

Bulletin



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I S NOW THE TIME FOR AN EXPANDED WORKFORCE? (part one in a two part series)

by Phil Smith

The SCDA held a Board retreat to present issues surrounding a change in the traditional workforce composition of the dental team. This discussion of workforce is not a new idea, but it is a theme that is gaining credential and warrants serious consideration if dental care needs are to be met. Heading the forum was Dr. Zack Studstill, past chairman of the ADA Workforce Taskforce. In light of the need of expanded care for the population, it is critical that the membership become aware of the patterns appropriate for workforce change if these expanded models are implemented.

Over the past decade, the catch phrase for healthcare has been "Access to Care". In dentistry, the phrase resonates with the "needful public" and legislators, but in the profession, it is recognized as pockets of need in a sea of availability. Somewhere in the middle is reality. The ADA workforce proposal has a central aim, the development of a dental workforce that has the potential, with appropriate funding, to reach every American--no matter whether an individual resides in a city or in a remote location, and no matter the economic circumstance or complicating general health conditions of patients. This is not a discussion of some type of national health insurance, nor is it to become dentistry imposed upon providers to solve a need.

To underscore the variety of settings in which dentistry is needed, it is necessary to determine who needs care. For a large

majority of the U.S. population access to dental care is excellent. Most Americans receive the dental care services they need and want. The vast majority of the population is ambulatory, not economically disadvantaged, community-living, generally healthy and resides in areas that are not remote. They are well served by the private community based dental delivery system. Although a segment of the population is not ambulatory, and often have complicating health problems, many are institutionalized or present barriers that must be overcome to receive care.

The remaining members of our society fall into two groups, those living in remote rural areas of the country and the economically disadvantaged. Most of the individuals in these segments are ambulatory, community-dwelling persons who may, but typically do not, have complicating health conditions. The provision of dental services to these two groups is resistant to market solutions alone. Therefore, non-market based programs are needed for the economically disadvantaged or those in rural areas.

The fundamental cause of lack of access for these populations is lack of sufficient demand. However, the core condition common to all of these circumstances is economically disadvantaged. As a result, access to care cannot be maintained for long without adequate funding that supports the demand for care among these populations.

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D ENTAL LAB LEGISLATION PROMOTES "PAPER TRAIL"

by Phil Smith and David Jordan



Ms. Ricki Braswell, Director of the American Dental Laboratory Association, address the SCDA House of Delegates

Last year the South Carolina Dental Laboratory Association asked the SCDA to co-sponsor legislative changes in the dental practice act. Many may be aware of the growing concern regarding outsourcing of dental laboratory services. In fact, a number of labs routinely outsource procedures as part of their total case development. Regrettably, fewer technicians are trained to perform some castings, and in assorted cases, dentists may choose to send all of their labwork out of the country. These situations establish a break in the lineage of prescribed dental lab work, and threaten to provide guarantee that materials used are safe and of a correct formula.

Under the current law, only laboratories that have certified dental laboratory technicians or those who have passed the South Carolina lab exam are allowed to locate their business in the state. Since South Carolina is the only Southeastern state that requires a credential, it is not uncommon for some labs to exist across the state border, and still serve

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MASTER CALENDAR

- 7/28** Stonemark Services board meeting, held at the SCDA office at 9:30 am

- 8/4** SCDA board meeting, held at the SCDA office at 9:30 am

- 8/11** Mediation seminar to be held at the SCDA office at 10:00am

- 8/11** Groundbreaking ceremony to held at MUSC at 11:00 am

- 8/11** Radiation Safety Exam to be held at Midlands Tech, registration is 1:15-1:55 pm, testing starts at 2:00 pm, please call Jessica Brown, 800-327-2598 for more information.

Please visit www.scda.org for more events.

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E ditorial 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 mailed to the SCDA office, or FAXed to (803) 359-3004.

Greetings from the middle of Summer...

I hope that everyone has had the opportunity to view the new SCDA publication. Yes, we have launched a new "Web-Zine" or electronic publication for your enjoyment. The first issue, crafted by our talented Christy Campbell, premiered in June. The issues are sent to all SCDA members that have an e-mail address registered with the Association. The information and articles are compliments to the Bulletin, but also allow for quick announcements relating to SCDA activities. To subscribe please contact Christy by e-mail at CampbellC@scda.org.

