

February 2020

the

# Nugget

Rising Beyond  
Stress and Burnout



# Get Ready For Our UPCOMING EVENTS

FEB  
1

## Smiles for Kids Day • Saturday, all day

On Smiles for Kids Day underinsured and underserved children are treated by member dentists and their teams. More than half of those children are then “adopted” for further pro bono treatment – including specialty and orthodontic treatment.

Sign up today to volunteer your time to make a difference in a child's life. Plenty of time to adopt!

[sdds.org/foundation/our-projects/smiles-for-kids/](https://sdds.org/foundation/our-projects/smiles-for-kids/)

MAR  
19

## Business Forum • Thursday, 6:30pm–8:30pm • \$75

**Compliance, Fraud and Embezzlement, Oh My!** (2 CEU, 20%)  
Presented by Christine Taxin

Are you ready for civil penalties of up to \$11,000 per billing error?

Fraud takes place daily practices across the country. Most practices are unintentionally making errors by not controlling your practice or billing issues. The owner needs to be the leader of protection. Learn what to have your team supply and what only the owner should be in control of.

MAR  
20

## Continuing Education • Friday, 8:30am–1:30pm • \$250

**Claims, Compliance and Communication – What's the Magic Combination?** (5 CEU, 20%)  
Presented by Christine Taxin

Have you ever wondered why some treatments are no longer paid when you submit to dental insurance for reimbursement? Do you feel overwhelmed by the nuances of the changes to dental plans? Are your patients complaining about services not being covered? It's easy for dental practices to get swept-away by the myriad of complex billing and compliance issues that are causing so many issues.

MAR  
25

## HR Webinar • Wednesday, 12–1pm • \$59

**Crucial Conversations, Hiring, Firing, Performance Issues** (1 CEU, 20%)  
Presented by California Employers Association

Workplace conflict haunts organizations every day – it leads to lost productivity, diminished morale and decreased performance. It has a negative effect on your organization's bottom line through increased employee absenteeism, decreased job performance and poor customer service. This workshop will help employees master skills to successfully resolve conflict situations and avoid future ones.

MAR  
27

## Continuing Education • Friday, 8:30am–1:30pm • \$250

**The Endodontic-Periodontal Problem: Treatment Integration** (5 CEU, Core)  
Presented by Bernice Ko, DDS & Todd Yamada, DDS

The key to successful dental treatment is understanding the complex and dynamic interaction between endodontics and periodontics. This course will explore periodontal and endodontic treatment modalities to enhance outcomes including: diagnostic dilemmas, endodontic surgery in the esthetic zone, tooth resection, managing root fracture, resorption and perforations, regenerative surgery, ridge preservation and augmentation upon tooth extraction, implant restoration.

*Class registration times are 30 minutes prior to the listed time, excluding General Meetings and HR Webinars*



MAR  
5

## Dentists Do Broadway • Thursday, 8pm

**A Bronx Tale at Memorial Auditorium**

Broadway's hit crowd-pleaser takes you to the stoops of the Bronx in the 1960s, where a young man is caught between the father he loves and the mob boss he'd love to be. Bursting with high-energy dance numbers and original doo-wop tunes A BRONX TALE is an unforgettable story of loyalty and family. Seats are in Orchestra Pit B-C.

MAR  
10

## General Meeting • Tuesday, 5:45pm–9pm • \$75

**A Day at The Office... Surefire Ways to Coordinate the Chaos** (3 CEU, 20%)

Presented by Gayle Suarez; Dental Management Solutions, Inc

Extraordinary customer service is the key to a successful practice – from the moment the phone rings for the appointment! Extraordinary service takes extraordinary teamwork; this program will present sure, rapid ways to achieve extraordinary patient and practice health.

MAR  
12

## Harassment Webinar • Thursday, 12–1pm • \$44

**Harassment Prevention Training – For Employees (Webinar)** (1 CEU, Core)

Presented by California Employers Association

California businesses with 5 or more employees MUST provide harassment prevention training every 2 years (SB1343). In August 2019, SB 778 went into effect, requiring employers to provide training by January 1, 2021. This instructor-led webinar meets the requirements of SB1343 and SB778. It covers all forms of sexual harassment. Other types of prohibited harassment, discrimination, retaliation and abusive conduct will also be covered in an interactive format.

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- 2019 • Special Citation Award, *unusual concept*
- 2019 • Golden Pen, *honorable mention*
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- Article / series of articles of interest to the profession
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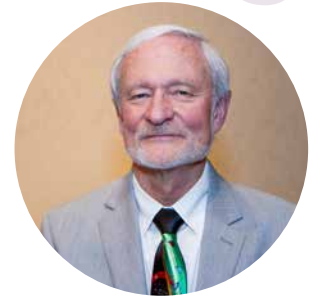
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# President's Message



By **Carl Hillendahl, DDS**  
2020 SDDS President

## Taking Care of **OUR HEALTH**

A *Business Insider* article posted December 2, 2013 listed Dentistry as the second most health damaging profession in the world. *Business Insider* used data from the Occupational Information Network to determine their ranking of health risky occupations. The Occupational Information Network is a U.S. Department of Labor database that contains detailed information on 974 occupations. They analyzed six job related health risks that include: exposure to contaminants, exposure to disease and infection, exposure to hazardous conditions, radiation exposure, risk of minor burns, cuts, bites and stings, and the amount of time sitting. Dentistry came in second, first place is given to Histotechnology. Histotechnologists prepare tissue samples and biopsy specimens for pathological analysis. I just read a *CDC Morbidity and Mortality* report that referenced a cluster of eight dentists and one dental technician within a tertiary care facility in Virginia that were being treated for Idiopathic Pulmonary Fibrosis. Well, thank you, we can add IPF to the list of potential risks to the practice of dentistry!

Needles, other sharps, spatter and aerosols can transmit life-threatening viral infections such as HIV and Hepatitis B. Bacterial infections like syphilis and tuberculosis are also possible to acquire through exposure during dental treatment. The plethora of chemicals and materials used in dentistry, not all benign, can lead to allergic skin reactions.

Respiratory hazards include mercury vapor, particulates and dust from grinding and polishing dental restorations and appliances, and long-term exposure to anesthetic gases.

Long term exposure to ionizing radiation can be carcinogenic, while non-ionizing radiation produced while curing composites or using lasers is a potential hazard to eyes or other tissue directly exposed.

Working for long periods of time in strained postural positions trying to access posterior parts of the oral cavity can lead to musculoskeletal problems. Holding static positions while retracting tissues leads to muscle ischemia which is thought to be the primary cause of myofascial trigger points, which can result in pain, restriction of movement and muscle atrophy. Weakness of

the postural muscles may lead to progressive changes in posture and leg, spine, and shoulder pain. Long term repetitive movements of the hands and wrists may lead to carpal tunnel syndrome or basal joint arthritis of the thumb.

Dentistry is known for inherent job stress. Coping with difficult or uncooperative patients, heavy workloads, the drive for technical perfection, underuse of skills, low self-esteem, challenging environments all contribute to stress among dentists. Long term stress can lead to panic disorder and generalized anxiety disorder and professional burnout.

The Dental Board of California and OSHA are aware of the hazards in the profession and have developed regulations to mitigate the risks. This issue of *The Nugget* contains articles related to health within our profession, so read them!

A handwritten signature in black ink that reads "Carl Hillendahl, DDS".

### UPCOMING HARASSMENT PREVENTION WEBINARS

California businesses with 5 or more employees MUST provide harassment prevention training every 2 years. This instructor-led webinar meets the requirements of SB1343 and SB778. It covers all forms of sexual harassment. Other types of prohibited harassment, discrimination, retaliation and abusive conduct will also be covered in an interactive format.

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- February 11, 2020
- April 22, 2020
- June 9, 2020
- September 22, 2020

Register on CEA's website: [bit.ly/SDDSWebinars](https://bit.ly/SDDSWebinars)





## It's About Time...

By **Cathy B. Levering**  
SDDS Executive Director

...Time for yourself, your work, your family, your priorities, your passions, your procrastinations, your health, your loves.

Reading this issue's articles as we were preparing to go to print, I am so very proud that Dr. Aflatooni has tackled this topic!

Time.

There's never enough time in the day for me! I've got projects and passions that I never have time to do (and that includes going to the gym!). Yes, I'm pretty good at time management, deadlines and project management. And, yes, I'm a workaholic – you all know that. The type-A personality that I am drives me to be a perfectionist, busier than ever, accomplished, energetic, and always catching up with the many ideas and projects I want to get done. Keeping busy is what I love to do.

I've always been busy...busy with my kids and family, busy with the community and volunteer projects and events, busy with work. But... this mindfulness topic has struck a nerve. Finally!

Life has blown by for me. My kids are grown up; my grandkids are growing up so fast. They live so far away, so my Facetime moments are precious. The time change difference from where they live makes that Facetime moment a bit challenging but we make it happen. I look back fondly on those wonderful times we had in the 1980s when our family had just begun. Kids' events, Little League, dance competitions, family trips and growing up as a family. My kids are enjoying that now and all I want to say to them is take the TIME to enjoy every moment!

Whoosh – those times are gone now and it has gone by so fast. I wish I had taken the time to enjoy it more; but how do you know to do that? And I'm sure, these times now, when my husband and I are in our mid 60s, are also whooshing by. It's the perfect time to stop and smell the roses.

So I am promising myself to take more time, enjoy the moments, not work as hard, hug my friends and take better care of myself. I have at least 30 more years of TIME to enjoy life. There's plenty of TIME! ■

*Cathy*

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By Nima Aflatooni DDS  
Associate Editor

## Rising Beyond Stress and Burnout

Dentistry is a challenging profession. There is no secret about that. Often times what isn't openly spoken about amongst us is the high level of stress associated with getting through dental school, becoming proficient in a highly technical field, and trying to make your business a success. And what definitely isn't brought up in conversation is the effects that stress has on a clinician, and the toll it takes on our mental health, our physical health, and our relationships.

This issue of *The Nugget* hopes to shed light on the incidence of 'burnout' and stress in dentistry, and what to do about it. With articles from experts in the field as well as an anonymous recounting of a personal journey through a stressful situation, it is my hope that readers will come away with an acknowledgment of our vulnerabilities as dentists and an understanding that there are resources to help. More importantly, we hope that readers understand that we are all in this together, and you are not alone in dealing with some of the issues described.

Let's face it: we're all actors. Every day we put on a show for our patients and our staff. Despite how we may feel and what personal

challenges we are struggling with, we are trained to put on a mask so that our patients (who are mostly fearful) can feel at ease and so that our staff can feel motivated to perform to their highest level in a positive atmosphere. The problem, however, is sometimes we forget to take that mask off. Ignoring ourselves, and our needs can swell into a much larger problem that manifests in feelings of depression and hopelessness. Stress and burnout are not uncommon, but there are solutions!

Mindfulness, meditation, physical activity, professional therapy, and a strong peer group are key tools. Following certain practices in regard to managing debt, living within one's means, and planning for the future are also helpful. What has truly helped many dentists overcome these challenges is one simple thing: community. The community of organized dentistry provides all of us with an opportunity for connection and growth. Stepping out of our silos, and learning from each other is powerful beyond measure.

If you feel any of the indicators of stress and burnout described in the following articles apply to you, we encourage you to reach out

to your local dental society, to your friends and to your dental community. Realize you are not alone and what you feel is not unusual. We all became dentists because we believe in helping people and want to create a positive impact on the world. We all share a common bond in this regard.

### RESOURCES

The ADA Center for Professional Success:  
<https://success.ada.org/en/wellness>

The Stanford University Center  
for Mindfulness: <https://wellmd.stanford.edu/healthy/mindfulness.html> ■

### Special Thanks

*The Nugget* Editorial Committee would like to thank Dr. Grace Lee for her contributions to *The Nugget* and to this issue.

### ENDO-PERIO COURSE COMING UP SOON!

**The Endodontic-Periodontal Problem: Treatment Integration** 5 CEU, Core • \$250  
Presented by Bernice Ko, DDS and Todd Yamada, DDS, MS

The key to successful dental treatment is understanding the complex and dynamic interaction between endodontics and periodontics. This course will explore periodontal and endodontic treatment modalities to enhance outcomes including:

diagnostic dilemmas, endodontic surgery in the esthetic zone, tooth resection, managing root fracture, resorption and perforations, regenerative surgery, ridge preservation and augmentation upon tooth extraction, implant restoration.

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8:30am – 1:30pm • Class

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# YOU SHOULD KNOW

## DHCS EXPANDS MEDI-CAL YOUNG-ADULT ELIGIBILITY, RESTORES BENEFITS, ADDS CHILDHOOD-TRAUMA SCREENING IN 2020

SACRAMENTO – Medi-Cal, California’s health care program for low-income individuals and families, will extend full coverage to tens of thousands of additional young adults statewide effective January 1, 2020, another step toward building a California for All.

