

September 2019

FLORIDA FOCUS

The publication exclusively for the general practitioner



FLORIDA
ACADEMY of
GENERAL DENTISTRY

Meet your Florida AGD Leaders!
General Assembly Meeting Recap &
Awards ceremony

Shifting Trends in Associate
Opportunities for New Dentists
By Dr. Annelise Driscoll, Clinical
Assistant Professor and Director of
the Executive Practice

Dental Career Advice I Wish
Someone Had Told Me in My
Twenties -Carl E. Steinberg, D.D.S.,
M.A.G.D., L.L.S.R.

- 3** President's Message
- 4** Editor's Note
- 5** Shifting Trends in Associate Opportunities for New Dentists
By Dr. Annelise Driscoll, Clinical Assistant Professor and Director of the Executive Practice
- 6** Meet your Florida AGD Leaders!
General Assembly Meeting Recap & Awards ceremony
- 8** Legislative Update
Dr. Melvin Kessler
- 9** How Do You Find a Good Mentor?
Carl E. Steinberg, D.D.S., M.A.G.D., L.L.S.R.
- 12** Dental Career Advice I Wish Someone Had Told Me in My Twenties
Carl E. Steinberg, D.D.S., M.A.G.D., L.L.S.R.

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EXECUTIVE DIRECTOR

Patricia Jenkins

Meet our New President! Andrew P. Martin, DMD, MAGD

Greetings Friends and Colleagues!

It is a tremendous honor for me to take the helm of the Florida Academy of General Dentistry.

I have served on the FLAGD for several years and have had the privilege of working with several past-presidents whose dedication and commitment to our profession and our organization has been inspirational. In particular, I am lucky to take over from Dr. Ohmer who worked tirelessly to make this transition easier and for which I am very grateful.

We have a new Regional Director, Dr. Larry Grayhills who, together with Dr. Tony Menendez, laid out a strategic plan some five years ago that we continue to work towards. At the heart of this plan lie the core values of the AGD, which are quality continuing education, advocacy for general dentists, and camaraderie within the profession.

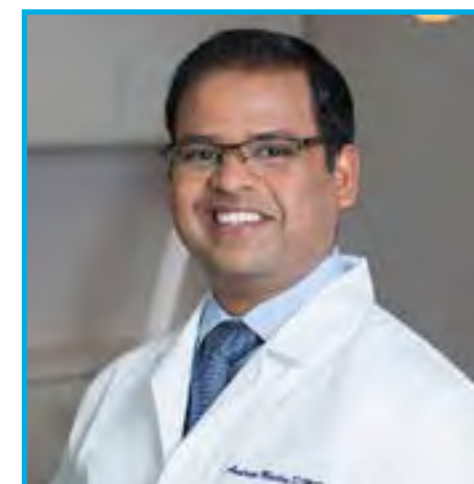
The Chair of our Legislative Committee, Dr. Mel Kessler, has been able to mount a resistance that has held the dental therapist bill at bay in Florida. We owe Dr. Kessler and all the other dentists and administrative staff, who helped in this endeavor, a debt of gratitude.

Yet, the FLAGD cannot rest on its laurels. The dental therapist bill still lurks in the halls of Tallahassee and organized dentistry across the board is seeing a drop in membership numbers, as young dentists graduate with ever increasing debt loads.

Dr. Toni-Anne Gordon, our Membership Chair, is engaged and energized but I would charge each of you, our valued members, to go out and find just one dentist who isn't a member and let them know the value of having a team that is working tirelessly to protect general dental practice right here at home.

It is my goal to bridge our communication gaps and deliver value to every member dentist. I will attend as many events as my schedule permits and I hope to meet as many of you as I can.

Be on the lookout for emails from our resident rock-star Executive Director, Patricia Jenkins, for upcoming CE and other FLAGD events!



Becoming a general dentist has changed my life. It has the power to change your life and your family's life forever. We can impact future generations in the years to come. It is therefore important to remember that on this journey there are thousands who are also walking this path.

**Help others behind you, learn from those ahead.
Teach what you know to those who will listen.
Give back to those in need and never stop the journey.**

With gratitude,

Andrew Martin DMD, MAGD

Editor's Note



It is an exciting time to be a dentist. It is especially exciting to be a new graduate dentist. You are setting out in this healthcare environment that is exploding with new information and advanced technology. Dentistry is evolving. Our profession being driven by medicine with meta research supporting that the mouth is more intimately related to the physiologic functions of our patient's overall health and aging. This observation is based upon the facts that our medical colleagues are more frequently seeking our opinions about the status of their patients. They want dental clearance before they proceed with many medical procedures. Technology, such as digital imaging, autologous tissue regeneration and light modalities are available and being utilized to assist us with early detection of disease and treatment. These technological advances allow us to be a vital part of our patient's overall health. The medical profession recognizes our value to better treatment outcomes.