Indonesia, Mexico, India, Costa Rica, and other countries. Although the U.S. FDA is attempting to provide assistance in identifying the country of origin and the constituents of the dental laboratory work, it is not being done. Off-shore laboratory work is predicted to increase significantly in the next months.

South Carolina is already leading the country in attempting to identify and qualify dental technicians and their work for the ultimate purpose of protection of the public. The proposed legislation will augment and enhance that leadership and will provide guidance for other states

Allowing the continuation of lack of knowledge about the origin of dental laboratory products, the chemical and metallic constituents of the products, and their infection control standards is not acceptable. Your proposed law will significantly help to solve the obvious current problems:

It is my strong opinion that this law needs to be enacted for the protection of the people living in your state.

Thank you for your consideration

Sincerely,

Gordon J. Christensen, DDS, MSD, PhD

Till next time,
Phil

Lab Legislation

To Whom It May Concern:

This letter is sent in support of the legislative initiative currently underway in South Carolina. It concerns dental patient protection through the existing requirement for certification of dental laboratory technicians and the proposed requirement that prescriptions for dental laboratory work written in South Carolina be filled by a certified technician from a registered laboratory, regardless of where the laboratory work was accomplished.

Currently, the dental laboratory profession in the U.S. is in severe crisis. It is approximated that at least 10% of the dental laboratory work in the U.S. is being accomplished in China,

I S NOW THE TIME FOR AN EXPANDED WORKFORCE?

(continued from page 1)

Thus, solving access problems cannot be solved by focusing only on the supply of dentists. Considering all of the complex issues and the resources needed to address the issue, the dental profession alone cannot solve this problem.

The ADA Workforce Taskforce deems it appropriate to consider adding to the current dental workforce team. It is not interested in replacing it, or establishing a quasi-dentist technician to substitute for the trained dentist. The Taskforce's unwavering consensus is that allied dental personnel may provide ancillary services for patients when they are under the supervision of prescriptive direction of a dentist. Thereby, the goal of this proposal would be to develop a model for an expanded dental workforce team that collectively possesses the requisite knowledge, skills, and abilities (KSAs) as well as flexibility to provide safe, high-quality dental service to the dental population in need.

In this introductory article, the premise and support are offered for the profession's consideration of a redesigned dental team model. Using creative job descriptions, and developing a curriculum that better utilizes expanded duties for staff it would be possible to offer more care to those in need. It is critical to emphasize that dentistry may be evolving into a better entity. It is also critical to be dedicated to offering the best care, by keeping the dentist in charge of the treatment.

(Next month: what is the design of this super team?)

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P resident's M E S S A G E

Hello Fellow SCDA members. The time has come for me to take my position as a monthly writer to our SCDA newsletter.

I have just returned from an awesome SCDA Board retreat held at the SCDA headquarters in Columbia. On Friday June 23, we heard from Dr. Zack Studstill of Montgomery, Ala. Dr. Studstill is a private practitioner who has served organized dentistry as President of the Alabama Dental Association, Vice-President of the ADA, Fifth District Trustee of the ADA, and chairman of the 2005 Workforce Taskforce of the ADA.

Dr. Studstill came to us to speak on the expansion of the dental workforce and access to care issues. Those in attendance to this meeting included not only the members of the SCDA Board Of Governors but also the SCDA delegates to the ADA and the members of the SCDA Dental Delivery System (DDS) Taskforce.

Dr Studstill gave us an abundance of information on expansion of dental workforce concepts as well as the importance of public funding to help improve the issues surrounding access to care. He said organized dentistry has a responsibility to all segments of the public to ensure that a dentist is at the supervisory head of all delivery systems of oral health care to the public. This supervision, he said, can be in the form of direct, indirect or general supervision as determined appropriate for the procedures being

performed and according to our state laws on dental practice.

The speaker said organized dentistry needs to consider an expanded dental workforce team to improve our flexibility to address access to care issues here in South Carolina. It was noted the SCDA through its DDS Taskforce plans to bring to its members a workforce model(s) at the January HOD meeting.

