



Dental Foundation Changes it's name !



MARCH 2019

March 7
New DDS Seminar

March 15
Manual Training

March 21
BLS Renewal

March 23
Womens Tea

March 28
The "Art of War"

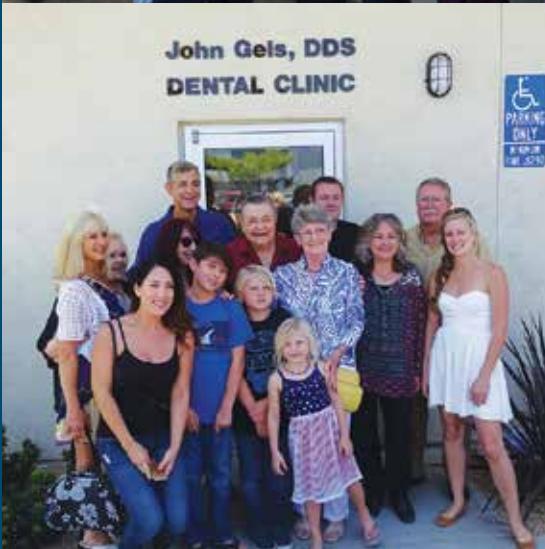
April 5
Gulls Game

April 12
Cone Beam

April 17
Fortune Management

April 27
Ethics in Dentistry

May 1
Military Symposium



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VOLUNTEERS NEEDED

Community Events:

Dentists, hygienists and assistants to volunteer as needed at community events.

Adopt A Patient:

Dentists willing to "adopt" patients (adults and children) for immediate or emergency needs in their office.



Health Fairs

and School Screenings:

Dentists, hygienists and assistants to provide and assist with screenings and education.

To Volunteer

support@scdcs.org

FACETS NEWSLETTER

FACETS PUBLISHED BY San Diego County Dental Society

1275-B West Morena Boulevard, San Diego, CA 92110

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MARCH 2019



Thinking About Selling Your Dental Practice?

Here Are Some Questions You May Be Asking Yourself?

- 1 Am I financially ready to retire or work less?
- 2 What is my practice worth?
- 3 How much will I net after paying off my practice debt, taxes, and transaction costs? Is that enough for me to retire?
- 4 How will I find a buyer that will take care of my patients and staff?
- 5 Should I keep the sale anonymous? If so, how can I do that?
- 6 Will I be able to continue practicing as an associate on a reduced schedule?



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Our competitive fee structure means more proceeds to you when compared to the industry standard of 10%.



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Smoother Transaction

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Focus on 2019

As I write this, it is January 2019 and common small talk and chatter revolves around New Year Resolutions and goals. If you're like most, you have many "wants" in mind and have envisioned how to step up your game this year, either through as simple a process as self-reflection, or as complicated as a full strategic planning session. In my group, our theme this year is to "level up" and support our individuals to become better at something. This leveling up might be improvement in the area of appointment attendance, refining recall rates, or increasing new patient referrals. With these goals, everyone in the group is focused on improving something. To really make a difference and improve accountability, we are asking our team to pick just one thing they will grow within and really be effective. We are checking in on a regular basis to measure progress towards improving patient care so we may have continuous conversations around their goal. In similar spirit, you might ask, what will your dental society focus on this year?

To start 2019, your SDCDS leadership met to discuss our goals and aspirations for the coming years. It started with a broad vision and strategic plan, as well as close examination of the person most responsible for our performance, **Executive Director Mike Koonce**. Last year, a strategic plan was developed and it is now up to your board and executive committee to ensure its fulfillment in an effective manner. To do so, the first step is to prioritize and clearly define the expectations of our membership to our Executive Director (ED). I'm proud to say, with the help of our Executive Committee, we have set targets that I believe will help us make significant progress.

There is little doubt we have an extremely capable and likable ED. His review showed the Board and Leadership to be highly satisfied with his work and he reflected true understanding of the wants and desires of its members. He has a big job to manage all of us Type-A personalities, so in Type-A fashion, we have worked with him to set measurable outcomes which will drive SDCDS forward.

It started with a broad vision and strategic plan

In the spirit of protecting the core of the Dental Society, the processes of the support staff and team must be preserved. This is often referred to as succession planning and we have charged our ED with this oversight. The protocols, key functions and responsibilities of the team are to be captured and documented. Most importantly, the CE and ED positions must be of highest priority as they are some of the most critical parts of our society's operations.

We have also charged our ED with ensuring reports are prepared and analyzed in a timely manner. It is the Executive Committee's belief that preparation leads to better performance. The Finance committee will review and prepare comments for the Board, rather than leave the statements open ended for interpretation. With both Financial reports and agendas available to leadership, the Board will have more time and ability to digest and interpret critical data. In years past, this data was often

delivered at meetings, leaving little time to have effective conversations.

The ED will also be responsible for reporting progress of the Strategic Plan and include its status in the Board Agenda packet. This reporting will contain its measurable progress metrics and elucidate who is accountable and what steps lay ahead, making clear any obstacles which may be in the way. Making the Strategic Plan transparent and reported as a scoreboard will lead to a more focused direction for the Board.

