

DENTAL

ASSOCIATION NEWS



ANNUAL SESSION EVENT HIGHLIGHTS

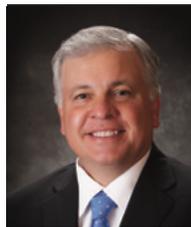
See Page 16



2022-2023 BOARD OF TRUSTEES



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New Dentist Committee
JOHN M. COULTER
KNOXVILLE



Speaker of the House
JOHN PETTY
TULLAHOMA

BOARD OF TRUSTEES *Report*

MAY 12 AND 15, 2022



The TDA Board of Trustees met on May 12 and May 15 in conjunction with the TDA Connect 2022 meeting.

Actions of the Board:

- TDA to join the coalition of state dental associations to modernize dental licensure.
- TDA will join with other state dental associations to urge CODA to revise accreditation standards for dental hygiene and dental assisting training programs.

Saying goodbye and welcoming Board members:

Outgoing Board members were given the opportunity to comment regarding their time on the Board: Dr. David Meister, Vice President Middle Tennessee; Dr. Larry Higginbotham, Vice President West Tennessee; Dr. Rick Kinard, Trustee Fourth District; and Dr. Jeannie Beauchamp, Immediate Past President.

Dr. Susan Orwick-Barnes passed the gavel to the TDA's new President Dr. Mitch Baldree, and Dr. Chip Clayton assumed his new role as President-elect. New members welcomed to the Board were: Dr. Robert Tuma, Trustee Fourth District; Dr. Rhonda Switzer-Nadasdi, Trustee Nashville Dental Society; Dr. Rajan Kshatri, Vice President Middle Tennessee; Dr. Trey Carney, Vice President West Tennessee.



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Actions of the 2022 TDA House of Delegates

Sunday, May 15, 2022

The meeting of the 155th Session of the TDA House of Delegates was called to order at 9:00 a.m. Central Time in Broadway Ballroom 3 of the Renaissance Nashville Hotel, Nashville, Tennessee with Dr. John Petty, Speaker of the House, presiding. Dr. David Magee, Seventh District Dental Society Trustee, offered the invocation. Dr. Bryan McLaughlin, Nashville Dental Society delegate and major in the United States Reserves, led in the Pledge to the Flag.

2022 Annual Meeting

Chair of the Annual Session Committee Dr. Hope Watson, Second District Trustee, welcomed attendees to the House of Delegates. She reported the TDA Connect conference had a total attendance of 773 with dentists comprising 266 of that number. Dr. Watson thanked the Annual Session Committee and TDA staff for their hard work and encouraged all present to attend next year in 2023.

Leadership and Special Guests

Speaker Petty then introduced those seated at the head table and recognized TDA Past Presidents, past Speakers of the House, Past ADA Trustees, Tennessee dental school deans, and new delegates. Dr. Jake Bateman, Chair of the Committee on Credentials and Rules and Order, reported a quorum was present. Committee members include: Dr. Bateman, Dr. Heath Blockley, Dr. Ken Randall, Dr. Ben Jamison, and Dr. Dennis Gardner. Dr. Cesar Sabates, ADA President, addressed the House through a video message.

Awards

President Susan Orwick-Barnes presented the following awards:

2021 Outstanding District Award:

Nashville Dental Society

Distinguished Service Awards

Dr. John Patrick "Rick" Kinard, for service to the Board of Trustees from 2016-2022.
Dr. K. Jean "Jeannie" Beauchamp, for service to the Board of Trustees from 2005-2022.

Nominations for TDA Elective Offices

Speaker Petty opened the meeting for nominations to serve in the elective offices of the Association for the year 2022 – 2023. The following were elected:

President-elect – Dr. George "Chip" Clayton
Secretary – Dr. Allen Burlison
Treasurer – Dr. Jay Davis
Speaker of the House – Dr. John Petty



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Executive Editor: Andrea Hayes
Managing Editor: Lourdes Arevalo
Editor: Amy Williams

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"Nominations" CONTINUED FROM PAGE 6

Vice President, Middle Tennessee – Dr. Rajan Kshatri
Vice President, West Tennessee – Dr. Robert "Trey" Carney III
ADA Delegate, East Tennessee – Dr. James Curtiss
ADA Delegate, Middle Tennessee – Dr. Richard Robinette
ADA Delegate, West Tennessee – Dr. Steven Zambrano
ADA Alternate Delegate, East Tennessee – Dr. Hope Watson
ADA Alternate Delegate, Middle Tennessee – Dr. Kimberly Pitts
ADA Alternate Delegate, West Tennessee – Dr. Nishel Patel

In addition, Dr. Robert Tuma, Fourth District, was elected by his component as trustee to the TDA Board of Trustees.

Dr. Petty called on TDA President Dr. Susan Orwick-Barnes, for her President's Address. (See Page 8 for Dr. Orwick-Barnes' address in its entirety.)

Dr. Allen Bureson, TDA Secretary, gave the Necrology Report. The House paused for a moment to remember these former colleagues.

Official Actions of the House

Dr. John Coulter, Chair of the Reference Committee, presented the Reference Committee report. (Members of the Reference Committee: Dr. Rhonda Switzer-Nadasdi, Dr. Trey Carney, Dr. Kristy Dye, and Dr. Stanley Waddell.)

B&F – 22 – 1 / Dues Increase

The House of Delegates adopted B&F – 22 – 1 which increases active member dues beginning January 2023 from \$434 to \$459.

B&F – 22 – 2 / 2022 – 2023 Budget

The House of Delegates adopted B&F – 22 – 2 which approved a budget of \$1,692,814.

BT2 – 22 – 1 / Honorary Membership, Chancellor Ellen Hobbs Lyle

The House of Delegates adopted BT2 – 22 – 1, which approved Honorary Membership for the Honorable Ellen Hobbs Lyle.

BT3 – 22 – 1 / Align Life Membership Qualifications with the ADA
The House of Delegates adopted BT3 – 22 – 1 which will align TDA Life Membership qualifications with the ADA by removing the age requirement of sixty-five years of age.

BT3 – 22 – 2 / Remove Associate Executive Director Option

The House of Delegates adopted BT3 – 22 – 2 which removes the Associate Executive Director option from the Constitution and the Bylaws.

BT4 – 22 – 1 / TDA Relief Fund Update

The House of Delegates adopted BT4 – 22 – 1 which changes the trustees of the fund to the Association President-elect, Association Secretary, Association Treasurer, Chair of the Council on Membership, Communications and Relief, and the Association Executive Director, and removes the Council on Membership,

Communications and Relief from management of grant applications.

