

2023 Volume 4

SAN DIEGO COUNTY DENTAL SOCIETY PRESENTS

Facets

MAGAZINE



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Welcome

New Members

Javad Aghaloo, DDS *Welcome Back!*

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Hedi Allen-Hydo, DDS

University of Phoenix, 1993

Kevin Andrus, DDS

University of California, Los Angeles, 2009
University of Florida, 2011

Leonard Bernstein, DDS

University of California, Los Angeles, 1975

Jennifer Brehove ,DDS

Roseman University of Health Sciences, 2019
Marquette University, 2021

Christine Castro, DMD *Welcome Back!*

Philippines-Manila Central University, 1988

Chi Lok Tiffany Chan, DDS

University of California, Los Angeles, 2021
University of Southern California, 2023

Dorin Coffler, DDS

University of Southern California, 2023

Halley Flake, DDS

University of Washington, 2021

Michael Foust, DDS *Welcome Back!*

Indiana University 2006

Clifford Gee, DDS

Midwestern University 2023

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Roseman University, 2023

Marel Gonzalez, DDS

International, 2022

Ana Grinberg, DMD *Welcome Back!*

University of Pittsbrugh, 2009

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Western University of Health Sciences College of Dental Medicine 2023

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University of California, Los Angeles, 2023

Andrew Keith, DDS

University of Washington 2018

Donald Kieu, DDS

University of Maryland Baltimore, 2022
New York University, 2023

Linwood Lane, DDS

Temple University, 2001

Yeji Lee, DMD

Roseman University, 2023

Yun Lee, DDS,

Colorado College of Dentistry, 2021

VA Med-Denver, 2023

Benjamin Neal, DMD

Oregon Health Sciences, 2019
University/University of Texas - San Antonio, 2023

Morgan Ross, DDS

University of Texas - San Antonio, 2021

Nicole Sarmiento, DDS

University of Southern California, 2022

Steven Takahashi, DDS

University of California, Los Angeles 2023

Isabela Vaccaro, DDS

University of California, Los Angeles, 2023

Luis Vidaurri, DDS

University of California, Los Angeles, 2023

Dominique Winfield, DDS

University of Phoenix, 2023

Sarmad Yaquouna, DDS

University of Southern California, 2023

Antonio Zazueta, DDS *Welcome Back!*

Mexico-Universidad de la Salle, 2017



SDCDS

COMMITTEES



SDCDS prides itself on the leadership and skills our members contribute that make us such a strong organization. Dedicating your time and skills to your local society is one of the most important benefits of membership. By getting involved, you have an influence on the overall direction of the SDCDS.

Editorial Board

Provides oversight for Facets and e-newsletters, which deliver news, features, information, and updates on dental matters to meet the needs of our local dental society.

Communications Committee

Makes key decisions about technology, social media, and the ways we communicate with our members.

Recruitment & Retention

Undertakes activities intended to maximize the accessibility, usefulness and relevance of SDCDS's services, programs and membership benefits, which in turn will enhance membership recruitment and retention efforts.

Continuing Education

Offers dentists and their staff quality, affordable CE opportunities so that they may remain current on both their licensure requirements, the latest trends in dentistry, and enhance their professional knowledge and capabilities.

Ethics Committee

Investigates alleged violations, provide interpretations and educate members and the public regarding the CDA Code of Ethics. This committee can act either upon its own initiative or at the request of a patient, a dentist, an employee or an institution.

Well-Being Committee

Serves as a resource to the dental community in identifying individuals who may be impaired through the presence of obsessive compulsive disorders, specifically alcohol and chemical dependency.

All Members are welcome to attend or apply to join, no prior experience necessary!

If you are interested in getting involved please visit:
www.scdcs.org/leadership-volunteer-opportunities

President



Greetings, fellow dental enthusiasts!

As the first dentist anesthesiologist to serve in our society, I found it fitting to give a brief history of the discovery of general anesthesia and how a pair of dentists from Boston, Massachusetts forever changed the landscape of modern healthcare.

