

Bronx County Dental News



A PUBLICATION OF THE BRONX COUNTY DENTAL SOCIETY

Discover the NYSDA Wellness Initiative – The Member Assistance Program

MAY IS MENTAL HEALTH

Awareness Month, so why, you might ask, am I writing this article in September? Because stress in our lives doesn't pay attention to the calendar. A recent ADA survey reported that in the previous six months, more than 40% of dentists felt defeated, didn't want to go to work or wanted to quit dentistry. Over 50% of healthcare providers experience burnout- the debilitating result of chronic, unrelieved stress at work. This

affects dentists at all stages of their careers.

The New York State Dental Association (NYSDA) is committed to fostering a culture of wellness across the organization. We are proud to partner with AllOne Health to provide NYSDA members and their families with comprehensive counseling services for mental health wellness, financial wellness, and work-life balance through the Member Assistance Program (visit

encompass.us.com and click "sign up". Enter your email and company code NYSDA)

Members and their families now have access to a wide range of counseling services, including:

- 24-hour access to In-the-Moment Support for immediate or emergent mental health needs.
- Mental Health Counseling: Up to 4 virtual or face-to-face counseling sessions per unique incident per year with a licensed mental health clinician.
- Wellness Coaching: Credentialed coaches provide personalized support for weight management, stress reduction, and other health goals.



Having fun at the Resident Social

We have a new mailing address

Bronx County Dental Society
1525 East Gun Hill Road #205
Bronx, NY 10469

- Work/Life consultation, customized to the member's individual needs and request.
- Legal consultation, referrals, and information for a wide range of personal matters, including estate planning, real estate, bankruptcy, divorce, custody.
- Financial issues receive a 30-minute consultation with a Certified Financial Professional. Depending on the type of issue, additional consultation may be provided.
- Personalized search and referrals to work-life resources for childcare, adoption, education, pet care, elder/adult care, relocation assistance, and more.
- Identity theft consultation services provided by a Fraud Resolution Specialist. One virtual session (up to 60 minutes) per issue/per year.
- Medical Advocacy provides assistance with navigating insurance, obtaining doctor

referrals, securing medical equipment, and planning for transitional care and discharge

All program reporting is deidentified, and confidentiality is maintained by the third-party provider. This NYSDA Wellness Initiative, supported by AllOne Health, enhances mental health, reduces burnout, and improves overall well-being for our members and their families.

In addition, the ADA provides Talkspace Go. It is a new resource available at no cost to all ADA members and dental students. The app is a self-guided approach to manage stress, depression burnout and conflict. Users can also participate in therapist-led live workshops, daily courses, daily journaling and more. Visit [ADA.org/Talkspace](https://ada.org/Talkspace) to log in and receive member-only access code.

These resources are provided as a place to start. Professional care is crucial: Please seek a licensed therapist for professional help.

If you or someone you know is experiencing suicidal thoughts, text or dial 988 to be connected to the National Suicide Prevention Lifeline.

NYSDA's Committee on Substance Abuse Disorder and Well-Being is here to support and assist you, your family or a colleague who may need help with substance abuse, addiction and related mental health issues. We are only confidential phone call away. 1-800-255-2100 ext. 250 or jdonnelly@nysdental.org

I would like to thank Bree Zhang, ('27 DDS/MPH Candidate-Columbia University College of Dental Medicine) for providing some of the information in this article. ■



101st Annual Session



Greater New York Dental Meeting™



MEETING DATES:

NOV. 28 - DEC. 3

EXHIBIT DATES:

NOV. 30 - DEC. 3

The Premier Dental Meeting in the United States

At The Jacob K. Javits Convention Center, New York City

**NO
PRE-REGISTRATION
FEE!**



10 Specialty Programs For Everyone

WORLD IMPLANT EXPO



3D
Printing & Digital
Dentistry Conference



FOLLOW US



WWW.GNYDM.COM





a Berkshire Hathaway company

CELEBRATING **50** FIFTY YEARS

NEW DENTISTS!

\$50 first-year policy

Newly graduated dentists entering private practice for the first time immediately following the completion of training can now qualify for a **flat-rate premium of \$50** for either a first-year Claims Made policy or an Occurrence policy - at limits of \$1,000,000/\$3,000,000.

Plus, keep the MLMIC savings going for four years!

Additional New Dentist Discounts for years 2 through 4:

- 2nd year: 60%
- 3rd year: 25%
- 4th year: 10%

Even if you don't qualify for the \$50 flat-rate premium, **you may still be eligible for a 75% first-year discount** off the standard rates for either Claims Made or Occurrence coverage.



Call 800-416-1241
to inquire today.

You may also visit [MLMIC.com/dentists](https://www.mlmic.com/dentists)
or e-mail dental@mlmic.com.

MLMIC is the only dental
professional liability
program endorsed by the

New York State
Dental Association

What New Dentists Should Look for in an Associate Position After Residency

By Gregory P. Dodd, DDS, FAGD
Reprinted courtesy of MLMIC Insurance Company

WHEN I TOOK MY FIRST JOB AS AN ASSOCIATE,
I didn't even know I had applied.

It was 2004, and I was racing through the halls of Columbia University, College of Dental Medicine, when I got a call from a dental office in Saratoga Springs, New York, asking if I could come in for an interview. Confused, I said, "For what?" Turns out, my wife had seen the ad in the New York Times and applied on my behalf. I was so buried in residency that I hadn't realized we were just weeks away from unemployment, and drowning in student debt.

