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MDA NEWS

MAINE DENTAL ASSOCIATION

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MDA MISSION STATEMENT:

To support members in achieving excellence in dentistry

MDA VISION STATEMENT:

To be leaders in oral health in Maine



TEAM LOBSTER OR TEAM STEAMER?

Angie Bellefleur
Deputy Director, Maine Dental Association

The planning for the MDA 2024 Annual Convention is in full swing! Our convention planning committee has been working to incorporate feedback from our 2023 edition of the convention to make this year's experience as productive and as memorable as possible. The event will be held in person from June 13-15, 2024, in magical Bar Harbor, Maine.

Each year, the MDA Annual Convention is designed with a focus that aligns with identifying practices and services to address the key challenges that dental professionals face. It aims to strengthen the partnership between colleagues, grow business networks, learn best practices, hear about industry trends, and gain new ideas to advance your dental practice.

Through the Annual Convention, we hope to:

- **Engage** member dentists and their work teams as lifelong learners and thoughtful practitioners,
- **Facilitate** integrative learning that improves practice and contributes to capacity building,
- **Convene** members, organizations, business partners, and oral health professionals to establish productive working relationships, and
- **Leverage** our collective expertise to advance the full participation of membership in contributing to the oral health landscape in Maine.



MDA Membership and Communications Director Sara Baird (left), and Board Member Dr. Hena Patel (right) spent their morning on May 9th with D4 UNE Students as they celebrated leveling up!

Continued on page 5

MAINE'S PREMIER

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A LIFETIME OF MENTORSHIP

*Shanna L. Gagnon, DMD
President, Maine Dental Association*

In reflecting on this past year as President, I wanted to touch on something that has always been very important in my professional career: mentorship. There are so many forms of mentorship, and they are all so incredibly important in professional growth. As a teenager, I was fortunate to have my father as my first dental mentor. I started working in the office as a dental assistant, as one of my dad's assistants was on maternity leave for an entire summer. As soon as I finished school that summer, I worked alongside my dad for the entire summer. I learned so much about the profession that year! It was only later in my career that I realized what a gift I'd had in watching and internalizing all of this information while assisting as a high school student.

I learned about how procedures were completed, which instruments were necessary, which materials were needed. I learned how to set up an operatory for a procedure, making sure that all the necessary instruments and materials were there before the patient was seated in the operatory. I watched and listened my dad review medical histories, give explanations about procedures, and answer questions: I learned how to communicate with patients and staff. As a first year dental student, we had many opportunities to assist fourth year dental students. I remember assisting one student who stopped in mid-procedure, pausing while thinking about what he wanted to do next. Knowing the procedure, I tentatively passed what I thought the next instrument would be. He looked up at me and said, "How did you know that I needed that next?" I knew because I had assisted my dad! Chairside assisting is invaluable on so many levels, and that was when I really started to realize it.

I continued to assist throughout my college and dental school vacations, trying to learn as much as I could. I am so thankful that I had the opportunity to do this, as it truly does accelerate the learning process. I have tried very hard to pass this opportunity on to others, and I have mentored several students in my practice who have ultimately become dentists. I have tried very hard to give my associate the same mentoring opportunities that my father gave me: there is absolutely no way to learn everything in dental school, and part of the job of the "experienced" dentist is to fill in the gaps where a new dentist may not have had the experience in dental school. This is critical in educating our next generation of dentists!

The Casco Bay Study Club has also been instrumental in

my professional growth. I have learned so much about clinical dentistry through lectures, hands-on experiences, and through treatment planning discussions with my study club colleagues. I joined in my first year after graduation, and twenty years later, I am still a member. What I have learned post-covid: we have an incredible number of CE opportunities, and many are an online format. Although this is extraordinarily convenient, I feel there is something lost in attending virtually. The course content is there, but the invaluable experience of connecting with other colleagues is missing. The opportunity to take advantage of mentorship – or to be mentored – is missing. When encountering a difficult case, having the opportunity to discuss it with colleagues is priceless: it allows to you learn from your colleagues as you figure out how to navigate the case.

I would be remiss if I did not include my mentors in organized dentistry! I fell into organized dentistry "accidentally," and I told this story at Dr. Jim Schmidt's dedication. I had attended a local KVDS meeting and was nominated to become our representative, despite my polite attempts to decline the position(!), I have served for almost 18 years now, between my role as KVDS representative and running through the chairs of the Association. Although Jim Schmidt and Paul Zimmerman told me, "We never got your father involved, but we're going to make sure we get you involved!" (and there may or may not have been an additional comment, "You're going to pay for the sins of your father" after I was nominated!). These past twenty years have been an incredible learning experience for me: I have served on the MDA Board under many Past Presidents that I have the utmost respect for. I have learned that being a dentist is so much more than living in your own office "bubble" – that the dental world is so much more than what we see on a daily basis in our own offices. I am so thankful for all of my organized dentistry mentors, as they have opened my eyes to an entire world of dentistry that I would never have known had I not gotten involved. I am so thankful for our small, tight-knit community of Maine dentists who have taught me and encouraged me as I have grown professionally. So many of you have been my mentors for the first half of my career, and I am hoping to help mentor with the next generation of dentists in our wonderful state. Thank you for trusting me to help lead your Association – it has truly been an honor to do so!