The story begins with Horace Wells, DDS. He was born in Vermont in 1815 and studied dentistry in Boston until the age of 21. In 1836, after completing his education, he moved to Hartford, Connecticut, where he maintained a very successful dental practice for about 8 years. Then, on December 10, 1844, his life would forever change. While visiting a carnival near his office, Wells witnessed something peculiar. During a performance, a volunteer from the audience inhaled a particular gas on stage to make a fool of himself for entertainment. The man fell during the performance and injured his leg, but instead of screaming in agony, he felt no pain. It was at that moment that Wells, sitting in the audience, astutely recognized what thousands of others had seen but that no one had yet put together: this gas provided anesthesia! That night, Wells contacted his colleague, Dr. John Riggs, and scheduled to have Wells' wisdom tooth removed while he inhaled nitrous oxide. It was a success and Wells reported the surgery to be painless. From that day forward, Wells provided anesthesia to his patients for extractions. He also

extended his services to two young Hartford physicians for medical procedures. At the time, Wells was using close to 100% nitrous oxide, far beyond the safety levels we used in today's modern dental offices.

On January 20, 1845, Wells decided to publish his discovery to the rest of the world by demonstrating his use of nitrous oxide at Massachusetts General Hospital in Boston. The procedure was to be a dental extraction on a medical student. Wells gave a lecture on the use of nitrous oxide and then provided anesthesia to the medical student for his extraction. After the extraction the student himself reported that the procedure was a success and that he had felt no pain. However, during surgery, the student had cried out, and the demonstration was considered a failure by his medical colleagues in the operating theatre.

Wells returned to his practice in Hartford and continued to provide general anesthesia for patients. Unfortunately, he also began self-experimentation with new compounds such as ether and chloroform. As is so common with drug use, Wells' personality became altered. He suffered from deep depression and was ultimately jailed for throwing acid at a person in the street. While in jail, he took his own life by cutting his femoral artery with a razor on January 24, 1848.

Wells never returned to Massachusetts General Hospital after his 1845 presentation, but another dentist, and one-time dental partner in Wells' office would. His name was William T. G. Morton. He successfully demonstrated the use of ether during the surgical removal of a neck tumor on October 1846. Morton's

work gained widespread attention and eventually led to the adoption of anesthesia outside of dentistry and into the medical community.

William T. G. Morton carried the torch, but it was Horace Wells that was ultimately given credit for discovering general anesthesia. The Connecticut legislature passed a bill in 1847, declaring Wells the discoverer of anesthesia. One year after that, in 1848, the Parisian Medical Society declared "to Horace Wells of Hartford, USA is due all honors having first discovered and successfully applied the uses of vapors or gases, whereby surgical operations could be performed without pain." Horace Wells, DDS was validated for discovering general anesthesia by the American Dental Association in 1864, and by the American Medical Association in 1870, and again in 1944.

The use of general anesthesia has transformed the medical landscape, making complex surgeries possible, and significantly reducing patient suffering. The dedication of these two Boston dentists to alter pain management within their own field directly influenced the development of general anesthesia and inspired medical practitioners to adopt these techniques as well. They paved the way for transformative surgical procedures that were previously considered impossible due to the insurmountable pain patients would have to endure.

Wells' groundbreaking achievement continues to shape the field of medicine and dentistry to this day, serving as a testament to the power of human innovation and the transformative impact of a single individual's unwavering dedication.

-Tyler Johnson, DDS



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Writing Through Writer's Block and Finding Joy

FROM THE Editor

Well (welp!), it finally happened. Nearly three and a half years after the coronavirus pandemic roared into our lives, where after all this time all but one of my family members have (that we know of) remained Covid-19 free, having gotten all our vaccines and boosters in a timely manner, despite all that, it finally found us. Or at least two of us, as I miraculously remain Covid-free. It must have been all those years of clinical dentistry that must have made my immune system iron-clad!

So, at present time I write this from isolation in our house, resuming the Instacart, Door Dash ordering of years past, only this time with far more open delivery times (!) and far more toilet paper.

This was the editorial that I started and stopped writing probably five times over the last month. So here goes. It seems like there are so many signs of gloom these days. The fires continue to rage in northern Canada with no signs of stopping anytime soon. The waters of the Gulf of Mexico near Florida are over 100 degrees. The ground temperature in Central Spain registered over 140 degrees. How, in the presence of all this gloom, could I possibly dig deep and find a thoughtful article?

I had already been feeling the impact of that forever gloom, especially during the months of Gray-pril, May-Gray, and June-Gloom. And yet, at one point amid this gloom, I found myself telling my daughter, who was in the midst of yet another friendship crisis, the very advice I need to heed myself: in the presence of things we can't control, the only thing we can control is how we react to it.