Lastly, this year, we will work to better define our relationship with the **Dental Health Foundation**, the charitable arm of your dental society, and a group that we work with closely. As our two organizations continue to "grow up," the support and infrastructure needed to sustain both will become more complicated. This will increase our need for a sustainable plan and lead to a healthier relationship between the two organizations.

Through some of these simple initiatives, we can ensure our Strategic Plan will be executed efficiently. As any organization grows, the infrastructure becomes ever so more important, in that the machinery needed to execute any plan to completion must be supported by competent systems and processes. We are fortunate to have leaders before us who have laid out the broad foundation for SDCDS to grow upon and we must continue to refine and update it each year. I will be working closely with our ED to "drill" down on the Strategic Plan and share them in my next article. *"How does this compare to your 2019 goals?"*



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Maximize all of your membership benefits

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Whether you're new to the California Dental Association or a lifetime member, you likely already have a favorite benefit. But you may not be familiar with all of the perks that your CDA membership has to offer. This year, maximize the programs, services and expertise available to you through organized dentistry. These exclusive benefits can save you time and money, expand your education, streamline practice operations and connect you to priceless guidance when you need it most.

Practice Support

What is it?

To help members navigate the business side of dentistry, Practice Support provides expertise in practice management, dental benefit plans, regulatory compliance and employment practices.

What do you get?

- Unlimited phone and email support from dedicated experts
- Hundreds of online resources, including:
- Informed consent forms
- Letters, templates and checklists
- Comprehensive reference guides
- Compliance calendar and required posters

Endorsed Programs

What is it?

Harnessing the buying power of CDA's large membership, Endorsed Programs bring you select offers from vetted vendors.

What do you get?

- Special discounts on business services, including:
- Bank of America practice financing
- CommonBond student loan refinancing
- CareCredit financing for your patients
- HR for Health human resources solutions
- PureLife equipment to stay in compliance
- WEO Media complete marketing services

CDA Presents

What is it?

CDA Presents The Art and Science of Dentistry is one of the nation's leading dental conventions, with new educational and networking offerings each year.

What do you get?

- Waived registration fees for members (an \$890 value)
- Three days of free C.E.-credit lectures from leading speakers
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Supply savings at tdsc.com

What is it?

An online shopping site built for member dentists, tdsc.com delivers competitive, consistent pricing on dental supplies and small equipment.

What do you get?

- 24/7 access to negotiated discounts
- 20 percent average savings compared to MSRP
- Free shipping on every order; no minimums
- Custom product-by-product price comparisons

TDIC coverage

What is it?

In California, The Dentists Insurance Company offers a full suite of dentist-focused professional insurance options only to CDA members.

What do you get?

- Access to exceptional coverage at a fair price, including:
- Professional Liability
- Commercial Property
- Workers' Compensation
- Disability
- Cyber Suite Liability
- Discounts for new dentists, bundled coverage and more

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What is it?

Confidential phone support is provided by TDIC risk management analysts for CDA members, whether or not they are TDIC policyholders.

What do you get?

- Advice, support and preventive counsel
- Unlimited guidance by phone at no cost
- Convenient online call scheduling

Peer Review Dispute Resolution

What is it?

When a problem or misunderstanding cannot be resolved between a dentist and a patient, CDA offers statewide dispute resolution through informal mediation or evaluative peer review.

What do you get?

- A confidential, credible, fair and effective alternative to litigation
- A system to help all parties involved reach a fair agreement
- Review by a committee of your peers who follow specific procedures

Well-Being Program

What is it?

The program is a recovery source for members of the dental community who suffer from addiction and disorders.

What do you get?

- A confidential resource for employees, associates, family members or friends
- Support for alcohol/chemical dependency and a resource for other impairing issues
- Peer-to-peer support and aid in assessment, treatment, recovery and monitoring

Explore your benefits online at cda.org/member or call 800.232.7645 for assistance with your membership.

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Tonya Lanthier, RDH
Founder & CEO



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Afternoon Tea

5th Annual Afternoon Tea Women in Leadership Conference

Tea
Time

March 23, 2019
Saturday afternoon 12-3pm

Paradise Point Resort

1404 Vacation Road, San Diego, CA 92103

RSVP by March 16 at sdcds.org in the calendar of events
section or membership@sdcds.org or call 619.275.7188

Keynote Speaker: Dr. Rhonda Savage

Sponsors: Wonderist Agency, Patterson Dental, Wells Fargo,
Crest, Straumann, ZimmerBiomet, Practice CFO, Cecilia Chen



San Diego County
DENTAL SOCIETY

Is now the time to get involved?

“Tell me and I will forget. Show me and I will remember.
Involve me and I will understand.” - A Chinese Proverb

You probably went through a learning process in dental school while moving from lectures to demonstrations to actually performing the procedures yourselves. Believe it or not, volunteering with our organization is a very similar process. If you have any interest in having a say about how to create the ultimate member dentist experience, please get involved.

