

New HIPAA Kit from ADA

The ADA is developing a new HIPAA security kit, designed to help members comply with HIPAA security regulations. Available this summer, it will give dentists almost an entire year to prepare for the April 21, 2005 HIPAA security compliance date.

The regulations, released by the federal Department of Health and Human Services under the Health Insurance Portability and Accountability Act of 1996, reflect many of the recommendations the ADA submitted to HHS.

“I doubt that many dentists will need this much time to prepare for the security rule. And to add value to membership, we are developing this resource so that members don’t need to waste their time looking for something else,” says Dr. James Bramson, ADA executive director. “The ADA security kit will cover everything they need to do, and it’s part of our larger effort to make sure that the information resources we develop have the end user in mind.”

Like the HIPAA privacy rule, the HIPAA security rule applies only to dentists who transmit protected health information electronically directly or through a vendor or clearinghouse, in the form of a transaction for which standards have been established by HHS, such as electronic claims.

The purpose of the security rule is to protect the confidentiality, integrity and availability of electronic protected health information. A major difference is that, whereas the privacy rule applies to all patient information — oral, written and electronic — the security regulations apply only to electronic information.

“The primary requirement is to document what you do to protect electronic patient records,” says Robert Lapp, Ph.D., director of the ADA Department of Dental Informatics.

“Dentists should keep in mind that security measures required under the regulation must be reasonable and appropriate for individual dental offices and each office has considerable latitude in meeting these requirements set up to protect against threats that can be reasonably anticipated.”

For dentists who transmit protected health information electronically and therefore are covered entities, requirements include:

- appointment of a security officer, who may also be the privacy officer and contact person — and may be the dentist;

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Dr. Roger Newman Nominated to Join Executive Committee

MDA’s Board of Directors has chosen Dr. Roger Newman of Columbia Falls as their nominee for secretary-treasurer of the association for 2004-2005. Members will vote on the slate of officer candidates at the General Assembly during the annual meeting in Great Falls. The Board also nominated Dr. John Smith of Helena as president; Dr. David Johnson of Great Falls as President-elect and Dr. Dan O’Neill of Butte as vice president.

Dr. Newman has served on the Board of Directors since 1998 and was president of the First District Dental Society. He also has worked on the MDA Continuing Education Committee and is a member of AGD and the Montana Study Club. He earned his undergraduate degree from Carroll College in 1981 and his DDS degree at the University of Minnesota in 1981.

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Montana Dental Association - Annual Meeting - Great Falls, Montana
Idaho State Dental Association - Annual Meeting - Boise, Idaho
Southwest Idaho Dental Association - Annual Meeting - Boise, Idaho
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Dentistry and the law...

This column is offered to answer some of the queries frequently posed of MDA executive director/ legal counsel Mary McCue about practice issues involving legal questions. If you have a legal question, email MDA at mda@mt.net or call 1-800-257-4988.



Question: If my dental assistant or dental hygienist tells me that she/he has been sexually harassed by a patient in my practice, do I have any legal liability?

Answer: As an employer you have the responsibility to protect your employees against harassment of this kind. Sexual harassment is any unwelcome sexual conduct that is a term or condition of employment or that creates an intimidating, hostile, or offensive work environment. Third-party sexual harassment occurs if a non-employee, in this case the patient, sexually harasses one of your employees.

The legal basis for imposing liability on employers for third party sexual harassment is found in federal law in Title VII of the Civil Rights Act of 1964 ("Title VII"). Sexual harassment in the workplace constitutes sex discrimination and violates Title VII. The law has been interpreted to

impose a duty on employers to provide and maintain a workplace free of sexual harassment. This includes harassment of employees by third parties.

As an employer you may be held liable if you knew or should have known of the harassment and failed to take action to halt or prevent the harassment. Your written office policy should include a policy against harassment, including harassment by third parties. If a complaint is made, the employer should promptly investigate and take action to ensure the employee is protected. This may mean advising the harasser that his/her conduct will not be tolerated.

For additional, valuable information about how to respond to an employee complaint involving sexual harassment by a third party, visit the ADA Legal Adviser online at www.ADA.org.

For answers to other legal questions, the ADA Legal Adviser is available free to members through ADA.org, the Association website. The Legal Adviser provides a broad range of information about how different laws apply to dentists and the dental profession. The articles are written by lawyers who understand the needs and concerns of dentists.

Letters To the Editor

MDA News invites feedback from our readers on material contained in the newsletter or otherwise of interest to dentists. Any communication intended for publication should be addressed to Mary McCue, Montana Dental Association, P.O. Box 1154, Helena, MT 59624.

Welcome to New Members

James "Ben" Scott, DDS
Nanette B.I. Alt, DDS

New Dentists Sail Into San Diego

New dentists will meet in San Diego June 24-26 for peer networking and continuing education when the ADA sponsors the 18th annual New Dentist Conference. Sponsored by Mentadent, the theme of the event is "Sailing into San Diego."

Mentadent continues to be the sole corporate sponsor for the conference since it was first held in 1987. The conference program features continuing education classes for new dentists, recent graduates, and dental students. The program offers up to 11 CEU's on topics including pediatric restoration, financial and tax information, patient compliance, and managing complex treatment plans.

The site of the conference is the Westin Horton Plaza Hotel in downtown San Diego. For more information visit ADA online at

www.ada.org/goto/newdentconf. Or contact the ADA Committee on the New Dentist at 1-800-621-8099, ext. 2779.



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People We Know... Dr. Tom Tursich

This article is part of regular series about MDA members and their special interests and activities — people worth knowing in the Montana Dental Association.

For the past three years MDA member Dr. Tom Tursich of Bozeman has been on the road as a public speaker, fulfilling a long-time dream to captivate a crowd with a good speech, to motivate, to educate, and to help someone solve a problem.

Dr. Tursich spent nearly 15 years preparing for his transition from dental practice to motivational speaker. He became active in Toastmasters, where he thrived on the pressure, he attended seminars, and began to save up money to live on while he began his new business. Traveling from his home in Bozeman he now gives keynote speeches, seminars, and workshops. And lately he has also started a career in radio as co-host of the talk show in Bozeman called "OpenRange".

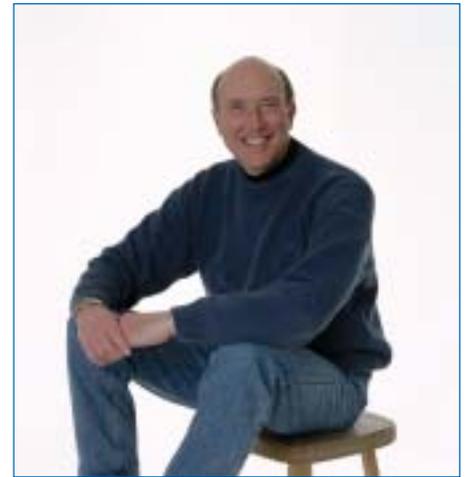
When asked why he made this change Dr. Tursich responds, "This type of business was my passion. I practiced dentistry for 33 years in Bozeman. I had decided 14 years ago that I would make a transition from a career in dentistry into another in the speaking field. I spent 19 years with Toastmasters and developed a real love for presenting and teaching. I especially enjoyed the atmosphere of the speaking contests. I also felt I had gained a lot of experience in managing and leading a small business, that of dentistry. Sixteen years ago I made a big step forward in the practice of dentistry and felt I could relate the experiences I learned to other business people."