CONVENTION, CONVENTION, CONVENTION!

Therese Cahill
Executive Director, Maine Dental Association

Are you looking for an opportunity to connect with fellow dental professionals, earn continuing education credits, and have a little fun all while enjoying the picturesque beauty of Bar Harbor, Maine? Look no further than the Maine Dental Association's Annual Convention!

Taking place in one of the most stunning locations in the country, this year's convention promises to be a one-of-a-kind experience. With a wide range of networking opportunities, you'll have the chance to meet and mingle with colleagues from all over, exchange ideas, and build valuable connections that can enhance your career. The Annual Business Meeting on Saturday will feature guest speakers from the American Dental Association, providing a great opportunity to learn what is happening there as well as ask questions from the people in the know.

But it's not all work and no play at the convention. In between attending informative lectures and workshops, you'll have plenty of time to explore the charming town of Bar Harbor. Take a stroll along the waterfront, indulge in delicious seafood, or go on a scenic hike in nearby Acadia National Park. As a participant, you will receive a discount to visit the La Rochelle Museum. There's no shortage of activities to enjoy in this idyllic setting.

Let's not forget about the continuing education credits. With a lineup of top-notch speakers and presentations, you'll have the opportunity to expand your knowledge and skills in the field of dentistry. Whether you're interested in learning about attaining wellness for the dental team, the latest advancements in technology or honing your clinical skills, you'll find plenty of valuable information to take back to your practice.

Back to the fun, Friday night's lobster bake with live music was a wicked fun event last year, and we are excited to bring that amazing food (and drink if you are so inclined) opportunity back this year. For the family, we have enhanced our Kids Convention this year; make sure you check out the activities such as a magic show, kart racing, bracelet making, and more!

Annual Convention June 13-15 in Bar Harbor. It's an event you won't want to miss – a perfect blend of networking, education, and relaxation in a truly beautiful setting. We can't wait to see you there!

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TEAM LOBSTER OR TEAM STEAMER CONTINUED

Continued from front page

Throughout the upcoming convention, participants will be able to engage in unparalleled professional development. The committee has thoughtfully curated 17 diverse sessions, with highly skilled, nationally acclaimed speakers from as far away as California to as close to home as the Gulf of Maine. These sessions will challenge you with new ideas, fresh perspectives, and the opportunity to earn up to 16 continuing education credits!

All 40 of the exhibitor spaces filled very quickly this year! We are excited to have great diversity in our exhibit hall- educational resources, business consultants, volunteer opportunities, and services to increase your profitability! We encourage you to stop by and learn what the sponsors and exhibitors have to offer. They often provide unique benefits to MDA members, support the association, and donate amazing raffle items for the Friday evening awards event!

Lastly, as an organization, MDA recognizes that your time is valuable, and we strive to host dynamic engaging events. By joining us, you will benefit from quality time with people you like, continuing education that is nationally recognized, knowing your children will be engaged at the Kids Convention, which is bigger and better than last year

(I am particularly excited about the M & T Bank sponsored Stuff-a-Bear), and the best lobster bake around. If I am being honest, as a lifetime Maine resident, my family does annual “Clam-O-Rama” and “Lobster Fest” events, I dare say Harborside Hotel, Spa and Marina steamers are by far my favorite!

Please join us this year...and stop by the registration area to make sure you tell me if you are team “Lobster” or team “Steamers.”

*“Useful information
and real-world advice,
supported by evidence.”
- 2023 Attendee*



REGISTRATION FACTS

Online registration CLOSES June 7, 2024.

On-site registration will be available on June 13th, 14th, and 15th. However, we cannot guarantee that a course will have open seats. Credit cards will be the only form of payment accepted at the door.



SECOND REGULAR SESSION OF THE 131ST LEGISLATURE OUTCOMES

Ann Mitchell

Mitchell Tardy Jackson Government Affairs

The Second Regular Session of the 131st Legislature adjourned in the wee hours of the morning on April 18th. Following a rather contentious Senate debate as well as votes to amend the Budget, both the House and Senate voted to enact the Budget originally presented to the Legislature (House – Ds 75 voting in the affirmative, Rs 63 voting in the negative; Senate – Ds 19 voting in the affirmative, Rs 13, Ds 1 voting in the negative) and the Budget was sent to the Governor for her signature. Governor Mills has 10 days to sign or veto the Budget along with a multitude of other bills that were passed to be enacted in the final days of the Session. The Legislature will reconvene for “Veto Day” in the coming weeks. At this point, it is unclear when or even if the Legislature will have the opportunity to deal with the many bills which include fiscal notes not acted on prior to adjournment. In the event the Legislature does not reconvene, bills carried over will die.

Among the most notable bills the MDA was involved in this Session are:

LD 2137 An Act to Join the Dentist and Dental Hygienist Compact

While the MDA provided “Neither for Nor Against Testimony”, the bill received a unanimous Committee vote and passed under the hammer in both the House and Senate. Our rationale for NFNA testimony was largely based on the fact that Dentist Dental Hygienist Compact bills have yet to be introduced in any other New England state. This fact generated significant concern with regard to a potential out-migration of dentists and dental hygienists. Additionally, the fiscal note on LD 2137 is onerous and, as outlined in the fiscal note, “. . . the BODP will need to increase fees to support the additional costs.”