Dr. Studstill told us there are two possible gains that can be realized from expanded dental workforce team. First, expanded delegation permits the dentists to focus on the procedures that requires their expertise and training while a properly trained dental staff performs procedures that the dentist would previously have done. This can lead to an increase in technical efficiency and enhance the production of a practice per unit of production time. A second benefit of dentists delegating duties to an expanded workforce is economic efficiency. By substituting the relatively less costly time of dental team members with more limited scope and less extensive training for the more costly time of dentists a cost saving can potentially be realized.

On Saturday June 24, the SCDA Board met and we issued the following direction to the DDS Taskforce headed by Dr. David Jordan. The taskforce is to meet with DHEC leaders to develop



Larry Ferguson
President

...expanded delegation permits the dentists to focus on the procedures that requires their expertise...

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PRESIDENT'S MESSAGE

(continued from page 5)

a dental screening program for S.C. as well as develop a protocol for the use of patient navigators. A patient navigator is essentially someone who will ascertain that parents are informed when a child needs dental treatment and will then assist the dental office to ensure that dental appointments are made and kept. The Board also directed the taskforce to develop expanded dental workforce models for S.C. and report to the Board by our September meeting. As I close for this month I want to remind everyone that

our current Executive Director Hal Zorn will be stepping down effective July 1, 2007. The Board voted to elevate Operations Manager Phil Latham to the position of deputy executive director effective July 1, 2006.

Until the next time remember "Together We Can" Chart the Future of the SCDA.

Larry Ferguson

DENTAL LAB LEGISLATION PROMOTES "PAPER TRAIL"

(continued from page 1)

dentists here. Obviously, the prescribing dentist authorizing the procedure shoulders all responsibility for the lab product.

Quality assurance is much more an issue now than it has been in the past due to outsourcing work to foreign countries. Many of the labs that fabricate outsourced dental work are located in Guatemala, India and the Philippines. There is no way to regulate work in another state, much less another country. However, the dentist that ordered the work should be aware of the country of origin and certificate of materials. Labs that send work out of the country should also receive similar acknowledgments. Currently, a lab that outsources work is accountable for what they send to their client dentists. Under the proposed legislation, laboratories that receive outsourced work would be required to reveal the country of origin and materials used in fabrication. This "paper trail" will allow for monitoring the products that we offer our patients, and provide a track to evaluate problems.

The changes to the Dental Practice Act are worded to allow for a wide latitude on how the SC Board of Dentistry may enforce this regulation. There are no penalties stated in the act because it is the intention of the legislation to deal with laboratory violators and to inform dentists that they are dealing with unqualified labs. The ADA Council on Dental Practice recently changed its position regarding regulations of technicians. There are fewer dental technician schools, less emphasis on lab work in dental schools, and there seems to be a relaxation of quality assurance throughout the country. These dynamics make it more difficult to assess and receive quality dental lab work.

It is the position of the SCDA Board of Governors to promote this legislation for the benefit of the patients and

dentists of the state. It should not translate to a burdensome chore for the daily practice of dentistry. Hopefully, it will provide for quality dental products produced by authorized dental laboratories.

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E

xecutive Director's

N O T E S

I am looking forward to the Young Dentist Workshop that will take place at the SCDA Office July 21st and to the revelation of the discoveries of the Strategic Plan survey in August. Between the two activities, the SCDA hopefully will get a clear roadmap for the future.

What aspects of the future will be affected? Right off, I would say we should get a strong indication of the governance form the current members – young and old – see as most effective to keep the SCDA a strong, member-driven organization into the future.

Second, the two events should point clearly to what forms of communication will be most effective in the future. Why is this important? I will give you one phrase; i.e. “workforce model”. I would dare say that most SCDA members would have no idea what you would be talking about if you mentioned this phrase. On the other hand, to a certain degree, their profession may well hang in the balance of implementation of this plan.

I have thanked her before, but I believe it is well worth mentioning that I greatly appreciate Dr. Betsy Jabbour's dedication to getting her age group to step up to the plate, take on the responsibility and lead the march toward the SCDA of the future.

Much will be said of the activities of both the Young Dentists and the implementation of a Strategic Plan. Please stay attuned and see if you are willing to join the movement toward the future.

