

# Bulletin



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## SCDA Board Planning Retreat

By Phil Smith

The SCDA Board hosted a planning retreat for officers and committee chairs on the weekend of November 11th. The retreat is designed to evaluate past progress for the association, and to plan for a future direction for our members and the dental community. The retreats have historically been very productive and tend to unify the focus for the incoming administration. Dr. Betsy Jabbour, President -Elect for the SCDA, had an agenda that was perceptive and a bit challenging for many of the established attendees. Appropriate for Dr. Jabbour's term as she attempts to usher us into the future.

The meeting began with a presentation by Dr. Robert Oldendick from the USC Institute for Public Service. Dr. Oldendick was recruited to distribute and evaluate the 2011 membership survey. The November Bulletin contained results from the current survey. Dr. Oldendick and his Carolina graduate assistants program also managed the 2005 census and results. This gave the interpretation of results a unique perspective.

Dr. Oldendick applauded the SCDA for acting upon the results from 2005. Many readers may recall that it was the previous information that helped to craft policy regarding member attrition and retirement into an organized recruitment plan for dentists. The 2011 survey appraised three main factors; awareness, value and member benefits. All showed strength and positive results. The weakest implementation of service centered on member outreach and preparation for dental student's transition into private practice. Respondents indicated that the biggest challenge to contemporary dentistry was the insurance payment structure for care. Secondary to this was providing insurance to staff members.

He encouraged SCDA to continue to involve member dentists. Participation translates to a better awareness and contribution from the association members.

The assembly of thirty five dentists then split into five groups to discuss and brainstorm selected topics pertaining to the future of the association and trends in dentistry. All topics were referenced from the survey. After an animated hour of creativity and reflection, each team shared their response with the group.

Although the topics were diverse, it seemed that the solutions were clustered around communication and enrollment. The existing options for interaction with dentists were primarily the Bulletin, and many assorted e-mails. It was discussed that categorization of membership communications would encourage readership. Numerous electronic media should also be enrolled to assist meeting agendas and reduce travel and time issues. Younger members are frequently reluctant to participate in SCDA committees due to



Dr. Robert Oldendick and Dr. Betsy Jabbour at the SCDA Board Planning Retreat

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conflicts for family time. The new dentist committee membership has always met with phone conferencing and there is discussion for video / skype computer forums to reduce costs and travel time. The officers and leaders recognize that younger dentists are going to use the newer technologies in their life. SCDA must engage younger dentists through the optimum resource. One attendee reflected that e-mails are your "grandfather's technology".

Technologically the SCDA has existing accounts to allow most of the social networks to be employed for member communication. Tele-conferencing has been used in Board meetings. However, the big issue has to do with maintaining an active website. Without constant monitoring and updates, it can become a dead, unused location. Therefore SCDA must define the degree of involvement required against the complexity of site management.

The strength of dentistry stands with the 75% of dentists who are members of the ADA. South Carolina enjoys a larger percentage. Washington knows that organized dentistry speaks for all dentists. Enrollment and inclusion are keystones for dentists to control their destiny. Personal outreach and invitation to join are still the benchmark of a successful organization.

The annual retreat is another example of a committed organization optimizing its personal resources into a benefit for the membership. This is a valuable exercise in future development.



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**SCDA Mission**

The South Carolina Dental Association represents member dentists in order to promote and provide optimal oral health care to all citizens of the state of South Carolina by serving as an advocate to advance the profession of dentistry.

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# Editorial Comments

Comments appearing in this section are the renderings of the Editor or credited authors and do not necessarily reflect the opinions or policies of the SCDA. Letters are invited. Brevity is appreciated, and the Editor reserves the right to edit all communications. Letters may be emailed: [philes48@aol.com](mailto:philes48@aol.com), mailed to the SCDA office, or faxed to (803)359-3004.

As I write this article, there has been no dentist willing to take on the editorial task. It is my hope that a creative and invested individual will step up and guide this publication. They will not be disappointed with their decision. However, without an individual to serve, the Bulletin will be managed by the capable SCDA publication staff. This is the same crew that kept your periodical running smoothly.



Dr. Phil Smith, Editor

In the absence of an editor, it is the Board's decision to manage the Bulletin by a committee of sorts. Every district officer will be responsible to submit an article. Actually in a technical sense the Publication Committee includes representatives from each district. Their role was to report on activities from the four regions. The staff will access stories of interest from some dental sites to share with our readers. In application this will offer some diversity in our text. Those persons invested in projects on behalf of dentistry will be obliged to submit articles about the event. (Rocky might offer eloquent verbiage about National Children's Dental Health Month in February)

The Board also encourages and invites readers to send more letters to the editor expressing opinions. The editorial, or guest editorial, section is a great forum to express one's opinion about issues, politics or insurance.

Managing a schedule for the publication is not that difficult. One must plan at least one month in advance. Schedules exist to keep the publishing machine "on task".

Closing Thoughts:

It has been more than 16 years since I took over the SCDA editorship from Dr. Doug Rawls. I must say that it has been a wonderful opportunity and job. I have enjoyed the chance to observe the commitment of officers and staff as they serve the dental profession. I am proud of the SCDA and the many

colleagues with whom I associate.