It made me think about how over time, in times of great strain and turmoil, so much art, poetry, music and great works of literature emerge, most often during the darkest of times. Rather than despair over their present circumstances, those great artists chose meaning. And quite often, joy. Sometimes finding joy in times of great societal turmoil can be a rebellious act in itself!

It was in this spirit that I came upon a book by the poet Ross Gay, aptly named *The Book of Delights*. Mr. Gay, several years ago at the time of his birthday, made a promise to himself that he would write an essay a day about the most mundane of things, but the "thing" had to be something that elicited the ever-illusory "delight". In the book, he writes about

various things such as crows, pecans, even a praying mantis (and some not so delightful but important topics such as being a person of color in America). Most importantly, as he mentioned in an interview when talking about the book, the very exercise of searching for those "delights" created a sense of peace, calm, and awareness that had been missing in his life.

So, in the spirit of Ross Gay, this is what I have done. The small pleasures that often get overlooked when in the quest for higher pursuits have become more on my radar, whether that is sitting with my family for a movie night when we would otherwise have gone out to dinner or embracing some of the more mundane aspects of my day. As dentists, we can find delight in the smile of one of our long-time patients, the sound of our children's laughter, a beautifully contoured class 2 composite, a crown that seats with no adjustments! These are small things, but they are the moments that make life and all its difficulties worth it.

Several weeks ago, my flight was delayed for three hours after flying to Austin to drop my daughter off at a ballet camp. Texas weather is not for the faint of heart, and in this case it was massive thunderstorm that literally shut down the airport. Rather than sulking in a corner about it, I chose joy. And through that I found myself at a table with three other travelers, people very different from myself: two Google marketing executives, a stay-at-home mom from Alabama, and me the retired dentist. Those three hours passed by quickly.

So that's my message for this month:

Choose joy.

Find it wherever you can.



-Megan Clarke, DDS

San Diego County DENTAL SOCIETY BULLETIN

Next Meeting . . .

This is the social meeting of the year and it behooves each member of the Society to make his appearance, well groomed, but above all, he should be accompanied by his wife! Too few opportunities present themselves during the year when we all have the pleasure of meeting with our families; each lady present adds immeasurably to the charm of the evening, so let's make this a memorable affair! We owe it to ourselves, our wives, and to our past and coming officers.

THE OFFICIAL TERM IS: Installation of Officers of the San Diego County Dental Society.

THE LOCATION IS: The San Diego Yacht Club.

THE TIME IS: Saturday, January 26. Dinner at 7:00. No one to be seated after 7:30.

★

ITAL ASSISTANTS

Monday, January 28.
San Diego Club.
Dinner 6:30.

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NO. 1
JAN.
1946

Executive Director

I just celebrated my first year as the Executive Director and there is still so much to learn, but some things are crystal clear. The San Diego County Dental Society has a long legacy of active member engagement and much of that is due to the work of its committees. As far back as 1928, The San Diego County Dental Society has records of committee meetings taking place. The minutes from these meetings are preserved in leather-bound books, proving the importance of the work that was done. The historical importance of committees in the United States goes back as far as the creation of the Constitution. While the structure and process of these committees were and continue to look much different than our dental society committees, the critical role they serve are the same.

I've spent a good part of my career working with boards and committees and my experience has taught me that committee work is where the rubber hits the road. Committees are where ideas are generated, and they provide a working-group atmosphere that allows for casual discussion and input from the people who are directly impacted by the projects and programs being created.

For example, our Continuing Education Committee generates topics that members find valuable and interesting, thereby directing me and my team to follow through with reaching out to speakers in those fields. The Recruitment and Retention Committee is another important committee that helps foster social events for early career as well as seasoned dentists and provides networking opportunities for all members (and occasionally non-members).

The San Diego County Dental Society has 7 standing committees, all of which serve to benefit the members and the mission of the organization. Becoming a member of a committee is not as daunting as some might imagine. Yes, it takes commitment and time but not as much time as some might imagine. Committee members must allocate 1-2 hours a month to attend meetings and events and be consistent with their involvement and communication. Attending meetings is a great way to connect with colleagues. Many of the meetings take place on Zoom and the meetings that take place in person are in the evenings and come with a yummy dinner provided by the SDCDS.