Interestingly, a recent American Dental Association/Health Policy Institute report showed migration of dentists (2019-2022)¹. Just one New England state, New Hampshire, saw an increase. HRSA current and projected numbers on adequacy of dentists and dental hygienists in Maine are as follows²:

Maine

	Dentists	Dental Hygienists
2021	77%	93%
2022	76%	90%
2023	79%	89%
2024	77%	85%
2025	79%	84%



Left to right: Dr. David Wicks, Sean Noll, U.S. Senator Susan Collins, Carla Muzquiz, Dr. Hena Patel and Therese Cahill.

Over the next weeks and months, we will begin efforts in concert with the MDHA, on the creation of a program calling attention to the limited scholarship/loan repayment programs available to new dentists and dental hygienists in Maine.

LD 2174 An Act to Protect Consumers from Predatory Medical Credit Card Providers.

LD 2174, sponsored by Senate President Troy Jackson, as originally drafted significantly impacted the ability of CareCredit to continue doing business in Maine.

¹ Migration of Dentists Within the U.S.: 2019-2022.

² Workforce Projections (hrsa.gov)

Continued on page 7



SECOND REGULAR SESSION OF THE 131ST LEGISLATURE OUTCOMES CONTINUED

Continued from page 6

The MDA spent a considerable amount of time and energy on this bill. While numerous renditions of LD 2174 were circulated and discussed in Committee, ultimately the majority vote was Ought Not to Pass. And while the Minority Ought to Pass as Amended report was certainly less onerous than the original version, the Ought Not to Pass report prevailed in the House. In the final week of Session, Senator Jackson presented another amendment to LD 2174 which passed in the Senate, was sent to the House and ultimately failed in non-concurrence.

LD 2040 An Act to Restore the Board of Dental Practice's Authority to Issue Letters of Guidance

LD 2040, sponsored by Representative Anne-Marie Mastraccio, sought to restore a critical element of the Board's responsibility to its members and to the public – to issue letters of guidance. LD 2040 was passed to be enacted with an Emergency Preamble requiring a 2/3rds vote of both bodies and signed by the Governor.

LD 307 An Act to Lower the State's Health Care Costs

LD 307, sponsored by Representative Josh Morris, was a concept draft carried over from the First Regular Session of the 131st Legislature. Rep. Morris was approached rather late in a short Session and agreed to submit MaineCare dental managed care language. LD 307, referred to the HCIFS Committee in the First Regular Session of 131st Legislature, was subsequently re-referred to the HHS Committee which has jurisdiction over all matters related to MaineCare. The Committee voted unanimously ONTP.

While I've attempted to provide you with highlights of the Session related to Dental Practice, should you have questions on any legislation don't hesitate to reach out!



PRE - MDA CONVENTION HAPPY HOUR

Stop by and join us for a fun
kick-off event!

June 13, 2024 - 6-8:30pm

Blaze - 198 Main St. Bar
Harbor, ME

Hors d'oeuvres & beverages
to be provided

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HAPPY HOUR & AWARD CEREMONY

June 14, 2024 - 4:30pm
Club Dining & Lounge - Bar Harbor ME

MDA ANNUAL BUSINESS MEETING

Saturday, June 15, 2024 - 4:00pm
Harborside Hotel, Spa & Marina
Bar Harbor, ME

The Annual Business Meeting is an opportunity for members to attend and have their voices be heard. Please consider attending! We would love to see you there! This year, we have a special guest appearance by Dr. Raymond Cohlmia, Executive Director of the ADA, and Jonathan Knapp, First District Trustee to the ADA.



Dr. Raymond Cohlmia

Executive Director of the American Dental Association

Dr. Raymond Cohlmia is currently serving as Executive Director of the American Dental Association. He graduated with a Doctor of Dental Surgery Degree from the University of Oklahoma College of Dentistry in 1988. He was in private practice for 27 years with his father and brother, while also holding a faculty appointment at the College of Dentistry. He served as Assistant Dean for Clinical Operations from 2013 to 2015 and was appointed as Dean of the University of Oklahoma College of Dentistry from 2015 to 2021 and concurrently remained in the practice of dentistry during that time.

Dr. Cohlmia has served as a delegate to the American Dental Association and 12th District Trustee from 2015 to 2019. Along with his involvement and leadership in academia, he has served in many capacities, including presidencies at the local and state level, served on many national councils, committees, and task forces for the American Dental Association, as well as many other dental organizations.



Jonathan Knapp

First District Trustee of the American Dental Association

Dr. Jonathan B. Knapp, D.M.D., a family dentist in Ridgefield, Connecticut, is the new First District trustee. He served as co-chair of the Legislative Council of the Connecticut State Dental Association and chair of the ADA's Council on Dental Practice. He currently serves as chair of the Subcommittee on Information Exchange of the ADA's Standards Committee on Dental Informatics recognized Committee on Dental Informatics. Dr. Knapp earned his dental degree in 1989 from the University of Connecticut School of Dental Medicine.