The young adult expansion, included in the 2019-2020 Budget signed by Governor Gavin Newsom, allows full-scope coverage for adults from age 19 until they turn 26, regardless of their documentation status, as long as they meet income and other eligibility requirements. Previously, those Californians only could qualify for “limited scope” services, such as emergency medical care.

The expansion builds on California’s 2015 decision (SB 75, Chapter 18, Statutes of 2015) to cover all otherwise qualified children through age 18, regardless of documentation status, under Medi-Cal. Those children have been eligible for full coverage since May 2016.

“By extending coverage to age 26 we give young adults access to health care as they transition from school to work, in much the same way the Affordable Care Act allows young people covered by their parents’ private insurance to stay covered through their early 20s,” said Dr. Mark Ghaly, secretary of the California Health and Human Services Agency. “This expansion is a key step toward creating a healthier California for all and helps more and more young Californians experience the benefits of primary care and preventative services.”

DHCS estimates about 90,000 young adults statewide will gain access to full-scope Medi-Cal coverage in the first year as a result of the expansion. About 75 percent of them are already enrolled to receive limited scope benefits. The 2019-20 budget includes \$98 million (\$74.3 million from the General Fund) for the expansion.

“We’ve been working with our county partners for months to share information about the expansion and make sure the transition goes smoothly, as we did during the SB 75 implementation,” said Richard Figueroa, acting director of the California Department of Health Care Services (DHCS), which administers Medi-Cal. “The young adult expansion will help to guarantee that California’s children who gained health care coverage under SB 75 don’t suddenly lose it on their 19th birthday.”

The New Year also will begin restoration of non-federally mandated “optional” health benefits that were cut from Medi-Cal during the last recession, including eyeglasses, audiology and speech therapy, podiatry, and incontinence creams and washes. The budget includes \$56.3 million (\$17.4 million General Fund) to restore these optional benefits, which were cut in 2009.

January 1, 2020, also marks the effective date of ACEs Aware, a first-of-its-kind screening effort to identify childhood traumatic events that may lead to health problems, developed in partnership with California Surgeon General Dr. Nadine Burke Harris. The Governor’s budget allocated \$40.8 million to DHCS to screen children and adults covered by Medi-Cal for exposure to Adverse Childhood Events (ACEs).

Also effective January 1, 2020, DHCS will begin covering payments to encourage Medi-Cal providers to administer age-appropriate developmental screenings, to assess whether a child’s motor, language, cognitive, social, and emotional development are on track for their age. The Governor’s budget allocated about \$54 million in combined state and federal funds for the additional developmental screening payments.

## MARCH 2020 GENERAL MEETING - TOPIC AND FORMAT HAVE CHANGED FOR THIS MEETING

**A Day at The Office...Surefire  
Ways to Coordinate the Chaos**  
Tuesday, March 10, 2020 • 3 CEU, 20%

**6:00-7:30pm** • Graze, Greet and  
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Small plates and food stations.  
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**7:30-9:00pm** • Seating, Desserts,  
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### Speaker:

**Gayle Suarez** is a practice and team coach and speaker. In 1999 she founded Dental Management Solutions, Inc. after a successful clinical and administrative dental career. With experience in over 30 States and 100 cities, Gayle is a strong believer that every practice has the opportunity to exceed, no matter the location or the changing industry. She is passionate about guiding doctors and teams to develop personal and professional growth with effective systems for successful results that can last throughout the life of the practice.

Extraordinary customer service is the key to a successful practice – from the moment the phone rings for the appointment! Extraordinary service takes extraordinary teamwork; this program will present sure, rapid ways to achieve extraordinary patient and practice health, including:

- Meeting and exceeding patient expectations
- Advanced planning and morning huddle efficiency
- Fundamental daily flow and operations

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By **Bill Claytor, Jr., DDS, MAGD**

*Dr. Claytor graduated from the University of North Carolina School of Dentistry and completed a two year General Practice Residency at the Medical University of South Carolina. He has received a Fellowship, Mastership, and Lifelong Learning and Service Recognition Award from the Academy of General Dentistry. Dr. Claytor has a certificate in Chemical Dependency Counseling and is a consultant / board member of the Dental Well-Being Advisory Committee of the American Dental Association in Chicago.*

## Dental Burnout: Are You and Your Practice Susceptible?

Burnout in dentistry is on the rise. In 2022, the World Health Organization will list burnout as an occupational phenomenon defined as a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. According to Rada & Johnson-Leong (JADA 2004), dentists are prone to anxiety disorders, clinical depression and professional burnout due to the way dentists practice and their personality traits. Chronic interpersonal workplace-related stressors have a high correlation with anxiety, depression, musculoskeletal complaints, sleep disorders, memory problems and substance use disorders which all can be associated with burnout. The encouraging news about burnout is that it is easier to prevent than treat since it is usually recognizable and reversible.

Dr. Christina Maslach, a pioneer in evaluating burnout, has developed an inventory that addresses three landmark components for burnout: 1) Emotional Exhaustion, 2) Depersonalization, and 3) Reduced Performance Accomplishment. Simply put, burnout is when your energy is depleted, you don't have much interest in people and you don't really feel like you are very effective at what you do. This is a potential disaster for a practicing dentist.

**The encouraging news about burnout is that it is easier to prevent than treat since it is usually recognizable and reversible.**

Dentistry can present stressors that increase burnout potential, especially isolation and anxiety. Don't confuse being busy and outgoing with not being isolated. Sometimes

keeping busy and being everything to everyone is a lonely place to be and can encourage isolation, depression and co-dependency. Dentists experiencing co-dependency issues view their self-image and self-worth as being predicated on how other people make them feel. In our personal lives, this manifests as the dentist not being able to say no to people, accepting imperfection as a character defect when it really defines the human experience, striving for excellence instead of perfection in the clinical arena, and letting go and accepting people, things and situations we have no control over. The huge responsibility of trying to control everything may lead to anxiety, depression, and burnout.

A 34-year old dentist from the East Coast stated he had experienced burnout at age 29. He described his journey into burnout as a paralyzing and awful experience. The good news is that he recognized that something had to change. He realized that doing nothing was doing something. He didn't want to be the proverbial ostrich with his head in the sand dentist because he knew something major was wrong in his personal and professional lives. This young dentist decided to begin the process of engaging back into the real world and lessening his isolation. He asked for help from many venues and his story involved his engagement and desire to be part of a community of dentists that could help him. His energy level, excitement, and efficiency for dentistry began to increase exponentially to where today he no longer has burnout and is enjoying dentistry as a multi-practice owner. More importantly, he has a renewed relationship with his family.

Does this story sound familiar? Probably not. Unfortunately, the previous scenario often leads to unnecessary stress, anxiety, depression, drug and alcohol abuse/dependence, and sometimes even suicidal ideation. It is important to realize that burnout is not necessarily age-related and is on the rise in young dentists due to financial

stressors, student loans, uncertain work future, decrease in reimbursements from insurances and PPO's, and the ever-changing practice models in the dental environment. This uncertainty can breed fear and anxiety about the future.

Burnout can be viewed from two perspectives: Personal Burnout and Dental Professional Burnout.

**Personal Burnout:** Who is susceptible to personal burnout? Burnout has been associated with people who have 1) Social Anxiety Disorder (self-critical perfectionism), 2) Avoidant Personality, 3) High-Stress Jobs such as dentistry, 4) Overachievers, and 5) Type A Personalities. Why do we develop personal burnout? The following are conditions highly associated with burnout: Perfectionism, isolation, confinement, difficult patients, absorbing patient-staff anxieties, overworking, scheduling issues, and low self-esteem.

**Dental Professional Burnout:** A dental professional can also experience burnout which manifests as: 1) Emotional Exhaustion due to inefficient office systems, in-office conflicts and time-staff-scheduling issues,

2) Depersonalization by performing old, stagnant out of date procedures and not using current technology, and 3) Reduced Performance Accomplishment resulting in poor production, lack of involvement with continuing education, and lack of clinical/business skills resulting in high referrals due to lack of confidence. Solutions for dental professional burnout include the following: Review and update office and clinical systems, set boundaries with staff and patients, change to same day dentistry where possible (CAD/CAM systems/NiTi Endo), reduce low value/high frustration procedures while increasing high value/high energy procedures, set boundaries in work/life/home and control your practice schedule. Research indicates that dentists are more stressed when running behind schedule than when dealing with difficult or demanding patients. Dental practice scheduling is one thing that all dentists can evaluate and change on Monday morning.

Burnout in medicine has its origins in the environment and care delivery system, not the personal characteristics of a few susceptible individuals. Is dentistry the same? Burnout in dentistry is trending

like burnout in medicine. Physicians are currently dealing with the inefficiencies and frustrations associated with the EHR (Electronic Health Record) plus individual factors such as boundary setting difficulties and perfectionism. Are dentists on the same path? In many ways, yes. Due to the changing environment of dental health care delivery systems and third party activity, we are seeing less autonomy, more DIY dentistry, more PPO/DSO involvement, damaging social media reviews and the ever-increasing student loan debt. All of these play a factor in increased burnout risk for the dentist.

In conclusion, the opposite of burnout is engagement. This is demonstrated when emotional exhaustion is replaced with energy, depersonalization is replaced with involvement, and reduced personal accomplishment is replaced with efficacy. Immediate steps to decrease burnout include: 1) Define your practice, 2) Control your schedule, 3) Minimize debt, 4) Don't isolate, 5) Engage with the dental community, and 6) Self-care. ■

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# Combating Stress with Mindfulness

By **Mark Abramson, DDS**

*Dr. Abramson graduated from UMD School of Dentistry in 1975 and residency at the Palo Alto VA Hospital in 1976. Dr. Abramson is board certified by the American Board of Orofacial Pain and the American Board of Dental Sleep Medicine. He is the developer of the OASYS and the OASYS Hinge appliance. Dr. Abramson established Stanford's Mindfulness Clinic in 1996. He has recorded webinars for the ADA, Stanford Corporate Partners.*

Burnout is a long-term stress reaction characterized by a state of emotional, mental and physical exhaustion and a lack of a sense of personal fulfillment and accomplishment, however, there is a solution: Mindfulness practices not only reduce stress, but actually lead to physical changes in the brain that can alter mood and quality of life.

Stress and anxiety are daily facts of life for many people and running or working in a dental practice can be particularly stressful. The ADA Center for Professional Success notes: Stress can occur in various ways throughout your normal workday: Handling an anxious patient, performing a not-so-familiar procedure, or managing the intricacies of health insurance plans are all cumulative stressors that make an impact by day's end.

The ADA discovered that of dentists:

- 79.4% feel low in energy
- 55.8% blame themselves for things gone wrong
- 34.9% feel hopeless about the future
- 29.1% have no interest in things
- 23.5% have feelings of worthlessness
- 41.9% have difficulty concentrating and making decisions

Of these respondents, 22.6% indicated moderate to severe depression. Other studies found similar responses: 34% frequently or always felt physically or emotionally exhausted and 47% were somewhat happy to unhappy with little interest in life.

### What is Mindfulness?

Mindfulness, defined as non-judgmental, moment to moment awareness, has been shown to be an effective stress reduction practice. A 2011 study published in

*Clinical Psychology Review* concluded that the practice of mindfulness “brings about various positive psychological effects, including increased subjective well-being, reduced psychological symptoms and emotional reactivity, and improved behavioral regulation.” To assist dental professionals, I worked with the ADA Center for Professional Success to develop

“Mindfulness...has been shown to be an effective stress reduction practice.”

a series of videos on mindfulness. These videos aim to help dental professionals, staff and patients create a more healthy and happy work environment. Stanford Medical Center has also formed a committee to address stress amongst clinicians and has recommended classes in mindfulness and compassion training, in which I took part in teaching. Educational videos were also created designed to develop greater mindfulness in the routine activities of medical/dental procedures.

### How Does One Practice Mindfulness?

Finding techniques to refocus the mind on the present moment and quieting the mind from all the “noise and chatter” of daily life.

Mindfulness can be performed daily during our clinical work routines: one of the practices is to make a meditation of washing one's hands or scrubbing up for a procedure. Simply focusing on the sensation of the soap, water and feeling of touch acts to center and relax the mind and body that support better performance and it does not require any additional time to do.

## Is there Science To Prove Mindfulness Works?

Neuroscientist Sara Lazar found that people who practiced meditation had more gray matter in the part of the brain linked to decision-making and working memory: the frontal cortex. She noted during an interview with the Washington Post (Schulte 2015), “meditation had been associated with decreased stress, decreased depression, anxiety, pain and insomnia, and an increased quality of life.” In her research paper, *Lazar et. Al, (2005) Meditation experience is associated with increased cortical thickness Neuroreport. 2005 Nov 28; 16(17): 1893–1897*, the authors looked at long term meditators vs a control group.