I was lucky. That unexpected interview turned out to be the start of my career and my first associateship. But most new dentists need more than luck—they need a plan. Choosing your first associate position is one of the most important decisions you'll make. It shapes your clinical growth, income trajectory, work-life balance, and long-term professional identity.

I hope this article helps to share some insights into all the things I didn't understand when I was looking for my first position.

Know What You Want

This sounds simple, but most new dentists haven't taken the time to reflect on what they actually want out of their first job. Do you hope to eventually own a practice? Are you looking for mentorship? High patient volume? A specific location? Flexibility? A stepping-stone or a long-term home?

If you don't define your goals, you risk choosing a job that doesn't align with them. And misalignment can lead to burnout, stagnation, or walking away from an otherwise promising opportunity.



Assess Whether the Practice is Truly Ready for an Associate

Many practices advertise for associates before they're operationally ready. You might walk into an office that lacks a sufficient patient base, treatment rooms, or team support.

Ask direct questions:

- Is this position replacing a doctor or are you looking to add a new schedule?
- How many new patients does the office see monthly?
- How many hygienists, assistants, and operatories will you have access to?
- Are you expected to do hygiene if the schedule has holes?

Ideally, there should be 1.5 – 2.0 hygienists per dentist; less isn't productive, more gets counterproductive for ideal treatment planning. If a practice isn't generating at least 25–35 new patients per month per doctor – or can't answer these questions confidently – it may not be ready to support an associate.

Clarify Compensation—Structure Matters

You need to understand not just what you'll be paid, but how you'll be paid.

Common Models:

- **Flat salary** offers stability, especially for new graduates, those moving, or worried about filling the schedule. But may undervalue high producers, especially if you don't have a path to renegotiate.

Continued on page 18

Transition on your Terms with DDSmatch



Michele Gabriel

DDSmatch NYC & Long Island
Direct: 862.409.9925
mgabriel@ddsmatch.com



Professional Guidance & Proven Processes



Justin R. Baumann

DDSmatch NY & Western PA
Direct: 716.266.9707
jbaumann@ddsmatch.com

Services We Offer:

Practice Sales, Mergers & Partnerships

Associate Placements | Transition Planning | Practice Valuations

It's not too early to start a conversation.
Call today to schedule your complimentary, confidential call.



UNIVERSAL PRODUCTS SIMPLIFY PROCEDURES



Contact Jim Kaplan
REQUEST SAMPLE



Dr Stuart E Chassen

Celebrating his 50th anniversary
of providing superb endodontic care

918 Pelham Parkway South
Bronx, NY 10462
Tel. (718) 863-3200

34-43 213th Street
Bayside, NY 11361
Tel. (718) 229-6600

www.chassenendodontics.com

chassenendo@gmail.com

Advanced
Technology

Microscopes

Surgical
Endodontics

Most PPO insurance
plans accepted

ADA

AAE

Pierre Fauchard Honor Society

Past President Bronx County Dental Society

Queens County Dental Society

Educator



BCDS

\$50 BONUS FOR BCDS MEMBERS



[Precious metal scrap value must exceed \$350. Members must self-identify as BCDS members and include promo code **NYBC-25** to get offer. Cannot be combined with any other offers. Limit 1 per office. Offer expires 12/31/2025.]



Garfield Refining



All people
deserve healthcare.

Healthfirst celebrates

Bronx County Dental Society

We share your commitment
to connecting New Yorkers
to quality dental care.

We look forward to continued
collaboration and engagement
with the dental community.



Healthfirst is the brand name used for products and services provided by one or more of the Healthfirst group of affiliated companies.

25-5205

LAWRENCE S. HOLTZMAN, DMD
CHARLES H. HOFFMAN, DDS
DANIEL NASSIMI, DDS

Oral & Maxillofacial Surgery • Dental Implants

**HUTCHINSON METRO CENTER
TOWER 1**

1250 Waters Place, Ste. 503
Bronx, New York 10461
Tel. (718) 824-4200

Exciting news...Visit our website

www.bronxoralsurgery.com

Meet the Doctors

Download Patient Registration Forms

Read about procedures

FREE Valet Parking



Bronx Dental Implants & Periodontics

Michael T. Cote, DDS MPH • Sylvia E. Arsuaga, DMD
Board Certified in Periodontology & Dental Implant Surgery

Practicing the full scope of Periodontics with expertise ranging from dental implants to cosmetic periodontal surgery, gum grafting and crown lengthening

