

**GDA**<sup>SM</sup>

# ACTION

July/August 2019

Georgia Dental Association



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**151st President**  
**Georgia Dental Association**



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## New Opioid CE Requirement for Dentists

New for 2019, the Georgia Board of Dentistry has made a new requirement for one CE hour on “the impact of opioid abuse and/or the proper prescription writing and use of opioids in dental practice.” All dentists must get this continuing education before renewing their license in 2019.

### PRESCRIBE A NARCOTIC? Yes? No? How Many?

#### Friday, July 12 ▶ Opioids



Noon – 1:30 pm | Lunch is included



\$59



Good Samaritan Health and Wellness Center  
Jasper, GA

#### Friday, August 9 ▶ Opioids and the Prescription Drug Monitoring Program



Noon – 1:30 pm | Lunch is included



\$59



GDA Office  
7000 Peachtree Dunwoody Rd, Building 17, Ste 200, Atlanta, GA

#### Friday, October 11 ▶ Opioids: Where Does the Dental Profession Fit In?



Noon – 1:30 pm | Lunch is included



\$59



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7000 Peachtree Dunwoody Rd, Building 17, Ste 200, Atlanta, GA

### ONLINE—ON-DEMAND OPIOID WEBINAR

Can't make it to our CE events, or prefer to get your CE online at your convenience? Fulfill your one-hour requirement by visiting [GAdental.org/CE](http://GAdental.org/CE) and download our Opioid Webinar. View it on your time and pass the brief online quiz and we will send you a CE certificate.

### WE'LL COME TO YOU

GDA has been delivering opioid CE throughout the state in 2019. If your clinic has the space to fit 20–30 or more for an education event, or if you know of a free venue near you, and you would be willing to host an event in order to have great local CE, please let us know. Contact Scott Piper, GDA Director of Continuing Education, at [scottp@gadental.org](mailto:scottp@gadental.org) or 404.636.7553 x128 for more information.

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\*Wall Street Journal: Tergesen, Anne. "401(k) Fees, Already Low, Are Heading Lower" May 5, 2016

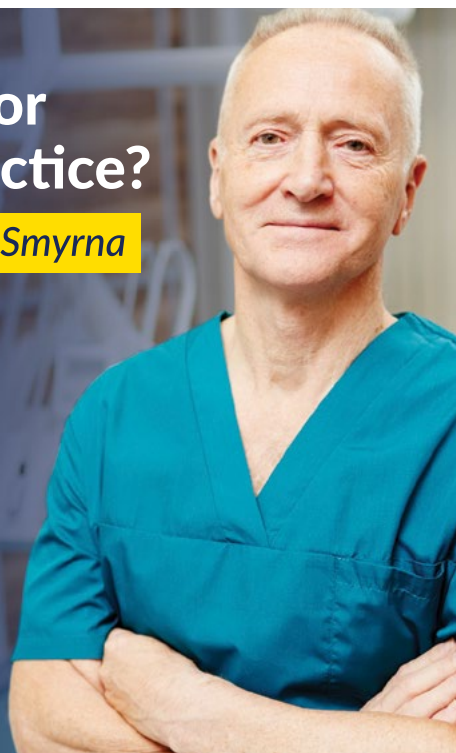
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**GDA ACTION seeks to be an issues-driven journal focusing on current matters affecting Georgia dentists and patients accomplished by disseminating information and providing a forum for commentary.**

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# UPCOMINGEVENTS

Visit [gadental.org/events](http://gadental.org/events) for the full GDA calendar.

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## Stop by the Exhibit Hall at the GDA Convention & Expo

### Thursday Welcome Reception

Have a drink and enjoy a bite while mingling with the exhibitors and sponsors that make our meeting possible. **Make sure to stay for door prize drawings and a \$250 cash giveaway.**

### Friday Happy Hour

Take advantage of the extra time to network and socialize with your colleagues. We will have free beer (via keg until it runs out). **We'll also draw for door prizes and a \$500 cash giveaway.**

Endless  
Summer!

## REACHUS

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### JULY 2019

- 18** NDDS New Dentist Event, Atlanta
- 19** GDIS/GDHC Board Meeting, GDA Office
- 24** GDA BOT Meeting, Amelia Island, FL
- 25** GDA HOD Meeting, Amelia Island, FL
- 25** GDA ADA Delegation Meeting, Amelia Island, FL
- 25-28** GDA Convention & Expo, Amelia Island, FL

### AUGUST 2019

- 2-3** Expanded Duties Course, LaGrange
- 9** Opioid Course, GDA Office
- 14** GDA Foundation Conference Call
- 14** NWDDS Long-range Planning, Marietta
- 16** Leadership GDA, GDA Office
- 16** NDDS/GADF Gala for Smiles, Dunwoody
- 21** NWDDS Awards/Nominating Committee Meeting, Marietta
- 21** ADA 5th District Caucus, Atlanta
- 23** Tax Code CE Course, GDA Office
- 27** NWDDS Member Summer Event

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## LEADERSHIP



**DR. KUMAR PATEL**  
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**President  
John F. Kennedy  
described it best,  
“Leadership and  
learning are  
indispensable  
to each other.”**

There is no end in literature on opinions, traits and qualities of leadership. My recent business school class has just overwhelmed me on this topic. One can just regurgitate wonderful words and descriptions from academic write-ups and it would make the perfect college-style paper.

However, what does leadership mean for us as an organization and as clinicians who run practices and lead a team on a daily basis? There is a leader in every one of us. There is a team player in every one of us. No dentist can function without these two qualities. He or she may not realize it, but the truth is we lead every day. For me, leadership is nothing more than a few basic qualities that tend to inspire and find solutions.

No problem can be solved without understanding it and working with others. Understanding requires listening, listening, listening. One can hear, but can one listen? Listening involves more than understanding words. There is a message in expression and body language of people and a leader must seek out that message. Listening involves asking questions and getting to the bottom of the true message someone wants to convey. Every dentist and dental team member does this on a daily basis. Patients can't always express their concerns and we read beyond their words. When necessary, we help them craft an expression that gives a clearer understanding of expectations.

This, fundamentally, creates an understanding of problems. Finding solutions requires an understanding of options and understanding options requires asking the right questions and listening to the right people. By now, one point is probably clear: Listening is probably the most important quality for a leader. Being receptive to suggestions is just as important. Solutions often require a team effort and no team can work without mutual respect for the role of each member and an understanding of the importance of each team member.

In short, leaders tend to listen, seek understanding of problems, bring teams together and find solutions. Finding

solutions and executing is another issue and requires the ability to inspire.

This perhaps remains a differentiating factor among leaders and their relative success. Inspiring someone takes more than a smile. However, a smile may be a good start. Listening with patience leads to further mutual respect even with your adversaries. Finding a common value that brings you to mutual respect can create a healthy working relationship. This is where leaders tend to differentiate. They can bring a team of individuals with common core values to solve problems. They seek out a common ground from where they can work with even an adversary.

In my opinion, leadership is not some special skill, rather an understanding of a few basic values and practicing them on a daily basis. Together we can achieve a lot and the way to form a bond is understanding each other and respecting each other. I have seen this in our leadership at GDA and at the district level for many years.

Many of our leaders show these traits at variable levels and it seems to be the common thread with most members of our board of trustees and staff at GDA. Our success as an organization has a lot to do with this. To an extent, dental training also has a lot to do with it. We all must listen to our patients, listen to our team members, work with other professionals and find a productive solution for our patients. Listening, respect, and communication are qualities we all possess. The only difference is the level in which we develop these qualities. In many ways, leadership is a commitment to understanding, learning, and finding a collective solution.

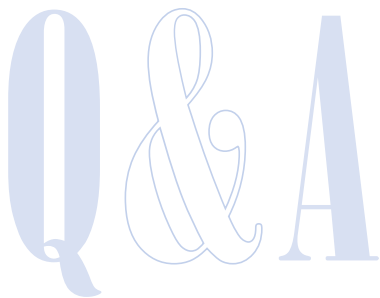
President John F. Kennedy described it best, “Leadership and learning are indispensable to each other.” 🦋

A handwritten signature in black ink, appearing to read 'CS Patel' with 'Dr. Kumar Patel' written in smaller text to the right.





**SCOTT LOFRANCO**  
GDA General Counsel &  
VP of Government Affairs



*If you have any questions about the information in this column, please email me at [scott@gadental.org](mailto:scott@gadental.org) or call the GDA office at 404.636.7553 x103.*

**Each month we publish responses to some of the more frequently asked questions by GDA members. We hope you and your staff find this column to be a useful resource.**

### **Q:** What are the Board of Dentistry's requirements for closing one's practice?

In 2016, the Board formally adopted a document entitled "Guidelines for Practice Closure" with the following recommendations, which can be found on its website, here: <https://gbd.georgia.gov/documents/applications-and-forms>.

**"Requirement of Notice to Patients:** A retiring dentist or a dentist selling his/her dental practice must notify current and previous patients in advance of the retirement or sale. The dentist must notify all patients of record. Notice shall be sent to all current patients at least fourteen (14) days in advance to the last known addresses of the patients.

**Form of Notice to Patients:** At a minimum, notice shall include:

- The date that the sale or retirement shall become effective, and the date on which the dentist/patient relationship may resume, if applicable;
- A location at which the patient may receive emergency dental care for at least thirty (30) days following the termination of the dentist/patient relationship;
- A statement of further dental treatment required, if any; and
- A means for the patient to obtain a copy of his/her dental records.

**Public Notice:** The Board also suggests that a retiring dentist or dentist selling his/her practice announce the sale or retirement in a newspaper of general circulation in a county where s/he practiced at least once a week for at least four (4) weeks to contact patients whose records the dentist still maintains, even though those patients may not have visited the practice in the previous year.

**Retention of Patient Records:** A retiring dentist or a dentist selling his/her practice is not required to keep his/her patients' records for ten (10) years under O.C.G.A. §31-33-2(a)(1)(B)(i), but s/he shall not cause or permit the destruction of any patient's records without first providing not less than fourteen (14) days of notice to the patients records under Ga. Comp. R. & Regs. r. 150-8-.01. The Board suggests waiting a minimum of ninety (90) days to allow patients to obtain their records prior to any final disposition.

**Destruction of Patient Records:** The Georgia Board of Dentistry does not endorse a particular method of destruction of patient records.

**Sale of Patient Records:** Patient records should be transferred to the dentist of the patient's choice and/or to the patient, if the patient so requests. At no time should a dentist transfer any patient's record to an unlicensed party. Aside from a patient or his/her representative, only a dentist actively licensed in Georgia may control or maintain the custody of a patient's dental records."

## Q. If I administer an oral sedative to help calm a patient before he receives treatment in my office, am I required to obtain a conscious sedation permit in Georgia?

It depends. “When the intent is minimal sedation (anxiolysis), which is defined as a minimally depressed level of consciousness that retains the patient’s ability to independently and continually maintain an airway with unaffected ventilatory and cardiovascular function and respond normally to tactile and verbal stimulation, a permit for conscious sedation is not required. See Georgia Board of Dentistry Rule 150-13.01 “Conscious Sedation Permits.”

Furthermore, “When the intent is minimal sedation for adults, the initial dosing is no more than the maximum recommended dose (MRD) of a drug that can be prescribed for unmonitored home use. Nitrous oxide/oxygen may be used in combination with a single enteral drug in minimal sedation. For adults, supplemental dosing that may be necessary for prolonged procedures should not exceed one-half of the initial drug dose and should not be administered until the dentist has determined that the clinical half-life of the initial dosing has passed. The total aggregate dose must not exceed 1.5x the MRD on the day of treatment. The use of preoperative sedatives for children (age 12 and under) except in extraordinary situations must be avoided due to the risk of unobserved respiratory obstruction during transport by untrained individuals. Children can become moderately sedated despite the intended level of minimal sedation. Should this occur, the guidelines for moderate

sedation apply. For children, the American Dental Association supports the use of the American Academy of Pediatrics/American Academy of Pediatric Dentists Guidelines for Monitoring and Management of Pediatric Patients During and After Sedation for Diagnostic and Therapeutic Procedures.” Id.

However, if the intent is moderate sedation, which is defined by Board the rule as, “a drug-induced depression of consciousness during which patients respond purposefully to verbal commands, either alone or accompanied by light tactile stimulation. No interventions are required to maintain a patent airway, and spontaneous ventilation is adequate. Cardiovascular function is usually maintained,” then the dentist must obtain a conscious sedation permit. Id. The Georgia Board of Dentistry issues two (2) types of conscious sedation permits:

1. **Moderate Enteral Conscious Sedation Permits** apply to any technique of administration in which the drugs are absorbed through the gastrointestinal tract or oral mucosa, i.e. oral, rectal, and sublingual.
2. **Moderate Parenteral Conscious Sedation Permits** apply to any technique utilizing multiple sedation modalities, including intravenous, enteral, parenteral, and inhalation.