Looking back at the minutes from meetings and photos of committees from over half a century ago is inspiring. Please consider being a part of history by joining one of the committees listed on page 6. There are plenty of ways to join. The easiest way is to simply email me and express an interest. I would be happy to talk with you and answer any questions you may have. I hope to hear from you and possibly, one day, when the Executive Director in the year 2073 is looking through archives, they will find your name listed amongst those who helped make this great organization what it will continue to be.



-Angela Landsberg

SDCDS & SDCDF Executive Director

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Membership Milestones:

Celebrating 70 Years

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Celebrating 65 Years

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Louis M. Bishop, DDS
Robert J. Saffian, DDS

Celebrating 55 Years

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Celebrating 50 Years

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Kenny T. Tran, DDS, MSD
Phuong K. Tran, DDS
Maribel D. Vicente, DMD
Melanie N. Wang, DDS
Jennifer T. Xa, DDS
Joseph C. Yang, DDS

Celebrating 10 Years

Ryan Abelowitz, DDS
Christine N. Altrock, DDS
Maung M. Aye, BDS
Todd P. Brilliant, DDS
Kurt A. Christensen, DDS
Nathan F. Christensen, DDS
Farhad Dena, DDS
Robert C. Drury, DDS
Matthew E. Durschlag, DDS, MS
Niloufar Eghlimi, DDS
Naeill K. Elhussiny, BDS
Peggy Fard, DDS
Paul C. Fjeldsted, DDS
Richard J. Gill, DDS
Taravat Haghollahi, DMD
Najmeh Hannanvash, DDS
Jonathan G. Haynie, DDS
Malieka T. Johnson, DDS
Serena Kurt, DDS
Nathan H. Le, DMD
Chelsea J. Liu, DDS
Melissa H. Lomahan, DMD
Alexis L. Louie, DMD
Tin T. Luong, DDS
Mohammed M. Marzouk, DDS
Jenna K. McDonald, DDS

Brian T. Nagai, DDS
William C. Patterson, DDS
Lukas J. Pytlik, DMD
Monika Radke, DDS
Constantine N. Reppas, DMD
Robert K. Schaffer, DDS
Parmis S. Sionit, DDS, MSD
Jane Vu Svec, DDS
Robert Y. Takano, DDS
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Lorenia L. Vaughn, DDS
Brad Wilson, DDS
Daniel S. Witcher, DDS
Alek A. Zand, DDS
Sameen Zarrabi, DMD, MS

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Hiba Alabdullah, DDS
Maamon K. Alkaseer, DDS
Ajay Amin, DDS
Derrick C. Call, DMD
Jose C. Castillo, DDS, MA, MMSc
Victor Cedillo Felix, DDS
Shawn Chadha, DDS, FAGD
Yunghui M. Chang, DDS
Carlynn Chappell, DDS
Jason Cheung, DDS
Diana Cluff, DMD
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Yige Zhao, DDS
Diana Zorro, DDS

**Thank you
for your
membership!**

Share Your Best SDCDS Memory or Story:



Celebrating 20 years as a Dentist and a San Diego Dental Society Member. Also celebrating expanding our office "La Jolla MicroEndodontics" with my new associate another fellow San Diego Dental Society Member, Dr. Jenny Huang!

-Dr. Katherine Thomson, DDS,
Celebrating 20 years of membership

I'm thankful for all the support and guidance during the beginning stages of Covid 19, all the ce offerings, and the women's spa and learn!

- Tara Haghollahi, DMD
Celebrating 10 years of membership

I was so very grateful for the tremendous communication and help the SDCDS provided during the craziness of the Covid shutdown. Together we are powerful !!!!

-Jeffrey Gray, DDS,
Celebrating 15 years of membership

In 1982, I began my dental school journey at the University of Kentucky, where I discovered the world of organized dentistry. I joined the American Student Dental Association (ASDA) and later, the American Dental Association (ADA).

For me, being part of the ADA is a sense of duty. I firmly believe that uniting as dental professionals strengthens our community. This commitment to unity and strength fuels my active membership.

I've also had the privilege of joining other esteemed dental associations like the California Dental Association (CDA) and the San Diego County Dental Society (SDCDS). These additional memberships have expanded my professional network and kept me updated on the latest developments in dentistry.

Time has flown by, and I'm grateful for the 30 wonderful years I've spent with the ADA, CDA, SDCDS. The opportunities, growth, and connections they've provided me are beyond measure.

