

September/October 2022

the

Nugget



Destigmatize.
Educate. Empower.
**Mental Health
in Dentistry**



Get Ready For Our UPCOMING EVENTS

SEPT
13

General Membership Meeting - In-Person

Tuesday • 5:45pm Social & Vendors
6:45pm Dinner & Program
Hilton Sacramento Arden West • \$80

Throwdown – To Lab or Not to Lab (3 CEU, Core)

Presented by Drs. Jenny Apekian, Diana Fat, Jim Childress and Michael Kulwicz; Dental Masters Lab (SDDS Vendor Member)

SEPT
14

Business/Practice Management Forum - In-Person

Wednesday • 6:30–8:30pm • SDDS Office • \$75

So...You Need to Finance...WHAT? HOW? (No CEU)

Presented by Vendor Member Round Table

SEPT
16

CPR–AHA BLS Blended Learning

Friday • 8–8:45am, 9–9:45am, 10–10:45am
SDDS Office • \$87.50

Skills Testing, 3 Time Sessions (4 CEU, Core)

SEPT
16

Shred Day

Friday, 10am–2pm • SDDS Office

SEPT
21

Business/Practice Management Forum - In-Person

Wednesday • 12–1pm • SDDS Office • \$75

Protecting Your Practice – Do You Have the Right Insurance for Your Practice? (No CEU)

Presented by Jack McKinney and Adriel Wood; TDIC

SEPT
22

Dentists Do Broadway • Thursday, 7:30pm

Come From Away

SAFE Credit Union Performing Arts Center

SEPT
23

Continuing Education - In-Person

Friday • 8:30am–12:30pm • SDDS Office • \$159

Compliance Day – Do You Have What You Need?

(4 CEU, Core)

Presented by Dolan Williams; B & W Compliance, Inc. (SDDS Vendor Member) and Teresa Pichay; CDA

SEPT
28

Business/Practice Management Forum - In-Person

Wednesday • 6:30–8:30pm • SDDS Office • \$75

Your Retirement Assets: Location, Allocation – Are You Prepared? (No CEU)

Presented by Elizabeth Clark; California Dentists' Guild (SDDS Vendor Member) and Abiy Fisseha, CFP, CPC; Account Executive, VP; Newfront

SEPT
30

Continuing Education - In-Person

Friday • 8:30am–12:30pm • SDDS Office • \$159

Double Day – Occlusion and Everyday Dentistry

(4 CEU, Core)

Presented by Steven Lynch, DDS and Bryan Judd, DDS

OCT
11

General Membership Meeting - In-Person

Tuesday • 5:45pm Social & Vendors
6:45pm Dinner & Program
Hilton Sacramento Arden West • \$80

How to Avoid the 5 Most Common California Labor Law Violations – What a Dentist Needs to Know (3 CEU, 20%)

Presented by Von A. Boyenger, Senior Deputy Labor Commissioner; The State of California

OCT
26

HR Webinar

Wednesday • 10-11:30am • Webinar • \$69

CSI Investigations (1.5 CEU, 20%)

Presented by California Employers Association

OCT
26

Business/Practice Management Forum - In-Person

Wednesday • 6:30–8:30pm • SDDS Office • \$75

Associates, Partners, or Solo Practice?

What's the Perfect Work/Life Recipe? (No CEU)

Ashlee Adams, President; Adams Dental Consulting (SDDS Vendor Member)

OCT
27

Continuing Education - In-Person

Thursday • 6:30–8:30pm • SDDS Office • \$89

Surprise! It's A Disaster!! Now What? (2 CEU, Core)

Presented by Nancy Dewhirst

OCT
28

Licensure Renewal - In-Person

Friday • 8:30–12:30am • SDDS Office • \$179

Infection Control & California Dental Practice Act

(4 CEU, Core)

Presented by Nancy Dewhirst



View all CE courses
online with this QR code.

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Jaskiran Nat

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Nugget Editorial Board

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Awards

International College of Dentists (ICD)

2022 • Humanitarian Service Award
2022 • Special Citation Award
2022 • Overall Newsletter, honorable mention
2021 • Platinum Pencil, *honorable mention*
Outstanding use of graphics
2021 • Special Citation Award
2020 • Platinum Pencil
2020 • Golden Pen, *honorable mention*
Article / series of articles of interest to the profession
2020 • Special Citation Award
2019 • Special Citation Award
2019 • Golden Pen, *honorable mention*
2018 • Humanitarian Service Award
2017 • Special Citation Award
2016 • Golden Pen, *honorable mention*
2015 • Special Citation Award
2014 • Outstanding Cover, *honorable mention*

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Dental Building for Sale Lease or Move in 2900 Cold Springs Rd, Placerville Ca 95667 3200 + Square Feet

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or

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\$1.29 / sq foot



President's Message



By **Wesley Yee, DDS**
2022 SDDS President

Taking Care of Yourself

We all chose dentistry to help our patients with the skills we brought to the field and acquired throughout our career. Treating patients and running a dental office can be stressful. Excess stress will eventually cause mental and physical issues. We can often see what pressure can do to our patient's dentition and periodontal tissues. Financial pressures are also a factor in our careers with student loans and office debt. In order for us to stay well, we must recognize when stress is getting to an unhealthy level.

So how do we avoid these pitfalls that put us in unhealthy situations? It might be a cliché, but a balanced life is key. We must be cognizant of our mind, body and spirit. Obviously, we must work hard to provide for our families and fulfill our obligations. However, we need to be able to turn off work and spend quality time with our families and friends. There are multiple factors that promote either health or disease. The list includes diet, activity level, stressors, genetics, environment, and mental health. Exercise to relieve stress has been a key in my life. I've always enjoyed a golf game after work, a quick workout at the gym, or spending time in the garden can be therapeutic. A mentor or study club helps us through the difficult

or challenging cases. I've been helped so many times by talking things over with my specialist colleagues and mentors. I recently had a denture case that was not satisfactory to me or the patient, but exhausted all my tricks of the trade. Fortunately, I referred this patient to my SDDS member colleague and the patient is pleased.

We need to be able to turn off work and spend quality time with our families and friends.

Another quality of healthy dentists is good verbal skills. This not only helps with staff issues, but also our patients. Face it, not all cases turn out just as we planned. Letting the patients know in a kind gentle way regarding their dental situation gives everyone realistic expectations. My wife was a pharmacist in a mental health hospital. Professional therapy and prescribed medication is also helpful for us to function in our career.

With COVID, everyone was affected by the shutdown and uncertainty. Of course, with the shutdown, we all felt the financial, emotional turmoil, and employment pressures. According to the WHO, anxiety and depression increased 25% due to COVID. Needless to say, we all felt the isolation by not being able to converse one on one or even touch one another.

Fortunately, the SDDS provides opportunities to get together at our general meetings, excellent CE classes, and our Shred Event. These in person events are therapeutic to our souls and makes us a closer society. That is why all those who come from other societies exclaim our friendliness and supportive nature. Making yourself available to talk and discuss our stressors is one of the qualities of SDDS. We support our members needs and respond to your requests. Join us at an event and realize you are not alone! ■

GREAT BUSINESS FORUMS COMING SOON - SPACE LIMITED!

September 14

Wednesday • 6:30–8:30pm
SDDS Office • \$75

So...You Need to Finance... WHAT? HOW? (No CEU)

Presented by CPAs, Bankers,
Financial Advisors, Brokers,
Builders and other experts!

September 21

Wednesday • 12–1pm
SDDS Office • \$75

Protecting Your Practice – Do You Have the Right Insurance for Your Practice? (No CEU)

Presented by Jack McKinney
and Adriel Wood; TDIC

September 28

Wednesday • 6:30–8:30pm
SDDS Office • \$75

Your Retirement Assets: Location, Allocation – Are You Prepared? (No CEU)

Presented by Elizabeth Clark;
California Dentists' Guild (SDDS
Vendor Member) and Abiy Fisseha,
CFP, CPC; Account Executive,
VP; Newfront

October 26

Wednesday • 6:30–8:30pm
SDDS Office • \$75

Associates, Partners, or Solo Practice? What's the Perfect Work/Life Recipe?

(No CEU)
Presented by Ashlee Adams;
Adams Dental Consulting (SDDS
Vendor Member) and other experts!

Happy
September!!



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

Summer's over, our planning for the fall is complete and we are ready to go! General meetings will be awesome, CE courses start the end of September and will be IN PERSON and back in the SDDS Classroom, CPR in September, licensure renewal in October is open to our members and their team members, and our Business Forums cover many topics – all requested by our members.

What's a Business Forum? Some are in person, others noontime webinars and all presenting business information that may help you as a business owner or an associate in a practice. In September / October we will offer three forums:

- **September 14** – evening and in person; **FINANCING ISSUES AND OPTIONS** (our Vendor Member banks and lending institutions will be on hand to answer questions and offer options for your practice, your personal life, your blended needs)
- **September 21** – noon webinar; **INSURANCE NEEDS** - do you have the right insurance for your practice? (thank you TDIC for presenting this important information)
- **September 28** – evening and in person; **RETIREMENT** - now and in the future (thank you Elizabeth Clark and CA. Dentists' Guild for presenting this program)
- **October 26** – evening and in person; **ASSOCIATES, PARTNERS OR SOLO PRACTICE** and your **WORKLIFE BALANCE** (thanks to Adams Consulting and our member panel for your participation)

So you can see we're "all for our members!" Our goal is to bring you information and education right here in your own backyard!

Finally, it's time for MidWinter Convention! Included in this issue of *the Nugget* is the prospectus and we are so excited for this annual February event at the Sacramento Convention Center. Plan to attend with your team – there are programs for everyone! Our speakers are amazing, the topics are excellent, our Expo Hall is already sold out with 75 vendors and we are planning for a sell out this year. Won't you please bring your team and sign up early! For those members who have not attended before, it's a great way to bond with your team and earn lots of CE at the same time (and we feed you – no need to go out for lunch!)

Happy fall, y'all!



Save the Date: February 16-17, 2023 * 42nd Annual MidWinter Convention & Expo

LEADERSHIP

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SPECIAL EVENTS OTHER

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From the Editor's Desk

Destigmatize. Educate. Empower. **Mental Health in Dentistry**



By **Karisa Yamamoto, DDS**
Associate Editor

My interest in mental health within dentistry started when I was a first-year dental student. I remember trudging up the steps of the medical science building to our anatomy lab exclaiming to my classmates, “We are at our dream school, but why do we feel so horrible?” This sentiment was echoed by my peers, many of us struggling with mental health challenges as we endured the face-paced, high altitude climb that is dental school. Inspired to destigmatize, educate and provide resources, I helped lead initiatives to establish mindfulness meditation workshops and peer support programs for our student body and, with a small team of dedicated faculty and student researchers, we piloted, published, and presented at conferences our study on the prevalence of depression amongst dental students from the 6 dental schools across California – the first of its kind.

Fast forward to present day, more than two years into the pandemic. As a profession, our mental health has certainly taken a hard hit. Though dentistry has always

been stressful, we can all agree that it is particularly stressful now. The ADA Health Policy Institute conducted a survey on the impact of COVID-19 and discovered that 87% of dentists under the age of 35 reported experiencing anxiety and 55% reported depression. Most dentists also report, however, that they do not know where to turn or are not comfortable seeking out mental health resources for themselves or those around them. These startling statistics hit close to home for me, as my own mental health has been heavily impacted by the events of the last couple years.