If we choose, we are no longer just tooth doctors. As Dr. Peter Dawson, so eloquently expressed many years ago, "We are physicians of the stomatognathic system". Sadly, Dr. Dawson, a dental innovator, a great dental profession advocate, a visionary and supreme educator passed away in July. Fortunately, his ideas and ideals, his legacy; lives on.

This edition of the Florida Focus newsletter is devoted to the new graduates. They are the future. We understand that starting out in a dental career can be intimidating. This is represented by the feeling (that hits home for me) of conscious uncertainty of our diagnostic and clinical skills we learned to enable us to serve our patients. The cost of education has created pressures that make it more difficult to choose a career path.

"Do I try to start my own practice or become an associate dentist" are hard questions that burden the new dentist.

The AGD offers postgraduate education, advocacy and mentorship. The Academy of General Dentistry can help the new grads negotiate their career paths more confidently.

Yes, it is an exciting time for dentistry and healthcare. Our goal, with communication to you through the Florida Focus newsletter, is to help ease the stressors of dentistry. So, New Graduate Dental Colleagues, embrace the "New" with the guidance of the "Seasoned".

"Leadership is not about the next election, it's about the next generation."

Randall Weisel, DDB, MPA, FAGD



Shifting Trends in Associate Opportunities for New Dentists

By Dr. Annelise Driscoll

The last 5 years have seen some interesting shifts in the trends for associateships. Our graduating dentists are exploring their opportunities to try and find a good fit for entry into their first job as a dentist. It's exciting to see their enthusiasm and to be able to assist them in their journey for success as they transition into the workforce. At the same time, dentists and dental organizations are growing and in need of associates to address the growth. Dentists recovering from the recession are now ready to slow down the pace, take on a potential partner, sell or expand their practices.

Additionally, large group and multi-site practices are expanding, which has created significant need for associates. The demand for associates right now is high as a result. Today, there are more options and opportunities for new dentists than ever before. Practice models are dynamic and changing, which has created new settings to choose from. It's a wonderful time for a new dentist to view the different model settings and choose accordingly. This can be fantastic and overwhelming at the same time. In many ways, new dentists' job search criteria has changed based on many factors (location, family, debt load, income needs, etc.), so I thought it beneficial to provide a brief summary of the associate opportunities currently available. Being fortunate enough to work with both new dentists and dental practices looking for associates, through the Associate Matching Program here at UF College of Dentistry, it has provided me with an interesting perspective from many sides of this evolving field.

- **Locum Tenens**-Latin for 'holding one's place', is a per diem, temporary position for dental associates to fill-in for other dentists, during an absence, and for a specified time frame. This could include coverage for a sabbatical, mission trip, maternity/paternity leave, or illness, etc. These positions typically last a few days to a few months, so they provide a variety of practice settings, in different locations, for dentists to experience. They are usually temporary, so income can be fluctuating with little stability for those reasons. Over the last 5 years, dentists have finally taken time for their vacations, surgeries, and mission trips, now that the economic situation has improved. Locum tenens associate opportunities are plentiful as a result. Most Locum Tenens positions are found through an agency, or medical/dental placement service. Dentists can find additional information at www.nalto.org (the National Association of Locum Tenens Organizations). These positions have grown in numbers and desire by both new dentists and existing practices, and will likely continue.

- **Private Practice Dentistry**-Private dental practices used to be predominantly sole proprietors but are now predominantly incorporated for many reasons. Owned and managed by one (or two) dentist(s); this model has changed a lot over the last ten years. We now see many private practices with satellite offices in two to five other locations, for instance, with a few associates, but still one (or two) owners. Dentists who were hesitant or not able to retire 10 years ago are now looking to take on associates to partner with and sell their practice to. As a result, we currently have a high demand for associate-to-partner/buy-out opportunities in private practice dentistry at this time. This continues to be the 'dream' of most graduating dentists; to one day own their own practice(s). In today's climate, business knowledge and education is a critical and necessary component for private practice dentists to have, and be profitable entrepreneurial owners. The benefits of autonomy, decision-making, and ownership (with a sizable investment of capital and a competitive niche), have opened up many associate opportunities for new dentists in the last 5 years, as private practices have expanded/transitioned. New dentists usually have incentive and bonus capability in private practice but are anticipated to provide a larger array of dental services to patients with complex needs. This practice model offers maximum control over a dentist's career, but can be long, hard work for the first 20 years. Private practice associate opportunities can be found through networking, online searches, job sites, practice brokers and industry ads. Dental societies can also be a good source of networking for the locations new dentists might be interested in living and practicing.