---

*For more information about the Board’s sedation rules, please visit: <http://rules.sos.ga.gov/gac/150-13>*

## Q. My son came down with a cold at school. Am I allowed to prescribe him an antibiotic?

No. Georgia Board of Dentistry Rule 150-8-.01, “Unprofessional Conduct Defined,” states in paragraph (g) that the “prescribing of drugs for other than legitimate dental purposes” is considered unprofessional conduct and could subject the prescriber to disciplinary action by the Board of Dentistry if reported. 🦷

---

*If you have any questions about this article, please contact Scott at [scott@gadental.org](mailto:scott@gadental.org) or call him at 404.636.7553.*





## Welcome New Members!

The following members joined GDA in April.

**Matthew Alvarez**  
*Northern*

**Jimmy Blount**  
*Northern*

**David Graham**  
*Northern*

**Haylee Humes**  
*Eastern*

**Andrew Kurialacherry**  
*Eastern*

**Nancy Lin**  
*Northern*

**Nicholas Mosley**  
*Northern*

**Eric Rader**  
*Northern*

**Noelan Schafer**  
*Northern*

**Cassandra Stewart**  
*Northwestern*

**Richard Waddell**  
*Central*

**Keith Williams**  
*Northern*

## GDA Members Host Seventh Annual Free Day of Dentistry Event

The Godley Station Dental team—Dr. Matthew Allen, Dr. Catherine Hatch, Dr. Heather Duffy and Dr. Joshua White—along with volunteers from Dentistry from the Heart offered free dental work on Friday, April 26 in Pooler, Georgia. They were able to provide an estimated \$45,173 of donated dental treatment to 167 patients.



## Georgia School of Orthodontics Awards Four Local Children with Complimentary Orthodontic Care

In celebration of the Georgia School of Orthodontics' three-year anniversary in the Atlanta community, the school has relaunched their Gift of a Smile Program by partnering with Sandy Springs Public Schools and Gwinnett County Public Middle Schools to provide four students with complimentary braces. The schools will submit nominations for this year's recipients. The schools with the most nominations will also receive free school supplies for their classrooms.

## Summer Mission Trips

Many of our members are participating in dental mission trips over the summer.

*We'd love to hear from you!*

Please email [meg@gadental.org](mailto:meg@gadental.org).





## GDA Members Provide Oral Health Screenings to Georgia's Foster Children

Dr. Rhonda Hogan and her team performed free oral health screenings for foster children in association with the Integrated Health Center of Georgia's (IHCG) foster parent health education program held at the Fit Club in Suwanee, Georgia on May 18. IHCG is an organization that works with local county Department of Human Services offices to help provide support services for foster children and foster parents, with a focus on behavior and mental health.



## Special Olympics, Special Smiles Program Volunteers Shine at the 2019 Summer Games

Thank you to the wonderful volunteers at the Special Olympics Summer Games on May 18, who made it possible for us to provide oral health screenings, fluoride treatments, sealants, sports mouth guards, oral hygiene instructions, and nutritional counseling to well over 200 special needs athletes.



**August 17**

**Special Olympics,  
Special Smiles  
Masters Bowling**

Warner Robins, GA

UPCOMING EVENT

Register at [gadental.org/foundation](http://gadental.org/foundation).



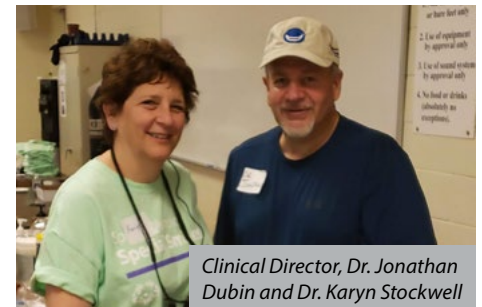
Dr. Martin Krieger



Dr. Joy Jen



Dr. Guy McMaster



Clinical Director, Dr. Jonathan Dubin and Dr. Karyn Stockwell

**If you're interested in volunteering or you'd like to learn more about these opportunities, please contact Megan Capaldo at the GDA Office.**





*Pictured: Dr. Felix Maher and Dr. Darron Alvord*

## Southeastern District holds Spring Business Meeting and CE Event

The Southeastern District held their spring meeting on May 17 at the Mighty Eighth Air Force Museum in Pooler, GA. The event consisted of a business meeting and luncheon followed by two continuing education courses—Maximizing your Success in Treating Ailing Teeth and Implants led by Dr. J. Kobi Stern and Navigating Pain Management During an Opioid Crisis led by Marisa Strychalski, Assistant Professor of Pharmacy Practice at South University.

## DCG Awards Ceremony

GDA staff presented Dr. Carole Hanes with the GDA Outstanding Faculty Award and Alex Howell with the Outstanding Student Award at the DCG Senior Awards Ceremony on May 9.



## Dental College of Georgia Graduation

Congratulations to the class of 2019. Welcome to the dental profession. Family, friends, and faculty gathered to celebrate the culmination of four years of hard work for the hooding of 86 dental graduates.



*Dr. Jonathan Dubin with son, Dr. Zach Dubin.*



*Dr. Robin Reich with daughters, Alena, Megan and Stacey.*



*Drs. Zach Dubin, Elisse Mackey, John Hann, Mac Morrison, and Colin Stone celebrate the end of dental school.*



# In Memoriam

We remember the exceptional dentists of GDA that passed January–May 2019:

**Edwin R. Burnette**  
*Northern*

**Ray T. Gable**  
*Northwestern*

**Michael H. McCary**  
*Northwestern*

**S. Craig Taylor**  
*Eastern*

**Leon T. Thompson**  
*Southeastern*

**Robert H. Wright**  
*Central*



**Dr. Craig Taylor**

On February 21, 2019, GDA members attended the funeral of Dr. Craig Taylor. All who attended looked back on the life of Dr. Taylor with fond memories.

During his 40-year dental career, he provided care to thousands of patients and served as a leader in the community. He served on the Monroe City Council; Water, Light, and Gas Commission and the Development Authority of Walton County. He also served as past president of the Monroe Rotary Club and served on the executive board of directors of the Northeast Georgia Council of the Boy Scouts of America. A long-time member of the Georgia Dental Association, Dr. Taylor served as past president of the Eastern District as well as on the GDA Board of Directors at the time of his passing.

The GDA extends our sincere sympathy to all of the family and friends of our dearly departed members.



The Gatsby GALA for Smiles  
**ROARING FOR A CAUSE**  
Dunwoody Country Club | August 16, 2019 | 6:00 - 10:00 pm  
Benefiting the Greater Atlanta Dental Foundation

## GET YOUR TICKETS FOR THE 2019 GALA FOR SMILES

Get ready for an evening of Gatsby and Giving! Tickets are on sale now for our annual fundraiser for the Greater Atlanta Dental Foundation. This year, we'll be celebrating with a Gatsby themed party at Dunwoody Country Club while raising funds for charitable clinics in our community.

**TICKETS ON SALE AT [NDDS.ORG/GALA](https://ndds.org/gala)**

The Gala for Smiles gathers 200 members of the dental community together and will feature a thrilling live auction, VIP pre-gala event, and the return of our favorite auctioneer, Dean Crownover.

**Come dressed in your favorite Gatsby-inspired outfit.**



## Georgia Prescription Drug Monitoring Program (PDMP) Updates

The Georgia Prescription Drug Monitoring Program recently received a federal grant to begin integrating its data with electronic health record systems.

This integration will facilitate PDMP data as part of clinical workflows for both physicians and pharmacists and allow quarterly PDMP Prescriber-only reports to be issued to providers (no reports will be issued to dispensers or delegates).

**Benefit:** Quarterly PDMP Prescriber reports will be useful

for increasing awareness of the prescriber's own opioid prescribing patterns.

*Please contact Scott Lofranco at the GDA office if you have any other questions or concerns about the notice.*

## New ADA Brochure Explains Importance of HPV Vaccine to Patients

Oral Health and the HPV Vaccine provides patients with basic information about how the human papillomavirus (HPV)



vaccination helps protect against infection from a virus that may lead to cancer.

In addition, this brochure:

- Explains that experts say the HPV vaccine, available since 2006, could prevent nearly 90% of HPV-related cancers in the United States
- Discusses who should get the vaccine, when, and how many doses are needed based on CDC recommendations

*To order this new informative brochure, visit [ADAcatalog.org](http://ADAcatalog.org) or call 800.947.4746.*

## HHS Reduces Annual Penalty Caps for Some HIPAA Violations

The ADA News reported HHS revised the annual penalty caps for HIPAA violations, according to an April 30 release from the department's Office of Civil Rights. Until further notice, "annual caps on penalties for a violation of a HIPAA requirement or prohibition will range from \$25,000 for an unknowing HIPAA violation; \$100,000 for a HIPAA violation due to reasonable cause but not due to willful neglect; \$250,000 for willful neglect corrected within 30 days; and \$1.5 million for willful neglect not corrected within 30 days." The department previously applied a uniform \$1.5 million cap across the four categories of violations.

*The ADA Complete HIPAA Compliance Kit can help dentists design and implement a comprehensive program for HIPAA compliance. Readers can save 15% on the HIPAA kit and all ADA Catalog products with promo code 19116 until July 26. To order, visit [ADAcatalog.org](http://ADAcatalog.org) or call 800.947.4746.*

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# 7

## WAYS

TO IMPROVE  
dentist-patient  
COMMUNICATION

**1. Don't do all the talking.** Ask your patients how they are, if they're having any problems and listen carefully to what they say.

**2. Begin with an outline.** Start your discussion with the big picture and work your way into more detail, asking your patients if they have any questions along the way.

**3. Appeal to the patient's values and priorities.** If your patient mentions a preference for treatment, such as a long-term solution or a quicker, lower-cost solution, mention that in your discussion. For example, you might say, "You mentioned you preferred a long-term solution. That's why I'm recommending a gold crown. It's more durable than the other choices." While reflecting their preference, do not ignore explaining other options. Dentists should disclose all options available to a patient in order to allow the patient to make an informed decision regarding treatment.

**4. Don't refer to teeth by number.** Referring to teeth by number is a big no-no in dentist-patient etiquette. Call teeth by their names and reference their location: "The very back molar on your right side."

**5. Don't tell patients what you would "like" to do.** Be direct when explaining your treatment plan. "The ideal treatment is ..." or "The treatment I would recommend for my own family ..." is much better than saying, "What I'd like to do ..."

**6. Use patient examples.** Personalize your recommendation by referring to other patients who've had similar treatments. Do be mindful not to disclose identifying information when using their case as an illustration.

**7. Mention the benefits.** Describe the positive aspects of your suggested treatment plan: "By taking care of your gums, you'll have a good chance at saving those two back teeth."

# 6

## WAYS

TO IMPRESS  
your patients

**1. Give the patient more than they expect.**

Work with your dental team to ensure that all communication with your patient is respectful and that every interaction is prompt and thorough.

**2. Let the patient know if you're running late.**

If you're running behind, most patients will be impressed if you take a few seconds to poke your head into the waiting room and let them know when they can be expected to be called.

**3. Stay informed so you know what oral health issues or treatments are popular.**

Keep up-to-date on the treatments that are being talked about in the media. Your patients may ask you about a treatment they read about or heard on television. The Science in the News section of the ADA website is a good place to start.

**4. Read the local papers to find items relating to your patients.** Are your patients experiencing big events in their lives like

marriages, births, deaths and notable anniversaries? These kinds of events are usually documented in the local newspaper. It would be a nice gesture on your part to send out cards to patients who have recently had a major event in their lives.

**5. Provide children with a treat after (or before) treatment.** Children are usually encouraged by the "treat" they will receive at the end of their appointment, such as a sticker, pencil or other item, but stick to inexpensive items to avoid anti-kickback statutes. If the procedure is particularly difficult, you may even consider letting them pick out a small stuffed animal to keep them company while they are in the dental chair.

**6. Make short follow-up calls to your patients after a difficult procedure.** When you call a patient at home after an invasive procedure, you'll be seen as a caring doctor and they may be more likely to refer you to family and friends based on your one-minute phone call to see how they're doing

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## Safety Tips to Prevent *Hearing Loss*

*Sensorineural hearing loss is not  
reversible, but it is preventable.*





## FINDING SUCCESS

Continued from page 19

Dentists are exposed to the noise of handpieces and ultrasonic scalers, at levels of 60–99 decibels. While this level of noise presents only a minimal risk of hearing loss, sustained exposure can result in sensorineural hearing loss. Just as you tell your patients to brush and floss to prevent oral diseases, you can practice what you preach and adopt some preventive measures to preserve your hearing.

Sensorineural hearing loss is not reversible, but it is preventable. Exposure to high-frequency, noisy equipment is unavoidable in a dental practice, thus prevention is the key to protect and preserve your hearing.