In this issue of *The Nugget*, we aim to provide actionable steps you can take to support yourself, your patients, and your dental team. We will also feature a personal story from a dental student who struggles with mental health issues and chronic pain, as well as highlight ways in which member dentists are practicing their own forms of self-care. It is important that we recognize that mental health is integral to our overall health, especially as healthcare providers.

Most dentists also report, however, that they do not know where to turn or are not comfortable seeking out mental health resources for themselves or those around them.

We must be well to help others achieve their own wellness. In dentistry, we need to build a culture of support, where we normalize difficult conversations about our mental well-being and empower those who are struggling to seek help. Ultimately, we want to remind you that it is okay not to be okay, and there is a community that is here for you. You are not alone. ■

Mark Your Calendars Shred Day - Sept 16th!

An event specifically to thank our Foundation members and help all members get rid of that pesky shredding.



Visit our website and check your email for more information coming soon.

Cost: Free to SDDS Foundation members and \$100 for everyone else (if you have over 10 banker boxes, we'd appreciate an additional \$100 donation to the Foundation).

TWO GREAT CONTINUING EDUCATION OPPORTUNITIES COMING SOON!

COMPLIANCE DAY – Do You Have What You Need?

4 CEU, Core • \$159

Presented by Teresa Pichay, CHPC, Sr. Regulatory Compliance Analyst, CDA and Dolan Williams, CEO, B & W Compliance (SDDS Vendor Member)

Bring your laptop to this course, and you will go home with a checklist and sample plan that you need to bring your office compliance up to date. Specifically discussed will be the Bloodborne Pathogen Exposure Control Plan (OSHA required) and the HIPAA compliance manuals. Additionally, Ms. Pichay will explain and help you access all the manuals available to SDDS/CDA members on the CDA website.

Friday, September 23, 2022

8am: Registration
8:30am-12:30pm: Class

SDDS Classroom:
2035 Hurley Way, Suite 200
Sacramento

DOUBLE DAY – Occlusion and Everyday Dentistry

4 CEU, Core • \$159

2 Topics, 2 Speakers!

A Lifetime of Pearls with Bryan Judd, DDS

- The value of a comprehensive new patient exam
- What is important in your preps – get the lab point of view
- Protocols for simple anterior aesthetic cases to complex full mouth rehab

Occlusion with Steven Lynch, DDS

- How to identify a destructive occlusion
- Techniques for establishing a protective, stable, esthetic occlusion
- How to test occlusion prior to placing final restorations

Friday, September 30, 2022

8am: Registration
8:30am-12:30pm: Class

SDDS Classroom:
2035 Hurley Way, Suite 200
Sacramento

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*This is a sample
of our listings.*

AUBURN AREA: 4 Ops+RE, Digital, Laser, CEREC, 2020 GR \$598K. #CA2809

CENTRAL VALLEY/MODESTO AREA: 8 Ops, 20+Yrs Goodwill, Digital, 4 Hyg Days. Great location! 2021 GR \$999K. #CA2721

FAIR OAKS/CITRUS HEIGHTS: Desirable area, 38 yrs. Goodwill, 4 Ops, Nice décor, Digital, 6 hyg days/wk. 2019 GR \$970K on 4 day/wk. #CA656

FAIRFIELD/VALLEJO AREA: 7 Ops, Paperless, 43+ yrs. Goodwill, 5 hyg days/wk. 2021 GR \$1.5M. #CA3117

LAKE TAHOE: 4 Ops, Digital Pano, 20+ yrs. Goodwill, Paperless, Delta PPO practice with No Delta Premier. 2021 GR \$1.4M. #CA3100

RED BLUFF/CORNING/ORLAND AREA: 6 Ops+RE, 33+Yrs Goodwill, Paperless, Digital, 8 Hyg Days with room to grow! 2021 GR \$825K. #CA3161

ROCKLIN/ROSEVILLE AREA: 4 Ops, Hi-tech in affluent area. Digital, iTero Scanner, much more. 2021 GR \$2M. #CA2793

ROSEVILLE/CITRUS HEIGHTS: 4 Ops, Hi-exposure retail area, Digital, 5 hyg days/wk. 2021 GR \$775K. #CA2897

S. SACRAMENTO METRO: Ortho Specialty practice, 5 Chair Open Bay Ops, 10 yrs. Goodwill. 2021 GR \$404K. #CA3149

SOUTH SACRAMENTO: 5 Ops, 73 yrs. Goodwill, Paperless, Hi-exposure retail location, Digital Pano, CEREC. 2021 GR \$802K. #CA3093

SONORA AREA: Nice \$825K producing, 5 Ops GP with renovated building for sale. Digital, Pano, Strong hyg program. #CA2850

WOODLAND/DAVIS/W. SACRAMENTO AREA: Endo Specialty practice, 3 Ops, 12 yrs. Goodwill, Paperless, Digital. 2021 GR \$623K. #CA3154



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YOU SHOULD KNOW

CALIFORNIA DENTISTS CAN EARN C.E. IN CDA'S NEW ONLINE COURSE ON OPIOID USE DISORDER

Reprinted with permission from CDA

California dentists can take a new online course that meets the requirements for opioid use disorder training for licensure.

"Opioid Prescribing for Dentists: Pain Management, Addiction and Prescribing," created by Western University of Health Sciences in partnership with CDA, is eligible for 2 units of continuing education and is the latest offering from CDA to help dentists maintain compliance with laws and regulations related to prescribing and dispensing controlled substances.

As a benefit of membership, CDA members can take the course for a substantially discounted price.

Managing Pain, Understanding Risks and Legal Requirements

The unique and engaging course format follows six fictional patients at six fictional dental practices over the course of a day. Through these six patient consultations, course attendees learn about the very different patient presentations they may encounter in their practice. The course ends with the dentists highlighting key points from the consultations.

The two-hour course is open to all dentists in California, but dentists who have DEA registrations and prescribe controlled substances, including periodontists, oral surgeons and anesthesiologists, will especially benefit from the course material.

Specifically, participants will learn:

- How to manage acute and chronic pain in the dental setting
- The risks and identification of opioid use disorder
- The practices and legal requirements for opioid prescribing and dispensing

The course is available to CDA members at a discounted price of \$50. Nonmembers will pay \$80. Dentists can register now for the course through CDA's online learning platform. Attendees can complete the course at their own pace.

Compliance Resources and Additional Education From CDA

Opioid use disorder is sometimes referred to as "opioid abuse or dependence" and is a pattern of use that causes significant impairment and distress. The March 2019 issue of the Journal of the California Dental Association is dedicated to the topic of opioid misuse and provides important concepts of substance-abuse disorders, pain management and prescription medication diversion.

In addition, CDA offers informed-consent forms in English and Spanish, FAQs on CURES and prescribing and dispensing and other resources developed by CDA's compliance analysts. Most CDA resources require member's account login to access, but opioid-related resources are available to nonmembers too.

Dentists looking for other learning opportunities related to controlled-substance prescribing and pain management can find them at CDA's education convention, CDA Presents The Art and Science of Dentistry. CDA Presents in San Francisco is happening Sept. 8-10 and is open for registration.

HAVE YOU CHANGED YOUR ADDRESS IN THE LAST 12 MONTHS? LET US KNOW SO WE CAN UPDATE OUR RECORDS!

THE SDDS ONLINE MEMBERSHIP DIRECTORY IS ONLINE
VISIT WWW.SDDS.ORG/CURRENT-MEMBERS/

SHRED DAY IS SEPTEMBER 16

An event specifically to thank our Foundation members and help all members get rid of that pesky shredding.

Free to SDDS Foundation members and \$100 for everyone else (if you have over 10 banker boxes we'd appreciate an additional \$100 donation to the Foundation).

READY FOR SOME FUN? UPCOMING SOCIAL EVENTS

Our Fun & Games Task Force, chaired by Dr. Andrea Cervantes, is announcing a series of Supper Club Events. The first was July 14th at Lola's Lounge.

What's up next?

- Meet-up at South Slope Winery - Oct. 16
- Supper Club Events in Roseville and Folsom next
- Dim Sum Brunch

The first people who sign up get to go - so please watch the THIS WEEK emails for details and registration information.

ARE YOU PLANNING TO RETIRE THIS YEAR? ? LET US KNOW BY DECEMBER 1.

SDDS MENTORS-MENTEES UPDATE

Are you interested in having a Mentor or becoming a Mentee? We would love to match you up so that you can share your experience and wisdom. Let us know if you'd like to volunteer to be a mentor OR if you would like to have a mentor. Email us at sdds@sdds.org if you are interested.

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Support SDDF, our Smiles for Kids and Smiles for Big Kids program with donations through Amazon Smile. They will automatically donate .5% of our purchases. **Logon to smile. amazon.com and select the Sacramento District Dental Foundation as your charity.**



By **Michael Nguyen, DDS**
SDDS Member

Dr. Nguyen graduated from the University of California, San Francisco and currently spends most of his week educating and mentoring the inaugural class of students at California Northstate University, College of Dental Medicine. During his spare time, you can find him with his puppy at local parks or at Sacramento's restaurants indulging himself.

Taking Steps Toward Self-Care: A Dentist's Toolkit for Mental Well-Being

Our profession has long been plagued with high rates of suicide and prevalence of mental health issues such as depression, anxiety and burnout. Recently, light has been shed on the toll the pandemic has taken on our mental well-being. According to the most recent ADA Dentist Health and Well-Being Survey Report, the percent of dentists diagnosed with an anxiety disorder in 2021 more than tripled since 2003, and 54% of dentists reported experiencing moderate to severe depression. However, most dentists report that they are not familiar with mental health and other supportive services, and many were not comfortable seeking out such services. Though these statistics are staggering, there are actionable steps we can take to better support our mental well-being during these trying times.

Practice self-awareness.

Take a moment to ask yourself how you feel. Recognize if there are physical sensations in your body that signal discomfort. Is your heart beating fast? Are your shoulders tense? Do you feel lethargic? Take some time to tune in to your mind and body. Try to determine the cause of these sensations and emotions. Sometimes, it may be difficult to identify your feelings, let alone find their cause. Practice patience with yourself. Once we recognize how we are feeling, we can begin to determine what we need.

Practice self-care for the body and mind on a regular basis.

ADA members can sign up for ClassPass online, which allows free access to on-demand fitness classes and 10% off on in-person class packages. Guided meditations offered through apps such as Calm, Mindful.org and Headspace are great tools for dentists beginning their mindfulness journey. Another resource is the channel "Yoga With Adriene," which offers free yoga and meditation practices on YouTube accessible for any age and skill level. You can select from a wide range of classes, from Yoga for Chronic Pain and Anxiety, to Yoga for Gardeners and Self Love.

Open up to colleagues, friends, and family about your emotional wellbeing.

Dentistry can feel rather isolating in many practice settings. Practice owners in particular may experience loneliness when no one else in the office can understand the unique tribulations of balancing clinical care and running a business. Dentists may not be inclined to share their stresses due to fear of external and internalized stigma and begrudging persistence to "tough it out." However, by opening up and engaging your personal community, you can gain an invaluable support system.

Balance your work schedule and environment to optimize your well-being.

Evaluate your schedule and make sure it reflects a workload that is manageable and allows you to take care of your well-being. Consider adjusting your schedule so that you can make time for a midday workout or stretch between patients. Take vacation during the holidays when you can spend quality time with family and friends.

Recognize when you may need to seek out a mental health professional.