- **Corporate/Managed/Large Group Practice**-These practice settings can vary, but are generally owned by large companies, private equity firms, or multiple owners. They generally have 50 or more employees, with multiple facilities that follow the same administrative and clinical protocols. New dentists receive training, continuing education, and benefits with no investment of capital. Sign-on and relocation bonuses are common offerings to new dentists. This sector of dentistry has doubled in size over the last five years and is expected to grow, hence the high demand for associates. Dentists generally remain in these positions for the first 1-5 years of their careers and are managed closely by the organization. Generally, they see a higher volume of patients per day in a faster paced setting. Corporate management philosophy and practices vary per company. Ownership interests are now offered to dentists who remain with the large organizations and meet their specific criteria, in many instances. Generally, each large company has its own regional recruiters along with online information at their websites.

Continued on page 13

MEET YOUR NEW LEADERS



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Dr. Bipin Sheth, PACE Chair



From left to right: Dr. Robert Gehrig, Dr. Merlin Ohmer,
 Dr. Randall Weisel, Dr. John Gammichia



Our president, Andrew P. Martin, DMD, MAGD

Congratulations to the members who go above and beyond for our profession!

FLORIDA AGD AWARDS

REGION 20 STUDENT AWARDS

DISTINGUISHED SERVICE AWARD



Presented to Dr. Harvey P. Gordon (left)

MOST CONTINUING EDUCATION AWARD



Presented to Dr. Daniel Fenton (right)

FRANK J. COLLINS LIFETIME ACHIEVEMENT

Tony Menendez, DDS, MAGD (not pictured)

LECOM SCHOOL OF DENTAL MEDICINE

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UNIVERSITY OF PUERTO RICO SCHOOL OF DENTAL MEDICINE

Stephanie Pastrana

**"GREAT LEADERS
 DONT SET OUT
 TO BE A LEADER,
 THEY SET OUT TO
 MAKE A DIFFERENCE.
 IT'S NEVER ABOUT
 THE ROLE,
 ALWAYS ABOUT
 THE GOAL."**

Legislative Report - Melvin "Mel" Kessler, DMD, FAGD

In the world of politics nothing is as easy as it seems.

Advocacy. At. Work.

In my May report it seemed like we were facing success on many fronts, but in the "game" of politics that did not prevail. Yes, we were very fortunate to stop the DT legislation, at the very outset, for a second year. However, they will be back and continue to present more DT legislation for many years to come. Let me once again quickly explain my concerns on the Dental Therapist issue. While the proponents say it will solve the lack of care for poorer and underserved people, it is your usual bait and switch. The great majority of DT's do not serve these communities. Many will ultimately be employed in large clinics and corporate dentistry and will replace a fully trained dentist, as their salaries will be lower. The services they provide will be reimbursed at the same insurance rate as a dentist. Most will be in urban areas, where there is no shortage of dentists, but in many cases an oversupply. This will make it more difficult for newer dentists to find a decent job and pay their student loans.

But beyond that, many facilities tend to over diagnose scalings, crowns and treatment plans just for profitability. We have to get away from the key word being profitability and stress proper diagnosis and prevention of dental disease. Solely treatment alone is not the solution to the dental problems in America.

OK, so what happened? The pushback for defeating the DT issue, was to block whatever we wanted for the good of the public. Our lobbyists did an excellent job getting around all the hurdles, and as stated in May, they still managed to have the Student Loan Repayment Bill and Donated Dental Services, HB 843, passed.

The problem now is that while this was passed, funding for it was removed in the appropriations committees. So we must fight once again for student repayment program which was introduced in 2014. In addition, no money was given to help with the MOM's Program expenses. Also, the \$200,000 that had been earmarked to help with fluoridation in small communities, for the past 4 years, was not allocated this year. So rather than get any funding to solve the dental needs in Florida, we lost the \$200,000 that we had been receiving. Tell me how this shows if some legislators give a damn about dental health at all? It says give me my DT bill (our bill is a better solution), or I will do NOTHING to help the dental needs of the public. We should have had dentists working in rural communities since 2014, when first introduced, and yet, still nothing!

We did get new rules though. We will all have to take a new one-time one-hour CE course on Human Trafficking by 1/1/2021. FDA does have online course available for \$35. If you have not already taken the Opioid Controlled Substance CE course, it can now be given by many providers, and required by 2/28/2020 for relicensure. If you prescribe an opioid you will now be required to inform patient of nonopioid alternatives.

Educational pamphlet is available at "bit.ly2LsRgBS". If you use electronic health records (EHR), you are "encouraged" to use electronic prescribing by 2/28/2020. This was HB 831 and you need to check out the details.

By the way, if you feel the urge to fill out the VOLUNTARY Workforce Survey when you renew your license, you will no longer have your information protected under the state's public records exemption policy.

Need I tell you what to do?

Last new rule they passed, to show how much they love and appreciate us serving the dental needs of the public, is HB 23, Telehealth. While the FDA recognizes the need for telehealth in certain situations, it does not approve of out-of-state providers giving this service without being licensed in Florida. Only requirement is the \$150 biennium fee. In addition insurance companies are not required to pay for the telehealth services.