Staff Alignment

With my moving to part-time status a

year from now, the Board approved at its July 24th meeting elevating Phil Latham to the position of Deputy Executive Director. I have outlined Phil's fine qualities in the past. One of those qualities is the ability to move ahead on a well planned course.

Beginning July 1st, Christy Campbell will be taking over membership functions and will keep her current duties as webmaster and coordinator for DenPac. At the same time, Mark Brown, in addition to managing Stonemark's member benefits programs and the Mediation Program, will serve as staff coordinator for the Strategic Plan.

Deanna Slomzenski, in addition to handling all bookkeeping functions for all SCDA entities, will take over July 1st as the lead individual for the JUA program, including sales and daily management. Jessica Brown will assume the responsibilities of the position of Communications Manager, in addition to continuing to serve as the lead person on the telephone and managing office supplies.

Both Phil and I believe this alignment will provide excellent production by the staff.

The SCDA Office continues to operate on the new hours of 8:30 a.m. – 4:30 p.m. I have heard only positive comments concerning this change.

Annual Session

The web-based registration and statistical reporting system for the 2006 Annual Session was an overall hit. The continuation of this service with the advent of the SCDA utilizing a contract convention planner will have positive

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Hal Zorn
Executive Director

...we should get a strong indication of the governance form the current members – young and old...

EXECUTIVE DIRECTOR'S NOTES

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results for years to come.

Laura Jordan has years of experience on an international level in planning and executing successful conventions. She and her assistant were present at the 2006 SCDA convention to become familiar with the traditional agenda and events for the meeting.

During the Annual Session, Vice President Carter Brown conducted a survey of all the vendors and will give his report at the annual Convention Committees' meeting at the SCDA office July 14th. The results of his survey should be enlightening and help in development of future annual session schedules and planned events.

Dr. Brown's Annual Session in 2008 will be a significant departure from the norm for the SCDA conventions. It will be the first time the meeting has been moved to the Myrtle Beach Convention Center, a state of the art complex with more space and amenities. Dr. Brown, his committee and Ms. Jordan will be working hard to make this meeting a total success.

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EXECUTIVE DIRECTOR'S NOTES

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One matter which the convention planners will have to address within the next year will be where the 2010 and later SCDA conventions will be held. The SCDA has been at Kingston Plantation predominately for more than a decade and a half. Is it time to change permanently to a new location? Should a system where the locations rotate around the state be re-instituted? What will be best for the SCDA and its members?

Another item that must be addressed is the fall off in the number of dentists attending the Annual Session. The most dentists to attend the annual meeting was during Dr. Pete Crotts' meeting in Charleston. The total number of dentists attending this year was 419 out of a total attendance of 2,034. That represents 11 percent of the total attendance and only 13 percent of the SCDA's total membership.

Apparently the SCDA staff, officers and convention committee members need more input from members on what they consider important. The Annual Session is still the best CE bargain going and is a great way to catch up with friends. Let your district officer (Drs. Larry Ferguson, Carter Brown, Jim Mercer or Charlie Maxwell) or me know what it will take for you to attend. I can be emailed at zornh@scda.org.

I want to wrap this section up by thanking the exhibitors for their continuing commitment to the SCDA meeting. Most know that we work hard to improve our meeting from year to year and that we make a commitment to making them as comfortable as possible while they are on site. We thank you for making our meetings a success and look forward to having each of you back for years to come.

More Automation

One of the tasks I have handled for the past 18 years has been the applications for the Mary Clary Awards for the top dental hygiene and dental assisting students in the state and the SCDA Foundation scholars for dental auxiliaries and dental students.

In past years, this effort has involved reams of paper and significant postage. At Phil Latham's suggestion, the programs have been converted to where in the future, all materials will be sent via email. It is hoped that in the not too distant future,

the actual backup information and ballots for the Foundation Board members will be sent via email, also.

As I have pointed out in the past, there are times when it becomes perfectly clear to me that I am behind the curve in office technology and specifically electronic innovation. The new, more efficient ways of doing business are quickly winning and I need to get on the bandwagon. Before we decided definitely to go to the email system of communication, I checked with one of the technical colleges to make sure the proposed system would work. By the time I finished talking, it was clear that we should have made this move several years ago as the system would help the colleges on their end, also.

