



## President's Message- House of Delegates Remarks

By Jim Howell, DMD, SCDA President

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Happy New Year! I am your 2024 SCDA president and I have practiced in Greenville, SC as an Oral and Maxillofacial Surgeon at Carolinas Center for Oral & Facial Surgery since 2017.

If I don't know you yet, here's just a little bit about me: I'm originally from Greenville; I'm a proud Clemson graduate as well as a graduate from Medical University of South Carolina College of Dental Medicine where I completed both dental school and residency. My career has taken me around the country - from Naples, Florida to the Aleutian Islands in Alaska, where I worked as a General Dentist in Public health in both states, and then returned to Anchorage following residency where I worked at the Alaska Native Medical Center until 2016. Following this experience, I continued my education with a Fellowship focused on orthognathic surgery before settling in Greenville.

As you can tell, my personal and professional roots are here in South Carolina which is why it's an honor to serve this organization and our state in 2024 as President of the SCDA.

Before I begin my call to action, I want to start with a story about what my SCDA membership has meant to me and my career the last several years.

My interest in the SCDA began before I was a member by watching a man who seemed larger than life. He put his arm around me as a college student while shadowing him and told me I was made for this and modeled the kind of dentist we all aim to be. When I got to know him as a colleague as I started my practice in Greenville I began to see and realize that his contribution to dentistry and passion for its future is what made him special. He is the reason I became a member because he took the time to ask me to join the SCDA and with his own actions modeled why membership mattered.

That man is Dr. David Watson and I'd like to acknowledge and thank him for asking me to join this great organization.

I'd like to thank and acknowledge my wife Sarah who provides support that grants me the freedom to be a part of this leadership team.

I'd also like to thank the SCDA leadership I have followed leading up to this point, Phil Latham, Mark Brown, Deanna, Maie, Sue and Drs. Julia Mikell, Nick Papadea, and John Comisi, Jim Mercer, David Moss and Thomas Edmonds have taught me much on the workings of the SCDA. Thank you for trusting me, for supporting our work, and leading the way forward.

I write today to kick off this year and talk to you about the importance of Membership.

As with any organization, group, or board that you're a part of, membership is often a player's choice - you can get as involved or not as involved as you'd like or as much as your life and time or energy can afford. We are all busier than ever and getting involved in another organization can sometimes feel overwhelming. I understand that.

Today, I want to share three important points of data with you - data that has a direct impact on how people today see and participate as members - and how

Continued on Page 2

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those trends are finding their way to the SCDA and our Districts.

I'm going to start with the big picture and present some data and trends from the ADA, first, and then the SCDA, and then our District's level. Then, I'll show you why and how this information and these trends are directly impacting us on the local level, today.

First, let's talk about one big and important point from the ADA's data from the last five years.

The ADA had a market share of 62.9% in 2018 but has seen it decrease to 57.1% as of December 2022.

As of 2021, fewer than 1 in 10 dentists under age 30 were practice owners. In 2005, more than half of dentists aged 30-34 were owners of their practices, yet only one-third of dentists in that age group were practice owners in 2021.

Next, I want to talk through a few important trends from the SCDA in that same time period, the last five years.

Over the last 5 years the SCDA has seen our membership percentage drop from 80% market share to the present 74% market share with our total membership being 2,232 with 1,733 members of those being active members.

Within the SCDA, New dentist, defined as those in their first 10 years and less of practice who have reduced fees their first 3 years, have a membership market share of only 65%.

Last, let's talk about the data from our own Districts over the last five years.

When evaluating the SCDA membership at district levels the market share for each is district shows a gradual decline over the last 5 years with the current percentage for Central at 74%, Coastal at 70%, Pee Dee at 81%, and Piedmont at 75%.

So, what does this mean for our SCDA membership? Here's what it means to me.

We currently have 1,743 active members and 576 nonmembers for a 74% market share, so we would need approximately 100 additional active members to bring us back to an 80% market share.

What does this look like for the SCDA going into 2024? Well, if this is the State of the Union for SCDA, there are two points I want to draw your attention to today. First, our budget deficit continues as you have heard in the budget discussion. Fortunately, the reserves for the SCDA have great strength but we can't continue to rely on these reserves forever.

I don't want you to despair over the deficit, I want you to realize that I see this as an opportunity. This is where you come in and therefore membership matters more today than ever before - it's time to adapt, innovate, and not only keep up with the times, but go beyond our expectations. If we don't do this now, what's at stake? Extinction. If we don't adapt, we will become extinct.

Here are three ways in which we can rise to the challenge together in 2024:

First, yes, membership dues will increase in 2025 because we have not seen dues increase since 2007. As we have all have experienced increase in cost in running our practices since 2007 so has SCDA and this modest fee increase will be offset by the \$30 fee decrease in our ADA dues beginning in 2024.

The risk of not welcoming that opportunity - in front of us is too great. Association memberships at large are on the decline, yet our industry continues to grow. We must find ways to increase our engagement with those entering our profession - we must demonstrate to them our purpose. To do that, we must do more and be more accessible.

Next, and along this vein of being more accessible, we are working to consolidate the SCDA House of Delegates with the Annual Session in August 22-24, 2024. This matters because we need to adjust the



# Recruitment & Retention Programs

South Carolina AHEC provides financial incentive programs for clinicians who practice in rural and underserved communities to address the maldistribution of healthcare providers in South Carolina.