If you find yourself feeling hopeless, feeling tired or drained all the time, or losing interest in work, hobbies and other activities that once brought you joy, it may be time to seek out a mental health professional. Speak with your family physician, who can give you a referral. Contact your insurance to help you find a mental health provider within your network. Telehealth visits have become widely available and therapy can be accessed online through platforms such as BetterHelp and Talkspace. The CDA Wellness Program is another valuable resource for member dentists. They are available for confidential 24/7 support. You can contact the Northern California line at 530-898-0821 or visit cda.org/Wellness-Program for more information. ■

Oh! The CE You'll Take!

Get up to 14 units of CE



42nd Annual MidWinter Convention & Expo | February 16—17, 2023

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Comcast Business

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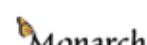
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By **Elizabeth Demichelis, DDS**

Dr. Demichelis is a graduate of Marquette University School of Dentistry in Milwaukee, Wisconsin and has a general dentistry practice in Modesto, California. Dr. Demichelis also works as an Assistant Professor at California Northstate University School of Dental Medicine. She finds her balance in life through reading, travel, and time with family and friends!

Leading with Compassion: Supporting the Mental Health of Your Dental Team

Practicing dentistry in 2022 requires a new kind of mental toughness. We are aware of ergonomics to care for our physical health, but as a profession we seldom discuss our mental health. This era has ushered in many unforeseen stresses, from navigating an uncertain post-pandemic world to dealing with staffing issues, supply shortages and rising overhead. The May 2022 *ADA News* highlighted the stresses that dentists are feeling and how this can result in compassion fatigue.

Compassion fatigue can affect the dentist or even the dental team member. When we face our own traumas or concerns, our level of empathy for others decreases. To put it simply – we find ourselves so overwhelmed that we have depleted our usual levels of available compassion for others.

Sometimes it is not our issues that preoccupy us, but rather the issues of those around us. Dentists are especially susceptible to vicarious trauma, a process through which overly empathetic engagement can cause them to overidentify with or detach from their patients or team members who are suffering from trauma.

We can't control the influences thrust upon us, but we must make sure that the stresses of life do not impact our office staff and disrupt patient care. In 2021, it was reported that 78% of employees experienced stress from work that led to other mental health concerns, yet most team members with anxiety or depression will not disclose this information to their employers. In addition, an average of 1.6 days of work are missed per month due to untreated depression of a team member who will have a depressive episode each year.

Most of us know that taking care of our dental team's physical health will empower team members to be more productive and less likely to miss work. In the same vein, it is important that we find ways to strengthen our team's mental health so we can better deliver care to our patients.

How can dentists lead with compassion?

Prioritize self-care.

To effectively take care of our patients, our dental team, and our loved ones, we must first take care of ourselves. Make an appointment with yourself to mentally detach from your day-to-day responsibilities each week. This can be through a heart-pumping cardio workout, meditative yoga, or even a walk around the block during your lunch break. Spending 20 minutes three times a week in nature, without electronics, has one of the greatest effects on reducing levels of the stress hormone cortisol. When you show up for yourself, you can show up for others.

Practice vulnerability to reduce stigma.

Share your personal struggles with your dental team. As a leader in the dental practice, you have the power to set an example and create a space for honest conversation. Be candid about the stresses you are facing, as your vulnerabilities can help to eliminate the stigma some feel in expressing their own hardships. However, do not expect your employees to share more than they are comfortable with. The goal is to create a workplace where team members understand that everyone has mental health and may struggle with mental health issues, rather than asking them to disclose private health information.

Never underestimate the power of listening.

When a team member opens up about difficulties they may be facing, make a conscious effort to hear, understand and retain the information that they are sharing. You can provide resources or feedback they may find helpful, but remember that having a solution is not as important as showing you care.

Express gratitude.

A simple heartfelt expression of gratitude often has the greatest impact on an employee. Showing you appreciate your employees lets them know when they are excelling and can increase engagement. Many studies over the last few decades have found that people who express gratitude are also happier, less depressed, and more resilient.

Communicate clear policies so team members are keenly aware of what you expect.

Be mindful that you may need to revisit and revise some rules to fit your team and the current situation. For example, childcare has become more of a challenge for many, especially if a child or caregiver tests positive for COVID-19. Be aware when this happens and, if possible, be flexible with scheduling.

Normalize and support boundary setting.

Strive to provide a positive work-life balance by encouraging your team members to prioritize their families, health and personal goals along with work responsibilities. Respect off-hours. Let your dental team know it is okay and necessary to turn “off” the switch and recharge, whether that be from breaks throughout the day, relaxing on the weekends or vacation time. Maintaining these boundaries will help prevent employee burnout and boost productivity.

Prioritize the physical health and safety of your dental team.

Regularly review the safety measures at your practice and stay up to date with the latest CDC COVID-19 guidelines. Ensuring the physical health and safety of your team can help ease uncertainty and support better mental health as we navigate living with the everchanging nature of COVID-19.

As healthcare providers we need to remember mental health is a part of our overall health. If we can create a mentally healthy work environment for ourselves and our dental team, then together, we will be well equipped to treat our patients with empathy and compassion. ■

Sources:

Gratitude Defined, UC Berkeley Greater Good Science Center, 2022

Mental Health America Report, 2022

The Ultimate Workplace Mental Health Toolkit, NAMI Chicago, 2020

Vicarious Trauma: Signs and Strategies for Coping, British Medical Association, 2022

Don't hesitate to ask.

When you need an advocate for your physical, mental or emotional health, 24/7 confidential assistance and peer-to-peer support is available.

When you don't know where to turn, there is help. CDA's Wellness Program exists to support and advocate for the mental, emotional, and physical wellness of dental professionals and their families.

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By **Mironda Frankenberger, DDS**
SDDS Member

Dr. Frankenberger is a graduate from UCSF School of Dentistry and a current Assistant Professor at CNU College of Dental Medicine. She is an advocate for acknowledging and addressing mental health concerns in patients, students, and colleagues. Her background includes championing for social justice, anti-racism, diversity, equity, and inclusion. She is a member of the National Dental Association. She is a wife and mother of a beautiful six-month-old boy.

The Critical Need for an Integrated Mental Health and Oral Health Care Model

Mental Health and Oral Health: Why is an integrated model essential?

The Substance Abuse and Mental Health Services Administration (SAMHSA) defines mental illnesses as “disorders that affect a person’s thinking, mood, and/or behavior” and include depression, anxiety, bipolar disorder, and schizophrenia. Diagnosable mental illnesses affect nearly 20% of American adults, meaning nearly 1 in 5 patients you see in your dental practice are battling a mental health challenge. What does this mean for their oral health and your role as their healthcare provider?

Recent studies demonstrate the significant association between oral health and mental health. The National Council for Mental Well-Being describes this relationship as “bi-directional,” highlighting how mental illness can lead to negative oral health outcomes, such as self-neglect, poor oral hygiene, bruxism, purging-related tooth erosion, and anti-depressant related xerostomia. At the same time, having poor oral health such as visibly decayed and missing teeth, periodontal disease, pain, discomfort, and impaired function can all exacerbate mental health problems.

Thus, it is critical that mental health services be integrated into dental care. Integrated care models are being developed and implemented in order to give our patients access to the essential mental and oral health care treatment they need.

How are dentists incorporating mental health care into their practices?

Several dental centers have already begun to establish integrated care models that have successfully addressed the mental health needs of their communities.

In 2017, the Oral Health Division of Indian Health Services (IHS) implemented an

integrated care model aimed at addressing depression. Twelve dental programs instated annual depression screenings of all patients over the age of 12 with the use of the Patient Health Questionnaire-2 (PHQ-2) screening tool. This program led to a 1266% increase in depression screenings and resulted in a 382% increase in patients being referred to mental health services by their dental provider. The result was 111 patients with depression being recognized and referred for primary care mental health services. As the Native American population has one of the highest suicide rates in the nation at nearly 17 per 100,000, these results reflect the powerful impact that integrating mental health with oral health have on patient health outcomes.

Likewise, Dr. Huong Le, the chief dental officer of Asian Health Services located in Oakland, CA, saw a similar need for integration of oral and mental health services. In 2017, Dr. Le began depression screenings for her elderly patients after the themes of loneliness, depression, and suicidal thoughts became routine discussion points for her patients. She recalls thinking to herself, “I am a dental provider; what can I do?” As a solution, she implemented depression screenings and hired an in-house social worker and mental health counselor to provide her patients with immediate, on-site access to mental health services. Dr. Le highlights how offering mental health services at a dental clinic gives patients who are affected by the stigma around seeking help an opportunity to seek help without fear of judgement.

What steps can you take to integrate mental health and oral health in your practice?

When considering instating an integrated care model in your own practice, we must highlight an important truth: having a mental illness is not a character flaw, weakness, or choice, and cannot be turned

off on command. Mental health issues stem from a multifactorial etiology of brain chemistry, family history, and environmental stressors. In order to address our patients' mental health, we must also address and debunk these stigmas for our patients so that they are comfortable and empowered to seek the care they need.

The first step is finding a network of mental health providers that you can trust and rely on. Findtreatment.gov is a great resource for finding state-licensed providers to refer to.

A simple way to implement mental health in your private practice is to add screening tools used in primary care such as the PHQ-9 to your patient intake forms. This depression screening tool asks patients questions such as "how often do you feel bad about yourself, have trouble concentrating, or little interest in doing things you once found pleasurable." Likewise, the GAD-7 is an anxiety screening

tool based on the same principal, and asks questions such as "how often are you unable to control worrying, feeling restless, have trouble relaxing, or irritable." These results can then give you data to help a patient accept the need for a mental health referral, as well as provide the mental health provider with a baseline.

It is understandable to feel uncomfortable asking patients these questions and having discussions about mental health. The state of Rhode Island addresses this with their "We Ask Everyone" campaign which normalizes viewing the dental office as a safe space for mental health discussions with the use of posters in the office that alert all patients that everyone is asked these questions.

Finally, if time and cost are of concern, there are existing CDT codes that can be used to bill for implementing mental health services. These are: consultation with a medical

health care professional (D9311), addressing appointment compliance barriers (D9991) and/or care coordination (D9992).

There is still substantial room for improvement in the development and implementation of mental health services in dental health spaces. However, the increasing needs of our patients, along with the bi-directional interplay of mental illness and oral disease, are clear indicators that an integrated care model is the future of dentistry. ■

Resources

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www.samhsa.gov

www.thenationalcouncil.org

www.astdd.org

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Living With Chronic Pain as a Dental Student

By **Jaskiran Nat**
SDDS Student Member

Ms. Nat is a first-year dental student at California Northstate University, College of Dental Medicine. She is part of the inaugural class here in Elk Grove, CA. Ms. Nat has strived to become a dentist since she was 17 years old. Outside of school, she enjoys spending time with family, friends, and going to the gym. In her free time, she loves being outside and doing anything active to relax.

My journey to dental school has not been a straightforward path. As someone who struggles with chronic pain and mental health, I have learned the importance of prioritizing my health first to gain the strength to achieve my career goals.

During my undergraduate studies, I faced many uphill battles, which ultimately led me to take a semester off when my mental health hit a peak I could not overcome alone. While passionate about school and not wanting to leave, I knew I had to reach out to my support system and take some time to heal. During my four months away from university, I hit the lowest point I ever knew existed. Despite a great deal of support and professional help, ultimately the true healing came from within. After taking time to rest, I returned, stronger and healthier, to finish my last semester. It was the best semester I'd ever had.

Over the past five years, I have also struggled with chronic pain in my right arm and hand.