I leave because I believe that it is time for a younger voice to be heard from this printed pulpit. I encourage all of my readers to strive to control the direction of our profession. Future dentists need your support now. Our patients need our ethical care.

I wish to thank Jennifer and Christy at the SCDA office for their consistent support to provide a quality publication to our dental community.

May I also invite your support as the Bulletin moves into a new form and direction. Change is good.

Thank you for your readership and support,  
Phil

## SC Dental Assistant Elected to ADAA Position



Ms. Paschall installed as ADAA Vice-President

Lori Paschall, president of the South Carolina Dental Assistants Association and past president of the Columbia Dental Assistants Society, has been elected the American Dental Assistants Association's national Vice-President. In this capacity, Mrs. Paschall will serve on the Board of Trustees and assist the President of the ADAA in administrative and ceremonial capacities. As VP, Lori enters the chairs that will eventually lead her to ADAA Presidency.

Lori, an Irmo resident, has been very active in South Carolina dentistry, serving as a planning team member of the DAD Day events as well as a 25 year veteran of dental assisting. She is a territory manager for Atlanta Dental Supply. In 2011 she received the SCDA Dental Team Member Award. Mrs. Paschall is married to her husband Don and they have two children, Robyn and Jennifer.

The ADAA is America's oldest and largest dental assisting association serving over 250,000 dental assistants in the United States. The South Carolina Dental Association is honored to have Lori active in our state and offers congratulations for her elected office.

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## Critical Changes to Employment Tax Protocol

By Phil Smith and George Bumgardner

At the beginning of 2011 the SC Department of Employment and Workforce (DEW) modified the way that unemployment calculations are determined. For many dentists this is a minor issue since our staff turnover is minimal. However, the new regulations that are being imposed have a significant impact on the amount owed to the fund if a claim is lodged against an employer.

South Carolina had used the "reserve ratio system" until 2011. This mode of calculation applies a system that "charges" a worker's former employer against the accumulated benefits from salary deductions. Each employer has an account that is carried forward as needed. If there are unemployment claims against the office from a former employee the payouts are deducted from this existing account. Fewer claims determined lower rates for the employer's contribution. More frequent dismissals would increase the percentage paid for deductions. This is called the "experience rating". The numerical value for the experience rating occurs by dividing a firm's reserve balance by a measure of the wages paid by the office.

The new benchmark and deduction protocol is called the "benefit ratio system". This system does not consider employer's tax contributions, only benefits charged over a period of time. The state will calculate up to eight years worth of experience of a practice to compute their ratio. These experience ratios are then used to determine an employer's tax rate. Employers with the higher benefit ratios typically will pay higher taxes.

The net result of this change is the increase of possible taxation determined by a new calculation dynamic. Since the reference base has changed, the credentialing of cause for dismissal becomes more important.

South Carolina is a right to work state. There are no limits for an employer to dismiss an employee. However, the employee now has greater latitude to claim compensation for being unemployed. The legal right to fire a worker is unrelated to the separate issue of unemployment compensation. In this design, a temporary assistant hired to fill in for a six week pregnancy could be eligible to claim unemployment and receive benefits that extend longer than they were working in your office.

The most common reason for employee dismissal is misconduct. The legal definition of misconduct is a substantial or intentional disregard of the employer's interests. The deliberate nature of the act is a crucial component. It is curious that misconduct exempts inefficiency, unsatisfactory conduct, failure in performance as a result of inability or incapacity, ordinary negligence or good faith errors in judgment. Burden of proof is placed on the employer.

The conversation of staff dismissal is crucial since the new DEW guidelines now impose heavier deductions after a claim is filed. How many employees are in a practice also translates to numerical increases. There is information being developed to assist dentists in their offices with employment concerns. Watch for more direction and advice from the SCDA.

## SC Healthy Connections and Insure Kids Now

This fall, enrolled Medicaid providers received a request from DentaQuest to complete a Provider Information Form that would help SCDHHS update and expand its data on dental providers. This outreach is necessary to ensure South Carolina's compliance with the federal Insure Kids Now initiative, part of the Children's Health Insurance Program Renewal Act (CHIPRA) of 2009. Your response to DentaQuest will help our state maintain accurate information imperative for access to care - such as office locations and hours, and special capabilities like accommodating patients with special needs and providing anticipatory guidance to younger patients.

If you've not already completed the form, we encourage you to do so. Additional copies of the Provider Information Form are available from DentaQuest. Please contact their Customer Service team at 888.307.6553 with questions or to request a copy. The form can also be found through your secure login to the DentaQuest web portal, <https://govservices.dentaquest.com/>.