Learn to recognize the symptoms and causes of this workplace hazard. Follow the easy and prudent tips at the end of the article to prevent hearing loss before it has even started.

### Symptoms

Sensorineural hearing loss results in diminished intensity of conversation and other sounds, sound distortion, and difficulty understanding complex sounds. High tones are particularly difficult to hear, and enunciations of the letters s, f, and z may not be heard at all. Furthermore, it may be difficult to hear conversation in a noisy room or where there is surrounding environmental noise. In some cases the hearing loss may be accompanied by tinnitus (ringing, buzzing or other noises in the ear). The degree of hearing loss may be mild, moderate or severe.

### Causes

Sensorineural hearing loss is only one of several types of hearing loss. It is usually due to damage to the corti hair cells in the cochlea. The hair cells may be damaged by medications, infections, or

trauma to the ear, but a common cause is the trauma of loud noises exceeding 90 decibels. Loud noises heard frequently or regularly, over a period of years, can gradually damage the hair cells.

An important factor for any dentist to consider is that you are exposed to the noise of dental equipment for 15–45 minutes at a time, several times a day, over a period of many years. Although the 90–99 decibel level of noise that is produced from some pieces of dental equipment may pose a relatively minimal risk to hearing, the daily exposure to that level, over years, may contribute to damage to the hair cells in the cochlea. In general, exposure for eight hours or longer to noise levels between 85–90 decibels is harmful. The diagnosis of a sensorineural pattern hearing loss is made through audiometry.

### Tips for Preventing Noise-Induced Sensorineural Hearing Loss

- When using dental equipment, wear ear plugs or noise-cancelling (over-the-ear) headphones. Read more about hearing protection devices from the ADA Professional Product Review.
- In selecting dental equipment, consider its noise level as a factor in your purchasing decision.
- Have your hearing tested to establish a baseline of the status.
- Monitor your hearing acuity on a regular basis to have any problems correctly diagnosed and to benefit from early intervention. 🦧

#### Other Resources:

American Speech Language Hearing Association  
*Noise Induced Hearing Loss in Dental Offices*

*The above content was taken from "Safety/Ergo Tips: Hearing Loss" that was developed through OSHA's Alliance Program as a product of the OSHA and ADA Alliance. It's intended for informational purposes only. It does not necessarily reflect the official views of OSHA or the U.S. Department of Labor.*

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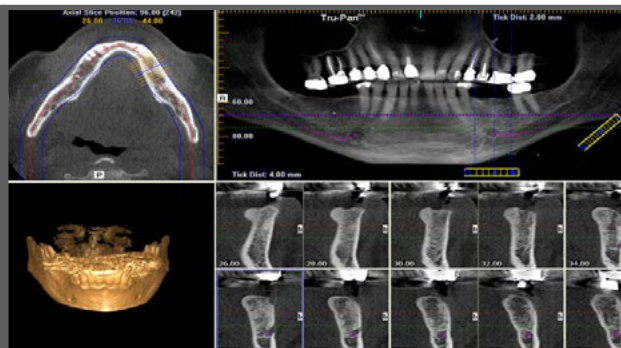
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GDA is continuously recognized as one of the strongest organizations under the Gold Dome because of the support of our members. In 2019, GDA successfully:

- ✓ **Passed legislation to help dentists identify insurance plans that are required to comply with Georgia's prompt pay and assignment of benefits laws**
- ✓ **Worked with Rep. Lee Hawkins to create a House Study Committee on the healthcare provider reimbursement process in Georgia (includes dentists)**
- ✓ **Secured a 3% dental Medicaid fee increase for specific restorative codes**
- ✓ **Advocated to make rural dentists who treat Medicaid patients eligible for the state's Malpractice Premium Assistance Program**

**Your donation to the Georgia Dental Association Political Action Committee helps us communicate our concerns to candidates for state office, and fight for the safety of your patients and your profession in Georgia.**

*Contributions can be made by personal check payable to "GADPAC" and mailed to the GDA office, 7000 Peachtree Dunwoody Road NE, Suite 200, Building 17, Atlanta, GA 30328.*

**Learn more at [gadental.org/gadpac](http://gadental.org/gadpac).**

\* The Georgia Dental Political Action Committee is a non-profit, non-partisan organization. All GADPAC contributions are voluntary and are not limited to the above amounts. No one will be favored or disadvantaged based upon the amount of, or failure to make a contribution. Contributions are NOT deductible for federal income tax purposes. State law requires political committees to report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$100.00 in a calendar year.



**Dr. David Bradberry**  
**GDA Outgoing President**

**I am very thankful  
to all our members  
and leaders in the  
districts who played  
a role in planning  
for a strong and  
relevant association  
in the future.**

## REFLECTIONS ON THE PAST YEAR

First, I would like to say thank you to all the members. It has been my honor and privilege to serve as your president. Over the past year, I have had the opportunity to travel to all the districts and meet with many of you. I renewed old friendships and made new friends. I learned first-hand what your needs and wants are for the GDA and your practices, allowing me to continually improve what we are doing for the members. It has been both challenging and rewarding. Everything we did was with our GDA members as the central focus. When any situation or topic arose, we always asked, "What is best for GDA member dentists and what would they want?"

The past year has been extremely successful for your association. Membership remains strong and growing and our social media presence grew by double digits. The GDIS health and insurance programs increased in participation and the supply company, IDBG, saw growth. We also had a very successful session under the Gold Dome for the third year in a row. We are well liked and respected there.

To ensure longevity and growth of GDA, my focus as president was sustainability of the association. Together with the board, house, and district leadership, we looked at new initiatives to address leadership recruitment and retention, shared ideas and best practices, and created a GDA District Toolkit to aid our leaders in finding, cultivating and training our leaders for the future. We also expanded our Spring PE Conference into a robust District Leadership Conference in order to better equip our incoming leadership for success.

We have also been setting the stage to take advantage of opportunities in insurance including captives, third party payer/dental benefits issues and negotiated reimbursements. Together with the GDIS Board, we have begun a feasibility study to investigate insurance captives, and we will be initiating a new Task Force on Third Party Reimbursement at the July HOD meeting.

GDA continues to successfully execute on our initiatives in the 2016–2020 strategic plan, and we also began preparing for development of our 2021–2025 strategic plan this past year. The BOT/HOD participated in roundtables to identify critical issues and to discuss future challenges, possible opportunities, potential new services, and the evolution of the profession. We conducted a membership survey on GDA member value to ensure our association continues to meet the needs of our member dentists. We have reached out and are working with other dental groups to invite all dentists to join us in charting a wonderful future for all dentists of Georgia.

Over my term, we made the future our focus. I am very thankful to all our members and leaders in the districts who played a role in planning for a strong and relevant association in the future. They are the backbone and strength that kept me going. Be sure to say thank you to the board members, delegates and district leaders when you see them.

We have accomplished much, but there is no time to rest yet. We must continue to look to the future, constantly evaluate and consider new ideas, and be always mindful to consider what do the members now and in the future want. To the GDA staff, I want to say thank you, you have been my lifeline. The officers, board, committee chairs, you are the drive that makes it all work. Thank you all for a truly great year that has yielded accomplishments beyond our wildest dreams. It is my honor to serve all of you. 🙏



# GDA President's Tulip Time River Cruise Trip



By Janet Bradberry

*Dr. Bradberry chose a Tulip Time River Cruise for his GDA president's trip—and what a trip it was!*

Arriving in Amsterdam a day before our cruise departed, we all met in the Jordaan district for a fun photoshoot in the evening. Lots of hilarity—and a truly lovely, unique way to kick off the trip.

The AmaPrima, our home for the next seven nights, was a floating sanctuary from which we explored the many quaint and interesting cities in the Netherlands. On the first night of the river cruise we were treated to a special private tasting menu which included three appetizers, a champagne sorbet intermezzo, three main courses and decadent desserts. Delicious regional wines were paired with each course—ensuring that we had a splendid time!

Walking and biking tours in each port were an option—or just staying on board and sipping on amethyst crystal water while the earth continued to spin. Enchanted by the beautiful blooms and ancient architecture, we ventured out to discover places together. From lectures at a working Tulip Farm to the

magical canals, celebrating Spring in Europe brings with it a such a sense of excitement and wonder. And then of course there's the beer, Belgian chocolates, warm waffles and array of delicious cheeses!

During the day, we explored the sights in Hoorn, Middelburg, Ghent, Bruges, Antwerp, and Rotterdam—and in the evenings we dined on elegantly presented four course meals and enjoyed the local entertainment. Our final tour was to the magnificent, world renown Keukenhof Gardens, where the beauty and spectacular display of millions of flowering tulips spread over 70 acres is enough to take ones breath away.

We all had a such a good time on the trip. A special thank you to our travel agent, Elaine Bylos, from Jet Sail Explore. Not only did Elaine make sure our pre-travel arrangements went off without a hitch, but she also traveled with us to make sure that we were pampered and well cared for every step of the way. 🍷



# MEET DR. EVIS BABO

## GDA's 151st President

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### *Focus for the Year Ahead*

**GOAL 1:** Member involvement and participation

**GOAL 2:** Leadership recruitment and retention

**GOAL 3:** Organizational sustainability



# Turning Awareness into Action

## PATH TO DENTISTRY

Most dentists follow a similar career path, but that definitely was not the case for me.

I was born in Albania, which is a small country in Eastern Europe. After finishing dental school in my native country, I came to the United States through an immigration program set up by the US government. Selected people are invited to come to the United States through a visa program and after five years they can apply to become US citizens. I took advantage of the opportunity and continued my dental education and career through the Advanced Standing Program at Boston University, Goldman School of Dental Medicine. My family and that great Southern charm drew me to Atlanta to live and practice dentistry.

From the start, I wanted to open my own office, but of course that goal seemed daunting considering student debt and the unknown process of building a practice. I took the first step on my path by working for a corporate dental practice. Soon after, I realized I wanted my own practice and started looking for the ideal office space. I did not have any experience creating and owning my own business, but I had the passion, the drive and the energy to embark on this endeavor. Thus, the journey began with the first step of locating my future office in the Buckhead area of Atlanta.

I will never forget the first day I opened the doors of my own dental office. My parents had placed a Nike encouragement sign near the door that said, "Go Elvis."

I kept looking at the empty office, void of patients, and a phone that, of course, was not ringing. For a moment, I was overwhelmed by the reality that all of this depended on me!



Childhood photo of Dr. Babo

However, if you know me, you know I welcome a challenge and moments like these only give me the strength to take the next step forward and to overcome any barriers.

Now, after 16 years of owning and running my own practice, I look back and think: "What if I had never crossed the ocean and moved to this great country? What if I have never applied to dental school? What if I had allowed the fear of debt and the unknown from building my office and following my passion?" I am happy to have taken all those steps and to be where I am at the moment. I love dentistry and I am blessed to live here, where there are so many grand opportunities.

I am happily married to Stephen Weizenecker. We are blessed to have two beautiful daughters, Eve and Erin. Even though Steve and I grew up very differently and in different parts of the world, we have managed to create a solid family philosophy when it comes to raising our kids. Our faith is the cornerstone of our family. We constantly remind our children that we love them.

We want them to see that everything we have achieved was through our hard work and dedication to our faith, family and professions. We want them to never be afraid to try. We also connect as a family through travel and discovering the world, finding time to relax, while disconnected from technology and to read books.

Much of my immediate family lives here in Atlanta. As with most Mediterranean families, we are very close and spend lots of time together. I cherish every moment when we get together and hope our family traditions continue for generations to come.

## INVOLVEMENT IN ORGANIZED DENTISTRY

I got involved with organized dentistry early in my dental experience when I joined ASDA. Before long, I was elected to be the Program Coordinator at my dental school, where I organized continuing education for students



Dr. Babo with her husband, daughters and parents

through ASDA and sometimes wrote articles for the newsletter.

When I moved back to Atlanta, I paid my dues but was marginally involved with organized dentistry until I saw an ad in the ADA News from the Institute for Diversity in Leadership ("IDL"). They were seeking candidates with diverse backgrounds who wanted to participate in leadership and through the program enhance their skills. I applied and was accepted in the first round. Participating in the IDL program was the exact fulfillment I needed to become encouraged for what was to become my future.

The IDL program gave me a different perspective about dentistry as a whole. It opened my horizons to a broader spectrum and taught me to be more forward thinking. As part of the IDL program, I started leading a self-selected service project in Atlanta which evolved into the Georgia Dental Diversity Group, Pre-Dental event. This training also put me on the path to my long-lasting relationship with the Georgia Dental Association.

Over the years I have held different leadership positions with the Hinman Dental Society, Northern District Dental Society, Pierre Fauchard Academy and Georgia Dental Association. I have enjoyed meeting many great dentists, who I have admired and have tried to model their passion for dentistry.