MDA MEMBERS ANNOUNCE CANDIDACY FOR BOARD LEADERSHIP

Dr. Adam Saltz has announced his candidacy for president, Dr. Matthew Lawler has announced his candidacy for president-elect and Dr. Hena Patel has announced her candidacy for vice-president of the Maine Dental Association Board of Directors. Dr. David Kerr is running for re-election as the treasurer, and Dr. Dean Tourigny is running for re-election as secretary.



Dr. Adam Saltz

PRESIDENT CANDIDATE

Dr. Adam Saltz practices in South Portland. He completed his periodontal training at the UT Health Science Center at San Antonio. He attended Nova Southeastern University for dental school, where he also received his Master of Public Health. Dr. Saltz actively contributes to several scientific journals and lectures nationally. He is an assistant clinical professor at the University of New England and faculty consultant to Kansas City University. He served as a public health consultant to the American Dental Association (ADA) and led the American Student Dental Association as national editor-in-chief, while in dental school. Dr. Saltz currently chairs multiple state and First District committees. In 2023, he was chosen to serve on the ADA New Dentist Committee as well as recognized by the ADA with their 10 Under 10 Award for his contributions to organized dentistry, education, and community outreach as a new dentist.



Dr. Matthew Lawler

PRESIDENT-ELECT CANDIDATE

Dr. Matthew Lawler has been practicing at Oral Surgery Associates in South Portland since completing residency. He is a native of Sedona, Arizona and graduated from the University of Arizona Summa Cum Laude double majoring in Biochemistry and Molecular Biophysics and Molecular and Cellular Biology in 2007. He attended dental school at the Harvard School of Dental Medicine graduating with honors in 2012. While in dental school he established a love for oral surgery and completed a one-year research fellowship in Pediatric Oral Surgery at the Massachusetts General Hospital. He completed his MD degree at Harvard Medical School in 2015 and completed his Oral Surgery Residency in 2018 where he served as chief resident at both Massachusetts General Hospital and Boston Children's Hospital. Dr. Lawler is a member of American Association of Oral and Maxillofacial Surgeons (AAOMS), American Dental Association (ADA) and Maine Dental Association (MDA) where he serves on the executive board. During his training, he served as Program Liaison and District Representative for the resident organization of AAOMS and developed a passion for research publishing multiple peer-reviewed articles and book chapters on facial trauma, orthognathic surgery, and advanced imaging techniques.

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MDA MEMBERS ANNOUNCE CANDIDACY FOR BOARD LEADERSHIP CONTINUED

Continued from page 10



Dr. Hena Patel

VICE-PRESIDENT CANDIDATE

Dr. Hena Patel is a Florida native, graduating from the University of Florida with a Bachelor's Degree in Nutritional Science. She then went on to the University of New England's College of Dental Medicine where she obtained her Doctorate of Dental Medicine. During dental school, she was part of a scholarship program that focused on rural healthcare in the state of Maine. Dr. Patel is currently on the Board of Directors for the Maine Dental Association, representing Central Maine. She is a member of her local study clubs, the American Dental Association, and the Androscoggin Valley Dental Society. Public health is a large part of what makes Dr. Patel passionate about dentistry. She volunteers as a dental provider at the Oasis Free Dental Clinics in Brunswick whenever possible. Dr. Patel enjoys practicing dentistry because of the relationship she can build with her patients and change the way they think about dentistry, while improving their oral health. She provides patient centered and empathetic care, and truly enjoys helping patients overcome dental anxiety. In her free time, Dr. Patel is a complete foodie and loves to try new foods and cook new recipes. She also enjoys being outdoors and exploring new places, which is why she chose to settle in this gorgeous state.

Continued to page 12



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MDA MEMBERS ANNOUNCE CANDIDACY FOR BOARD LEADERSHIP CONTINUED

Continued from page 11



Dr. Dean Tourigny

SECRETARY CANDIDATE

Dr. Dean Tourigny was born in Biddeford, Maine. He received his bachelor's degree from Dartmouth College and his dental degree from Northwestern University Dental School. Three years at Edwards Air Force Base taught him the practice of dentistry. He then returned to his hometown and opened a general practice after a brief associate position. Since returning, he has been active in organized dentistry. He served many years as York County Dental Society (YCDS) representative as well as president of the YCDS and the MDA. He is currently Secretary of the MDA and serves on the Committee of Government Relations (CGR). When not working he enjoys landscaping, bird watching, and walking the dog with his wife Kathleen. There are those that feel he spends too much time on the Pickleball courts, but these people are ignored!



Dr. David Kerr

TREASURER CANDIDATE

For over three decades, David R. Kerr, D.D.S. has had an established dental practice in the greater Portland area, and over this time, he has accumulated a substantial background of clinical experience and has seen a multitude of cases. Dr. Kerr graduated from St. Lawrence University in 1974. He then graduated from the University of the Pacific in 1978 in San Francisco and completed a General Practice Residency in New York City at the Long Island Jewish Hillside Medical Center. He moved to Maine in 1985.