## Rural Incentive Grants

Rural Incentive Grants address the undersupply of clinicians in rural and underserved South Carolina communities. The program provides incentive grants for physicians and advanced practice providers (advanced practice registered nurses, nurse midwives, and physician assistants) who commit to practice in a Health Professional Shortage Area (HPSA) for 4 years.

## Rural Dentist Loan Repayment

The Rural Dentist Program addresses the distribution of dentists in rural and underserved areas of the state. The program assists with the repayment of educational loans for dentists who agree to practice in a HPSA or serve as a full-time faculty member in the MUSC College of Dental Medicine.



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way we do business and update our practices in a way that reflects the needs of our members.

Last, we are working to approve the budget at the Board level versus at the House of Delegates level. This matters because, on the note of changing how we need to do business, this move will allow us to streamline our business management and be in alignment of with how the ADA has adapted.

I want to end today with that thought - what really matters in this work - and I'd like to think about who is a member of the SCDA, but I want you to think harder about who IS NOT a member of the SCDA. I want you to think about WHO needs to be a member, whose voices we need to promote, the work we need to advocate for as an organization.

Our work this year is to focus on who is not a member of the SCDA today. Yes, it's a recruitment move, but, more so, our organization and our legacy will grow stronger, will be more capable to adjust to cultural shifts, will be more able to answer the call for more advocacy, elevate more voices, and address more opportunities as they come up.

So, here's an easy first step: I want you to look around your district, and I want you to make note of who is not a member of the SCDA and your District, who needs to be with us. Can you write down ONE name of someone you know who needs to be with us - and can you invite them to join us? Can you invite them this week? Let's all commit to recruiting a new member and asking them to join us at next years combined Annual Session and House of Delegates in Greenville August 22-24, 2024.

I'm looking forward to leading this experience with you, and I thank you for your engagement with me over the next year. Thank you.



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## Sedation of High-Risk Patient Leads to Sanctions Against Dentist

By Marc Leffler, DDS, Esq., MedPro Group, an SCDA Endorsed Company

To make an informed decision about the safety of sedation for each patient, it is crucial for dentists to consider a patient's medical history and all the possible complications that could occur when they are put under. In this case study, a dentist inappropriately sedates a high-risk patient, leading to sanctions.

### Key Concepts

- Patient selection for sedation
- Risks associated with in-office sedation for dental procedures
- Patient safety



### Background Facts

Dr. E was a general dentist, relatively new to practice in a suburb of a large city. In an effort to maximize what she could provide for her patients, she took a series of state-approved courses which, upon completion, permitted her to deliver moderate parenteral (non-GI) sedation to patients in her office. She diligently complied with the related requirements regarding having her office properly equipped with a "crash cart" and monitoring and assuring that all her chairside staff were CPR-trained.

H was a 68-year-old male patient who had been seeing Dr. E for a few years. He wore a double-distal-extension mandibular partial denture but was dissatisfied with its retention and function. Dr. E had spoken to him about placing bilateral posterior mandibular implants to serve as a basis for fixed prosthetics, but he resisted due to his anxieties about surgery unless he were "asleep." After Dr. E obtained her qualification to deliver IV sedation, she offered that to H, and he agreed to have the implants placed in two separate appointments, each one focusing on placement on one side only.

Medically, H was obese, at 5'8" tall and weighing 231 pounds (a BMI of 35.1), and he had COPD from years of smoking which he had since given up, and obstructive sleep apnea (OSA) for which he regularly used a CPAP machine. Dr. E sought and obtained medical clearance for the implant surgery under IV sedation from H's primary care physician, so she felt confident in proceeding as planned.

On the date of surgery to place 3 implants in the left mandible, H was NPO for more than 8 hours and was accompanied by his adult son. Dr. E placed a nasal mask on H, providing a 60%/40% N<sub>2</sub>O/O<sub>2</sub> flow; this was followed by the delivery of the first dose of Midazolam intravenously, which was supplemented and titrated as necessary over the next 2 ½ hours. Local anesthesia was injected after H became relaxed and somnolent. Monitors said to Dr. E that her patient was stable throughout. Upon completion of the procedure, H unsteadily walked to the office recovery area, assisted by both a dental assistant and H's son. After approximately 30 minutes, H appeared as still being "out of it," so Dr. E gave him a dose of Flumazenil to reverse the effects of the Midazolam. H steadily became more alert, so he was discharged home; H's son took him home and stayed with his father for the rest of the day. About 4 hours later, H's son noticed that his father seemed to be slipping backward into a sleepier state, and this process continued to the point that it became difficult to arouse him, with an irregular snoring pattern happening. The son contacted EMS; upon EMS arrival, H's SpO<sub>2</sub> (oxygen saturation) measured 81% and H's depressed mental status and breathing pattern did not improve. With the approval of the ED physician, H was intubated and given supplemental oxygen while being transported to the hospital, where he remained for the next 8 days until he was able to breathe on his own and maintain an SpO<sub>2</sub> of 94-96%. According to H, his son, and H's friends, he was never able to return to the usual daily activities that he enjoyed prior to the implant procedure.

### Legal Action

Although H's son met with several attorneys on his father's behalf, he was unable to find any who would proceed with a malpractice action against Dr. E, for the general reason that it would be difficult to objectively demonstrate compensable damages. But the son was very upset by what he saw in his father's ability loss, so he filed a Board complaint against Dr. E.