So much for being on the cutting edge!

STONEMARK

by Mark Brown



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P6023 (5/05)

ALLISON JABLON COMPLETES "APPRENTICESHIP"

by Phil Smith

Allison Jablon, daughter of Columbia dentist Dr. Harold Jablon, made it to the semi-final round of the NBC hit series "The Apprentice" hosted by Donald Trump. As reported in the March issue of the Bulletin, Allison was one of 16 contestants competing for a place in the Trump organization. Participants are grouped into teams, and each week they are called upon to develop a strategy for promoting some business. Each contestant would chair a project, and upon completion of the challenge Mr. Trump and staff would assign the winner with the best results. Usually, the loser of the week is ceremoniously "fired" at the end of the episode. By the series finale, two team leaders remain.

Allie showed great ingenuity and persistence during the show. She was especially creative in the promotion of "Outback Steakhouse" during a football tailgate party.

Winners were determined by which team sold the most food. The opposition enrolled parties and cheerleaders, but Allison's team proved victorious by developing a delivery system.

Although she did not get into the Trump organization, Harold and Irene Jablon said that this was a great experience and that Allison had a ball!



SCDA WINS PUBLICATION HONORS

On Friday, April 28th, the South Carolina Society of Association Executives held their annual meeting for the "Best in Business" awards. This year there were 55 entries for the assorted divisions. This represented the most nominations in the history of the SCSAE. Christy Campbell attended the event, and was pleased to accept five awards. The SCDA was recognized for having the Best In Business for the Best Newsletter: The Bulletin, Best Education-Marketing, and Best Membership Directory. The Association also was given two Certificates of Merit for Public Relations, and Communication-Marketing. The publication staff, Christy Campbell and Phil Smith are pleased to receive these accolades on behalf of the SCDA.



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Pelton & Crane Coachman II used dental chair for sale. Good working condition. \$1000, call 843-497-5630

Associate-Opportunities throughout North Carolina in state-of-the-art general practices treating under served children and young adults. A desire to work in a team oriented, positive environment a must. Excellent guaranteed compensation package with growth opportunities. Contact Roger Walters (704)921-6622 or rlwate@aol.com at Carolina Dental Centers. New grads encouraged.

For Sale: Beautiful private brick dental office building in Rock Hill, SC minutes from Charlotte. Equipment ready for 4 ops, 1300 sq. ft. on 1/4 acre lot. Private parking lot partially leased out-additional income. Visit www.carolinasmilecenter.com for view of building. \$350,000. Call 803-327-3240 for information.

For sale - Siemens OP10 Panorex- \$2800, Contact Karen @ 803-635-6162.

Periodontist position available with a multi-doctor Prosthodontic practice in Mount Pleasant, SC. We have been practicing as a multi-specialty Periodontal-Prosthodontic practice for four years. We have two Prosthodontists, an in house dental laboratory and can supply a Periodontist with 3 days of work. The right person could convert that into even more. This position is ideal for a retired military Periodontist, someone who wants to come to work and not have to worry about the business of the practice, or an experienced periodontist who is interested in pursuing a future partnership. You can learn more about us at www.ccrdonline.com.

Well established fee for service family practice seeks associateship w/partnership option for a quality oriented clinician. Please visit www.carolinasmile.com and 843-629-8000 for information.

Temporary Coverage or Permanent Placement Seeking semi retired dentists for vacation relief, short-term disability, maternity leaves. Name your fee! No strings or obligation. Associates wanted for permanent placement, nationwide. Recent grads welcomed. To provide or RECEIVE coverage, call 800-600-0963 or visit DOCTORSPERDIEM.com

GREENVILLE DENTAL OFFICE FOR LEASE 2700 sq. ft. dental office for lease. 6 operatories, 2 private offices, 2 reception rooms, large lab with kitchen. Beautifully renovated Williamsburg Architecture. Single occupancy building. Contact Dr. Joseph Moon at (864) 297-6700.