I was initially diagnosed with tendonitis in my thumb, which has rapidly progressed and has been labeled everything from carpal tunnel and tennis elbow, to neck pain. After years of physical therapy appointments, neurological tests, and medications, my pain was frequently disregarded. I was told I should reconsider my career and stay off my hands. Days of rest would alleviate the pain, but dentistry is a craft of the hands. There is not much room for rest.

During my first year of dental school, I have been faced with knowing I may have to give up this career if my body does not permit me to stay. The mental toll that chronic pain takes is taxing - from not being able to type notes in class some days, to being unable to lift everyday items at the grocery store but being too embarrassed to ask for help. What keeps me going most days is the fact that I have overcome so many things in the past that once seemed impossible.

There have been many days I have thought about leaving, questioning if chronic pain is worth the rush I feel every time I'm around dentistry. With simulation lab courses beginning, the excitement of my classmates secretly brings worry to me as I anticipate the physical pain I may have to endure.

The faculty at California Northstate University, College of Dental Medicine, has supported me every step of the way. The anxiety that comes with turning in yet another leave of absence form every time I have a doctor's appointment, or each day I cannot seem to type all my assignments without a few breaks, has been met with understanding and reassurance. I never imagined the Dean would check in on me every time he saw me, asking about how I am, providing me with a list of new ideas for pain management he had thought of over the week with tremendous amounts of effort.

The resilience I have taught myself throughout this journey, combined with my passion for dentistry, topped with the most supportive



program I have ever been a part of, has convinced me it is much too early to give up. In two weeks, I am starting injections. Of course, there are doubts with every treatment. But to me, this is hope. I cannot see myself walking away when I know I can overcome this too. ■

Images:

1. California Northstate University dental student social. (left page)

2. Jaskiran Nat (center) and her fellow classmates in front of California Northstate University. (right page)



DREAM ON.

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We asked SDDS Members: How Do You Practice Self-Care?



Catherine Tang, DDS (above)

I try to practice self-care on a daily basis in some shape or form. Some days it will be a quick 20 minute yoga flow to help alleviate backache, some days it is taking a stroller walk outside with my husband, baby, and dog, and some days it is as simple as spending all day in the kitchen mindlessly baking sweet treats. Here is a picture of me doing one of my favorite weekend self care activities: going to the farmers market and buying myself fresh local flowers!



Rosemary Wu, DMD, MS (above)

The first step in practicing self-care is to acknowledge that many components shape my life, mentally, physically and spiritually. All three facets need to be nurtured for my overall well-being. Spending time outside alone, marveling at the simple beauty created around us and embracing an attitude of gratitude are simple ways of how I practice self-care as shown in the photo.

Nadia Shaheen, DDS

I practice self-care by making time to connect with my family and friends. Doing so helps me feel reenergized, centered, and happy. Healthy eating (but having some dessert!) is also an important part of my self-care.



Pinelopi Xenoudi, DDS, MS (above)

I have been blessed with three rescue dogs, Kleio, Zeus and Ares. They help me be present and not worry too much about tomorrow. They are always up for a short or long walk and they shower me with unconditional love. Most importantly they remind me that no matter what, I am always good enough...at least for them.



Shadi Javadi, DDS (above)

Exploring nature is a very important part of my self-care. It is a great opportunity to spend time with family and friends in a pacifying environment and to exercise in a beautiful setting.



Karthik Raghuraman, DDS (above)

I practice self-care by working out, spending time with my family and taking my dog for long walks.



Peter Yanni, DMD, MS (above)

I practice self-care by participating in local Sacramento rec leagues with my friends. It's a great way to shift my focus on something other than dentistry and spend time with friends.



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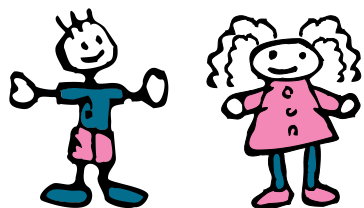


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And we are planning for SMILES FOR KIDS in February. Is your office willing to volunteer

to be an open site? Please consider this great way to give back to our community. Would YOU like to volunteer at a site? Let us know. Or please think about it! ■

We're Changing the Way We Do Crowns for Kids!

Thank you to more than 150 dentists and offices who have supported our Crowns for Kids since 2006! Over the years, we have raised more than \$30,000 a year in crown donations – all to support our SDDF Smiles for Kids program that provides oral health education and supplies, pro bono care, puppet shows and more to our area's underserved and underinsured children! Thank you!

Starting September 1st, we are making a few changes in how we do this program – giving the choice of how much you wish to donate and making it easier to donate the crowns that you and your patients wish to give to the CFK program! We are beginning a mail-in program where you can just mail in your crowns DIRECTLY TO THE SDDS OFFICE when you wish (we'll pay for the

postage). You can choose to donate 100% to the CFK program OR donate a % to CFK and keep a % for your office. You will receive a check directly from our partner, Star Refining.

If you'd like to participate in this program, email us at SDDS@sdds.org and we'll get you enrolled and send you the envelope for collection. Watch your emails for more information. ■



Crowns for Kids®

Are you a member of our Foundation?

Foundation Membership invoices recently went out in the mail, so if you see a \$75 invoice from the Foundation, that is your Foundation Membership!

Your Foundation Membership helps to fund our Smiles for Kids, Smiles for Big Kids programs and other forms of community outreach!

Not yet a member of the Foundation? Email us at sdds@sdds.org to become a member and make a difference.

Thanks for your support!



THURSDAY, NOVEMBER 10, 2022

THE BOOK OF MORMON

The New York Times calls it "the best musical of this century." The Washington Post says, "It is the kind of evening that restores your faith in musicals." And Entertainment Weekly says, "Grade A: the funniest musical of all time." Jimmy Fallon of The Tonight Show calls it "Genius. Brilliant. Phenomenal." It's The Book of Mormon, the nine-time Tony Award-winning Best Musical. Contains explicit language.

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Upcoming Events and EVENT HIGHLIGHTS

We missed you at Lola's Lounge!

An intimate group of members met up at Lola's in July for some socializing and networking. From left to right: Drs. Ivana Yi, Julie Hernandez, Aneel Nath, Kinga Fiedorczuk, Lisa Dobak, and Andrea Cervantes, with Dr. Cervantes' fiancée Tony Howard. Dr. Gaetan Tchamba came as well, but we had already taken the picture.



Hey all you FUN SEEKERS...

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for food, drinks, live music,
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California Dental Association

CDA Major Issues & Priorities 2021–2022

1. Workforce Shortages/Dental Office Staffing

Even prior to the COVID-19 pandemic, dental practices in California were struggling with staff shortages, specifically a lack of dental assistants. First-year enrollment in dental assistant programs has declined 50% over the last 10 years. In recent months, the need to recruit dental staff has become even more prevalent as practices recover from the pandemic. Dental practices are stabilizing and have been able to rehire most team members, but staffing remains well below demand. Recent survey data shows that nearly 90% of practices have greater challenges in recruiting and hiring dental assistants than before the pandemic, and 44% of practices report that those challenges are limiting their ability to see more patients.

CDA is pursuing both immediate and long-term solutions through recruitment and training programs, state budget funding and legislation to improve dental career pipeline opportunities:

- The 2022-23 state budget recently approved by Gov. Gavin Newsom and the Legislature makes major investments in health care workforce development and provides great opportunities to address dental staffing needs. Expanding and diversifying the health care workforce was a top priority in this budget, with \$1.7 billion invested in a variety of training initiatives along with a wide range of health care provider scholarship, loan and grant programs that many dentists and dental team members are eligible to apply for. CDA is particularly supportive of an additional \$45 million to the High Road Training Partnership program, which will help its development and expansion into health and human services career assistance, and \$175 million to a newly created Apprenticeship Innovation Program, which will provide

funding to support apprenticeship course development, classroom instruction and other eligible activities with a focus on nontraditional apprenticeships including in health care. CDA has begun exploring work with the Newsom administration on opportunities to establish dental assisting apprenticeships. These investments build and expand upon existing funding for initiatives like CDA's Smile Crew CA, designed to highlight careers in dental assisting and create a broad pool of qualified candidates.

- CDA sponsored AB 2276 by Assemblymember Wendy Carrillo (D-Los Angeles) to expand the scope of practice for dental assistants to include coronal polishing and placement of sealants under direct supervision if they have obtained the appropriate certifications. Currently, DAs can enroll and complete certification courses through the Dental Board of California to perform coronal polishing and apply sealants, but they cannot actually perform these tasks until they receive registered dental assistant licensure. Allowing DAs to perform duties to the limits of their certifications balances the needs of dental practices that are struggling to hire dental team members while also protecting patients by ensuring DAs are appropriately trained and supervised to perform these tasks. AB 2276 was held in the Assembly Appropriations Committee, but CDA has broadened its effort to pursue changes and modernization of the scope and licensure pathway for DAs in California.

2. Health Equity and Access Budget Proposals

Recognizing the State's significant budget surplus, this year CDA requested one-time funding for two strategic investments in dental workforce and infrastructure to increase access to care for underserved, rural and vulnerable

populations. We are very pleased that Gov. Newsom and the Legislature included both requests in the final 2022-23 budget:

- \$50 million to build new and expand existing special needs dental clinics and outpatient surgery centers through a grant program operated by the California Health Facility Financing Authority. The funds can be allocated to pay for the construction, expansion or adaptation of dental surgical clinics or specialty dental clinics in California to increase access to oral health care for specialty populations. This expansion of settings will significantly expand access to dental care for individuals who are unable to undergo dental procedures in traditional dental offices due to special health care needs or the complexity of care needed. This is a historic investment for the special needs community and will have dramatic impact for decades to come.
- \$10 million to fund the development of new and enhanced community-based clinical education rotations for dental students to improve the oral health of underserved groups in California. The Health Resources and Services Administration reported in 2021 a need for additional dental practitioners to meet the oral health needs of 2 million Californians living in dental health professional shortage areas (DHPSAs). The investment will be administered by a nonprofit foundation in collaboration with dental schools and will allow hundreds of dental students per year to serve in community settings in designated DHPSAs. This community-based education model is self-sustaining because the revenue generated by dental students providing treatment is sufficient to defray the cost after one year of implementation, so a one-time allocation can create sustained increases in access to care and permanent expansion of the dental workforce.

3. Medi-Cal Dental Program

More than half of children and a third of adults — over 14 million Californians — rely on the state's Medi-Cal program for their medical and dental coverage. Historically, Medi-Cal patients have faced major barriers to care including long delays for appointments, difficulty finding specialists and traveling long distances to receive care. A primary reason has been a lack of providers who are able to participate in the program due to administrative and enrollment barriers as well as reimbursement rates that were among the lowest in the nation.

Making the Medi-Cal program functional has been a critical priority for CDA. Over the last five years, the Medi-Cal Dental Program has made tremendous progress that the State must continue to build upon. This is a result of (1) improved reimbursement rates following the passage of Proposition 56 (2016), a tobacco-tax increase co-sponsored by CDA; (2) enhanced federal funding through the Medicaid waiver process that is continuing through the CalAIM program; (3) restoration of adult dental benefits the State eliminated during the Great Recession; and (4) improvements to administrative and enrollment barriers for providers. These changes have increased dental-provider enrollment by 25% since 2017.