Volunteerism is a great asset we have very carefully cultivated over the years in organized dentistry. Dentists are not only entrepreneurs, but we are also philanthropists with a burning desire to

»



## DR. EVIS BABO

*Continued from page 25*

give back to our communities through our skills. Events like “Give Kids a Smile,” “Georgia Mission of Mercy,” and “Donated Dental Services” are just a few initiatives that demonstrate our altruistic spirit.

### GDA IN ACTION

The Georgia Dental Association is unique and rich in history. Throughout this history, we have been an organization showing strength in advocacy, protecting our members and valuing our patients’ best interests. Members receive ever increasing value from their membership through participation in our health insurance and business insurance, the Association’s private dental supply buying group, and GDA sponsored continuing education. Dentists who are considering signing contracts with insurance companies or DSOs, can call the GDA for help from our outstanding legal team. We have a peer review team that aims to mediate a patient dispute before it turns into a lawsuit. Working on your behalf, GDA protects you practice and patients through legislative advocacy. Additionally, GDA has a robust public relations campaign that shines a positive light on dentists and dentistry. These are just a few of the many benefits to help all members succeed.



*Dr. Babo with Rep. Drew Ferguson and Dr. Richard Weinman at ADA Lobby Day in Washington, DC.*

While our profession faces rapid changes and constant pressure from third party entities, it is important we stay together and to remain strong. The three prongs of the Tripartite (ADA, GDA and district dental societies) need

to constantly evolve in order to meet the demands of our membership.

How do we keep the Tripartite intact and strong?

The goals below reflect endeavors that I believe will help us stay strong. But to move the association forward, we must lead not by words, but by actions. As president of the GDA, I am going to lead by example and together we will accomplish the following goals.

### MEMBER INVOLVEMENT AND PARTICIPATION

- Attract more members to district meetings utilizing personal invitations from leadership and the District Welcome Teams.
- Outreach to non-members, helping them to understand the value of organized dentistry and encouraging them to attend a district meeting.
- Improve district meeting formats for better member engagement, and track attendance to measure success. Make meetings more accessible to members utilizing technology when possible.

### LEADERSHIP RECRUITMENT, RETENTION AND SUCCESSION

- Cultivate members who want to be more involved in leadership and identify specific roles for them at the district and/or state-level. Utilize the Leadership GDA Program as a potential source for new leaders.
- Develop job descriptions for volunteer roles in order to better recruit qualified, committed and informed volunteers who have a full understanding of the expectations for each position.
- Create term limits to allow volunteers to take a break and to provide more opportunities for new leaders. Have faith in the new volunteers and be available to mentor them along their path.

### ORGANIZATIONAL SUSTAINABILITY

- Continue to prepare for GDA’s next 5-year strategic plan (begins in 2021).
- Develop additional sources of non-dues revenue and services that add value for our membership.
- Utilize membership surveys to increase our knowledge of members’ wants,

needs and issues in order to make strategic decisions that are in-line with the desires of our membership.

I thank all of you for allowing me the opportunity to serve as your president. As I start this journey, I ask for your assistance and advice in helping our association succeed.



*Dinner with mentor and friend, Dr. Terry Dickinson and his wife, Lila.*

I want to get more people involved in our association. We, the GDA leadership, and I will be contacting each district leadership team to identify practices with dentists who are not yet GDA members. Together, we want to stop by and invite them to become members. We want to invite them to meetings and commit to nurturing these new relationships.

The grassroots movement is an important element of my presidency as I want to open the door to all our members and potential members. I, with your help, want them to feel a sense of belonging and pride in their association and their profession. I want them to believe that the Association has their best interest as our mission.

For our current members, we want to show them how organized dentistry can fit into the equation of their busy lives. We all place a high value on a healthy work-life balance, but the profession needs leaders to continue to be strong.

I am committed to continuing our advocacy priorities and strengthening our association through growth and the protection of organized dentistry, while helping us achieve a better work life balance.

I look forward to seeing you at your district meetings. 🍷

*Evvis*

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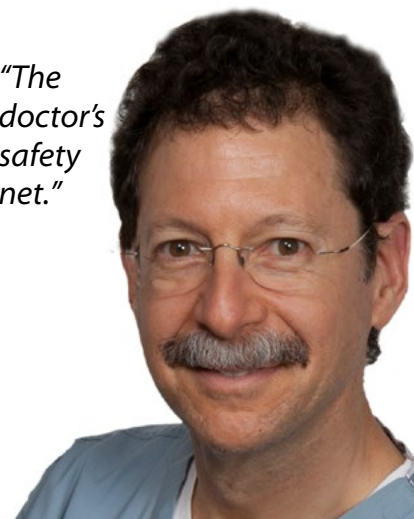
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# Incoming District Presidents

## Eastern District



## Dr. Bill Bachand



I am married to my wife, Rhonda, and we have five children, eight grandchildren, three Yorkies and two cats. In my free time, I enjoy golf, skiing, travel, and the beach. I graduated from the Marquette University School of Dentistry in 1979 and practice in Augusta.

### Organized Dentistry

I joined GDA in 2013. I have been a member of the ADA since 1979 as a member of the Federal Services. When I retired from the Army in 2013, I planned to keep my ADA membership and finally joined a state organization. I have served as Vice President, President-Elect and President of EDDS as of July 2019. I also have served as Trustee for the GDA Board of Trustees, a member of the GDA Foundation and chairperson of Facilities for the 2018 GMOM in Augusta.

### Current Challenges in Dentistry and for GDA

Dentistry is a well-respected profession based on scientific principles and grounded in high ethical standards. We now have 'direct-to-consumer marketing' of dental procedures and a wealth of misinformation available to the public about any number of topics related to our profession. We must stay current and relevant for our members to appreciate the value of organized dentistry. That means engaging with state and national leadership and the public at large to head off any misinformation and portray our profession in the light it deserves—that of a caring profession that places the interest of our patients first. We must stay current and relevant! The largest current challenge for GDA is membership and relevancy for members. In my opinion, serving as the voice of organized dentistry in the state of Georgia is the most beneficial service provided to our members. The benefits are nice and can be very meaningful for those looking for insurance products or savings on supplies, but I think the threat of outside forces (government regulatory agencies, insurance, etc.) will encourage dentists to look for a voice to advocate on their behalf. That is what the GDA does. The GDA will look to mitigate any negative impact that outside agencies may have on the practice of dentistry in the state of Georgia.

### The Year Ahead

During my presidency I would like to build a great sense of engagement among members who may have become complacent, and to encourage involvement among new members. Membership is always a challenge and I would like to focus on increasing membership by making it attractive and meaningful to members who have not joined, or whose membership may have lapsed. It is my job and job of all members, not just the membership committee, to make sure everyone is aware of the benefits of membership in our great organization and what we do to advocate on their behalf.



## Northern District



## Dr. Henry Benson



I am married to my wife, Lesley, and we have two children—Matthew, a general dentist in Cape Coral, FL and Christopher (1982–2005). We have two grandchildren and are presently holding at four cats (according to my wife, you can never have enough). In my free time I enjoy travel, cooking, Auburn football and Habitat for Humanity—I just completed my 18th home early this summer. I also volunteer regularly at Good Samaritan Health Center of Cobb County. I graduated from Emory University School of Dentistry in 1978 and practice in Atlanta (Sandy Springs).

### Organized Dentistry

I joined GDA in 1978. My involvement in organized dentistry began as a member of ASDA in dental school. I knew from the minute I graduated that I wanted to continue that relationship with an organization whose mission was to ensure success of its member dentists and that promoted the oral health of all Americans. The dentist whose practice I purchased encouraged me to join and I have never looked back! I have served as Alternate Delegate to the ADA since 2015, NDDS Delegate to the GDA House of Delegates, GDA PAC Chairman, Leadership GDA Class of 2013, General Chairman of GDA Annual Meeting in 2017 and GMOM Restorative Lead and Co-lead.

### Current Challenges in Dentistry and for GDA

As I see it, the top challenge facing dentistry at this time is the alarmingly rise of student loan debt that has a trickle-down effect on how dentists, both new and upcoming retiring ones, practice. As we know this can play a major decision in how a new dentist begins his practice and how a retiring dentist can find a buyer for his existing practice. The ADA has been actively lobbying Congress for many years to find solutions to this nationwide problem. Also, I am concerned about the ingress of a commodity mentality of providing dental services through retail stores and online do-it-yourself dentistry. The dentist must continue to be the head of the dental team and should supervise all phases of dental care provided to the public. The current challenge for the GDA is not to just to maintain but increase its membership and marketshare. The GDA needs to identify exactly the wants and needs of the new dentist. It's not the same as the wants and needs of those that graduated many years ago. We do not have to look any further than what has happened to the American Medical Association and its dramatic decline

in membership. They did not listen and pay attention to the wants and needs of its members and as a result has become insignificant.

In my opinion, insurance services through GDIS provide the most visible benefit to our members but it's what they don't see that truly makes a huge difference in their day-to-day practice. That is our legislative advocacy and initiatives. The GDA has fought tirelessly against insurance regulations and many other issues that affect the dentist patient relationship and how we, as dentists, are able to practice. Without this component, the dental practice environment today would look completely different—and not in a good way.

Driving dentistry to the GDA will occur as more see the benefits of membership. We do a great job already of communicating this but we need to add other more innovative services—things dentists can get nowhere else or at a much better price. Face-to-face communication from member dentists to prospective members is the key to establishing good long-term relationships between them and the GDA.

### The Year Ahead

My number one goal as president is to increase member involvement. With over 1,300 NDDS members, our opportunities are limitless, but it takes that personal contact from our active members to reach to those who are not involved. We have to tell our own personal story about what organized dentistry has done for us and what it can do for them and how it can help them succeed. Our district Strategic Planning Initiative began in May of this year and one of our first steps is to plan membership meetings/CE events in different areas of the district so that it will be easier for members to attend. All work and no play is no fun so we plan to include some type of social events in many of these meetings to include spouse/significant others as well.

»

## INCOMING DISTRICT PRESIDENTS

Continued from page 29



Southeastern District

### Dr. Justin Damron



I am married to my wife, Emily, and we have four children and two golden retrievers. In my free time, I enjoy running, spending time with friends and family, traveling, boating and enjoying a nice glass of rum or bourbon. I graduated from Indiana University School of Dentistry in 2009 and completed my Oral and Maxillofacial Surgery residency at Ohio State University in 2013. I practice in Savannah.

#### Organized Dentistry

I joined GDA in 2013. I felt that organized dentistry was important and I figured this was just something we all did!

#### Current Challenges in Dentistry and for GDA

One of our biggest challenges in dentistry is fair treatment by insurance companies and appropriate reimbursement. For GDA, I see member participation as the largest current challenge. I believe that the most beneficial service the GDA provides is staying up-to-date on current legislation and maintaining a close relationship with lawmakers to ensure our profession continues to thrive. I think that we will obtain new members when dentists realize what the GDA accomplishes to protect our field and that will drive them to GDA.

#### The Year Ahead

During my presidency, I hope to increase member participation within the district and the GDA so that dentists will continue to be active in shaping the future of their own profession.



## Southwestern District



### Hardy L. Gray



I am married to my wife, Lundie, and we have three children, ages 6, 4, and 2. In my free time, I enjoy spending time with my babies outside and at the farm, but when I can, I love deep sea fishing and hunting of any kind. I graduated from the Medical College of Georgia in 2016 and practice in Valdosta.

#### Organized Dentistry

I joined GDA in 2016 because I knew that I wanted to be involved in organized dentistry due to the amount of benefits that you can gain from this type of organization and also what you can give back to your community through membership. I started in GDA leadership as second Vice President in my district upon graduation, and have gone through the chairs to currently the President-Elect. I have also served as Delegate in the House of Delegates, a member of the Board of Trustees and served on the Membership Committee and the Medicaid Taskforce.

#### Current Challenges in Dentistry and for GDA

The largest current challenge in dentistry is being able to keep up with where technology is taking us. I don't know if we can learn fast enough to keep up with the current rate of technology. The largest challenge for GDA is keeping and gaining members as well as having members contribute through volunteer opportunities for our organization. I believe the Governmental Affairs

team plays a huge "behind the scenes" benefit, which allows us to continue practicing dentistry that cares for our patients and dentists. Georgia Dental Insurance Services (GDIS), especially if you are a practice owner, can save you more money that you most likely knew you could save. Relationships will drive dentists to join GDA. If dentists feel comfortable, and as if they are receiving something in exchange for dues, time, etc. then they will join. For me, the relationships within GDA have contributed to me becoming such an involved member. Whether with fellow dentists or GDA employees, it would be hard to find a better group of people to work with or even have fun with!

