June, 2015
Philmont Country Club

For more information on Eastern Dental Society, please contact Dr. Michael Salin at Info@EasternDental.org or (215) 322-7810, or visit us online at www.Eastern-Dental.org

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MY PROFESSION IS YOUR PROTECTION!
ADA Report on BPA in Composites

The latest report on BPA in composites from the ADA Professional Product Review (July 2014) shows that bis-GMA-based dental restorative materials have the potential to release BPA at a detectable level. Furthermore, bis-DMA and bis-EDMA also demonstrated a high potential to release BPA. All sources of raw bis-GMA had detectable levels of BPA. However, all of the tested dental restorative composites released BPA at levels that are far below the daily exposure limits set by the U.S. Environmental Protection Agency and the European Food Safety Authority. Read the entire report at https://www.ada.org/en/publications/ada-professional-product-review-ppr/archives/2014/july/determination-of-bisphenol-a-released-from-resin-based-dental-composite-restoratives

Dental Health Benefits of Green Tea

A recent article titled, “Are You a Tea Drinker? Your Dentist Will Thank You,” in A Healthier Michigan reports that in addition to potentially improving heart health, boosting the immune system and protecting the body against cancer “thanks to its high levels of antioxidants” green tea “can also benefit your teeth and gums,” citing an American Academy of Periodontology (AAP) report. Drawing on several studies, the article notes that drinking green tea has been shown to reduce gum inflammation, strengthen teeth, fight plaque build-up, disrupt oral cancer cells, and freshen breath.


Is Cash Losing Its Cachet?

We may not be moving toward a cashless society, but for some people paying with plastic is the preferred way to go. A survey from CreditCard.com found that fifty-one percent of adults under age 30 will use a credit or debit card for purchases under $5, while seventy-seven percent of people age 50 or older prefer to pay cash when buying something for $5 or less.

Debit cards are more popular than credit cards among the younger generation by a 3-to-1 margin, and hold a 2-to-1 lead among users of all ages. Americans held balances on credit cards in the amount of half a trillion dollars by the end of the first half of 2014, according to the Federal Reserve Bank of New York.

Mandated Amalgam Separators May Be on the Horizon

The Environmental Protection Agency (EPA) has shared with ADA a Notice of Proposed Rulemaking on a new, national amalgam separator rule. It will be a year or more before the rule is finalized, and it would not go into full effect for three years after that. The ADA supports a national separator mandate in accordance with common sense principles based on ADA best management practices (www.ada.org/en/member-center/oral-health-topics/amalgam-separators).

Of interest – in October 2014, dental offices in the metropolitan and suburban areas of Denver, Colorado, were notified about new amalgam control requirements. Dental offices will be required to implement Best Management Practices (BMPs) for placement, removal and disposal of dental amalgam by February 19, 2015. These dental offices will also be required to install amalgam separators by August 19, 2015.

Berkley, CA – First City to Approve Tax on Sugary Drinks

In November of 2014, the Associated Press reported that voters in Berkeley, California, “became the first in the country to pass a tax on sodas and other sugary drinks,” in the wake of pressure from supporters “who said the measure would fight obesity, diabetes, and related diseases.” The report noted that “high-dollar advertising campaigns by the $76 billion US soft-drink industry” had blocked “the proposal in more than 30 other cities and states in recent years.”

Giving details of the vote, the Wall Street Journal reported that the measure received 75.12 percent of votes. The Journal suggested that the move could spark more cities to weigh such a tax, possibly helping push down the continuing decline in the consumption of soda in the US.

The Berkley legislation will levy a penny-per-ounce tax on most sugar-sweetened beverages and is estimated to raise more than $1 million per year. It affects all sugar-sweetened beverages sold in the city, including soda, sports and energy drinks, juice with added sugar, and syrups that go into sugary drinks at cafes, like Starbucks’ Frappucinos.

(continued on page 21)

The difficulty lies not so much in developing new ideas as in escaping from old ones.