“We found long-term meditators have an increased amount of gray matter in the insula and sensory regions, the auditory and sensory cortex, which makes sense. When you’re mindful, you’re paying attention to your breathing, to sounds, to the present moment experience, and shutting cognition down. It stands to reason your senses would be enhanced,” she explained.

“We also found they had more gray matter in the frontal cortex, which is associated with working memory and executive decision making. It’s well-documented that our cortex shrinks as we get older – it’s harder to figure things out and remember things. But in this one region of the prefrontal cortex, 50-year-old meditators had the same amount of gray matter as 25-year-olds. So the first question was, well, maybe the people with more gray matter in the study had more gray matter before they started meditating. So we did a second study.

We took people who’d never meditated before, and put one group through an eight-week mindfulness-based stress reduction program.

We found differences in brain volume after eight weeks in five different regions in the brains of the two groups. In the group that learned meditation, we found thickening in four regions:

1. The primary difference, we found in the posterior cingulate, which is involved in mind wandering, and self relevance.
2. The left hippocampus, which assists in learning, cognition, memory and emotional regulation.
3. The temporo parietal junction, or TPJ, which is associated with perspective taking, empathy and compassion.



4. An area of the brain stem called the Pons, where a lot of regulatory neurotransmitters are produced.

The amygdala, the fight or flight part of the brain which is important for anxiety, fear and stress in general. That area got smaller in the group that went through the mindfulness-based stress reduction program. The change in the amygdala was also correlated to a reduction in stress levels.”

### Who Else Practices Meditation?

Steve Jobs: "If you just sit and observe, you will see how restless your mind is. If you try to calm it, it only makes it worse, but over time it does calm, and when it does, there's room to hear more subtle things - that's when your intuition starts to blossom and you start to see things more clearly and be in the present more. Your mind just slows down, and you see a tremendous expanse in the moment. You see so much more than you could see before. It's a discipline; you have to practice it."

Jerry Seinfeld: “Do you know how three days a year you get a good night’s sleep? And you wake up and feel like ‘Oh, this is how I should feel all the time!’ But you can’t get more than 3 good nights’ sleep per year because of the circumstances of your life. Well, with TM (meditation) you can have that every day.”

Oprah Winfrey: “That way of being ‘still’ with ourselves – coming back to the center and recognizing that something is more important than you – it’s more important than the work you are doing, brings a kind of energy, an intention that we have never had before.”

Bring mindfulness to yourself, your patients, and your team. Teach your patients about proper breathing and encourage them to hold some awareness of their breathing...be a value added practice. This can help the fearful and anxious patient immensely. By being the natural centering effect that mindful presence brings you will be a calming presence and guide for your patients. ■

### RESOURCES

Resources developed by at Stanford University regarding mindfulness can be found here: <https://wellmd.stanford.edu/healthy/mindfulness.html>

The ADA Center for Professional Success has developed resources regarding stress management as a member benefit: <https://success.ada.org/en/wellness/how-to-reduce-stress>



# Sigmund Freud and the Case of the Missing Tooth

## Are You Alert to Potential Burn Out?

By **Steve Abramowitz, MD**

*Dr. Abramowitz earned his B.A. at Northwestern University in 1967 and received his Ph.D. in clinical psychology from the University of Colorado in 1972. He taught at Vanderbilt University until 1975, when he became the Director of Research in the Department of Psychiatry at the University of California at Davis, where he authored over 100 scientific articles. Dr. Abramowitz practices clinical psychology in Sacramento. He offers assistance to health professionals and their patients.*

A child who dreams about losing a tooth may not wish for the tooth fairy. Missing a tooth could actually reflect the loss experienced around her parents' impending divorce. A teenager who dreams about falling and losing a tooth may actually be beset by anxiety that she will be rejected by the college of her choice. But dentists too have fears that their emotions are spiraling out of control and negatively impacting the practice they so arduously built.

Let's try some examples that could portend the dreaded affliction known as burnout. Hollering "you set no boundaries for the kids" to your partner, you slam the door behind you. Spilling your coffee you hurriedly back down the driveway just in time to see your son with a baseball cap turned backwards waiting to be picked up. Angry and pressured, you arrive at the office only to learn the person who handles the billing will be out for a week with the flu. The morning's stresses leave you emotionally ill-prepared for your first patient's extraction.

Depression has become an epidemic and dental practitioners are not exempt. Perhaps you didn't sleep well. Do you struggle to get out of bed on workdays? Dread the coming day? At the office you may feel overwhelmed by a routine schedule. You examine those annoying administrative snafus and snap instructions to your staff who share knowing smiles. Your reserves dissipate quickly and you feel demoralized and drained by the time you reach your last patient.

Now we'll shift to a significant source of professional stress too frequently overlooked. Have you ever thought about how taxing it is to be "on" from the moment you enter the office? First performing for the staff, then for the patient and later the emergency call that

arrives just as you're tying up the stitches. Most health providers endure their share of performing, but dentists take this theater to the next level. They must muzzle their own needs while treating multiple cases simultaneously. Social pleasantries are exchanged, with the provider desperately trying to recall the patient's interests and life issues. As the work nears completion, he must be vigilant about when to dash to the next treatment room. Is it surprising that many caregivers feel exhausted and demoralized by day's end? Predictably, this is not a prescription for a healthy reentry to a family with its own needs and priorities.

### Steps to Avoid Burnout:

Are you alert to potential burnout? You may want to consider several methods to deter its onset. We'll begin with that daily

“Depression has become an epidemic and dental practitioners are not exempt.”

abomination, the grueling schedule. A full load, a late day and the frantic 60-minute lunch break. Especially for those of you on the cusp of burnout, I strongly recommend expanding that respite to an hour-and-a-half. I recognize doing so may crimp your income, but it would noticeably increase your ability to take advantage of several of the restorative options available to you. One of the most respected approaches to offset office stress is meditation, an adjunct to the philosophy of mindfulness. Even a brief 15-minute regimen could reduce anxiety and promote a sense of peacefulness and well-being. Fortunately, when to practice



meditation is flexible. Depending on your family and professional responsibilities you can choose to meditate before breakfast, during your midday break or before retiring. If you have trouble falling asleep, meditation offers a way to gently relax.

Exercise is a popular no-brainer. You can select from a wide variety of routines, almost all of which have psychological as well as physical benefits. In addition to keeping you fit, exercise is a healthy caffeine that fosters positivity and the satisfaction that comes with knowing you have taken an important step in self-development.. And hey, don't ridicule just plain walking. You can experiment with a morning wake-up call, a leisurely midday stroll or a gift of quality evening time with your partner.

Now comes the heavy lifting for the bona fide dental burnout victim. The more informal direction would be to assemble a like-minded group of fellow practitioners to share burnout concerns and remedies.

A monthly lunch would work fine. Many conflicted practitioners could also benefit from psychotherapy. Cognitive-behavioral treatment focuses on troubling or negative thoughts relating to practice. Here's an example. A colleague is struggling with a negative attitude toward a patient who has an annoying habit of paying late. Using self-talk he fends off the belief by concentrating on the person's admirable dental hygiene and reliability keeping appointments. A more comprehensive approach would take into account personal and family factors that could underlie the malaise associated with burnout. For example, a dentist whose parents were perfectionists may be especially inclined to feelings of inadequacy when confronted by a failed treatment plan.

#### Additional Resources

For more information about how to cope with the stresses of running a dental practice, you should consult an excellent article by colleague Andrew Goldsmith in

the January issue of Today's Dental News. Another helpful resource is a website (mindgarden.com) created by Christina Maslach, who uses a personality test to determine burnout potential. You may feel you are succumbing to burnout, but all sorts of help is available. In Freud's own words, "Whoever comes to the dentist with an unbearable toothache may find himself thrusting away the dentist's arm when he makes for the sick tooth with a pair of pincers." Here you are the dentist and not the patient. A profession requiring so much study and patient care should not easily be thrust away. ■

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# Life Reconsidered: Slouching Toward Normalcy

By **Anonymous**

*The following is an anonymous article regarding one dentist's struggle with depression and mental health following a serious medical condition.*

When the realization that something was very wrong materialized into extensive brain surgery followed by an arduous years long recovery, I was left coping with an uncertain future and severely compromised physical wellness.

My new normal required tolerating chronic pain while generally feeling lousy, my immediate retirement from dentistry, and the cessation of virtually every physical activity I had loved. So that was a bummer. Usually it's hard to imagine anything but rainbows and unicorns; this imposed reorientation was a real ice bucket challenge moment. Quite focusing!

How to achieve or maintain mental and emotional wellness while coping with physical unwellness? Admittedly I was not one to routinely deep dive into the opaque world of self-reflection or more precisely my personal creation myth. Denial has been effective. Recognizing that people mean well but often say the darnedest things has made me a kinder person. For me a simple "that sucks" is plenty and then let's move on. Not helpful is "I'm so sorry," "Whoa, I thought you were dead," and my personal Blues Brother favorite that, "that I was on a mission from God." So don't be, I'm not.

After taking inventory it turns out there were some positives. I avoided the whole social media thing, my arms and legs are pretty much functional and no more sweating the small stuff. Although hobbies such as books on tape, gardening, and small construction projects are rewarding, they also are isolating. Family is good. I'm incredibly lucky to have a devoted, kind, and generous wife. With three grown daughters there is always the fun of new jobs, boyfriends/husbands, babies. This means I'm glad to see the ceiling when I wake. I'm fortunate to have many close and sincere friendships and make it a point to arrange and attend frequent lunches regardless of how I may be feeling. I made such an effort to survive it'd be a shame not

to live. None of this is easy. What is easy is withdrawing, personifying victimhood, and subtly or overtly demanding that those around you acknowledge your suffering. If no one can complain about a personal ailment for fear of appearing whiny in comparison you quickly will find yourself alone. In the absence of clinical depression, PTSD, or other significant psychological maladies, mindfulness, self reflection, and when appropriate psychological counselling, will identify life paths of purposefulness and self fulfillment that can bring about a new kind of happiness. Okay that's all well and good if not Pollyannaish. This is hard and the suffering is oh too real. I like to smile when things are bad. Maybe it's a quiet acknowledgement that I've got this. Sure I get grumpy and snippy toward those I care about. They tolerate plenty of needless aggravation. Admittedly my coping mechanism has shrunk from a dinner plate to a salad plate. I have to remember that our life ran just fine when I wasn't in charge and that things can be handled successfully but differently from my approach. Letting go is both humbling and satisfying. I'm not very good at it. No one is. Don't be too hard on yourself and expect unreasonable results. Just try. Anyway bad things do happen so don't pretend you won't need a disability plan while knowing with certainty that you do need that ski boat. Pay for the best plan you can get with after tax dollars. Stay out of unnecessary debt. Enjoy what you have rather than despairing over what you haven't. Clear? So this life is not what I wanted for sure but I choose lemonade. Apt is this ancient Yiddish saying

"Man plans. God laughs." ■



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By Joe Vaughn, DMD

*Dr. Vaughn is a general dentist who graduated from the University of Alabama and currently practices in Seattle, WA. He works both as an associate in a private practice as well as in a public health clinic. Dr. Vaughn currently serves in roles with both the Seattle King County Dental Society and the Washington State Dental Association. He is passionate about organized dentistry, writing, and talking with other dentists about the many issues we are facing in our profession today. He welcomes any and all of your questions/comments and can be reached at [jkvaughn44@gmail.com](mailto:jkvaughn44@gmail.com)*

# Careers Aren't Upward Straight Lines, They're Waves

Last night, I watched from across Elliot Bay as a sea of colors illuminated the sky. One second past midnight brought a burst of reds and blues and purples and whites, proudly announcing that the New Year has come once again.

I truly love the holidays, that's for certain. I think they are so valuable for a lot of reasons, but perhaps my favorite is for reflection. The holidays are the perfect time for reflection. On who we are, how far we've come, where we want to go, and ultimately who we want to become.

New Year.

New You.

But what happens when the result of your reflection is not at all what you had hoped for? What if . . . you don't really like who you are right now or even where you're headed.

What happens when the thought of a New Year and its new challenges and opportunities doesn't excite you anymore.

"Is this it?"

"Is this as good as it gets?"

"Am I . . . burning out?"

I wish I could say that this doesn't happen. I wish I could say that for most of us in this profession, it continues to be the best decision we've ever made, with no regrets, happy every day, love, love, love.

But I can't.

Because the reality that we already know is that our profession is extremely demanding. It's stressful. Emotionally draining. Not for the faint of heart. But the other, much more

troubling reality today is that we aren't supposed to talk about that part. We're supposed to be tough. Be professional. Never show your cards.

That, of course, precipitates into more stress, more anxiety, which ultimately becomes the yellow brick road to a potential career ending tragedy that we call "burnout."

... the real truth of our profession is that none of our careers is a healthy happy upward straight line. It's a wave. A series of them.