A member of six different organizations, Dr. Kerr has held many positions within the Maine Dental Association, the latest being Treasurer. His current research is on Sleep Apnea Prevalence in a General Dentistry Population and Development of Decision Support System to Enhance Clinical Decision Making and Patient Care Using Data Analytics. With a Master's in Business Administration, Dr. Kerr provides consultation support to students and other professionals in Decision Support Software Development and Econometrics.

Dr. Kerr is married to Dr. Carol Kerr, a clinical counselor. Together they have two adult sons. His hobbies include anything outdoors: skiing, snowshoeing, sailing, hiking.

2024 ANNUAL CONVENTION

Online registration closes June 7, 2024! On-site registration will be available on June 13th, 14th, and 15th. However, we cannot guarantee that a course will have open seats. Credit cards will be the only form of payment accepted at the door.



FTC ISSUES BAN ON NONCOMPETE CLAUSES

Olivia Anderson
ADA News - April 24, 2024

The Federal Trade Commission issued a final rule April 23 banning noncompete clauses nationwide, which aim to prevent employees from engaging in similar business after leaving their current employer.

“The final rule provides that it is an unfair method of competition — and therefore a violation of section 5 — for persons to, among other things, enter into noncompete clauses with workers on or after the final rule’s effective date,” the rule states.

The new FTC final rule applies to noncompetes entered into after the effective date and some noncompetes currently in existence. Specifically, existing noncompetes can remain in force for senior executives after the effective date but not for other workers. The FTC defines senior executives as workers earning more than \$151,164 annually and who are in policy-making positions.

The final rule aims to protect the fundamental freedom of workers to change jobs and support innovation. It will increase new business formation by 2.7%, according to the FTC, which estimates that the elimination of noncompetes will generate more than 8,500 new businesses each year.

The FTC also estimates that the final rule will increase earnings for the average worker by an additional \$524 and lower health care costs by up to \$194 billion over the next decade.

“Noncompetes are a widespread and often exploitative practice imposing contractual conditions that prevent workers from taking a new job or starting a new business,” according to an FTC news release. “Noncompetes often force workers to either stay in a job they want to leave or bear other significant harms and costs, such as being forced to switch to a lower-paying field, being forced to relocate, being forced to leave the workforce altogether, or being forced to defend against expensive litigation.”

Under the new rule, employers have several alternatives to noncompetes that still work to protect the businesses. These include trade secret laws and nondisclosure agreements, both of which offer protection over proprietary and sensitive information.

The new rule mandates employers to provide notice to workers bound to an existing noncompete that the agreement will not be enforced against them in the future. No legal modification of the existing noncompete is needed.

“If you are a practice owner and have noncompete clauses in employment agreements with associates, hygienists or other staff, or if you are an employee dentist currently subject to a noncompete clause, you may wish to consult with an attorney in your geographic area experienced in these matters,” ADA President Linda J. Edgar, D.D.S., said. “While the FTC rule may be challenged in court, it becomes effective 120 days after publication in the Federal Register.”

State or local bar associations may have a lawyer referral service, and the American Bar Association’s directory of lawyer referral services is available at americanbar.org/groups/lawyer_referral/resources/lawyer-referral-directory/. State dental associations also might be able to recommend an attorney. The ADA has a free downloadable resource for members titled “A Dentist’s Guide to Selecting a Lawyer,” available here.

At press time it was unclear whether the FTC rule regarding noncompetes applies to federally qualified health centers. ADA News will provide continuing coverage of developments related to the FTC rule. For more information about the new ruling, see the final rule.

From: ADANews.ada.org

PROSITES
Drive Practice Growth with **Online Reviews**
Let ProSites do the heavy lifting and see why we are a preferred partner of the MDA!

Google (365) 4.7 ★
Facebook

The advertisement features a woman in a white striped shirt and glasses smiling while holding a smartphone. To her left is a QR code. Below the QR code are two social media rating widgets: one for Google with 365 reviews and a 4.7 star rating, and one for Facebook. The background is a blurred office setting.

OWNER VS. ASSOCIATE OPPORTUNITY COSTS - KEY BENEFITS FOR DENTAL PRACTICE OWNERSHIP

Daniel Croft

Sr. Vice President, Head of Regional Healthcare
TD Bank Healthcare Practice Solutions Group

Trends in Dental Practice Ownership

Dental practice ownership has been declining over the last few decades, but has really spiked over the last 15 years, dropping from 84.7% in 2005 to 73% in 2021, according to the ADA Health Policy Institute (“HPI”). This decline has primarily been driven by industry consolidation, often being financed by Private Equity, Venture Capital, Institutional, and Corporate Franchise Dental Service Organizations (“DSOs”) purchasers. The percentage of private practice dentists in solo practice was 46% in 2021, down from 67% in 2001, with 18-20% of all dental practices being affiliated with a DSO. Meanwhile, the percentage of dental school seniors entering private practice who plan to join a DSO, has increased from 12% in 2015 to 30% in 2020, according to ADA HPI surveys.

With this decline, it is critical to further educate many young Dentists on the many long-term benefits of private practice ownership, while also highlighting the availability of customized financing solutions to transition from solo practice ownership into a successful emerging group practice ownership model.

Associate Career Path

Most new graduating Dentists start off as associates, providing them the opportunity to gain work experience in an established practice and further develop both their clinical and management skills.