-Mitra Javidan Mazdyasni, DMD,
Celebrating 30 years of membership



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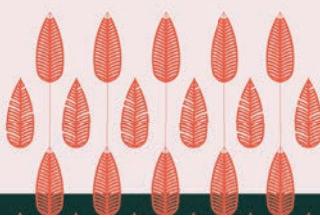
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The History of Facets —

In researching this article, I came upon a hand-written note written by a former society member, name not included. Doing the math, I assume it was written in 1987 or 1988. I hope you will enjoy reading this as much as I did.

- Megan Clarke, DDS

The San Diego Medical and Dental Societies co-published on the first and third Friday of each month dating back to 1920 through 1930. These bulletins are bound and housed in the Medical Society Library. Dr. Walter Kyes was Secretary of the Society and also served as a reporter in 1920, and continued through 1921, 22 and again in 1925. In 1922, the Board voted to amend the By-laws to create the office of the Editor. Dr. Fredrich Titus was editor in 1923. Dr. Harvey Stallard.



The Dental Society decided that the time had come to publish alone, and the Bulletin came into being with the combined efforts of Drs. J.C. Almy Harding, Harvey Stallard, Harry Emeis, Joe Rittoff and Frank Kyes, who was the first editor.



The San Diego Medical and Dental Societies co-published on the first and third Friday of each month dating back to 1920 through 1930. Dr. Walter Kyes was Secretary of the Society and also served as a reporter in 1920, and continued through 1921, 22 and again in 1925. In 1922, the Board voted to amend the By-laws to create the office of the Editor. Dr. Fredrich Titus was editor in 1923. Dr. Harvey Stallard in 1924, 28 and 1930. Dr. Frank Emery 1926, 27, and Dr. Orlan Bullard.

The first issue of the Bulletin was April 1931. The first issue of the Bulletin was April 1931. It was announced that any member who would press a full set of 1931 Bulletins at the end of the year could have them attractively bound. No doubt the preservation of our publications is attributable to that thoughtful decision. From that time to the present the Bulletins, the News and the Facets have been bound and are housed in the S.D.C.D.S. office. For 18 years the Bulletin had appeared with brown ink on buff paper, and a simple type set cover.

In October, 1949 a change took place with blue ink on smooth white paper with a heavy dark blue cover. Those who deserve the credit for the change are Drs. Carl Stansbury and J.C. Almy Harding who wrote "Changing the cover and format of the Bulletin need not affect its intelligence and report with courage." The dental supply companies and the laboratories had begun to reduce their advertising.



They felt that the dentists weren't paying enough attention to their ads. The Bulletin was expensive to publish and required a lot of extra work.

The Bulletins were gradually phased out of existence. However, they were published quarterly until mid-1973. The first issue of the NEWS was July 1971. In 1980 the inherent trait with which human beings are endowed surfaced again. The editorial committee wanted another change. An ad appeared in the Feb/March issue offering a week-end trip to San Francisco for two for the winner of a contest.

to select a new name for the NEWS. The name Facets was chosen from more than 200 entries. Dr. Robert Grant was the winner. In the meantime Dr. Edward Bowler became editor in 1981, and the first issue of FACETS was March 1982. Bowler had a major part in designing a format for FACETS, Dorothy Greaves continued as business manager and Patricia Beach became managing editor. Dr. Joseph Mayer has served as editor since 1985. He continues with interesting monthly editorials and assembles pertinent material for publication.



Twenty-three dentists have served as editor, some of whom have served intermittent terms amounting to several years, and some have served many years in succession. In addition, countless others have contributed to 67 years of priceless Dental Society Publications.

Slate of Officers 2024: Official Notice

A Meeting of the SDCDC Nominating Committee was held to produce this slate of members to serve as officers, directors, and delegates to the CDA House beginning on January 1, 2024. According to our By-laws, Chapter VII, Section 2: "Additional nominations may be made by petition is signed by twenty-five (25) or more members in good standing and provided the petition is filed with the Secretary of the Society forty (40) days before the noticed Federal Membership meeting. The Secretary shall verify the authenticity of the petitions: if verified, notification of the additional nominee(s) will be made by mail at least thirty (30) days before the General Membership meeting." The Secretary, Directors, and Delegates go to the CDA House of Delegates shall be elected at this meeting on October 5, 2023 at the Admiral Baker Club, 2400 Admiral Baker Rd #3604, San Diego, CA. 92124.