ジョン・メイナード・キー (1883-1946)  
英国の経済学者・投資家
PAGD's Continuing Education programs are tailored to help general dentists stay current in the latest technologies, techniques, and management practices. PAGD offers one-day seminars designed for dentists and staff throughout the year on various topics in different areas of the state.

**FEBRUARY 6 • LANCASTER, PA**
Digital Dentistry — Are We There Yet?  
Current Trends in CAD/CAM Dentistry  
with Dr. Parag R. Kachalia  
Take a critical look at the current world of dental technologies as it relates to the restorative arena "with close attention to the current marketplace of digital impressioning units and chair-side restorative milling systems.

**FEBRUARY 27 • PITTSBURGH, PA**
Innovative Periodontics Creates Success in Today's Dental Practice  
with Dr. Samuel Low  
Take the frustration out of delivering periodontal care and develop a systems approach with success by patient case acceptance, tooth retention and financial reward.

**MARCH 13 • PLYMOUTH MEETING, PA**
**MARCH 20 • HARRISBURG, PA**
**MARCH 27 • MONROEVILLE, PA**
March Super Courses  
This one-day power program allows participants to conveniently take the Infectious Disease (2 hours), Radiation Safety (4 hours), and Child Abuse Act 31 Training (2 hours).

**APRIL 16 – 19 • BEDFORD, PA**
PAGD Annual Meeting Featuring Peak Track 2  
Featuring Dr. William Strupp, Dr. Karl Konor and Dr. John Portwood.

**MAY 1 • KING OF PRUSSIA, PA**
The Nuts and Bolts of Implant Dentistry from Gaining Case Acceptance to Full Mouth Restorations  
with Dr. Zola Makrauer  
Learn how to treat many of the everyday issues we are confronted with when planning and restoring implant cases.

**MAY 8 • SCRANTON, PA**
Comprehensive Diagnosis of Obstructive Sleep Apnea and Understanding the Sleep Study  
with Dr. Jeff Horowitz  
Learn about the screening and protocol for suggesting a sleep study, whether it be a full in-lab P.S.G. or an at-home sleep study.

**MAY 15 • STATE COLLEGE, PA**
Advances in Composites and Bioactive Restorative Materials  
with Dr. Robert Lowe  
In this lecture/hands-on course, learn techniques to recreate "nature's blueprint" using the latest advances in restorative dental materials.

**ACT 31 Child Abuse Training Live Webinars**  
Review the elements of child abuse and gain an overview of mandated reporting obligations. Not compatible with mobile devices. Participants must be log in individually to receive credit. Free for PAGD members; $9 per dental team member. 3 lecture CE credits.

**FEBRUARY 14**  
9 a.m. – 12 p.m. (ET)  
**FEBRUARY 18**  
6 p.m. – 9 p.m. (ET)

PAGD member and non-member dentists and staff are welcome at all our courses. Visit PAGD.org for details and to register.
Newsbriefs (cont’d.)

Dr. Oz Misleads Viewers – Again

On September 21, 2014, Dr. Gabe Mirkin’s Fitness and Health e-Zine published an article regarding federal action against Applied Food Sciences, Inc, a maker of green coffee bean extract. The company was ordered to pay $3.5 million to the Federal Trade Commission (FTC) for claiming that the product helps people lose weight, a claim that the FTC said was based on “a study of weight loss that was so hopelessly flawed that no reliable conclusions could be drawn from it.”

According to Dr. Mirkin, product sales were fueled primarily by Dr. Mehmet Oz, who called it “a magical weight loss cure for every body type.” Dr. Oz has promoted more than 15 other non-proven weight loss products on his television show. He was chastised during a Senate hearing in June of 2014 for making outrageous claims. He defended himself by saying that his job is to “engage viewers” and “to be a cheerleader for the audience, to give them hope,” and that he may use “flowery language” in the process.

You may recall that the ADA terminated its relationship with Dr. Oz in June of 2013 because he disseminated misleading information about amalgam on his television program.