What can volunteering do for you? It goes without saying that we will create better programs, events, and publications with your help, but it goes far beyond that. It can make a positive impact on your life as well. Through committee work, you'll meet new colleagues and make friends, you may develop new skills and you'll add important depth to your CV. You'll have some fun and probably feel good about yourself as well! Your professional contacts list will expand, and who knows, you may even change jobs or start a new professional partnership. There is even some research that says you sleep better and are happier when you volunteer.

Of course we have a selfish motive here, too. Through your collaborative work, the dental society stands to improve our performance as an association. In deciding what you'd like to do, think about your strengths. If analyzing the practice P&L is your favorite part of the day, then join our finance committee. If you get your kicks by finding and taking the best continuing education out there, then join our CE committee.

Check out our committee options:

Communications
Continuing Ed
Editorial
Ethics
Finance
Legislative
Peer Review
Recruitment and Retention
Well-being

We are looking for those with the skills to help us move forward, but we don't expect experts in every category. If you have a keen interest in an area, that's usually enough. We want retired dentists, new dentists, and women and men from every stage in between. Diversity is extremely important as we want our leadership group to reflect our very diverse membership. The more varied points of view we bring to an issue, the better the outcome.

Your level of involvement can range from a few hours a year to several hours each week. So join us! You can complete the form that we'll send via our e-news or go to this link: <https://sdcds.org/leadership-volunteer-opportunities>. We look forward to growing with you.

Welcome New Members

New Member	Address	City	Education
Azadeh Ebrahimi-Takaloo, DDS	4123 University Ave	San Diego	SUNY Stonybrook, 2018
Kevin Stewart, DDS	2655 Camino Del Rio N Ste 150	San Diego	VA Medical Center – Long Beach, 2018
Albert Young, DDS	2051 Cushing Rd Bldg 3230	San Diego	UOP, 2018
Tian Yuan, DDS			NYU, 2018
K. Cyrus Tahmasebi, DDS			USC, 1991
Thomas Scarfe, DDS			UOP, 2005
Kelly Hwang, DDS	11385 Poway Rd Ste 103	San Diego	NYU, 2012
K. Alia Baydoun, DDS			UOP, 2018
Angela Stathopoulos, DDS			Univ. of Maryland, Baltimore, 1995
Joyce Turner, DDS			MCAS Miramar Naval Dental Bethesda, '10
Bashar Al Badri, DDS			Universidad De La Salle, MEX, 2018
Kristine Ngoc-Bich Tran, DDS	9009 Mira Mesa Blvd	San Diego	UOP, 1992
Sarah Rafo, DDS	2648 Jamaica Rd. Ste 166	El Cajon	USC, 2017
Daniel Huh, DDS	8778 Jamacha Rd.	Spring Valley	Midwestern University, 2017



Dear Colleagues,

Education, access and advocacy are the three components that compose the core of the San Diego County Dental Foundation. Having once been, the San Diego Dental Health Foundation, the organization has officially changed its name to be in unison with its sister organization, the San Diego County Dental Society. The Foundation serves as the charitable arm of the society and works to promote better oral health care in the San Diego and Imperial counties.

All about our Foundation

Leslie Strommer, DDS
President SDCDF

The San Diego County Dental Foundation has made significant strides since its early days. Yet, this past year in particular, has been a year of philanthropic growth and, most importantly, of continuing our work and giving back to the greater San Diego County – a community we all call home. We take great pride and care in knowing where our Foundation dollars are invested, and want to share what that investment has made possible the past year.

In 2018, our Foundation:

- Donated 600 toothbrushes to community outreach efforts
- Awarded \$15,000 for 5 Pre-Dental Students from University of California, San Diego, California State University, San Marcos and University of San Diego
- Donated \$10,000 for Migrant Ed program
- Raised \$103,080 in Special Events for our Dental Clinic – the largest to date!
- Provided 375 kids with Fluoride Varnish and Sealants at Give Kids A Smile
- Treated 118 veterans with full service dental care at the John Geis DDS Dental Clinic

Our flagship program is the John Geis DDS Dental Clinic at Veteran's Village of San Diego. The clinic has successfully completed comprehensive treatment for 396 veterans while steadily increasing our monthly visits with current and future program members. To date, we have provided over \$580,000 worth of dental treatment. The majority of those funds are raised through our annual Stars & Stripes Soiree which raised over \$103,000 this year – the largest and most successful gala the foundation's hosted to date! Our clinic and the work we do wouldn't be possible without the support of our volunteer dentists who generously donate their time and talent along with pre-dental students from the local universities.

I'm excited to be working alongside a passionately dedicated group of individuals who, like myself, look forward to continue the work of the Foundation, to strengthen its visibility and to further advance the mission of the foundation.

With Gratitude,
Leslie Strommer, DDS
President SDCDF



**Founded
in
1992**

Purchased
headquarters
building at
West Morena
Boulevard


Raised funds
to help open
oral hygiene
school
Provided tens of
thousands in
scholarships to
dental school
students
Staffed scores
of oral health
screening and
education events
with volunteer
dentists
Helped to
persuade city
council to add
fluoride to San
Diego water

to donate or volunteer, go to sdcdf.org

**START
HERE**



Michael Tyler, DDS

'Why We Give'

'Why We Give' is a monthly article we have been sharing to highlight why members get involved, either through donations or volunteering their time and skills, we hope to feature you here in the future.