Upon receipt of the complaint, Dr. E reached out to her malpractice carrier, following which counsel was assigned by the carrier to represent her before the Board. All records were provided in a timely manner to the Board, and Dr. E appeared, with her attorney, for several interviews before Board members and a dental anesthesiologist "expert." Dr. E's testimony relied heavily on the facts that she had obtained pre-sedation medical clearance from H's physician, so she felt fully justified in her patient selection, and that she had kept H in her office until he was clearly in a state that was stable enough for discharge.

At the conclusion of its investigation, the Board issued a report in which it found a number of care deficiencies

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on the part of Dr. E and levied sanctions against her, namely a fine, a 2-month suspension from practice, and revocation of her sedation permit. The major findings of the Board, which it detailed in its report, were that Dr. E had inappropriately delivered in-office sedation to a patient who was not a suitable candidate and for whom she did not take proper precautions during the post-sedation period; the Board viewed the obtained medical clearance as essentially irrelevant to the issues, because the ultimate decisions about treatment ultimately lie with the treating practitioner.

Citing to an attached set of findings by the Board's expert, the Board first determined that H had been misclassified by Dr. E as an ASA (American Society of Anesthesiologists) Class II patient, when he was actually a Class III; the Board pointed to the fact that the required coursework taken by Dr. E included a policy guideline that patients with greater than a Class II designation ought not to be sedated in an office setting unless a medical or dental anesthesiologist was present to manage the anesthesia aspects of care. The Board determined that, while H's obesity status placed him as an ASA II, his OSA requiring CPAP use meant that this disease was "severe," placing him as an ASA III, and his COPD, alone, categorized H as a Class III. All told, H was an ASA Class III, making him an inappropriate choice for in-office sedation under these circumstances, according to the Board. Furthermore, the Board found that Dr. E had failed to consider and take into account the relative half-lives of the drugs she employed, Midazolam and Flumazenil. The Board's expert detailed that Midazolam's half-life was measured on the order of 1.5-2.5 hours, while its reversal agent, Flumazenil, had a half-life of approximately 30 minutes; so, estimating that 4-5 half-lives are necessary for "clinical elimination," Dr. E failed to take into account that the sedative agent would stay in H's system for far longer than its reversal agent, leading to a revived level of sedation – with decreased respiration – once the reversal drug had effectively dissipated.

### Takeaways

As many parents have said to their newly licensed teenage children, "just because you can drive doesn't mean you really know how to drive." The same principle holds here, specifically in the sedation realm, but also regarding dental practice generally. It is, of course, necessary for practitioners to obtain all required credentials in their jurisdictions of practice, but the abilities to perform the range of tasks needed for safe practice do not instantaneously develop on the day a degree or certificate is conferred; rather those abilities will mature with time, so it is the obligation of every practitioner to practice at levels commensurate with their skills at the time, in order to properly protect their patients.

This case study is not meant to promote the specific opinions of the involved Board or its expert, but the study's purpose is to demonstrate some of the approaches employed in the state's oversight of its licensed professionals. Unlike courts and juries sitting on dental malpractice cases, in which they must determine whether a plaintiff has demonstrated that negligence has directly caused damages, Boards look simply at the actions of professionals, regardless of the extent or even existence of damages, to determine whether those actions fall within the standards by which their mandates provide.

The process of obtaining pre-treatment medical clearance played a significant role in this case, but that is, by no means, an approach limited to dental treatment under sedation or general anesthesia. Dentists are often confronted with patients suffering from numerous medical conditions, and it is left to those dentists to determine whether it is safe to proceed based upon the information provided by the patient and taking into account their own knowledge and experience, as compared with seeking a medical opinion before going forward. That is a personal determination, always keeping the patient's best interests in mind. But even when medical clearance is provided by a physician, it is the dentist who bears the ultimate responsibility for the patient's welfare. So, while a medical clearance is a valuable, and sometimes necessary procedural step, it is best viewed as one of many factors to consider as treatment decisions are made. Perhaps the most important concept from this case is the need for every practitioner to be fully familiar with every drug employed, every potential interaction, every procedure performed, and every realistic side effect. That is precisely what makes a professional. If in doubt, it might well be what is best for the patient to defer or refer.

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## Executive Director's Notes

By Phil Latham, SCDA Executive Director



On December 1, 2023, the South Carolina Dental Association (SCDA) held its' annual House of Delegates meeting. During that meeting the SCDA Awards were presented, and they are featured below:

**The Dental Team Member Award** was presented to Ms. Mellisa Stogner who has been a certified dental assistant for 27 years. Dr. Michelle Jasper, who nominated her, stated that "she has been an invaluable asset to the dental team for 20+ years." Mellisa graduated from York Technical College in 1996 and is also an inspiring wife and mother of two children.

**The New Dentist Award** was presented to Dr. Chelsa Anderson. Dr. Anderson grew up in York County, has served as a clinical instructor at York Tech for several years, and serves as an officer for Tri County Dental organization. Dr. Jasper stated that Dr. Anderson is "approachable and gentle" and "is very levelheaded and calm in the face of adversity and stress."

**The Special Recognition Award** was presented to Dr. Ray Lala who has served in number of positions across the United States and recently retired as the State Dental Oral Health Director. Dr. Lala served the citizens of South Carolina, advocated for access to dental services and awareness of the Preventing Abuse and Neglect through Dental Awareness program and was extremely involved in the monitoring of community water fluoridation programs. Dr. Julia Mikell stated that Dr. Lala was "dedicated to his contributions and commitment to the values of the dental profession of dentistry and his profession of Public Health Dentistry."