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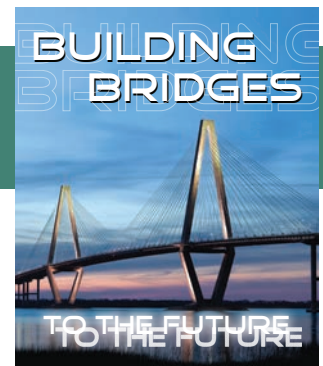
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# President's Message



Since this month will be the end of my 18-month tour as your SCDA President, I had planned to say a few parting words and yield the gavel into the capable hands of Dr. Betsy Jabbour. However, our illustrious editor Phil Smith assures me that it is long standing SCDA tradition for the outgoing president to deliver a farewell address to the House of Delegates. I am reminded of a recent anecdote from Reader's Digest "Humor in Uniform":

At a formal NATO dinner, a British officer commented on a U. S. cavalry member's ceremonial spurs. "Wearing them is a tradition for U. S. Cavalry officers", the American explained. The Brit responded with a condescending smile, "My dear boy, the United States Army doesn't have traditions. It has habits."



Dr. Ed Wise

Nevertheless, be it tradition or habit, I will attempt to leave you with a few parting thoughts. ...

July marked the end of my first full year at the helm and in the August Bulletin I provided a system- by-system state of the Association report. There have been no major changes since that time. In my report, I observed that SCDA is in an excellent position with respect to all its systems of operation. Your Board of Directors along with our most capable Executive Director, his outstanding staff, and our many committed volunteer leaders continue to pursue those programs and policies which have worked well in the past (and still retain relevance) while implementing some new forward thinking ideas to improve and strengthen our Association. At our board meeting on October 28th, our auditor Doug Snyder reported that SCDA is on solid financial ground. We received a clean audit with no issues reported.

It was with some trepidation that I began this journey 18 months ago, knowing full well some of the "thorny" issues with which some of my predecessors had to cope. In reflection, perhaps my greatest disappointment has been that we were unable to dissuade the General Assembly from cutting the \$15M needed to continue funding the adult Medicaid program. I have recently heard reports that, as we predicted, emergency rooms around the state are already experiencing a sharp rise in dental emergencies. Once this news gets back to our legislators, it is my hope that we will be able to get this program reinstated.

On a positive note, there are several SCDA accomplishments of which I am particularly proud, and I did want to touch on those today. First, we initiated our SCDA leadership training program. With the enthusiastic guidance of our President-Elect Betsy Jabbour, as well as the participation of many of our leaders (past, present, and future) this program has evolved into an excellent mechanism to orient our incoming leadership, bringing them "up to speed" on what they need to know about organized dentistry. In my estimation, this innovative approach has proven to be very beneficial and well received. Second, during the past year and a half, we have held our 2nd and 3rd very successful DAD projects, in Greenville and Florence respectively. Dr. Carter Brown chaired the 1st two events, and his Herculean efforts truly made this recurring project a reality for SCDA. This year Drs. Carroll Player and Ed Parker chaired the Florence DAD and with the addition of prosthetics and endodontics carried it to even greater heights. Plans are already under way for DAD #4 to be held in Columbia. Drs. Lee Ayers and George Bumgardner have graciously agreed to serve as co-chairs, and we can look forward to another outstanding event. I would also like to recognize the many hours which Phil Latham and his SCDA staff contribute (in addition to their regular duties) to make these DAD events something of which we can all be very proud. Finally, we are continuing SCDA's ongoing commitment to fully support the James B. Edwards College of Dental Medicine. At this year's annual meeting, SCDA sponsored a special "kick off" fundraiser to create an endowed minority scholarship featuring the first African American President of the ADA, Dr. Ray Gist. This was followed by a second reception, held at the College featuring well known Gullah artist Jonathan Green. To date, these two events have raised over \$250,000 for the endowment. The driving force behind this effort is "rising star" Ike Davis of Columbia. Thank you, Ike! In this same spirit, I have asked the

"...we must all commit ourselves to continuing participation in the business of OUR association so that it will remain the strong, dependable voice of our profession..."

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# 2012 Awards Program

## Nomination Guidelines

Please take time to carefully consider individuals who you feel are worthy of these awards. Enclosed is a nomination form which you may use to nominate a candidate for an award. Your nomination form, your letter of recommendation, and the nominee's CV must be returned by January 21, 2012 to the SCDA office at the address indicated below.

Upon review of the forms, the Board of Governors will make the final selections.



### Awards Program

#### **GEORGE P. HOFFMANN, JR., DISTINGUISHED DENTIST AWARD**

This award is the premier and most prestigious award presented by the South Carolina Dental Association. It is to honor a member or former member for years of outstanding service to the SCDA, the dental profession, and the community. Nominees must have practiced dentistry in South Carolina for a minimum of ten years.

#### **MERITORIOUS ACHIEVEMENT AWARD**

The nominee must be a member in good standing of the SCDA who has demonstrated in recent years significant achievement in dentistry in the areas of professionalism, leadership, academics, research, or health care delivery.

#### **JAMES B. EDWARDS CITIZENSHIP AWARD**

The nominee must be a member in good standing of the SCDA who has served the citizens of South Carolina in a manner that reflects a positive image of dentistry. Areas of achievement include humanitarian and religious activities, civic affairs, community service, or cultural contributions.