Dr. Tursich left dentistry in December 2000. He gave his first paid speech on January 6, 2001, to a group of insurance agents in Bozeman

and hasn't looked back since then. When asked about his biggest challenge in running his new career he says that marketing the fledgling business is the biggest hurdle he has had to navigate. He is comfortable handling the platform aspects of his public speaking venture, but is getting a new education in the field of sales and marketing. He says, "Contacting corporations and trade associations outside of Montana is especially difficult as I haven't developed a big name as yet."

To help him market himself Dr. Tursich contacts businesses, speakers' bureaus, and trade organizations outside the state of Montana. He tries to learn from others who can be mentors, successful persons in their own right. He also is part of a group in Bozeman called the Montana Speakers Network. People in the group are interested in the speaking field. They have developed a Web site to which Dr. Tursich refers prospective clients, www.montanaspakers.com.

Dr. Thomas Tursich grew up in East Helena. He graduated with honors from Carroll College. He graduated from St. Louis University Dental School in 1967 and spent two years with the US Air Force stationed in the Philippines. In addition to his skills as a professional speaker, he successfully completed training and is a certified trainer for Myers-Briggs Personality Indicator. Under the auspices of Washington University Business and Dental School, he completed the course, "Dentist as CEO". He has studied with Edge Learning of Tacoma, Washington and



is a presenter for two of their courses.

In coming months Dr. Tursich will be speaking at the Academy of General Dentistry Speaker Showcase in Anaheim in July. He then will keynote the September ADA Conference on Health and Wellness in Chicago and do a breakout session there on the Myers-Briggs Personality Indicator. Locally, he will do a keynote at the Technology Conference that Zoot Enterprise is putting on in Bozeman in June. In Helena he will speak at the Montana Human Resource Conference held in October.

When asked about his future Dr. Tursich says, "This is my dream job. I have imagined, planned, and dreamed about this transition for a long time. I am so motivated at being able to express myself. Communication is my specialty and this is the career I was destined for." His five-year plan for his business includes publishing a book related to personal management issues. He plans to be active in this career for the next 20 years.

"Retirement is not an option with me, I don't believe in it." says Dr. Tursich. "My hero is management guru, Peter Drucker, who is still publishing and speaking at age 93." To learn more about his speaking schedule or to contact Dr. Tursich, email him at tstursich@imt.net.

Proposed Amendments to the Constitution of the Montana Dental Association

The MDA Board of Directors proposes to amend the MDA Constitution to: (1) add a new member to the Board of Directors representing dentists who have graduated from dental school within the past three years; (2) decrease the direct reimbursement assessment from \$35 to \$10 per year and increase dues for active members by \$10 per year; and (3) add the president, president-elect, and vice president as ex officio members of the Financial Oversight Committee.

Motions to amend the Constitution will be submitted to a vote of those MDA members who are present at the Annual Meeting in Great Falls on Thursday, May 6, during the General Assembly.

A favorable vote of 2/3rds of the members present is required to amend the Constitution.

FIRST PROPOSED CHANGE - Board of Directors

The first proposed change would add a member to the Board of Directors to represent the interests and concerns of newly-graduated dentists. The member would be nominated by a local component society and chosen by the remaining members of the Board. The new member would be allowed to vote on all issues and could serve two successive terms.

CONSTITUTION - Article V - BOARD OF DIRECTORS

Section 1 - (1) The management of this Association shall be vested in a Board of Directors ~~which shall consist of~~ consisting of eleven members.

(2) Members include:

(a) one representative from each component dental society who shall serve for a term of three years;

(b) one representative who graduated from dental school within three years prior to application for appointment to the Board and who is selected by the remaining members of the Board to serve for a term of one year. To the extent practicable this director position shall be rotated among the component dental societies.

(3) ~~Such representative shall not be~~ A representative is not eligible for election for more than two consecutive terms.

SECOND PROPOSED CHANGE - Dues

The second proposed change would reduce the direct reimbursement assessment for active members from \$35 to \$10 per year and raise their annual dues by \$10. The direct reimbursement assessment is substantially reduced because revenue from past assessments remains available to help support this program.

The annual dues amount is raised to offset inflationary increases in MDA's annual operating costs.

CONSTITUTION - Article VI -Dues

Section 2 - ACTIVE MEMBERS. The annual dues of active members shall be ~~\$395 for the 2002, 2003, and 2004 membership years with \$35 per active member allocated for promotion of direct reimbursement. In the year 2005, annual dues of active members shall be \$360 annually.~~ \$370. An assessment of \$10 per year for promotion of direct reimbursement shall also be charged to active members. ...

THIRD PROPOSED CHANGE - Financial Oversight Committee

The third proposed change would add the MDA president, vice president, and president-elect as ex officio/advisory members of the Financial Oversight Committee. This would permit those officers to follow the budgetary process of the association for several years prior to assuming the office of president.

CONSTITUTION - Article X - STANDING COMMITTEES

Section 8- FINANCIAL OVERSIGHT COMMITTEE- The Financial Oversight Committee shall consist of three (3) members. Appointment shall be for three-year terms with a 1-1-1 rotation. The President, President-Elect/Alternate Delegate, Vice President/Alternate Delegate, and Secretary-Treasurer/Alternate Delegate of this association shall serve as an advisory members ~~members~~ without the right to vote.

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Direct Reimbursement Shows Great Returns

It's the end of the first quarter. The stock market is showing negligible gains and interest rates are flat. Yet even throughout 2003 — when few investors could boast about substantial returns, the ADA reported a greater than 4:1 return on its Direct Reimbursement investment.

The \$2.65 million 2003 DR budget resulted in 52,093 new participants in DR plans. Based on an average per capita expenditure for dentistry of \$200 per year, these new DR participants potentially generated more than \$10 million in private practice, fee-for-service dental spending. (Average of \$200 per year per U.S. Department of Commerce, 1999 Statistical Abstract of the United States.)

Between 1997-2004, ADA data shows a steady and substantial rise in new DR implementations each year, reaching almost 670,000 new participants by the end of the first quarter of 2004.

“Direct reimbursement continues to gain at a consistent pace,” says Dr. Larry Lipton, chair of the ADA Council on Dental Benefit Programs, “and a larger percentage of dental spending goes to dental practices under DR than under any other plan.”

Dental offices and patients reap the dividends. Claim forms, substantiation for treatment provided and other lengthy communications with insurance providers are moot points for dental practices when patients are covered by direct reimbursement. It's a fee-for-service plan that provides patients freedom to choose any dentist they want.

Often called a win-win-win for dentists, patients and employers, DR allows dentists and patients to create a treatment plan without preauthorization requirements, waiting periods or questions about coverage. It's a simple, cost-effective alternative to traditional dental insurance that requires little paperwork and no red tape.

“DR supports the doctor-patient relationship, as no other plan can,” said Dr. Lipton. “It empowers dental patients and offers employers a high value employee benefit.”

DR brokers and state dental societies around the country are working hard to make direct reimbursement a plan that organizations throughout the country recognize. But they say the most successful leads come from dentists.

“When a dentist recommends a specific dental plan to a patient, that patient takes the plan very seriously,” says Audrey Edwards, a North Carolina consultant. “After all, patients trust their dentists' opinion about dental treatment, so they're inclined to trust their opinions about a beneficial dental plan.”

