SOUTHERN SMILES NEWSLETTER

Southeastern Society of Pediatric Dentistry

Jonathan M. Jackson,
SSPD President

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July 27, 2011

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Greetings to all members! I hope this message finds you all enjoying the summer as you spend time catching up with family, friends, grandchildren, etc…. Hopefully everyone will be able to find some time for well-deserved R&R during our busy season.

I would like to take this opportunity to update everyone on our April 2011 Spring Resort Meeting, in Amelia Island. It was a wonderful success. We enjoyed fellowship with colleagues, fantastic speakers, terrific amenities and fabulous cuisine, not to mention impeccable service. The Ritz-Carlton delivered well beyond our expectations. There were many opportunities for professional development, as well as personal enjoyment with co-workers, family and friends of all ages. We had a professional meeting that was also a family friendly environment. We welcomed office staff and family members of all ages. The meeting was enjoyed by all in attendance.

Due to lack of attendance at this past meeting and budget constraints, the Board of Directors decided not to hold a 2012 Resort Meeting. We are planning g to hold a Resort Meeting in 2013. We hope to plan another meeting in 2013 that will again to plan another meeting in 2013 that will again offer opportunities for professional development, as well as personal enjoyment with co-workers, family and friends of all ages. Participation from all members is the key to success for this meeting. If the SSPD wishes to continue to hold Resort Meetings, we ask for participation from our membership. Each one of you is very important to the success of our Society. Please think about our Society as you make your future vacation plans – You count!

The AAPD Annual Meeting was held in NYC, May 2011. I had the opportunity to attend this meeting, along with many of our SSPD members. We had a successful meeting and were kept abreast of current issues facing Pediatric Dentists in the US. I was fortunate to be able to meet individually with both Dr. Ed Moody (Past President of the SSPD and current Secretary of the AAPD) as well as Dr. Jeannie Beauchamp (our new District Trustee). We discussed many of the issues pertinent to our membership. Both were very receptive to our concerns. Congratulations Ed Moody- --We are lucky to have another member of District 3 become President of the Academy. Many thanks also go to Dr. Rhea Haugseth, current President of the AAPD, for her continued hard work. Once again, the SSPD continues to provide leadership at the Academy level.

Thank you to everybody involved with our organization for making Pediatric Dentistry a noble profession.

Enjoy the summer,

Jonathan

DISTRICT III TRUSTEE REPORT - DR. JEANNIE BEAUCHAMP

I am very excited to present my first Trustee report to the District III members. I hope everyone has had a busy and fun summer. It's been hot here in Clarksville, TN. First of all I want to thank Tom Ison for his hard work on our behalf the last 3 years. He has represented the Southeast very well. I'm sure I will need to call on him for advice. We are fortunate to have this year at the Board of Trustees several members of District III including : Rhea Haugseth as President, Ed Moody as Secretary/ Treasurer, Scott Cashion as Parliamentarian, and Heber Simmons as Congressional Liaison.

AAPD News

I hope many of you went to New York for annual session. It was a huge success with the highest attendance ever! (6016 registered) The continuing education was excellent, the entertainment and the venues were outstanding. The staff at AAPD outdid themselves. Be sure and plan to attend next years meeting in San Diego. The social venues and the scientific programs are going to be superb. Come and support our own District III member Rhea M. Haugseth, President of AAPD.

This is Art Nowak's last year with the American Board of Pediatric Dentistry. The new executive director is Dr. Jeff Dean from Indiana. He will begin in January 2012. I want to encourage everyone to become Board Certified. The ABPD website explains the process. www.abpd.org

Dues notices have been sent out for AAPD. They can be paid on line or by mail. Don't forget to include a PAC contribution and a Foundation donation. Our PAC is very important to pediatric dentistry. This PAC money helps us establish relationships in Congress. Then we can ask for support for our children's programs. Checks or credit cards from a corporation are considered soft dollars and can only be used for limited operational expenses. Non-corporate (personal) money will be used for actual campaign contributions to those candidates who have supported children's issues. Healthy Smiles, Healthy Children is the foundation of AAPD. It's focus is on improving the quality of child oral health. There were 5 new Access to Care grants for 2011. These will impact 54,550 children with a HSHC investment of over $94,000. Please be generous with your dollars-we can help the children with our contributions.

The website is getting updated and will be even easier to navigate. Check it often to see news, CE courses and other information.

The third class of Leadership Institute began December 2010 for a three year series. It is a great learning program. The next class will start December 2013. The past attendees gathered at the annual session in NYC for a lottery for the opportunity to participate in the new Advanced Leadership Institute at Wharton School of Business. There are several Leadership Institute graduates from the Southeast. If anyone has any questions or interest in the Institute feel free to contact me.