#### **NEW DENTIST AWARD**

The nominee must be a member in good standing of the SCDA who has been in practice ten years or less or who is under forty years of age. The nominee must have demonstrated leadership qualities through service to dentistry.

#### **DENTAL TEAM MEMBER AWARD**

The nominee must be an assistant, hygienist, a front desk staff person, or a laboratory technician who is a dental team member in a private office. The nominee must be from an office of a South Carolina Dental Association member and the nomination must be made by a South Carolina Dental Association member. The criteria for evaluation include:

- The nominee demonstrates that he/she holds the profession of dentistry in the highest regard.
- The nominee has five or more years of experience in the dental field.
- The nominee promotes the interest and betterment of the profession through the team concept of dentistry.
- The nominee participates in community activities that bring credit to the dental profession.
- The nominee demonstrates enthusiasm for his/her work and creates innovative ideas about patient relations and managerial modifications that improve the delivery of patient care.

#### **SPECIAL RECOGNITION AWARD**

The nominee may be any individual who deserves recognition for special achievement or an extraordinary deed related or unrelated to dentistry. This award provides for special circumstances that do not conform to the other awards.



### 2012 Awards Nomination Form

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*Category of Award*

---

*Name of Nominee*

---

*His/Her Address*

**Please attach your typed letter of recommendation and the nominee's CV.**

**Awards may or may not be granted at discretion of the Board. A sitting Board member may not be nominated.**

#### **NOMINATING SIGNATURE**

---

*Name (Print)*

---

*Date*

---

*Telephone(s)*

---

*Approved, Board of Governors*

*Continued from page 9*

board to approve an SCDA matching program to help us meet our 2004 commitment to fund an endowed (professor) chair at the College. At our last board meeting, the board agreed to apply contributions submitted in November and December of 2011 so that we can stimulate this fund toward full funding.

It has been said that nothing is certain but death and taxes; however, I think that we would all agree that constant changes can be added to the list of expectations that we can count on in the future. When I addressed the senior class, in May at MUSC's annual Hooding Ceremony, I talked about the quantum leaps which dentistry has experienced over the past thirty years. Technology has wrought sweeping changes in the way we practice as well as the way we conduct the business of dentistry. These same changes have also had a profound effect on the manner in which we must run our professional organizations. In the November Bulletin, Phil Smith summarized the results of the recent SCDA member survey, conducted by USC's Dr. Oldendick. Keeping in mind that we had a 29% response rate, I was struck by the fact that SCDA is predominantly male (82.3%), white (95.7%), and I hate to admit - pretty old (57.5% over 50)! At this year's ADA House of Delegates, many of the leaders mentioned how important inclusiveness is to the future relevance of the ADA, and I believe that, based on our survey results, this must be an essential goal for SCDA as well. I am certain that you will continue to hear much more about the survey as we continue to analyze the results. Also, in his November article, Phil Latham mentioned the current interest in the management principles set forth in the book *Race for Relevance*, by association consultants Harrison Coerver and Mary Byers. After reading this book, I believe that we are ahead of the curve as we have already made many of the changes which the authors suggest are needed to keep modern associations moving forward in a positive direction. At our annual retreat last month, we learned that fully half of the ideas which came out of last year's retreat at the beginning of my term as president have been implemented, and this year's roundtable discussions yielded many good suggestions which will stimulate future action. I am certain that our outstanding incoming leadership will study current sources for innovative ideas as well as member input (based on surveys and personal dialogue) in a conscientious effort to retain and improve value and relevance for our membership.

When I accepted this office, I talked much about the vital importance of the many SCDA members who continue to faithfully serve our Association and profession year after year. I am sure that every past president will agree that most of the ongoing success of SCDA is directly proportional to the commitment of its members. I personally can take very little of the credit for the great success of many of our programs. Without the talent and dedication of our devoted member volunteers, none of this would be possible. Some clear examples are people like Phil Smith, who has faithfully and capably served as our editor for 16 years, this year's Hoffmann Award winner Jim Mercer, who has served on and/or chaired our Medicaid and legislative committees for years, or Lynn Campbell who has been speaker of this House of Delegates for as long as I can remember. Unfortunately, time will not permit me to name them all. My point is that we must all commit ourselves to continuing participation in the business of OUR Association so that it will remain the strong dependable voice of our profession and exert a positive effect on dental health care in South Carolina. We must continue to be "bridge builders" so that the future of our profession will always be something in which we can all take pride. My most sincere thanks to all of you who have given of your time and talent, which has made serving as your president a privilege and a pleasure.

## **Flora And Floppy Go To The Dentist**

"Flora and Floppy go to the Dentist" is a 20 minute interactive puppet show for children ages 3-7. This unique initiative was created as a result of an American Dental Association (ADA) grant that funded the theater to create a traveling puppet show.

Some of the messages highlighted in the show include:

- brushing and flossing teeth
- going to the dentist
- getting dental sealants
- eating healthy foods and limiting sugary foods and drinks
- drinking fluoridated water

The performances are designed for large groups of students. The cost of the show is \$225 within a 50 mile radius of Columbia and \$250 outside a 50 mile radius of the Columbia area.