Greenville Dental Offices for Lease. 1600 Sq. Ft. Ortho Office for over 30 years. 1300 Sq. Ft. Dental Office for over 35 years. Just off 291, Pleasentburg Dr. at East North St. area. Space is rented at \$10.50 sq. ft. Contact Dr. Herb Varn at 1-864-419-8102.

For Sale: Siemens Orthopas 3 Panorex Price Negotiable. Contact Dr. Kenneth W. Carson at (803) 432-4202.

For Sale: 2 ft by 10ft, 6in "Dentist" sign for dental office. Used only six months. Lighted with timer. Photo available upon request. Ready for mounting and use. \$1850 Buyer responsible for shipping charges. Call 1-864-592-1647.

For Sale: Dental/Medical building in Greenville, SC- 4000 sq.ft. Excellent condition in prime location. Complete renovation in past 5 years. Includes: 10 operatories w/ equipment, 2 sterilization rooms, lab and dark room, 4 offices, 3 bathrooms, staff lounge, ample storage and enclosed garage. Contact Bruce B. Aughtry at (800) 487-5241.

PRACTICES FOR SALE: MYRTLE BEACH#6559 Gross \$1.74 Million; 4 days, 8 operatories; 3800sq. ft. office space, 4 assistants, associate, 2 hygienists (ft), hygienist (pt), hygienist assistant, insurance clerk, office manager, receptionist. CHARLESTON AREA #8068 Gross \$236,959; 2.5 days, 3 operatories; 1,300 sq ft. NEAR CHARLESTON #8187 Gross \$366,277; 5 days, 4 operatories; 2,000 sq ft. ANDERSON NEAR LAKE HARTWELL AREA #8248 Gross \$297,857; 3.5 days, 4 operatories; 1,535 sq ft. ORAL & MAXILLOFACIAL SURGERY #8223 Gross \$625,793; 3.5 days, 3 operatories; 2,000 sq ft. ASSOCIATESHIPS: SC ENDODONTICS#8317 Additional plumbed but unequipped operator. Gross \$315,636; 4 days, 2 operatories, 2 assistants. MYRTLE BEACH AND CONWAY #8278 Full time associate positions available for general dentist. NORTH CHARLESTON #8194 Associate needed for busy GP. Call Dr. Earl Douglas, Professional Practice Consultants, Ltd., at 800-321-4540 or Dr. Jim Howard at 910-523-1430 for more information. We specialize in appraisals, sales, mergers and associateships. We provide financing for buyers and pay cash to sellers.

Dental Chairs (2) gently used Den-Tel-Ez E2000 with articulating headrests-functioning with intact vinyl upholstery-can email photos-make offer (843)884-1215.

Architecturally designed Mt. Home-Sylva, NC. quality home with high elevations, privacy & stunning views. 3BR, 3BA, 2 1/2 bath, pine interior. Uplink Satellite, (TVs, computer) Two Zone AC, wood burning FP in great room, ext. FP, screened porch, large IPE wood deck overlooking Great Smoky Mountains. Full basement, garage \$739K For more info call Roy Strickland, DDS 864-630-7057 rstrick97@aol.com.

HELP WANTED

Dentist-SCDHEC- Region 1 Public Health-Hourly Position: Position available in Region 1 Public Health- Anderson and Oconee county dental clinics. Must be licensed to practice dentistry in South Carolina. Contact Doreen Brewer at 864-260-5666 or send application or resume to Dental Clinic, Anderson County Health Department, 220 McGee Road, Anderson, SC, 29625. EOE

Dental Assistant Needed - F/T with x-ray certification and experience. Must be exceptional team person with a focus on warmth & caring and expert communication. Salary and benefits based on experience and motivation of applicant. Fax resume to 843-651-6571, email to beachassistant@aol.com or mail to Murrells Inlet Dentistry, 4405 Hwy. 17 By Pass - Murrells Inlet, SC 29576

Seeking a SC licensed Dentist for a grant supported non-profit agency offering comprehensive dental care. General adult dentistry in a modern office setting. For further information, call Kathy Riley at The Women's Shelter, 3425 North Main St., Columbia SC 29203, 803-779-4706 or wshelter@sc.rr.com

Dentist needed, Employment opportunity for new grad in Orangeburg, SC (803) 531-0750

General Dentist position needed for someone who can practice all phases of general dentistry. As a General Dentist you shall have autonomy to perform a full range of procedures within a modern practice setting. We provide complete practice management services and an ample clinical staff. Preference will be given to candidates with a South Carolina Dental License. Recent graduates are welcome. All positions are Mon-Fri; NO WEEKENDS. Competitive salary and benefits. Fax resume and salary requirements to 864-233-2618 or email to hrdept@newhorizonhs.org EOE

Low Country-Associate needed for well established General Dentistry Practice. Modern equipment, computers and digital x-rays in all operatories. Call 843-549-2121.