So if all they can do is pass more rules and not provide funds to help the public's dental needs, what can we do? Why, in a budget of over \$90,000,000,000, they found no value in anything we asked for?

We need better representation. We have to TELL our legislators the value to health of dentistry. We have to make them aware that dental caries is PREVENTABLE.

If any of your legislators sits on an appropriations committee or health committee, you must meet with them preferably before DDOH or at DDOH. You spent eight years in schooling and the average dental debt is over \$287,000 (over \$400,000 for private schools). We are losing control of dentistry to politicians. To get involved goto: floridadental.org -> advocacy -> Legislative Branch or go to: flsenate.gov and myfloridahouse.gov for information on committees. Email gao@floridadental.org if you would like to become an LCD, Legislative Contact Dentist.

Even letters matter; text 50457, in message write FDA, and in the future you will receive FDA Action

Alerts to your cell phone. Make plans to attend DDOH in Tallahassee on 2/4/20, orientation on 2/3/20 @ 6:00 PM at Aloft Hotel. You must register online at floridadental.org. You do not have to be an FDA member to attend DDOH and we need as many dentists to commit as possible.

HOW DO YOU FIND A GOOD MENTOR?

Earlier in my career, I was lucky enough to have several mentors who helped me become the person I am today. They helped me develop the vision that I wanted for myself, my family and my practice. It seems like fate that they entered my life and our relationships grew.

Obviously, a mentor for dentistry must have a dental background, but a mentor about life can be anyone who helps you open your eyes and get you on track. It can be the same person.

"A mentor is someone who allows you to see the hope inside yourself"

—Oprah Winfrey

There are many practice styles in dentistry. Which style motivates you to help you reach your goals?

Please realize, who you are today is not who you have to be tomorrow.

Many young dentists see the accomplishments/acquisitions of another dentist and assume they are very successful. One of my mentors pointed out to me a term that still strikes home to this day: "Big Hat, No Cattle." As you may have guessed, he was from Texas. It doesn't cost that much to buy a big hat, but do you have the cattle (dollars) to back it up? The key is to befriend someone who has been successful in their field. If they are successful, they probably had mentors help them along their journey. They know the importance of paying it forward.

"If I have seen further it is by standing on the shoulders of giants." – Isaac Newton

When I am mentoring a Spear Workshop, I always ask the students, "Is there someone at home that can help on your journey?" The most common answer is "no." If you are lucky enough to know someone who has gone through the journey, reach out to them. After each class, spend some time and find out how they incorporated what you learned into their practice. Ask them what they felt was important and why. Many times, I am told "there is no one in my area." Reach out to your lab and your specialists, they know who does the best work. Ask them who they would recommend you contact for help, ask them who does their dental work. It is possible that the person they recommend does very good dentistry but may not be, or want to be, a good mentor. Most likely, they will find time for you.

"The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves." – Steven Spielberg

These are the traits I believe make a good mentor and the path to a successful relationship. Meet with this person and chat. Try to have several questions that can help your mentor understand you and your goals. A good mentor will ask you lots of questions to better understand your question, but more importantly, to help you understand your question and help you find the answers.

Find time to shadow your mentor. Watch what they do and what the team does. See how the office runs and the relationships with the patients.

"You can observe a lot just by watching." – Yogi Berra

The mentor that helped me the most was the one who helped me understand that we need to achieve balance in our life. Balance between work, play, family and giving back.

"We make a living by what we get, we make a life by what we give."

— Winston Churchill

My journey started many years ago and there have been many bumps along the road. But I now realize that I only arrived at where I am because of the people who helped me along the way. I am lucky enough to have the opportunity to give back to our profession and help others along their journey. I hope one day you can say the same.

Good luck on your journey.

Carl E. Steinberg, D.D.S., M.A.G.D., L.L.S.R.

3D Implantology for the General Practitioner

WHEN: Friday, October 11, 2019

WHERE: Embassy Suites | 1601 Belvedere Road, West Palm Beach, FL 33406

TIME: 8:00 a.m. to 4:00 p.m.

Includes light breakfast, full lunch and coffee bar refreshed throughout the day.

7 CEUs- Participation/ Hands-on

Subject Code: 690

Course Description

The future is now! Discover the seamlessly integrated digital workflow that allows today's modern dentist to perform minimally invasive and highly predictable implantology. Whether you are just now considering to add implants to your dental practice or have been placing implants for a while, this course is sure to keep you engaged and learning. Prudent patient selection and sound surgical principles will be reviewed. Students will learn about surgical guide selection and fabrication. Digital and analogue workflows for single implant tooth replacement will be covered. Join us for an engaging day of implant learning with hands-on model surgery and lots of clinical pearls for the surgical and restorative implant dentistry.