Dr. Robert Singer, chair of the CDBP Dental Benefit Information Service subcommittee, says, “Informed dentists can educate their patients, who in turn can convey the advantages to their employers.”

Dentists can learn how to best answer all the questions they or their patients might have about DR at ADA.org. Go to “www.ada.org/DR”. Or, contact DBIS administrator Joan Berger, toll-free, Ext. 2749, or DBIS manager, Dennis McHugh, toll-free, Ext. 2586. E-mail Ms. Berger at “bergerj@ada.org” or Mr. McHugh at “mchughd@ada.org”.

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If you don't tell your patients about DR, who will?

- Direct reimbursement is a freedom-of-choice, fee-for-service dental plan promoted by the ADA.
- DR is a simple, cost-effective alternative to traditional dental insurance.
- DR means no preauthorization requirements, no waiting periods and no questions about what's covered.
- DR lets you plan treatment with your patient alone, with no interference from a third party. It can also reduce paperwork and red tape in your office.
- The ADA and MDA have developed free resources to assist your dental office in promoting direct reimbursement to patients. Call the ADA's Council on Dental Benefit Programs, toll free, Ext. 2746 or contact the Montana Dental Association at 1-800-257-4988.

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Unofficial Minutes of the March 5, 2004, Board of Directors

Dr. Martin called the meeting to order at 9:00 a.m.

ROLL CALL

Members of the Board: Roger Newman (1st District), Jill Frazier-Thompson (2nd District), Rob Neill (3rd District), Mark Haemig (4th District), Jim Aichlmayr (5th District), Tip Coleman (6th District), Bob Jestrab (7th District), and Chris McDonald (9th District).

Officers: President, Jerry Martin; President-Elect, John Smith; Vice-President, David Johnson; Secretary/Treasurer, Dan O'Neal; Delegates at Large, Doug Hadnot and Don Nordstrom.

Staff: Executive Director, Mary McCue and Executive Assistant, Jean Strainer.

Directors/Officers Absent: Rick Jones (8th District), Joe Reyling (10th District) and Immediate Past-President, Tom Lidahl.

DIRECTORS REPORTS

Roger Newman (Dist. 1): The First District has taken off in a great direction since the fall startup, with good programs at monthly meetings. Give Kids A Smile (GKAS) was a success in Columbia Falls, but didn't seem to have enough patients in the Kalispell/Whitefish area.

Jill Frazier-Thompson (Dist. 2): The Second District continues to host good speakers as well. Great GKAS results, but individuals have not yet reported detailed results. Dr. Nordstrom also reported that Ed McLean who is running for Supreme Court Justice spoke at their most recent meeting.

Rob Neill (Dist. 3): The Third District continues to do dental screenings in local schools. Thirteen hundred children were screened this year compared to 950 last year. The Community Dental Center Clinic has been added to the screenings. It was a very good experience and everyone was kept busy.

Mark Haemig (Dist. 4): Plans for GKAS are for a later date this spring. The Fourth District has had two meetings with an implant specialist & periodontist. MDA member Dr. Luderitz spoke on TMJ.

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• Robert Mopper
- Implants • Michael Johnson, DDS, MS
- Inspirational • Curt Marsh
- Oral Medicine • Mark Lingen, DDS, PhD
- Orthodontics • Robert Boyd, DDS
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- Technology • Bill Crouse, MD
• Dennis Munholand, DDS, MBA
- Ultrasonics • Cynthia Fong, RDH, MS
- Veterinary Dentistry • Gregg DuPont, DVM
- Women's Oral Health • Linda Niessen, DMD, MPH, MPP

Jim Aichlmayr (Dist. 5) : GKAS was equally a great success in their district, but participants would have liked to have treated more children. The Fifth District continues to screen fourth graders so perhaps the extra screening effort is paying off, with fewer dental problems among the community's children.

Tip Coleman (Dist. 6): The Sixth District recently held a CPR recertification course in conjunction with the local hospital. Dr. Coleman reported that Dr. Smith visited their most recent meeting; those attending appreciated the information he conveyed. Nine or ten new dentists have moved into the area during last year. The Gallatin Community Clinic is active with 21 volunteer dentists participating in varying degrees to date. For GKAS one dentist visited Head Start programs. He hopes to have a more dentists involved next year

Bob Jestrab (Dist. 7): Dr. Jestrab reported that he was the only participant in GKAS in Havre. He had a good day, but not as many patients as last year.

Chris McDonald (Dist. 9): They had a very successful mid-winter meeting and their finances are in good standing. GKAS was extremely successful due in part to the Ronald McDonald van staff who helped locate patients. Close to 200 kids were treated by 35 participants. The District plans to have legislative candidates speak at meetings prior to elections.

ADOPTION OF AGENDA

Dr. Martin asked members for any changes to the agenda for discussion or action. With none, a motion was made/seconded to adopt today's agenda. Motion passed.

ACTION ITEMS

Proposed Amendments to MDA Constitution: Dr. Martin reported that at the last meeting of directors members accepted the appointment of an eleventh director. The additional representative would be a new dentist who has graduated from dental school within the prior three years. At that time members agreed this appointee would have voting privileges. However, at the most recent meeting of the Constitution and Bylaws Committee members questioned if the newly appointed position should be a non-voting member. Moved and seconded to add a new dentist member at large who would be permitted to serve two consecutive 1-year terms with reaffirmation by board after the first term. Motion passed.

Dr. Martin then led a discussion of the direct reimbursement assessment. Members are currently assessed \$35 per year for this program administered by Wagner Insurance

Agency of Boulder. This amount is significantly less than the prior assessment of \$174. He stated that over \$90,000 has accumulated in DR reserves. Approximately \$17,000 has been collected yearly during the last dues cycle and only \$13,000 currently is being spent. Dr. Martin further stated that full active MDA membership is \$360. Members discussed the possibility of seeking another entity to administer the DR program.

Discussion ensued regarding the DR assessment and MDA dues. Dr. Johnson stated that it would be great if there were no dues increase and it would be better if we could use the reserves to establish a viable DR program and then return to the members to ask them for an assessment when needed. A motion was made and seconded to decrease the DR assessment \$35 to \$10. Motion passed.

Further discussion ensued regarding dues. Some members were reluctant to raise the dues amount, but recognized that some recent MDA continuing education courses have not raised income for the association due to poor attendance. Mary McCue was asked to convey the Board's concern to the Continuing Education Committee regarding this loss of income. A motion was made and seconded to increase MDA dues from \$360 to \$370. Motion passed.

Nominations for Slate of Officers

Dr. Martin announced the slate of officers for the 2004-05 year as President, John Smith; President-Elect, David Johnson; Vice-President, Dan O'Neill; and Secretary-Treasurer, Roger Newman. He then asked for any other nominations. With none, a motion was made and seconded to accept the nominations as presented. Motion passed.

Financial Oversight Committee

Finally, Dr. Martin discussed the third proposed change to the MDA Constitution to add the MDA president, vice president, and president-elect as ex officio/advisory members of the Financial Oversight Committee. This would permit those officers to follow the budgetary process of the association for several years prior to assuming the office of president. A motion was made and seconded to accept the committee's recommendation. Motion passed.