Well today, I'd like us to challenge that. Because the path to a rewarding, healthy career is lined with openness and honesty about those ups and those downs. We need to talk about them. Bring them to life. Because despite what you may see every day on Instagram, the real truth of our profession is that none of our careers is a healthy happy upward straight line. It's a wave. A series of them. We go up, we go down, we're all over the place.

Ask me how I know.

Maybe it was the time that retired anesthesiologist looked me dead in the eye and affirmed that "you may be a technician, but you're no real doctor." Maybe it's my buddy down the street right now drilling out the deep dark distal box of a #15 disaster while his three hygienists stand at the doorway waiting on an exam. Or maybe it was that time my co-resident was told by his office manager to just do what he's told because ultimately "associates are easily replaceable."

If you think you're alone, you're wrong. You are not alone. And that's the first step to

...our profession is extremely demanding. It's stressful. Emotionally draining.



**“ We have to be the voice that our profession really needs. Let’s talk about the things that no one thinks is okay to talk about. If you’re out there suffering right now and no one knows it, you need to change that. ”**

digging yourself out of a burnout situation. Knowing that you’re not the only one.

Look, I get it. We all get it. And we get it because at some point, we’ve all felt the same way. I’ll be the first one to tell you that I’m often haunted by that seemingly oh-so-casual question of “do you enjoy dentistry?” There’s supposed to be a correct answer. And although I can tell you the time, date and place of every moment I was asked that question in the past year, my answer will often change. And what I’ve really learned this year is that it’s okay that it changes. It’s okay to not enjoy every single day of your career. What’s not okay though, is to pretend like you do and never tell anyone otherwise.

When I was a third year dental student serving on the ASDA Editorial Board, the national President of ASDA took her own life in the middle of her final year of dental school. Her name was Jiwon Lee. The news came as a terrible, heart wrenching shock. It hurts even now to think about how things might have been different if she had an outlet. It hurts to think about how things might have been different if we were more open and honest in this profession about the struggles our peers are likely facing every day.

We have to be better.

We have to be the voice that our profession really needs. Let’s talk about the things that no one thinks is okay to talk about. If you’re out there suffering right now and no one knows it, you need to change that.

There is some good news in all of this. It’s that you can beat it. You can overcome the stress and anxiety and burnout. There’s a never ending list of resources out there, but ultimately you have to first recognize that you’re struggling, and then you have to take action.

Sometimes, that means taking a vacation. Sometimes that means a shorter work week. Sometimes, that means picking up a hobby, a new exercise program, prayer or mindfulness. Sometimes it’s making time

**“ Everyone has a place in this profession. But not everyone finds it at the same time or stage in their career. ”**

in your life for creativity. And sometimes, it can be as simple as a refreshed perspective, seeing your patients and coworkers through a different lens. For me personally, it’s talking it out openly with my wife and my friends. It’s spending time with my family. It’s writing articles just like this one.

The point is, you need to find your outlet. And when you finally climb out of the hole (and you will climb out), it’s just as important to continue participating in those healthy

outlets so that your resilience continues to grow stronger, and when the next inevitable wave of stress and burnout rolls along . . . you’ll be ready.

I’ve thought a lot about dentistry this year. The ups and the downs. It has the potential to be the most rewarding career on the planet. But it can just as easily cause enormous detriment on someone’s life. So much so that it can make someone feel completely powerless, like they have no one to talk to and nowhere to go.

Everyone has a place in this profession. But not everyone finds it at the same time or stage in their career.

If you aren’t happy with where you are right now, keep searching for your right place. The worst thing that I can imagine in this world is to spend your entire career dreading the commute to work every morning. That doesn’t have to be you, and it shouldn’t. So today, tomorrow, and every day after that, lean on your support system, use your outlets, and continue the search for your place in the profession. If we look hard enough, someday we’ll all find it. ■

# Board Report



Wesley Yee, DDS  
Secretary

## January 7, 2020

### Highlights of the Board Meeting

#### President's Report

Dr. Hillendahl called the meeting to order and welcomed the new Board for 2020. We have an exciting year coming up! Thank you to the Board members for their dedication and volunteering.

A visitor, Speaker Gary Zelesky, stopped by to be introduced; he is our November General Meeting speaker. His topic: Passion and Improving Amazing Experiences in Your Office. We are excited that he will be presenting!

Dr. Nima Aflatooni was welcomed as the 2020 Guest of the Board. This program was started last year to introduce an SDDS member to the SDDS governance and organization – welcome Dr. Aflatooni!

#### Assignments and Projects for the Year

Bylaws and policy documents will be reviewed, revised and updated this year. Board Members were assigned specific tasks for this review process. Board liaisons to committees were assigned.

#### Secretary's Report

Dr. Felahy reported on the following:

- Membership had a net gain of 13 members for 2019, **our market share is 85.2%**, engagement rate

is 94% and retention rate is 96%. This has been a great year and we are proud of our member market share! Thank you to all members for supporting SDDS!

- We continue to monitor the non-member list as an ongoing project.

#### Treasurer's Report

Dr. Hillendahl reported that 2019 will be a very good year, financially, for SDDS. Our CE programs have been very well attended and the Harassment Prevention webinars are a great member benefit – 1100 people registered for those webinars this year! Our MidWinter Convention was very successful as well.

Membership dues continue to be stable and we will not need to have an increase this year.

Our dues cover one-third of our budget, with program and nondues revenue being the other two-thirds.

#### Executive Director's Report

Cathy Levering reported:

- All Committee Members have been placed (194 members are serving on our 2020 committees, with many serving on multiple committees totaling 304 committee members – thank you!) and the 2020

committee schedule is set with all committee and task force meetings.

- We are in line and progressing with the Strategic Plan goals.
- The Executive Director evaluation has been completed and all 2019 goals achieved!

#### Conclusion

This is going to be a great year – lots of exciting programs, events and happenings are forthcoming. The Board is excited to discover and work on new issues, membership, and moving the Dental Society forward into the new decade. Our members are terrific, involved and so supportive of this Dental Society... THANK YOU!

#### Adjournment

The meeting was adjourned at 8:38pm.

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Next Board Meeting:  
**March 3, 2020 at 6pm**

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of our listings.*

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**FAIRFIELD AREA:** 5 Ops, 4 Equip, Digital, Paperless, Strong hyg prog, 2018 GR \$840K on 4 day/wk #CA655  
**FOLSOM/RESCUE/EL DORADO HILLS AREA:** 5 Ops+RE, Modern, Digital. 2018 GR \$773K #CA581  
**GREATER SACRAMENTO:** Desirable area, 38 yrs Goodwill, 4 Ops, Digital, 6 hyg days/wk. 2018 GR \$1M+ on 4 day/wk #CA656  
**GREATER SACRAMENTO:** PPO/Condo, 33 yrs Goodwill, 1392 sf, 4 Ops, Digital, I/O Cam. 2018 GR \$404K #CA561  
**LAKE TAHOE AREA:** Resort area, 6 Ops, 5 Equip, Digital, 42 yrs Goodwill. 2018 GR \$711K on 22 Dr. hrs/wk #CA608  
**LAKE TAHOE AREA:** Endo, 3 Ops, Digital, CBCT, 28 yrs Goodwill #CA602  
**ROCKLIN/LINCOLN AREA:** 10 Ops, 6 Equip, 2018 GR \$747K on 4 day/wk #CA641  
**SACRAMENTO:** *Price Reduced!* Hi-traffic, 4 Ops, under 5% Delta Premier, 2018 GR \$607K on 30 Dr. hrs/wk #CA590  
**SACRAMENTO AREA:** GP & Specialty HMO/some PPO+RE, 9 Ops, Digital, I/O Cam, 2018 GR \$505K #CA567  
**SACRAMENTO AREA:** 4 Ops+RE, 1 add'l plumbed, 47 yrs Goodwill, 24 Dr. hrs/wk. 2018 GR \$574K #CA603  
**STOCKTON AREA:** 6 Ops+RE, 30+ yrs Goodwill. 2018 GR \$1M+ #CA616  
**VACAVILLE AREA:** 5 Ops, 28 yrs Goodwill, Dentrix, 2018 GR \$567K #CA645  
**WOODLAND/DAVIS AREA:** 6 Ops+RE, Dentrix, Digital, Pano, 43 yrs Goodwill, Strong hyg prog, 2018 GR \$1.1M+ #CA629



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## California Minimum Wage Increase

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California is on course to reach a minimum wage of \$15/hour for businesses of all sizes by 2023—with incremental increases over the next few years. On January 1, 2020 the statewide minimum wage will rise to \$13 an hour for employers with 26 or more employees and \$12 per hour for employers with 25 or fewer employees. A nonexempt employee is paid for all hours that they work. Examples of non-exempt positions in a dental office, are front office, DA, RDA and Hygienists.

### Preparation is Key

How are you preparing for the upcoming wage increases? In addition to the higher wage rate for employees, wage increases impact several other payroll and HR practices.

- **Review employees classified as exempt.** The administrative, professional and executive exemptions require workers to earn 2x the state minimum wage for full-time employment in order to be classified as exempt (plus meet a strict duties test). For 2020, a worker will need to earn at least \$54,080 to be exempt if there are 26 or more employees and at least \$49,920 to be exempt if there are 25 or fewer employees. **For a handy chart outlining California exemption test increases, download CEA's Free Fact Sheet.**

- **The majority of positions at a dental office, outside of the actual Dentist, are more often than not non-exempt/hourly positions.** Keep in mind that your Office or Business Manager do not automatically qualify as exempt, just because of their title. We always recommend that you review each position to see if it will qualify as exempt based on the individual's salary as well as responsibilities.
- **Be very careful classifying individuals as Independent Contractors for your office.** Visit [www.employers.org](http://www.employers.org) to review several articles regarding the misclassification of workers (especially hygienists) and how it may open you up to liability and wage claims.
- **Updated Official Minimum Wage Notice.** All employers are legally required to post this new notice reflecting the increased rates for

2020. CEA's 2020 California/Federal Employment Law Poster will contain this mandatory update.

- **Keep an eye out for updated Wage Orders.** California employers are also required to post the Wage Order(s) that applies to their business. The Wage Orders will be updated next year to reflect the minimum wage changes.
- **Provide a new wage notice.** Nonexempt employees whose wages are affected by the minimum wage increase must be provided with a written wage notice (within seven calendar days of the change) unless the new increase is noted on a paystub. (Labor Code sec. 2810.5)

This table below shows the increases for 2020 and beyond. If you have any questions, give the SDDS HR Hotline a call!

Article by the CEA HR Advisor Team.

Date	26 or More Employees	25 or Fewer Employees
1/1/2020	\$13	\$12
1/1/2021	\$14	\$13
1/1/2022	\$15	\$14
1/1/2023	\$15	\$15



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**Kevin Keating, DDS, MS**  
New Dental School Advisory Chair  
Dean California Northstate University

## Sacramento's New Dental School

**An update from Kevin Keating, Dean and Professor—what's new:** Much has happened over the past year since the decision by California Northstate University (CNU) to add a College of Dental Medicine to its portfolio of healthcare degree programs. Currently, CNU has two campus locations. A satellite campus in Rancho Cordova that offers an undergraduate degree in Health Sciences and the main campus in Elk Grove which houses the Colleges' of Medicine, Pharmacy, Psychology, and soon the College of Dental Medicine. The University is also in the process of developing a teaching hospital that will coalesce as the Elk Grove Academic Health Center.

**Projected timeline for opening:** There are two agencies that provide accreditation, WSCUC and CODA. WSCUC accredits all universities in the western United States. We received accreditation from WSCUC in March of 2019 which allowed us to proceed with submitting our application to CODA. Because dental education involves patient care, CODA accreditation is much more rigorous to ensure safety for patients, students, and faculty. Our application to CODA comprised over 2,000 pages of documentation and was submitted in April of last year. It has been under review by CODA since then, and subsequently, a site visit to tour the facilities has been scheduled for this spring. The purpose of the site visit is to learn firsthand about the current state of planning and development in order ensure the university has the ability to take on the responsibility of welcoming its inaugural class of dental

students. Assuming no significant delays in development, it is our goal to be able to accept our first class in the fall of this year.

### **Curriculum and Faculty development:**

There has been tremendous support from the members of Sacramento District Dental Society and its leadership to develop the College of Dental Medicine since the University embarked on the exploratory task force in 2017. The local dental community has been incredibly encouraging and committed to the success of educating and shaping the next generation of dentists. As a testament to their vested interest in the future of dentistry, a significant portion of membership sought out to serve as members of the Curriculum Development Task Force prior to the submission of the CODA application; many have continued working over the past year to develop and write the syllabi for the curriculum.

**Admissions:** Following the CODA accreditation visit this March, we hope to achieve initial approval to move forward with interviewing candidates for possible admission. We cannot offer acceptances until we clear this hurdle. Ultimately, this would mean a September or October start should initial accreditation be issued by CODA in August when they reconvene. Certainly, this is a tight admissions schedule, but through benchmarking with new peer dental schools and CNU's Colleges of Medicine and Pharmacy, they too had similar admissions schedules their inaugural year with success. With that, I am encouraged that we will successfully meet our milestones necessary to launch our College of Dental Medicine in order to help shape the field of dentistry in California.