This year's budget continues this progress, with Newsom and the legislature committing significant funding toward continued improvements in the Medi-Cal Dental Program. CDA successfully engaged in a number of Medi-Cal-related budget items this year including support for:

- Backfilling Proposition 56 tobacco tax declining revenues from the general fund to maintain Proposition 56 supplemental rates for dentists, which total \$210 million this year. This backfill demonstrates a commitment to maintaining the program's recent progress long-term and ensures the state can maintain these rate increases for Medi-Cal providers, which were made permanent in last year's budget.
- \$31.7 million to backfill a federal funding shortfall in the Dental Transformation Initiative. This means that dentists who provided services under DTI domains 1 and 3 in 2021 will receive the full incentive payments they were expecting for services already rendered. This is an important aspect in preserving the trust between providers and the Medi-Cal program.
- Expansion of the lab-processed crown benefit to cover all posterior lab-processed

crowns for adults. Previously, only stainless crowns were covered by Medi-Cal, which has been a long-standing gap in Medi-Cal dental coverage. CDA is concerned with the low reimbursement rate and will continue to seek an increase in the rate to ensure this important coverage expansion is meaningful, functional and a real benefit for Medi-Cal members.

- Permanent extension and funding of the CalHealthCares Student Loan Repayment Program. This technical change and ongoing funding will allow the program to continue expanding access to care statewide by supporting new dentists serving the Medi-Cal population.

4. AB 35: Medical Injury Compensation Reform Act (MICRA) – Support

California's health care community, including CDA and The Dentists Insurance Company (TDIC), has reached an agreement that will extend the long-term predictability and sustainability of MICRA, the state's medical professional liability law. This agreement settles a decades-long divide on the issue and has resulted in the withdrawal of a November 2022 ballot measure that would have dismantled the MICRA law.

The agreement keeps in place MICRA's essential cost-control guardrails while protecting the rights of injured patients. The MICRA coalition and the ballot measure sponsors jointly supported AB 35 (Reyes) to codify the agreement, and the sponsors have removed the measure from the ballot.

AB 35 includes several provisions that will update MICRA while continuing its medical liability protections. The most central provision changes the cap on noneconomic damages from the current \$250,000 to:

- Cases not involving a patient death: \$350,000 starting Jan. 1, 2023, with an incremental increase over the next 10 years to \$750,000.
- Cases involving a patient death: \$500,000 starting Jan. 1, 2023, with an incremental increase over the next 10 years to \$1 million.
- After 10 years, an annual 2% adjustment would apply to the limits.
- These new limits will only apply to cases filed Jan. 1, 2023, or later; they will not apply retroactively.

5. AB 1982: Protection of Patient Choice in Teledentistry – CDA Sponsor

The use of telehealth has significantly increased since the onset of the COVID-19 pandemic. While telehealth has proven to be an effective model of delivering care, third-party corporate telehealth providers operate in a completely virtual environment and generally have no relationship or interaction with a patient's in-network provider. Last year, Newsom signed AB 457 (Santiago), which requires health plans and insurers to comply with specified notice and consent requirements if the plan or insurer offers a service via a third-party corporate telehealth provider. However, dental benefit plans were exempt from the requirements of AB 457 despite also steering patients to use third-party corporate telehealth providers. Telehealth is a useful tool in dentistry to triage patients experiencing pain or discomfort, but almost no dental care can be provided remotely. These triage appointments can unknowingly impact a patient's visit-frequency limitations and annual maximums before the patient even sees a dentist in person for necessary treatment. This year, CDA is sponsoring AB 1982 by Assemblymember Miguel Santiago (D-Los Angeles), which will ensure patients also have the ability to make an informed decision about how to access their dental care, as they do for their medical care, by removing the dental exclusion from statute and direct dental benefit plans to provide a disclosure of the impact of third-party telehealth visits on a patient's benefit limitations. This bill will ensure patients receive quality telehealth services, protect the patient-provider relationship and provide better integration of care. AB 1982 passed out of the Assembly with bipartisan support and is now in the Senate.

6. Dental Plan Accountability & Transparency

Over the past several years, CDA has worked to improve the transparency and value of dental benefit plans, hold dental plans accountable for how they spend premium dollars and level the playing field for dentists and consumers. Furthermore, the COVID-19 pandemic highlighted the ability of medical and dental plans to make record profits during a public health emergency by collecting the same amount in premiums while paying fewer claims, as patients were receiving care less often. Since the onset of the pandemic,

Continued on page 24...

Continued from page 23...

costs of personal protective equipment have skyrocketed and been incredibly unpredictable, issues exacerbated by product scarcity, supply chain disruptions and price gouging. Many providers are still paying in the range of \$10 to \$25 per patient for medically necessary PPE, adding up to thousands of dollars of extra costs every month. Dental plans did not share in the burden of these costs in any substantial way, worsening the longer-term trend in which payments from plans remain stagnant while the cost of providing care continues to rise. CDA has advocated for a number of bills signed into law in recent years that strengthen transparency and accountability of dental plans.

7. Single-Payer Health Care

CDA is committed to improving the state's current health care delivery system and extending health coverage to all Californians in a way that makes dental care more accessible and affordable. We are eager to work with lawmakers to achieve universal coverage, protect the significant progress made under the Affordable Care Act, which allowed California to achieve a larger reduction in its uninsured

rate than any other state, and build upon the major improvements in the state's Medi-Cal Dental Program over the last five years. Recent legislative proposals to create a single-payer health care system in California would replace Medicare, Medi-Cal, all private insurance and the Covered California exchange with one state health care program. CDA has numerous concerns with such proposals, including the level of disruption that would come with such a transition, the lack of a sustainable funding plan and the great difficulty the state has historically had in meeting its obligations to patients in the Medi-Cal program. Creating a single-payer health care system would also require passage of a ballot measure by voters, approval from the federal government and could require hundreds of billions of dollars in new tax revenues.

8. Direct-to-Consumer Orthodontic Consumer Protections

Providing dental care that involves the movement of teeth without a proper evaluation, including X-rays, can lead to serious patient harm, such as loose or cracked teeth,

bleeding tongue and gums, gum recession or a misaligned bite. With the emergence of direct-to-consumer business models offering various dental services that are ordered without an in-person clinical examination, it is imperative that dental treatment continues to meet a uniform standard of care regardless of whether a dentist provides treatment through telehealth or in person. CDA continues to advocate for consumer protections that ensure that DTC orthodontic business models have the same level of dentist oversight and patient safety as the virtual dental home model and in-person dental care. CDA will continue to work with the appropriate enforcement entities, including the Dental Board, to push for increased patient safety while pursuing improved statutory and regulatory enforcement.

Updated June 2022



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AM Best Company rating effective February 2022. For the latest rating, access ambest.com.



Committee Corner

The Nugget Awarded Again!

We are excited to announce that *the Nugget* has been selected by the International College of Dentists to win three awards for our 2021 issues!



Humanitarian Service Division 1 Award February 2021 Nugget

Caring for Patients with Special Needs

Associate Editor: Dr. Nima Aflatooni

The Humanitarian Service Division 1 Award is presented to the editor of a publication that demonstrates an outstanding series of articles.



Special Citation Award March 2021 Nugget

Meet the Next Generation of Dentists

Associate Editor: Dr. Denise Jabusch

The Special Citation Award is presented to the editor of a publication that demonstrates an unusual concept, presentation or other distinctive quality.



Newsletter Division 1 Honorable Mention Award May 2021 Nugget

SDDS Foundation • Content gathered by SDDS team

The Newsletter Division 1 Honorable Mention Award is presented to the editor of a publication that demonstrates an overall quality of graphics, design, and content.



INTERNATIONAL COLLEGE OF DENTISTS

Previous Awards from the International College of Dentists (ICD)

- 2022 • Humanitarian Service Award
- 2022 • Special Citation Award
- 2022 • Overall Newsletter, *honorable mention*
- 2021 • Platinum Pencil, *honorable mention*, Outstanding use of graphics
- 2021 • Special Citation Award
- 2020 • Platinum Pencil
- 2020 • Golden Pen, *honorable mention*
- Series of articles of interest to the profession
- 2020 • Special Citation Award
- 2019 • Special Citation Award
- 2019 • Golden Pen, *honorable mention*
- 2018 • Humanitarian Service Award
- 2017 • Special Citation Award, *unusual concept*
- 2016 • Golden Pen, *honorable mention*
- 2015 • Special Citation Award, *unusual concept*
- 2014 • Outstanding Cover, *honorable mention*
- 2014 • Golden Pen, *honorable mention*
- 2013 • Outstanding Cover
- 2012 • Overall Newsletter
- 2010 • Platinum Pencil
- 2007 • Overall Newsletter
- 2007 • Outstanding Cover
- 2007 • Golden Pen, *honorable mention*

2022 SDDS Committee Schedule

Standing Committees

CPR Committee

Work Completed

Nominating/Leadership Development

Work Completed

Advisory Committees

Continuing Education Advisory

Sept 26

Mass Disaster/Forensics Advisory

Fall TBA

Nugget Editorial Advisory

Sept 20

Strategic Plan Advisory

Oct 7-8

Budget and Finance Advisory

TBA

Oral Health/Prop 56 Initiatives

Oct 7

Bylaws Advisory

TBA

Legislative Advisory

Schedule as needed

Task Forces

Fun & Games

Oct 16

New Member/New Dentist

Sept 26

GMC Elimination/CalAIM Transition

Fall TBA

Social Media

Sept 19

Non Members

TBA

Practice Transitions

Sept 26

Other

SacPAC

Fall TBA

CDA House of Delegates

Nov 11, 18, 19

Leadership

Board of Directors

Sept 6 • Nov 1

Executive Committee

Oct 7 • Dec 9

Foundation

Foundation Board

Sept 20



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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.

How to Choose... a Reliable IT Managed Service Provider (MSP) for Your Dental Practice

By **Dennis Krohn; SD Reliance**
(SDDS Vendor Member)

In today's business world, technology plays a significant role in every industry. It has disrupted the way we live, work, interact and collaborate. This is especially true in the dental world – our landscape is constantly changing, from improving technology to remote working to online security threats.

There are endless ways that technology can benefit a practice like yours. Technology can help you automate processes, connect with new and existing patients, and improve communication within your office. However, small and medium-sized businesses (SMBs) often have more difficulty implementing innovative technologies than larger businesses. This could be due to a lack of resources, compatibility issues with existing systems, or complications in managing new technology. Ultimately, partnering with a Managed Services Provider (MSP) will allow you to focus on the business while they take care of the technology.

There is a significant difference between an IT MSP and an IT "Break-Fix Provider." A Break-Fix Provider is an IT company that does exactly what it sounds like: it fixes things after they are broken. They do not monitor anything proactively and therefore they react to problems instead of proactively preventing the problems from occurring in the first place. This is exactly why you need to consider hiring an IT MSP. An IT MSP is a specialist who can act as your outsourced IT team.

There are many benefits of outsourcing to an IT MSP rather than a Break-Fix Provider, including:

Comprehensive Support

Outsourcing your technology needs can be a great way to get more robust support for your business. By outsourcing, you gain access to a team of professionals with a wide range of skill sets in your vertical rather than just one person or a small group with a specific skill set. This can be beneficial for businesses looking for assistance in a range of areas.

On-Demand Service

If you only have one person providing your IT Managed Services, you only get service when that individual is available. That is why it is crucial to look for 24/7/365 support - that is where an IT MSP comes in. With an IT MSP, you have a team of experts who are always on call to help you with your IT needs, and you can rest assured knowing that your systems are being taken care of and that you will never be without IT support again.

Up-To-Date and Worry-Free

An IT MSP will provide you with all the necessary software, tools, and staff to manage your entire IT environment. IT MSPs have access to cutting edge tools and resources in the ever-changing world of technology that the average dentist does not. You can focus on your practice and leave the IT management to them.