1550 Pelham Parkway South Bronx, NY 10461

Tel: 718.597.8457 Fax: 718.597.8869

www.hitechperio.com

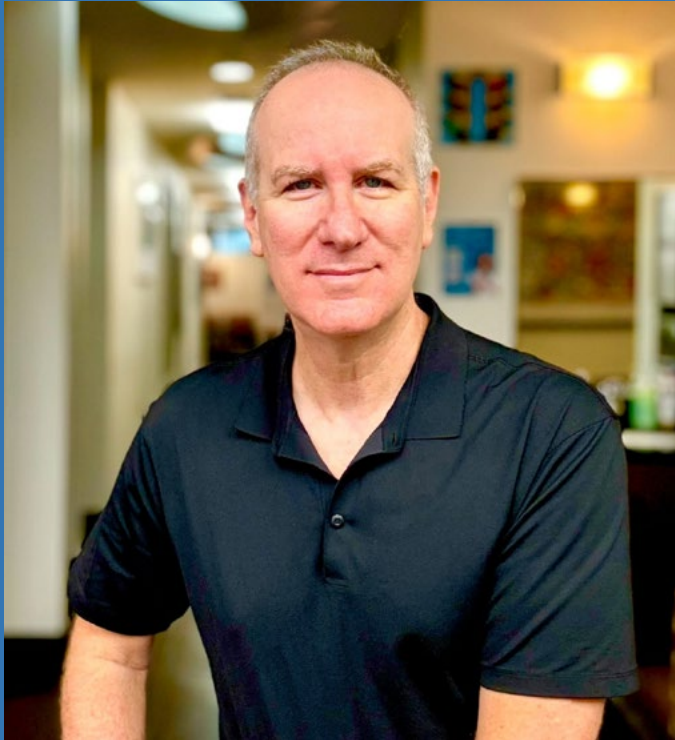
info@hitechperio.com

goodortho

GOODMAN ORTHODONTICS

3515 Henry Hudson Pkwy W
Bronx, NY 10463

440 East 57th 1A
New York, NY 10022



Can Our Dental Profession Lead in Creating Drug Free Safer Communities?

By Dr. Bernard Fialkoff

IN 2025, WE FACE A GLOBAL crisis of drug and illicit substance abuse undermining family structure and the Sustainable Development Goals of the United Nations. Our local communities are under attack from fentanyl, synthetic drugs, and illicit substances, which caused ~ 113,000 deaths in the United States in 2023. This surpassed the 58,000 American deaths during 10 years of Vietnam War.

The 2021 UNODC World Drug Report stated that drug abuse affected an alarming 275 million people worldwide in 2021, with more than 36 million people suffering from drug-related disorders.

The drug crisis continues to erode the future of society - essential family structure and the dreams of our children.

On November 20, 1989, the United Nations General Assembly adopted the Convention on the Rights of the Child.

Article 3-1 states: "In all actions concerning children, whether undertaken by public or private social welfare institutions, courts of law, administrative authorities, or legislative bodies, the best interests of the child shall be a primary consideration."

Article 33 adds: "States Parties shall take all appropriate measures, including legislative, administrative, social, and educational measures, to protect children from the illicit use of narcotic drugs and psychotropic substances."

The 2016 UNGASS World Drug Conference concluded that education and prevention are key to managing the global drug epidemic.

It is important to note that if parents talk to their children about drugs, there is a 40% lower chance that those children will use them. If we educate children early and delay substance use until after age 21, statistics show that less than 2.1% will develop addiction.

According to the NIH and many scientific journals—timely education can guide young people toward informed, healthy decisions. Let us not be deceived into thinking that our responsibility ends within the 4 walls of our offices.

There is no demographic exclusion when it comes to drug addiction; no one is exempt. Community wellness depends on the scientific guiding efforts of health professionals. The ADA recently published that nearly

70% of patients are comfortable talking to their dentist about marijuana.

Dr. Vivek Murthy, U.S. Surgeon General, stated: "Loneliness is much more than a simple negative feeling: it harms both individual and social health."

It is associated with higher risks of cardiovascular disease, dementia, stroke, depression, anxiety, and premature death. The mortality impact of social disconnection is comparable to smoking up to 15 cigarettes a day, and greater than that caused by obesity or physical inactivity. The consequences of a society lacking social connection can be felt in our homes, workplaces, and civic organizations—where productivity and commitment decrease.

Given the profound consequences of loneliness and isolation, we have a responsibility and an obligation to invest just as much in addressing social connections as we do in combating tobacco use, obesity, and the addiction crisis.

This Surgeon General's Advisory shows us how to build a more connected world. If we fail to do so, we will pay an increasing price in terms of health and

individual and collective well-being. We will continue to fragment and divide ourselves, leaving us isolated, angry, and alone.

Gandhi said: "Be the change you wish to see in the world."

Martin Luther King said: "Our lives begin to end the day we become silent about things that matter."

George Washington said: "One of the primary goals must be the education of our youth. What greater task than to communicate with those who will be the future guardians of the country's freedom?"

The dentist is a natural counselor and trusted professional. As health providers we can educate to mitigate the dependency and death of our youth.

Our Dental Profession can lead in this war against illicit drugs and set a good example by applying the US Surgeon General's guideline and increasing our social interaction by educating our patients and hence increasing community wellness.

Dr. Bernard Fialkoff DDS
Pierre Fauchard and International College of
Dentists Fellow
NYSDA Wellness and Chemical Dependency
Committee Member
Bernardfialkoffdds@gmail.com ■

GROW YOUR PRACTICE'S SUCCESS

Zoom into Increased Profitability & Patient Satisfaction with Our Team!

Schedule a Lunch & Learn or One-on-One meeting with one of our local **Philips Oral Healthcare Consultants** today to learn how **Sonicare** and **Zoom Whitening** can promote:

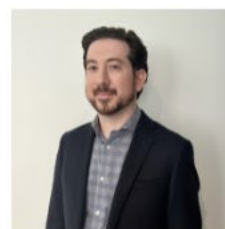
- New Patient Acquisition
- Increased Case Acceptance
- Patient Retention
- Practice Differentiation
- Best Practice Marketing Strategies

sonicare

Zoom!