Learning Objectives:

After taking this course, students will be able to

1. Identify absolute and relative medical contraindications to dental implant treatment.
2. Provide a rationale for guided surgery and understand fully digital workflows that allow placement of a final custom abutment on day of implant placement.
3. Detail analog and digital restorative implant workflows including both chairside fabrication as well as a third-party laboratory.
4. Reference biomechanical principles to avoid complications post-loading.



Dr. Sarah Jockin is a champion of digital dentistry and can't imagine treating her patients without it. Practicing CBCT integrated implantology since 2011, she values having full control over her patient's dental implant experience. Dr. Jockin is Associate Clinical Professor at UF Gainesville, where she teaches CAD/CAM digital workflows to Graduate Prosthetics Residents. She inspires, educates and supports digital dentists nationwide as the director of CEREC Seminars.com, a digital training facility located in Tampa, FL. Dr.

Jockin is Diplomate of the American Board of Oral Implantology and Associate Fellow of the American Academy of Implant Dentistry. She is a beta tester and speaker for Dentsply Sirona CAD/CAM and Implants, lecturing on crown down implantology. During her free time, Dr. Jockin enjoys going scuba diving and snowboarding with her husband Jay and son Victor.

HANDS-ON COURSE
AGD Member: \$295
Non-member: \$395
Staff: \$95
AGD dual course discount
***\$449 for both courses* (14CE)**

Thank you to our sponsors for allowing us to host amazing courses at affordable prices to our members and general dentists.



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 Provider ID #219295

Reduce Risk, Save Lives, Grow Your Practice + Enhanced Oral Cancer Screening

WHEN: Saturday, October 12, 2019

WHERE: Embassy Suites | 1601 Belvedere Road, West Palm Beach, FL 33406

TIME: 8:00 a.m. to 4:00 p.m.

Includes light breakfast, full lunch and coffee bar refreshed throughout the day.

7 CEUs - Participation/ Hands-on

Subject Code: 730

Course Description: (Morning Lecture)

Learn how you can protect your practice and your patients while enhancing the financial bottom line of your practice through the effective oral cancer screening examination. This interactive, high energy program brings the topic of early oral cancer detection and the new technologies clearly into focus for implementation by the dentist and all team members. Health care experts recommend that all adults beyond the age of 16-18 receive annual oral cancer screenings. Are we seeing everything that we should by merely doing traditional extra/intra-oral screening examinations? How effective are we really? Its about time...that we know.

Learning Objectives: (Morning Lecture)

- * Understand the core statistics and how oral cancer affects both young and old
- * Identify the changing target population and establish clarity in performing, communicating, and recording the basic cancer screening exam
- * Review the currently accepted protocol once an area of concern is identified
- * Explore and understand the new technologies which enhance detection
- * Learn four steps to comfortably and effectively deliver the message of a positive finding.
- * Acquire communication skills for: informed consent, performing the examination, delivering the difficult message of a positive finding, and creating urgency for effective patient follow-through

Course Description

Enhanced Oral Cancer Detection (Afternoon Hands-On)
 Physically seeing and experiencing any new technology brings a significantly enhanced appreciation of how that new tool works "in one's own hands". See, touch, feel, and experience the new technologies that are available to enhance detection of oral cancer beyond the basic white light examination. After experiencing each technology, the group discussion will provide critical insights into how you and your colleagues



With over 30 years in dentistry, Dr. Jonathon Bregman remains committed to learning – as evidenced by his Fellowship in the AGD. As a continual student, he easily relates to his audiences. He has walked in their shoes, sat in their chairs and understands their challenges. He has had conversations with thousands of audience members and has a finger on the pulse of the industry in regard to these topics.

In addition to speaking, writing, and training, Dr. Bregman has had great success with his dentist-to-dentist clinical success coaching and onsite clinical consulting. By using the specially developed "Clinical Treatment Analysis" software, he can accurately and effectively understand any dental practice and thus effectively guide the dentist/entire team.

HANDS-ON COURSE
AGD Member: \$195
Non-member: \$295
Staff: \$95
AGD Dual course discount
***\$449 for both courses*(14CE)**

CANCELLATION POLICY:
 (All FLAGD COURSES)

In the event that a registrant needs to cancel, please email flagd@flagd.org at least 30 days prior to the course date to receive a full refund. Cancellations received less than 30 days, but more than 15 days prior to the course date will receive a 50% refund. No refunds are provided after this date. Failure to attend the meeting without written notification will not qualify for a refund.

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 Provider ID #219295

Dental Career Advice I Wish Someone Had Told Me in My Twenties

Carl E Steinberg, DDS, MAGD, LLSR

Now that I am in my sixth decade, I feel lucky that I can remember back that far. I can remember I felt I was quite special in that I accomplished a lot at a young age. I knew what I wanted and no one and nothing was going to get in my way. Three years of college, three and a half years of dental school, post-grad training ... the world was my oyster! It seemed everything was coming to me easily. I knew best ... or so I thought.