#### The Year Ahead

During my presidency, I would like to find members that are willing and committed to volunteer to move all of our current initiatives forward. Also, to try and implement activities at the district level to hopefully attract non-members and potential new members to join our great association!





## INCOMING DISTRICT PRESIDENTS

*Continued from page 31*

### Central District



### Samer Othman



I am married to my wife, Dunia. We have one child and two pets. I'm a huge football fan (Mercer, UGA, Atlanta) and enjoy spending time with my family and friends mainly outdoors, and working out. I graduated from Howard University College of Dentistry in 2012 and practice in Macon.

#### Organized Dentistry

I was a part of ASDA in dental school and always knew I wanted to be involved in organized dentistry. Dr. Jim Hall invited me to my first Central District meeting when I moved home after I finished my residency in 2013, and I stuck with it ever since. Having just gone through district leadership, I am looking forward to taking on more leadership responsibilities at the state level.

#### Current Challenges in Dentistry and for GDA

Do-it-yourself dentistry and the introduction of mid-level providers in my opinion is the largest current challenge in dentistry. Recruitment and retention is the largest challenge for GDA. Being a GDA member gives you access to a swath of services, from supplies to insurance. This access gives you a "one stop shop" to cover nearly all of your needs as a dentist. We all enjoy a level of control in our offices. Why not get that control over our profession as well? Joining the GDA gives us a voice on Capitol Hill which we otherwise would not have.

#### The Year Ahead

During my presidency, I hope to increase membership in our district, increase involvement of "lurker" members, and change the format of our meetings to spur meeting attendance.

## Northwestern District



## Peter C. Shatz



I am married to my wife, Tami. We have four children and two dogs. In my free time I enjoy boating on Lake Lanier, hanging out at the beach, and serving as Civil Air Patrol Deputy Commander for the Cobb County Composite Squadron. I graduated from McGill University (Montreal, Canada) in 1992 and practice in the Greater Atlanta area.

### Organized Dentistry

I joined GDA in 1995 when I entered into practice. I wanted to give back to our profession and help navigate it through the changes in our industry and in society. I have served at the district level as Editor, Advertising Committee member, Delegate, Alternate Delegate, Secretary, Vice President and President-Elect. At the state level I have served on the ADA Delegation, Finance Committee, Board of Trustees, PR Committee, Building Renovation Committee and as 2019 GDA Annual Meeting CE Chair. The largest current challenge in dentistry in my opinion is diminishment of the value of our education and training to provide quality

healthcare. I see attracting and retaining new dentists to join organized dentistry in person as opposed to on social media as the largest challenge faced by GDA. In my opinion, insurance and legislative advocacy are the most beneficial services provided by GDA to its members. Quality leadership whose goal is to support our profession and protect the public will drive dentists to join the GDA. It is a tremendous value-added service that one cannot get outside of our association.

### The Year Ahead

During my presidency, I would like to make joining our association attractive to new and more diverse dentists, from new demographics to all types or practice models.





## INCOMING DISTRICT PRESIDENTS

Continued from page 33

### Western District



### John Sigman



I am married to my wife, Carrie. We have two children, ages 9 and 12, and a dog. I am an active member of St. Luke United Methodist Church. I enjoy coaching little league baseball for my son's little league team and serving on their board, playing the guitar, running, camping, going to Braves games, and relaxing at the beach with my family. I graduated from the Medical College of Georgia in 1999. I am a general dentist in Columbus and serve as a contract dentist in Buena Vista, Georgia. I also enjoy serving as an assistant instructor covering the dental hygiene clinic at Columbus Technical College.

### Organized Dentistry

I joined GDA in 2017. I was asked by the current district president to help out with our district. As the smallest district in the state, I felt a certain duty to offer my services to our wonderful profession and association. I have served as Treasurer, Vice President and President-Elect of the Western District. The largest current challenge in dentistry in my opinion is dental insurance policies and insurance reimbursements. Continuing to retain a strong and active membership is GDA's largest challenge. Having our profession being represented at the legislative level is one of the greatest benefits of GDA. Also, GDA offers GDA Plus<sup>+</sup> Insurance/GDIS to help dentists and their families receive wonderful benefits. GDA Action magazine is also a wonderful resource to stay connected with current issues and articles relevant to today's ever-changing dental profession. I believe educating current and potential members about our many services and opportunities will help drive dentists to join the GDA.

### The Year Ahead

During my presidency, a top priority will be increasing local membership. Moreover, I would like to better represent the frustrations associated with dentistry and those entities that do not put our patients and our dental professionals at the forefront of their decision making. Lastly, I would like to continue to remain a strong and healthy association.



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## Ask Chelly

Dear Chelly,

I am new to the GDA so I am learning about all the benefits GDA has to offer. Recently, I was at a CE event and learned that GDA offers insurance through a company called GDIS. What are the benefits of using GDIS over other insurance companies?

—Anonymous

Dear GDA member,

GDIS is a subsidiary of the GDA. Unlike other insurance companies, GDIS focuses on the needs of dental professionals and their families. Because our focus is on dental professionals, we are better able to recommend tailored insurance plans that are based on trends we see in the industry. Here is an article that showcases how GDIS assists dental professionals.

— Chelly

*If you have a question for Chelly regarding any of your insurance needs, please submit your questions to [chelly@gadental.org](mailto:chelly@gadental.org).*

*All published articles are anonymous.*

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# The DSO Effect on Practice Transitions

By Tiffany Stewart

I received a call from a former client the other day asking me if we had any non-corporate dentists buying practices anymore. This was a client who had purchased her practice only two years ago and already thought that the transition landscape had changed so much that Dental Service Organizations (DSO) were now the only buyers for dental practices. I have been making it a point to talk about DSOs each time I present to a group, but until I got that phone call, I didn't realize how big and widespread the misconceptions were and how important it has become to inform the dental community about their options.

The latest report from the Health Policy Institute regarding DSO trends, "How Big are Dental Service Organizations?," shows that in 2016 the nationwide average of US dentists working for a DSO was 8.3%. That was up from 7.4% in 2015. It is no surprise that this number is moving higher, but that doesn't mean that private practice is going the way of the dinosaur.

As a practice broker, I can use my influence to sell more or less practices to

DSOs. Would it be easier to keep a stable of 10 DSOs to sell all of my practices to instead of maintaining a pipeline of hundreds of new and eager buyers? Probably. But I believe in having options. Selling to a DSO is the right decision for some people and the wrong decision for others. It is my job to make sure that each client understands their different options and is given the opportunity to choose the best one for them.

I have learned a lot from talking to dentists around the country. The information that is out there on DSOs as they relate to practice transitions varies widely. They have a huge marketing reach and are pounding their target audience with messages that can be misconstrued. No longer do you "sell" to a DSO; now you "affiliate" with them. No longer do you "work" for a DSO; you "partner" with them. They are changing the narrative and dentists are starting to think that is the future and they need to get on board or be left behind.

If you are a young dentist coming out of school, you are probably overwhelmed by the volume of DSOs courting you to

come work for them. DSOs can offer a higher compensation than most private practices and typically provide benefits such as health insurance and retirement plans. I don't find this to be too much of a bad thing, but it is sad to see private practice owners struggle to retain good talent because they can't operate on the same margins as a DSO. However, most young dentists only spend a few years in the corporate world before they decide that it is time to move on. Most of our buyers have paid their dues in this arena and have learned a lot about what they do and do not want to do in their future practice.

If you are already a practice owner, you have probably received hundreds of postcards and letters from various DSOs about receiving the maximum value for your practice and the freedom to enjoy a work-life balance if you sell to them. Sounds great doesn't it? Unfortunately, most practice owners don't have the ideal practice and the ideal situation that would provide for this type of transition. If they don't, the DSO will probably still make an offer, but it won't be as much as their advertisements suggest they usually pay

for practices. Since most dentists have never sold a practice, they don't have the market knowledge to know if the offer from the DSO is the best offer that they can get or not.

People forget that there is also more to an offer than the purchase price. Is the DSO paying the entire purchase price to you at closing? Will it be a mix of cash and stock in the company? Will you be required to owner finance a portion that only gets paid out if you meet certain production goals? How long do you have to work after the transition? What are the penalties if you leave early? How much will you be paid? Are the accounts receivable part of the purchase price or do you get to keep them? The answers to these questions are instrumental in determining the overall value of the package being offered to you.

If you are willing to explore the option to sell to an individual dentist, you will find the buyer pool to be more sensitive to your needs and desires. When we work with a seller, the first step is to come up with a transition plan that meets their needs and then we go looking for the

right buyer for that situation. When you sell to a DSO, you are required to conform to their plan, fit into their box, because that is the only way it can work for them.

Individual buyers can be flexible with the seller's post-sale plans. Do you want to walk away? Do you want to transition over 3 months? Do you want to work part time for two years? They can pay up to 90% of revenue for the right opportunity. With a less than 1% default rate, banks love lending money to them! And wouldn't it be more gratifying to hand your patients over to a younger dentist ready to make your practice his home for the next 30 years?

Interested in a blend of a DSO and an individual buyer? There are many dentists entering the small group practice space. These are dentists that are interested in owning more than one practice, but don't typically grow beyond 10. They are better suited than the first-time buyer for the higher grossing practices, as they have the skill set needed to operate such a practice and can typically offer a higher price because the banks will look at their

overall revenue when determining how much to lend. Also, these small group practices can typically afford to pay a higher compensation for the dentist that stays on to work and won't have any post-sale production requirements.

The sky is not falling. The Corporate space is growing, and filling a necessary void, but private practice is not going away any time soon. If you are considering buying or selling a practice, it pays to look at all of your options. 🦷

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*BridgeWay Practice Transitions helps dentists buy and sell practices using a win/win approach. Tiffany Stewart is the founder of BridgeWay and has been in the dental brokerage business for most of her life. Previously, she was COO of the oldest and largest dental brokerage firm in the United States. She left to start a company where her clients and employees could have a better experience and a higher level of satisfaction. 800.516.4640 | [www.bridgewaytransitions.com](http://www.bridgewaytransitions.com)*



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# What is a Waiver and How Can it Help *Your* Patients and Practice?

By Emily Yona

***On Wednesday, March 27, 2019, Governor Brian Kemp signed the “Patient’s First Act” into law, which gives the Georgia Department of Community Health the authority to apply for two different waivers that could potentially help 500,000 additional Georgia citizens receive healthcare, including dental services. So, what is a waiver and who grants them?***

According to the Centers for Medicare and Medicaid Services, “under a Medicaid waiver, a state can waive certain Medicaid program requirements, allowing the state to provide care for people who might not otherwise be eligible under Medicaid.”

Waivers are defined as Medicaid programs designed by the state to allow the state to develop its own unique program different than the federal Medicaid program. This allows the state autonomy to decide who it would like to cover. When a state like Georgia decides to apply for a waiver, it applies to the Centers of Medicare and Medicaid Services. Different waivers are reviewed and approved by different divisions of the federal government.

The two types of waivers that are being discussed in Georgia at this time are the Section 1115 waiver and the Section 1332 waiver.

Section 1115 waivers allow state officials to design and implement unique, comprehensive, and statewide health plans for their populations... there is almost no limit to the types of reforms state officials can design.

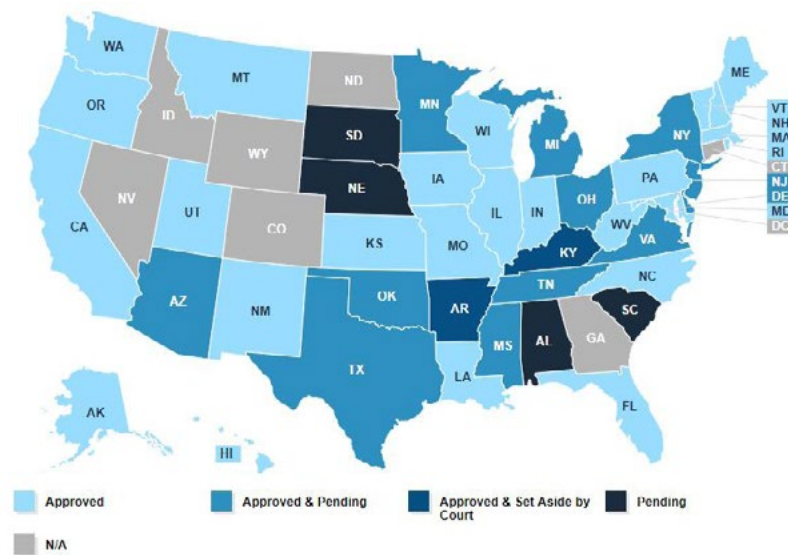
—Henry J Kaiser Family Foundation

2019 Federal Poverty Guidelines—United States	
PERSONS IN HOUSEHOLD	FEDERAL POVERTY LEVEL ANNUAL INCOME
1	\$12,140
2	\$16,460
3	\$20,780
4	\$25,100
5	\$29,420
6	\$33,740
7	\$38,060
8	\$42,380

Source: U.S. Federal Poverty Guidelines Used to Determine Financial Eligibility for Certain Federal Programs. Office of the Assistance Secretary for Planning and Evaluation, U.S. Department of Health and Human Services.