The last subject I want to mention is dental workforce issues. There have been many discussions concerning this over the last year. I do believe that the main concern is what is best for the dental health of our patients, the children. The Board of Trustees has worked on our position since our white paper was published in 2009. The Council on Clinical Affairs was asked to develop an Oral Health Policy on Workforce to present to the AAPD membership in NYC. It was discussed at the Reference Committee and voted on by the membership at the General Assembly. You can find the Oral Health Policy on Workforce on the AAPD website with the rest of our Guidelines and Policies.

I appreciate the opportunity to represent you as your District III Trustee. This year I will be on the Budget & Finance Committee, the Committee on Communications and the Board of Trustees liaison to Council on Government Affairs. I will appreciate all of your input and opinions. I hope many of you want to be involved with our organization.

Please contact me if there is anything I can do for you. kjbscott@aol.com

Thank you.

HIGHLIGHTS FROM THE RESORT MEETING AT AMELIA ISLAND

HIGHLIGHTS FROM THE RESORT MEETING AT AMELIA ISLAND

Transitioning from Resident to Practitioner

Seminar for Pediatric Dentistry Residents
Saturday January 14th @ Noon for all Residents

Randall K. Berning, JD, LLM

Randall Berning is a health care attorney, consultant and President of Berning Affiliates, Inc. He has provided dentists and dental specialists with publications and specific practice plans to implement vision, practice growth, profitability and practice transition for more than 25 years. Mr. Berning is the co-author of two ADA publications Associateships and Valuing A Practice, the co-author of AAO materials on valuation and practice financing and the Editor and Publisher of **The Smart Doctor CEO Interactive Newsletter and the Expert Series for Dentists.** A frequent speaker, he has presented at numerous Annual Sessions. He is past Adjunct Professor of Dental Jurisprudence and Director of Practice Administration at the University of Illinois, College of Dentistry and adjunct faculty at UCSF School of Dentistry and the University of Maryland Baltimore College of Dental Surgery. Prior to entering private practice, Mr. Berning served as an Assistant Attorney General for the State of Illinois.

Topic: Smart Start Practice Transition

- Which situation is right for you - associate, partner or start-up?
- Selecting your practice location
- Understanding contract issues

Jeffrey E. Wherry, CFP®, CLU, ChFC

Jeffrey E. Wherry is Managing Director of T&H Financial Group, the financial services arm of Treloar and Heisel, Inc. Jeff oversees all financial planning recommendations and investment policy for the organization. Since 1986, Jeff has worked exclusively with dental specialists, forming the T&H Financial Group after years of witnessing the challenge dental specialists have in turning their affluence into wealth. A 1984 graduate of the Indiana University of Pennsylvania, Jeff earned the Certified Financial Planner™ designation in 2000, the Chartered Life Underwriter in 1990 and the Chartered Financial Consultant in 1999. He is a member of the Pittsburgh Chapter of the Financial Planning Association as well as the Society of Financial Service Professionals.

Topic: Financial Transitions from Resident to Practitioner

- Budgeting, repaying debt and creating savings
- Choosing appropriate insurance
- Investment basics

Joel R. Keirns

Joel Keirns is the Dental Operations Leader for Medical Protective. Joel has spent his career educating, underwriting, and recommending dental malpractice insurance to clients and will be providing valuable information that will enable graduating residents to make an educated malpractice buying decision when they enter practice for the first time. Medical Protective is the nation's oldest and largest malpractice insurer and is owned by Warren Buffett's Berkshire Hathaway.

Topic: Dental Malpractice 101

- Malpractice risks in dentistry
- Understanding professional liability policies

2012 ANNUAL MEETING SPEAKERS

B. Ellen Byrne DDS, PhD

Academic background include a BS in Pharmacy, DDS, General Practice Residency, Certificate in Endodontics and a PhD in Pharmacology and Toxicology all from Virginia Commonwealth University in Richmond, VA

Current position: Senior Associate Dean and Professor of Endodontics- Virginia Commonwealth University, School of Dentistry, Richmond, VA
Member of Joint Commission on National Dental Board Examination
Numerous National and State Committees, including
Past member and current consultant to the ADA's Council on Scientific Affairs
Author of column in ADA Professional Products Guide to be published October, 2010
Married, husband, Mel, is a pharmacist and owner of Lafayette Pharmacy 3 children Bridget 22 yrs old, John 19 yrs old and Tyler 15 yrs old.
Past member of the American Association of Endodontists Research and Scientific Affairs Committee. Past Chairman of the Dental Advisory Panel at the United States Pharmacopoeia and Drug Information
Author of 6 chapters in the ADA's Guide to Dental Therapeutics
Distinguished Alumna of Medical College of Virginia/VCU, 1999
Distinguished Alumna of Mary Washington College, 2001
Teacher of the Year VCU School of Dentistry –1997, 2000, 2001
Fellow, International College of Dentists
Fellow, American College of Dentists
Pierre Fauchard Academy
Fellow, Virginia Dental Association

Lecture Summary

Patients who are very young and very old respond differently to drugs than the rest of the population. Patients in both age groups are more sensitive to the drugs and show a greater individual variation. Two-thirds of all drugs used in children have never been tested in children. Children (1-12 years) differ pharmacokinetically from adults in that children metabolize drugs faster. This fast moving pharmacology presentation will review drugs currently prescribed by dentists, and drugs most currently use by children. The reviews will include dosing information, side-effect and clinically significant drug interactions.