Online X-Ray Refresher Materials Available in Pennsylvania

The Pennsylvania Department of Environmental Protection (DEP), in partnership with a Bloomsburg University professor of health physics, has developed online refresher training materials for operators of X-ray equipment who conduct low-risk procedures such as general radiography and dental X-rays.

DEP regulations require operators to demonstrate that they have completed a recommended two contact hours or four units of continuing education every four years in specialized subject areas, such as sources of radiation exposure and methods of protection. The subject areas should be applicable to the procedures they perform and equipment they utilize.

For more information, view Announcements - New at the bottom of the following page on the PA State Board of Dentistry web site at http://www.dos.state.pa.us/portal/server.pt/community/state_board_of_dentistry/12509 Several topics are listed for downloading.

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**NCDHM Volunteer Group Sign Up and Poster Order Form**

Names must be submitted by December 31, 2014. Poster orders must be placed by January 31, 2015, to allow time for the processing of your request. There may be a postage fee depending on the quantity.

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Fax: (717) 234-2186

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March 4-5-6, 2015
Valley Forge Radisson Hotel
King of Prussia, PA

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WEDNESDAY...MARCH 4TH
Dr. Howard Glazer - “What’s Hot & What’s Getting Hotter in New Products” - AM Lecture and “Hands on Composite Layering and Class II Restorations” - PM Hands on limited to 40
Ms. Nancy Andrews Dewhirst - “Hot Topics In Infection Control & HIPPA Review”
Dr. Robert Faiella - “Advanced Periodontal Therapy: Understanding the Indications and Potential Solutions”

THURSDAY...MARCH 5TH
Dr. Rhonda Savage - “Verbal Skills Workshop...Successful Practices Don’t Happen by Accident”
Dr. John Flucke - “Day to Day Technology to Improve Your Practice”
Dr. Thomas Sollecito - “Update in Oral Medicine: A Case Based Review”

FRIDAY...MARCH 6TH
Dr. John Kanca, III - “Restorative Potpourri 2015”
Dr. Linda Niessen - “Dental Care for Medically Complex Patients” - Part I under age 65; Part II over age 65
Dr. Phil Cooper - “Practice Transition for Recent Graduates”

Sponsored by Second District Valley Forge Dental Association • Dr. Linda Himmelberger, President • Dr. Karin Brian, Chair

FOR MORE INFORMATION:
WWW.VFDC.ORG
Dental Dates

The JOURNAL welcomes news concerning activities of your dental study club or other bona fide dental associations. Send information (as formatted below) to the Philadelphia County Dental Society via email: philcodent@aol.com or fax: 215-925-6998. Deadline for publication is the first of the month prior to publication (March 1 for April/May/June issue), and information will be published on a space-available basis.

JANUARY
7  CONTINUING EDUCATION FOR DENTAL EXCELLENCE  – northeast – 6:30 Dinner meeting at Gallo’s Restaurant, featuring Dr. Joseph E. Gian-Grasso, “Crestal Bone Loss around Implants.” For information, contact Vickie Fisher at 215-732-4450 or visit www.PhilaPerioImplants.com
20 CENTER CITY STUDY CLUB – 6:00 p.m., Dinner meeting at The Palm Restaurant, featuring Dr. Pamela Doray, “Successful Restoration of the Anterior Single Tooth Implant.” For information, contact Amanda Cerini at amanda.aec@gmail.com or 215-985-4337 or visit the website at www.laudenbach.com
28 PHILADELPHIA COUNTY DENTAL SOCIETY – Installation of Officers and meeting of the Board of Governors. 7:00 p.m. at the Executive Office. All members are welcome to attend.