BT4 – 22 – 2 / Appointments to Councils and Committees

The House of Delegates adopted BT4 – 22 – 2 which elected the nominees to the Councils and Committees of the Association, submitted and proposed by the Board of Trustees.

Updated TDA bylaws containing these actions are available on the TDA website.

Presentation of Honorary Membership to Chancellor Ellen Hobbs Lyle

Dr. Rhonda Switzer-Nadasdi, Nashville Dental Society, introduced Chancellor Ellen Hobbs Lyle, who was conferred honorary membership by the House for improving the oral health of Tennessee seniors, to make remarks to the delegation. Read more about this remarkable effort on page 22.

Installation of Officers and Remarks of 2022-23 TDA President Dr. G. Mitchell "Mitch" Baldree

President Orwick-Barnes installed the newly elected officers, ADA Delegates, Alternate Delegates, and new trustees.

Newly installed TDA President, Dr. Mitch Baldree, addressed the House of Delegates reflecting on the dentists who played a key role in his beginnings as a dentist and his participation on TDA committees. Dr. Baldree spoke of the reality that COVID accelerated changes and trends to the profession of dentistry—Baby Boomers retiring, Gen-X and Millennials moving into majority roles in membership and Gen Z representing dental students and soon-to-be new dentists. Online education has become the norm and professional communities have developed around social media. More than half of graduating dental classes are now female, and more dental spouses are professionals with their own careers, which presents choices between career and family. Fewer dentists are choosing to own their practice with more practices owned by corporations who fill some of the same roles as organized dentistry by providing employee dentists professional support and continuing education. He encouraged TDA to find new ways to support the diverse needs of a multi-generational workforce. Dr. Baldree stated that his goal is to step out of his comfort zone and provide leadership that is open to changing how we've always done things to keep our organization relevant and meet our new members' needs.

With no new business, the 155th TDA House of Delegates was adjourned.

Note: A transcript of the 155th Annual Session of the TDA House of Delegates is archived at the Dr. Frank P. Bowyer, Jr. Library at the TDA Executive Offices.

The House of Delegates is the governing, policy-making body of the TDA. Delegates meet annually to consider and vote on a series of resolutions that impact dentistry and the operations of the TDA.

Q&A

WITH 2022-23 TDA president



...Relationships and camaraderie are the biggest factors for my membership in organized dentistry.

TDA News recently sat down with Dr. Mitch Baldree, the 2022-2023 president of the Tennessee Dental Association. Read his answers to questions on his background in dentistry, the people who have influenced him most, and what he hopes to accomplish this year.

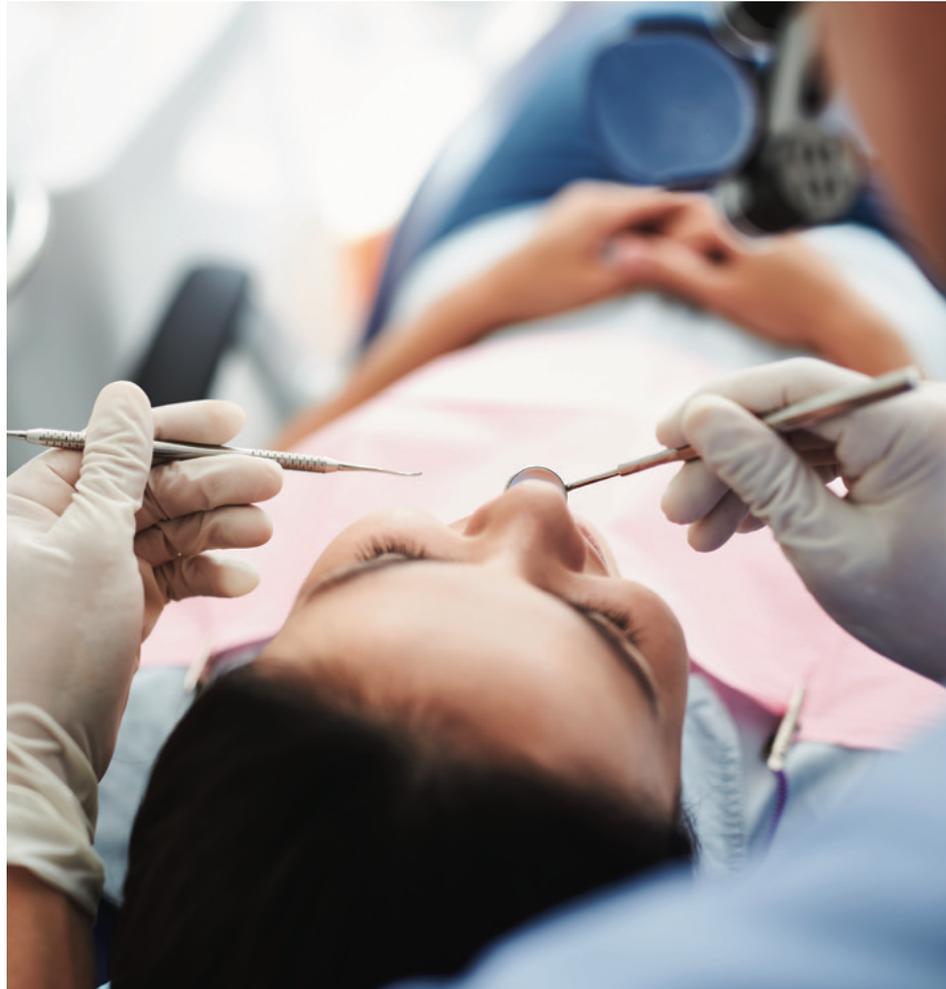
BIG PICTURE

Q What do you see as your priorities for this coming year? What do you hope to accomplish during your presidency?

This summer, I will work with the Board of Trustees as we set a new strategic direction and vision for the TDA. Much has changed for the profession and the Association since the last strategic plan was developed in 2016. And then mainly get out of the way to let Andrea and the rest of the TDA team run the Association and meet the needs of our members! I would like to assist, with the help of the rest of the Board, to ensure the TDA building is well-maintained and to see that good tenants remain in place for the foreseeable future. I would also like to see TDA's annual meeting become a strong scientific meeting.

What has been your involvement in organized dentistry?

Q I have been "through the chairs" with our local society and was president of Chattanooga Area Dental Society in 2010-2011. I have served on TDA Foundation Board of Directors, Dental Lifeline Network's Tennessee Leadership Council and TDA Insurance Agency Board of Directors. I have served on the TDA Board of Trustees since June 2019. My tenure on the Board, while relatively short compared to some, is unique because I fulfilled the full term of Dr. J Newman.