For more information on sponsoring/scheduling a show, contact John Scollon, Executive Director of the Columbia Marionette Theater at 803-252-7366 or via email [puppetgnomes@msn.com](mailto:puppetgnomes@msn.com).

For additional information, check out SC DHEC's Division of Oral Health page: <http://www.scdhec.gov/health/mch/oral/puppet.htm>.



# 2012 Leadership Opportunity Now Open

**Mark your calendars for Friday, January 20, 2012!!**

The South Carolina Dental Association (SCDA) and its Strategic Planning Committee (SPC) developed a Leadership Program in 2011 to help provide SCDA member dentists with the information and tools needed to exceed in leadership roles.

The 2012 Leadership Program will be hosted by Mary Byers, CAE, who is the co-author of *Race for Relevance: Five Radical Changes for Associations*.

This event is **FREE of charge and open to the first 100 SCDA members** who register to attend. The event will be held in Columbia at EdVenture at 9:00 am. Lunch will be served following the presentation.

If you wish to attend this program, email Mark Brown at [brownm@scda.org](mailto:brownm@scda.org) to reserve your spot.

Feel free to contact the SCDA office with any questions. We look forward to seeing you at EdVenture on January 20, 2012!

#### Contact us


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# Executive Director's Notes



Mr. Phil Latham

## South Carolina Implements Electronic Records Program for Medicaid Providers

South Carolina began implementation of the Medicaid Electronic Health Record (EHR) Incentive Program in the state several months ago. All "Eligible Medicaid Professionals," which includes dentists, who meet certain criteria can register to participate in the Medicaid EHR Incentive Program and possibly receive money for participation in the program.

To qualify for payments under the Incentive Program, an eligible professional (doctors of medicine or osteopathy, dental surgery or dental medicine, podiatry, and optometry, as well as chiropractors) must meet one of the following criteria:

- Have a minimum 30% Medicaid patient volume
- Practice predominantly in a Federally Qualified Health Center or Rural Health Center and have a minimum 30% patient volume attributable to needy individuals. (www.cms.gov.)

Within a multi-professional practice, each eligible professional may qualify for an incentive payment if each eligible professional successfully demonstrates meaningful use of certified HER technology. However, each eligible professional is only eligible for one incentive payment per year, regardless of how many practices or locations at which he or she provide services. Hospital-based eligible professionals are not eligible for incentive payments. An eligible professional is considered hospital based if 90% or more of his or her services are performed in a hospital inpatient or emergency room setting.

This incentive program is authorized by the American Recovery and Reinvestment Act of 2009 and is designed to encourage the adoption and use of electronic health records across the country by all health care providers. The initiative is 100% federally funded and supported by the state Medicaid office. The EHR Incentive Program will remain open for provider enrollment until 2016. The SCDA has uncovered a lot of "grey areas" within the EHR Incentive Program as it applies to dentistry:

"The Incentive Program is designed to reward eligible professionals up to a total of \$21,250."

- The Incentive Program is designed to reward eligible professionals up to a total of \$21,250 in the first payment year to adopt, implement, or upgrade an ONC (Office of the National Coordinator) certified EHR system and an additional \$42,500 paid over an additional five years for the meaningful use of a certified EHR system according to the requirements developed by CMS.
- The Dental Quality Measures for practices participating in this program have yet to be defined. The timetable for the Dental Quality Measures to be defined and released is still unknown.
- Interested providers must register first with CMS, and then with DCH—a two-step process. Helpful guidelines may be found on the CMS and DCH web sites.
- Participants in the Incentive Program must use certified EHR technology from an approved vendor list and meet all eligibility requirements. Participation by providers is voluntary. Cost estimates for implementing this technology range from \$20,000 up to \$100,000, depending upon the size and demands of a dental practice.
- Currently, the SCDA is not aware of any Dental EHR technology vendor that has been certified by the Office of the National Coordinator. The SCDA expects dental practice management software companies to seek certification once the quality measures for dental practices have been defined.
- The SCDA is aware that for-profit companies are soliciting dentists and stating that they can help a practice qualify to become eligible for the Incentive Program. One catch—a practice would have to pay these for-profit companies a percentage of any incentive money received. An eligible dentist does not need to utilize a third-party vendor in order to participate and get the incentive money.

Where to Seek Additional Information:

South Carolina Health and Human Services  
<http://hit.scdhhs.gov/hit/>

Centers for Medicare and Medicaid Services:  
[www.cms.gov/EHRIncentivePrograms](http://www.cms.gov/EHRIncentivePrograms)

Office of the National Coordinator / List of Certified EHRs:  
<http://healthit.hhs.gov>

Federal Overview of EHRs for Providers / Patients  
[www.healthit.gov](http://www.healthit.gov)





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Bill Cappelmann

Pamela Foster, CIC

## SCDA Member Benefits Group

by Mark Brown

### Here's an Affordable Gift Idea for the Tech-Savvy Person in Your Life...

This time of year is always difficult on me, because it's gift buying season. Of course hints have been dropped on me like Acme anvils all year long, but I can never seem to recall what they were when I am actually doing my shopping... on Christmas Eve. Which reminds me: note to self - start earlier this year!