Secretary: Jose Castillo

Directors 2023-2024:

Faith Barreyro
Heta Bhansali
Robert Frey
Ghazal Navab
Marc Dentico-Olin

Delegates 2023-2024:

Robert Gandola
Misako Hirota
Virginia Mattson
Lindsay Pfeffer

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The Value of (Your) Dental Society

Many years after graduating from dental school and a General Practice Residency afterward, I meandered around town trying to find a work position for myself. It was difficult, to say the least, because I did not know too many dentists practicing in San Francisco at the time. SO, I had no one to mentor me. I did not know about the Dental society in town and did not even think to ask... I was in survival mode.

I worked for different people doing general dentistry and then limited myself to working for an Endodontist for about three years. He was a great dentist and became a good friend. He met for lunch with a "bunch" of dentists of mixed professions, once a week, to let people know about himself and what he did; basically, he was "schmoozing" them so they would send him patients.

At one point after working for him for several years, he asked me to go with him to the lunch meeting, which I did. He introduced me as his "Associate" and friend. I remember distinctly the feeling I had then, that I felt included in "the Good-Old-Boys Club." He had a method to his madness, so to speak. He had a partner that passed away before I came on the scene and apparently the partners half of the business went to his wife, when this dentist, say DR, W, thought he was going to inherit the practice in total. When he found out that he would have to buy it for a lot of money, which he did not have, he brought me into the fore to help him with his cash flow. At the time, he was 84 years' old and still going strong. Although his eyes were failing him, and he was slowing down. HE was one of the best dentists I had ever known.

Several months later he decided to inform me that I needed to make a decision: I was either to continue limiting my practice to endodontics for the rest of my life, like he did. Or I would have to find work somewhere else because, he said, if I did general dentistry in his office, the other dentists would never refer any endo patients to the office again. This is when I found out about the local dental society. I called to ask if they could assist me in

finding work, if they had a referral service; which they did in full force. Even though I was not a member yet, they gave me some referrals to see if I could get work. I did find work and I did join the local Society after this happened to me. I found that not only did they assist me in finding a job, but they led me down the path of meeting other colleagues who were just like me.

As luck would have it another dentist, who was on the Board of Directors, asked me to get involved and I did. I got on the Ethics Committee, which also led me to eventually chairing the committee. Then I went to the Ethics Committee at the CDA level for many years and even headed up this group. I learned about the inner workings of my profession and the laws that governed me as a practitioner. I also started my own practice in 1976 and was active for over 40 years with the San Mateo County Dental Society. The first thing I did when I moved to the San Diego area was transfer my membership from San Mateo. They were sad to see me go, but happy I was a new member somewhere else.

The Society has assisted me in becoming a better dentist on many levels, by providing me with a source of CE, by allowing me to teach courses on Geriatric dentistry, by assisting me with job referrals when needed and finding employees for my practice, as well as providing me with resources for malpractice insurance, other types of insurance as well, reduced cost dental products, and allowing me the great honor of becoming a mentor for newer practitioners. So far, I have had three fine individuals to nurture and instruct. The dental society has nurtured me as a member and allowed me to be part of a "Team" that serves our public in providing excellent dental healthcare, as well as taking others under our wings and helping them "fly."

Being part of the "whole" gamut of organized dentistry has saved me time, money, angst and given me the feeling that I am an important part of the whole. As an aside, my organized dental history has spanned over 50 years.

I spent four years as a member of the American Student Dental Society, a part of ADA. I joined the Academy of General Dentistry about the same time I joined the San Mateo County Dental Society. I was responsible for uniting the Northern and Southern California components, which took several years and lots of discussions, into the California Academy of General Dentistry. There are at least four components that make up this fine organization for general dentists. I am an Emeritus member of both the ADA, AGD, and the CDA.

All these fine organizations that support dentistry and dentists work together for our benefit. I wonder what the value of belonging to our organization, or others like it, have for us? Just as I wonder how people value their teeth.... what's a tooth worth in saving it, instead of extracting it? Our values are what drive all of us, especially in dentistry. For me, and other practitioners I have come to know, I think it is fair to say that the cost of being a member does not matter if one considers the overall benefits, pride, increased self-esteem, and friendships we make along the path of our careers. I wouldn't have it any other way and I would not have relished walking it alone. Carpe Diem my fellow practitioners. Seize the Day and recruit someone to continue your legacy.