Initiative to Increase Tobacco Tax

Mary McCue informed members that the Alliance for Healthy Montanans has proposed a ballot initiative for the upcoming election. The Alliance is a group of various

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Minutes continued from page 9

health-affiliated organizations that includes MDA. During the last legislative session the group successfully supported an increase in the tobacco tax from 18 cents to 70 cents per pack of cigarettes. The Alliance is now proposing to raise the tax an additional \$1.00. The Alliance is seeking support of its members for this additional increase. A motion was made and seconded to send a letter to the Alliance for Healthy Montanans stating our support of their efforts with tobacco prevention and cessation; MDA will remain a member of the Alliance but does not wish to be listed as a supporter of this proposed increase. Motion passed.

MSU Proposal for First Year Dental Program

Dr. Martin reported that Montana State and Washington State Universities are beginning to develop a program in which Montana dental students could complete their first year of school at MSU and return to Montana during their fourth year for a preceptor ship. Dr. Thompson stated that she participated in this type of program and found it extremely useful. Dr. Jestrab expressed interest in mentoring a student and willingness to be on an MDA advisory committee on this issue. A motion was made and seconded to support the concept proposed by MSU and UW and to form an advisory group to meet with representatives of the two schools. Motion passed. Dr. Jestrab will serve on the group with Dr. Martin and Dr. Smith. Other MDA members suggested were Dr. Karl Woodmansey and Dr. Joanna Vaughey Wales.

REPORTS/DISCUSSION ITEMS

Medicaid Program

Members welcomed guests Duane Preshinger and Jo Thompson of the Montana Department of Public Health and Human Services Medicaid Division. Mr. Preshinger stated their purpose in meeting with the Board was to gain feedback about the state Medicaid dental program. He described current proposals by the department to try to improve dentists' participation in the program. One proposal would increase reimbursement for the 20 codes that generate the most billing, to pay about 85% of billed charges. Currently, the top 20 codes account for approximately 40% of overall dental expenditures. He stated that the department and governor must approve any proposal. Mr. Preshinger stated that he was seeking an increase in reimbursement only for the dental program, not other Medicaid programs; he could not project whether the proposal would be approved in light of continuing state

budget shortfalls.

Mr. Preshinger also stated that the department is considering an incentive program in which Medicaid would contract with individual dentists to designate a specific day on which they would treat Medicaid patients. The goal would be to increase access in a particular community; participating dentists would be reimbursed at a higher level, perhaps up to 85% of billed charges, and paid an additional bonus.

He also presented information regarding utilization by Medicaid recipients from 2000 to 2003. He encouraged MDA members to actively lobby their legislators during the 2005 session for an increase in dental reimbursement.

Dr. Hadnot inquired whether measurable goals had been established for the program. Mr. Preshinger stated that currently 75% of Montana dentists are enrolled as providers; however, 60% of those dentists see about 80% of the patient load. Jo Thompson commented that no specific goals have been set, but the department would like to have more dentists sign up to be providers.

Donated Dental Services

Guests Fred Leviton of the National Foundation of Dentistry for the Handicapped and statewide coordinator Margaret Petrick for the Donated Dental Services program (DDS) thanked dentists for their participation in DDS. The DDS Board of Director president, Dr. Joel Maes of Helena, also thanked MDA members for their support of DDS. Mr. Leviton outlined the program's history and stated that the national DDS program is currently recruiting new member dentists. To date 131 Montana dentists have volunteered to treat qualifying elderly or disabled patients. Dr. Maes thanked MDA for lobbying for legislative support of the program and he briefly described his professional involvement with the program. Everyone thanked Margaret Petrick for her work as coordinator.

Government Affairs

Mary reported that the Board of Dentistry ordered denturists to halt use of the "doctor of medical dentistry" title under threat of a fine and possible license. The Board also has discussed speciality licensure. The proposal would require dentists to have taken a general clinical exam and have completed a two-year speciality residency. Dr. Nordstrom expressed concerns regarding the current proposal.

Dr. Martin reported that the Board of Dentistry has reviewed proposed rules to implement the limited access permit for dental hygienists and had not adopted certain of

the MDA's suggestions, including reporting of the locality where services are performed and a description of the services. Staff of the Board of Dentistry opposed this requirement, stating it would be difficult to administer. The Board did approve a provision to require that x-rays taken by a hygienist must be reviewed by a dentist within a 30 days Mary McCue was directed to draft talking points for member to use in lobbying Board members to include greater patient protections in the rule proposal.

Western States Presidents Conference 2005

Mary McCue presented information regarding possible sites for the 2005 Western States Presidents Conference hosted by MDA. Members recommended Grouse Mountain as the site. MDA staff will present more information about Grouse Mountain at the May Board of Directors meeting.

Montana Oral Health Foundation

Dr. Hadnot reported that the MOHF board of directors finalized terms for the loan/grant program for dental hygiene students. Five loans/grants in the sum of \$1,000 will be offered to second year students; the loan will be forgiven at the rate 20% per year rate over a 5-year period if the hygienist practices in Montana. MDA staff will administer the program.

MDA members are encouraged to donate items for the MOHF silent auction to be held during the annual meeting.

Future Annual Meeting Sites

Mary reported that although Missoula previously had been chosen as the annual meeting site for 2005, the facility will not accommodate all of the exhibitors who attend. Board members directed that the 2005 annual meeting be held in Helena.

OFFICERS REPORTS

President: Dr. Martin reported that he's had an opportunity to meet many MDA members when visiting component meetings in Sidney, Havre, Lewistown and Billings. He and John Smith provided MDA updates, discussed the best management practices for amalgam waste, and fielded questions regarding dentistry and MDA in general.

President Elect: Dr. Smith stated that he recently attended the ADA president-elect conference in Chicago and visited ADA headquarters. He further commented that any ADA member dentist may tour

the facility. Dr. Smith distributed a list of possible topics for the Board of Directors to address during his tenure as president. He asked Board members to rank their top four choices and list other issues and return their list to him prior to the May meeting.

Vice President: Dr. Johnson stated he had no report at this time.

Secretary-Treasurer: Dr. O'Neill reported that the Financial Oversight Committee had considered retaining Stack Financial Services of Whitefish as financial advisor regarding investment of MDA's reserves. However, the MDA Executive Committee recommended that MOHF reserves remain liquid; without MOHF's reserves to invest MDA does not have the threshold amount required by Stack to open an investment account. The Board requested that the Committee make other recommendations regarding investment of reserves.

STAFF REPORT

Mary stated that the MDA office has received additional complaints regarding the DANB testing process. The Board

continued on page 13

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As you and many of your fellow dentists in Montana have unfortunately discovered, some insurance carriers don't always have a good reason when they cancel or decide not to renew a policy. To protect your practice, you need more than empty promises. At Dentists Benefits Insurance Company (DBIC), we're proud of our proven ability to not only provide superior insurance products exclusively to dental professionals, but also to maintain stable, consistent service levels. DBIC was founded by dentists for dentists in the mid-1980s. When we say we'll be there for you, we mean it. Contact DBIC today to learn more about how you can better protect your practice for the long haul.

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Minutes continued from page 11

of Dentistry is investigating this issue and will discuss potential resolutions at their June meeting.

CONSENT CALENDAR

A motion was made and seconded to approve the minutes of the September 19, 2003 Board of Directors meeting as submitted. Motion passed. A motion was made to accept the 2004 Year to Date financial report as submitted. Motion passed.