LET'S GET PERSONAL

Q Tell us about your background: Where you grew up, what your family was like, your education, and what drew you to dentistry as a career?

I grew up in Cleveland, Tennessee as an only child. My mother went to college after I was born and became an educator at Bradley Central High School. My father had been unable to go to college after high school but was fortunate to become a personnel manager for three different corporations in Cleveland before turning to real estate. Education was strongly encouraged, demanded, in our household. I attended what is now Rhodes College (1983), and then earned my DDS from UTHSC (1988). After that, I completed a General Practice Residency at the VA hospital in Memphis (1989), and then continued to complete my residency in Prosthodontics at Emory University in Atlanta (1991). I've been in private practice since July 1991.

2022 FELLOWSHIP AWARD RECIPIENTS

The TDA Fellowship Award recognizes outstanding Tennessee dentists who make noteworthy contributions of their time and talent toward professional progress and the public they serve. It is the TDA's highest award presented annually and is awarded to no more than twelve deserving dentists. Congratulations to our colleagues!



First District Dental Society
DR. BRANDON S. ROLLER



Second District Dental Society
DR. CHRISTINA A. HONEY



Second District Dental Society
DR. STEVEN E. BROCK



Chattanooga Area Dental Society
DR. ANDREW B. MCDANIEL



Fourth District Dental Society
DR. ROBERT P. TUMA



Nashville Dental Society
DR. J. DAVID MEISTER



Nashville Dental Society
DR. J. ANTHONY VAUGHN



Seventh District Dental Society
DR. H. BENNETT HUNT



Memphis Dental Society
DR. JULIA A. PRINCE



Memphis Dental Society
DR. KYLE D. FAGALA

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welcome

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THE TENNESSEE DENTAL ASSOCIATION
WELCOMES THE FOLLOWING DENTISTS
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We're working to bring you valuable resources to help you balance your patients, your practice, and your life. From the latest clinical guidelines to financial management tools like insurance and retirement plans, you'll find what you need to keep your work and life on track.

If there is anything we can do to enhance your membership experience, call us at 615.628.0208 or email tda@tndentalassociation.org.

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Stuart Laningham
Erika Lovett
David Poe

Second District Dental Society

Jesse Ellsworth
Caleb Blackburn
Christopher Scott
Jacob Wolkow
Christopher Scott
Caleb Blackburn
Jacob Wolkow
Kylie Rozelle
Spenser Ryan

Chattanooga Area Dental Society

Eric Ricks
Katherine Romelfanger
Richard Law
Bryson Popp

Fourth District Dental Society

Robert MacArthur
Sydney Larsen
Amber Sifuentes

Nashville Dental Society

Taylor Bolland
Elliott DeWeese
Kristin Schmitter Webster
Joseph Zacharias

Elizabeth Smith
Brett Harrelson
John-Morgan Correll
Eric Brockman
Elizabeth Smith
Brett Harrelson
John-Morgan Correll
Austin Runyon
Dominick Massa
Mary Winstead
Bryan Shannon
Faye Frey

Seventh District Dental Society

Lakyn Bell
Olivia Gaddy
Herschel Gaddy
Katelyn Robertson
Andrew Tanyous

Eighth District Dental Society

Zachary Smith
Heath Meyer

Memphis Dental Society

Simon Chanin
Kaitlin Polk
Preston Parrish
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ADA NEWS

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- Session 1: Aug 26-27
- Session 2: Sep 23-24
- Session 3: Nov 4-5
- Session 4: Dec 2-3

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- Session 1: Jan 27-28
- Session 2: Feb 24-25
- Session 3: Mar 24-25
- Session 4: Apr 21-22



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If you have not received emails from the TDA, please make sure to check your spam or junk mail folder and mark **tda@tndentalassociation.org** as a safe sender. To be included in the mailing list or to update your email address, please email us at **tda@tndentalassociation.org**



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Tennessee Board of Dentistry
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Tennessee Department of Health
(615) 741-301

Tennessee Dental Association
(615) 628-0208 | Fax: (615) 628-0214
tda@tndentalassociation.org

>Staffed Component Societies

First District Dental Society
Executive Secretary: Brooke Bailey
(423) 552-0222
firstdistrictdental@gmail.com

Second District Dental Society
Executive Director: Diane Landers
(865) 919-6464
sddsoffice@gmail.com

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Executive Director: Delaney Williams
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Thank you

TO OUR OUTGOING BOARD AND COMMITTEE MEMBERS FOR SERVICE IN 2021-2022

With the end of the 2021-2022 fiscal year, some TDA members have concluded their roles on the TDA Board of Trustees and the TDA Councils and Committees. We thank everyone for their contributions during the past year.

TDA Board of Trustees: Jeannie Beauchamp, Rick Kinard, David Meister, and Larry Higginbotham

ADA Delegates/Alternate Delegates: Walter Fain, Leon Stanislav, Tom Patterson, and James Avery

Councils & Committees: Council on Dental Benefit Programs: David R. Barnes; Council on Membership, Communications & Relief: Tim Carter, Valencia May; Council on State Agencies, Awards, Ethics & Judicial Affairs: Randall Montgomery, Hal Jones, Dale Blevins; New Dentist Committee: Van Guthrie, Daniel Holsinger, Ryan Roberts; Peer Review Committee: Robert Tuma, Leon Stanislav; Annual Session Committee: Hope Watson, Susan Orwick-Barnes, Kimberly Pitts, Mike Mysinger; Governmental Affairs Committee: Randall Montgomery, Chad Eslinger, Kathy Hall, Walter Owens, Paul Cullum, Stephen Maroda

On behalf of dentists in the state of Tennessee, we are grateful for your service!



In Memoriam

The TDA honors the memory and passing of the following members:

Dr. Ralph Nixon

He was a member of the American Dental Association, the Tennessee Dental Association, and the Seventh District Dental Society.

Dr. Richard Barbee

He was a member of the American Dental Association, the Tennessee Dental Association, and the Second District Dental Society.

CHANCELLOR ELLEN HOBBS LYLE

ELECTED AS AN HONORARY MEMBER OF THE TENNESSEE DENTAL ASSOCIATION

The Honorable Ellen Hobbs Lyle was elected as an honorary member of the Tennessee Dental Association by the House of Delegates during the 155th Annual Session of the TDA. Honorary membership was conferred upon Chancellor Lyle, Judge of Davidson County Chancery Court Part III since 1995, for dramatically improving the oral health of Tennessee’s seniors.