-Eric Shapira, DDS

Hidden CDA Benefits

Hiring, Firing, and Everything In Between

Since 2020, practices have struggled immensely with finding and maintaining staff. Staff shortages have been at the top of the priority list for organized dentistry. The dental society has been working on combating this issue with piloting a dental assisting program throughout the state and working on several other legislative measures to create more efficient pathways to dental careers.

At the practice level, what can we do to ensure that we are doing our part in providing supportive work environments to keep our high performing staff? Have we considered accommodations when we have staff that require disability leave? What are we doing to make sure that when we are letting go of someone who is not a good fit, we are following employment law protocols? Have you considered if your practice would function better on an alternative 4-10 schedule?

You are not alone! These are all questions CDA's practice support can answer! Let's start at the core of all offices- the updated Employee Handbook. Key word- updated.

When was the last time you updated your handbook to reflect your current practice? Go dust that binder off and start anew. CDA Practice Support has Employee Manual Resources to help you have the template to begin building your handbook. This will allow you to customize but ensure you have all the key points included such as:

- Benefits offering details (PTO, holidays, health insurance, in-house benefits, etc.)
- Leave of absence policies and procedures that apply to your practice
- An understanding of mandatory paid sick leave requirements for FT and PT employees
- Rate of pay for mandatory meetings, training, travel time and on-call work
- Alternate work schedule and its impact on benefits, as applicable

Second, let's look at hiring and firing. This is my favorite tab under Employment Practices. Let's be real, employment law is very convoluted and oftentimes comes back to haunt you, even when all your actions are well-intentioned and justified. This section provides toolkits with sample interview questions, offer letters, checklists for on-boarding a new employee, and a complete employment law legal reference guide for California dentists on how to let a staff member go.

Protect yourself by reviewing these resources prior to engaging with your staff on HR related concerns. Too often we see our colleagues battle preventable lawsuits from temporary hires, lack of complete employee files, and incorrectly delivered final paychecks.

Last and most important, let's dive in to vp how we foster a work environment that our staff will love. This is the key to retention. Organizing your benefits such as paid sick leave, maternity/parental leave protocols, paid time off, health benefits, team bonuses, etc, will provide your team with a sense of work security. Our responsibility as the leaders in our practice is to provide an equitable, secure, and safe environment for our team members.

There's no one size-fits-all approach and a well-developed handbook for your office will benefit both you as the dentists, as well as the team. Find time to sit down and revisit your office manuals and go over it with your staff.

If you have questions, visit CDA Practice Support or call them directly for specific advice.



- Diana Heineken, DDS

Dr. Richard S. Mowry Gives Back to the Community

Dr. Richard S. Mowry, an Oral and Maxillofacial Surgeon practicing in Chula Vista for the past 35 years, reaches out to the community each year by awarding four \$500.00 scholarships. This is awarded on the basis of academic merit and perceived future potential. Applicants write an essay and provide academic performance information. This year, the scholarships were awarded to:

- Daniela Radashkevich, Bonita Vista High School
- Jacob Juden, Otay Ranch High School
- Anthony Nassif, Eastlake High School
- Carolina Alejandro, Olympian High School

They are all to be congratulated with pursuing their College careers.

Dr. Mowry said, "Each student was praised for their hard work, leadership skills and their selfless interest to help others in the community."



Pictured left to right: Daniela Radashkevich, Jacob Juden, Dr. Richard S. Mowry, Anthony Nassif, Carolina Alejandro

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Practical Plates

In the fall of 2018, I had finally finished a rough go at residency. Still dealing with residual effects from a near-fatal car accident as well as Lupus flares, it seemed like moving home to rural New Mexico was my best bet. A lucrative work opportunity would enable me to pay off my million-dollar dental school + residency debt, and familial support would help me to recover and rest.

It started out as a great comfort being home and close to friends and family. I relish friendships, and at first, being close to those friendships that I'd curated since childhood made life seem so much sweeter. Deep down, I knew that living in the town I grew up in and went to college in wouldn't make me happy (it never had before); but I would be working most of the time anyway, so I decided to give it my best go.

One night I was visiting with two of my close friends from college who had gotten married to each other and never left our hometown. We were sitting in their living room laughing and sharing work, play, and family stories. At that moment, it was beginning to sink in that the town that I deeply loved and had grown up in...was no longer for me. But how could I leave? I would never find friends like these. I would miss my parents so much. As I sat on the couch processing these feelings like the emotional ostrich I am, my friend began to share a personal story.