COMMITTEE REPORTS

Continuing Education: Mary McCue reviewed upcoming continuing education opportunities sponsored by MDA, including the smoking cessation and early oral cancer detection classes offered by ADA. These are available to members as well as to the public at no cost to MDA. Dr. Johnson reported that St. Vincent's Hospital in Billings has grant money available for a course on bioterrorism. He further stated that the Air Force would provide a speaker for a forensics and pathology seminar. He commented that this would be a great opportunity for dentists interested in triage scenarios.

OTHER BUSINESS

Newest board member Dr. Chris McDonald from Billings thanked Board members for their hard work on the Board.

ADJOURNMENT

With there being no further business the meeting adjourned at 3:15 pm. Recorded by Jean Strai

MDA Annual Awards for Excellence

The Montana Dental Association honors the 2004 recipients of its awards for dental excellence. Local component dental societies and individuals nominate outstanding members of the dental profession for recognition and selections are then made from those nominees.

T.T. Rider Award

Don A. Spurgeon, D.D.S.



This year Dr. Don Spurgeon of Great Falls is the recipient of the T.T. Rider Award for his outstanding service to the dental profession and his community. Dr. Spurgeon has an outstanding background in dentistry and wide-ranging involvement in the dental profession.

He has served as president of the Fourth District Dental Society and Montana Dental Association

He has been an alternate delegate to the ADA House of Delegates and participated in the campaign of ADA president Geraldine Morrow. Dr. Spurgeon also has served on the dental advisory committee for the schools of dental assisting and dental hygiene at the MSU-Great Falls College of Technology. He served in the United States Air Force dental corp before beginning practice as a general and family dentist in 1968.

Dr. Spurgeon has devoted considerable time and effort during his professional career to serving the indigent and less fortunate. You will frequently find him at the Great Falls Rescue Mission where he and his friend Dr. Ken Small provide free care to patients at the Mission Clinic. Dr. Spurgeon also has served dental missions to Vietnam, South Africa, Chile, and India.

He is also a member, elder, and member of the Deacon Board at the Central Assembly of God Church in Great Falls.

Clinical Excellence Award

Thad Langford, D.D.S.



Dr. Thad Langford of Bozeman is the recipient of the 2004 MDA Clinical Excellence Award. According to dentists in his community who nominated him for this prestigious award, Dr. Langford exemplifies the standards for this award: he has the highest standards of clinical skills and has been actively involved in continuing education throughout his professional career, both as a participant and instructor. Dr. Langford has done original research and presented at the MDA annual meetings, local study clubs, and international meeting of the Restorative Academy. He is currently president-elect of the prestigious organization. He has been involved in study club activities in Bozeman as a participant, presenter, and currently is the restorative advisor of the Blue Ribbon Seminars Study Club. He is a member of the Academy of General Dentistry, American College of Dentists, and International College of Dentists.

Dr. Langford has served the MDA as a member of many commit-

continued on page 18



**The
Montana
Dental
Association**

Presents

**Walter F. "Jack"
Turbyfill, Jr., D.M.D.**

**Complete Dentures
"Is it a Dying Art?"**

Friday – September 17, 2004
Class begins -- 8:30 am – 5pm
The Radisson Northern Hotel
19 North 28th Street
Billings MT 59101
406/245-5121

Saturday – September 18, 2004
Class begins - 8:30 am – 5 pm
Red Lion Colonial Hotel
2301 Colonial Drive
Helena MT 59601
406/443-2100

ABOUT THE CLINICIAN

Walter F. "Jack" Turbyfill, Jr., DMD, is a private practitioner who teaches the fabrication of removable prosthetics in a way that makes the resultant dentures more predictable. He is a graduate of the University of Louisville School of Dentistry and practices in West Columbia, South Carolina. Dr. Turbyfill is a member of numerous dental organizations and has devoted his life to dentistry and improvement of knowledge in order to give the best in dental care. Dr. Turbyfill combines his knowledge and experience with a bit of humor, which makes his presentations both educational and fun.

**ABOUT THE COURSE
7 Credit Hours**

Has the art of making dentures become a skill of the past? Dr. Turbyfill will present an approach whereby a working impression is obtained from a diagnostic denture. When the patient is happy with the function and esthetics, the diagnostic denture is then used as a blueprint to construct the final denture. It has been proven that this type of quality service is appreciated by the patient. The dentist receives great satisfaction from seeing an edentulous patient both smiling and relating that they ate their first steak and apple in years.

Upon completion of this course, participants will have learned about:

- Positioning anterior teeth
- Recognizing phonetically correct vertical dimension
- Developing patient generated functional impressions
- Relining dentures and achieving predictable results
- Diagnostic dentures and their role in the predictable implant retained lower denture
- Achieving a custom tinted denture base that defies detection
- Designing partial dentures
- Considering the role of complete dentures opposing natural teeth



**Thank you for
pre-registering.**

**Lunch and breaks are included in the cost of tuition. No refunds will be issued after the course date.
Total CE credit hours are 7.**

MDA Member Dentist _____	\$180
With 2004 CE Sticker _____	\$155
ADA Member/other than MT _____	\$250
Non-Member Dentist _____	\$340
Hygienist/Staff Attending With Dentist _____	\$70
Hygienist/Staff Attending Without Dentist _____	\$80
Total _____	

Registered Dentist/Hygienist/Staff

Name _____

Address _____

Phone _____

Billings Helena

Method of Payment

MasterCard VISA

Credit Card # _____

Signature _____

Expiration Date _____

The Montana Dental Association is an ADA CERP recognized provider. AGD accepts MDA courses for Fellowship and Mastership credit.

Mail Payment and Registration to:

MDA, PO Box 1154, Helena MT 59624

Or Call 800/257-4988

Or Fax 406/443-1546 With Credit Card



Terminating a Dentist-Patient Relationship

Occasionally there are a few patients you no longer want to treat. They may never show up for appointments, perhaps they are abusive to your staff, or maybe they are never happy with their dental care.

Terminating a relationship with a patient is a delicate task. There are precautions and steps to take when you plan to terminate your relationship with a patient.

- You should avoid terminating the relationship while a treatment plan is still in progress.
 - Terminating your relationship during a treatment plan would open up the door to a lawsuit for abandonment.
- When terminating care to a patient, you should give notice to the patient in writing, including the following:
 - A reason for the decision to terminate care.
 - An effective date for the termination, provide adequate notice so that the patient has time to secure a new dentist.
 - Instruct the patient of their right to a copy of their dental records. Offer to transfer them to another dentist following the patient's written request and authorization.
 - Provide the name and phone number of the dental society to assist the patient in finding a new dentist.
 - An offer to provide emergency care prior to the effective date of the termination.