Michael Tyler, DDS, has always recognized the importance of organized dentistry – having joined the San Diego County Dental Society back in 2004 – and when suggested to get involved with the San Diego County Dental Foundation, he couldn't help but say yes. One of the SDCDF areas of service that speaks to Dr Tyler is the everyday application of the foundation's efforts. "I prefer to give to charities that help locally and are well established with good reputations. I appreciate that the Foundation works to resolve issues I see everyday."

Through his commitment to his profession and successful dental career, Dr Tyler expressed interest in hands-on philanthropic work. "I'd love to see more involvement from local large corporations to give back to the San Diego communities in a meaningful way." This 'way' Dr Tyler mentions comes in the form of increasing access to dental care for all San Diegans – children, adults, veterans – through which the Foundation can really make a difference. "I may be biased, but I believe improving access to dental care is an excellent way to improve our community."



to donate or volunteer, go to sdcdf.org

Show you care!

Consider making a charitable donation to the San Diego County Dental Foundation. Your gift goes towards oral health for children, veterans and seniors.

*To learn more,
volunteer or donate,
go to sdcdf.org.*

*Ensure your gift endures! Consider a Planned Gift:
For bequests, gifts of personal property, stocks and bonds
etc. contact Ryan today at 619.275.7190.*



to donate or volunteer, go to sdcdf.org

CDA Updates

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Clarification on new infection-control requirement for dental pulp procedures

Dentists have contacted CDA Practice Support with questions about the new infection-control requirement that all licensed dentists in California should be following as of Jan. 1, 2019.

As explained in a December Update article and according to the new law, when performing procedures on exposed dental pulp, water or other methods used for irrigation must be “sterile or contain recognized disinfecting or antibacterial properties.”

“Members have asked if treated dental unit water is considered to contain recognized disinfecting or antibacterial properties,” said CDA Regulatory Compliance Analyst Teresa Pichay. “It is not.” Dental unit water is treated to control bacterial cfus/ml; it is not treated to confer antibacterial action on tissues upon which it is used.

With regard to the new requirement, Pichay said that because dental handpieces are cooled by treated dental unit water, it is understood and accepted that treated dental water will be used during handpiece operation. However, a dentist must anticipate both expected and unexpected pulp exposure and should have sterile water or other solution with disinfecting or antibacterial properties immediately available to irrigate the area upon pulpal exposure.

“It is a dentist’s responsibility to prevent the introduction of pathogens into the pulpal tissue,” Pichay said. Appropriate oral irrigants include chlorhexidine, EDTA, BioPure MTAD and sodium hypochlorite.

The new infection-control requirement stemmed from a 2016 outbreak of mycobacterial infection in a Southern California dental clinic that led to the hospitalization of more than 60 children. Investigation into what occurred suggested that the bacterium that infected the children was likely introduced by water used during the performance of pulpotomies.

CDA worked with the state Legislature to ensure the new requirement appropriately addressed the vulnerability that occurs during treatment of exposed dental pulp and stated it is pleased that the requirement “sets a clear standard for infection control during dental pulp procedures.”

The new requirement is in addition to existing dental board regulations on water quality, which require that dental water lines be purged with air or flushed with water at the beginning of each workday and flushed between each patient.

Because waterline maintenance is also essential to water quality, the Centers for Disease Control and Prevention recommends

that dentists consult with the dental unit manufacturer for appropriate methods and equipment to maintain the quality of dental water. Additionally, the Food and Drug Administration last July published a dedicated webpage on infection control in dental unit waterlines.

CDA Practice Support has infection-control resources at cda.org/resource-library.

New serial number required on controlled-substances prescription forms

A new state law effective Jan. 1 that requires prescribers to use new controlled-substance prescription pads is causing significant issues, including pharmacy rejections of prescriptions.

After continued discussions with the California Department of Justice, California Pharmacists Association and other stakeholders, CDA now advises members to order the new DOJ-compliant prescription pads from one of the state-approved printers listed on the DOJ’s website. Previously, it was believed that pharmacies would honor prescriptions written on pads compliant before Jan. 1 because of a Dec. 27 Board of Pharmacy notice, but some pharmacy chains continue to reject them.

Importantly, the prescription pads must contain a 15-digit alphanumeric serial number printed in the following format, where “A” represents a letter and “N” a numeral: AAANNNNNNNNNNN.

Concerns remain that the serial number on the approved pads does not conform with NCPDP standards. CDA anticipates that the Legislature will undertake action to delay implementation of the law, permitting time to resolve this concern and to ensure patients have uninterrupted access to needed care. However, for the present, Schedule II prescriptions are best provided to patients through e-prescribing or by using a DOJ-compliant pad.

CDA encourages its members to investigate the use of e-prescribing. E-prescribing reduces opportunities for theft and illegal misuse of paper prescription forms and aids in providing timely patient care. CDA published an article on its website and in the September Update that explains how to get started.