RICHARD GRZENIA
MANHATTAN EAST & THE BRONX
914-274-0769



JONATHAN GRANOFF
BROOKLYN & STATEN ISLAND
347-814-4232



JENNIFER ZIPKIN
MANHATTAN WEST
917-882-9188

Ninth Letter from the ADA Second District to the NYSDA Components

Trustee's Corner

IT'S HARD TO BELIEVE BUT SUMMER IS COMING

to an end, and we are closing in on the end of the first quarter of the twenty-first century. Personally, I have officially retired from the University of Buffalo School of Dental Medicine after being a faculty member for eighteen years. Overlap that with thirty years of private practice and I can honestly say it has been a wonderful ride. I will continue to serve the Second District as your Trustee until the annual meeting next year in Indianapolis. Congratulations to my colleague, Dr. Payam Goudarzi, on his selection as the next Trustee for New York State. As I have mentioned before, it has been an honor and a privilege to serve the profession at the American Dental Association.

You recently received several correspondences from the ADA about our current finances. Suffice to say, adjustments were needed to this year's budget. With the leadership from our Finance Committee, the Board of Trustees approved an approximately \$20 million dollar reduction from the 2025 budget. There were some very difficult decisions made with eliminating and pausing specific ADA programs and laying off several hard-working employees. The Board of Trustees knows this is a difficult time, especially for the people who worked or volunteered with these programs. Included in these reductions were daily travel stipends for Board members as well as the elimination of spouse travel stipends. We also added the Chair and Vice Chair of the Strategic Forecasting Committee as consultants to the Finance Committee. We appreciate your support, understanding and patience during this time. Unfortunately, there is still a deficit as we plan for the 2026 year. The Board began the process of putting the 2026 budget together at the end

of August at our meeting in Chicago. We will continue to keep members apprised of our financial situation through leadership communications, the ADA Treasurer's Letter, as well as the ADA Reader Leader and the ADA Power of Three Emerging Issues Webinars.



The Fonteva Account Management System, which began in September of 2024, is undergoing a corrective implementation. It was a difficult beginning, and problems were uncovered in late 2024. Since that time, there have been some noted positive results around the country, with a few states coming along at a slower pace. Unfortunately, the New York State Dental Association is part of the latter cohort. The ADA has established a PMO (Project Management Office) to monitor, oversee and measure this project with the help of an outside agency, Crowe LLP. There is also a Steering Committee to oversee the entire project. Our goals include stabilization of 90% of the data entries for October renewals, make it seamless for members to pay for events and register for continuing education, as well as fewer errors and reduced support needs. The ADA IT team is working with the NYSDA IT and membership teams to improve the AMS as it pertains to the New York State Dental Association. I would like to thank the staff at NYSDA for their hard work and contributions to this project and helping it become successful.

As many of you heard, a decision was made to make the 2025 SmileCon in Washington, DC the last SmileCon celebration. Unfortunately, the event has lost a substantial amount of money the past several years and the Board of Trustees felt the financial results were not going to change. The House of

Delegates will still meet in Indianapolis, Indiana, October 10 th – 13 th , 2026 and plans to have the annual scientific session in the same location are in discussion. The ADA is required under the Bylaws to have a scientific session every year. The House of Delegates will still take place in Denver, Colorado, October 29th – November 1st , 2027.

The ADA Membership Engagement Model program that is taking place in four states (New Hampshire, New Jersey, New Mexico and Washington) and Washington, D.C., following the accelerated transition to the AMS/CRM (Fonteva/Salesforce), has shown a small improvement in membership numbers. Although it is early in the three-year pilot and we will have more information with the completion of the implementation of the Fonteva Association Accounts Management System, it is a promising sign that the ADA is heading toward the correct value proposition for membership in our Association. At this point, it was decided to pause the addition of other states to the pilot for one year. Results of the pilot from the first year will be available soon.

I would like to take a moment of personal privilege to congratulate our own Dr. James Wanamaker from the Fifth District for his contributions as the New Dentist Committee member of the ADA Board of Trustees. Dr. Wanamaker has represented NYSDA extremely well and should be commended for his leadership and representation of new dentists at the ADA. Organized dentistry is in good hands for many years into the future with leaders such as Dr. Wanamaker.

Please enjoy the rest of 2025 and I am looking forward to a happy and healthy 2026. As always, you can reach me at dowdb@ada.org or on my cell phone at 716-510-3217.

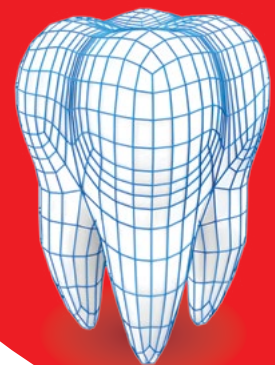
Sincerely,
Brendan Dowd DDS
ADA Trustee, Second District ■

ADVANCED
Dental Laboratory

212.889.8812 • www.adlny.com

*New York's
Premier Digital
and Traditional
Dental Lab for
over 35 years*

- CAD/CAM
- Exclusive Esthetic Zirconia
- Implant Specialty
- Surgical Guides
- Advanced Case Support



274 MADISON AVE
SUITE 1701
NEW YORK, NY 10016

Practice Financing¹

- New Office Start-Ups
- Practice Sales and Purchases
- Office Expansions
- Business Debt Consolidation²
- Owner-Occupied Commercial Real Estate³
- Equipment Financing

To learn more, contact a practice specialist today:



Jarrett Mathews
845.642.8099 | jarrett.mathews@bofa.com
Practice Acquisitions



Robert Malandrucolo
516.508.2040 | robert.malandrucolo@bofa.com
Startups, Projects, Refinances, and Real Estate



¹ All programs subject to credit approval and loan amounts are subject to creditworthiness. Some restrictions may apply. The term, amount, interest rate and repayment schedule for your loan, and any product features, including interest rate locks, may vary depending on your creditworthiness and on the type, amount and collateral for your loan. Repayment structure, prepayment options and early payoff are all subject to product availability and credit approval. Other restrictions may apply.