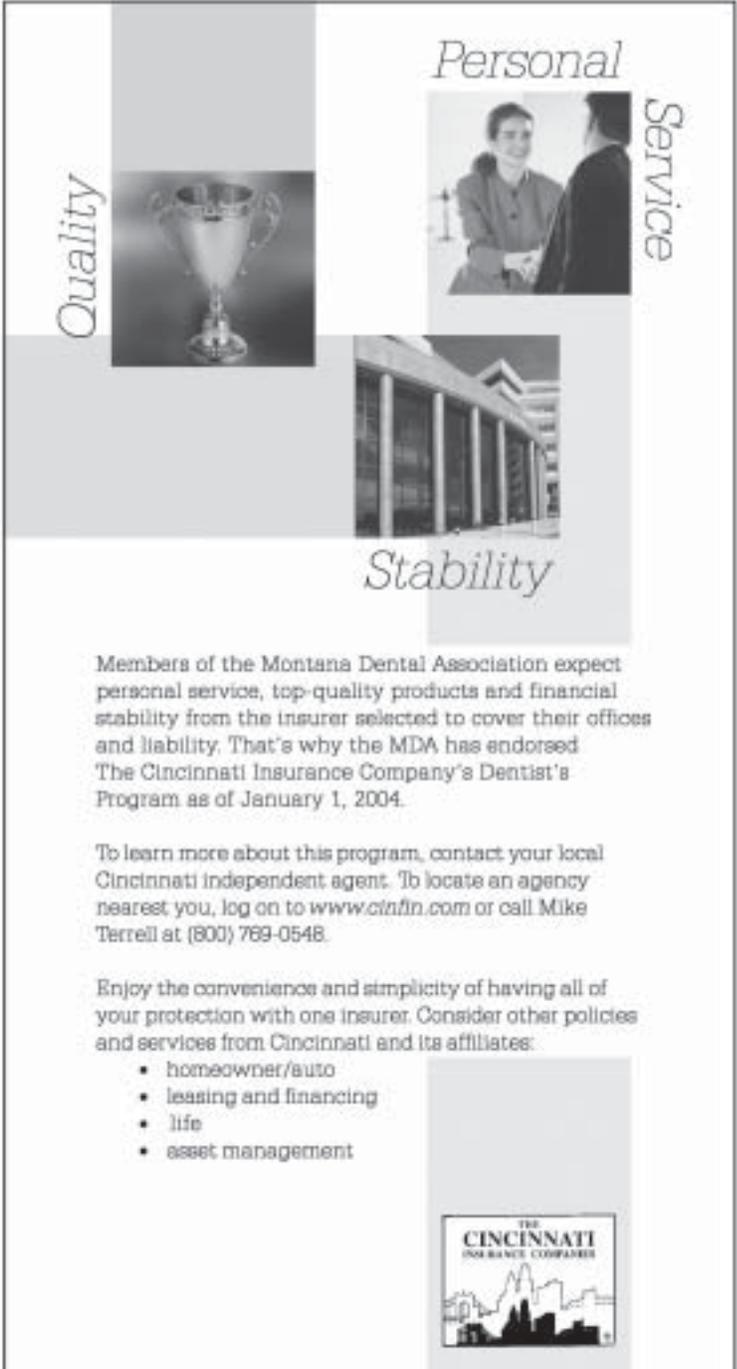
Again, you want to avoid being sued for abandonment. You need to let the patient know that if they need emergency dental care prior to the effective date, you will see them. You should provide thirty days notice plus a couple days for mailing time. Written notification should be sent via certified, return receipt requested mail or first class mail with receipt of mailing. And remember to keep a copy of the letter in the patient's records.

(This information was provided by Michael Terrell of The Cincinnati Insurance Companies, MDA's endorsed insurer for professional liability insurance.)

MBNA To Acquire Sky Financial

MBNA will acquire Sky Financial Solutions, a leader in providing financial products and services to dental professionals. Sky markets financing for practice acquisition, equipment financing, and working capital. The company has outstanding loans of nearly \$800 million. It is endorsed by 33 dental associations, including the Montana Dental Association.

A leading provider of credit card products and services to the dental profession, MBNA is also endorsed by MDA and 38 other dental associations. Nearly three-quarters of all U.S. dentists carry MBNA credit cards. MBNA is acquiring Sky Financial because the financing of dental practices is a good strategic fit with MBNA's affinity marketing strategy, states Richard Struthers, a senior executive for MBNA. Many of MBNA's customers are also with Sky Financial.



Quality

Personal Service

Stability

Members of the Montana Dental Association expect personal service, top-quality products and financial stability from the insurer selected to cover their offices and liability. That's why the MDA has endorsed The Cincinnati Insurance Company's Dentist's Program as of January 1, 2004.

To learn more about this program, contact your local Cincinnati independent agent. To locate an agency nearest you, log on to www.cinfn.com or call Mike Terrell at (800) 769-0548.

Enjoy the convenience and simplicity of having all of your protection with one insurer. Consider other policies and services from Cincinnati and its affiliates:

- homeowner/auto
- leasing and financing
- life
- asset management

THE CINCINNATI INSURANCE COMPANIES

ADPAC Washington Update, Spring 2004

The following report was submitted by Dr. Jeffrey Parrish, ADPAC Director for the ADA 11th District

ADPAC's annual Grassroots Conference just occurred in Washington. It again combined education, and training of our Grassroots leaders with political advocacy to our federal legislators. This is always important but especially in this election year. It is very important that our Action Team Leaders and their team members not only carry organized dentistry's current issues of access and funding, but also work to build and support their relationships with our legislators. They continue to inform our legislators of our patient's and member's issues and organized dentistry's messages and recommendations. Dentistry continues to be successful in advocacy because we have an outstanding professional Washington Office staff, dedicated and informed dental volunteers, and great respect as the health care providers in the forefront of preventive care.

BACKGROUND

In Washington now it's all about the election, the budget, and the economy. Except for routine budgetary work, Congress is expected to do little this election year. There may be an attempt to pass a small piece of malpractice reform, perhaps focusing on OB/GYN, but any more ambitious legislative initiatives have little chance of passing. There also will be the reauthorization of the Higher Education Act, which may address issues such as accreditation and student loan refinancing adjustments. There may be a chance for some new tax legislation, as well.

President Bush first laid out many of his budget priorities for fiscal year 2005 in his State of the Union speech on January 20. As expected, the Bush Administration's fiscal year 2005 budget proposal targets discretionary spending for reductions (with the exception of a few high-profile issues like homeland security and defense). Most domestic programs will feel a squeeze in fiscal year 2005 if Congress follows the president's plan, which would cut those programs by more than five percent.

The ADA will continue to fight for improved budgets for federal dental programs, many of which are already operating at less than optimal funding levels. The Democratic convention, to be held in Boston, will take place July 26-29. The Republican convention will be held beginning Aug. 30 in New York City. As usual, the ADA will be represented at both conventions.

ADPAC expects to see a substantial increase in the number of campaign donation requests it receives from

both challengers and incumbents, and from state and local dental societies that support them because of recent campaign finance reform.

IN CONGRESS

The Senate passed an amendment to its budget resolution that would, among other things, strike a proposed \$11 billion cut to Medicaid. The House budget resolution, however, still contains a proposal to cut federal Medicaid spending. These cuts are general reductions and not specifically aimed at programs. Yet, cuts to Medicaid as a whole will further stress all benefits (including dental benefits) covered by the states, especially given dentistry's last-funded, first-cut history. The ADA has expressed opposition to the Medicaid funding cuts, joining consumer and provider groups who are lobbying against the inclusion of these reductions in the House and Senate budget proposals.

Health and Human Services Secretary Tommy Thompson appeared before the House Energy and Commerce Committee to outline the Bush Administration's health care agenda for the coming year. While a number of issues were touched on, the majority of the time was spent on the Administration's efforts to implement the recently enacted prescription drug benefit under Medicare.

ADA Washington Office staff met recently with policy staff of the Senate Government Affairs Committee, at their request, to discuss a proposal to study the feasibility of offering federal employees the option of participating in freestanding dental and vision plans. ADPAC informed Hill staff on the various types of dental plans available, as well as direct reimbursement and expanded flexible spending accounts. Senate staff is considering the possibility of having legislation introduced that is similar to a bill (H.R. 3751) introduced in the House by Rep. Jo Ann Davis (R-VA) requiring the Office of Personnel Management to conduct a study of the issue.