**If you have interest in learning more about California Northstate University College of Dental Medicine, please reach out to the following resources:**

- 1) If you have an interest in teaching you can contact me at: [kevin.keating@cnsu.edu](mailto:kevin.keating@cnsu.edu)
- 2) If you know someone who is applying for admission to dental school and would like to be updated on our accreditation progression and admissions timeline, they can visit: [cnsu.edu](http://cnsu.edu) click on the College of Dental Medicine link. A link to register and subscribe for more information via email will found on this page.
- 3) If you know of someone who may be interested in learning more about our undergraduate, graduate, or doctoral programs at California Northstate University you can check out the University's academic programs online at [cnsu.edu](http://cnsu.edu). ■



## 2020 SDDS Committees Schedule

### Standing Committees

#### CPR Committee

Feb 24 • Apr 25 • Aug 14 • Nov 6

#### Nominating/Leadership Development

Work Completed

#### Peer Review Committee

Mar 13

### Foundation

#### Foundation Board

Apr 6 • Nov 17

### Other

#### Sac Pac

May 18

#### CDA House of Delegates

TBA

### Advisory Committees

#### Continuing Education Advisory

Feb 25

#### Mass Disaster/Forensics Advisory

TBA

#### Fluoridation Advisory

Yolo County

*Schedule as needed*

#### Nugget Editorial Advisory

May 18 • Sep 29

#### Strategic Plan Advisory

*Schedule as needed*

#### Budget and Finance Advisory

Feb 19

#### Bylaws Advisory

*Schedule as needed*

#### Legislative Advisory

*Schedule as needed*

#### New Dental School Advisory

TBA

### Leadership

#### Board of Directors

Mar 3 • May 5 • Sep 1 • Nov 3

#### Executive Committee

Feb 14 • Apr 3 • Aug 21 • Oct 2 • Dec 4

### Task Forces

#### Member Benefits/Services

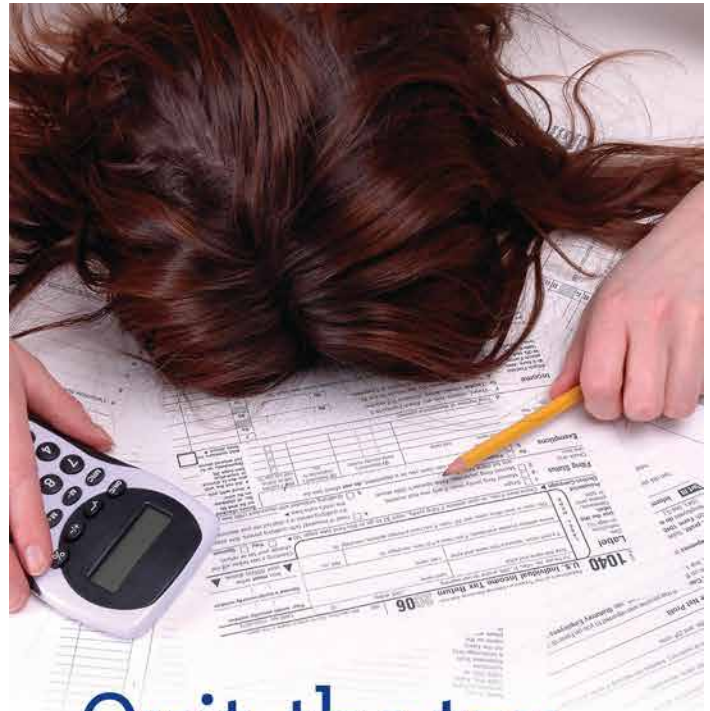
Feb 18 • Apr 28 • Sep 29

#### Oral Health/Prop 56 Initiatives

Mar 13 • Oct 2

#### Ethics

Jan 21 • Mar 16 • Sept 14



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## Crowns for Kids Update: *A Great Help to the Foundation!*

Have you participated in our Crowns for Kids Program yet? In the 2019 year, Crowns for Kids raised \$25,000 to support our Foundation and all its programs! It is due to members who get a Crowns for Kids jar, fill it with scrap metal, and then call Jim Ryan at Star Group to pick up their jar! Since the start of the program in 2006, over \$300,000 has been raised to support Smiles for Kids!

In 2019 we had more than 100 of our dentist members participate in the program! If you'd like to be part of the program as well, it's a simple process to

get started. The first thing you'll need is a Crowns for Kids jar! We have a table at our General Meeting every month with the Crowns for Kids jars, feel free to grab one the next time you walk by. You can also pick one up from the SDDS office or call Jim from Star Refining for a jar.

### Bring your jar to MidWinter!

Star Refining, again this year, has offered a lunch out for you and your team for bringing the MOST METAL in a Crowns for Kids jar to MidWinter!

## The SDDS Foundation brings you Crowns for Kids®

### How Crowns for Kids (CFK) Works:

- 1 Get a CFK Jar
- 2 Fill the jar with scrap metal from your patients' dental treatment
- 3 Call SDDS to pick up your jar and we'll send it to Star Group
- 4 Star Group sends SDDS a check to the Foundation each month

**We raised \$25,000 in Crowns in 2019!**

Powered by:



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REFINING

## Recent Grants & Donations to the Foundation!

### Grants:

William J. Codiga Family Foundation  
Sacramento Region Community Fund –  
Knapp Family Fund  
Sutter Health Sacramento  
United Concordia  
Pierre Fauchard Academy

### Donations:

Craig Harris  
Blue Northern Builders  
Dr. Skip and Cookie Lawrence

### Puppet Show Sponsor:



## *Opportunities to help support the Foundation!*

### Become a Foundation Member:

It only costs \$75 a year to be a member of our Foundation. Email us at [sdds@sdds.org](mailto:sdds@sdds.org) to become a member and make a difference.

### Sign up for the Golf Tournament:

Each year, around May, SDDF hosts a Golf Tournament! You can sign up to sponsor a hole, a green, or sign up for a great day of golfing! All the proceeds benefit our Foundation and its programs!

### Buy Broadway Tickets:

SDDS buys tickets to some great Broadway shows in Sacramento! We have amazing seats, frequently in the Orchestra section! So grab some tickets to a great show while supporting SDDF!



## WESTERN PRACTICE SALES

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Down To This Decision*

### *What separates us from other brokerage firms?*

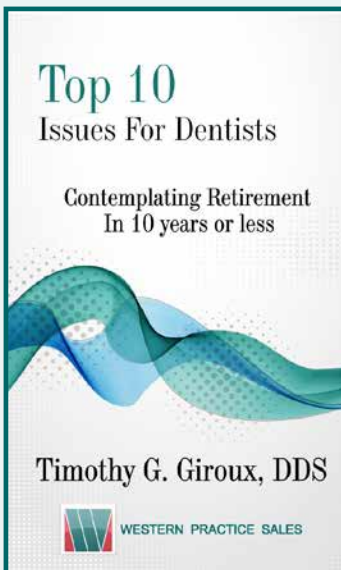
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## ASK THE BROKER

**How do you determine the listing price of my practice?**

The single-most important factor in determining the practice sales price is the collection total of the previous calendar year. Lenders and Buyers like to see stability without large variances from year to year. It should be obvious that steady, slight increases in revenues are always better than even the slightest of decreases. Poor performance of one of three years should not affect pricing, unless it is the last calendar year that shows a significant drop. Therefore, try to maintain a stable practice, make sure you finish strong and make all your December deposits for that last year you will be filing!

**Practices are priced based heavily on gross receipts.** Let's work through some scenarios and options. If you plan to practice 2-3 more years, it is not worth investing extra money in the practice. In this case, I would just advise finishing strong, especially to reflect your last tax return which will be filed. If you plan to practice approximately 5 years, spending large amounts of money for new technology may not necessarily return the investment unless it helps to increase your production. However, this being said, purchasing new equipment may increase your enjoyment of practicing dentistry and therefore be a worthwhile investment.

With 8-10 years remaining to practice, modernizing the practice with the latest and greatest is generally a great idea. Leasehold improvements typically last 5-8 years, so making the investment at this time to spruce up the office will enhance the desirability of the sale. It may also give you greater satisfaction of working in a first-rate environment for the entire duration of the leasehold improvements. **Most importantly, since practice values are based on gross receipts, keep up the good work!**

With factors affecting the current practice market such as a large number of "Baby Boomers" choosing to retire coupled with a lower percentages of Millennials wanting to own dental practices, it is important to make decisions now that will help your practice stand out from the rest when you decide to sell! Call or email us today for a free copy of Dr Giroux's book "Top Ten Issues for Dentists Contemplating Retirement in Ten Years or Less".

*Timothy G. Giroux, DDS is currently the Owner & Broker at Western Practice Sales and a member of the nationally recognized dental organization, ADS Transitions.*

*You may contact Dr Giroux at: wps@succeed.net or 800.641.4179*

*Paid advertisement*

# YOU THE DENTIST, THE BUSINESS OWNER



**YOU ARE A DENTIST.** You've been to school, taken your Boards and settled into practice. End of story?

Not quite. Are you up to speed on tax laws, potential deductions and other important business issues?

In this monthly column, we will offer information pertinent to you, the dentist as the business owner.

## Oh Baby, Baby!

### A Practical Guide to Managing Pregnant Employees in Your Practice

Reprinted with permission from **California Dental Association**

Every employer at a dental practice will likely manage a pregnant employee at least once in their career, and most employers will have at least one question about pregnancy leave and the law. CDA Practice Support has received calls from puzzled members inquiring about the obligations associated with managing employees' accommodations, benefits, leave and return rights and pay obligations. This article addresses common questions to help guide employers and ensure they are following leave laws and best practices.

While California's Pregnancy Disability Leave law states that employers of five or more employees must provide PDL, it is a recommended conservative best practice that all employers, even those under a five-employee head count, provide the pregnancy leave.

Full-time and part-time employees are eligible for PDL from the onset of employment. The duration of leave is up to four months for eligible employees disabled by pregnancy, childbirth or a related medical condition. This duration includes the amount of time employees may need prior to and after the birth of the baby. The employee's health care provider, not the employee, designates the duration of leave.

When an employer grants an employee's request for PDL, that employer is guaranteeing that the employee will return to the same position or a comparable one. If an employer should discover indications of poor performance or inadequacies in an

employee's role, the best course is to meet with the employee to discuss the performance expectations when the employee returns and then to monitor and document performance going forward.

Because of the legal risks of failing to comply with pregnancy disability laws, employers who wish to make changes to an employee's job status before, during or after a leave of absence should seek the advice of an employment attorney prior to taking any action.

PDL does not have to be taken in one continuous period of time. Employees can take leave intermittently or on a reduced work schedule when necessary, as determined by the employee's health care provider.

If an employee is disabled longer than four months because, for example, the employee is placed on bed rest or needs additional time off at the end of four months, the employee may be entitled to additional leave as a reasonable accommodation for a pregnancy-related or other disability under the Americans with Disabilities Act and California's Fair Employment and Housing Act. This article specifically covers an average pregnancy leave of absence when it does not implicate those two laws.

Once the employee informs her employer of her pregnancy or related medical condition, the employee and employer should review "Your Rights and Obligations as a Pregnant Employee" (DFEH-E09P-ENG). This notice developed by the DFEH covers the steps

involved with reasonable accommodations, notice and timing obligations from both parties and return rights. Both parties should also review and discuss the practice policies related to pregnancy and leaves of absence.

#### Beyond Pregnancy Leave

Pregnancy leave is not for "baby bonding time" but to provide time off when the employee's health care provider states that the employee is disabled by the employee's pregnancy, childbirth and recovery or any related medical condition. After the employee is no longer disabled, PDL does not cover time simply to stay at home with a new baby.

Baby bonding leave protections in general only apply to eligible employees (mothers and fathers) who need time off from work after a biological child is born, adopted or placed with the parents for fostering and who work for employers who meet certain requirements as described below.

#### Baby Bonding Leave

**California's New Parent Leave Act.** NPLA applies to employers of 20 to 49 employees. An eligible employee can take up to 12 workweeks of NPLA within one year of a child's birth, adoption or foster care placement. Covered employees must have worked for the employer for a minimum of 12 months and worked at least 1,250 hours in 12 months at a worksite with at least 20 employees in a 75-mile radius. This could apply to practice owners with two

practices. The employee is guaranteed 12 weeks of job-protected leave in writing, which includes continued health care coverage and job return rights.

**Family and Medical Leave Act,** California Family Rights Act. The federal FMLA and the California Family Rights Act apply to employers with 50 or more employees and apply to family and medical leaves. An eligible employee can take up to 12 workweeks of unpaid FMLA/CFRA within one year of a child's birth, adoption or foster care placement. Covered employees must have worked for the employer for a minimum of 12 months and worked at least 1,250 hours in 12 months at a worksite with at least 50 employees in a 75-mile radius. This requirement could apply to practice owners with two practices.