FEBRUARY
24 CONTINUING EDUCATION FOR DENTAL EXCELLENCE – RDH/EFDAs invited also – northeast – 6:30 Dinner meeting at Gallo’s Restaurant, featuring Thomas Viola, R. Ph., “Between a Rock & a Heart Place.” For information, contact Vickie Fisher at 215-732-4450 or visit www.PhilaPerioImplants.com
25 CONTINUING EDUCATION FOR DENTAL EXCELLENCE – RDH/EFDAs invited also – center city – 6:30 Dinner meeting at Doubletree Hotel, featuring Thomas Viola, R. Ph., “Between a Rock & a Heart Place.” For information, contact Vickie Fisher at 215-732-4450 or visit www.PhilaPerioImplants.com

MARCH
4 NE DENTAL IMPLANT/PERIODONTAL PROSTHESIS STUDY CLUB – Dinner meeting at the Buck Hotel, Feasterville, at 6:00 p.m., featuring Neal Lehrman, D.D.S., M.S., Laser Periodontal Associates of New York, “LANAP, LAPIP and Beyond: Laser-Mediated Wound Healing in the 21st Century.” For information, contact Paula Chernoff at 215-677-8686 or email at pchernoff@padentalimplants.com
4-6 VALLEY FORGE DENTAL CONFERENCE – Valley Force Radisson Hotel, King of Prussia. For information, contact B.J. Dencler at 1-800-VFDC or visit www.vfdc.org
17 CONTINUING EDUCATION FOR DENTAL EXCELLENCE – northeast – 6:30 Dinner meeting at Gallo’s Restaurant, featuring Dr. Sam Kratchman, “Update on Endodontic Techniques including the Endo/Perio Relationship.” Sponsored in cooperation with Brasseler. For information, contact Vickie Fisher at 215-732-4450 or visit www.PhilaPerioImplants.com
18 PHILADELPHIA COUNTY DENTAL SOCIETY – Continuing Education Program at the Philadelphia Hilton Hotel, City Avenue, PDA’s Child Abuse Recognition and Reporting for Dental Professionals, 9 a.m. to 11 a.m. Medical Emergencies – 1:30 to 3:30 p.m. CPR Recertification – 3:45 to 5:45 p.m. Register online at www.philcodent.org or see Registration Form in this Journal.
18 EASTERN DENTAL SOCIETY – Spring Dine Around at Davio’s, Philadelphia, featuring Harriet Levin, M.S.P.T., “Dentistry Induced Repetitive Stress Injuries.” For information, contact Dr. Michael Salin at Info@Eastern-Dental.org or visit online at www.Eastern-Dental.org or call 215-322-7810.
18 GREATER PHILADELPHIA DENTAL HYGIENE STUDY CLUB – Featuring Thomas Rams, D.D.S., M.H.S., Ph.D., “Update on Local and Systemic Periodontal Antimicrobial Therapy.” For information, contact Maggie Rutherford, R.D.H. at mrutherford@padentalimplants.com
24 CONTINUING EDUCATION FOR DENTAL EXCELLENCE – center city – 6:30 Dinner meeting at Doubletree Hotel, featuring Dr. Sam Kratchman, “Update on Endodontic Techniques including the Endo/Perio Relationship.” Sponsored in cooperation with Brasseler. For information, contact Vickie Fisher at 215-732-4450 or visit www.PhilaPerioImplants.com (continued on page 24)
Dental Dates (cont’d.)

APRIL

15  CONTINUING EDUCATION FOR DENTAL EXCELLENCE – Joint program in Northeast – 6:30
    Dinner meeting at Gallo’s Restaurant, featuring Dr. David Kim, “Hard Tissue Management.” Sponsored in cooperation with Geistlich. For information, contact Vickie Fisher at 215-732-4450 or visit www.PhilaPerioImplants.com

21  PHILADELPHIA COUNTY DENTAL SOCIETY – Meeting of the Board of Governors, Council and Committee Chairs. 7:00 p.m. at the Executive Office. All members are welcome to attend.

21  CENTER CITY STUDY CLUB – 6:00 p.m., Dinner meeting at The Palm Restaurant, featuring Dr. Amy James, “Orthodontics Redefined.” For information, contact Amanda Cerini at amanda.aec@gmail.com or 215-985-4337 or visit the website at www.laudenbach.com

24-25  PENNSYLVANIA’S DENTAL MEETING – Annual Meeting of the Pennsylvania Dental Association at The Hotel Hershey, Hershey, PA. For information, consult the PDA Journal, or visit www.padental.org or contact Rebecca Von Nieda at rvn@padental.org

MAY


13  PHILADELPHIA COUNTY DENTAL SOCIETY – Continuing Education Program at the Philadelphia Hilton Hotel, City Avenue, Dr. Dale Rosenbach, “Treatment Planning the Single-Tooth Restoration.” Register online at www.philoden.org or see Registration form in this Journal.