**The Meritorious Achievement Award** was presented to Dr. Deirdre Williams. Dr. Williams currently works with MUSC and conducts clinical research efforts around the prevention of care of early childhood caries. She also works hard to address rural health issues as they relate to dentistry. Dr. Javed, who nominated Dr. Williams mentioned that she was "truly leaving her mark in the dental community in South Carolina. Her passion and commitment truly are remarkable."

**The James B. Edwards Citizenship Award** was presented to Dr. Edward Eckert Jr. Dr. Eckert is an Oral Surgeon in the Grand Strand area and has given back to the dental community in every way imaginable. Dr. Elliott Maxwell, who nominated him said that Dr. Eckert "has always gone above and beyond to meet the needs of his patients. If it is in his power to help out a fellow man, this is simply what he is going to do."

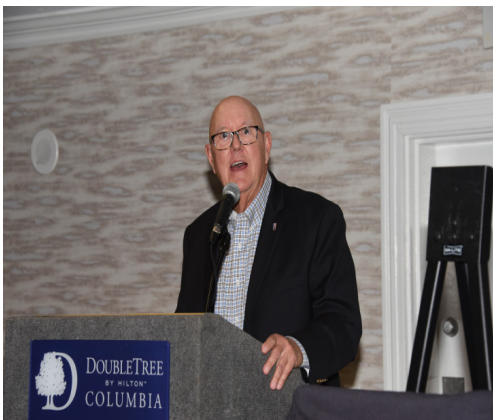
**The George P. Hoffmann Jr. Award** is the most prestigious award presented by the SCDA and this year, the award was presented to Dr. Julia K. Mikell. Dr. Mikell served as the SCDA President for two years which included the time during the pandemic. Dr. Mikell has served in numerous groups, Committees, subcommittees on both the State and National level and served as an Alternate and Delegate to the American Dental Association. She also served the country in the United State Navy. Dr. Thomas Edmonds who nominated her said "her leadership at such an intense and confusing time was steadfast and undaunted."

President John Comisi also presented Presidential Citations to Ms. Gail Ward and to Drs. Monica Cayouette, Jeff Gardner, Carter Brown, and David Babb. The Donated Dental Services Award was presented to Dr. Karen Kramer.

Congratulations to the 2023 SCDA Award winners!!!!!!!!!!!!!!

Pictures from the House of Delegates continued on next page.

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## Puppet Show

By Mary Kenyon Jones, DHEC Division of Oral Health

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More than 104,000 children across the state have been able to learn about taking care of their teeth and going to the dentist thanks to a long standing partnership between the Columbia Marionette Theater, the SC Dental Association and DHEC's Division of Oral Health. This collaboration began in 2007 when the theater applied for and received a grant from the ADA to create a traveling puppet show, Flora and Floppy go to the Dentist. Funds were used to build the puppets, create the set and develop the script for the show that has traveled across the state for more than 15 years reaching hundreds of schools and thousands of students. The show debuted in 2008 at a Back to School Bash held at the State Fairgrounds to a crowd of over 300 families.

The show has grown over the years and has been able to consistently reach more students. During the first statewide tour in 2009, over 3300 children saw the show and during the most recent tour that took place in 2023 over 10,800 children were reached. The SC Dental Association provides funding each year that supports the show being performed in approximately 40 schools at no cost reaching over 10,000 students annually. This funding allows the show to travel across the state to areas that might not typically be reached. Even during the Covid lockdowns, the show was provided to schools in a virtual format. The creative staff at the theater was able to adapt the performance to a virtual platform, so students that were attending school from home or in protected school settings were still able to enjoy the performance and learn about their oral health. These additional efforts speak to the commitment and the passion of the theater staff to make sure the show would go on despite the challenging circumstances.

The script for the show which was carefully crafted from a dental perspective contains a healthy dose of humor, but also covers a wide range of preventive topics including: going to the dentist regularly, brushing and flossing, drinking fluoridated water, and getting dental sealants to protect teeth. In many cases, this may be one of the first times that students are hearing about how drinking water with fluoride can strengthen their teeth or how getting dental sealants can protect them from decay. The best part is that the children are laughing, learning and singing about going to the dentist. This approach helps reduce their dental anxiety as they see the characters relate to the dentist and his/her staff as friends and helpers, not as people to be feared.

In addition to the live performances of Flora and Floppy go to the Dentist, John Scollon the creative director at the Columbia Marionette Theatre worked with the Division of Oral Health in 2021 to create short educational videos using the same beloved characters from the live show. In tribute and recognition of Dr. Rocky Napier's tireless efforts to positively impact pediatric oral health and his strong support of the puppet show, the dentist in the videos is a depiction of Dr. Rocky! These videos are made available to schools through the Connecting Smiles website as a way to include brief oral health lessons and promote positive oral health messages and perception. To access the videos [Child & Adolescent Oral Health | Connecting Smiles SC](#)

If you are interested in learning more about the show or possibly sponsoring a show in your community, contact the South Carolina Dental Association at (803) 750-2277, toll-free in S.C. 1-800-327-2598 or email Sue Copeland, [copelands@scda.org](mailto:copelands@scda.org). The theatre is currently accepting requests for shows. The cost of the show is \$300 within 40 miles of Columbia and an additional \$25 for each 40-mile radius outside the Columbia area. It's a great way to reach young students in your local community with a positive oral health message.