CDA will continue to work with the CPhA, the DOJ, the author of AB 1753, Assemblymember Evan Low, and others to reduce implementation issues related to new prescription-form regulations. CDA will keep members updated through the CDA Update and cda.org.

Order the new DOJ-compliant prescription pads at <https://oag.ca.gov/security-printers/approved-list>.

13th Annual Project Homeless Connect



905 San Diegans experiencing homelessness were able to have access to a variety of vital services at the 13th Annual Project Homeless Connect on January 30, 2019 in downtown San Diego. Over 140 volunteers provided the attendees with much needed services including medical, dental, haircuts, foot washing, and housing and employment assistance under one roof. San Diego County Dental Society members, Dr. Edward Friedman and Dr. Hoa Audette, were among the volunteer's service providers present to perform oral cancer screenings, dental exams, cleanings, and oral hygiene education. Along with hygiene students from Concorde Career College, more than fifty patients were able to get their teeth cleaned and given oral hygiene care kits. Mayor Kevin Faulconer was also present to thank volunteer and greet the attendees at the event. Photos courtesy of Hoa Audette, DDS.



Emergency Medicine CE

November 2, 2018

Dr. Stanley Malamed, Dental Anesthesiologist, lectured on prevention of and preparation for medical emergencies at the Handlery Hotel in Mission Valley.



DO YOU HAVE FIVE EMPLOYEES? NEW CA LAW REQUIRES HARASSMENT PREVENTION TRAINING BY JAN 1, 2020

SB 1343 mandates that employers with five or more employees provide training to their entire work force. Employees must receive one hour of training and any supervisor, manager or owner must receive two. Our training will help you meet this new requirement, AND attendees will learn how to build and maintain respectful work environment. We keep the legal mumbo jumbo that no one understands to an absolute minimum.

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We know that with five, ten or even 49 employees it can be hard to make time to meet this regulation. We're making it easy by offering four trainings throughout the year. Send your workforce all at once or spread throughout the year.

2019 Training Dates/Locations: Apr 2 (El Cajon),
May 17 (Mission Valley),
Sept 4 (Chula Vista),
Dec 11 (UTC)... more dates TBA.

Time: 8:00 - 9:00 am All employees, 9:00 - 10:00 am Only supervisory employees

Tickets: \$20/non-supervisory employee; \$30/supervisory employee

Promo code : Get \$5 off per employee w/ promo code **SDCDS**

Register at: www.CivilityPartners.com/2019SHTraining

WHAT YOUR WORK FORCE WILL LEARN

ALL OF YOUR WORK FORCE: will learn about incivility, harassment, discrimination, and retaliation. They will understand these behaviors as a social situation that everyone is responsible for stopping. They will learn and role play stepping in when witnessing all levels of unwelcome behavior. In addition, **SUPERVISORS** will learn to identify symptoms of negativity, coach negative behavior before it escalates, and create a respectful culture.



ABOUT THE TRAINER

Catherine Mattice Zundel, MA, SPHR, SHRM-SCP, is a Strategic HR Consultant who assists organizations in building positive cultures. Zundel is the author of three books, has been invited to speak at conferences around the world, and even to share her knowledge about harassment prevention with the Equal Employment Opportunity Commission (EEOC). Catherine has also been cited as an expert in Forbes, on NPR, CNN and more.

BROUGHT TO
YOU BY



Dr. Barakat graduated from Boston Univ. School of Dental Medicine, completed an AEGD residency in Detroit and practiced in New England before moving to San Diego. She is currently in private practice and recently joined the board of the San Diego AGD component. She is a regular contributor to the AGD's Daily Grind blog.



surgeries in a row. What if I can have my assistant focus on chair side patient care and delegate stocking cabinets or cleaning rooms to a robot?

And as dentists, we fret about whether we got exactly "one drop" of bonding agent in our adhesives, or counted exactly 15 sec of etching. Human error is inevitable. Yet I shudder to think about a "humanoid" doing dental surgeries, and can't picture a dental patient consenting to treatment by robots. Then again, I never imagined self-driving cars either. Perhaps it may happen someday, but until then, our assistants will stock our cabinets and humans will do sinus lifts. In the meantime, I welcome any robot that will do my household chores.

Imagining Robots in the Dental Office

Imagine if a robot were more accurate in doing sinus lifts than our surgeons. Would patients be open to having a robot treat them? Would it be peculiar if a robot gave suggestions to a surgeon on how to extract a complicated 3rd molar extraction after scanning a panoramic x-ray with zero error and post-op complications? Or imagine if you replaced your assistant with a "humanoid" who could stock all the office cabinets and walk patients to the front desk?

Recently, I happened to catch the PBS NewsHour's segment on robots and was fascinated by the research on artificial intelligence in the workplace. The premise of the story was not only how robots were replacing human tasks, but also how precisely they can do those tasks

without the element of fatigue. It came as no surprise to me that robots were employed in mass commercial industries, warehouses and assembly lines. More amazing though was the testing of their role in the medical arena, particularly in surgeries and staff assignments in hospitals.