John A. Svirsky, DDS,

Dr John Svirsky is a board certified oral and maxillofacial pathologist at Virginia Commonwealth University (VCU) in Richmond, Virginia. He received his dental degree in 1973 from VCU and went on to complete a general practice residency at Long Island Jewish Medical Center/Queens Hospital Center, as well as an oral pathology residency from the Catholic Medical Center.

He is currently a professor of oral and maxillofacial pathology and maintains a private practice in oral medicine and oral pathology. Dr. Svirsky has developed a broad background in research, published numerous articles in the dental literature, and earned a master's degree in adult education. He is a sought after speaker with an international reputation as an informative and entertaining lecturer. Dr. Svirsky is honorary member of the Thomas P. Hinman Dental Society

Lecture Title : "Kids Bite and Grow Tumors"

Get ready to laugh, learn and make a difference in the lives of your patients. Experience a day of oral pathology unlike any you've experienced! Dr. Svirsky is a storyteller extraordinaire whose subject just happens to be lumps, bumps, and lesions. Oral diseases are dramatized with emphasis on recognition, diagnosis, and treatment with conventional and non-conventional remedies.

Things you have forgotten since dental school and your pediatric residency are presented in vivid color, some black and white with shades of grey.. Lesions seen more often in children such as Papillomas, Herpes, Aphthous ulcerations, Candidiasis, erosions etc will be reviewed with current treatment modalities presented. Vaccination issues will also be discussed.

This day-long program will be presented in Dr. Svirsky's interactive, entertaining, and often risqué style. Make plans to stay the entire day. Dr. Svirsky makes oral pathology FUN!

2012 MEETING REGISTRATION

The Ritz Carlton Buckhead
3434 Peachtree Road
Atlanta, GA 30326
1-800-241-3333
www.ritzcarlton.com

Our course will once again be held at the elegant Ritz Carlton Buckhead Hotel, in Atlanta. The Ritz Carlton is located in one of the most fashionalbe areas of the city and is less than a block from shopping at Phipps Plaza and Lenox Square. It offers a spa and indoor pool. A nearby Marta stop offers quick, reliable access to Atlanta's many other attractions.

ROOM RATES
Single or Double Room:
$224 per night
Reservations must be received on or before
(the "cutoff date") of Tuesday 12/13/2011

HOTEL INFORMATION & RESERVATIONS
Please call.....1-800-241-3333

You can also register on line at www.sspd.org using Paypal.Cancellations must be made in writing and received by the society at least 7 days in advance of the time registration opens at the meeting. Cancellations will be assessed a $50 administrative fee. Refunds will be processed after the meeting.

Please copy form to add additional names
PLEASE MAKE CHECKS PAYABLE TO:
Southeastern Society of Pediatric Dentistry
6307 Colebrook Road
Richmond, VA 23227-1611
For further information call:
Dr. Jonathan Jackson @ 404-255-8443
or
Kimberly Brooks @ 804-475-9551

TUITION

Fees:	by 12-1		after 12-1
_____	$595 Member SSPD	_____	$645
_____	$695 Non-member	_____	$795
_____	$295 Staff	_____	$345
_____	$50 Business Meeting Breakfast, meeting breaks and President's reception for retired and full time faculty not registered for course.		

Members Registration cost includes: Scientific program, meeting breaks, Member's Breakfast & President's reception.

Registration for Non-members includes all of the above plus one year membership to SSPD. Registration for residents is complimentary.

Register online at www.sspd.org or print off form on line and mail payment
to: SSPD
6307 Colebrook Road
Richmond, VA 23227-1611

PLEASE PRINT:

_____
Participant

_____
Address

_____
City State Zip

_____
phone #

_____
email address

Employee Embezzlement- Don't Let It Happen to You

Submitted by Stuart J. Oberman, Esq

The day to day pressure in running a dental practice is enormous, especially in today's economy when every dollar counts. Unfortunately, dentists spend most of their day practicing medicine, instead of supervising their staff members who manage their dental practice. In this type of atmosphere, embezzlement can thrive.