The Columbia Marionette Theatre's production of:

# Flora & Floppy go to the Dentist

"Flora and Floppy Go to the Dentist" is a 20-minute engaging and entertaining puppet show for children ages 3-8.

Over 104,000 children in schools and Head Start Centers across the state have viewed the show since it began in 2008. The show is designed for school groups, Head Start Centers, daycares, and community outreach events. It is a great way to reach children and families with prevention messages that support improved oral health.

The cost of the show is \$300 for locations within 40 miles of Columbia. Add \$25 for each additional 40 miles of travel outside of Columbia.

To learn more about the show online:  
[connectingsmilessc.org/child-and-adolescent-oral-health/](http://connectingsmilessc.org/child-and-adolescent-oral-health/)



**The theater is currently accepting requests for shows.  
Please sponsor or schedule a show for children in your community today!**

To sponsor or schedule a show contact The Columbia Marionette Theater:

[puppetgnomes@msn.com](mailto:puppetgnomes@msn.com)



[www.connectingsmilessc.org](http://www.connectingsmilessc.org)



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CR-009614 11/22

## Despite Shortages, the Future of Dental Assisting is Bright

By Lois Bell, CDA, CPFDA, CRFDA, CDIPC, MADAA



As we begin a new year, I've been reflecting on changes in the dental assisting profession and what lies ahead. I recently concluded my term as chair of the Dental Assisting National Board (DANB) and currently serve as immediate past chair. During my tenure, the dental assisting profession faced a significant workforce shortage — an issue impacting all facets of dentistry as practices across the nation, including my home state of South Carolina, struggle to attract and retain qualified dental assistants.

After hearing from dental assistants, educators, and dentists through surveys and listening sessions, it's clear this shortage is not a quick fix. We need comprehensive national, state, and local strategies that address the root causes and lay the foundation to make dental assisting a rewarding, meaningful, and sustainable career. I worked with my colleagues on DANB's board of directors and our affiliate, the DALE Foundation, to develop a strategic plan focusing on the importance of dental assistants and addressing workforce shortages.

I'm proud to share that several initiatives designed to improve the dental assistant shortage are underway because of this ambitious plan. This month, DANB will begin offering the Radiation Health and Safety (RHS) exam in Spanish, a move aimed at breaking down language barriers and promoting inclusivity in the dental community. The RHS exam is DANB's most popular exam, with more than 12,000 exams administered each year, and it will be the first credentialing exam in oral healthcare to be offered in Spanish. We're also working to make our full catalog of exams and certifications more accessible by conducting an in-depth review, prioritizing an enhanced user experience, and reviewing our policies to support diversity, equity, and inclusion.

In addition, DANB and the DALE Foundation formed a groundbreaking coalition, composed of a diverse group of clinicians, educators, and industry leaders from across the country. The coalition is dedicated to finding innovative solutions that champion the essential role of dental assistants within the dental industry. These efforts contribute to expanding the pool of qualified dental assistants and assuring dental assisting is viewed as a respected professional career — both of which are overarching aims of our strategic plan.

DANB is also working with the dental community to develop a uniform regulatory model for dental assistants. Bringing uniformity to the profession will support career mobility, retention, and growth. We are convening a diverse workgroup to lead this charge.

I'm more hopeful than ever about the future of dental assisting. These are just a few initiatives that set the course for a better and stronger profession, and I look forward to seeing how the profession will continue to evolve.



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## 2023 in Review at MUSC

By Dr. Sarandeep Huja, Dean, James B. Edwards College of Dental Medicine



Dear SCDA member:

Happy New Year! First, I thank you for your support of our dental students. From scholarships to lab coats, and much more, we are grateful for the SCDA's traditions of investing in the next generation of practitioners.

I also wish to recognize Dr. John Comisi for his service as SCDA president this past year. I thank him most of all for sharing with our students the importance of organized dentistry (which I also expressed my personal connection to, in last month's edition of this Bulletin).

John, thank you for all that you do, as a servant leader and educator!

Continuing our relationship with the SCDA in 2024, we look forward to working with incoming president Dr. Jim Howell.

As we start 2024, I want to share with you some of our highlights from 2023, which was a year of exciting and critical transformation for the James B. Edwards College of Dental Medicine.

While my annual Top 10 list may not be as popular as your Netflix Top 10, I hope you will find our continued success in the genres of dental education, patient care, and oral health research as exciting for the future of our profession as I do! Of course, others may have their own favorite accomplishments. There are so many to choose from! For the full version of this list, please visit our website at <https://dentistry.musc.edu/blog>.

### Top 10

1. We implemented a new electronic health record.
2. We added over 130 clinical rotation slots for students at our Dental and Oral Health Center at the MUSC West Ashley Medical Pavilion.
3. We named the college's first endowed chair.
4. We graduated the class of 2023: Who earned a 98% first-time pass rate on their Integrated National Boards.
5. No increase in tuition, for the sixth consecutive year.
6. The Class of 2024 performed exceptionally well in the first section of their ADEX licensure exams.
7. We completed a restructuring of the college's academic departments.
8. We hosted our inaugural Digital Innovation Symposium for a whopping 12 continuing education credits.
9. We launched the Dental Pipeline Champions initiative by partnering with HBCUs through a grant from CareQuest Foundation.
10. Our residency program in oral and maxillofacial surgery achieved top marks during its accreditation site visit: A promising sign for the accreditation cycle of the rest of our programs, which ramps up in 2024.