So what advice do I wish I had listened to back then?

There were some specialists who tried to befriend me to help me grow ... so they said. I was skeptical, didn't understand why and thought that there was an ulterior motive. I thought their advice was a sham to get me to send patients to them. I didn't understand "quid pro quo," paying it forward. *The mentors in my life, when I finally let them in, helped open my eyes to what I see. Now I get any opportunity to help others and feel it is an honor to do so. Let others into your life. They really do want to help you grow. A teacher, mentor and parent get pleasure in seeing the success of their efforts.*

I had an uncle who thought the day I graduated from dental school, I was a wealthy man. I realize now he was right, but it has nothing to do with money. Coming out of school with what seemed to be at that time a great amount of debt, I didn't feel like a wealthy man. I was working six days a week and three evenings as well. I needed to make a big income to cover my debt - but at what price? I missed the next few years of my family life, driven by the dollar.

I wish I had realized that slow and steady wins the race.

When I was 23, an instructor from school tried to convince me that dental school was a starting point and that I needed to really learn dentistry after graduation. I told him I would continue my learning, as I would attend a dental residency. He had been through a residency and then Pankey Institute. He told me he was happy I was doing a residency, but if I wanted to be the best I can be, I had to invest in myself and with the best education facility available.

So what advice do I give to those in their twenties?

Find a good dental mentor who can help you along your journey. Surround yourself with good advisors to help balance your professional, financial and family life. The best investment is made in you. *Invest in great continuing education that can help you grow professionally, personally and financially.*

Most of the things I now enjoy in my life share one regret: **I wish I had started them earlier in my life. We only get one chance in life. I hope you get to make less mistakes than I have made.**

Good luck on your journey.

Carl E Steinberg, DDS, MAGD, LLSR

In loving memory of Peter Emanuel Dawson



Peter "Pete" Emanuel Dawson, 89, of St. Petersburg, Florida peacefully passed away on July 27, 2019 at Mission Hospital in Asheville, North Carolina. He was surrounded by his loving family and some very special friends. Born and raised in St. Petersburg, Florida, he graduated from St. Petersburg Junior College, and Emory University School of Dentistry in Atlanta, GA. He served two years in the Air Force from 1954-1956 and was stationed in Tachikawa, Japan. In 1956 he returned home and opened his first dental practice. His clinical practice life expanded, and he became a world renowned educator and author. He was preceded in death by his beloved wife Jodie; his parents, Douglas and Mildred Ann Dawson, his brothers Al, Tom, Jack, and sisters Terry and Grace. Pete is survived by his son Mark (Christine), daughters Anne, Kelly (Bill), and Cary (Ron); grandchildren, Shannon, Charles Ryan, Raleigh, Parker, Casey, Bailey, Hayden, and Lawton; sister Cel and numerous nieces and nephews. Pete's greatest loves were for God, his family, and his profession. He encouraged so many dentists and lab technicians from around the world to not only love their profession, which he called the greatest hobby in the world, but to also live balanced lives. He loved his family, his church, teaching Sunday school and Bible studies in NC. He also loved music, golf, cooking and get-togethers with family and friends. In his younger days he loved sailing, tennis, hunting, fishing, and gardening. He inspired others to spend time on what really matters most. He was a giant in the world of Dentistry, but he was also an amazing husband, dad, grandfather, brother, and uncle.

Shifting Trends in Associate Opportunities for New Dentists

Continued from page 5

- **Indian Health Services-** With a Mission Statement of 'Opportunity, Adventure, Purpose,' it's easy to see how this sector is appealing to new dentists. The Indian Health Services provides care, including comprehensive dental services, to 1.9 million American Indians and Alaskan Natives, in 230 facilities over 35 states. Dentists work within facilities on or near native American reservations or tribal lands. The salary, loan repayment programs, and extensive benefits packages, and collaborations within interdisciplinary medical/dental settings, is attractive to new dentists. In areas of greatest need, a sizable signing bonus may be offered as well. Indian Health Services information and opportunities can be found at www.ihs.gov/dentistry as well as www.usajobs.gov.

- **Military/Veterans Administration (VA)-**This federal dentistry model provides a sense of patriotic pride and no financial risk or investment of capital. New dentists can serve in the U.S. or in overseas locations with consistent salary, benefits and Officer status given, which include years of study. Associate opportunities have grown significantly over the last 10 years and will likely continue into the future, based on military presence, times of war, and the rising population of veterans with dental needs. Military dentists can practice in interdisciplinary settings which provide the structure of protocol-driven systems. While most federal dental jobs can be found at www.usajobs.gov, each sector of the military has their own website with information as well.