13  GREATER PHILADELPHIA DENTAL HYGIENE STUDY CLUB – Featuring Lynne Slim, R.D.H., B.S.D.H., M.S.D.H., “Evidence-Based Dental Implant Assessment and Maintenance.” For information, contact Maggie Rutherford, R.D.H. at mrutherford@padentalimplants.com


20  CONTINUING EDUCATION FOR DENTAL EXCELLENCE – Joint program in Northeast – 6:30 Dinner meeting at Gallo’s Restaurant, featuring Dr. Roger J. Wise, “Pediatric and Adult Dental Trauma – The Multi-Disciplinary Approach.” For information, contact Vickie Fisher at 215-732-4450 or visit www.PhilaPerioImplants.com

29-30  MOM-N-PA – PDA’s third annual Mission of Mercy, at the Farm Show Complex in Harrisburg. For information or to make a contribution or to register as a volunteer, visit mom-n-pa.com

JUNE

2  PENNSYLVANIA DENTAL ASSOCIATION – DAY ON THE HILL – meet with your state legislators about items of concern to dentists and their patients. For information and to register, visit www.padental.org/dayonthehill


10  NE DENTAL IMPLANT/PERIODONTAL PROSTHESIS STUDY CLUB – Dinner meeting at the Buck Hotel, Feasterville, at 6:00 p.m., featuring J. Kobi Stern, D.M.D., M.Sc., Chair. Dept. of Periodontics & Implantology, University of Georgia, “Periodontal Surgical Procedures – Meeting Today’s Esthetic Challenges.” For additional information, contact Paula Chernoff at 215-677-8686 or email at pchernoff@padentalimplants.com

22  CONTINUING EDUCATION FOR DENTAL EXCELLENCE – northeast – 6:30 Dinner meeting at Gallo’s Restaurant, featuring Adam Travia, “Natural Therapies for Dental Health.” For information, contact Vickie Fisher at 215-732-4450 or visit www.PhilaPerioImplants.com
Health Watch

FDA Approves Device to Treat Migraines

In March 2014, the U.S. Food and Drug Administration (FDA) approved the first device, named Cefaly, aimed at preventing migraines. Cefaly is a headband-like device that runs on a battery and sits across the forehead and over the ears, the FDA said in a statement. “The user positions the device in the center of the forehead, just above the eyes, using a self-adhesive electrode,” the agency explained. “The device applies an electric current to the skin and underlying body tissues to stimulate branches of the trigeminal nerve, which has been associated with migraine headaches.”

Cefaly is made by Belgium-based Cefaly Technology and is available by prescription only. The device is only indicated for use by adults and should only be used for twenty minutes per day, the FDA said.

One migraine expert welcomed news of the device’s approval. “This device is a promising step forward in treating migraine headaches, as it addresses an important part of what we believe triggers and maintains a migraine attack,” said Dr. Myrna Cardiel, clinical associate professor of neurology at NYU Langone Medical Center and NYU School of Medicine in New York City. She added that the rate of positive response to the Cefaly device “appears to be comparable to what we see with most oral migraine preventive medications.”

Prescription Painkillers & ER Overdoses

A study published in the October 2014 Journal of the American Medical Association Internal Medicine estimates that more than two-thirds of emergency department visits for overdoses of narcotic drugs involve prescription medications.

Study author Michael Yokell, a medical student at Stanford University School of Medicine, and his colleagues reached their conclusion by analyzing tens of thousands of reports of narcotic overdoses from a sample of nationwide emergency room visits from 2010.

Almost sixty-eight percent of the overdoses involved prescription drugs. That number may be higher since the drugs were unspecified in thirteen percent of cases, and multiple narcotics were involved in three percent of cases in the study. Heroin alone was responsible for sixteen percent of the overdoses.