## Section 1115 Medicaid Waivers: Approved and Pending as of April 18, 2019



Source: "Medicaid Waiver Tracker: Approved and Pending Section 1115 Waivers by State." Henry J Kaiser Family Foundation. [www.kff.org/medicaid/issue-brief/medicaid-waiver-tracker-approved-and-pending-section-1115-waivers-by-state/](http://www.kff.org/medicaid/issue-brief/medicaid-waiver-tracker-approved-and-pending-section-1115-waivers-by-state/). April 18, 2019.

## Section 1115 Waivers

Section 1115 of the Social Security Act gives authority to the United States Secretary of Health and Human Services to approve alternative projects presented by states that will promote the goals of Medicaid and the Children's Health Insurance Program (CHIP) plans. In Georgia, the "Patient's First Act" has asked that a Section 1115 waiver be created to help citizens that fall at or below 100% of the Federal Poverty Level.

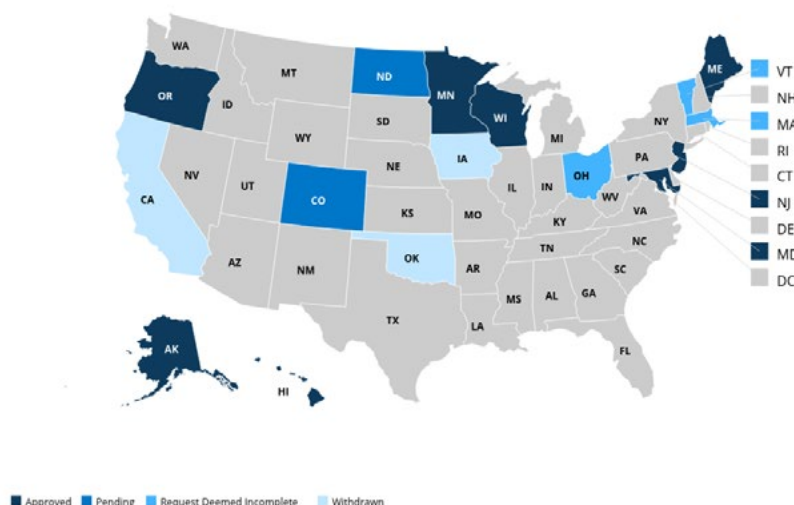
Currently, only eight states are not in the approval process of receiving a Section 1115 waiver. (Since Georgia has not yet submitted a waiver application, it shows as "not active" in the approval process.)

## Section 1332 Waivers

Section 1332 of the Affordable Care Act allows states to waive certain requirements of the Act that relate to individual and small group insurance plans. Section 1332 waivers, also commonly referred to as "State Innovation Waivers," are approved by the United States Treasury and Health and Human Services. Much like the Section 1115 waivers, the states have autonomy to determine how the program will be structured. The "Patient's First Act" has asked that a Section 1332 waiver be granted to lower health insurance premiums for individuals that fall above an income level of 100% of the federal poverty level to make health insurance more affordable for working citizens.

Currently, Section 1332 waivers have been approved in six states.

## Section 1332 State Innovation Waivers



Source: "Tracking Section 1332 State Innovation Waivers." Henry J Kaiser Family Foundation. [www.kff.org/health-reform/fact-sheet/tracking-section-1332-state-innovation-waivers/](http://www.kff.org/health-reform/fact-sheet/tracking-section-1332-state-innovation-waivers/). May 10, 2019.

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- Private practitioner with an emphasis on representing healthcare professionals in administrative cases as well as other legal matters.
- Former Assistant Attorney General for the State of Georgia and Counsel for professional licensing boards including the Georgia Board of Dentistry.
- Former Administrative Law Judge for the Office of State Administrative Hearings.

## WAIVER

*Continued from page 41*

### Other Waiver Programs in Georgia

*(\*including some coverage for dental procedures)*

- **New Options Waiver / Comprehensive Supports Waiver (NOW/COMP)**  
Waiver for individuals with intellectual or developmental disabilities who chose to remain the community rather than an institution.

*\*dental included in supplemental to NOW/COMP waiver*

- **Planning for Healthy Babies (P4HB)**  
Waiver for pregnant women between the ages of 18 and 44 years old who are fall below 200% of the federal poverty level.

*\*limited dental included in P4HB waiver*





- **Community Care Services Program (CCSP)**

Waiver for the elderly and adults under 65 years old with disabilities, including physical functional impairment and a nursing home level of care needed.

- **Service Options Using Resources in a Community Environment (SOURCE)**

Waiver for individuals with Social Security benefits and related Medicaid eligibility, including the elderly and adults under 65-years-old that are disabled with a chronic condition that has been present for at least 3 months.

- **Independent Care Waiver Program (ICWP)**

Waiver for adults with severe physical disabilities or traumatic brain injuries.

- **Georgia Pediatric Program (GAPP)**

Waiver for medical fragile children under 21-years-old who require skilled nursing care.

- **Tax Equity and Fiscal Responsibility Act (TEFRA)/Katie Beckett**

Waiver for children under 21-years-old with disabilities that have a family income exceeding the federal poverty level. 🏠

*For any questions regarding the waivers listed above, please contact GDA's Director of Health Policy, Emily Yona, at 404.636.7553 x192.*

## How Waivers Can Be Used to Cover Dental Treatment for Certain Low-Income Adults in Georgia

### P4HB Waiver

For pregnant women between the ages of 18 and 44 years old with income levels less than 200% of the federal poverty level, the Planning for Healthy Babies waiver provides family planning services, inter-pregnancy care, and resources for new mothers. If a pregnant woman previously has given birth to a baby weighing less than 3 pounds, 5 ounces, the state provides them with some **dental services** during pregnancy of additional children.

- This waiver does allow for pregnant women to receive more than just an emergency extraction covered by Medicaid.
- The dental procedures that are covered under this waiver are listed in the Dental Medicaid Manual.
- Reimbursement for these dental procedures are based on set fee schedules of the Dental Management Organizations (DMOs).

### NOW/COMP Waiver

For individuals with intellectual and developmental disabilities who prefer to live at home and participate in the NOW/COMP waiver program, the state provides them with a **supplemental fund of \$3,000** can go towards other healthcare needs, **including dental care**.

- There are no limitations on the type of dental procedures that can be performed.
- Unlike Medicaid, there is no set fee schedule that a dentist must follow.
- If dental work is being done in a hospital setting, a dentist may need to enroll in the state Medicaid program to become an Ordering, Providing, or Referring (OPR) Provider, so the hospital can reimburse for certain expenses through Medicaid.

There is a waiting list for NOW/COMP waiver applicants, but the state included 125 new slots in the FY2020 budget.





# CE for You and Your Team

*Don't forget, 2019 is a license renewal year for dentists and hygienists, and there is new required continuing education. But don't worry, the Georgia Dental Association has all your requirements covered. For all your 2019 CE needs, visit [gadental.org/ce](http://gadental.org/ce).*

## Expanded Duties for Dental Assistants



**Friday, August 2, 2019**



**8 am – 5 pm** (Course 4)

Fee: **\$220**



**Saturday, August 3, 2019**



**8 am – noon** (Course 5)  
**1 – 5 pm** (Course 6)

Fee: **\$120** (per course)



West Georgia Technical College  
1 College Circle  
LaGrange, GA 30240

## Opioids and the Prescription Drug Monitoring Program



**Friday, August 9, 2019**



**Noon – 1:30 pm** (1 CE hour)



Georgia Dental Association  
7000 Peachtree Dunwoody Rd, NE  
Suite 200, Building 17  
Atlanta, GA 30328

Presented by Sheila Pierce, Director of Georgia's Prescription Drug Monitoring Program

Fees (includes lunch):

**\$59** GDA Members **\$99** Non-members

## Making the Tax Code Work for You



**Friday, August 23, 2019**



**Noon – 2 pm** (2 CE hours)



Georgia Dental Association  
7000 Peachtree Dunwoody Rd, NE  
Suite 200, Building 17  
Atlanta, GA 30328

Fees (includes lunch):

**\$59** GDA Members **\$99** Non-members

## OSHA, Infection Control, HIPAA: Compliance—You Can Succeed!

Do you ever feel as if you just can't get ahead of all the rules and regulations which apply to your practice? Here is the good news—**yes** you can! This presentation will provide a review of OSHA's Bloodborne Pathogen Standard, and address the training required by the update to the Hazard Communication Standard. Additionally, highlights of the Omnibus HIPAA regulations will be discussed.



**Friday, September 13, 2019**



**9 – 11 am** (2 CE hours)



Georgia Dental Association  
7000 Peachtree Dunwoody Rd, NE  
Suite 200, Building 17  
Atlanta, GA 30328

Fees:

**\$99** GDA Members **\$150** Non-members

## Radiation Safety Training Required for Dental Assistants

The Department of Community Health requires everyone using X-ray equipment to be trained in safe operating procedures, and you must be able to provide proof of that training. [DCH Rule 290-5-22 .04(2)]. Participants will receive a certificate of completion and 6 hours of CE.

## Radiation Safety Training



**Friday, September 20**



**8:30 am – 4 pm**



Georgia Dental Association  
7000 Peachtree Dunwoody Rd, NE  
Suite 200, Building 17  
Atlanta, GA 30328

Cost (includes lunch):

**\$140** for GDA members or assistants of GDA members

**\$250** for Non-members

Earn up to 18 CE hours in one weekend at the GDA Convention & Expo this summer. All CE included with registration!

Register for GDA CE at [gadental.org/ce](http://gadental.org/ce)



**July 25–28, 2019**

The Ritz-Carlton, Amelia Island  
[GDAconvention.com](http://GDAconvention.com)

*Join  
us!*

**GDA** Georgia Dental  
ASSOCIATION SM

**Convention  
& EXPO**



# 2019 Award Recipients



The following Award Recipients will be honored during the Awards Breakfast at the 2019 Convention & Expo.

## ASDA/GDA AWARD RECIPIENTS

- ★ Dr. Carole Hanes  
2019 GDA/ASDA  
Outstanding Faculty Member
- ★ Alex Howell  
2019 GDA/ASDA  
Outstanding Student Member

## AU SCHOLARSHIP FUND

\$2,500 presented to The Dental College of Georgia by the GDA via The Douglas B. Torbush President's Scholarship.

## END OF TERM HONORS

### GDA President

- ★ Dr. David Bradberry

### District Presidents

- ★ Dr. Ash Walker  
Central
- ★ Dr. Vasco Lowery  
Eastern
- ★ Dr. Victor van Greuningen  
Northern
- ★ Dr. Hank Bradford  
Northwestern
- ★ Dr. Rebecca Aspinwall  
Southeastern
- ★ Dr. David Howington  
Southwestern
- ★ Dr. Brett Helton  
Western

## 25 YEAR GDA MEMBERS

These members achieved 25 consecutive years of GDA membership during 2019.

### CENTRAL DISTRICT

- ★ Dr. Louis C Shelton
- ★ Dr. Jeffrey T Vasko
- ★ Dr. Ash P Walker

### EASTERN DISTRICT

- ★ Dr. Lee H Baker, Sr.
- ★ Dr. David C Bradley
- ★ Dr. Patti J Bradley
- ★ Dr. Ruth A D'Arco
- ★ Dr. Robert W Hooper
- ★ Dr. Nancy B Napier
- ★ Dr. Tara E Schafer
- ★ Dr. Ronald E Williams

### NORTHERN DISTRICT

- ★ Dr. Victor Berkovich
- ★ Dr. Priti S Bloor
- ★ Dr. Russell L Boyd
- ★ Dr. Victoria C Callicutt
- ★ Dr. Christopher D Childs
- ★ Dr. Kirby Clements, Sr.
- ★ Dr. Richard N Creasman, Jr.