Historically, that associateship is then followed by practice ownership at some point during the Dentist’s career journey, since owning your business is what attracts many to the Dental profession in the first place. However, the career goal of practice ownership has shifted with the rise in Corporate Franchises, DSOs, student loan debt, reimbursement hurdles, and human resources and practice management challenges, since many new Dentists are becoming lifetime associates. However, the vast majority of private dental practices are thriving and overcoming these headwinds, by embracing industry best practices, technology, and implementing new creative business models, thus resulting in increased productivity, efficiency, and patient satisfaction. With a high performing team, strong systems and a well executed growth strategy, staff and overhead can be

managed, resulting in increasing annual compensation and practice values.

Key Benefits for Dentists to Own Their Own Private Practice(s)

The three biggest benefits of Dental practice ownership are opportunity, autonomy, and retirement security. Below are some additional advantages and perks to being a Dental practice owner vs. an associate Dentist:

- Opportunity to create and customize your own business model, philosophy, core values, management style, and the overall patient experience
- Autonomy to choose staff, office hours, insurance participation, schedules, treatment planning, and emerging technology solutions
- Ability to earn significantly higher compensation, set your own salary, control business investments, and receive a variety of additional health, retirement, vacation, and tax benefits
- Provides compounding wealth accumulation, combining appreciating practice and Commercial Real Estate assets, along with great job security, and frequently increasing annual compensation

Dental practice owners are highly respected healthcare providers, and small business leaders, who are fully engaged in community events and services and whose presence greatly improves the local community.

Ownership provides Dentists with the opportunity to build and shape both their business and professional life, turning their vision and dreams into reality. Private practice ownership also offers many key benefits including the ability to create a customized business model, compounding wealth accumulation, and retirement security. Lastly, it is recommended that you form your specialty team of trusted Dental industry advisors, consisting of a CPA, attorney, consultant, and Banker, to explore a career as a practice owner vs. an associate dentist, considering the many long term personal and economic benefits to owning your own Dental practice(s).



ABOUT THE AUTHOR:

Daniel Croft has been the Head of TD Bank's Healthcare Practice Solutions Group since 2014. In this role, he is responsible for overseeing and growing TD Bank's healthcare practice finance business, which assists dentists, veterinarians, optometrists, physicians and podiatrists in choosing sound financial solutions for their practices.

Dan has more than 25 years of experience developing fully customized financial product suites, specialty Credit teams and industry expert specialists supporting healthcare, pharmaceutical and CPA businesses. Prior to joining TD Bank, he served as the Commercial Leader of the Specialty Healthcare Practice Finance Group at GE Capital Healthcare Financial Services, where he managed the origination of healthcare practice finance loans nationwide. Before that, Dan was the Managing Director of Professional Practice Lending at CapitalSource and also held several senior healthcare leadership roles with PNC Bank, Unicyn Financial and Main Street Bank. Upon his graduation from The College of the Holy Cross in 1983, he began his career by working for Cravath, Swaine & Moore and Salomon, Inc. Dan is also a thought leader and frequent contributor to healthcare industry publications, company newsletters as well as a seminar leader, and presenter at major national and regional industry trade shows and conferences.

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Delta Dental has
more experience

over 60 years
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Source: 2021 Delta Dental Data



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ANNUAL
CONVENTION

CSI PROTECTION: PROTECT YOUR BUSINESS AND CLIENTS WITH CYBER, SOCIAL, IDENTITY AND PERSONAL PROTECTION

Date: June 15, 2024

Time: 8:30am - 10:30am

Speaker: Robert Siciliano, CSP, CSI, CITRMS

Course Description: This security awareness training for dentist's offices focuses on safeguarding sensitive patient data. Staff learns to recognize phishing emails, employ strong passwords, and secure physical documents. The training emphasizes the importance of regular software updates and encrypted communication channels. Employees are educated on the risks of using personal devices for work tasks and taught secure data disposal methods. Access controls and role-based permissions are highlighted to restrict data access. Simulated scenarios help staff practice identifying and responding to potential security threats. Ultimately, the training fosters a culture of vigilance, ensuring the protection of patient confidentiality and compliance with health care privacy regulations.

You will learn:

- Security is both a feature and a personal benefit.
- Why our philosophy is "all security is personal" to the learner.
- Why to dispel societal myths revolving around security.
- Understand how to protect the client data you are entrusted with.
- Know how to respond to scams via email, phone and

text.

- Protect the identities of your family and your clients
- How your email address has likely been hacked.
- Where your passwords currently reside on the dark web.
- Learn how to take control of your personal and professional social media.
- Understand the risks associated with posting, liking, commenting, and sharing content that can reflect negatively on your brand.
- How to recognize and reduce risk by understanding the fundamentals of personal protection.

And so much more! This class is a fully interactive event. From the moment the presenter gets on stage, we engage in open dialogue. This is not a speaker talking at the audience, this is a full on conversation where attendees express their outermost concerns which are addressed in real time between the presenter and their peers.