The House has elected Rep. Joe Barton (R-Texas) to be the new chairman of the Energy and Commerce Committee, replacing Rep. Billy Tauzin (R-La.), who has stepped down and is expected to resign from Congress to pursue a private sector position. The ADA has a good relationship with Chairman Barton, and we expect the committee will continue to be responsive to organized dentistry on our issues. We are hopeful, for example, that the committee will hold a hearing on children's oral health sometime this spring. The committee held a hearing on ways to fight prescription

drug abuse. The committee examined current legislation addressing the issue, including Rep. Charlie Norwood's (R-GA) Prescription Drug Abuse Elimination Act (H.R. 3870), which would, among other provisions, establish state-run "prescription drug monitoring programs." Similar legislation would establish a national database. ADA staff is reviewing the legislation.

Washington ADPAC office staff has begun meeting with members of Congress from the nine states that submitted requests for earmarked dental projects in the fiscal year 2005 federal health and education appropriations bill. The competition for such earmarks is especially fierce this year because the President's budget would greatly reduce funding for health agency programs. Furthermore, Senate Budget Committee Chairman Don Nickles (R-OK) recently proposed a budget that is \$4 billion below the President's request that, if adopted, would cut even deeper into the programs. We are actively involved in coalitions whose message is that funding for health prevention and access programs needs to be a budget priority.

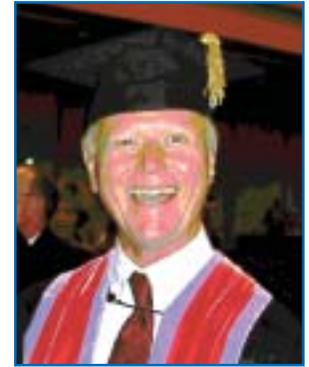
FEDERAL AGENCIES

The ADA testified recently before the National Committee on Vital and Health Statistics' (NCVHS) Subcommittee on Standards and Security on the topic of claims attachments. Frank Kyle, manager of legislative and regulatory policy, informed the subcommittee of the ADA's position that attachments to dental claims should be the exception and not the rule. Dr. Kyle added that the Association wants the insurance industry to develop a consensus on when such attachments are necessary. ADA staff also participated in a coalition meeting coordinated by the National Health Law Program to bring together health advocacy and professional groups to address the issue of providing health care to patients who are not proficient in English. The ADA wants to ensure that the government does not place burdensome regulations on dentists and that efforts to address cultural competence are fair and effective for both practitioners and patients.

ADPAC GRASSROOTS ACTIVITIES

To continue our Grassroots Activities to support our federal legislators who support our patient's needs and organized dentistry's Washington legislative agenda, we need your support of ADPAC through your membership in our state dental society dental PAC. If you're not a member, please join today. This also helps our state PAC do its job on the state level, a seamless state-federal advocacy system.

Dr. Tom Wickliffe Selected New Regent of The American College of Dentists



Dr. Thomas J. Wickliffe of Billings was installed as regent of Regency 8 of the American College of Dentists at the annual meeting and convocation last October at the San Francisco Hilton & Towers.

Dr. Wickliffe received his dental education and specialty training in pediatric dentistry at Indiana University School of Dentistry. He has been in practice in Billings for over 25 years as a pediatric specialist. He is a diplomat of the American Board of Pediatric Dentistry and Fellow of the American Academy of Pediatric Dentistry.

Dr. Wickliffe has served as president of the Ninth District Dental Society and has held numerous other leadership positions in his professional life. He has been a Fellow of the ACD for 10 years, serving as past chairman of the Montana Section.

New HIPAA Kit continued from page 1

- administrative safeguards, such as security policies and procedures;
- physical safeguards, such as locking doors when no one is in the office;
- technical safeguards, such as password protections and back-ups of patient records.

The ADA Council on Dental Practice encourages members to seek clarification from the ADA for questions concerning the security standards or any regulations under HIPAA. E-mail the ADA at HIPAA@ada.org or call Dr. Lapp toll-free at Ext. 2750. (444 words)

Source: www.ADA.org, ADA News Today, March 8, 2004.

MDA Annual Awards

continued from page 13

tees, including the peer review, continuing education, and direct reimbursement committees. He has served as president of the Sixth District Dental Society and member of several component society committees including the constitutions and bylaws, peer review, continuing education, and geriatric care committees. He has also served the State of Montana and his profession as a member of the Board of Dentistry .

In addition to his many years of service to organized dentistry, Dr. Langford is an active member of the First Presbyterian Church in Bozeman where he serves as an elder. He was graduated from Northeastern State College in Oklahoma in 1969 and Baylor College of Dentistry in 1974.

Outstanding Dental Hygienist

Mary Beth Harden, R.D.H.



Mary Beth Harden is the 2004 recipient of the Montana Outstanding Dental Hygienist Award. She was nominated by her employer, Dr. Michael McCarthy of Billings, who states, "As a hygienist she has a gifted way with her patients and makes them feel like she truly has their best interest at heart. She accomplishes this doing a thorough job with deftness and grace that instills a sense of calm in the patient."

Prior to working for Dr. McCarthy, Ms. Harden worked for 20 years for Dr. David Movius in his periodontal practice. Praising her skills, he states, "She committed her exceptional clinical skills to the benefit of

managing advanced periodontal cases. Along with her compassionate and sensitive manner, she was able to achieve remarkable clinical results, while she gently challenged and motivated patients to appreciate the highest standards of dental health." Dr. Movius also praised Ms. Harden for her extensive participation in continuing education and mentoring of fellow staff members.

Ms. Harden graduated from the North Dakota State School of Science in 1977 and was president of her dental hygiene class. She has served as a volunteer for her profession, community, and church. She was trustee for the Montana Dental Hygiene Association and was an officer in the Billings Amateur Hockey League. As a member of the King of Glory Lutheran Church she has worked as youth director and Sunday school teacher.

Outstanding Dental Assistants

Nedra Brown and Janice Spurgin

Nedra Brown and Janice Spurgin are the recipients of the 2004 Montana Outstanding Dental Assistant Award.



Ms. Brown was nominated by her employer, Dr. James Kehr of Helena. He states, "Nedra has been a chairside assistant for more than 40 years and can still keep ahead of any dentist I know. She is so proficient that instruments are in my hand before I realize I need them. She is a 'pro'. She communicates well with all our patients and interacts positively with the staff. Nedra always carries her weight. Along with her chairside duties she handles all of our supplies."

Nedra Brown has been a dental assistant her entire working career and has worked for Dr. Kehr for more than 17 years. According to Dr. Kehr she demonstrates the ethics and professionalism that is rare to find these days, but she is also fun to work with and a team player.

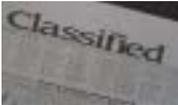


Janice Spurgin has worked as a dental assistant full or part-time for 54 years! She was nominated by her employer, Dr.

Donald Peretti, of Billings. She began her dental assisting career at age 14.

Dr. Peretti states, "With her many years of experience Jan has mastered the knowledge and proficiency required to succeed in the dental field. She does an excellent job of explaining the various materials and procedures to the patients. She treats our patients with kindness, puts nervous patients at ease, knows when to talk and when to be quiet. She not only fulfills her own responsibilities, but is willing to assist other employees with their duties at any time."