In the settlement of two related cases (SeniorTrust/ElderTrust), Chancellor Lyle ruled that approximately 40 million dollars be used to implement statewide initiatives designed to improve the quality of life for older Tennesseans in four specific areas of need—transportation, affordable housing, legal assistance, and dental care. Led by Interfaith Dental Clinic CEO and TDA Board member Dr. Rhonda Switzer-Nadasdi, SMILE ON 60+ was created to provide oral health services and education, and 12.5 million dollars was allocated from the trust settlement to create and manage the program statewide. It is estimated that more than 20,000 Tennessee seniors have benefitted.



The SMILE ON 60+ program:

- ✓ provides awareness of the importance of oral health to overall health,
- ✓ helps navigate low-income adults over age sixty into charitable clinics,
- ✓ pays for most of the cost of care and transportation.

Funding from the settlement was also directed toward the Nashville Public Television documentary, “Aging Matters – Oral Health for Older Adults,” to bring community awareness to the oral health issues facing older adults.



TENNESSEE INVESTS IN ORAL HEALTH

FROM THE BUREAU OF TENNCARE

The state of Tennessee recently made significant investments in the oral health of Tennesseans. On April 1, 2022, TennCare, Tennessee's Medicaid program, added dental coverage for pregnant and postpartum members. Governor Lee's Fiscal Year 2023 budget also included rate increases for

health diseases. We are grateful for those TennCare dental providers who have already started providing care to this population. These benefits will positively affect both mother and child in reducing cavities/tooth decay and other oral health diseases. We are grateful for those TennCare dental providers who have already



ON APRIL 1, 2022, TENNCARE BEGAN OFFERING DENTAL BENEFITS FOR PREGNANT AND POSTPARTUM MEMBERS AS A PART OF AN OVERALL INVESTMENT IN MATERNAL HEALTH.

TennCare dental providers, investments in Tennessee's dental workforce pipeline, and the addition of TennCare dental benefits for nearly 700,000 adult members.

PREGNANT AND POSTPARTUM DENTAL BENEFITS

On April 1, 2022, TennCare began offering dental benefits for pregnant and postpartum members as a part of an overall investment in maternal health. This investment also includes extending TennCare coverage from two months to twelve months after pregnancy. With approximately 45,000 pregnant and postpartum members, TennCare expects the benefits to significantly impact the overall health of Tennesseans. **A mother's oral health is directly linked to a child's oral health development.** health and these benefits will positively affect both mother and child in reducing cavities/tooth decay and other oral

started providing care to this population. To receive services, pregnant TennCare members will update their TennCare Connect account to notify the agency that they are pregnant and find a dental provider by visiting dentaquest.com/state-plans/regions/Tennessee. Enrollees can update TennCare Connect over the phone at 855-259-0701, online at tenncareconnect.tn.gov or at a local Health Department.

PROVIDER RATE INCREASES

Currently, in the TennCare Children's Dental program alone, over 500,000 TennCare members under the age of 21 receive dental treatments each year. Dental providers who are contracted with our Dental Benefits Manager (DBM) and treat TennCare members have been critical in ensuring that the most vulnerable Tennesseans have access to high-quality dental care.

Governor Lee's Fiscal Year 2023 budget includes an \$11.3 million annual investment in our dental provider network. With the Legislature's approval of the budget, TennCare has increased provider rates through the dental fee schedules for all of our current TennCare dental programs. TennCare is grateful and proud of the high-quality dental care that our providers deliver to our members. The rate increases will also strongly recognize the preventative and high-value services like topical fluorides, dental sealants, and silver diamine fluoride that support prevention of disease, as well as other key therapeutic procedures like root canals to further bolster access to critical services for our members.

INVESTMENTS IN TENNESSEE DENTAL WORKFORCE PIPELINE

The Department of Health also received investments in the Fiscal Year 2023 budget to expand dental services across the state. The state is making a multi-year investment toward recruiting, retaining, and training dentists, dental assistants and hygienists in underserved locations, including local health departments. To meet the essential need of dental care across the state, one goal is to

increase dental school class sizes to bolster the pipeline of new dentists in the state. Additional investments include adult dental care services such as oral health care and case management services for older adults age 65+ and access to dentures for working-age Tennesseans seen in charitable care clinics.

that dental benefits can improve behavioral and mental health and lead to increase employment opportunities. Supporting oral health through a dental benefit for all TennCare members may also help reduce emergency room visits to treat oral emergencies.



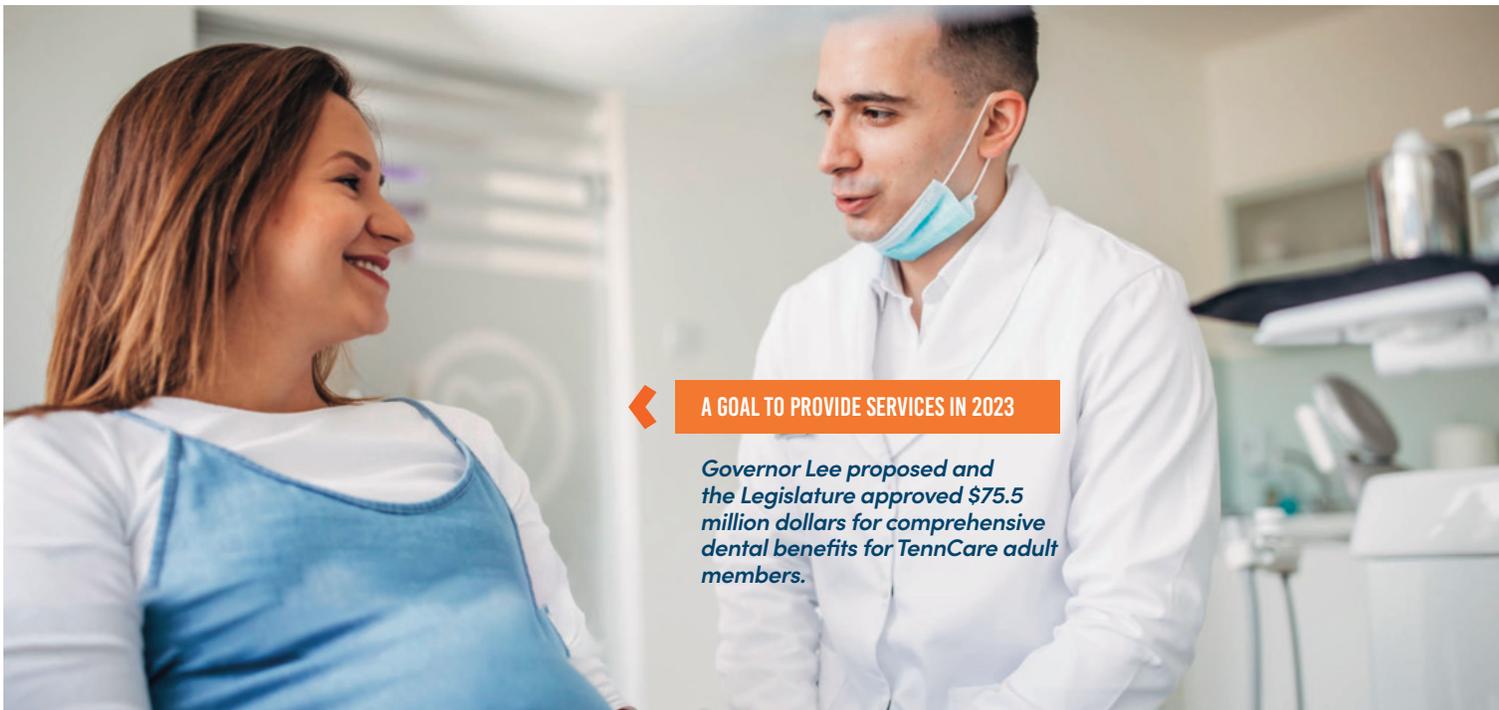
CURRENTLY, IN THE TENNCARE CHILDREN'S DENTAL PROGRAM ALONE, OVER 500,000 TENNCARE MEMBERS UNDER THE AGE OF 21 RECEIVE DENTAL TREATMENTS EACH YEAR.