Narcotic overdoses were most likely to happen in urban areas (eighty-four percent) and the South (forty percent of the total). Most were in women; 1.4 percent of the total patients in the study died.

“Opioid overdose exacts a significant financial and health care utilization burden on the U.S. health care system. Most patients in our sample overdosed on prescription opioids, suggesting that further efforts to stem the prescription opioid overdose epidemic are urgently needed,” the researchers wrote.

(continued on page 26)
Workplace Solvents Linked to Long-Term Memory, Thinking Problems

A study involving French power company retirees found that those who were exposed to solvents and benzene on the job, and even decades earlier, were more likely to score poorly on memory and thinking tests. The findings don’t directly confirm that the chemicals harmed the mental powers of the former workers. But the research does point to potential harm from the chemicals, said study lead author Erika Sabbath, a research fellow with the Harvard School of Public Health. “The people who have been highly exposed tend to perform worse or be slower on certain cognitive tasks than unexposed people,” she noted.

For the study, which was published May 13, 2014 in the journal Neurology, the researchers tracked 2,143 retirees from the French national utility company Electricite de France-Gaz de France. The participants, whose average age was sixty-six, took part in eight tests of their memory and thinking powers in 2010, about ten years after they had retired. Thirty-three percent had been exposed to chlorinated solvents on the job, twenty-six percent to benzene and twenty-five percent to petroleum solvents.

Those who’d been exposed to the highest levels of solvents had an 18-54 percent higher risk of scoring poorly on the thinking tests compared to those who hadn’t been exposed, the researchers found.

It is possible that the chemicals had nothing or little to do with the differences in thinking powers between the workers in the studies. However, the researchers report that the differences persisted even after they adjusted for such factors as education levels.

Dr. Daniel Teitelbaum, adjunct professor of occupational and environmental health at the University of Colorado School of Public Health, said the study findings fit with decades of research into the risks that workers exposed to these chemicals will develop thinking problems. The hazards “have been obvious to people who do occupational medicine toxicology, but vigorously fought by industry,” he said. This puts the onus on employers to protect their workers either by eliminating the exposure altogether or, if they can’t eliminate it, by providing adequate protective equipment to their workers and enforcing its use.

For more information about chemical hazards and toxic substances, visit the U.S. Occupational Safety & Health Administration at www.osha.gov/SLTC/hazardoustoxicsubstances/
Classified Ads

Classified Advertisement Policy. The Society reserves the right to accept, decline or withdraw classified advertisements at its discretion. The Society believes the advertisements that appear in these columns are from reputable sources; the Society neither investigates the offers being made nor assumes any responsibilities concerning them. Every precaution is taken to avoid mistakes, but responsibility cannot be accepted for clerical or printer’s errors. Requests to run advertisements “until further notice” cannot be accepted; the advertiser is responsible for renewals. Names of box number advertisers cannot be revealed. The JOURNAL reserves the right to edit copy of classified advertisements. Classified ads will not be taken over the telephone.

DOCTOR, ARE YOU SEEKING EMPLOYMENT? Call the Philadelphia County Dental Society at 215-925-6050 or Fax 215-925-6998 to have your name listed on our employment referral list. Monday thru Thursday, 10 a.m. to 4 p.m.

DOCTOR, ARE YOU LOOKING FOR AN ASSOCIATE or for a dentist to work in your practice? Call the Philadelphia County Dental Society at 215-925-6050 or Fax 215-925-6998 for the list of dentists seeking employment. Monday thru Thursday, 10 a.m. to 4 p.m.

HOMEBOUND PATIENTS NEED CARE – If you have time in your schedule, why not consider providing care to homebound patients? Many patients need dental care, and most pay for the services. For more information, call Dr. Glenn Goodhart at 215-635-0200.

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30 Years Experience
Workplace Tips

Ragan Communications, publisher of corporate communications, public relations and leadership development newsletters, offers the following workplace tips through several of its online publications. Although targeted to corporate environment, these can be adapted for your practice and your personal life.