² Bank of America Practice Solutions may prohibit use of an account to pay off or pay down another Bank of America account.

³ For Owner-Occupied Commercial Real Estate loans (OCORE), terms up to 20 years and 51% occupancy are required. Real Estate financing options are subject to approval and product availability is subject to change. For SBA loans, SBA eligibility and restrictions apply. Small Business Administration (SBA) financing is subject to approval through the SBA 504 and SBA 7(a) programs. Loan terms, collateral and documentation requirements apply. Actual amortization, rate and extension of credit are subject to necessary credit approval. Bank of America credit standards and documentation requirements apply. Some restrictions may apply.

All promotional and marketing materials are Bank of America Practice Solutions property and, as such, cannot be changed, altered or modified, orally or in writing. All questions regarding these materials should be directed or referred to a Bank of America Practice Solutions Sales Associate. Sponsorship of endorser's products and services is not an expressed opinion or approval by the Bank. Bank of America and the Bank of America logo are registered trademarks of Bank of America Corporation. Bank of America Practice Solutions is a division of Bank of America, N.A.

©2023 Bank of America Corporation | ARN3WVM4 | Rev. 05/24



YOU DESERVE
AN **ICONIC**
IMPLANT
PARTNERSHIP.



We launched 8 new products that will
streamline and scale your implant practice.

up to
30%

Inventory
reduction with
SIMPLEPLATFORM™**

6+ → 3

Reduction in
full arch try-in
appointments**

up to
50%

Less drills
required for
guided surgery***

up to
30%

Average savings
on implants***



CLINICIANS ARE SWITCHING TO IMPLANT DIRECT.
MEET WITH ME TODAY TO FIND OUT WHY.
Igor Rozhansky provides Iconic Service.

(718) 440-4066

✉ igor.rozhansky@envistaco.com

*Compared to an implant system with three prosthetic platforms

**Comparing a standard guided surgery protocol to a freehand analog workflow

***Comparing DIRECT guided surgical sequence to major implant brands for common implant sizes

****Compared to major implant brands

Copyright ©2024 All rights reserved. Implant Direct, the Implant Direct logo and all other trademarks are, if nothing else is stated or is evident from the context in a certain case, trademarks of Implant Direct. In order to improve availability, Implant Direct does not use TM® in the naming text. Implant Direct does not own any right to the trademark or registered mark and nothing herein shall be construed to the contrary. Dr. Sorensen is not a paid speaker for Implant Direct and was not paid for this testimonial. Some products may not be regulatory cleared/indicated for sale in all markets. Please contact the local Implant Direct sales office for current product assortment and availability. For prescription use only. Caution: Federal United States law restricts this device to sale by or on the order of a licensed dentist. See Instructions for Use for full prescribing information, including indications, contraindications, warnings, and precautions. It is an effort to protect patient care. Implant Direct strongly encourages responsible training and knowledge prior to the integration of new surgical and non-surgical techniques. CL-19306 Rev 00

www.implantdirect.com | 888.649.6425



CLINICIANS ARE SWITCHING
TO IMPLANT DIRECT.
COME JOIN US.

Dr. Travis Sorensen
Oral & Maxillofacial Surgeon
Valley Implants & Oral Surgery
Bountiful, Utah

“ I've been extremely happy with this implant – the threads are aggressive, I get really good primary stability, and there are high bone levels on the implants when it comes time for restoration.

Compared to other systems, the stability on the Simply Iconic implants is excellent. I routinely measure ISQ values in the 80s and 90s.

Dr. Sorensen switched to the Simply Iconic system by Implant Direct.

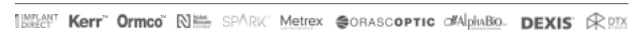


Proven primary stability, now with the SimplePlatform™, a single platform done better for restorative ease.



WE BELIEVE YOU SHOULDN'T HAVE TO CHOOSE BETWEEN A PREMIER IMPLANT SYSTEM WITH GREAT SUPPORT, AND A FAIR PRICE. **COME JOIN US.**

Implant Direct is part of Envista, a global family of more than 30 trusted dental brands, united by a shared purpose: to partner with professionals to improve lives.





Empowering people to pay for the care they want and need

The CareCredit healthcare credit card helps improve the payment experience for patients and clients, and your financial performance.

Why offer CareCredit?



Reduce cost concerns

Our simple, budget-friendly financing options give patients and clients a flexible way to pay over time for all types of care.



Support your business goals

When people pay with CareCredit, your practice gets paid in two business days – speeding up cash flow, and reducing A/R.