- ★ Dr. Cary E Goldstein
- ★ Dr. Jill M Golsen
- ★ Dr. Brian J Gowasack
- ★ Dr. James A Granade III
- ★ Dr. Darryal McCullough
- ★ Dr. Randolph S Moore
- ★ Dr. W Joel Newsom III
- ★ Dr. Peter A Pate
- ★ Dr. Mayoor Patel
- ★ Dr. Ponnice Davis Poisal
- ★ Dr. Jeffery L Rodgers
- ★ Dr. Troy H Schulman
- ★ Dr. Brett S Silverman
- ★ Dr. Joseph W Slaughter
- ★ Dr. Gloria J Stingley
- ★ Dr. Lee M Whitesides
- ★ Dr. William E Wolf
- ★ Dr. Walter F Young

### NORTHWESTERN DISTRICT

- ★ Dr. Tonya W Baker
- ★ Dr. Michael L Leingang III

- ★ Dr. Marc Moskowitz
- ★ Dr. Rometta E Powell
- ★ Dr. James R Price
- ★ Dr. Gina W Reinhart
- ★ Dr. Robert H Shackelford
- ★ Dr. Wilkie J Staderker

### SOUTHEASTERN DISTRICT

- ★ Dr. Jon P Simmons
- ★ Dr. Susan T Smith
- ★ Dr. Richard A Taylor

### SOUTHWESTERN DISTRICT

- ★ Dr. Jonathan A Drawdy
- ★ Dr. James E Knighton
- ★ Dr. James T Phillips, Jr.
- ★ Dr. Patrick W Powell
- ★ Dr. J Scott Summers

## 50 YEAR GDA MEMBERS

These members achieved 50 consecutive years of GDA membership during 2019.

### CENTRAL DISTRICT

- ★ Dr. N Tyrus Ivey
- ★ Dr. David M Kalish, Jr.

### EASTERN DISTRICT

- ★ Dr. William T Bass
- ★ Dr. Keith S Blevins
- ★ Dr. Cheston B Kimsey, Jr.
- ★ Dr. William F Kimsey
- ★ Dr. James B Moncrief, Jr.

### NORTHERN DISTRICT

- ★ Dr. J David Allen
- ★ Dr. Donald H Bohne
- ★ Dr. Douglas R Brown
- ★ Dr. Max J Cohen
- ★ Dr. Richard C Danishek
- ★ Dr. Robert M Eberbaugh II
- ★ Dr. Ronald R Gadbois

- ★ Dr. R Leon O'Kelley
- ★ Dr. Tommy L Owens
- ★ Dr. R David Remaley
- ★ Dr. Grigsby T Sibley III
- ★ Dr. James R Strait
- ★ Dr. Michael Wexler

### NORTHWESTERN DISTRICT

- ★ Dr. Charles E Glover, III
- ★ Dr. John B Heilman, Jr.
- ★ Dr. Roy H Johnson
- ★ Dr. T Howard Jones
- ★ Dr. Michael H McCary
- ★ Dr. Paul E Smith
- ★ Dr. Donald W Swanson
- ★ Dr. Peter S. Trager

### SOUTHEASTERN DISTRICT

- ★ Dr. Andrew H Abbott
- ★ Dr. Larry C Miller
- ★ Dr. Hugh S Valentine, Jr.

### SOUTHWESTERN DISTRICT

- ★ Dr. Marvin L Allen, Jr.
- ★ Dr. A Hugh Hudson
- ★ Dr. Guy W Moorman
- ★ Dr. Edgar Parker

## ADA LIFE MEMBERS

These members fulfilled all of their ADA Life Member criteria in 2019 and will be Life Members starting in 2020.

### CENTRAL DISTRICT

- ★ Dr. J Alex Bell, Jr.
- ★ Dr. D Keith Fortson
- ★ Dr. B Daniel Harrell
- ★ Dr. Marilyn G Murphy
- ★ Dr. Joseph T Sumrall, Jr.
- ★ Dr. Cullen Talton III



#### **EASTERN DISTRICT**

- ★ Dr. Gerard J Chiche
- ★ Dr. John F Coleman
- ★ Dr. Jeril R Cooper III
- ★ Dr. Gary L Jones
- ★ Dr. Patrick K McShane
- ★ Dr. David Rex Patterson
- ★ Dr. R Steven Powell
- ★ Dr. S Craig Taylor

#### **NORTHERN DISTRICT**

- ★ Dr. Larry P Adcock
- ★ Dr. Bruce Ashendorf
- ★ Dr. Jimmy S Balkcom
- ★ Dr. B David Barrett
- ★ Dr. Frank P Benson
- ★ Dr. David Carithers
- ★ Dr. Randall A Coggins
- ★ Dr. Clayton R Davis
- ★ Dr. John H Eaton
- ★ Dr. Sidney E Galloway
- ★ Dr. Darrel J Gilbert
- ★ Dr. Mark T Gobbel
- ★ Dr. Ricky E Harrell
- ★ Dr. Karl A Heinzelmann

- ★ Dr. Donald J Hillman
- ★ Dr. Vivian J Hudson
- ★ Dr. Timothy J Kaigler
- ★ Dr. Kiran Kamdar
- ★ Dr. Angelo K Kliossis
- ★ Dr. Kevin F Magid
- ★ Dr. Glen C McIntosh
- ★ Dr. Wayne R Miller
- ★ Dr. Jesse B Moreland, Jr.
- ★ Dr. Peter J Morton
- ★ Dr. Christopher P North
- ★ Dr. Thomas E Osborne
- ★ Dr. Mark A Padolsky
- ★ Dr. Craig H Ricks

- ★ Dr. Mark D Thebaut
- ★ Dr. Barry L Vlass

#### **NORTHWESTERN DISTRICT**

- ★ Dr. Michael J Binns
- ★ Dr. S Jeffrey Crews
- ★ Dr. Paul A Eberhard
- ★ Dr. Gary M Edgmon
- ★ Dr. Robert P Hortman
- ★ Dr. Wendy J Katz
- ★ Dr. J Jeff Kincaid
- ★ Dr. Jeffrey K Knauer

- ★ Dr. William J McLendon
- ★ Dr. James A Merriman
- ★ Dr. Joanne M Miller
- ★ Dr. Richard L Muller, Jr.
- ★ Dr. Claude D Muse
- ★ Dr. James D Patterson
- ★ Dr. Kenneth D Pilgrim
- ★ Dr. R. Glenn Reese
- ★ Dr. John G Schleier, III
- ★ Dr. Stephen E Wilhoite

#### **SOUTHEASTERN DISTRICT**

- ★ Dr. Steven D Sample
- ★ Dr. Mark R Sardo

#### **SOUTHWESTERN DISTRICT**

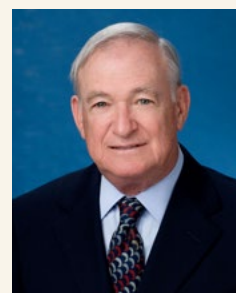
- ★ Dr. C Ronnie Bozeman
- ★ Dr. Daniel J Carlon, Sr.
- ★ Dr. J Denton Hardie
- ★ Dr. C Wayne Hester

#### **WESTERN DISTRICT**

- ★ Dr. Michael W Myers
- ★ Dr. John W Vollenweider

### **Award of Merit: The Highest Honor**

It is the intent that this award be given only when a candidate has truly exhibited service and merit above recognized standards and may not necessarily be given each year. The Georgia Dental Association Award of Merit is the highest honor that the GDA can bestow upon a member, and in keeping, the standards for judging a candidate shall be the highest possible. The GDA is pleased to present the Award of Merit to Dr. Peter Trager.



**Dr. Peter Trager**  
*Northwestern District*

### **GDA Community Service Award**

The Community Service Award recognizes GDA member dentists who distinguish themselves by extraordinary service to the quality of life and health of persons in their local, state, national, or international communities. The intent is to honor members whose individual volunteer commitments reflect well on the Association and profession at large, and raise the profile of all dentists. This year, the GDA honors Dr. George Thomas.



**Dr. George Thomas**  
*Southwestern District*

### **Honorable Fellows: Exceptional Service**

Distinguished service to the GDA through active participation at the state or district level is the primary requirement for an Honorable Fellow designation. A dentist so honored must also have demonstrated personal integrity, honesty of purpose, and adherence to the Code of Ethics of the American Dental Association. In Addition, each dentist must demonstrate involvement in their community. Congratulations to the 2019 exceptional GDA member dentists named Honorable Fellows.



**Dr. Sarabess Baumrind**  
*Northern*



**Dr. Ben Hawkins**  
*Northern*



**Dr. Steven Berwitz**  
*Southeastern*



**Dr. Scott McLaurin**  
*Western*



**Dr. Heather Colson Hardy**  
*Southwestern*



**Dr. Jamie Mitchell**  
*Central*



**Dr. Supriti Gargya**  
*Northwestern*

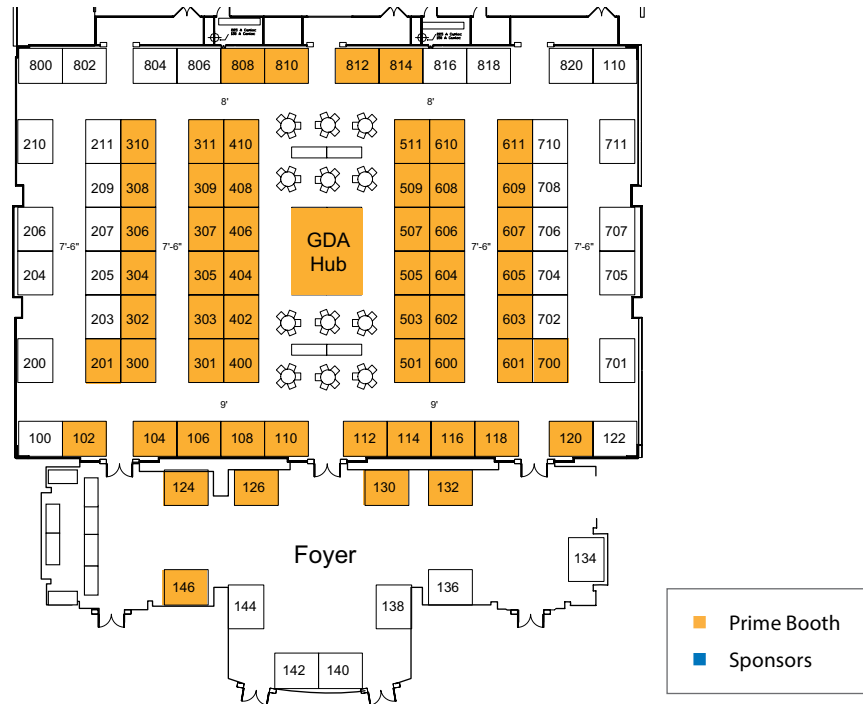


**Dr. Chris Shim**  
*Northwestern*

# 2019 Convention Guide

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DTSpade	Henry Schein Dental	Oberman Law Firm	

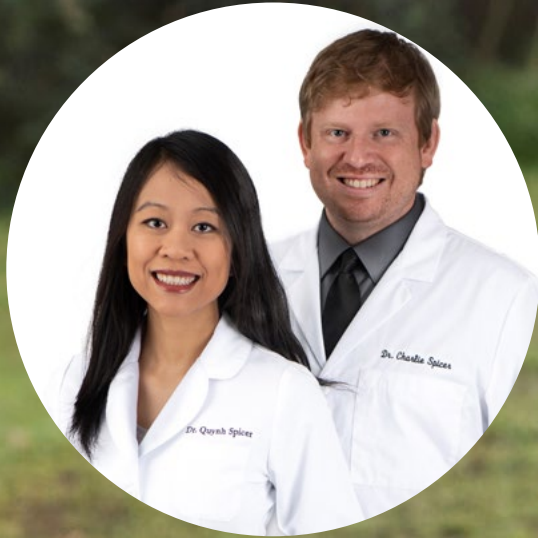
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# GDA **MEMBER** VALUE

*This column highlights GDA members talking about their path to dentistry and the value they find in GDA membership. The month we hear from Eastern District members Drs. Charles and Quynh Spice, general dentists who practice in Thomson and Harlem, Georgia.*



***Meet Drs. Charles and Quynh Spice***





### **When and how did you become a GDA member?**

We both became members when we graduated from the Dental College of Georgia.

*Charlie:* I became a member in 2015.

*Quynh:* I became a member in 2017. We were introduced to the GDA through the dental school.

### **Why is being part of a professional group important?**

We believe that being part of a group, such as GDA, helps us stay informed about subjects that matter most. It is also great to have an organization that has your back and will look out for you.

### **What is the single most important thing, in your opinion, GDA can do to help members?**

We believe that GDA has done an excellent job representing dentists in government affairs and I would like to see GDA to continue to push for what matters most in our profession.

### **What is your most memorable GDA experience?**

*Quynh:* It was the lunch and learn at the dental school when different speakers would come and talk to the students.

*Charlie:* It was the first Leadership GDA meeting when we were introduced to the other dentists in the group.

### **What advice would you give to an aspiring dental student?**

The best piece of advice that both of us can give is to not give up when all hope seems lost. Perseverance is the key.

### **What did you want to be when you were growing up?**

*Charlie:* I wanted to be a Major League Baseball player.

*Quynh:* I always wanted to be an astronaut.

### **What was your first job?**

*Quynh:* My first job was a server at a Greek restaurant.

*Charlie:* I found my first job as a sales associate at Circuit City.