My own father had undergone surgery by the CyberKnife®- a robotic delivery of radiation therapy (and he had been so impressed by it). And robotic technology is currently used in high-risk surgeries where precision is paramount. Precision—now there's a concept that is at the core of dentistry. I try to imagine a robot scanning an edentulous site and not only planning implant surgery with incredible accuracy but also actually being able to do it without getting tired doing multiple

Obituaries

Farshad M. Ettefagh, DDS

July 26, 1966—Aug. 30, 2018, La Jolla

Dr. Ettefagh graduated from the USC class of 1994.

Stephen T. Finger, DMD

(Nov. 26, 1955—July 14, 2018), San Diego

Dr. Stephen Finger received a BA in Biology from UCLA in 1977 and graduated from the Washington University School of Dental Medicine in St. Louis, Missouri in 1982, where he received the American Society of Dentistry for Children Award for excellence in children's dentistry. Dr. Finger continued his studies at UCLA and received a Pediatric Dental Certificate and a Master's Degree in Public Health. He was a Diplomate of the American Board of Pediatric Dentistry.

Donald R. Garsh, DDS

(April 14, 1939—Oct. 14, 2018), Chula Vista

Don was born in Des Moines, Iowa. He earned his dental degree from the University of Iowa in 1964. After serving two years as a lieutenant in the US Navy, stationed in San Diego, he then completed his Oral and Maxillofacial Surgery residency in 1969 along with a Master of Science in Pharmacology at Ohio State University. He practiced in Chula Vista from 1969 to 1997 and was a SDCDS member. He left private practice to work as a Chief Dental officer for the California Department of Corrections and retired in 2010.

Robert A. Sunstein, DDS

(Nov. 22, 1963—Aug. 26, 2018), La Jolla and Carmel Valley

Dr. Sunstein received his Bachelor of Science degree at SDSU and graduated from the UCLA School of Dentistry. He was a diplomate of the American Board of Orthodontics. He earned three postdoctoral certificates: Aesthetic Dentistry, Advanced Education in General Dentistry, and Orthodontics. Dr. Sunstein received his Certificate of Orthodontics at Columbia University, School of Dental and Oral Surgery in New York. During this process, he taught pre-clinical orthodontics for two years. He has served as a dental coordinator for the Special Olympics and as a ski instructor for the physically challenged.

For Sale/Lease**Attention Dental Practice Buyers!**

Our Dental Practices for Sale are listed on the inside cover page of this issue. Attention Buyers: Most of our listings are sold in less than 30 days. Get added to our Buyer Notification List so you can find out about our newest listings before they appear in ads. Ken Rubin Practice Sales, Inc. Call 619.299.6161 or krpracticesales.com

Medical or Dental Related Practice Suite in La Jolla

or a business in a small boutique space located in the center of beautiful La Jolla. Perfect opportunity for psychiatrist, psychologist, counselor, dentist, physician, surgeon, any dental or medical related occupation welcome. Located in medical dental building. Come join these great practices. 612sf, classy second floor suite with elevator. Perfect for entrepreneur. Partially equipped for dental practice, surgical practice. Terrific opportunity. \$4.90/sf per month triple net lease. Contact: Kevin Gott, dynamold@aol.com

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La Jolla

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In-house Implant Surgeon/Prosthodontist

Misch Implant Institute Faculty; available 1-4 days/mo, including evenings and Saturdays. Implant placement; grafting; extractions. 25+ years of private practice and in-house surgical experience. See website, inhouseimplantdentistry.com for additional details and dentist testimonials. 818.359.2076

Help Wanted**Chief Operations Officer**

Dental Express is expanding in the San Diego area and is looking to add a Full Time General Dentist at our Point Loma practice. Great new patient flow and no HMO's! Email for more information: Teresa.williams@thedentalexpress.com

Endodontist Wanted

Scripps Center for Dental Care, La Jolla, CA, is seeking an Endodontist for 1 day per week. Our practice is a progressive, high quality, multi-specialty, fee-for service with the exception of Delta Dental PPO, team driven dental office located on Scripps Memorial Hospital campus, XIMED medical/dental building. Our team is proud of the quality care our patients receive from our specialists. This is an exceptionally proficient office that starts every day with a positive team "huddle". Our office systems and clinical workstations are completely automated and full advantage is taken of new proven technology including complete digital 2D and 3D radiography, electric handpieces, lasers, microscopes and intraoral cameras. We offer unique opportunities for a long range relationship and being a provider of continuing education. Compensation is based on a percentage of collections. The office location in La Jolla is unique with great views and surrounded by a university, research facilities, hospitals, numerous health institutions, schools, and high income residential neighborhoods. We do not participate in any capitation or managed care programs. Our growth is sustained primarily by clinician and patient referrals. For additional information please visit www.scripps dentalcare.com Send Bio, Resume and Photo to drweston@scripps dentalcare.com

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Board-certified, licensed, insured. Anesthesiologist available to provide general anesthesia (or IV sedation) to patients in your office, pediatric or adult. Please contact me for more info or questions. Contact 206.948.2468 or 40winksanes@gmail.com