ADULT DENTAL BENEFITS

Governor Lee proposed and the Legislature approved \$75.5 million dollars for comprehensive dental benefits for TennCare adult members. TennCare will be working to implement the adult dental benefit in the coming months to provide services in 2023. There is strong evidence

For more information on TennCare and benefits, visit tn.gov/tenncare.

The Bureau of TennCare is grateful for our partners who work alongside us to provide care to our fellow Tennesseans and look forward to working with new partners in the upcoming months!



A GOAL TO PROVIDE SERVICES IN 2023

Governor Lee proposed and the Legislature approved \$75.5 million dollars for comprehensive dental benefits for TennCare adult members.



NURTURE YOUR RESILIENCE

Bouncing Back From Difficult Times

Everyone goes through tough times in life. But many things can help you survive—and even thrive—during stressful periods. There’s no one-size-fits-all approach. Learning healthy ways to cope and how to draw from resources in your community can help you build resilience.

“Resilience is the extent to which we can bounce back from adverse events, cope with stress, or succeed in the face of adversity,” says Dr. Cindy Bergeman, a psychology professor at the University of Notre Dame.

You’re not born with resilience. “It’s not something you either have or don’t have,” says Dr. Alexandra Burt, a child development expert at Michigan State University.

“Resilience is a process in which many factors—including family, community, and cultural practices—interact. It boosts wellness and protects you from risks to your well-being. For many people, these risks are compounded by hardship and discrimination,” adds Dr. Lisa Wexler, who studies suicide prevention at the University of Michigan.

Researchers are studying what helps people become more resilient. Creating healthy habits and taking care of yourself can help. And so can family, friends, and your connection to community and culture.

FINDING YOUR STRENGTHS

Stress can cause wear and tear on the body and brain. Chronic stress has been linked to an increased risk of many health conditions. These include heart disease, high blood pressure, depression, and anxiety.

Many stressful situations can’t easily be changed by one person. And some—such as parenting or a challenging job—can be things you want to do, even if they’re taxing.

But resilience isn’t just about eliminating stress. It’s also about tapping into your strengths. Researchers call these protective factors. “They can buffer stress or directly promote well-being—and sometimes even do both,” Wexler says.

Your strengths include those of your neighborhood and community. Different cultures have developed different ways to

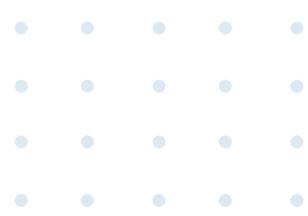
positive way?” Bergeman asks. “For example, you can look at a stressful situation as a growth opportunity instead of thinking of it as a threat. Ask yourself: What can I learn from this situation?”

Meeting your own needs also makes a difference. “We’re often so busy trying to take care of other people that we don’t do good self-care. I encourage people to do



help people cope. The ceremonies, teachings, and cultural practices that are meaningful to you can help, Wexler says. Other protective factors involve nurturing your body. “Being able to manage your stress is key to what underlies resilience. And a healthy body is going to deal with stress much better,” says Bergeman. Other tools are emotional, like expressing your feelings rather than bottling them up, she explains. Looking at problems from different angles can help, too. “Can you see a difficulty in a more

something that they enjoy every single day. Many people feel guilty about that. But it really helps us replenish our emotional reserves, just like a meal fills our physical reserves,” says Bergeman. In times of stress, self-care can be the opposite of selfish. Adults who take time for themselves can better help nurture resilience in children, says Burt. “One of the best things any parent can do for their child is to be well and healthy themselves. That makes it a lot easier for you to provide the support your child needs.”



“The tools that best help you offset stress can differ from situation to situation.”



TAPPING INTO RESOURCES

Another part of resilience is about using the resources available to you. More and more, researchers are understanding that resilience doesn't happen in a vacuum.

“The presence of resilience in a person is related to the

supports around them,” Burt says. For example, she and her team found that growing up in a very impoverished neighborhood can change the way a child's brain develops. But when adults in the community work together to support and monitor neighborhood children, it helps protect the children's brains despite their circumstances. “A child can be resilient because they have these resilience-promoting things around them,” Burt explains.

Supportive adults don't have to be a parent or relative, Burt says, though they often are. Some kids don't have supportive families.

“That supportive person can also be a teacher, or someone else who's important to them. Just one person who they really feel has their back,” she says. Wexler is part of the NIH-funded Alaska Native Collaborative Hub for Research on Resilience (ANCHRR). This is a group of researchers working with local community leaders. They are studying which cultural strengths help protect Alaska Native young people from suicide.

Many protective factors for these young adults come from their community's culture. “Access to cultural resources combined with the ability to use them is what helps lower suicide risk,” says Dr. James Allen from the University of Minnesota.

ANCHRR is also looking at how the cultural and spiritual practices that Alaska Native communities harness work to protect youth against the suicide and other risks they face.



SOMETIMES YOU HAVE A STRESSOR WHERE YOU NEED TO TAKE ACTION AND SOLVE THE PROBLEM. BUT FOR OTHER TYPES OF STRESSORS, MAYBE YOU NEED EMOTIONAL SUPPORT.