Deliver a positive experience

CareCredit has a contactless, digital experience as flexible as the financing it delivers. Ideal for today's consumers.

Ready to help more patients and clients get the care they want and need?

Visit www.carecredit.com to get started!

Financial planning for dentists is different.

Get personalized guidance that goes beyond just investments.



Altfest is honored to have been selected as NYSDA's preferred wealth manager for its members.

We look forward to working with you!

Learn more at altfest.com/dentists.



Classifieds

FLEX BUILDING FOR SALE: IDEAL FOR OWNER USE- MEDICAL OR OFFICE USE

2329 Story Avenue, Bronx NY 10473

Price: \$949,000

For More Information Call/Text Brian
917-943-0898 ■

DANZIGER & MARKHOFF LLP

Attorneys at Law

Endorsed by the Bronx County Dental Society

Representing dental practices in the areas of:

Dental Practice Transitions
Office Leasing
Estate and Tax Planning
Retirement Plan Design and Administration

Offices in Long Island and Westchester:

1133 Westchester Ave., Suite N208, White Plains, NY 10601

105 Maxess Rd., Suite 124, Melville, NY 11747

Contact: Gary S. Sastow, Esq.

914-948-1556

gsastow@dmlawyers.com

danzigermarkhoff.com



Residents Night Out

NYSDA AND THE BCDS HELD

our annual Residents Night Out on August 14 at Maestro's Caterers. It was a great turnout as we welcomed new residents and dental students from the Bronx, Queens and Westchester.

Thanks to Heather Relation and Kasey Healy for doing an amazing job planning this fun evening. ■



- **Percentage of collections or production** (typically 25–35%) is common, but you must clarify:
 - Is it collections or production-based?
 - What's the average collection rate for the office?
 - Are lab fees deducted?
 - Who gets credit for hygiene exams?
- **Daily/minimum guarantees** Can be the best of both worlds. Understand the difference between a guarantee and a draw. Be sure it's not a cap disguised as generosity.

Ask for actual numbers: "What did your last associate earn in their first year?" If they won't share, that's a red flag.

Ask About Lab Fees and Clinical Autonomy

Some offices deduct full lab fees from associate pay. If you're earning 33% of collections, that means you're covering one-third of the lab bill, which can add up quickly in cosmetic or prosthetic cases.

Ask:

- Are lab fees deducted? If so, how are they split?
- Do I have input on which labs we use?
- Will I have autonomy over material choices, techniques, and labs?

You'll want a balance between practice-wide efficiency and your own clinical judgment.

Evaluate Culture and Philosophy

It's easy to ask about pay and production. It's harder—but more important—to understand the office culture.

Does the team seem happy? How long have associates and team members stayed? What does mentorship look like in practice, not just in promises? Are you expected to be a high-volume provider or a relationship-based clinician?

Culture isn't right or wrong—but it must be right for you.

One of my pet peeves is when a candidate comes in knowing nothing about our practice—hasn't even looked at our website or social media. Culture is everything. At minimum, you should familiarize yourself with the office website and online reviews for where you're interviewing. Showing up unprepared is a lack of respect for the practice and the owner. You're not just getting a job; you're joining a community, be prepared.

Don't Be Pressured into Doing Procedures You're Not Ready For

Many young dentists report being hired under the assumption they'll do molar endodontics, third molar extractions, or implants — procedures in which they are familiar but not properly trained.

Be honest about your capabilities. Ask:

- What procedures are referred out?
- Will I be expected to take on any procedures you currently don't perform in-house?

It's incredibly common, as a young dentist, to be brought into an office specifically to handle the procedures that are typically referred out to a specialist. Don't ever feel pressured to take on procedures beyond your scope. Similarly, don't overpromise in the interview. Don't claim to be an expert at placing implants or taking out wisdom teeth and underdeliver once hired. Be upfront and honest from the beginning, and you can't go wrong.

Mentorship and Continuing Education

"Mentorship available" is often promised—and rarely defined.

Ask:

- Will I be shadowing at first?
- Is there time set aside for case review or coaching?
- Will CE be supported financially or with time off?
- Is the office affiliated with any post-graduate CE programs, like Spear, Kois or Dawson

You want more than just someone to bail you out

when you're in over your head. Look for structured guidance, not just availability.

Understand Malpractice Coverage—and Use It

Many new dentists sign contracts without fully understanding their malpractice insurance.

Know whether your coverage is:

- **Occurrence-based:** covers you forever for incidents during your employment
- **Claims-made:** cheaper, but requires **tail coverage** when you leave a job

Tail policies can cost 1.5 to 2 times your annual premium. Always clarify who pays, owner or associate.

Your malpractice provider should also offer:

- Risk management programs
- Hotline access to legal advice
- Help with board complaints and documentation guidance

Pro tip: Don't be afraid to use your carrier. Companies like MLMIC offer incredible support. Use it early, not just when something goes wrong. Good liability companies are partners; they are an important part of your success when you feel like you have no one else to turn to for advice.

Read the Non-Compete Closely

Most contracts include restrictive covenants (non-competes). These can limit where and how you practice after you leave a practice.

Reasonable terms might include:

- **5–10-mile radius**
- **1–2-year duration**
- **Dental-only restriction**
- **Limited monetary penalty**

Have all contracts reviewed by a dental-specific attorney before signing. Even if non-competes are hard to enforce in your state, they can still be used as leverage in disputes.