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Certified Public Accountant, CPA
Certified Financial Planner, CFP
Personal Financial Specialist, CPA/PFS

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SAN DIEGO ADVANCED STUDY GROUP
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RSVP for events to Kim Newman 619-298-2200 Ext. 100

March 19, 2019: 6PM–Scripps Mercy Hospital
"Contemporary Plastic Surgery, 2019 Updates" – Dr. Ron Edleson. Specialty Showcase with Haupt Dental lab – John Haupt and Eric Haupt

April 17, 2019: 8AM – Sheraton Harbor Island Hotel
(all day meeting) "Leap! The Net Will Appear and Are We having Fun Yet

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Outgoing chairs:
SDCDS Board of Directors recognized the outstanding work of outgoing chairs at the November 27 meeting. SDCDS President Dr. Chris Pham with (left) Dr. Lilia Larin, *Continuing Education Committee Chair* and (right) Dr. Christine Altrock, *Recruitment and Retention Committee Chair*.



CDA News:

Employers must provide sexual harassment prevention training to all employees by Jan. 1, 2020 (see page 13 for class options)

Then-Gov. Jerry Brown last September signed a bill requiring California employers of five or more employees to provide expanded training on sexual harassment prevention to all of their employees by Jan. 1, 2020. Practically speaking, this means employers will need to complete the mandatory one- or two-hour trainings for employees in 2019 to be compliant by the January 2020 deadline.

Crafted in response to renewed attention on sexual harassment in the workplace, brought on in part by the #MeToo movement that gained national traction in fall 2017, the new law is a dramatic shift from current requirements that have been in place for more than a decade. The Legislature concluded that millions of employees in the state may not be aware of their rights and responsibilities under California anti-harassment laws or trained on how to detect and report inappropriate behaviors. The new sexual harassment prevention training requirement impacts the majority of businesses in the state and all of their employees and managers.

To read the rest of the article, go to www.cda.org and use the search box.

ADA News:

Applications accepted for the ADA Institute for Diversity in Leadership

The ADA Institute for Diversity in Leadership (IDL) is designed to enhance the leadership skills of dentists who belong to racial, ethnic and/or gender backgrounds that have been traditionally underrepresented in leadership roles.

Since 2003, the Institute program has provided a diverse group of dentists with opportunities to:

- Enhance their leadership skills and gain leadership experience
- Strengthen their professional network and build a lifetime of supportive relationships
- Set new leadership paths within the profession and communities

Each spring a call for applicants is posted here and in various ADA publications. Applicants are asked to submit a completed Candidate Application Form and arrange for two references to complete and submit a Candidate Reference Form on their behalf by April 12, 2019. We regret that the ADA cannot be responsible for or accept incomplete or late applications.

There is no fee to apply and participation is open to all active, licensed dentists, residing in the U.S. regardless of their ADA membership status. Ideal candidates will have demonstrated leadership potential within dental associations or their communities. Go to www.ada.org and enter "Institute for Diversity" in the search box or enter: ADA.org/diversityinstitute.

Each year sixteen U.S. dentists are selected to participate in this extraordinary, tuition-free program. Participants are reimbursed for travel expenses to attend three sessions held at ADA Headquarters in Chicago. If you have questions, please contact: Susana Galvan at 312.440.2809 or galvans@ada.org

CALENDAR PLANNER 2019 SDCDS EVENTS

Mar 07 THURSDAY New DDS Seminar

Mar 15 FRIDAY Manual Training

Mar 21 THURSDAY BLS Renewal

Mar 23 SATURDAY Womens Tea

Mar 28 THURSDAY The Art of War

Apr 05 FRIDAY Gulls Game

Apr 12 FRIDAY Cone Beam

Apr 17 WEDNESDAY Fortune Management

Apr 25 THURSDAY Shred-a-thon

Apr 27 SATURDAY Ethics in Denistry

May 01 WEDNESDAY Military Symposium

More info about these courses and more on our events page at sdcds.org



New Dentist Seminar

Summary: Dentists today face unique challenges in an ever-changing and fast-paced world and managing one's mental health is more important than ever.

Time: 6-8:30pm

Includes: Light dinner & soft drinks

Location: SDCDS Office

Register: sdcds.org
619.275.7188 or membership@sdcds.org

Pricing: Free

Sponsor: Burkhart



Manual Training



Summary: Experts will help you write the manuals and provide you with the templates to facilitate the process. Learn about updated information and bring questions.

Speakers: Teresa & Michelle from the CDA Practice Support Dept.

Time: 8:30am-3:30pm
(check-in 8am)

Includes: Cont. breakfast & lunch (please indicate special dietary needs when registering).

Location: SDCDS Office

Pricing: member/staff \$295
nonmember \$395

Register: sdcds.org
619.275.7188 & admin@sdcds.org
Sponsor: Avitus Group



BLS Renewal FREE CE*



Summary: Register early if your CPR card is expiring; limited spaces available.