The Department of Fair Employment and Housing website offers detailed information on these leaves of absence.

Employers should understand that if the requirements for covered employers are not met or if the employee does not meet the requirements of a covered employer, and the leave does not fall under another disability law, then the employee would generally not be entitled to take that additional protected "bonding leave" by law. Employers could then consider any requests for additional time post-pregnancy leave under their personal leaves of absence policies, which employers have the right to grant or deny.

### Wage Replacement and Benefits

PDL is generally unpaid, but employees may have certain rights to receive benefits through

accrued paid sick leave or vacation time. Additionally, employees may apply for wage replacement benefits through State Disability Insurance and Paid Family Leave programs funded through employee payroll deductions. Employees apply to receive these benefits through the Employment Development Department ([www.edd.ca.gov/claims.htm](http://www.edd.ca.gov/claims.htm)).

Employers are obligated to continue group health benefits for employees on family leave under the same terms as if the employee is still working. Employers are encouraged to discuss in advance any arrangements for continuation of the employee's contribution to premium payments.

### Return to Work

The employer can require the employee to obtain a "return to work" release from the employee's health care provider as a condition of the employee's return to work as long as the employer maintains the practice or policy of requiring a release for other leaves unrelated to pregnancy. The release should state that the employee is able to resume the original job duties and provide the date the employee is able to return.

Employers can consider an employee's request to change their schedule once they return from leave just as the employer would for any other employee requesting a schedule change. Employers are not obligated to make these schedule changes if the position or reduced schedule is unavailable in the business and it is not a reasonable accommodation request based on a disability.

### Don't Leave Things to Chance

Know your policies, document discussions and get leave and return agreements in writing. Prior to the onset of leave, your employee should provide you a notice from her health care provider that indicates an approximate date of leave.

But do be flexible, as births can be unpredictable. If timelines shift, employees should be aware that if their return date should change, they should communicate this change to their employer as soon as practical and it should be supported by a notice from the employee's health care provider.

Unfortunately, many of the eligibility requirements of these laws are not entirely clear to everyone. The sooner that you and your employee understand the ins and outs of notices, leave/return rights and policies, the better. Misunderstandings stem from lack of communication, inadequate documentation and assumptions: You could find yourself wondering too late when your employee is returning to work.

CDA Practice Support resources on this topic include "What to Expect When Your Employee is Expecting" and "Pregnancy, Maternity/Paternity and Baby Bonding Leave in California." Federal and state family leave rights notices are found in CDA's Required Poster Set.

- **Find CDA Practice Support resources** to help manage pregnant employees at [cda.org/practicesupport](http://cda.org/practicesupport). ■

## PLAN AHEAD FOR LICENSURE RENEWAL!

### California Dental Practice Act, Infection Control, and OSHA Refresher

Are you a licensee who's looking to bang-out all the mandatory courses in one day? Say no more — our All-In-One covers the following:

- 2-hours of California Dental Practice Act for California licensees
- 2-hours of Infection Control for California licensees
- 2-hours of OSHA refresher to include bloodborne pathogens, hazard communication, materials safety, general office and all the required

elements of your compliance in the office for all those classified as being exposed to pathogens

We encourage all licensed as well as unlicensed staff to attend this comprehensive education day which covers scope of practice, infection control regulations from the Dental Board, employee safety issues from Cal-OSHA and a review of the duties and functions of practitioners in dental healthcare provision.

Friday, May 29, 2020

8:00am • Registration & Breakfast  
8:30am – 3:00pm • Class & Lunch

SDDS Classroom

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By **Christine Taxin**  
Upcoming Speaker

*Ms. Taxin, with over 30 years in the dental and medical fields, owns a management consulting company and speaks throughout the country providing dentists and dental office teams with her expertise in medical to dental cross-code billing, administrative systems, internal and external marketing and financial planning. Prior to starting her own company, Christine worked for a large New York City hospital as administrator of a critical department, managed an extensive practice and worked with Coaching Solutions and Dynamic Administrators consulting companies. She has trained in management at LVI. She is currently a guest speaker for Henry Schein, Patterson Dental, Carestream Dental I -Cat Congress Dental. She presents for the American Association of Dental Office Managers, Pennwell's Professional Dental Assisting and the New York Academy of General Dentistry. She is also an adjunct instructor at NYU College of Dentistry and teaches in the residency programs at Maimonides Medical Center, Jamaica Hospital and St. Barnabas Hospital.*

## In the Next Ten Years, What Is the Biggest Change Dentistry Will Experience?

We all know healthcare in the U.S. is changing rapidly. Dentistry is no exception. My opinion is that several big changes are forthcoming. Most often, I think about changes that benefit patients and/or providers. Here are three key trends:

- 1. Implants** – The emergence of dental implants will become even more of a mainstream solution for patients who have permanently lost teeth. Dentures are a great solution for many, but implants can be forever, and patients who have them do not face the same challenges denture patients face. If your dentist does a bone graft after an extraction, then even years after that extraction, the doctor can place an implant. Dentists can make you better than you have been for years. Your smile and your bite might even be the best they've ever been.
- 2. Orthodontics** – Orthodontics is going through a revolution right now. More general dentists than ever provide orthodontic services using clear retainers. Mail order clear retainers are now available too. Soon, we will begin learning the impact of this revolution on the orthodontic specialty and the prices of orthodontic services.
- 3. Value-based care** – Healthcare in the U.S. cost \$3.5 trillion in 2017. You have heard the statistics that the U.S. spends more per capita on healthcare than other wealthy countries and yet systemic health problems like diabetes, heart disease and high cholesterol are still on the rise. Better oral health can help solve many of these systemic problems.

Value-based care rewards providers for patient outcomes as opposed to services rendered. Fundamentally, this is the wheelhouse of all dentists. Their job is to prevent disease and restore patients to health. Educating patients about the value of two dental visits per year and the necessity for treating what is diagnosed, as well as the opportunity cost of

not doing treatment, becomes an imperative in a value-based system. Giving or getting patients to take home dental products, like better toothbrushes, is just one way the dental field can increase prevention. Patients become more accountable between visits to maintain good oral health. We know that \$1 spent on prevention today saves between \$8 and \$50 in restorative or emergency dental treatment down the road. Marquee Dental gives new patients electric toothbrushes; the type that most dentists and hygienists themselves use because these brushes are superior to manual brushes.

Standardization and metrics to measure patient health and outcomes will become the norm. Dentists will benefit from driving down costs, so operating efficiencies will be rewarded. Dental Support Organizations are built on both standardization and operating efficiencies. So, more formalized value-based care is coming. To me, that is why DSOs are the future. ■

See the right page for  
Christine Taxin's upcoming  
classes in March!



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## BUSINESS FORUM - Presented by Christine Taxin

### Compliance, Fraud and Embezzlement, Oh My!

Thursday, March 19, 2020 • 2 CEU, 20% • \$75

6:00pm • Registration & Dinner

6:30-8:30pm • Class

2035 Hurley Way, Ste 200

Sacramento, CA 95825

Are you ready for civil penalties of up to \$11,000 per billing error?

Fraud takes place daily practices across the country. Most practices are unintentionally making errors by not controlling your practice or billing issues. The owner needs to be the leader of protection. Learn what to have your team supply and what only the owner should be in control of.

Learn things like: why you need more than one bank account, why only you should have control on finances, how to update your coding and insurance information, and much more!

## CONTINUING EDUCATION - Presented by Christine Taxin

### Claims, Compliance and Communication – What's the Magic Combination?

Friday, March 20, 2020 • 5 CEU, 20% • \$250

6:00pm • Registration & Dinner

6:30-8:30pm • Class

2035 Hurley Way, Ste 200

Sacramento, CA 95825

Have you ever wondered why some treatments are no longer paid when you submit to dental insurance for reimbursement? Do you feel overwhelmed by the nuances of the changes to dental plans? Are your patients complaining about services not being covered? It's easy for dental practices to get swept-away by the myriad of complex billing and compliance issues that are causing so many issues.

Learn the newest changes on the dental claim form, the need to match the documentation to the codes used for billing, and more!

# TOTAL MEMBERSHIP

(as of 1/15/20:)

# 1,794

## MARKET SHARE: 85.2%

RETENTION RATE: 96.1%  
ENGAGEMENT RATE: 94%

TOTAL ACTIVE MEMBERS:  
1,409

TOTAL RETIRED MEMBERS: 303

TOTAL DUAL MEMBERS: 8

TOTAL AFFILIATE MEMBERS: 12

TOTAL STUDENT MEMBERS: 9

TOTAL CURRENT APPLICANTS: 6

TOTAL DHP MEMBERS: 47

TOTAL NEW MEMBERS FOR 2020: 8

# New Members

February  
2020

## NICOLE ANDREINI, DDS

### Prosthodontics

Dr. Andreini earned her dental degree from West Virginia University in 2015 and then earned her specialty of Prosthodontics in 2018. She currently is practicing at Clear Choice Sacramento.

## CHERESTINA BOULAS, DDS

*Transfer from San Fernando Dental Society*

### General Practice

Dr. Boulas earned a dental degree in 2014 from Loma Linda University and then completing residency school at Loma Linda University in 2018. Dr. Boulas is currently practicing in Elk Grove.

## LENA BUCKENDORF, DDS

### Orthodontics

Dr. Buckendorf earned her dental degree from UOP Arthur A. Dugoni School of Dentistry in 2017 and then earned her specialty of Orthodontics from Oregon Health Science University in 2019. She is currently working at Pleasant Grove Dental Group and Orthodontics in Roseville.

## ZOHREH EFTEKHARI, DDS

### General Practice

*New Graduate!*

Dr. Eftekhari earned her dental degree from New York University in 2019.

## DEVON LOWRY, DDS

### General Practice

Dr. Lowry earned his dental degree from Loma Linda University in 2012. Pending office address.

## SETH LUCAS, DDS

### Orthodontics

*Welcome Back!*

Dr. Lucas earned his dental degree from UCSF School of Dentistry in 2011 and earned his specialty of Orthodontics from UCSF School of Dentistry in 2014. He currently owns and practices at Lucas Orthodontics in Folsom.

## DANIEL REYES SIGHINOLFI, DDS

### General Practice

*New Graduate!*

Dr. Reyes Sighinolfi earned his dental degree from Mexico-Universidad De La Salle in 2019.

## MARIVIC SIMON, DMD

### General Practice

Dr. Simon earned her dental degree from Centro Escolar University in 1990. She is currently practicing at the Department of Corrections. *Fun Fact:* Dr. Simon says she is enjoying working with Dr. Raghuraman along with many of our other members who work for the Department of Corrections.

## PATRICIA STEINER, DMD

### General Practice

Dr. Steiner earned her dental degree from University of Nevada, Las Vegas in 2006 and then completed residency school at the University of North Carolina in 2007. She is currently working at Children's Choice Pediatric Dental Care in Sacramento.

## Pending Applicants:

Peter Najim, DDS  
Ronney Tay, DMD  
Michael Narodovich, DMD  
Thomas Eaton, DDS  
Charla Apolonio

## Congratulations to Our New Retired Members!

Alan Rabe, DDS  
William Robison, DDS  
Ernest Watson, DDS  
Wesley Honbo, DDS

## In Memoriam



Dr. Richard Bryan passed away on December 30, 2019. He graduated in 1956 from UCSF School of Dentistry and from UOP Arthur A. Dugoni with a degree in Periodontics in 1972.

Dr. Bryan joined SDDS in 1972 and was a Retired Life Member when he passed away.

## WELCOME

to SDDS's new members, transfers and applicants.

## IMPORTANT NUMBERS:

SDDS (doctor's line) . . . . . (916) 446-1227  
ADA . . . . . (800) 621-8099  
CDA . . . . . (800) 736-8702  
CDA Practice Support . . (866) CDA-MEMBER  
(866-232-6362)

TDIC Insurance Solutions . (800) 733-0633  
Denti-Cal Referral. . . . . (800) 322-6384  
Central Valley  
Well Being Committee . . . (559) 359-5631

## CONTINUING EDUCATION

**Manual Day: Build & Complete Your OSHA, Employee & HIPAA Manuals in One Day!**  
Friday, April 24, 2020 • 6 CEU, Core • \$199

8:00am • Registration & Breakfast  
8:30am-3:00pm • Class & Lunch

SDDS Classroom  
2035 Hurley Way, Ste. 200 • Sacramento

### Speaker: Teresa Pichay, CDA:

Teresa Pichay is a practice analyst with the California Dental Association. She has worked for CDA since 1995, specializing in many of the regulatory issues impacting the practice of dentistry. Teresa works within CDA Practice Support developing regulatory compliance resources for posting online, and providing guidance and information directly to members. Prior to joining CDA, Ms. Pichay worked for other business and trade associations.