In full detail we cover:

- Cyber Security Protection from Hackers and Attackers
- Social Media Security & Online Reputation Management
- Identity Theft Protection and Prevention
- Personal Protection and Violence Prevention



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UPDATE: CROWN PRIOR AUTHORIZATION (PA) EXCEPTION FOR ENDODONTIC THERAPY



Office of MaineCare Services
May 3, 2024

On October 19, 2022, the Office of MaineCare Services (OMS) issued a bulletin informing providers that MaineCare will no longer require a PA for crowns provided in conjunction with endodontic therapy when a qualifying diagnosis was included on the dental claim. The list of qualifying diagnosis inadvertently listed ICD-10-CM code K04.0-Pulpitis. Official guidance issued by the American Academy of Professional Coders (AAPC) requires the use of a 5th digit when ICD-10-CM code K04.0 is used. Please reference the chart below for qualifying diagnosis codes and descriptions.

Qualifying Diagnosis Code	Diagnosis Code Description
K02.53	Dental caries on pit and fissure surface penetrating into pulp
K02.63	Dental caries on smooth surface penetrating into pulp
K04.01	Reversible pulpitis
K04.02	Irreversible pulpitis
K04.1	Necrosis of the pulp
K04.5	Chronic apical periodontitis
K04.6	Periapical abscess with sinus
K04.7	Periapical abscess without sinus
K04.8	Radicular cyst
K04.90	Unspecified diseases of pulp and periapical tissues
K04.99	Other diseases of pulp and periapical tissues

As a reminder PA is still required when a crown is not delivered as part of endodontic therapy.

If you have questions related to the PA requirements regarding crown delivery, please contact your Provider Relations Specialist, Shannon Beggs at shannon.m.beggs@maine.gov.



NOTICE OF ANNUAL MEETING OF THE MEMBERS DELTA DENTAL PLAN OF MAINE

Maine Dental Service Corporation, d/b/a Delta Dental Plan of Maine (DDPME), will hold its Annual Meeting of the Members at the Wentworth by the Sea, 588 Wentworth Road, New Castle, New Hampshire, on **Sunday, June 2, 2024**, at 10:45 a.m. The purpose of the Annual Meeting of the Members is to re-elect two (2) Consumer Representatives and two (2) Participating Dentists.



MDA

IS RACING OFF TO THE FINISH LINE!

When: Saturday, June 15, 2024

Time: 9:00am

Location: Pool House

Calling all Mario Kart enthusiasts and race car fanatics! Get ready to race against your friends in Mario Kart Deluxe 8. While waiting for your turn, channel your inner Mario, Luigi, or Princess Peach, and show off your racing skills with your very own build and race kit!

*Kids Convention is FREE. However, an adult needs to be present for child(ren) under 13yo as MDA will not be providing child care or supervision of child(ren).



“FINDING OUR VOICES” DONATED DENTAL WORK TOPS \$100,000.00

Maine dentists have donated \$102,000.00 worth of free, dignified and gold-standard procedures for low-income women and child survivors of domestic abuse through “Finding Our Smiles”, according to the statewide nonprofit Finding Our Voices which runs the program.

Twenty-two Maine survivors have gotten their smiles back or are in the process of doing so in the 18-month-old program which also restores health and helps to rebuild lives. The 28 providers include general dentists, orthodontists, prosthodontists, endodontists, and oral surgeons from York, Cumberland, Sagadahoc, Knox, Waldo, Kennebec, and Hancock counties, as well as dental labs from three states.

“The outpouring of support for our program by Maine’s dental community is astounding,” said McLean. “Dentists are making room for women and child domestic abuse survivors in their full work schedules and often actually thanking us for the opportunity.” McLean said most “Finding Our Smiles” providers also donate dental care through more general programs for low-income Mainers.

McLean said “Finding Our Smiles” is one of the many innovative programs of the grassroots nonprofit “empowering our sister-survivors whose lives, health, and confidence have been shattered by physical, emotional, and financial abuse by the people most supposed to cherish us.”

According to McLean, “Finding Our Smiles” provides cosmetic dental care that helps with job searches and promotions and boosts confidence, in addition to providing critical care for violent assaults including punches and a baseball bat to the mouth. Three survivors in the program, she said, “had rotten teeth because they were ‘not allowed’ to brush them by their pathologically possessive and controlling partners, and it is pretty common for abusers to sabotage their victims’ dental care with such tactics as hiding the car keys when it is time for an appointment.”

McLean said that participating survivors are treated as any other paying patient, with providers often donating whatever services are deemed advisable in the overall treatment plan including Invisalign and braces, implants, and even porcelain veneers.

Four providers “joined hands and hearts” for Christina of Lewiston (who prefers not to publicly reveal her last name) to give her back her smile. Christina’s ex pushed her down a

flight of concrete steps, and a hereditary disease resulting in no tooth enamel made fixing her teeth even more daunting.

Dr. Jessica Sikora of Farmingdale, Dr. Bright Chang of Portland and Dr. Matt Lawler of South Portland contributed thousands of dollars of general dentistry, prosthodontics and oral surgery respectively, and Northshore Dental Laboratories in Massachusetts donated the lab work.

Mary Kamradt, the operations manager and only full-time paid employee of Finding Our Voices, said that when Christina was accepted into the dental program “she told us she was absolutely terrified, because of shame at the way her teeth looked, and also anticipating the pain of treatment. “I told her we are here to support her through the entire process. After I drove down to Portland to be with her for the extractions, we grabbed each other for a hug and she told me ‘I am so scared, and I am so grateful you are here.’”