Anyway, here's an idea that could help you and I out alike. We all know someone in our life that loves electronics, gadgets, etc., and here is a great deal on an Amazon Kindle Fire that Maie in our office brought to my attention. It's a full color 7" multi-touch display that gives you access to 18 million movies, TV shows, apps, songs, magazines and books. It has built in Wi-Fi for internet access and 8GB on-device storage, plus free cloud storage for all your Amazon content. It gives the user up to 7.5 hours of continuous reading or 7 hours of video playback with wireless off. All of this for only \$189.05 including taxes with NO shipping and handling.

Simply visit <http://www.staplesadvantage.com/scda/>, get registered and search Staples Item # 403215.

### Ever Heard of a Medical Gap Bridge?

As I discussed in my October column, the SCDA Member Benefits Group successfully negotiated a 0% increase in premiums for the 2012 year for those members and auxiliary staff covered under the association's group medical plan. Compared to most groups who will experience a 10% increase, this is great news, but the news could potentially get even better and save you even more money if you consider what a Medical Gap Bridge plan could do for you in 2012.

A Medical Gap Bridge plan is a policy that helps you cover the excess out of pocket costs that will apply should you experience a deductible satisfying medical event. What a product like this allows you to do is to raise your current deductible amount to a higher limit, thus saving on your monthly premium amounts and should something medically occur requiring you to satisfy your annual deductible, this product would step in to assist with covering that cost.

The SCDA is working with Colonial Life to offer this product to the membership as an additional option for savings and considering the one time of year we are allowed to change deductible plans (January 1) is right around the corner, this is the time of year to consider if this is something you would be interested in. This especially applies to those who are on Plans 1 and 2 and perhaps even plan 3.

Your office will most likely be contacted regarding this soon, but should you want to be a little more proactive in easing the demands of your wallet, feel free to call Will Greene with Colonial Life at 843-384-3549 and ask him to run a free comparison on what your cost savings could be for the 2012 year.

## Membership

By Christy Meador

### 2012 Membership Dues

Thank you to those who have already paid their 2012 membership dues. Dues were mailed at the end of October this year. If you have not received your 2012 dues statement, please contact Christy Meador at [meadorc@scda.org](mailto:meadorc@scda.org). Keep in mind the deadlines (see below) for your 2012 membership dues and remember when paying your dues to return your update form as well. You may fax your dues payment and the membership update form to 803-750-1644. If you have a \$0 mandatory balance there is no need to mail us back your invoice unless you would like to pay any voluntary items.

Dues are payable on or before January 1, 2012. After February 15, 2012, dues become delinquent and a \$100 late fee will be added to the SCDA portion. If dues are not paid on or before March 15, 2012, your membership will lapse. If your membership lapses and you have insurance with BCBSSC or Great West, your coverage will be cancelled. Those whose membership has lapsed will not be included in the next membership directory. We have a deadline for gathering the information for the directory so please get your dues statement and update form in as quickly as possible.

### Remembering those Member Dentists who have passed

[Dr. Neil F. Wyss](#) was a resident of Greer, SC and passed away September 16, 2011. He was an SCDA member for 36 years and also a member of the Piedmont District.



“ I only have one regret about selling my practice. I should have called Dr. Earl Douglas sooner.”

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For inquiries, e-mail [golfdcf@gmail.com](mailto:golfdcf@gmail.com)



# Classified Ads

Palmetto Dental Personnel Inc. is owned and operated by a dental professional with 20+ years experience and has exclusively provided professional staff for Columbia and the surrounding Midlands areas for 20 years. PDP has dental hygienists, assistants and front office personnel available for temporary and permanent positions. Contact Gail Brannen at 1-800-438-7470, fax 866-234-8085, email [gbrannen@palmettodentalpersonnel.com](mailto:gbrannen@palmettodentalpersonnel.com) or visit us at [www.palmettodentalpersonnel.com](http://www.palmettodentalpersonnel.com).

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HH/BLUFFTON/BEAUFORT Well established high end cosmetic and implant practice for sale with beautiful new facility overlooking the water. A gem! For more information call 678-482-7305, email [info@southeasttransitions.com](mailto:info@southeasttransitions.com) or visit [www.southeasttransitions.com](http://www.southeasttransitions.com).

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The Opus Duo EC dental laser incorporates an Erbium laser for hard tissue procedures, such as decay removal (without local anesthesia) and crown lengthening, as well as a CO2 laser ideal for soft tissue procedures. 60% off original price, \$20,000.00. Contact Dr. Gene Grace's office at 843-524-6410 or email [drgrace@islc.net](mailto:drgrace@islc.net).

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Dental Equipment for sale: chairs, units, lights, cabinetry, x-ray, vacuum, compressor, sterilizers and headpieces. Any and all things dental. Call 843-697-7567.