The advertisement for iCoreRx features a background image of a dental office with a dentist and a patient. The text reads: "iCoreRx ePrescribe all meds faster from any device." Below this, there is an image of an orange pill bottle with a white cap. The label on the bottle says "iCoreConnect ELECTRONIC PRESCRIPTION". At the bottom of the advertisement, there is the South Carolina Dental Association logo, the text "Members receive a 43% discount.", the website "iCoreConnect.com/SC10", the phone number "888.810.7706", and a QR code.





# SOUTH CAROLINA DENTAL ASSOCIATION

Course Title: Employment Law Update for Small Employers/Personnel Manual Policy Updates

Date/Time: Friday, January 19, 2024; 9:00 am -11:00 am

Location: Webinar (Zoom link will be emailed closer to date)

Speaker: Kris Cato Attorney Certified Specialist in Employment and Labor Law

Credit Hours: 2

Cost: \$50.00 for SCDA Members, \$150 for Non-Members

Session Description: Employment law update for small employers. This will focus on recent developments that affect all employers related to employee handbooks and policies implemented by employers, as well as permissible and impermissible reasons to discipline or terminate employees. Other topics include the enforceability of non-compete provisions and non-solicitation of employee's provisions in employment and severance agreements, and the new I-9 Form requirements. Time will be reserved at the end of the session for answering questions.

#### Educational Objectives:

- New developments to Employee Handbooks and Employment Policies
- Permissible and Impermissible reasons to discipline or terminate employees
- Non-compete provisions
- Non-solicitation of employee's provisions in employment and severance agreements
- New I-9 form requirements

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# Classified Ads

## Dental Related Services

**Intraoral X-Ray Sensor Repair/Sales-** We repair broken sensors. Save thousands in replacement costs. Specializing in Kodak/Carestream, major brands. We buy/sell sensors. American SensorTech 919-229-0483 or [www.repairsensor.com](http://www.repairsensor.com).

## Positions Available - Dentists

**St George/Santee/Holly Hill, SC-** Looking for dentist to expand our staff at growing dental group. 4-5 days per week. Prefer to live within 25 miles of practice. 8 dental hygienists/19 op practice. Contact 843-560-2226 or [draggarris@bellsouth.net](mailto:draggarris@bellsouth.net)

An excellent opportunity for a Dental Associate to join a thriving & prosperous pediatric dental practice in Charlotte area. **15 dental chairs, 6 private** rooms, 3 bay areas. Guaranteed starting salary \$250,000 per year with medical benefits, vacation, malpractice insurance, ce and holiday. [pedodds@pedodoctor.com](mailto:pedodds@pedodoctor.com).

We staff over 200 dental offices around the beautiful state of South Carolina. Now expanding into Georgia & North Carolina. Check out all of the dental opportunities right at your fingertips. Download the Fox Dental Staffing App! Search "Fox Dental Staffing" in App Store & Google Play, Register & Build your schedule <http://www.foxdentalstaffing.com>

We are seeking a new Associate Dentist to join our practice. We can offer competitive pay, benefits and a flexible schedule. We are seeking to fill a position in our **Greenville** location and new West Columbia location. Please reach out if interested or have any questions 304-839-3867 or [tdbrittanye@gmail.com](mailto:tdbrittanye@gmail.com).

Seeking an **Associate Dentist in Lexington SC** to join our practice. We offer competitive pay, benefits, bonus structure and a flexible schedule. Full and part time candidates considered. If interested or have questions, contact via text, phone 304-839-3867 or email [tdbrittanye@gmail.com](mailto:tdbrittanye@gmail.com).

Seeking an Associate Dentist to join our practice in **West Columbia**. We can offer competitive pay, benefits, bonus structure and a flexible schedule. Full and part time candidates considered. If interested or have questions, please contact via text, phone or email [tdbrittanye@gmail.com](mailto:tdbrittanye@gmail.com).

Established, busy, private **pediatric** dental office looking for FT associate, with the potential for partnership. Competitive compensation/benefits package, plus a healthy work/life balance. Office is 5 minutes from the beach! Motivated individuals interested in providing children with the highest quality, patient centric, compassionate dental care, email [pipd@pawleyspediatricdentist.com](mailto:pipd@pawleyspediatricdentist.com).

**Pedodontist or a general dentist** that loves treating children. Guaranteed salary with comprehensive benefits package including 401k with match and more. 2-5 years of pedo experience preferred. Digital with radiographs and EMR (Dentrix). 10 op facility. Business and clinical team to support you and help you succeed. [mhuffman@westerncarolinadental.com](mailto:mhuffman@westerncarolinadental.com).

High tech locally owned general practice in need of a part time **Endodontist**. Tailored schedule is available. 1 day/week. Office is located in Goose Creek. 14 miles from Downtown Charleston. Fotona Lightwalker laser on site training available. [Ccd.manager@carolinacompletedental.com](mailto:Ccd.manager@carolinacompletedental.com).

We are looking for a **Dentist** who enjoys checking hygiene. We are looking for someone who can cover 1-4 times per month on checking only hygiene. We do see children and teenagers. Please email [irmokidsdental@gmail.com](mailto:irmokidsdental@gmail.com) for more information.