BUILDING RESILIENCE



CHOOSING YOUR TOOLS

The tools that best help you offset stress can differ from situation to situation, says Bergeman.

“Sometimes you have a stressor where you need to take action and solve the problem. But for other types of stressors, maybe you need emotional support,” she says. “A way to think about resilience may be: How do you match what you need with the kinds of tools that you have?”

In a way, practice makes perfect, Bergeman says. Keep tabs on what felt helpful to you during stressful times. Ask yourself: How did you deal with it? Did you choose a healthy strategy? How might other people have helped you deal with it?

“That can prepare you for the next experience that may be more difficult,” Bergeman says.

Source: NIH News in Health. For the latest news from the National Institutes of Health, part of the U.S. Department of Health and Human Services, visit [news.nih.gov](https://www.news.nih.gov)

Nurturing your body, brain, and social connections can help you bounce back from stress.

Develop healthy physical habits. Healthy eating, physical activity, and regular sleep can improve your physical and mental health.

Take time for yourself. Make taking care of yourself part of your daily routine. Take time to notice the good moments or do something that you enjoy, like reading a book or listening to music.

Look at problems from different angles. Think of challenging situations as growth opportunities. Try to see the positive side of things. Learn from your mistakes and don't dwell on them.

Practice gratitude. Take time to note things to be thankful for each day.

Explore your beliefs about the meaning and purpose of life. Think about how to guide your life by the principles that are important to you.

Tap into your social connections and community. Surround yourself with positive, healthy people. Ask friends, family, or trusted members of your community for information or assistance when you need it. Look for cultural practices that you feel help in times of stress.

Get help for mental health and substance use disorders. Talk with a health care professional if you're having trouble coping. Or call SAMHSA's free national helpline at 1-800-662-HELP. If you or someone you know is thinking about suicide, you can call the National Suicide Prevention Lifeline at 1-800-273-TALK. You can also text "HOME" to the Crisis Text Line at 741741.

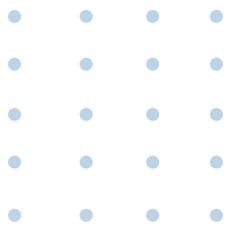


Do You Know How to

PREVENT FINANCIAL FRAUD

IN YOUR DENTAL PRACTICE?

By **PHIL NIETO** FROM OUR PARTNERS AT BEST CARD



Embezzlement in the practice is something that most dentists prefer not to think about. Your team members often feel like an extension of your own family and it can seem like a betrayal to consider that they could be capable of stealing from you. However, over the course of their career, it's estimated that between 20%-60% of dentists will be affected by fraud.

Best Card, the endorsed credit card processor of the Tennessee Dental Association and the ADA Member Advantage Program, works with thousands of dental offices and, unfortunately, every year we uncover embezzlement in some of our member dentists' practices. We know that dentists are busy and may not have the time or experience to know where to start in preventing embezzlement in the practice. With that in mind, we've compiled some tips that every dentist can implement TODAY to minimize the risk of becoming a victim of embezzlement.

The nature of fraud changes constantly, but the steps that you can take to minimize your risk also accomplish two very important things: you get to verify financial details in areas of the practice that can be high risk, AND show staff that those high-risk areas are being monitored to minimize the perception of opportunities to commit fraud. To accomplish these goals, let's review some steps to implement in your office.

WHAT SHOULD I HAVE DONE YESTERDAY?

Utilize the security functions of your practice management software.

Dental software can be very helpful in running your business and making sure that finances line up correctly, however, the number of offices that do not use their software capabilities to protect themselves from fraud is staggering. When looking at your dental software, you should always have two different settings in place. First, you, as the owner, should be the only person with highest-level user permissions. Second, you should use those permissions to set up audit logs for all data entries and changes made to records in the software. Audit logs (or audit reports) are a record of activities performed by the users, so it makes it MUCH easier to track if fraud is occurring.

- Example: If you had a person in your practice who was pocketing cash payments made by patients and then deleting balances due so that the patients weren't double charged, turning on an audit report would make this much easier to find. Those audit logs would show receivables being adjusted or written off without being paid!

WHAT SHOULD I DO EVERY DAY IN MY PRACTICE?

Check every day to see if there were any returns run to patients in cash, check, or credit card, and scrutinize those returns to make sure they are legitimate.

The vast majority of payment activity in your practice will be patients paying you for providing dental services, while you should rarely be paying your patients via refunds. Since returns can be fraudulently exploited, this is a great area to review on a daily basis.

- As a rule of thumb, returns owed to the patient should always be made with the same payment method as the original payment. For example, a credit card payment should be returned to the same card as the original transaction. Any returns that don't fit this rule should be well documented.



- Verify that all returns correspond to off-setting sales and are consistent with expected balancing for the practice.
- The average dental office nationwide runs 0.5% of transactions as returns – so on average you should have 1 return for every 200 sales. If you have significantly more returns than this, it may be worth checking on your billing practices and the legitimacy of those returns.

WHAT CAN YOU DO ON A WEEKLY BASIS?

Weekly audits should include a high-level review to make sure that the practice finance numbers are consistent. While it's true that any inconsistencies could be a sign of fraud, it's a great reason to talk to your front office or finance staff and get a better understanding of the normal procedures and systems in place in the office. Remember, the perception that you understand the practice operations well enough to prevent fraud is, in itself, a huge deterrent to embezzlement!

- Pick at least 1 day of the week and make sure that your payments received (cash, credit card, check) balance to your daysheet, and that all bank deposits match your daily credit card settlement reports and accounts receivables. Be sure to follow up on any inconsistencies.
- Review any vendor invoices to ensure payments match and supplies/services ordered are not excessive.

SUMMARY

While micro-managing every aspect of your practice might not be practical, getting into the habit of taking just a few minutes a day to keep an eye on things could save you from potentially serious losses down the road. For more information on embezzlement in the dental industry, how to spot it, and how to stop it, be sure to attend Best Card's CE presentation, "Mitigating Risk and Spotting Embezzlement in your Practice" presented by the TDA on August 30th at 6 p.m. CT. Visit our website to learn more.

Best Card is the endorsed credit card processor of the TDA and saves the average dental practice \$4,221 (28%) per year on their credit card processing fees while also offering outstanding customer service and streamlined solutions that can auto-post payments to a variety of dental software. If you're interested in what they can do for your practice, call us at (877) 739-3952 or email them at Compare@BestCardTeam.com.