Tips to Improve Imagination

Creative ideas don’t come from nowhere. You’ve got to actively seek them out, not wait for some muse to strike you with inspiration. Here are a few tips for sparking your imagination when you need to solve a problem or develop something new:

- Think when you’re tired. When you’re tired, your inhibitions and inner censor aren’t as powerful, and you may generate something unexpected. Instead of tackling problems first thing in the morning when you’re fresh, let your mind roam later in the day when you’re feeling a little fatigued.

- Get some exercise. In addition to contributing to your physical well-being, exercise can stimulate your creativity by helping your mental health. In experiments, participants who work out to exercise videos tend to come up with more ideas and solutions to problems than counterparts who merely watch the same videos.

- Have a little noise. While silence is best for detail-oriented tasks, a little ambient noise like music or the bustling of a coffee shop has been shown to enhance creative thought. Don’t play loud heavy metal or work next to a construction site, but set up an environment where some quiet activity around you will spark your mental muscles.

Open Your Mind to Solve Problems Creatively

Solving problems creatively calls for an open-minded approach, but not one that’s ruled by pure chaos. To unleash your brain, follow these basics steps:

- Discover the problem. Look deeply into the situation. Go beyond the superficial details to explore why your difficulty is really a problem. Look at it like a puzzle. Could you change your assumptions? Is the “problem” really an opportunity to try something different?

- Imagine a solution. Look at the facts, but then set them aside and address the situation from a different angle. Do you really want to cut costs, for example, or use your resources more efficiently? Perhaps some supplies could be used for more than one purpose, extending their lifespan and offering new options for their use.

- Envision success. Consider how you’ll know you’ve solved the problem. This involves measurement, but also emotion. What will success feel like? How will others view it? How would you want to explain it? Examine success from all the angles so you don’t miss something important.

Build Accountability into Your Team’s Genome

An atmosphere of accountability means that employees share common goals with management, take ownership of projects, and work to the best of their ability. Follow these guidelines to build accountability on your team:

- Establish clear deadlines. Set specific time-tables, schedules, and dates for reporting and reviewing progress. Convince people of the importance of reporting on their progress. If it’s not a priority with you, it won’t be a priority of theirs.

- Deal with problems immediately. Confront employees whose work doesn’t meet requirements. You need to find out why: Was there a miscommunication on your part? A lack of willingness on theirs? Were the deadlines unrealistic? Was the employee armed with enough information?

- Don’t tolerate excuses. An employee who always has an excuse will never take responsibility for his or her work.

- Clear away obstacles. Don’t ignore problems that may be preventing an employee from achieving desired results.

- Coach workers. Use “accounting” sessions as an opportunity to coach employees toward a desired outcome. Don’t spend this time merely applauding or criticizing employees. Be detailed about their performance and their potential.

A snowflake is one of the most fragile creations, but look what they can do when they stick together!

Unknown
American Practice Consultants, a full service Dental Practice Broker & Appraiser, was founded in 1985 by Philip A. Cooper, D.M.D., M.B.A. to provide a range of transition services to dentists who are selling or buying a practice.

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MOM-n-PA Foundation is a 501c3 non-profit foundation with the sole purpose of conducting an annual Mission of Mercy two-day event providing free dental care to the indigent in Pennsylvania. Pennsylvania’s second MOM-n-PA – September 12 and 13, 2014 in Allentown – was a tremendous success – hundreds of members of the dental community donated free care to more than 2,000 individuals, totaling $1 million in free dentistry.

The next MOM-n-PA is scheduled for Harrisburg. Volunteer dentists, dental hygienists, EFDAs, dental assistants and dental students, as well as EFDA, hygiene and assisting students, are needed to provide the professional care. Volunteer lay members of the community will provide logistical support and translators for various ethnic groups.

Here’s how you can help – make a donation to MOM-n-PA and/or volunteer your services (staff are welcome, too) for one or both days of the event. For more information, visit online at www.mom-n-pa.com