Dr. Peretti also describes Ms. Spurgin as the ultimate leader and role model for other employees in his office. He says, "She works hard, is always very optimistic, and knows how to treat each patient with the proper respect. She is always willing to learn and attempt new techniques."



Dental Hygienist Needed

Looking for a hygienist to work in our established office for 3-4 days per week, approximately 150 days per year. Salary is negotiable depending on experience. Come and enjoy Flathead Lake and the beautiful Mission Mountains. Contact Dr. Gayle Siemers at 406-883-6269 (office) or 406-883-9286 (home).

Bozeman Associate Needed

Long-term, two to three days per week, position available for committed, caring dentists, Five years experience or GPR preferred. Phone 406-522-4141 for additional information.

Alaska Opportunity

If you enjoy a high income potential and outdoor activities in a beautiful state, then this is the perfect opportunity for you! We are seeking a dentist to join our fast-paced office as an associate in our beautiful, newly built office featuring high tech dental equipment. Possible relocation assistance available. Give us a call for more information at (907) 490-0127, (907) 490-4649/fax, nlcd@gci.net.

Belgrade/Big Sky Associate Needed

Associate needed for fun, fast-growing family practice in beautiful Southwest Montana. Future partnership or purchase possible. Oral surgery and endo emphasis helpful. Call (406) 388-0550 or email bigskydoc@aol.com.

For Sale

Automatic PerioPro Processor, \$1,500; amalgamator, \$75, two view boxes and two apex locators. Contact Dr. Edward McGreevey, 1001 SW Higgins, suite 106, Missoula MT 59803; phone 406-542-3454.

For Sale

Oregon assistant cart with high/low volume suction, air/water, light blue in color, used very little \$900; REVEAL SOLO INTR-ORAL CAMERA, with monitor (27 in Philips), stand, camera, and printer in excellent condition, with film, ink, light bulbs, manuals \$4,000; YASHICA DENTAL EYE III CAMERA, with hard case and all accessories, \$1,100. Contact Dr. Robert J. Jose at 406-449-8900.

For Sale

Cerec II with cart, software, and accessories for \$14,995. Can use it for a \$30,000 trade-in toward a new Cerec III from Patterson Dental. Call Dr. Bryan Finn at (509)535-7787 (work) or (509) 448-1863 (home).

Staff Dentist

Black Hills of South Dakota. Competitive wage up to \$100,000 DOE and great benefits. Send CV, resume c/o MDA, P.O. Box 1154, Helena, MT 59624.

CLASSIFIED & DISPLAY ADVERTISING INFORMATION

Classified ads are available at no charge to MDA members (limited to 50 words; 50 cents/word above 50 words). Non-member rates: \$29 per insertion up to 30 words; 50 cents/word above 30 words. Payment by check or credit card must accompany ad copy. Deadline is the 10th of the month preceding publication (publication months are January, March, May, July, September, November).

Send classified ads to: MDA News, PO Box 1154, Helena, MT 59624 or fax to 406/ 443-1546.

For rates and information about display advertising, please call 406/443-2061 (toll free in Montana at 800/ 257-4988).

For Sale

New Kavo 642 B fiber optic handpiece (extra turbine), used KCP 5 air abrasion unit, Orascoptic headlamp with light source, Dent X 810 Basic film processor, Midwest Quiet Air and Tradition handpieces, Adec micro cart, Adec amalgamator, Midwest in sight II light source. Telephone 406-587-4741 evenings or weekends.

Kalispell: HELP!

Busy, staff-driven, team-oriented general practice has immediate opening for associate with intent of eventual partnership. We are nestled in the Flathead Valley, adjacent to Glacier Park and Big Mountain Ski Resort. This an outdoor enthusiast's paradise. We are a well-established practice, \$600K gross with seven ops, newly-remodeled reception area. Please send CV, letter of intent to Kalispell c/o Sean Crabtree, 101 West Ogee St., Tullahoma, TN 33388 or call 931-580-5200.

Full Time Dentist Needed

Community Health Care Center in Great Falls seeks quality-oriented, patient-focused dentist to work full time. Located on the Missouri River, Great Falls is in the north central part of Montana, midway between Yellowstone and Glacier National Parks. Abundant outdoor recreation opportunities, clean air, good schools, and affordable housing. Excellent salary and full benefits; beautiful facility; new state-of-the-art equipment; generous support staff. Contact Cheryl Loney, Executive Director, City-County Health Department, 115 4th Street South, Great Falls, MT 59401-3618; telephone 406-454-6950; fax 406-454-6959; loney@co.cascade.mt.us.

Dental Hygienist

Part time position available at Family Dental Group, Missoula, MT. Send resume with references to Family Dental Group, Attn. Shawn, Southgate Mall, Missoula, MT 59801. To learn more about our office go to www.familydentalgroup.net.



Dental Datebook

June

- 4** Montana Board Dentistry meeting, Helena

July

- 8-10** Montana Fly Fishing Dental Conference, "Advanced Esthetic Dentistry", Dr. Chris Travis, contact Dr. John McCollum, PO Box 1255, Dillon, 59725, 406/683-5125
- 8-11** AGD National Conference, Anaheim, CA. For more information contact AGD at 888/243-3368 x 4339.

August

- 27-28** MDA/ISDA Yellowstone Conference - Dr. Terry Tanaka

September

- 9-11** Montana Fly Fishing Dental Conference, "Machinable Ceramics & Their Place in Esthetic Dentistry", Dr. Ernest Schmidt, contact Dr. John McCollum, PO Box 1255, Dillon, 59725, 406/683-5125
- 17** Montana Board of Dentistry meeting, Helena
- 17** Dr. Jack Turbyfill, Jr., "Complete Dentures - Is It a Dying Art", Billings
- 18** Dr. Jack Turbyfill, Jr., "Complete Dentures - Is It a Dying Art?", Helena

September continued

Sept. 30 to Oct. 3

ADA Annual Session, Orlando

October

- 29** Prevention and Early Detection of Oral Cancer/Tobacco Use Cessation, CE course sponsored by MDA and ADA, Red Lion Colonial Hotel, Helena

December

- 10** Montana Board of Dentistry meeting, Helena

2005

January

- 13-14** Ninth District Dental Society Mid-winter meeting, Billings.
- 13** God Squad: Rev. Tom Hartman, Rabbi Marc Gelman
- 14** Efficient Odontics: Dr. Joe Steven

March

- 4** Karen Baker, "Pharmacology", Great Falls
- 5** Karen Baker, "Pharmacology", Missoula

May

- 4-6** MDA Annual Meeting, Red Lion Colonial Hotel, Helena, Dr. Ed Swift, Jr., "Modern Dental Materials: A Practical Review", Dr. Mark Hyman, "Drill 'Em, Fill 'Em & Thrill 'Em"

September

- 9** Dr. Gordon Christensen, Red Lion Colonial Hotel, Helena

October

- 6-9** ADA Annual Session, Philadelphia

Practice Opportunities

If you are trying to sell your practice or seeking an associate or partner and want the information shared with dentists who inquire at the MDA central office, please let us know. MDA will list your practice opportunity on their web site and will provide details about the opportunity to any interested party who contacts the central office. Call 1-800-257-4988 with information about your practice and needs or log on to the MDA website at www.mtdental.com.

Montana Dental Association
P.O. Box 1154
Helena, MT 59624

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