Looking for a dentist to join our 20+ year established and fast-growing private practice in **Myrtle Beach, SC**. Specializing in general, restorative and cosmetic dentistry. Molar endodontic and implant experience a plus. We are 100% fee for service practice. Send resume/CV to [kristen@drrearden.com](mailto:kristen@drrearden.com).

Unique associateship opportunity for a **general dentist** who enjoys surgery and helping those in need. We are an energetic emergency and surgery based practice that provides exodontia, implants, iv sedation, PRE, ridge augmentations, biopsies and various other dental/veolar surgeries. Compensation is very competitive. [Brandon@columbiadentalhealth.com](mailto:Brandon@columbiadentalhealth.com).

**Charleston** Dental Associates seeking full time dentist for a growing private practice. We practice all aspects of dentistry including root canals, implant restorations, oral surgery and prosthodontics. Requires 1-2 years experience. Please submit cover letter and CV to [bcordray@charlestondentalassociates.com](mailto:bcordray@charlestondentalassociates.com).

FT/PT Associate Dentist Opportunity in highly visible, established, busy, advanced digital practice located near **Charleston, SC**. Must be proficient in all phases of general dentistry. 1-2 years experience or GP residency preferred but not required. Competitive pay, high growth potential w/ owner/equity possibility. Focus on Pt Patient Care and delivering excellence. Available Immediately. Please send CV to [gillytooth@gmail.com](mailto:gillytooth@gmail.com).

Seeking PT/FT Oral Surgeon or GP with Advanced Surgical and Implant Skill near **Charleston, SC** Brand new facility with state of the art technology and fully digital workflow. CBCT, Digital Scanner, 3D Printing. Fee for Service Practice focused on delivering high levels of surgical and implant care as well as IV sedation dentistry. [gillytooth@gmail.com](mailto:gillytooth@gmail.com).

Dentist needed in **Spartanburg SC** looking for full time or part time General dentist for growing practice competitive compensation. If interested or have questions, please contact via 864-582-4441 or email Melissa at [info@hillcrestfamilydentistry.com](mailto:info@hillcrestfamilydentistry.com). Please submit cover letter and CV.

**Greenville, SC** Associate needed- FT or PT Associate Dentist opportunity for multi location practice. Must be proficient in all aspects of general dentistry. A minimum of 1-2 yrs experience or GPS preferred. Live, work and play in the fast growing upstate. [bellavistadentalsc@gmail.com](mailto:bellavistadentalsc@gmail.com).

Associate Dentist- Advanced Dental Center (**Florence SC**). Part time 3-day work week, earning potential up to \$275,000 (based on experience). Health insurance, malpractice, membership & ce reimbursement and so much more. [John@oakpoint.us](mailto:John@oakpoint.us).

FT or PT Associate Dentist needed for a well-established private practice in Market Common district in **Myrtle Beach**. We're a family practice that provides IV/oral sedation, dental implants, grafting and surgical extractions. Fully trained & highly experienced team. Income potential is excellent. Email CV to [lisa@marketcommondentistry.com](mailto:lisa@marketcommondentistry.com).

This is a **once in a lifetime opportunity** to join a quality focused, fee for service, group practice in a high growth area. Please visit [brickyarddentalgroup.com/associateship](http://brickyarddentalgroup.com/associateship) to apply or to learn more about this opportunity.

Excellent opportunity and competitive compensation for new graduate or experienced dentist. We are looking for full or part time dentist to join our rapidly growing practice in the lovely **Forest Acres** community in Columbia SC. 803-738-2424 or email [cdcsmls@live.com](mailto:cdcsmls@live.com).

Busy practice needs another **Summerville dentist!** Benefits include- health insurance, malpractice, license fees, DEA registration, vacation, etc. Motivation and initiative are high priorities. Would love to entertain a conversation. Send resume [drbahn@live.com](mailto:drbahn@live.com).

Busy and growing dental practice in beautiful **Fort Mill, SC** is looking for an associate general dentist to join our expanding team. Competitive and excellent pay for qualified candidate. Experience is preferred but not mandatory. State of the art facility, computerized and paperless. For more information or please contact [beth@friendlydentalgroup.com](mailto:beth@friendlydentalgroup.com).

Seeking Associate with buy-in option- We're a private dental practice in **Seneca, SC**, known for providing exceptional dental care to our patients. Our practice is equipped with state-of-the-art technology & offers a wide range of services. To apply, submit resume, cover letter and relevant documents to [maliafredricksondds@hotmail.com](mailto:maliafredricksondds@hotmail.com).

We're looking for a dentist to join our multi-specialty **Columbia** area. Modern office with CBCT, digital scanner, 3D printer, and implant system. Busy practice seeing a cash pay patient base. Huge income opportunity and sign-on bonus. Mentorship opportunities and defined path to ownership. 919.410.5216 or [abrakefield@ammons dental.com](mailto:abrakefield@ammons dental.com).

Come work with us and achieve greatness. We are seeking a FT dentist to join our busy general practice in **Columbia, SC**. Simply Smile is an updated practice with an energetic atmosphere. We offer great benefits, compensation, and the ability to work independently with a supportive and trained staff. Mon-Fri. new grads welcome. Send resume to [simplysmile7457@gmail.com](mailto:simplysmile7457@gmail.com).

**Orthodontist** (Charleston, SC) Full time, competitive pay, 401k, health insurance, malpractice, membership & ce reimbursement, ownership and so much more! Contact Kelly Kakkuri [kkakkuri@oakpoint.us](mailto:kkakkuri@oakpoint.us).