Benefits Are Evolving—Ask Anyway

Paid time off, health insurance, retirement contributions and CE stipends are becoming more common, but they're not guaranteed, especially in private practice. DSOs tend to offer more in the way of perks, specifically paid time off, but recent studies still show that less than 20% of all dentists receive such benefits.

Ask:

- Is vacation time paid?
- Is there a 401(k)?
- Are license, DEA, or CE expenses reimbursed?
- Is malpractice included, and what type?

Don't assume. Ask and negotiate. If paid vacation time is a must-have for you, be upfront in your interview. While some general practices initially might balk at the idea, if you are a good candidate with a strong negotiating position, make your case, and you may be happy with the result.

Be a Professional During the Interview

Do your homework. Know who you're meeting and what they're about. Dress professionally, show up early, and treat every team member with respect.

Remember:

- It's not about just getting the job. It's about choosing the right job for you specifically.
- Always ask to shadow if possible. You'll learn more in one day observing than you will from any interview.

And please — don't ignore the office manager. I always include someone from my leadership team in interviews. If a candidate can't even acknowledge them, it tells me all I need to know about how they will treat the staff once they are a provider.

Surround Yourself with the Right Advisors

Finally, find experts who specialize in dentistry. You need:

- A **dental attorney** to review contracts
- A **dental CPA** to explain compensation and tax implications

- A **financial planner** who understands loan repayment, life and disability insurance
 - Don't think you need life insurance or disability insurance? Remember, that most banks will want you to guarantee larger practice loans with insurance in case you die or become incapacitated. So, get those policies early while you are young and don't pose any red flags that will allow companies to deny you.
- A **malpractice provider** like MLMIC that offers not just protection, but education and support

You'll never regret investing in the right team early.

Final Thoughts

Your first job will shape how you practice, how you grow, and how you see this profession. Take your time. Ask questions. And don't be afraid to walk away if something doesn't feel right.

The best practices don't just offer a paycheck—they offer a pathway to the kind of dentist you want to become.

I didn't know what I was looking for in 2004. But I was lucky enough to find a practice that gave me support, freedom, and room to grow. Two decades later, I still love what I do.

I hope you find the same.

Good Luck

This document is for general purposes only and should not be construed as medical, dental or legal advice. This document is not comprehensive and does not cover all possible factual circumstances. Because the facts applicable to your situation may vary, or the laws applicable in your jurisdiction may differ, please contact your attorney or other professional advisors for any questions related to legal, medical, dental or professional obligations, the applicable state or federal laws or other professional questions.

Sources:

1. **American Dental Association – Health Policy Institute.** Workforce – Dental Statistics
 - Provides data on the percentage of dentists receiving health insurance (22%) and retirement

benefits (40%).

2. **MLMIC Insurance Company.** Malpractice Insurance for Dentists.
 - Discussed as a trusted source for dental liability insurance, particularly for new dentists, with added emphasis on risk management education and occurrence coverage.

About the Author

Gregory P. Dodd, DDS, FAGD

Dr. Gregory Dodd is the owner of one of New York State's largest privately held dental practices, with nine locations specializing in cosmetic, implant, and reconstructive dentistry. A graduate of Gettysburg College and Columbia University's College of Dental Medicine, he completed an AEGD and postdoctoral implant certification at Columbia University and later earned his Fellowship in the Academy of General Dentistry.

Before entering private practice, Dr. Dodd was a Senior Scientist at Block Drug Company, where he earned multiple U.S. patents related to tooth sensitivity, stabilized fluoride compounds and remineralization. His research contributed directly to the launch of products such as Sensodyne (and Sensodyne Duo in Europe), Pronamel and Vision – the first prescription-strength stannous fluoride toothpaste.

Dr. Dodd is a dedicated mentor, study club leader, and advocate for continuing education. He has been the team dentist for hockey teams associated with the Philadelphia Flyers, Ottawa Senators and currently, the NJ Devils. He serves on MLMIC's Dental Advisory Board and lectures regularly on topics including esthetics, advanced prosthetics, risk management, and career development. He was honored with the CDPHP/NYRA's Hometown Hero Award for his service during the COVID-19 pandemic.

Outside the office, he treasures time with his family – his wife, Vicki (a writer and publisher), daughter, Kelsey (an acclaimed vocalist studying at the Boston Conservatory), two dogs, two cats, and a guinea pig.

This article is reprinted courtesy of MLMIC Insurance. ■

Advertising in our newsletter

MEMBERS CAN NOW PURCHASE ADVERTISEMENT SPACE IN the BCDS Newsletter. Our newsletter is a quarterly publication that is emailed to over 300 member dentists.

Rates:

- Quarter Page- \$250
- Half Page- \$500
- Full Page- \$750

If you prepay for 4 consecutive issues there is a 25% discount. Classified ads will continue to be free to members in our newsletter and on our website

To place an ad or classified, contact Joy at bronzdental@optonline.net ■

See our website:

www.bronxcountydentalsociety.org

THE SITE IS DESIGNED TO BE A RESOURCE FOR MEMBER dentists as well as the public we serve. Take a few minutes to take a tour of the site. Some of the new features are:

- A Member Center full of resources for your practice. All information here is updated constantly by the ADA and NYSDA to keep you informed in real time.
- A Public Resource Center for the general public. The Find A Dentist feature enables patients to search for ADA member dentists by zip code and specialty.