- **Public Health-**These dental clinics are found in each state with dentists being employed by each state's Department of Health. Public health dental clinics fall under the United States Public Health Service and generally serve the needs of a low-income population. Usually significant need exists within the communities surrounding them with patients having complex cases. The demand has risen for dental associates in this sector as the demand for services by our population has increased. Demand by new dentists to work in this setting has increased as the need for consistent salary, benefits, and work-life balance have been provided by public health clinics. While the salaries and incentives in public health practices have been lower than corporate/private practice settings in general, the low burn-out rate and higher benefits packages continue to attract new dentists to these associate opportunities. Dentists can find additional information at www.usphs.gov.

- **National Health Service Corps Loan Repayment Program (Department of Health and Human Services/ DHHS)-** The opportunity for loan repayment, which is now offered in more sectors of dentistry than ever, can be found here in non-profit health clinics through the National Health Service Corps. Job positions are available in non-profit community health clinics that include a dental clinic. New dentists enjoy the slower pace of practice on a population in need, with work-life balance. Associate dentists must be hired by the non-profit organization first then apply to qualify for NHSC if accepted. Loan repayment under this sector is provided at areas of greatest need. Dentists can find information and opportunities at <https://bhw.hrsa.gov/loans-scholarships/nhsc>.

While this in no way completes the list, it is a brief summary of the various associate opportunities in demand which have experienced the largest shift in trends over the last few years. It bears mentioning that other sectors of dentistry are providing positions for new dentists that include hospitals, health systems, mobile dentistry, nursing homes, and bureau of prisons, to name a few. The demand for dental associates has grown faster than the supply of dental associates, in my humble opinion, and is likely to continue in the future, by all accounts. That said, it's a competitive market indeed and it will be fascinating to see (and be a part of) the continued evolution in our dynamic field of dentistry.

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Annelise Ydstebo Driscoll, MBA, PhD

Dr. Driscoll is an accomplished Educator, Administrator, Researcher, Published Author and Consultant with approximately 30+ years' experience in Health Care. She brings with her an extensive background in oral health and dentistry. Dr. Driscoll has been in the Healthcare Administrative field for 25 years in private, public and corporate practices of different sizes, before transitioning to 10 years of academic teaching, research, public speaking, published author and peer-reviewed journal editor, and consultative project development in a health executive capacity.



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2019 AGD Membership Application

Join online at agd.org, or call us at 888.243.3368 or 312.440.4300.

PROMOTIONAL CODE: _____

REFERRAL INFORMATION

If you were referred to the AGD by a current member, please note his or her information below:

Member's name _____

City, state/province, or U.S. Federal Services branch _____

MEMBER INFORMATION

First name _____ MI _____ Last name _____ Designation (e.g. DDS, DMD, BDS) _____ Date of birth (mm/dd/yyyy) _____
Required for access to the members-only sections of the AGD website

Do you currently hold a valid U.S./Canadian dental license? No Yes: License number _____ State/province _____ Date renewed (mm/yyyy) _____

Type of membership: (Check one.) Active general dentist Associate (dental specialist) Resident Dental student Affiliate

If you are not in general practice, please indicate your specialty: _____

Current dental practice environment: (Check one.) Solo Associateship Group practice Hospital Resident Corporate

Other _____ Faculty _____ Federal Services _____
Please indicate institution _____ Please indicate branch _____

If you are a member of the Canadian Forces Dental Service, please indicate your preferred constituent:

U.S. military counterpart Local Canadian constituent

CONTACT INFORMATION

Your AGD constituent is determined by your business address, unless one is not available.

Preferred billing/mailing address: Business Home
 Preferred method of contact: Email Mail Phone

Business address _____ City _____ State/province _____ ZIP/postal code _____

Name of business (if applicable) _____ Phone _____ Fax _____

Home address _____ City _____ State/province _____ ZIP/postal code _____

Phone _____ Primary email _____ Website address _____

EDUCATIONAL INFORMATION Are you a graduate of an accredited* U.S./Canadian dental school? Yes No Currently enrolled

Dental school _____ State/province _____ Country _____ Date of graduation (mm/yyyy) _____

Are you a graduate of (or resident in) an accredited** U.S. or Canadian postdoctoral program? Yes No Currently enrolled Type: AEGD GPR Other

*Official accreditation is given by CODA in the U.S. and CDAC for all Canadian provinces. **Accredited dental residencies qualify for the resident membership rate. Official proof of enrollment must be provided to AGD.

Postdoctoral institution _____ State/province _____ Country _____ Start date (mm/dd/yyyy) _____ End date (mm/dd/yyyy) _____

OPTIONAL INFORMATION

Gender: Male Female

Ethnicity: American Indian Asian African-American Hispanic Caucasian Other

I am interested in participating in the AGD Mentor Program as a: Mentor Mentee

AGD Privacy Information
 The AGD has systems and procedures in place to protect your privacy in relation to the handling of your personal information. The AGD does not collect personal information unless it is necessary to perform one or more of its functions and activities. On occasion, the AGD may collect personal information, but only with your consent or when required to by law. For more information, please visit www.agd.org or contact the AGD Membership Services Center at 888.243.3368.