### It's Manual Day!

Bring your laptops, or your notebooks, and make your mandatory manuals all in one day! By the time you walk out the door at 3pm, all the manuals will be finished!

We will help you write and update your manuals and the experts will be here to answer your questions, and bring you the most current information.

Come to this class to complete the following: OSHA Manual, HIPAA Manual and Employee Manuals.

The OSHA and Employee Manual templates will be provided within the cost of the course. We have a great group price for the ADA HIPAA Manual – \$175. If you let us know with your registration, we will order it for you and have it at the course (2 weeks notice, please). Space is limited so please sign up early!

# Job Bank

The SDDS Job Bank is a service offered only to SDDS Members. It is published on the SDDS website and provides a forum for job seekers to reach other Society members who are looking for dentists to round out their practice, and vice versa. If you are a job seeker, associate seeker, selling or buying a practice, contact SDDS at (916) 446-1227. For contact information of any of the job bankers please visit [www.sdds.org](http://www.sdds.org).

## ASSOCIATE POSITIONS AVAILABLE

Ashley Joves, DDS • Folsom, Rocklin • P/T • GP  
Thomas Ludlow, DDS • Sacramento • P/T • GP  
Sac Native FQHC • Sacto - midtown • FT/perdiem • GP  
Marina Mokrushin, DDS • Folsom, Rocklin • GP  
Raj Zanzi, DDS • Sacramento • PT • GP/Ortho  
Upendra Patel, DDS • Sacramento • GP  
Kelvin Tse, DDS • Sacramento • PT/FT • GP/Peds/Ortho  
Steven Tsuchida, DDS • Sacramento • PT/FT • GP  
Jonathan Chan, DDS • Sacramento • PT • GP  
Christopher Chan, DDS • Sacramento • PT • GP  
Nina Tecson, DDS • Sacramento • FT • GP  
Mignon Mapanao, DDS • Sacramento • PT/FT • GP  
Sunny Badyal, DDS • Sacramento • FT • GP  
Kids Care Dental • Sac/Stockton • PT/FT • Oral Surgeon  
Steven Tsuchida, DDS • Elk Grove • FT, Buy-Out • GP  
Capitol Periodontal Group • Sacramento • FT • Perio  
Brian Crawford, DDS • Antelope • PT/FT • Ortho  
Childrens Choice Pediatrics • Sacramento • PT/FT • Pedo  
Mark Redford, DMD • Roseville/Granite Bay • PT • GP  
Kevin Chang, DDS • Roseville • PT • GP  
Michael Hinh, DDS • Sacramento • PT • GP  
Ricky Tin, DDS • Elk Grove • PT • GP  
R. Bruce Thomas, DDS • Davis • PT/FT • GP  
Amy Woo, DDS • Sacramento • 1 day/wk • Endo  
Make A Smile • Sacramento • PT/FT • Pedo/Ortho/Endo/OS  
SmileTime • Sacramento • PT/FT • GP  
Jacqueline Delaney, DMD • Truckee • FT • GP  
Paul Raskin, DDS • Sacramento • FT/PT • Prosth  
Weideman Pediatric & Orthodontics • Citrus Heights • FT (4-5 days) • Ortho  
Kids Care Dental • Bay Area • Ortho  
Sean Avera, DDS • Auburn • Perio  
Ana Maria Antoniu, DMD • Sacramento • FT/PT • GP  
Amy Woo, DDS • Sacramento • PT • GP  
Matt Comfort, DDS • Roseville • FT/PT • GP  
Christopher Schiappa, DDS • Pioneer • PT • GP  
Eloisa Espiritu, DDS • Lincoln • FT/PT • GP  
David Park, DDS • FT/PT • GP  
Gilbert Limhengco, DDS • Natomas/Citrus Heights • PT • Endo  
Kids Care Dental & Ortho • Calvine/Elk Grove • FT • GP, Ortho  
Elizabeth Johnson, DDS • various WellSpace locations • FT/PT/Fill-In • GP

## DOCS SEEKING EMPLOYMENT

James Mucci, DDS • P/T • GP  
Adnan Anwar, DDS • P/T • GP  
Blake Moore, DDS  
Elias Khoury, DMD • PT • GP  
Samuel Karavan, DDS • PT/FT • GP  
Shayan Baig, DDS • FT • GP  
Behdad Javdan, DDS • PT • Perio  
Devon Lowry, DDS • FT • GP  
Robert Nisson, DDS, MSD • PT • Ortho  
Bruce Taber, DDS • Fill-In • GP  
Steve Murphy, DMD • FT/PT • Endo

# one2one

## IMPLANT ACADEMY

*Learn. Place. Profit.*

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*Remember...*

This year, MidWinter is at a  
**NEW LOCATION!**

While the Sacramento Convention Center undergoes construction, this year's MidWinter will be hosted at our new location the *McClellan Conference Center*! McClellan boasts free parking, hands-on demonstration rooms, and much more!



*See you on February 6th & 7th!*

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Working hard to deliver the very best in patient experience and practice lifestyle.

At Patterson Dental, we are proud to connect you with innovative tools and resources so that you can focus on providing expert dental care.

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DENTAL

17P087 (4/17)

# SPOTLIGHTS:



At TDIC, protecting dentists is all we do. Since 1980, when we were founded by a bold group of dentists, this has been our singular focus. It's earned TDIC the loyalty of more than 19,000 dentists and the endorsement of several state dental associations, as well as an "A" rating from the A.M. Best Company for 24 consecutive years.

## Products and Services:

Our insurance products were designed uniquely for dentists, offering comprehensive protection for every aspect of your professional and personal life. Coverages specifically underwritten by The Dentists Insurance Company include Professional Liability, Commercial Property and Workers' Compensation, Life, Health, Disability, Long-Term Care, Business Overhead Expense, Home and Auto products are underwritten by other insurance carriers, brokered through TDIC Insurance Solutions and Lockton Affinity.

## Benefits or Special Pricing for SDDS Members:

Generous discounts are available for new graduates, multipolicy coverage and participation in a risk management seminar. Learn more online or call TDIC at 800.733.0633.

### Kelli Young, Sales Lead

kelli.young@cda.org

**TDICInsurance.com**  
**(800) 733-0634**



U.S. Bank is a subsidiary of U.S. Bancorp (NYSE: USB), the fifth largest commercial bank in the United States. U.S. Bank operates 52 banking offices in the Sacramento Region and provides a comprehensive line of banking, investment, mortgage, trust and payment services products to consumers and businesses in the local market. Visit us on the web at [www.usbank.com](http://www.usbank.com).

## Products and Services:

- Dedicated local business bankers to assist you
- Conventional and SBA loans for dental practices
- Up to 100% financing for practice acquisitions, practice buy-ins, equipment and tenant improvements
- Business lines of credit
- Merchant processing

*Credit products offered by U.S. Bank National Association and are subject to normal credit approval and program guidelines. Some restrictions and fees may apply. Deposit products offered by U.S. Bank National Association. Member FDIC.*

### Tom Collopy

tom.collopy@usbank.com  
(916) 924-4546

**USBank.com**



Blue Northern Builders is a commercial general contractor, specializing in dental build outs. When you choose Blue Northern as your dental builder, you'll find all the expertise you need under one roof. From securing the ideal location to constructing your envisioned space, we take the guesswork out of your dental build out project – no matter how large or small. Our experienced team will work closely with you to determine the scope of your project, define your objectives, and deliver an outcome that everyone will take pride in. Contact Blue Northern today to discuss your project with us.

We've just launched our new website, check us out at [www.BlueNorthernBuilders.com](http://www.BlueNorthernBuilders.com)

## Products and Services:

- Project management and scheduling to ensure project runs smoothly and is delivered on time
- Comprehensive project budgeting to ensure completed construction costs are within initial budgets
- Specialized teams put together to handle a quality project of any size or scope

## Benefits or Special Pricing for SDDS Members:

- Sign a contract to work with BNB on your project – Receive a free 1-hour initial interior design consultation in our office with a local design firm
- Complete a project with Blue Northern Builders – Receive a \$1,000 Visa gift card, or a \$1,000 donation to the charity of your choice.

### Lynda Doyle

lynda@bluenorthernbuilders.com

**BlueNorthernBuilders.com**  
**(916) 772-4192**



LumaDent provides the best option available for high quality loupes and headlights at the best price! Combined with unbeatable customer service LumaDent truly is The Brighter Choice!

## Products and Services:

- Loupes and LED Headlights

## Benefits or Special Pricing for SDDS Members:

- Best Value \$550.00: 2 Prolux batteries, headlight, mount wires and accessories

### Justin Bryan

justinb@lumadent.com  
(916) 573-0793

**LumaDent.com**  
**(775) 829-4488**

Dental Supplies, Equipment, Repair

**Analgesic Services, Inc.**

Steve Shupe, VP  
888.928.1068  
asimedical.com



Since 2004

**Benco Dental**

Mike McCarthy  
775.750.9769  
benco.com



Since 2019

**DESCO Dental Equipment**

Tony Vigil, President  
916.259.2838  
descodentalequipment.com



Since 2012

**Henry Schein Dental**

Farish Thompson, Regional  
Manager  
916.626.3002  
henryschein.com



Since 2005

Office Construction

**LumaDent, Inc**

Jose Gallardo, Sales Manager  
775.829.4488  
lumadent.com



Since 2018

**Patterson Dental**

Cara Montoya  
800.736.4688  
pattersondental.com



Since 2003

**The Dentists Supply Company (TDSC)**

Christina Vetter  
888.253.1223  
tdsc.com



Since 2019

**PDF Commercial, Inc.**

Paul Frank, Founder & CEO  
916.714.8012  
pdfcommercial.com



Since 2019

**Blue Northern Builders, Inc.**

Morgan Davis / Lynda Doyle  
916.772.4192  
bluenorthernbuilders.com



Since 2007

**GP Development Inc.**

Gary Perkins  
916.332.2300  
gpdevelopmentcorp.com



Since 2016

**Olson Construction, Inc.**

David Olson  
209.366.2486  
olsonconstructioninc.com



Since 2004

**Parc Studio-Interior Design**

Claire Blocker / April Figgess  
916.476.3982  
parc-studio.com



Since 2018

THIS  
COULD  
BE YOU!

HR & Legal

**BPE Law Group, PC**

Keith B. Dunnagan, Senior Attorney  
916.966.2260  
bpelaw.com/dental-law



Since 2016

**CA Employers Association**

Kim Gusman, Executive VP  
Mari Bradford, HR Hotline  
800.399.5331  
employers.org



Since 2004

**The Foundation for Allied Dental Education**

LaDonna Drury-Klein  
916.358.3825  
thefade.org



Since 2015

Dental Practice

**Kids Care Dental & Orthodontics**

Jeff Summers  
916.661.5754  
kidscaresdental.com



Since 2016

Practice Sales

**Integrity Practice Sales**

Brian Flanagan  
855.337.4337  
integritypracticesales.com



Since 2014

**Professional Practice Sales**

Ray Irving  
415.899.8580  
PPSellsDDS.com



Since 2017

**Western Practice Sales**

Tim Giroux, DDS, President  
John Noble, MBA  
800.641.4179  
westernpracticesales.com



Since 2007

Practice Services

**Comcast Business**

Lisa Geraghty  
916.817.9284  
lisa\_geraghty@cable.comcast.com



Since 2014

**WHY BECOME A VENDOR MEMBER?**

The Vendor Membership program offers so many great benefits! As a Vendor Member, you'll receive: four complimentary half page ads in *The Nugget*, a booth at our MidWinter Convention (including registrations for 4 booth representatives), the SDDS Membership Roster (send out quarterly via email), complimentary exhibitor tables at 3 meetings/events per year, and much more!