Time: 6-9pm (5:30pm check-in)

Includes: Pizza and salad, (please indicate special dietary needs when registering).

Location: SDCDS Office

Register: sdcds.org
619.275.7188 or admin@sdcds.org

This years renewals:

May 2, August 22, October 24

Pricing: member \$40 or take advantage of your 1 free member benefit CE for 2019.
nonmember \$60 | staff \$50

Sponsor: Westpac Wealth Partners



SATURDAY

**MAR
23****Women in
Leadership
Conference**

5th Annual Afternoon Tea

**Summary:** "Hone your Business Leadership Skills with Dr. Rhonda Savage". 5th Annual Afternoon Tea**Time:** 12-3pm**Location:** Paradise Point Resort & Spa, 1404 Vacation Road**RSVP by March 16:** sdcds.org
619.275.7188 or membership@sdcds.org**Keynote Speaker:**
Dr. Rhonda Savage

WEDNESDAY

**APR
17****Marketing
Secrets of
the Million
Dollar Plus
Practice****Summary:** Achieve EXPONENTIAL growth in your practice. Leverage digital media marketing to attract new patients. Create endless referrals with effective internal marketing. Increase your sales through better questions. Measure progress toward reaching financial independence.**Time:** 6pm-9pm (5:30pm check-in)
Includes: Light dinner & soft drinks provided. (please indicate special dietary needs when registering).**Location:** SDCDS
1275 - B West Morena Blvd**Register:** sdcds.org
619.275.7188 or admin@sdcds.org**Pricing:** member/staff FREE,
nonmember \$50**Speaker:**Jonathan Miller,
Executive Coach

THURSDAY

**MAR
28****Dental MBA
Business Series***The Art of War - Reducing
Time Spent on Insurance Administration***Summary:** The Art of War by General Sun Tzu is a must read for business and sports strategists. This course will teach offices how they can employ some of the same tactics insurance carriers use against them in an effort to reduce insurance administration.**You will learn:**

- The power of pre-authorizations
- How to appeal denied claims
- Finding free legal advocacy against illegal insurance activity
- Reviewing PPO contracts

Time: 6 – 9pm (5:30pm check-in)**Includes:** Dinner**Location:** SDCDS

1275 - B West Morena Blvd

Hosted by: Legacy Practice Advisors**Speaker:**
Benjamin
Tuinei/Veritas

THURSDAY

**APR
25****Shred-a-thon***Tear into the Fun***Summary:** Take advantage of shredding your files the proper way for free. Please visit our website events page for what can and cannot be disposed of, sdcds.org.**Time:** 3:30-7pm**Location:** SDCDS Parking Lot
1275 - B West Morena Blvd**Includes:** Tacos and Beverages**Register:** sdcds.org**Sponsor:** Ken Rubin Practice Sales

FRIDAY

**APR
05****Game
Night***San Diego Gulls***Summary:** Dentists and Hockey go hand in hand. Come join fellow hockey fans for a fun filled Friday evening.**Time:** Doors open 6pm
Game starts 7pm**Location:** Pechanga Arena -
3500 Sports Arena Blvd**Register:** 619-275-7188 or
membership@sdcds.org**Pricing:** \$19, limited seating

FRIDAY

**APR
27****Ethics in
Dentistry***150 Shades of Gray***Summary:** Understand professional ethical expectations. Be familiar with CDA Code of Ethics and ADA Code. Apply essential ethical principles and core values when confronted with a dilemma.**Time:** 8am-12pm (7am check-in)**Includes:** Cont. breakfast (please indicate special dietary needs when registering).**Location:** The Crossings at Carlsbad, 5800 The Crossings Dr.**Register:** sdcds.org
619.275.7188 or admin@sdcds.org**Pricing:** Lecture Only \$75.
**ENJOY A ROUND OF GOLF
AFTER THE COURSE!**Lecture + Round of Golf \$155
(Tee times start at 12:30pm)**Sponsors:** Fortune Management,
Garfield Refining, Ken Rubin
Practice Sales, PracticeCFO**Speaker:**
Robert Stevenson

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FRIDAY

**APR
12****CBCT
Principles,
Interpretation
& Applications****Summary:** During this presentation, the principles of CBCT technology and methods to achieve maximally diagnostic imaging will be discussed. In addition, radiographic anatomy, interpretation of CBCT scans and applications of CBCT in dental practice will be presented.**Time:** 9am-4pm (8am check-in)**Includes:** Cont. breakfast, and lunch, (please indicate special dietary needs when registering).**Location:** 4 points Sheraton
8110 Aero Dr.**Register:** sdcds.org
619.275.7188 or admin@sdcds.org**Pricing:** member/staff \$75
nonmember \$99**Sponsors:** Carestream,
DentisUSA, Fortune Management,
Garfield Refining, Keating Dental
Arts, PracticeCFO**WEDNESDAY**
**APR
01****Military
Symposium****SAVE-THE-DATE****Summary:** Military and Civilian Dentists Welcome for a night of Dinner, Awards and CE credits**Time:** 4pm Table Clinics

5:30pm Reception and Dinner

Location: Hilton, Mission Valley



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