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Approximately 1600 SF Dental Office with 4 operatories, Pan room, lab, consult room, staff lounge, reception and business office. Option to leave cabinetry, digital x-ray heads, some chairs with patient monitors, dental units, compressor, Star Vacuum System and additional items. Lease rate is negotiable. Available April/May 2012. Greenville SC. Contact Janice Holliday at 864-233-8639 or [janiceholliday@aol.com](mailto:janiceholliday@aol.com).

\*\*\*

# Help Wanted Ads

Florence - opening in well est., modern, clean office w/ loyal staff. Need ft/pt assoc. to participate like solo/owner dr. w/out the admin. burdens. Family practice w/ cosmetic emphasis. Salaried or commission package w/ health ins. avail. Call 1-800-thanku and visit [www.carolinasmile.com](http://www.carolinasmile.com) today!

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An orthodontic assistant is needed for a progressive and reputable practice in Duncan, SC. Prior orthodontic or dental experience is preferred, but not a requirement if you have good hand-eye coordination and enjoy working with kids and adults. If you are interested in becoming part of our team, we encourage you to fax us your resume and a letter stating why you feel you would be an excellent addition to our office to 864-486-8688 or email [info@chadwellsmiles.com](mailto:info@chadwellsmiles.com).

\*\*\*

Dentist Jobs: Aspen Dental offers tremendous earning potential and a practice support model that empowers dentists to achieve goals. We eliminate obstacles for dentists to own their own practice. To learn more about our compelling proposition and to apply, please call 866-745-9670 or visit [www.aspendentaljobs.com](http://www.aspendentaljobs.com). EOE.

\*\*\*

Dentist needed 2 days weekly in Greenville, SC. Duties include restorative, emergencies and oral surgery. Please contact Dr Lance Masters at 864-354-0433 or email [erlance@bellsouth.net](mailto:erlance@bellsouth.net).

\*\*\*

Dentist Needed. Opportunity for a general or pediatric dentist in Florence, SC. Tremendous growth potential. I am looking for a kind & caring individual to treat our children well and provide excellent dental care. Contact Dr. Trish Nicklas at [trish.nicklas@yahoo.com](mailto:trish.nicklas@yahoo.com) or call 843-312-7847.

\*\*\*

General Dentist needed in a growing and highly productive area in North Charleston off Ashley Phosphate Rd. Please call Marsha at 843-767-3300.

\*\*\*

Dentist Needed. Looking for associate dentist, general or pediatric, to help with two offices. Location Columbia and Florence. Full or part time position available. Must love working with kids. State of the art facilities with all new equipment and digital xrays and charts. Please send resumes to fax 866-415-7943 or call 803-730-1422 to inquire.

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Family Dental Center, LLC desires motivated, quality oriented associate dentists for its offices in SC (Charleston, Rock Hill, Columbia, and Greenville). We provide quality general FAMILY dentistry in a technologically advanced setting. Our valued dentists earn on average \$240,000/yr plus benefits. Call 312-274-4524 or email [dtharp@kosservices.com](mailto:dtharp@kosservices.com). New graduates encouraged, great place to start your career!

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Dentist needed! Must LOVE children! General or Pediatric! Part-time or Full-time! In the Irmo area! Send resume to [childrensdentalgroupsc@gmail.com](mailto:childrensdentalgroupsc@gmail.com) or fax to 803-781-5142.

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Dental Assistant: Are you sincere and caring? Would you like working in a positive, enjoyable atmosphere where you can feel proud of the work you do and are recognized for your efforts? We have a beautiful modern office in Surfside Beach, an enthusiastic team, and a sincere dentist dedicated to quality care. Looking for exceptional RDA, extended duty with a great attitude and a strong work ethic are our first priorities. Apply if you are a thinker, detail oriented, capable, enthusiastic, caring, and excellent communicator, well organized, dependable and READY for a change. Competitive salary and benefits. We are looking forward to meeting you! Fax resume to 843-215-2141.

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PRACTICE OPPORTUNITY: State of the art dental office available for another doctor to join the practice and share space and current patient load. Practice has 5 total operatories with 2 available to the new doctor. Equipment is only 4 years old. new ADEC equipment; all digital with Patterson Eagle Soft software. Westminster, SC. Call Dr. Bill Callahan for info at 864-647-9000 or 864-247-9616. Email [wmcdds@bellsouth.net](mailto:wmcdds@bellsouth.net).

\*\*\*

Associate Dentists - Opportunities available in several areas of North Carolina in state-of-the-art general practices treating underserved children and young adults. A desire to work in a positive, team oriented environment a must. Full-time positions in a number of our seven NC locations. Excellent salary and benefits package. Signing bonuses available in select locations. Contact Roger Walters, SmileStarters (704-395-6000) or email [walters.rdm@gmail.com](mailto:walters.rdm@gmail.com). New grads encouraged, a great place to start your career!