This is an excellent option for small businesses that lack the time or resources to manage their own IT department.

Predictable Cost

An enticing benefit of partnering with an IT MSP is the monthly bill you will receive – it will be the same, every month. There are no worries about hidden costs, unexpected charges, service fees...you receive quality, comprehensive IT service for a steady fee.

Like I mentioned in the beginning, the IT World is changing. Now is the time to evaluate what your IT is doing for your dental practice. Are you currently running an offsite backup? Is your antivirus Next Generation? Is your IT constantly monitoring your practice technology? Do you have to pay for every question/phone call to your IT Provider? Those are a few questions to ask yourself if you want to prevent your dental practice from being compromised. ■

Dennis is the President/Partner of SD Reliance. He has had an entrepreneurial spirit from a young age: he started working on computers with his father when he was 14 years old and started his first company when he was 18. He's had 27 years in general IT, and 20+ years of Dental specific IT experience. Dennis loves the ever-changing landscaping of the technology and creating new ways of providing innovative, safe, and accessible for clients. He can be reached at (916) 367-4244 or dennis@sdreliance.com

RISKY vs. RELIABLE IT SERVICE PROVIDER



A good, dedicated IT service provider gives you the peace of mind you need to focus on business growth. But, would you know if your current IT support system is really the right fit for your business?

If you aren't an expert in IT services it can be hard to tell. This infographic gives you an overview of what you should expect from a great IT service provider, regardless of whether your business needs an internal IT resource or an outsourced IT team.

RISKY IT SERVICE PROVIDER

Non-customized service contract

Offers standard packages

Reacts to issues as they arise
(break-fix service model)

Acts when vulnerabilities are exposed

Provides one-off solutions
that do not integrate

Aligns your technology with the
solutions they have available

Responds to your question or concerns
according to their availability



RELIABLE IT SERVICE PROVIDER

Evaluates your current IT environment
before making any recommendations

Provides a customized solutions based
on your business' needs and budget

Delivers a prioritized plan for addressing
problems in your IT environment

Proactively identifies technology risks

Centralizes your IT services

Aligns your technology
with your business goals

Offers reliable and
responsive customer service

IN-PERSON CE COURSE

Surprise! It's A Disaster!! Now What?

2 CEU, Core • \$89

Presented by Nancy Dewhirst

Thursday, October 27, 2022

6:30-8:30pm • SDDS Classroom

Participants learn how to use their skills, training and experience to prepare for, assess and respond to disasters. Shelter-in-place or evacuation strategies and scenarios are presented for a variety of situations, including weather disasters such as earthquakes, floods and tornados, epidemics, and accidental or purposeful chemical or radiation exposure, terrorist acts, fire and explosions.

IN-PERSON LICENSURE COURSE

Infection Control & California Dental Practice Act

4 CEU, Core • \$179

Presented by Nancy Dewhirst

Friday, October 28, 2022

8:30am-12:30pm • SDDS Classroom

Infection Control - This class outlines the essential components of your infection prevention and control program, combining Standard and Transmission-based precautions. **CDPA** - This seminar reviews the DPA topics and regulations that are required for re-licensure including information and updates to the Dental Practice Act and other statutes.



YOU

THE DENTIST, THE EMPLOYER

How are you? No really, how ARE you?

By Tara Brennan, Events Manager
California Employers Association (SDDS Vendor Member)

When you get asked this question, do you answer it truthfully? Have you asked yourself this question lately?

Being aware of how you are feeling helps determine how you are showing up in the world. If you are feeling overwhelmed, stressed, or burned out it's difficult to not affect others in the same way. Conversely, if you are feeling respected, heard, and celebrated you are inspired to work and live more productively which inspires others to do the same. Either way, there is a spillover effect that will impact the people you come in contact with and that you can manage when you are aware of your emotions and how you are showing up in your life and at work as a leader. Self-awareness is the first step to wellness.

Wellness:

According to the World Health Organization, Wellness is "A state of complete physical, mental, and social wellbeing, not merely the absence of illness". A complete state might sound like a lofty goal however we can strive to live a full, engaged life that includes work. As leaders of organizations, we have the opportunity to cultivate wellness in our workplaces by implementing a people-first approach:

People First Approach:

- People are human beings first, employees second. Getting to know your staff; what interests and motivates them, coupled with a healthy respect for individual differences is the first step.

- Allow everyone to be heard, seen, respected, and recognized. "Connection is the energy that exists between people when they feel seen, heard, and valued," says Brené Brown. When people feel these elements they are engaged, open, and excited to share.
- Cultivate trust. Encourage trusting relationships by allowing vulnerability and transparency (start with yourself). Understanding vs blaming; asking questions in order to learn and grow rather than to blame and take over.

These elements bring a shared connectedness and belonging to the workplace which inspires people to contribute more openly and produce at a higher level.

How to "Make Work Human" in your Workplace:

- **Recognition program:** Recognizing employees is more than giving a good review, a raise or a public Thank You. It needs to be authentic and individualized, and respectful of how they want to be recognized. Not everyone loves a birthday cake in the breakroom but they may really appreciate a hand-signed card.
- **Development:** Understanding employees' aspirations and goals and creating the trajectory to reach those goals by clearly communicating what's working AND what's not in a positive, constructive way will support their growth.

YOU ARE A DENTIST. You are also an employer. Employee evaluations, hiring and firing, labor laws and personnel files are an important part of that. This monthly column, will offer current employment law information pertinent to you — the dentist, the employer.

MEMBER
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- **Celebrate milestones:** Not just work milestones. Remember, we are human beings chalked full of life milestones; wedding anniversaries, graduations, completion of education, births, and deaths. "We are not just functions in an organization, we are in relationship with each other, and the best organizations understand that human beings have emotions and they make that part of the dialogue at work!" - Jeremy Hunter, Founding Dir. Executive Mind Leadership Institute
- **Walk in their shoes:** Empathy is the ability to emotionally understand what other people feel, see things from their point of view, and imagine yourself in their place. Essentially, it is putting yourself in someone else's shoes and feeling what they must be feeling. (Source: verywellmind.com) Brené Brown says "Empathy is a skill that can bring people together and make people feel included. We want to know someone understands and cares for us."
- **Cultivate a Sense of humor:** LAUGH!!!! Encourage your employees to make someone else smile. Happy people are productive employees.
- **Shake It Up:** Create a simple break that encourages people to get together, even virtually, and MOVE. 10@10, 10 minutes at 10 am where everyone takes a break and does some kind of movement, then passes it off to someone else to create a new move. This is a fun way to get people to

interact, move around, and break up their workday, for just 10 minutes.

- **Offer Wellness Benefits:** offer a stipend for everyone to purchase something for their own wellness be it a yoga mat, a workout class, or a bike.

Benefits of Bringing Wellness and Humanity to the Workplace:

- Better retention and easier recruitment
- Better employee performance
- Greater innovation and creativity

- Improved customer service
- Increased profits

Companies adopting a more HUMAN work environment are RETAINING more employees which reduces MAJOR costs from less turnover. 80% of employees who feel they are getting the right amount of recognition for the work they do are more ENGAGED with higher performance. (Source: Gallupmorekhuman study) Job seekers are looking for a more HUMAN workplace to apply to, more now than ever.

CEA can help you bring more Wellness to your workplace! Call the SDDS HR hotline at 888-784-4031 to find out about the resources and training for your team, today. And the next time you are asked “how are you?” You can answer, I am well, Really. ■

Questions on this article or any HR issues? Call the SDDS HR Hotline at 888-784-4031 and we will help you get in compliance.

Upcoming HR Webinars

Online / audio seminar. You will only need a telephone, cell phone and/or computer (computer not required). All you need to do is dial, listen and ask questions if you desire. Sign up online at sdds.org

CSI Investigations

Wednesday, October 26 • 10-11:30am
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2023 Labor Law Teaser

Wednesday, December 13 • 10-11am
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Employees

December 1, 2022

Supervisors/Employers

December 1, 2022

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TOTAL MEMBERSHIP

(as of 8/15/22:)

1,832

MARKET
SHARE:
79.6%

RETENTION RATE: 99.5%
ENGAGEMENT RATE: 76%

TOTAL ACTIVE MEMBERS:
1,352

TOTAL RETIRED
MEMBERS: 342

TOTAL DUAL
MEMBERS: 6

TOTAL AFFILIATE
MEMBERS: 8

TOTAL STUDENT
MEMBERS: 65

TOTAL CURRENT
APPLICANTS: 3

TOTAL DHP
MEMBERS: 56

TOTAL NEW
MEMBERS FOR 2022: 57

New Members

September/October
2022

TARANVIR CHEEMA, DDS *Transfer!* General Practice

Dr. Chan earned her dental degree from UCSF in 2019. Her current practice location is pending.

NATHAN CHRONISTER, DDS General Practice

Dr. Chronister earned his dental degree from SUNY-Buffalo in 2015. He currently is practicing at Sheldon Grove Family Dental in Elk Grove.

BRITTANY DANIEL, DDS General Practice

Dr. Daniel earned her dental degree from University of Missouri-Kansas City in 2020. Her current practice location is pending.

DONNA DAVAMI, DDS *New Graduate!* General Practice

Dr. Davami earned his dental degree from USC Herman Ostrow School of Dentistry in 2022. Her current practice location is pending.

MIRONDA COUZETTE FRANKENBERGER, DDS General Practice

Dr. Frankenger earned her dental degree from UCSF in 2021. She is currently teaching at California Northstate University in Elk Grove.

JANAM GILL, DDS *Transfer!* General Practice

Dr. Gill earned her dental degree from UCLA in 2020. She currently is practicing at Rana Dental in Roseville.

SIMRAN PAWAR, DDS *Transfer!* General Practice

Dr. Pawar earned her dental degree from UCSF in 2022. Her current practice location is pending.

ALEJANDRA RODRIGUEZ LICEA, DDS General Practice

Dr. Rodriguez Licea earned her dental degree from Mexico-Universidad De La Salle in 2018. Her current practice location is pending.

RAHMANI SEPIDEH, DDS General Practice

Dr. Sepideh earned her dental degree from University of Washington in 2020. She is currently practicing at Lincoln Smiles in Lincoln.

PARHAM TABER, DMD *Transfer!* General Practice

Dr. Locascio earned his dental degree from Boston University in 2020. His current practice location is pending.

FRANCISCO VALENTON, DDS General Practice

Dr. Valenton earned his dental degree from UCSF in 1984. He currently practices at Marconi Family Dental in Carmichael.

Pending Applicants:

Navneet Kaur, DDS
George Hwang, DDS
Sleena Sodhi, DDS

Student Members:

Baker Al Rawi
Christopher Azali
Janu Bhakta
Adriana Canby
Diane Chung
Maria Cortez
Sevinch Djalilova
Andrew Duong
Brittney Duong
Neda Emami
Emma Foy
James Huynh
Luma Jaber
Dah-Hoon Kang
Adam Lampe
Colin Lawler
Ali Mandalawi
Demetre Markopoulos
Logan Morrison
Kaleelah Muhammad
Aaron Nguyen
Andrew Nguyen
Thanuchporn Nonnapaporn
Janice Park
Madison Parker
Tilak Patel
Vinh (Peter) Phan
Nathan Pineda
Idean Razaei
Charankyla Sandhu
Ariga Sarkissian
Rita Shdid
Meena Sholji
Jaspreet Singh
Ariga Tahmasian
Jennifer Torres Diaz
An Tran
Gary Vu
Amanda-Rae Williams
Aban Yaqub

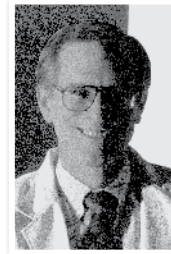
Congratulations
to Our New Retired Member!
Scott Churchill, DMD

In Memoriam



Dr. Wesley Honbo passed away June 30, 2022. He had been an SDDS member since 1971. Dr. Honbo was a popular GP and held a private practice in Davis for 48 years until his retirement in 2019. He was known for his “gentle dental care,” a technique so popular that several patients (including one member of the U.S. House of

Representatives) continued to make appointments despite moving out of the area.