Please give us feedback. This is your site and we have the ability to adapt it to better serve our members. ■

BCDS Officers

PRESIDENT

Dr. Jerica Cook

PRESIDENT-ELECT

Dr. Jemima Louis

PAST PRESIDENT

Dr. Keith Margulis

TREASURER

Dr. Don Safferstein

SECRETARY

Dr. Kirti Tewari

EXECUTIVE DIRECTOR

Dr. Stephen Harrison

EXECUTIVE SECRETARY

Joy Patane

NYSDA TRUSTEE

Dr. Jacqueline Samuels

FAMILY OWNED AND OPERATED • CUSTOMER SATISFACTION GUARANTEED

Clutter to the Gutter

JUNK REMOVAL

844 987-2884

- Full estate cleanouts
- Eviction cleanouts
- Hoarding cleanouts
- Construction debris
- Scrap metal pickup
- Corporate office cleanouts
- Large item transportation
- Small house and apartment moves



WHAT WE TAKE:

- REFRIGERATORS
- WASHERS
- DRYERS
- KITCHEN STOVES
- LARGE TVS
- ALL OTHER HOUSEHOLD APPLIANCES
- FURNITURE
- MATTRESSES
- CARPET
- HOT TUBS
- BATHTUBS
- TIRES

Find us on Facebook

CPR Training

Basic Life Support for Healthcare Providers

Current CPR Certification is a requirement for licensure. You must take an in-person class.

Tuesday, September 16, 2025 | 6:00pm

Maestro's Caterers 1703 Bronxdale Avenue, Bronx New York 10462

Wraps, Crudite, and Beverages at 6:00pm

CPR Training at 6:30pm

BCDS Members and their staff - \$125/person

Non BCDS Members and their staff - \$150/person

This is a renewal class intended for those who have an American Heart Association certification card and wish to renew it. Bring your current card to the class. There will be a written test that can be completed online, after class, to receive your new certification card.

The class will start at 6:30 pm. It is a 2½ hour class so please arrive on time.

YOU MUST REGISTER IN ADVANCE FOR A SEAT IN THIS CLASS. EMAIL JOY PATANE AT BRONXDENTAL@OPTONLINE.NET OR CALL 718-733-0186

3CE Credits.



Supercharge Your Finances in 2025

Make new connections during the cocktail reception and then settle in for a panel discussion and Q&A covering the latest financial insights for medical practitioners.

Attendees will walk away with our team's latest insights on investments, tax planning, estate planning, and retirement.



–Event Details–

Thursday, October 9th, 2025

6:30pm – 8:30pm

Leewood Country Club
1 Leewood Drive
Eastchester, NY 10709

Seating is limited. RSVP Today.

go.altfest.com/westchester-2025

Dr. Joshua Gindea

How to Attract New Patients in 2025 and Beyond

Tuesday October 28, 2025 | 6:00pm

Maestro's Caterers 1703 Bronxdale Avenue, Bronx, New York 10462

Buffet Dinner at 6pm

Lecture at 7pm

\$35 for BCDS members | \$75 for non-members | Free for residents of Bronx Hospital programs

While dentists are among the most highly educated and talented groups of people, most will admit to being totally uninformed about how to grow their practices. The business of dentistry is never discussed in school and must be self-taught or learned through (sometimes) very uncomfortable experiences.

Dr. Joshua Gindea, a practicing dentist for more than 3 decades and one of the owners of DoctorsInternet.com, among the nation's leaders in website design and internet marketing for health professionals, is uniquely qualified to train his fellow health practitioners in the use of today's marketing and business tools to help restore and build a practice's revenues during these uncertain financial times.

Dr. Joshua Gindea

Dr. Joshua Gindea is an honors graduate of the combined BA-DDS program at NYU over 40 years ago. He completed a GPR residency and went into private practice, owning and operating 4 dental practices in NYC for over 35 years. Dr. Gindea and his partners have created several dental related businesses, including Westchester Dental Product, Professional Offsite Data Backup and DoctorsInternet.com. Dr. Gindea has lectured extensively throughout the country.



TO REGISTER FOR THIS DINNER LECTURE, EMAIL JOY PATANE AT BRONXDENTAL@OPTONLINE.NET

3CE Credits.

The Digital Denture Revolution

Dandy: The Digital Dental Lab

Lecturer: Chad Van Meale

Tuesday November 18, 2025 | 6:00pm

Maestro's Caterers 1703 Bronxdale Avenue, Bronx, New York 10462

Buffet Dinner at 6pm

Lecture at 7pm

This is a free dinner/lecture for all BCDS Members and Residents of Bronx Hospital Programs, courtesy of Dandy - the Digital Dental Lab.

Are you keeping up with modern dentistry? This course will take you on a journey through the evolution of denture creation. Get up to speed on denture workflows, materials, CAD/CAM technologies and more. Launch your practice into the future of denture treatment.

Learning objectives:

- Identify opportunities within your practice to accelerate your denture workflow with new technologies.
- Discover the latest denture materials and the clinical workflows for your patients.
- Learn how to make denture cases more predictable using new forms of lab communication.

TO REGISTER FOR THIS DINNER LECTURE, EMAIL JOY PATANE AT BRONXDENTAL@OPTONLINE.NET

3CE Credits.

We would like to thank our sponsors.



Chassen Endodontics



Click on logo to go to sponsor website