### **Why did you decide to become a dentist?**

*Charlie:* My dad was a mechanic, and I love to work with my hands like he did, but I wanted something related to science and became intrigued after a visit to what is now the Dental College of Georgia.

*Quynh:* I've always known I wanted to become a dentist since my senior year in high school. I was very involved in visual arts and loved to paint, draw, and make things look pretty. Dentistry is a profession where I can use my artistic skills to help people smile.

### **What do you enjoy doing in your spare time?**

We both enjoy spending time with our kids. We have an 8-year-old, a 5-year-old, and a 3-year-old. They keep us very busy when we are not at work.

### **What is your all-time dream vacation?**

We would love to take our family all over Europe.

### **Without saying, "I am a dentist," what would you say if someone asked what you do?**

We help people smile. 😊

**GDA** Georgia Dental Association

A dentist's **BEST** investment

Renew your GDA membership online:  
**[gadental.org/renew](https://gadental.org/renew)**

## DENTIST AVAILABLE

**DENTIST (TEMP FILL IN)** Current GA, FL, AL licenses. 27 years in solo practice. Also, group, faculty, civilian mission trip, and military practice experience. DEA# and insured staff friendly. E-mail drglassdmd@yahoo.com or call Richard Glass, DMD at 770.656.5269/770.380.7487 "Have licenses, will travel."

### "PEACE OF MIND WHILE YOU'RE AWAY!"

Locum Tenens TLC Dentistry: Metro Atlanta and North Georgia. Sold solo practice of 31 years. GA license, DEA, insured. Lots of TLC with patients. Please contact Dr. Pam at: wdtroll1982@gmail.com or 770.653.8412.

**I WILL COVER** your office, hygiene checks, emergencies and restorative while you are out of the office. My licenses and insurance coverage are current and in force. References and CV on request. Available on short notice. Please call Dr. Lisa Brodsky at 404.964.9578 or lmbrodsky@aol.com.

**DENTIST AVAILABLE DURING** emergencies, vacation, CDE courses. I have a current license, DEA certificate, and insurance. Contact me at 706.291.2254 or cell 706.802.7760. I hope I can be of service to you. Patrick A. Parrino, DDS, MAGD.

**OVER 30 YEARS' EXPERIENCE** in solo, group, and military practice. I am available to take care of your hygiene and triage emergencies while you are away. FAGD eligible with Georgia license. DEA registered and insured. Call Kevin Mitchell, DDS, at 404.808.7508 or email ksmdds26@hotmail.com.

**DENTIST AVAILABLE FOR TEMP FILL IN**—covering from Atlanta and North. Will fill in for illness, vacation, maternity leave, etc. Hygiene checks, emergencies, restorative. I will do fillings! Practicing over 35 years. Extensive solo and group experience. Ga. License, DEA#, insured. I will treat your patients like my own! Call 678.373.6286, pkwaters57@gmail.com.

## POSITIONS AVAILABLE

### FAMILY-ORIENTED PEDIATRIC PRACTICE

Seeking Part-Time/Full-Time Associate Dentist—Tebo Dental is a progressive, expanding multi-practice organization with locations surrounding the Atlanta area. We are looking to recruit top talent to join our family of professionals who strive to offer an unparalleled experience for every patient and provide them with the highest quality of care. Our priority is cultivating an exceptional culture among our team which encourages everyone to operate with a notable level of teamwork, professionalism, integrity, dependability, and dedication. We will provide you with: Scheduling options in our Lilburn, Dacula, Gainesville, and Peachtree Corners office locations; Competitive compensation, including a generous sign-on bonus; 401(k) with company match; Health, dental, vision insurance; Paid time-off; Long-term disability; Daily healthy breakfast/snack options; Wellness program with a personal trainer; Exclusive LifeTime Fitness partnership with employee subsidy; Growth and development opportunities through mentoring and leadership. We expect you to have: DDS/DMD degree from an accredited school; Active license to practice dentistry in the state of Georgia; GA Medicaid number is preferred. You can find out more about us by visiting our website at TeboDental.com/WhoWeAre and our YouTube channels at YouTube.com/TeboTheTooth, YouTube.com/TeboForKids & YouTube.com/TeboDentalGroup.

**FLORIDA/GEORGIA—DENTIST.** (Over 45 offices in Southeast and Orlando, FL and 9 in Atlanta). Seeking experienced General Dentists and Specialists to come grow with us! We offer excellent earning potential and the opportunity to focus on patient care in our state-of-the-art facilities. We take care of the administration (insurance claims, payroll/ staffing, marketing, etc.) for you so that you can enjoy a work-life balance again! Take the next step in your career and apply online at: [www.mysagedental.com](http://www.mysagedental.com). Call Bradford Cabibi, Doctor Recruiter: 561.999.9650, ext. 6146. Fax or email CV to: 561.526.2576 or [aferguson@mysagedental.com](mailto:aferguson@mysagedental.com).

**LAKE POINTE DENTAL**, a dentist-owned private group practice with locations in Acworth, Canton and Marietta, looking for a FT or PT general dentist to join our team. Modern facilities, skilled staff and good systems in place. Please email resume to: [admin@Lpdental.net](mailto:admin@Lpdental.net).

**WELL ESTABLISHED GENERAL** and family dental practice in Roswell, Georgia seeks additional full-time dentist to join our expanding practice needs. Practice has reputation for excellence in all areas of dentistry, especially cosmetic dentistry. Practice has both FFS and PPO patients, no Medicaid. Our goal is always exceptional patient care utilizing the most current dental technology including CEREC, CBCT, CariVu, Sidexis, etc. We are a dedicated team seeking a new team member to better serve our patients general dental needs and cosmetic dental desires. Interested parties please contact [dr.mastro@mindspring.com](mailto:dr.mastro@mindspring.com) or call 770.642.9900.

**ASSOCIATE DENTIST NEEDED** for an established Private Group Practice. Dental Care Center of Macon is seeking a General Dentist to join our practice. Office has prospered at the same location since 2002 and there is always a steady flow of new patients. An opportunity for an ambitious dentist to make a great income. We have state of the art digital radiographs, Cone Beam, CEREC and implant systems. Our team is unique as we have both General Dentist and Dental Specialists on staff. Email: [admin@dentalcarecenter.biz](mailto:admin@dentalcarecenter.biz) or [finanical@dentalcarecenter.biz](mailto:finanical@dentalcarecenter.biz).

## PRACTICES/OFFICE SPACE AVAILABLE

**DENTAL SPACE AVAILABLE** in Metro Atlanta: Fully built-out dental space available in the following areas: Tucker/Northlake Mall, Midtown Atlanta, Stockbridge, and Fayetteville. Great locations for GP, Pediatric dentist, O.S., Periodontist, or Endodontist. Use for new office or satellite office. Ample clinical ops, waiting room space and parking. Email: [Dentalmanager42@gmail.com](mailto:Dentalmanager42@gmail.com).



**BUILT OUT 3000** sq foot space in Lilburn on Lawrenceville Highway. Some equipment included. 8 ops. Please contact Brett Shaw at 404.939.9508.

**MODERN PRACTICE LOCATED** in the heart of Buckhead for rent for 2–3 days/wk. Great for specialist to come into a turnkey practice with the potential of having the existing staff. The practice has a CBCT scan, intraoral camera, and digital xrays. Stand alone building with parking lot, and handicap ramp. Call or text Dr. Patel at 678.596.5073. Mpatel1dds@gmail.com.

**WELL ESTABLISHED GENERAL** practice for sale in Athens, GA. Excellent busy location producing 950K with PPO-FFS mix. 4 op practice fully digital with one additional op available. Great growth potential as current owner engaged in little digital/social media marketing effort. Practice provides good cash flow with proforma and after tax cash flow available once NDA in place. All replies: athensdentist2018@gmail.com.




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## DO YOUR PATIENTS SUFFER FROM ANY OF THESE SYMPTOMS



- EAR**  
Ear pain • Ringing in ears  
Dizziness • Vertigo
- JAW**  
Clicking, popping jaw joints  
Pain in cheek • Limited opening
- NECK**  
Lack of mobility/stiffness  
Neck Pain • Tired/sore muscles  
Arm/finger numbness
- HEAD PAIN**  
Forehead • Temples  
Migraine-type • Sinus-type
- EYES**  
Pain behind eye • Blood-shot eyes • Sensitive to light
- TEETH**  
Clenching/grinding at night  
Looseness & soreness of back teeth

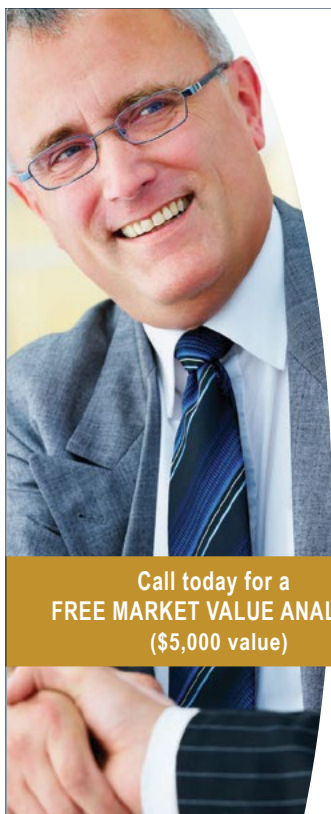
If your patients have any of these symptoms and are not responding to treatments, they may be suffering from a TMJ disorder. Problems within the jaw can produce a myriad of symptoms that, at first glance, might appear to be totally unrelated to the temporomandibular complex. Our dedicated team of professionals have years of training and are happy to assist you in the diagnosis and treatment of possible craniomandibular/temporomandibular disorders.



**Manoj Maggan, DDS**  
D. ABDMS, DABCP, DAAPM, FAACP  
3590 Old Milton Parkway, Alpharetta, GA 30005  
**PHONE:** 770.521.1978 **FAX:** 770.521.9936

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## Help Us Spread the Word

About the Importance of Oral Health

Nominate a patient, and yourself, to take part  
in our statewide campaign and help to encourage  
all Georgians to find a dentist and visit regularly.

### Requirements for Patient and Referring Dentist:

- Availability for a one-day photo shoot in Atlanta
- Availability for media interviews and willingness to have their story shared in newspapers and on radio and television broadcasts across the state
- Willingness to have their photo and story used in social media posts, advertisements and on campaign landing page and literature

Healthy  
MOUTH,  
Healthy ME!

GEORGIA DENTAL ASSOCIATION  
FOUNDATION FOR ORAL HEALTH

# Nominate Yourself and A Patient Today

We want our fellow Georgians to understand the importance of oral health and its connection to overall health, so we are launching a new campaign in 2020 featuring GDA members and their patients. Help make this a success by identifying patients who meet the criteria below.

One patient and one dentist from each district will be featured.

We are looking for patients who meet these basic criteria:

- Receive check-ups and cleanings at least twice a year
- Have had all necessary restorative procedures, including filling cavities, crowns, etc.

Circle the story below that best relates to your patient:

- **"It's not easy juggling schedules, but I know that seeing the dentist is important."**  
— A mom or other caregiver who makes sure everyone in the family visits the dentist twice a year.
- **"I'm not afraid to smile. I know that when I do, I am presenting my best self."**  
— An individual who has maintained or restored their smile giving more confidence in his/her personal or professional life.
- **"I didn't realize the impact that having an infected tooth or gum disease had on me. I will never miss a dental visit again."** — Someone who lapsed in their dental care, came back and recognizes the value of sticking with their oral care.
- **"I never knew that my dentist might discover other serious health issues."**  
— A patient whose dentist discovered a health problem that the patient addressed.
- **"My dentist was able to help my child understand the importance of regular brushing, flossing and moderating sugar."**  
— A parent whose dentist helped educate their child and change behavior.
- **Other** \_\_\_\_\_  
\_\_\_\_\_

We will review the nominations and prioritize to achieve a balance of age, gender and ethnicity and to ensure representation from each GDA district. We will reach out to finalists with additional questions.

**Please provide the following information about your nominee:**

Name (first only): \_\_\_\_\_ Age: \_\_\_\_\_ City: \_\_\_\_\_ Length of time in your care: \_\_\_\_\_

**If your patient is chosen, you will need to secure their permission to participate.**

Name of referring dentist (first and last): \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

Practice Location (City) \_\_\_\_\_ GDA District \_\_\_\_\_

Return form via email with "Nomination" in subject line to [carol@gadental.org](mailto:carol@gadental.org) or fax to her 404.633.3943.



# ACTION

Journal of the Georgia Dental Association  
7000 Peachtree Dunwoody Road NE  
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Navigating life can be daunting...



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Entity Coverage  
Business Insurance  
Workers' Compensation  
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EPLI  
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Flood Insurance

Health Insurance  
Medicare Supplement  
Disability/Life Insurance  
Auto Insurance  
Homeowner's Insurance  
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Motorcycle Insurance  
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