Dr. Bob Andresen passed away June 17, 2022, after several years of living with Alzheimer’s disease. After graduating from UCD in 1966, he attended UCLA Dental School and then earned his degree in orthodontics from UCSF. He opened his orthodontic practice in Davis where he practiced for almost 40 years. He was a member of SDDS since

1975 and was a member on both the Membership and the Leadership Development committees.

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WELCOME

to SDDS’s new members, transfers and applicants.

IMPORTANT NUMBERS:

SDDS (doctor’s line) (916) 446-1227

ADA (800) 621-8099

CDA/TDIC (888) 232-7646

Denti-Cal Referral. (800) 322-6384

Central Valley

Well Being Committee . . . (559) 359-5631

We're Blowing your horn!

Congratulations to...

Alejandro Albarran (CSUS Past President of Pre Dental Club and 2022 Yee Scholarship winner) for starting Matriculation week and finishing his second week of classes!! (1)

Drs. Matthew Comfort, Chirag Vaid and Sameer Alasaad for receiving their Master of General Dentistry (MAGD) with AGD! (2)

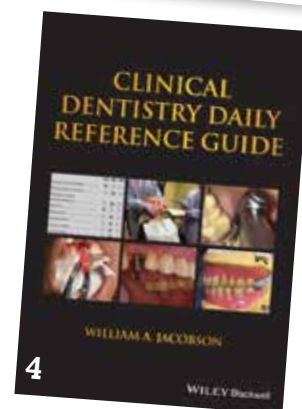
Dr. Ed Sims for being recognized in the latest issue of VMX magazine in Australia for his hobby of racing! This year marks 50 years of racing/riding for Dr. Sims! (3)

Dr. William Jacobson for having his book published and available on Amazon and Barnes and Noble! This book includes alphabetized medical conditions with treatment modifications, procedural steps, tables of common drugs converted to pediatric dosages for quick prescribing, trauma guidelines, and more. Available at www.williamjacobson.net (4)

Dr. Matt Campbell on his retirement celebration, hosted by Dr. Don and Janet Rollofson. (5)

Dr. Viren and Sonia Patel's daughter for getting married! The gorgeous wedding was in Hawaii. (6)

Dr. Jeff Sue's son, JJ, for earning his white coat as he enters into his clinical phase of dental school. It's fun to see the photo of young JJ at Dr. Sue's own white coat ceremony!! (7)



LET US KNOW YOUR NEWS!

Send us your news to sdds@sdds.org to let everyone know about the great things that are happening!

Vendor Member SPOTLIGHT

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#Foundation for Allied Dental Education

#FADE Institute

In 2016, The FADE Institute of El Dorado Hills became a reality; a private institution of higher education focused solely on the dental assisting discipline. Today, The FADE Institute has been recognized and rewarded for our excellence in education, for making increasingly important contributions to the dental society, and for our scholarly advances enriching the next generation of dental healthcare providers. The personal and professional commitment of our faculty and administrators exemplifies how excellence in formal education is the bedrock by which great dental teams are made.

ph: (800) 588-0254 | www.theFADE.org

LaDonna Drury-Klein

DonnaKlein@theFADE.org



IBSI (IBS Implant) Pioneered and patented the Magic System which is uniquely designed to perform minimally invasive implant care. AMII (Academy of Minimally Invasive Implantology) trains and certifies offices to perform minimally invasive implant treatments.

Benefits, Services, Special Pricing and/or Discounts Extended to SDDS Members:

- \$500 coupon for live Surgery CE Events
- Scholarships to Hands-on CE
- Local Mentorships
- In-office CE and demonstrations

ph: (916) 936-6830 | www.amiitv.org/sdds

Gino Choi

gino.choi@ibsimplant.us



Henry Schein Dental is the one-stop resource for "Everything Dental" in the dental community.

Benefits, Services, Special Pricing and/or Discounts Extended to SDDS Members:

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Nick VanZant

nickvanzant@henryschein.com



Thomas Doll has been offering financial solutions for dentists in Northern California for over 50 years. Thomas Doll helps dentists minimize tax and maximize wealth over the course of their careers. Thomas Doll offers buyer representation, practice accounting/bookkeeping, tax planning, practice creation and transition, payroll expertise, wealth management and retirement plan solutions for dentists.

Benefits, Services, Special Pricing and/or Discounts Extended to SDDS Members:

- Get first 3 months of full accounting services half off
- Complimentary 1-hour strategy session

ph: (925) 280-5766 | thomasdoll.com

Brett LeMmon

brett@thomasdoll.com



learn more
about these Vendor Members!



We provide service and maintenance of all types of dental equipment, but our scope of work also includes: new equipment sales, office design and construction, relocations and remodels. The equipment we service ranges from handpieces to digital x-ray and everything in between. Being a family owned business allows us the flexibility to personalize our sales and service to your needs. Our integrity and professionalism is what you remember of us and we never forget we are working for you.

ph: (916) 259-2838

www.descodentalequipment.com

Tony Vigil

tony.desco@gmail.com



Star Refining is a refiner of precious scrap metal for the dental industry. We are proud to be associated with the SDDS program "Crowns For Kids", a scrap recycling program, which gives back to the children's community healthcare foundation program.

Benefits, Services, Special Pricing and/or Discounts Extended to SDDS Members:

Star Refining is a partner of the SDDS Foundation Smiles for Kids and Crowns for Kids programs.

ph: (800) 333-9990 | starrefining.com

Elizabeth Reynoso

ereynoso@starrefining.com

Analgesic Services, Inc.

Steve Shupe, President
916.928.1068
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Since 2004

we love
our Vendor
Members!

DESCO Dental Equipment

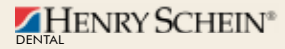
Tony Vigil, President
916.259.2838
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Since 2012

Henry Schein Dental

Nick VanZant
916.626.3002
henryschein.com



Since 2021

Hiossen

Jae Chung
916.567.9878
hiossen.com



Since 2021

Patterson Dental

Christina Paulson, MBA,
General Manager
800.736.4688
pattersondental.com



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Todd Allington
800.448.8168
straumanngroup.us



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a vendor you
think should
join SDDS?**

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offers for SDDS
members**

Dental Laboratory

Dental Masters Laboratory

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dentalmasters.com



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Frank Sanchez
877.636.5900
neodentallab.com



Since 2021

Olson Construction, Inc.

David Olson
209.366.2486
olsonconstructioninc.com



Since 2004

HR & Legal

BPE Law Group, PC

Keith B. Dunnagan, Senior Attorney
Diana Doroshuk, Firm Administrator
916.966.2260
bpelaw.com/dental-law



Since 2016

CA Employers Association

Kim Gusman, President/CEO
800.399.5331
employers.org



Since 2004

Dental Practice

Kids Care Dental & Orthodontics

Jeff Summers
916.661.5754
kidscaredental.com



Since 2016

Office Construction

Dental Refining

Star Refining

Elizabeth Reynoso
209.623.9332
starrefining.com



Since 2009

Practice Sales

DDSmatch

Roy Fruehauf
916.918.5752
ddsmatch.com



Since 2020

Integrity Practice Sales

Nelson Reynolds
855.337.4337
integritypracticesales.com



Since 2014

Professional Practice Sales

Ray Irving
415.899.8580
PPSellsDDS.com



Since 2017

Insurance Services

The Dentists Insurance Company (TDIC)

Al Robinson
888.644.7596
tdicinsurance.com



Since 2011

Technology Services

Comcast Business

Carrie Leung, Sr. Marketing Specialist
916.817.9284
business.comcast.com



Since 2014

**All of our
vendors help
to keep your
membership
dues low!**

Education

The Foundation for Allied Dental Education

LaDonna Drury-Klein
916.358.3825
thefade.org



Since 2015

IBS Implant & Academy of Minimally Invasive Implantology

Gino Choi
844.694.2787
www.amiitv.org/sdds



Since 2021

MEMBER
BENEFIT!

SDDS VENDOR MEMBER SUPPORT IS A WIN-WIN RELATIONSHIP!

SDDS started the Vendor Member program in 2002 to provide resources for our members that would best serve their needs. We realize that you have a choice for vendors and services; we only hope that you give our Vendor Members first consideration since they directly support SDDS.



Learn more about what
these Vendor Members
have to offer!

Financial Services

Banner Bank

Tim Hughes, VP,
Business Banking
408.892.1650
bannerbank.com



Since 2017

First US Community Credit Union

Bob Miller
916.576.5679
firstus.org



Since 2005

Merrill Lynch a Bank of America Company

Malonn Barnes
916.648.6224
fa.ml.com/malonn.m.barnes



Since 2022

MUN CPAs

John Urrutia, CPA, Partner
916.724.3980
muncpas.com



Since 2010

Financial Services

Sierra Ridge Wealth Management

Philip Kong
916.905.4936
sierraridgewealth.com



Since 2022

Thomas Doll

Brett LeMmon
925.280.5766
thomasdoll.com



Since 2019

Trek Financial

Evan G. Mathew
530.757.4460
trekfinancial.com



Since 2021

US Bank

John Smythe
279.200.2944
usbank.com



Since 2017

Retirement Planning

California Dentists' Guild

Elizabeth Clark
800.851.0008
cadentistsguild.org



Since 2021

IT & Dental Billing

SD Reliance Management

Dennis Krohn Jr.,
President/Partner
916.367.4252
sdreliance.com



Since 2021

Staffing

Resource Staffing Group

Debbie Kemper
916.993.4182
resourcestaff.com



Since 2003

Swiss Monkey

Christine Sison
916.500.4125
swissmonkey.io



Since 2016

Dental Plans

Access Dental Plan

Carol Leonard
916.922.5000
premierlife.com



Since 2017

Health Net of California

Felisha Fondren
877.550.3868
hndental.com



Since 2018

LIBERTY Dental Plan

Cherag Sarkari, DDS
800.268.9012
libertydentalplan.com



Since 2016

These vendors
often attend
the General
Meetings, stop
by and say
hello!

Practice Management

Abyde Compliance

Travis Watson
727.977.6077
abyde.com



Since 2022

Adams Dental Consulting

Ashlee Adams
866.232.7640
adamsdentalconsulting.com



Since 2021

B & W Compliance, Inc.

Donna Boyd
510.560.6191
BandWcompliance.com



Since 2021

MGE Management Experts

Dan Brown
805.418.0463
mgeonline.com



Since 2022

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Job Bank

The SDDS Job Bank is a service offered only to SDDS Members. It is 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 or associate seeker contact SDDS at (916) 446-1227, we can also provide contact information for the members listed below.