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NEW DENTIST CORNER

Wearing Several Hats Takes Time Management

Upon writing this post, I was asked, “What does a typical day look like for you?” I must humbly reply that a typical day does not exist for me. That is one of the reasons that I chose to partake in the profession of dentistry.

There are a multitude of factors that can contribute to a day in the dental office. One day, it could be a “ho-hum” day of basic hygiene recall exams. The next day could involve a complex series of restorations with subgingival margins, while the subsequent day could involve researching a peculiar fluctuant mass needing a biopsy. Sometimes, a mere morning can encompass all three scenarios before you sit down and have your first cup of coffee. My running joke with my colleagues over the years has been that everyone in the dental community should learn to have an appreciation for iced coffee — as it may be hot when you brew it, but will undoubtedly be cold by the time you consume it.

Jokes aside, it would be wise to take some notes from Edna Mode of Disney’s *The Incredibles* or Louis Pasteur of scientific fame, who both agree that luck favors the prepared. It is this very preparedness that has kept me in good stead from my dental

experiences in both Washington and California. From being a restorative hygiene professor at Eastern Washington University to an insurance dental claims consultant to an active associate in private practice, I have worn many hats throughout my career. This has expanded my network to include all walks of dental life; be it student, 10+ year veteran, hygienist or even a contributor to the ADA New Dentist Now blog team!

How do I manage writing a witty, insightful article while maintaining my role as a dutiful husband, all after a tiring day’s work?

Time management.

Multitasking is the key to effectively and efficiently manage my time. For example, balancing my finances. Does this constitute me sitting down, blocking out an hour to sit and plan out the debits and credits? No, if only I were so lucky to have that amount of time to accomplish this! What this means for me is that while I wait for the water to boil for a morning cup of coffee (still hoping I can get to try it piping hot), I will check bank accounts and emails concerning finances.



Furthermore, my balancing management approach does not stop in the morning. First and foremost, I am dedicated to treating the patient that is in front of me at my brick and mortar establishment, but, if there is a lull in the schedule, that presents the perfect opportunity to help consult and answer online questions through my work in teledentistry.

Interestingly enough, this mentality does not limit itself to only dental-based ideals, as it can facilitate an increased time with family and friends. This multitasking strategy has taught me that if I can complete errands such as getting my haircut or picking up dry-cleaning during my lunch hour, I will have more time to spend with my wife and family.



◀ DR. AMIR KAZIM

Another concept that I wholeheartedly support is to invest time and effort into endeavors now that will be fruitful in the future. I opt to engage in organized dentistry, in particular the advocacy side of dentistry. Ever since I became heavily involved with advocacy in 2017, I have learned that we as an organization have been lobbying hard to reform the Mccarran-Ferguson Act. This topic was a stalwart on our list of topics to discuss with officials almost every year.

Recently, we were fortunate to see that our lobbying succeeded and the bill was reformed! In short, by having the reformation, we loosened the grip that dental insurances had on the future reimbursements that they could provide. Our team's constant discussions with Congressional members facilitated a momentous change to policy. By allocating time and effort now, we can have a better shot at having a better financial future.

It should be noted that with all the wonderful variety of options available to a dentist, we should not bite off more

than we can chew, "Like this Camembert [cheese], I am at my most delicious when I'm not spread too thin." This season 8 quote from the show Frasier exemplifies the need to not be so bogged down with activities that you cannot focus on what is at hand.

Remember, a patient's emergency does not mean it's your urgency. Far less the fact that it was most likely recurrent decay close to the pulp that needed a crown before and now needs both a root canal and a crown. But if there are five patients in the waiting room, chair two will not recline and chair five's air-water just sprung a leak, take a deep breath and know that it's OK to offer antibiotics and analgesics until you can properly devote appropriate attention to the case.

In summation, how can a little old dentist such as myself commit to so many roles and be productive? The author Paul J. Meyer put it best, "Productivity is never an accident. It is always the result of a commitment to excellence, intelligent planning, and focused effort."

DR. AMIR KAZIM was born in Toronto, Ontario, Canada. He completed his DDS at Howard University in 2014 and an Advanced Education in General Dentistry Program in the subsequent year at Yakima Valley Farm Workers Clinic in Spokane. During his time in Washington State, Dr. Kazim took on roles in many varying capacities such as working in Federally Qualified Health Centers, private practice as well as insurance audits and adjunct professor of restorative dentistry. To this end, Dr. Kazim played an integral role in bringing the merits of teledentistry to Washington by being one of the founding members of their established task force. While keeping busy with dental-related issues, Dr. Kazim enjoys traveling and experiencing new cultures and foods. Having recently moved to California, Dr. Kazim is excited to continue his efforts into this exciting new aspect of dentistry. He is a member of the ADA, the California Dental Association and the Harbor Dental Society.

This article originally appeared June 7, 2021 in the ADA New Dentist Now blog, newdentistblog.ada.org

CLASSIFIEDS

JOB OPPORTUNITY AVAILABLE

WEST TENNESSEE REGIONAL DENTAL DIRECTOR NEEDED

Job Overview: The Regional Dental Director serves as the dental administrative lead for the region. This position provides oversight for the School-Based Dental Preventive Program (SBDPP), the dental clinical staff, assists with the nurse's fluoride varnish program, and serves as the dental subject matter expert for the region. They are also responsible for the onboarding and training of new staff members, as well as monitoring existing staff members. The Regional Dental Director typically performs administrative duties 3 to 4 days per week and clinical services 1 to 2 days per week. Travel is required within the region throughout the year, with 4 to 5 state meetings per year. Key Responsibilities: •Administer and manage the Clinical Dental Program to maintain delivery of quality dental services in accordance with Tennessee Department of Health Standards of Practice and Tennessee Dental Practice Act. •Manage the School-Based Dental Prevention Program. •Provide comprehensive dental services to rural and Federally Qualified Health Center populations, including children and adults. •Provide leadership and support to all dental programs, ensure compliance of standardized training, evaluate staff, and ensure productivity meets established guidelines. This is a permanent, full-time state position with the Tennessee Department of Health. The State of Tennessee offers great benefits including health insurance - learn more here. Education requirements: Graduation from an accredited school of dentistry. Minimum qualifications: Current license to practice dentistry in the State of Tennessee and minimum of 3 years of clinical dental experience. Potential signing bonus. To apply: pamela.bankhead@tn.gov

General Dentist, Bristol, TN. Full time.

Healing Hands Health Center is seeking a dentist to treat patients in a charitable clinic. Must have compassion for the underserved. The clinic is a state-of-the-art facility located in the beautiful Appalachian Mountains close to lakes, hiking, nationally acclaimed golf courses, and a historic downtown. Salaried position with benefits. Send resume to helen@healinghandshealthcenter.org.