2019 AGD

Headquarters Dues

Please check membership type applying for:

- Active General Dentist\$400
- Associate (Specialist).....\$400
- Affiliate\$200
- Resident\$80
- 2018 Graduate\$80
- 2017 Graduate\$160
- 2016 Graduate\$240
- 2015 Graduate\$320
- Dental Student.....\$20

**Contact the Florida AGD or AGD Membership Services Center (888.243.3368) for component locations.

2019 Florida AGD Constituent Dues

- Active General Dentist/Associate\$95
- 2018 Graduate/Current Resident\$20
- 2017 Graduate\$95
- 2016 Graduate\$95
- 2015 Graduate\$95

2019 Florida AGD Component Dues**

- Central Florida\$45
- Gold Coast\$60
- Northeast FL\$15
- Southeast FL\$10
- Sun Coast\$0
- Tampa Bay\$30

AGD Headquarters Dues: (See above rates.)\$ _____

Florida AGD Constituent Dues: (See above rates.)\$ _____

Florida AGD Component Dues\$ _____

Total Amount Enclosed:\$ _____

Individuals joining July 1 to Sept. 30, 2019, pay half the annual headquarters membership dues (does not apply to student, resident, first-year graduate, or affiliate members). Individuals joining Oct. 1 to Dec. 31, 2018, enjoy membership through the end of 2019. Paid dues will be applied to the upcoming year.

Per the U.S. Revenue Reconciliation Act of 1993, 1.2 percent of membership dues payment is allocable to the AGD's lobbying activities and is not deductible as a business expense. Please consult with your financial adviser for detailed information. Dues rates effective through Sept. 30, 2019. Contact the AGD or visit agd.org for updated rates.

I hereby certify that all of the above information is correct, and that by signing this application, I agree to all terms of membership including completion of 75 hours of continuing education every three years for active general dentist and associate members.

Signature _____

Date _____

Please sign this application and submit payment to:
 Academy of General Dentistry
 560 W. Lake St., Sixth Floor
 Chicago, IL 60661-6600

Note: Check payment is required with hard copy applications. To pay with credit card, please apply online at agd.org/join-agd. If you have any questions, please contact our Membership Services Center at 888.243.3368.

In loving memory of Tomas Jose Ramon Ballesteros, III



It is with much sadness that I tell you about the passing of one of our own, Dr. Tom Ballesteros. He was part of the FLAGD board and was loved and respected by all of us. He was a great man and he gave abundantly to his profession. He will surely be missed. Below is a piece from his family.

Tomas Jose Ramon Ballesteros, III, age 68 of Clermont, Florida passed away on Wednesday, July 10, 2019 in Clermont, Florida. He was born on November 15, 1950 in Ponce, Puerto Rico to Tomas Jose Ballesteros, II and Ana Mercedes Mattei. He attended high school at Colegio Ponceño de Varones, graduating in 1968. Tomas attended the Catholic University of Puerto Rico, graduating in 1972 with a Bachelor of Science degree in Biology. After graduating from the Catholic University of Puerto Rico, he attended the University of Puerto Rico School of Dental Medicine, graduating in 1975 with a Doctor of Medicine in Dentistry degree.

Tom worked as a dentist for 44 years, spending 20 years serving his country in the United States Air Force (1975 – 1995) where he retired as a Lieutenant Colonel. After retirement from the Air Force, he continued practicing dentistry for 19 more years at his private practice, Ballesteros Dental in downtown Clermont. The remaining five years were spent raising hell on an advisory level, serving the Academy of General Dentistry, educating the next generation of dental hygienists at Valencia College and maintaining his continuing education credits.

He was an active member of the Phi Eta Mu fraternity, the District Board of Trustees at South Lake Hospital and the Friends of Lake Louisa State Park, the Academy of General Dentistry, the Lake County Dental Society, and the Marco Hunting and Fishing Club, among many other organizations for which his children cannot remember. (Sorry Dad, we couldn't keep up!)

Tom is survived by sons; Tomas Ballesteros, IV and Carl Ballesteros, his baby girl, Joanna Taylor, brother Jose "Memen" Ballesteros, and grandchildren; Carl "CJ" Ballesteros, Jr. and Carolynn Ballesteros.

He was passionate about his children, reading, politics, traveling and horses. Tom loved anything revolving around food and wine! He had a deep appreciation for nature and his faith in the Catholic church was something to truly admire. Tom's faith never wavered, even in times of great adversity. He was extremely invested in his community and took great pride in raising his children in Clermont, Florida. Tom focused all his efforts on making the world a better place for all. He focused especially on being an amazing father, for that we are eternally grateful.

Tom's family would like to extend a special thank you to his friends and brothers, who have always stood by his side.

He will always remain forever in our hearts.