Dental Refining

**Star Group Global Refining**

Jim Ryan  
800.333.9990  
stargroupprefining.com



Since 2009



Financial Services

**Banner Bank**  
Charles Cochran, VP,  
Business Banking  
916.648.3470  
bannerbank.com



Since 2017

**CareCredit**  
Angela Martinez  
714.434.4508  
carecredit.com



Since 2016

**We love**  
our Vendor  
Members!

Financial Services

**Fechter & Company**  
Craig Fechter, CPA  
916.333.5360  
fechtercpa.com



Since 2009

**First US Community Credit Union**  
Gordon Gerwig,  
Business Services Mgr  
916.576.5679  
firstus.org



Since 2005

**MUN CPAs**  
John Urrutia, CPA, Partner  
916.724.3980  
muncpas.com



Since 2010

**Thomas Doll**  
Brett LeMmon  
925.280.5766  
thomasdoll.com



Since 2019

Financial Services

**TierOne Financial and Insurance Services**  
Doug Van Order  
916.878.3333  
tieronefinancial.com



Since 2017

**US Bank**  
Tom Collopy  
916.924.4546  
usbank.com



Since 2017

Staffing

**Resource Staffing Group**  
Debbie Kemper  
916.993.4182  
resourcestaff.com



Since 2003

**Swiss Monkey**  
Christine Sison  
916.500.4125  
swissmonkey.co



Since 2016

Dental Plan

**Access Dental Plan**  
Lisa Rufo  
916.563.6030  
premierlife.com



Since 2017

**Health Net of California**  
Felisha Fondren  
818.543.9007  
hndental.com



Since 2018

**LIBERTY Dental Plan**  
Danielle Cannarozzi  
888.703.6999  
libertydentalplan.com



Since 2016

Insurance Services

**The Dentists Insurance Company (TDIC)**  
Kelli Young  
800.733.0633  
tdicsolutions.com



Since 2011

**SDDS VENDOR MEMBERSHIP SUPPORT IS A WIN-WIN RELATIONSHIP!**

SDDS started the Vendor Member program in 2002 to provide resources for our members. No, Vendor Members are not exclusive, and we definitely have some competitive companies who are Vendor Members. But our goal is to give SDDS members resources that would best serve their needs. We suggest that members reach out to our Vendor Members and see what is a best "fit" for their practice and lifestyle.

Our Vendor Members pay \$3,900 per year; that includes a booth at Midwinter, three tables at General Meetings, advertising in *The Nugget*, and much more. Our goal is to provide Vendor Members with the opportunity to connect with and serve our members. We realize that you have a choice for vendors and services; we only hope that you give our Vendor Members first consideration. The Vendor Members program and the income SDDS receives from this program helps to keep your dues low. It is a wonderful source of non-dues revenue and allows us to provide yet another member benefit. Additionally, we reach out to our Vendor Members for articles for *The Nugget* (nonadvertising!).

Our Vendor Members are financial, investment and insurance companies, legal consultants, dental equipment and supply companies, media and marketing companies, hr consultants, construction companies, billing consultants, practice sales and brokers, practice resource and staffing consultants, technology, HIPAA and security consultants, and even our Crowns for Kids refining partner!



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# Volunteer opportunities

## SMILES FOR KIDS

VOLUNTEERS NEEDED: Doctors to "adopt" patients for Smiles for Kids for follow-up care.



TO VOLUNTEER, CONTACT:

SDDS office (916.446.1227 • smilesforkids@sdds.org)

## SMILES FOR BIG KIDS

VOLUNTEERS NEEDED: Dentists willing to "adopt" patients for immediate/emergency needs in their office.



TO VOLUNTEER, CONTACT:

SDDS office (916.446.1227 • sdds@sdds.org)



July 17-18, 2020 • Long Beach

TO VOLUNTEER: [www.cdafoundation.org/cda-cares](http://www.cdafoundation.org/cda-cares)

## AUBURN RENEWAL CENTER CLINIC

VOLUNTEERS NEEDED: General dentists, specialists, dental assistants and hygienists.

TO VOLUNTEER, CONTACT:

Dr. Steve Holm (916.425.6766 • [sholm@goldrush.com](mailto:sholm@goldrush.com))

## THE GATHERING INN

VOLUNTEERS NEEDED: Dentists, dental assistants, hygienists and lab participants for onsite clinic.

TO VOLUNTEER, CONTACT:

Kathi Webb (916.743.5351 • [kwebbft@aol.com](mailto:kwebbft@aol.com))

## CCMP (COALITION FOR CONCERNED MEDICAL PROFESSIONALS)

VOLUNTEERS NEEDED: General Dentists, Specialists, Dental Assistants and Hygienists.

TO VOLUNTEER, CONTACT:

CALL: (916.925.9379 • [CCMP.PA@JUNO.COM](mailto:CCMP.PA@JUNO.COM))

## EVERYONE FOR VETERANS

SDDS is partnering with the national program, Everyone for Veterans, to provide care for combat veterans and their families who cannot afford, nor have military coverage, dental care. Can you adopt a vet? Hope so! Call SDDS (916.446.1227), or email us ([sdds@sdds.org](mailto:sdds@sdds.org)), to help us with this wonderful program.

For More Information: [everyoneforveterans.org/for-dentists.html](http://everyoneforveterans.org/for-dentists.html)

# Classified Ads

## EMPLOYMENT OPPORTUNITIES

Smile Island Pediatric and Adult Dental Group is seeking qualified and motivated Dentists and Orthodontists to join our team in Rocklin and Citrus Heights. We are looking for extremely caring, friendly doctors with great communication skills. We pride ourselves on taking a patient-first approach, and make sure to have fun in the process. The right candidate should be comfortable working on all people regardless of age and diagnosis. Come join us in an office that has a great reputation that you'd be proud to be a part of. Email your cv-k.morales@smileisland65.com. 02/20c

Established private practice in Davis, CA is seeking a talented associate dentist to join our team. We are a state-of-the-art general dental office that also specializes in implant and cosmetic dentistry. The goal of our team is to provide quality dentistry to every patient and establish long lasting relationships. Strictly a fee for service practice. Full time position with potential to transition to practice ownership. Candidates should be passionate about continuing education in dentistry and motivated to provide the highest quality of care. Candidates with GPR's or other advanced training are greatly preferred. Candidates can expect a skills assessment evaluation. Please send resume to office@childressdental.com. 10/19

Kids Care Dental & Orthodontics seeks Orthodontists to join our teams in the greater Sacramento and greater Stockton areas. We believe when kids grow up enjoying the dentist, healthy teeth and gums will follow. As the key drivers of our mission—to give every kid a healthy smile—our dentists, orthodontists and oral surgeons exhibit a genuine love of children and teeth. A good fit for our culture means you are also honest, playful, lighthearted, approachable, hardworking, and compassionate. Patients love us...come find out why! Send your resume to talent@kidscaredental.com. 06-7/17

WELLSPACE HEALTH ORGANIZATION (an FQHC) is taking applications for fill-in/part-time/full-time dentists. Send your resume/CV to eljohnson@wellspacehealth.org. 01/15

Kids Care Dental & Orthodontics seeks Dentists to join our teams in the greater Sacramento and greater Stockton areas. We believe when kids grow up enjoying the dentist, healthy teeth and gums will follow. As the key drivers of our

## EMPLOYMENT OPPORTUNITIES

mission—to give every kid a healthy smile—our dentists, orthodontists and oral surgeons exhibit a genuine love of children and teeth. A good fit for our culture means you are also honest, playful, lighthearted, approachable, hardworking, and compassionate. Patients love us...come find out why! Send your resume to talent@kidscaredental.com. 06-7/17

## FOR LEASE

Available Dental Lease in Growing, Strong Retail area, modern active center: 6 HS, 15+ Elementary schools, 150,000+ population in 10 minute drive. Key signage, parking, shadow Safeway/CVS. Former Urgent-Care; lab, rooms with plumbing, waiting area. Call/email for brochure, information. Bob Rosenberg CCIM, owner/agent, bobr@investnnn.com, (916) 929-6310. 2/20

Design your suite in a state-of-the-art building near Watt & El Camino Avenue. FULL FINANCING AVAILABLE. Generous T.I. allowance. 1758 sf. Come see! Contact Dr. Favero 916-487-9100. 11/19c

Dental office for lease in El Dorado Hills. 2 operatories fully equipped and 3rd plumbed. 1300 sq feet, modern furnished private office with full bath, plus employee lounge. All utilities and janitorial included. Call 916-230-5195 and leave a message for appointment. 6-7/19

Rocklin dental office sublease 1,300 sf, 3 operatories, perfect for a startup; Roseville dental office lease 1,386 sf, 5 operatories, Fully improved move-in ready suites; Ranga Pathak 916-201-9247, Broker Associate, RE/MAX Gold, BRE01364897 6-7/19

Beautiful new building just completed in Auburn with optimal visibility, ideal location and ample ADA parking. We will help design, finance, build and market your relocation! Lease with future purchase option. 2-11,000 sqft spaces available for your dream office! www.3130ProfessionalDrive.com 1/19

SACRAMENTO DENTAL COMPLEX has one 3 unit suite which is equipped for immediate occupancy. Two other suites total 1630 sq. ft which can be remodeled to your personal office design with generous tenant improvements. 2525 K Street. Please call for details: 916-448-5702. 10/11

## PRACTICES FOR SALE

Are you ready to BUY into a Private Practice of your own? We are looking for a compassionate, devoted dentist to care for our patients as Dr. transitions into retirement. We have an established, general practice in a newly remodeled building with 6 operatories in Sacramento's Arden Area. Patient Records are chartless with digital X-rays & Panoramic. Technology includes; Cerec crown system, waterlase & diode lasers. Please call 916.952.0269 for more details. 2/20

## EQUIPMENT FOR SALE

Nupro RDH Handpieces for Disposable Angles, 3 handpieces in box REF 740010 unopened \$1200. Salvin Centrifuge 1310 (for PRP), Like New \$500. SurgimasterII LED for Ultrasonic bone surgery with two handpieces and many tips, new in original aluminum case. \$3200. Contact jcopedds@gmail.com. 12/19c

## PROFESSIONAL SERVICES

DENTISTS SERVING DENTISTS – Western Practice Sales invites you to view our ad on pg 27 to claim a courtesy copy of Dr Giroux's latest book, Top 10 Issues for Dentists Contemplating Retirement in 10 years or less. Visit our website, westernpracticesales.com to view all of our currently available practices. 800-641-4179. 2/20

MONEY IS WALKING OUT THE DOOR. Have implants placed in your office and keep the profits. Text name and address 916-769-1098. 12/14

LEARN HOW TO PLACE IMPLANTS IN YOUR OFFICE OR MINE. Mentoring you at your own pace and skill level. Incredible practice growth. Text name and address to 916-952-1459. 04/12

To place an ad in *The Nugget Classifieds*, visit [www.sdds.org/NUGGET.html](http://www.sdds.org/NUGGET.html)

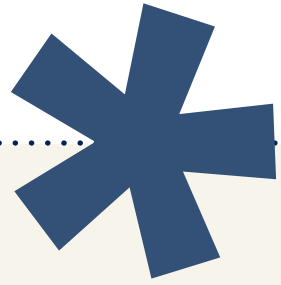
SDDS member dentists can place one classified ad

**FOR FREE!**

**MEMBER BENEFIT!**

ADDRESS SERVICE REQUESTED

# SDDS CALENDAR OF EVENTS



## FEBRUARY

- 1 Smiles for Kids Day
- 6-7 MidWinter Convention  
McClellan Conference Center
- 11 Webinar  
**Harassment Prevention for Supervisors**  
*California Employers Association*  
12–2:00pm / Telecom
- 14 ExComm Meeting  
7am / Offsite
- 18 Member Benefits/Services  
Task Force  
6:15pm / SDDS Office

- 19 Finance Committee  
6:00pm / SDDS Office
- 24 CPR Calibration  
6:00pm / SDDS Office
- 25 CE Advisory  
6:00pm / SDDS Office

## MARCH

- 3 Board Meeting  
6pm / SDDS Office
- 5 Dentists Do Broadway  
A Bronx Tale

- 10 General Membership Meeting  
**A Day at The Office...Surefire Ways to Coordinate the Chaos**  
*Gayle Suarez*  
Hilton Sacramento Arden West  
6:00–7:30pm Graze, Greet and Get CE /  
7:30–9:00pm Desserts and Program
- 12 Webinar  
**Harassment Prevention for Employees**  
*California Employers Association*  
12–1:00pm / Telecom
- 13 Peer Review Calibration  
9:00am / SDDS Office
- 13 Oral Health Initiative/Prop 56  
9:30am / SDDS Office

For more calendar info and to sign up for courses ONLINE, visit: [www.sdds.org](http://www.sdds.org)



★ Hooray for the ★  
**RED WHITE & BLUE**  
**40 YEARS**  
**OF CEU!!!**

The 40th Annual MidWinter Convention & Expo  
**FEBRUARY 6-7, 2020**

**MAR**  
**10**  
TUESDAY  
5:45PM-9PM

### General Meeting

3 CEU, CORE • \$75

## A Day at The Office...Surefire Ways to Coordinate the Chaos

Presented by Gayle Suarez

Extraordinary customer service is the key to a successful practice – from the moment the phone rings for the appointment! Extraordinary service takes extraordinary teamwork; this program will present sure, rapid ways to achieve extraordinary patient and practice health, including:

- Meeting and exceeding patient expectations
- Advanced planning and morning huddle efficiency
- Fundamental daily flow and operations

**New Topic & Different Meal Format!**

**6:00-7:30pm:** Graze, Greet and Get CE (from our Vendors)  
Small plates and food stations.  
Vendor tables and great deals.

Peer Networking—meet our members! Bring your team!

**7:30-9:00pm:** Seating, Desserts, and Program

Hilton Sacramento Arden West  
(2200 Harvard Street, Sac)

**ARE YOU REGISTERED FOR THE GENERAL MEETING?**