General Dentist Needed

Have you considered working for a great dental group and making at least \$175,000 part time or at least \$300,000 full time? We are looking for highly committed and skilled dentists to match our busy fee for service practice. We offer the most updated technology for comprehensive diagnosing. Schedules are flexible with available evening and weekend hours in an updated, technology-driven practice. Contact Jared @ 402-714-6647 our Recruiting Coordinator.

PRACTICE FOR SALE

Greater Memphis, TN General Dental Practice for Sale

Set in the Mississippi Delta, Memphis is a metro area where the energy of urban living melds with the slow rhythms of the rural South. New to the market is a thriving general dental practice in the greater Memphis area! The practice supports multiple doctors; each interested in exploring options for a transition. Located in a free-standing building, within 45 minutes of downtown Memphis, the real estate is available as well. The current doctors are interested in a partnership, an associate or affiliating with a group. 11 operatories. Collections of \$1.517 million & SDE of \$540,000. 17,800 active patients & 45 new patients/month. This well-established practice has been a staple in the community for over thirty years. Located with easy access to downtown Memphis, while still maintaining a safe, close-knit community – this practice is ideally located! To learn more, contact Professional Transition Strategies: sam@professionaltransition.com or call: 719.694.8320. We look forward to speaking with you!

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Mail checks made payable to the TDA, along with your typed or clearly printed classified ad, by the 1st of the month prior to the month of publication to: TDA Newsletter, 660 Bakers Bridge Avenue, Suite 300, Franklin, TN 37067.

TDA reserves the right to reject any advertising. Call the TDA Executive Office at 615-628-0208 or email tda@tndentalassociation.org if you have any questions.

* Free to TDA members: one ad per year — three (3) month maximum — after third month the \$40.00 minimum and additional character charge will apply.

Clarksville, TN Family Dental Practice for Sale

Middle Tennessee provides genuine Southern hospitality and delivers an unparalleled creative music experience. New to the market is a family dental practice in Clarksville, TN! The current doctor is interested in exploring all transition options as they transition to retirement. The practice is equipped with ten total operatories; four closed ops and six open-bay chairs. Collections of \$1.206 million & SDE of \$413,000. With limited marketing (most patient referrals come from word of mouth) the practice sees an impressive sixty-five new patients/month! Clarksville is a growing community located within an hour of Nashville and this practice is in a prime location! To learn more, contact Professional Transition Strategies: bailey@professionaltransition.com or call: 719.694.8320. We look forward to speaking with you!

Practices for Sale

Choice Transitions currently has several practices for sale. From smaller/starter practices ideal for more recent grads all the way to large, multi-doctor practices! Our inventory is constantly changing as practices sell and new practices are listed. To investigate these opportunities please visit and register for FREE on our website at www.choicetransitions.com or Contact Fred Bacon, DDS at (877) 365-6786, x220 or Jay Lowrey at x221

Jefferson City, TN

Practice/equipment for sale, Jefferson City, four opts with equipment, (6) dental chairs, (4) Belmont track lights, (3) DCI under counter delivery system, (2) Belmont x-rays, cabinets and much more. Contact richardjmiller1114@gmail.com, 865-475-4426

Two Nashville practices for sale

est. for 50+ years; ops. 5 in one; 4 in other; digital radiography, \$300,000 for each with excellent leases. Possible partial finance a consideration. One of the offices has apt. Great specialist potential location as well. Serious inquiries only contact rolinuno@aol.com

General Practice for sale outside Nashville

2,500 sf, 5 operatories, 25 new patients per month and ~2,500 active patients. Production and collections average ~\$1.1M and overhead is approximately 55%. Contact – info@nationaldentalplacements.com

General practice for sale in northwest, TN

3,000 sf, 5 operatories, 1,260 active patients & ~320 new patients per year. In 2021, production and collections exceeded \$1.6M and the overhead is ~50%. Contact – info@nationaldentalplacements.com

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For Sale

Baldor 1/4 HP Dental Polishing Lathe 353T 437b, Double Spindle Motor 1/4 HP 2 Speed 3450/1725 RPM with quick disconnect in excellent condition \$350.00; Whaledent Dental Lab Vibrator Model TM6H \$45.00; Call Dr. Chitalia 901-489-4434

Your practice is one of your most important assets. DO YOU KNOW WHAT IT'S WORTH?



While no one likes to think about it, things do happen and it's always important to be prepared. Knowing your practice's value can make the difference between selling your practice or having it become unsellable. That is why practice owners should have an up-to-date practice valuation.

Whether you are anticipating selling your practice and planning for retirement, recruiting a new associate who potentially may become a partner, or preparing for the unexpected, there are many reasons to have a current practice valuation.

A **Henry Schein Dental Practice Transitions** valuation considers both tangible and intangible assets of the practice and can provide the many key factors which influence the practice's value.

To get started on your practice valuation or schedule a complimentary consultation, give us a call at **866-335-2947**.

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844-205-1171 or <http://ada.ahitravel.com>

Bank of America Practice Solutions: Practice Financing. 1-800-497-6076,
bankofamerica.com/practicesolutions

Best Card: Credit card merchant processing services. 877-739-3952

Bento: A modern alternative to dental benefits. Visit bento.net, email or call 800.734.8484

CareCredit: Patient Payment Plans - new 1-800-300-3046, ext. 4519; already enrolled 800-859-9975 or carecredit.com/dental

ClaimX: Electronic Claim Processing - 866-886-5113 Opt 1 (Promo Code KCI0208) or www.claimxedi.com

Cyacom: Interpretation and translation services. 1-844-737-0781 or getstarted@cyacom.com

D-MMEX: Easy Refine Scrap Metal Recovery Program 1-800-741-3174 or www.easyrefine.com

DrFirst: iPrescribe mobile electronic prescribing application and service. 866-263-6511 or <https://drfirst.com/products/iprescribe/>

GE Appliances: Savings of up to 25% off MSRP on select GE appliances
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Lenovo: PC products and accessories. 800-426-7235 ext. 4886 or www3.lenovo.com/us/en/ada

Medical Protective: Malpractice Insurance – Contact TDA Insurance Agency: 1-800-347-1109 or www.TDAinsurance.com

Mercedes-Benz: New, purchased or leased Mercedes Benz and Smart Cars Call 866-628-7232 or visit ada.org/Mercedes

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PBHS Secure Mail: Secure, regulatory-compliant email solutions for dental practices. Visit www.pbhs.com/ada

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