Dental Consultant for South Carolina Department of Health and Environmental Control's Division of Oral Health SCDHEC is recruiting for a dental consultant for the Division of Oral Health (DOH) to provide consultation and recommendations related to the dental public health needs of the residents, agency dental public health programs, and access to preventive and treatment services. The consultant will represent the agency in national, state and local organizations, agencies and other entities. The dental consultant must be a South Carolina resident and have a South Carolina active dental license. Desired qualifications include a Masters in Public Health and/or

experience in population-based, community-based or school-based health promotion. Inquires can be directed to: Christine Veschusio, SCDHEC, 1751 Calhoun St., Columbia, SC 29201. or phone: 803-898-0830 or email: veschucn@dhec.sc.gov. Please sent resumes to: Dr. Harvey Kayman, Bureau Chief, Maternal and Child Health Bureau, SCDHEC, 1751 Calhoun St., Columbia, SC 29201.

Dental Talent Needed-Columbia Area. Full time, Part time or temporary. Dental assistants, hygienists and front desk. Full time has benefits. Part time and temporary can set your own flexible hours. No fees, no contracts and free training. Fax resumes to 803-750-5613.

DENTAL OFFICE MANAGER experienced in both clerical and front office operations. Responsibilities include personnel mgmt, payroll, patient communications & records mgmt, treatment planning, A/R, computer/website, OSHA, and overseeing all other office operations. Benefits include vacation, 401K and profit sharing. Send resume to: James E. Mills, DDS, PO Box 14339, Surfside Beach, SC 29587.

General Dentist needed in Columbia office for Fridays only. To perform all dental procedures, needs to be proficient in endo, oral surgery, crown, bridge, & prosto. Please contact Evie @ 803-738-2424 to set up an appointment.

Palmetto Dental Personnel is owned and operated by a dental professional with over 20 years experience and has exclusively provided professional dental staff for Midlands and surrounding areas for 15 years. PDP has hygienist, assistants and receptionist available for temporary and permanent placement. Contact Gail Brannen at 1-800-438-7470 anytime.

Seeking a compassionate Dentist to work in Greenville or Spartanburg who could use 17 weeks off each year and a starting salary of \$120,000 plus an annual bonus. We are a caring removable prosthetics practice offering a great benefits package. Please call 1-800-948-7005 and ask for Dr. Fields or Chris.

Columbia Health Care Services has been providing medical and dental personnel since 1981. We have clinical and clerical personnel in the following areas: Columbia, West Columbia, Lexington, Anderson, Greenville, Florence, Charleston, Seneca, and Orangeburg. Whether you have a temporary or permanent need call the medical staffing experts today at 1-800-922-0092 ext. 524.

JOBS WANTED

General Dentist with GPR background from Oklahoma University Children's Hospital seeking employment with Pediatric Dentist in SC. 2005 MUSC graduate with ultimate goal of attending Pediatric residency. References upon request. Available to start work in July 2006.

Hardworking, dedicated dental receptionist student seeking a full-time position in a general dentist office in the Spartanburg, SC area. Looking for fast-paced, friendly and organized office. Excellent compensation and benefits package. Will finish classes in April and be certified as a dental office receptionist. References, classes taken and resume available upon request. Please call 864-461-8890 if interested.

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PLEASE NOTE THAT THE JOBS WANTED / HELP WANTED column is a free membership service of SCDA. Please call us if you are looking for a job or looking for someone to fill a job. The SCDA office also maintains a JOB BANK file and all ads can be kept confidential if so desired. If you are interested in receiving or submitting information into 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 1-800-327-2598.

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