Christina reported that her “Finding Our Smiles” dentists were “soooo kind, and nice, and caring, and they made me feel so much better about dentists in general.” Seven months later when Kamradt stopped by Dr. Chang’s office to see Christina at her final appointment, “she ran into my arms crying and told me she loved me, and I cried seeing her beautiful smile.”

“Finding Our Smiles” patient Amanda Vogel credits the office of Dr. Shanna Gagnon and Finding Our Smiles for “my new full-time job with health care benefits, including dental insurance!”

The Augusta oral surgeon Dr. Rob Berube is a dental advisor to Finding Our Smiles along with Dr. David Pier of Mount Pleasant and North Pond dental offices in West Rockport and Warren.

Dr. Berube said, “It has been an honor working with Finding Our Voices to provide pro bono surgical services for patients desperately needing care along with caring and generous colleagues from around Maine. They have developed a network of providers who share their mission for compassionate care in support of providing a path forward and new opportunities for survivors of domestic abuse. It is my hope that more of my colleagues will join

Continued to page 21

“FINDING OUR VOICES” DONATED DENTAL WORK TOPS \$100,000.00 CONTINUED

Continued from page 20

me in this meaningful effort to bring smiles to those who need to smile the most.”

Finding Our Voices mitigates the isolation, stigma, and financial abuse that keep women and children trapped in domestic abuse. Its other programs include a groundbreaking poster campaign featuring the photo portraits of 45 Maine survivors including Governor Janet T. Mills, financial assistance and online support groups. It's 2024 “Let's Talk About It” tour includes stops at the Botanical Gardens in Boothbay Harbor, the Maine Irish Heritage Center in Portland, community colleges, universities and high schools, and with the Seacost Mission in June, the islands of Matinicus, Isle au Haut, and Frenchboro. For more information visit <https://findingourvoices.net/>



Dr. Shanna Gagnon of Gagnon Dental with Survivor Amanda Vogel, for whom she restored eight teeth, filled a cavity, and provided cleanings. “Everyone in the office,” Vogel said, “from the receptionists to the hygienists to the doctor made me feel welcome and worthy. I have gone through things people could not imagine. I had a lot of self-hatred and now, because of Finding Our Smiles, I have self-love.” Photo by Patrisha McLean



Dr. Rob Berube of Facial & Oral Surgery in Augusta with nurses from left to right Makenzie Hays, MaryAnn McGrath, and Abigail Wright, posing with their “Finding Our Smiles” appreciation plaque. Photo supplied by Dr. Berube.

MEMBER SPOTLIGHTS

The Member Spotlight is a way for MDA members to get to know each other, show appreciation and gratitude for their support and involvement in the profession. Do you know someone who should be recognized? Submit anonymously today!



<https://forms.office.com/r/VVGtV9CmaM>

KIDS CONVENTION

Friday, June 14, 2024

- 9am The Eras Bracelets
- 11am Whatever Floats Your Boat
- 1pm Magic Show
- 3pm Getting Groovy with Tie Dye
- 6pm Lobster Bake & Live Music*

Saturday, June 15, 2024

- 9am A Need for SPEED
- 11am Stuff-A-Bear
- 1pm Award Ceremony

Scan the QR Code for activity details



www.medentalce.org/2024kidsconvention

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CLASSIFIEDS

CLASSIFIED LISTINGS MDA NEWS

MEMBERS:

The Maine Dental Association offers classified listings in the quarterly MDA News and on the MDA website. Listings of up to 50 words are free of charge to member dentists. Each additional word costs \$0.25. Listings will run in one quarterly issue of the MDA News and for three months on the MDA website. Please contact the MDA Office to cancel your listing prior to requested run. If you wish to continue your listing, contact the MDA office, and if there are changes, resubmit the listing in writing by mail or email. MDA members may also purchase a boxed listing (printed MDA News only) with larger type and prominent placement for a reduced fee.

1 placement - \$50 2-3 placements - \$45 each 4 placements - \$40 each

NON-Members:

Listings of up to 50 words are \$50 per insertion. Each additional word costs \$.50.

For additional information, visit our website at <https://www.medental.org/publications/classified-ads>

The MDA News of the Maine Dental Association is published quarterly by the Central Office in Manchester, Maine, for circulation to members and friends of the Association. Opinions expressed by authors may not represent the official position of the MDA. Publication of an advertisement is not to be interpreted as an endorsement by the MDA unless specifically stated. The MDA News reserves the right to edit all communications. News, inquiries, or comments may be addressed to: MDA News, Maine Dental Association, PO Box 215, Manchester, ME 04351
Phone: 207-622-7900 E-mail: sbaird@medental.org, abelleflour@medental.org or tcahill@medental.org

Part-Time Dentist Opening

Sanford, ME

We have an opening for a Part-Time Dentist to join our fantastic, out of network, general dental practice located in Sanford Maine. Wonderful patient base that is growing by 10-20 quality new patients per month. Our team is extremely skilled, and we have fine-tuned our systems to allow our days to be highly productive without all the stress.

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