**MEMBER
BENEFIT!**

ASSOCIATE POSITIONS AVAILABLE

Brian Crawford, DDS • Antelope • PT • Ortho

Peter Kim, DDS • Sacramento • FT • GP

Cassandra Krupansky, DDS • Placerville, Cameron Park • PT/FT • GP

James Robison, DDS • Rocklin • PT • GP

Gursimrat Sekhon, DDS • Elk Grove • PT/FT GP

Stephanie Sandretti, DDS • Roseville/Sac • FT • GP

Denisse Montalvo, DDS • Sacramento • PT • GP

Guneeta Kalia, DDS • Camichael • PT • GP

Sunny Badyal, DDS • Yuba City • PT/FT • GP

Carlos Bonilla, DMD • Sacramento • PT • Endo

Brandon Martin, DDS • Rocklin/Roseville/Sac • PT/FT • Ortho

Marcela Diaz, DDS • Elk Grove • PT/FT • GP

Thanh-Truc Nguyen, DDS • Rocklin • PT • GP

Siamak Okhovat, DDS • Roseville • FT/PT • GP

Kelvin Tse, DDS • Rocklin • FT/PT • Ortho/GP

Darce Slate, DDS • Rocklin • PT • GP

April Westfall, DDS • Placerville • PT/FT • GP

Gilbert Limhengco, DDS • Sacramento • PT/FT • GP

Michael Hinh, DDS • Sacramento • PT • GP

David Park, DDS • FT/PT • GP

David Trent, DDS • Kids Care Dental & Ortho • Calvine/Elk Grove • FT • GP/Ortho

Elizabeth Johnson, DDS • various Wellspace locations • FT/PT/Fill-In • GP

DOCS SEEKING EMPLOYMENT

Tiffany Giang, DDS • Sacramento • P/T • GP

Donna Davami, DDS • Sacramento • PT/FT • GP

Behdad Javdan, DDS • PT • Perio

Bruce Taber, DDS • Fill-In • GP

Classified Ads

EMPLOYMENT OPPORTUNITIES

CHOICE Healthcare Services seeks ft/pt general dentist to work in Reno or Las Vegas pediatric offices. Offering daily base rate vs. % of production. Contact us: Jobs@mychildrenschoice.com 9-10/22

Sacramento multi-office oral maxillofacial surgery practice seeks OMS for associateship leading to partnership. For further information, please email OMSEmployment@gmail.com. 9-10/22c

Looking for an amazing General Dentist to join our team 2-3 days a week. We have an incredible community and pride ourselves on the care we provide our community. Contact: admin@calkidz dental.com 7-8/22

Well established Private Dental Practice. Delta Premier/PPO/Fee for Service. Seeking full time associate with potential to buy practice. Location: Yuba city. Contact: (916) 992-4537 Pay: \$900 Base/Min or 278 Production 7-8/22

Alexander & Martin Orthodontics is ready to add a third orthodontist to round-out our team! We pride ourselves in being transparent, honest, and putting team and patients first. We have some flexibility – we are looking for a passionate orthodontist looking to work between 2-4 days per week out of our 3 location. Email your CV and cover letter to drmartinsmiles@gmail.com to learn more about this opportunity! 5-6/22

Exciting Associate Opportunity! Jagdev Heir, MD, DMD, FACS, owner of Sacramento Surgical Arts, is looking to add a surgeon to his amazing team to support the growth of 3 locations! Sacramento Surgical Arts is a full scope oral surgery private practice, providing a variety of services from advanced oral and maxillofacial surgery to non-surgical cosmetic procedures. Please contact Dr. Heir at drheir@sacramentosurgicalarts.com or call 518.441.5483. 5-6/22

SUPERSTARS WANTED! The Spot for Smiles is seeking an AMAZING pediatric specialist (or GP who loves kiddos). Come find out why we are THE SPOT for kids dentistry in the greater Sacramento area. Email CV and cover letter to derekb@spotforsmiles.com 4/22

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@kidscaresdental.com. 6-7/17

EMPLOYMENT OPPORTUNITIES

WELLSPACE HEALTH ORGANIZATION (an FQHC) is taking applications for fill-in/part-time/full-time dentists. Send your resume/CV to eljohnson@wellspacehealth.org. 1/15

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 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@kidscaresdental.com. 6-7/17

FOR LEASE

Turn-key dental suites for lease and sale. Orangevale – 1,790 SF; Citrus Heights – 1,203 SF; Carmichael – 1,093 SF. Sean Corcoran/TRI Commercial. (906) 677-8136. Email: scorcoran@tricommercial.com. DRE#00821962 7-8/22

1150 sq ft. Carmichael Dental office. Three operatories, some dental equipment included in lease. Turnkey Dental office. Garbage & sewer included in lease. Property is fenced, no homeless issues. \$1900 per month. 2447 Mission Ave. #B. Please call 916-483-2484 7-8/22

Pocket area of Sacramento, (Greenhaven). 1400 square feet for rent in 12,000 square foot professional building with other dentists. 4 operatories plumbed and ready, all with great outdoor views. Rent of \$2,200 per month includes all utilities, and use of common area suction and compressor systems. Please call (916) 421-3821. 4/22

Sacramento Dental building for sale; Move-in ready dental suites in Roseville, Citrus Heights, Sacramento, Lincoln; Ranga Pathak (916) 201-9247; Email: ranga.pathak@nocalgold.com; Broker Associate, RE/MAX Gold, DRE01364897. 8-9/21

Greenhaven Dental Office For Lease. Professional Dental Building 930 Florin Road Ste 100. 1,396 S.F. \$1.85 PSF Plus Utilities. Contact agent (916) 443-1500 CA DRE Lic. #01413910 11/20

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

LOWER FOOTHILLS NOT FAR FROM LODI – DELTA PPO PRACTICE: Successor positioned to realize \$320,000+ in Available Profits per year after loan payments on asking price of \$325,000. **PLACER COUNTY ALONGSIDE INTERSTATE:** 80 2021 collected \$658,000. Craftsman building also available for purchase. **FAIR OAKS:** Phenomenal exposure at busy intersection. What makes this a tremendous investment is the real estate is included. **LAKE TAHOE:** Collections in 2021 totaled \$857,000 with Available Profits of \$328,000. Asking \$250,000. For more information, go to www.PPSsellsDDS.com or phone Ray Irving at 415-899-8580. 9-10/22

Fair Oaks General Practice. Asking \$360k OBO. 2021 Collections \$515k, 1200 sq. ft, 4 ops, Avg of 14 days/month, 5 week off/year. Please inquire a BrighterCaliforniaSmiles@gmail.com 9-10/22c

Omni Practice Group has several listings in the Sacramento area:

Amazing south Sacramento County growth opportunity practice. High visibility location. Underserved community and 6 operatories. (CAD125).

Elk Grove practice with a great reputation, 4 fully equipped ops, growing collections, and customer base. Highly desirable medical building, over \$800k in annual collections. (CAD124).

For more information, contact Chris Barbour (#2135925) at chris@omni-pg.com or call (916) 792-5038. 4/22

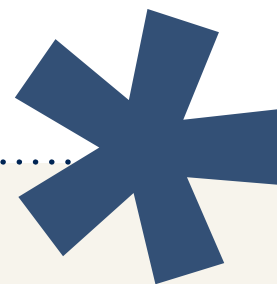
EQUIPMENT FOR SALE

The time has come to retire my handpiece(s). Please help me enter my next phase by purchasing what you can use in your own practices. Open house(s) will be held the next 2-4 Saturdays. Gendex CBCT with computer, software and all hook-ups \$19995 obo, (1) surgical chair, (1) general chair, (2) Aeseptico surgical handpieces, mobile x-ray, monitor(s), compressor, vacuum pump and lots and lots of other odds and ends. Text 916.586.3086 or email lmjdds@yahoo.com for details/location (Roseville) or to arrange a different time/day. 9-10/22

Equipment for Sale and/or Lease of Turnkey Office in El Dorado Hills. 6 Ops of Excellent condition ADec chairs/cabinets/stools/delivery units, Compressor and Vacuum. Moved to new location, previous EDH office is turnkey and ready for new tenant. Reception furniture, office decor, breakroom table/refrigerator all still there. Priced to move. Contact everhart.ryan@gmail.com 9-10/22c

ADDRESS SERVICE REQUESTED

SDDS CALENDAR OF EVENTS



SEPTEMBER

- 13** General Membership Meeting
Throwdown – To Lab or Not to Lab
5:45pm Social / 6:45pm / Dinner & Program
- 14** Business/Practice Management Forum
**So...You Need to Finance...
WHAT? HOW?**
6:30–8:30pm / SDDS Office
- 16** CPR–AHA BLS Blended Learning
Skills Testing, 3 Time Sessions
8–8:45am, 9–9:45am, 10–10:45am
SDDS Office
- 16** Shred Day
10am–2pm / SDDS Office
- 21** Business/Practice Management Forum
**Protecting Your Practice –
Do You Have the Right Insurance
for Your Practice?**
12–1pm / Webinar

- 23** Continuing Education - In-person
**Compliance Day – Do You
Have What You Need?**
8:30am–12:30pm / SDDS Office
- 28** Business/Practice Management Forum
**Your Retirement Assets: Location,
Allocation – Are You Prepared?**
6:30–8:30pm / SDDS Office
- 30** Continuing Education - In-person
**Double Day – Occlusion
and Everyday Dentistry**
Steven Lynch, DDS and Bryan Judd, DDS
8:30am–12:30pm / SDDS Office

- 26** HR Webinar
CSI Investigations
*California Employers Association (SDDS
Vendor Member)*
10–11:30am / Webinar
- 26** Business/Practice Management Forum
**Associates, Partnerships, or Solo Practice?
What's the Perfect Work/Life Recipe?**
*Ashlee Adams; Adams Dental Consulting
(SDDS Vendor Member) and Panel*
6:30–8:30pm / SDDS Office
- 27** Continuing Education
Surprise! It's A Disaster!! Now What?
Nancy Dewhirst
6:30–8:30pm / SDDS Office

OCTOBER

- 11** General Membership Meeting
**Avoiding the 5 Most Common
Workplace Violations**
Von Boyenger; CA Labor Board
5:45pm Social / 6:45pm / Dinner & Program

- 28** Licensure Renewal
Infection Control & CDPA
Nancy Dewhirst
8:30am–12:30pm / SDDS Office

For more calendar info and to sign up for courses online, visit: www.sdds.org
See page 26 for upcoming committee meetings

Upcoming GENERAL MEETINGS

SEP 13 Throwdown - To Lab or Not to Lab

Tuesday • 3 CEU, Core • \$80

Presented by Drs. Jenny Apekian, Diana Fat,
Jim Childress and Michael Kulwiec; Dental Masters Lab
(SDDS Vendor Member)

Dentists have choices. Labs have preferences. Patients want
what they want. Join this year's throwdown to have an energetic
and entertaining discussion presented by dentists who have their
"favorites" and labs who see it all.

Topics will include:

- Pros and cons of traditional methods vs. digital impressions
- "In-house" vs. "out-house" (outsourced) indirect restoration
fabrication and results
- Discussion, questions and options available for your patients
AND your practice

OCT 11 How to Avoid the 5 Most Common California Labor Law Violations

Tuesday • 3 CEU, 20% • \$80

Presented by Von A. Boyenger, Senior Deputy Labor
Commissioner; The State of California

California workplace rules are sometimes complicated and
knowing our California Labor Laws can help reduce labor code
violations. Following simple employment rules can save you time,
money and headaches down the road. Being in a wage hearing is
a bad time to find out that you did something wrong! Learn how
to avoid common wage related violations in this engaging and
informative course.

5:45pm: Social & Table Clinics | **6:45pm:** Dinner & Program
Hilton Sacramento Arden West (2200 Harvard Street, Sac)