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\*\*\*

Associate Dentists Needed: Kool Smiles offices opening in Anderson and Orangeburg, SC! Make a difference and make a great living! Kool Smiles is a growing dental practice with a mission of providing high quality dental care to underserved communities. With offices in multiple states across the country, we provide comprehensive general dentistry services to children and adults. We are currently hiring qualified, energetic Associate Dentists seeking: Generous compensation; Innovative Wealth Management Plan; Outstanding benefits; Excellent training, education and advancement opportunities; Visa and permanent residency sponsorship with covered legal fees, No practice management expenses and headaches. All candidates must have a degree in dentistry from an accredited dental program. Candidates must have an active license (in good standing) to practice dentistry in the state where providing patient care or be willing and able to obtain licensure. There's someone special behind every smile. Could it be you? Please email CV to [rbaron@ncdrlc.com](mailto:rbaron@ncdrlc.com) or fax to 678-247-7995 or contact Renee Baron at 770-508-6809.

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Unique and exciting opportunity in a new, state of the art dental office where another doctor can share space, build a patient pool and work towards a partnership. We are an enthusiastic team with our main focus on patient well being, working towards excellence as a standard of care. Flexible hours, complete salary, ce hours bonus, health insurance and 401K available. If you have what it takes and would

like to join us, please fax resume to 843-215-2140 or email to [office@dralinamuntean.com](mailto:office@dralinamuntean.com).

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Pediatric Dentist Opportunity - an exceptional opportunity to join a growing Pediatric Dental & Orthodontic practice with multiple offices in the Charleston area. The position is to join a TEAM environment in a fun, well respected, state of the art paperless practice in a friendly and comfortable working environment. [www.coastalkidsdental.com](http://www.coastalkidsdental.com). Call or email to find out how to join our TEAM providing quality dental care for children and young adults: [drisabel@coastalkidsdental.com](mailto:drisabel@coastalkidsdental.com) 843-818-KIDS (5437).

\*\*\*

Dentist needed 1-2 days weekly in Columbia, SC. Duties to include endo and oral surgery. please contact Polly 803-738-2424 and/or email resume to [cdcsmiles@live.com](mailto:cdcsmiles@live.com).

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Established General Dentistry practice seeking a Periodontist. Practice has 8 total operatories and 2 available to the new Dr. Extensive exodontia and oral pathology a plus. Call 843-856-8856 or email [seweedental@gmail.com](mailto:seweedental@gmail.com) if interested

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Part time hygienist needed. Must be self motivated and work well in the entire dental office setting. Experience with digital x-Rays and Dentrux software a plus. Please fax resume to 803-736-2891

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Associate General Dentist Great associate position in Anderson and Rock Hill, SC. Could lead to a partnership. Great benefits! Please contact Deborah Hammert at 216-310-1847 for more information.

\*\*\*

Dentists-5 years experience needed - state of art practices needed full and part time positions in the Myrtle Beach area. Please call 843-353-0328 or fax resume to Dr. David Quick.

\*\*\*

Lab Tech- experience with removeable prosthetic a must (fix crown and bridge a plus) state-of-the-art practice in the the Myrtle Beach area. Please call 843-353-0328 or fax resume to Dr. David Quick.

\*\*\*

## Job Wanted Ads

Dentist available for locum tenens. Available weekly or monthly. General Dentistry. 20 years plus private practice, 8 years contract dentistry. Private practice, city and county dental clinics. Dr. Garland L. Slagle 843-837-4126.

\*\*\*

General dentist seeking PT employment in the Lowcountry area. Filling in while on vacation, maternity leave, illness/disability, or just need an associate. GPR trained with 30+ years experience. Call Fred Danziger 843-377-8311 or email [fziger@homesc.com](mailto:fziger@homesc.com).

\*\*\*

Locum Tenens: helping SC dentists since 2009. Contact Dr. John

McGeary at 803-240-1452 or email [johnmcgeary@hotmail.com](mailto:johnmcgeary@hotmail.com).

\*\*\*

Job wanted: Part time and/or temporary work wanted. I am able to fill in on a temporary basis PRN anywhere in SC for any length of time/ 1986 graduate. Call 864-293-1806.

\*\*\*

General Dentist available statewide for locum tenens. 39 years private practice, Will fill in while you are on vacation, during an illness, disability or maternity leave. Maintain your production and patient access to care. Call 843-729-8129.

\*\*\*

- Classified advertising is \$35 on a per issue basis. There is no charge for Help Wanted/Job Wanted (Job Bank) ads for members. The public can place ads for \$35 on a per issue basis. Ads are posted to the SCDA website during the month(s) of publication at no additional charge.
- All ad copies and cancellations must be received no later than the 20th of the month prior to publication, which will occur on the first of the month, with remittances accompanying the ads.
- Job Bank ads can be kept confidential if so desired. If you are interested in receiving information from or submitting information to the Job Bank, please call the SCDA office.
- If you have registered with us previously and have found work or filled your position, please let us know so that we can take your name out of our files.
- Contact: SCDA Bulletin, ATTN: Christy Meador, 120 Stonemark Lane, Columbia, SC 29210; call 800-327-2598; fax 803-750-1644; email [meadorc@scda.org](mailto:meadorc@scda.org).

## Other News

To keep up with other goings on within the dental profession, just follow the links below:

[ADA News Daily](#)

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