His story: his father was a simple and practical man. One evening while warming up dinner, his dad plopped the food inside the microwave. No plate, just directly on the turntable. Most of us place a cover over the food so it doesn't explode inside the microwave. Not this guy. He nuked his food for a few seconds and grabbed the turntable right out of the microwave.

My friend said, "Dad, that's not a plate!" His dad shrugged it off and continued to eat and enjoy his TV dinner. I laughed so much my ribs and belly hurt. His dad wasn't wrong after all, it is technically a plate...

A few short months later I found myself in San Diego. I had moved downtown with no job, no plan, only chasing my dreams and following my gut. It was a totally emotional decision to move here. Even more emotional was ME. I missed my friends and began trying so desperately to connect with people and find a job in this magically scary city. All I had was an air mattress and...well...that was pretty much it.

The first night I moved into my new studio apartment I made a quick grocery store run and stocked up on cheap frozen food hot meals. I was so looking forward to having my warm burrito when I realized...I had no plates. No forks. Nothing. So, I did what any practical person would do. I plopped the burrito on the turntable and enjoyed eating my delicious meal off my practical plate.

Five years later, and I'm still occasionally enjoying hot microwave meals. I constantly remind myself that life is pretty good, because I once ate off a microwave turntable.



-Yvette Carrillo, DDS



The July 9th Day at the Park event was a resounding success, uniting our member families for a great day in the sun!

We had a variety of enjoyable activities for all ages. Kids had a blast with the ball pit, face painter, and jumpy house. On the other hand, adults and bigger kids participated in games like tug o' war, 2-legged race, pie eating contest, and potato sack race. The delicious BBQ and snow cones were a hit for all ages, adding to the overall fun and enjoyment of the day.



A heartfelt thank you to all who attended! Your participation made the day a great success.

We appreciate your presence and look forward to more wonderful gatherings in the future.

Day at The Park

Upcoming

AUG 17

BLS Renewal for Healthcare Providers

Review and stay up to date on new basic life support practices and techniques. All office personnel is welcome to participate and receive their AHA CPR Card.

5:30 - 9:30pm
CE: 4 Units



AUG 26

Shred-A-Thon North County

Join us for this exclusive members-only event while we lighten your office load! We will accept up to 10 boxes per member. Certified destruction will occur offsite.

at Encinitas Pediatric Dentistry



SEP 28

New DDS Seminar

Pathways to Excellence

Our experienced panel of speakers will discuss their career trajectories post-graduation, including participation in various advanced dental education programs. Additional topics will include the importance and value of membership in various dental professional associations, local study clubs, and personal mentors throughout their careers.

6:00pm - 8:30pm
CE Units: 2.5



OCT 5

Oktoberfest at Second Chance Brewing

Come mix and mingle with fellow SDCDS members at Second Chance Brewery on October 5th! This is a free event for members, non-members, and an option for one guest. Non-members are welcome to attend, learn more about membership, meet with current members and have a beer, with us!

6:00 - 8:30pm



Events

SEPT 13

Opioid or Nope-iod?

Webinar

In this class, doctors will gain the skills to identify various pain management options and regulatory requirements for opioids. They will also learn to recognize signs of substance use disorders in patients and develop strategies to manage vulnerable situations.

Speaker: Amy Wood

6:00pm - 8:00pm

CE Units: 2

SEP 15

Dentistry Update 2023

This course is designed for those who operate in the trenches on a routine basis. You will come away with an appreciation of what works and what is best for your practice. Come and enjoy the hottest topics in dentistry. The objective is simple: Learn today and use tomorrow!

Speaker: Dr. Michael R Dorociak

9:00am - 4:00pm

CE: 6 Units

OCT 6

Dental Practice Act and Infection Control

This all-in-one course meets the requirements set forth by the Dental Board of California to renew a professional dental license. This class outlines the essential components of your infection prevention and control program, combining Standard and Transmission-based precautions.

Speaker: Nancy Andrews Dewhirst

8:00am - 12:30pm

CE Units: 4

OCT 6

Opioid or Nope- iod?

In this class, doctors will gain the skills to identify various pain management options and regulatory requirements for opioids. They will also learn to recognize signs of substance use disorders in patients and develop strategies to manage vulnerable situations.

Speaker: Amy Wood

1:30pm - 3:30pm

CE Units: 2



Committee Meetings of Years Past



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