According to industry statistics, approximately forty percent (40%) of dental offices have been or will become the victim of employee embezzlement. Recent studies indicate that employee embezzlement in a dental office has become so rampant that it accounts for a majority of ordinary business losses suffered by dentists. The average amount of employee embezzlement from a dental office is approximately $105,000 per incident, which is a staggering number.

Listed below are signs employee embezzlement may be taking place:

You fail to receive financial information in a timely manner

Employees are resistant to any type of change in the present accounting system

You have large numbers of unexplained accounting adjustments

Your collections have slowed

Your cash deposits have declined

An employee refuses to take a vacation

A staff member resents your income or lifestyle

An employee always works late and/or takes work home .

You have employees who always seem to have cash on hand, and/or appear to live above their means .

An employee treats office procedures as an annoyance .

Perform an Embezzlement Audit of your Practice

If you suspect that an employee is embezzling funds, there are three ways to initiate a practice audit, and they are: (1) request that your accountant perform a practice audit, or hire a forensic accountant that specializes in employee embezzlement; (2) ask your accountant to design a brief self-audit process for you to follow; or (3) perform an immediate, cursory, on-the-spot random audit by pulling approximately 15 to 20 charts from the past week's schedule in order to confirm that the treatment performed has actually been posted to the proper account.

If you Suspect Embezzlement in your Practice

When the owner of a dental practice is first confronted with the prospect of employee embezzlement, there are four primary objectives, which are: (1) to determine whether employee embezzlement has actually taken place; (2) to determine the total amount and method(s) of the theft; (3) to remove the dishonest employee from the workplace [and take remedial actions to prevent employee embezzlement in the future]; and (4) to recover the money or property lost.

Conducting the Investigation

Most embezzlement cases are detected based upon initial circumstantial evidence, such as an inconsistent practice financial report or through a random audit.

If you suspect that a loss has occurred, you should always seek the advice of legal counsel, a CPA, a computer data retrieval specialist, and other required experts to assist in the investigation.

At the early stages of an employee embezzlement claim, and depending on the extent of the theft, you may wish to contact their insurance agent in order to determine whether you have employee dishonesty coverage.

Appropriate Disciplinary Action

Once the investigation has been thoroughly completed, and if you have determined that employee embezzlement has actually occurred, you must decide what action you should take, including termination of the suspected employee.

Recovering the Losses

Depending on whether the loss is covered by your insurance policy, and if so, the amount of the deductible, the owner of a dental practice may wish to file a civil action against the dishonest employee in order to recover any type of loss. However, the prospects of recovery (depending on the wrongdoer's assets) may not justify the costs of litigation.

Summary

In today's market place, employee embezzlement is rampant. However, with a little precaution, the financial hardship of employee embezzlement can be avoided. Also, with proper employee screening, proper control and oversight, as well as prudent financial control, a devastating financial loss can be avoided.

Stuart J. Oberman, Esq. handles a wide range of legal issues for the dental profession including practice sales, real estate transactions, lease agreements, non-compete agreements and professional corporations. For questions or comments regarding this article please call (770) 554-1400.

STATE HIGHLIGHTS

GEORGIA - Dr. Jonathan Jackson

The Georgia Academy of Pediatric Dentistry
announces "PEDO and PALS" Pediatric Emergencies in the Dental Office (PEDO) and Pediatric Advanced Life Support (PALS) Recertification

Atlanta, GA
Ritz Carlton Buckhead Hotel
Thursday, September 22 –Saturday, September 24, 2011

With Dr. Stanley Malamed as our featured speaker, this course is designed to improve the pediatric dentist's ability to manage pediatric and adolescent medical emergencies that may occur in the dental office. The focus will be on practical, hands-on procedures needed in the early evaluation and management period. Application of this information will be practiced in simulated emergency scenarios.

Stay later in Atlanta and attend our PALS recertification course, taught by Critical Concepts, a leader in medical continuing education. This course offers the latest in PALS technology and utilizes the latest AHA guidelines.

For more information, go to www.gaapd.org.

THE LAST WORD

Howard S. Schneider DDS MSD
Publications Editor

Webster defines the word **"OLD"** as "advanced in age", "far on in the natural period of Existence", grey hair, wrinkled skin". My wife tells me I am "old" and loosing my mind. I lost those years ago. With that "broad" description. the question always comes up, "when are you going to retire?" Well, from my experience, those people who have retired having either returned to work or died within a short period of time. Several months ago, I had a visit with an orthodontist from Brunswick, GA. He came in on a Monday morning was here almost three hours. I asked him what he was doing. His reply, "I'm retired." As I walked him back to his car, I asked, "By the way, when did you retire? His reply, " last Friday. " Within three months he was back at work." So to those persons who have retired, my hats off to them. As for myself. I do not feel I have even begun. My desire is to teach. I love, it I have something to offer, and, I am good at it.

So maybe one day, I will be called "Professor Howard" That is one mans opinion, and, that is the last word.