Midlands Technical College in Columbia, SC, is looking for a **Dental Hygiene Program Director**. Program offers graduates an Associate's degree; starting 20 new students each year. Qualifications: Master's degree, Licensed Dental Hygienist, or Dentist licensed to practice in SC. Applications located online at SC.Gov, under "Find A Job."

Exciting opportunity to join a highly successful practice in **Charleston, SC!** We offer a modern office with state-of-the-art technology that includes a 3D CBCT, Implant system, Digital scanner, and more! Enjoy a full schedule, strong new patient flow, defined partnership path to ownership, mentorship opportunity with one of the top implant doctors, and a full service dental practice! [cpowell@ammons dental.com](mailto:cpowell@ammons dental.com).

Passionate dentist wanted to join **Columbia's** thriving West Vista Dental. Exciting Associate Dentist opening in patient-centric practice. Work with experienced professionals, enjoy clinical autonomy and growth opportunities. Contact John Petty at [john@oakpoint.us](mailto:john@oakpoint.us) to join our team and deliver exceptional oral care in a welcoming environment. [john@oakpoint.us](mailto:john@oakpoint.us)

**Periodontist-** Full or Part time position available, we have an excellent team. We are adding to our growing specialist office. Please forward CV. All applications will be confidential, will consider new grads. [management@teethds.com](mailto:management@teethds.com).

Dental Associate full time position in **Charleston**. We are a busy general dental office. Team is well trained. We work together as a team. Same day crown technology and office is paperless. If this sounds like a fit for you, please send CV to [management@teethds.com](mailto:management@teethds.com).

We are looking to add an **endodontist** to our specialty office. We are looking for someone that is patient focused and can provide our patients with high quality dentistry. We can offer a full time or part time position. Please send your CV to [management@teethds.com](mailto:management@teethds.com), all applications will be confidential.

Looking for a solid future? Become the main dentist in this 2.9 million annual sales, state of the art office. One of our dentists who has been practicing in **Myrtle Beach** for over 40 years is cutting back as soon as you arrive. We have over 4000 patients and add over 90 new each month. Call Peter Jones with Tideland Dental at 843-650-4500 for more information.

Looking for a full-time associate dentist in our busy, private practice office in **Conway, SC**. Our office is fully equipped with an itero scanner, Glidewell milling unit, Prexion and more. Offering minimum daily base pay or 35% of production. FFS office. 401K and benefit potential. [caracolemandmd@gmail.com](mailto:caracolemandmd@gmail.com)

**Myrtle Beach**- Flexible opportunity for PT or FT schedule. Child friendly family practice seeking compassionate dentist to work with children and adults of all ages. Enjoy the ability to work independently with supportive staff. Mon-Fri, new grads welcome. Send resume to [mendez\\_marlene@yahoo.com](mailto:mendez_marlene@yahoo.com).

Fantastic opportunity for high earning potential! **Seneca Family Dentistry** is seeking a part-time or full-time Associate Dentist. We are a privately owned general dentistry practice located steps from Lake Keowee and 10 min to Clemson! Established office with exponential growth! Beautiful facility with state-of-the-art equipment, wonderful patient base and great support staff! Contact: [Dmdword@gmail.com](mailto:Dmdword@gmail.com) or 864-423-9190

Dentist needed in **Spartanburg SC** looking for FT or PT General Dentist for growing practice, competitive compensation. If interested or have questions, please contact with cover letter and CV 864-582-4441 or [info@hillcrestfamilydentistry.com](mailto:info@hillcrestfamilydentistry.com).

#### **Positions Available- Staff**

Looking for a New Dental Team member, for a **Full time Dental Hygiene** position in wonderful Irmo, Sc! 32-36 hours a week, 8a.m.-5p.m. Monday-Friday (60min recares/ 80min New Patients) Exceptional Pay!!!! Sign on bonus!! Please call/text- 1 (843) 593-6428 [info@foxdentalstaffing.com](mailto:info@foxdentalstaffing.com)

Looking for a New Dental Team member, for a Full time **Front Desk** position in Beautiful Bluffton, Sc! Please call/text- 1 (843) 593-6428 Join the team. We are looking for More Dental Team members, both temporary (Full-time) and Permanent (Full-time) positions in SC, NC and GA! [info@foxdentalstaffing.com](mailto:info@foxdentalstaffing.com)

Looking for a New Dental Team member, for a temporary **Dental Hygiene** position in the beautiful town of Beaufort, Sc! 7:30am - 4:00pm. Fun & Energetic Environment. Eaglesoft & Dexis. 60min recares/80min New Patients/ 30 min child proph. Competitive Pay. All Proper PPE Provided. Please call/text- (843) 593-6428 [info@foxdentalstaffing.com](mailto:info@foxdentalstaffing.com)

Full time **certified dental assistant** position in a busy pediatric dental office. Duties include taking digital dental radiographs, chair side assistance to the dentist during a variety of treatment procedures. Must be a dynamic team player. Only certified Dental Assistants need to apply. Email resume and references to [dmd4kids@bellsouth.net](mailto:dmd4kids@bellsouth.net).

A state of the art- paperless dental practice is seeking a highly energetic **RDH** to complete our

team. General office of 18+ years that uses itero scan for invisalign braces- Eaglesoft digital x-rays. Your uniforms, CE and medical insurance will be provided. Send resume to 147 Charlotte Ave. Rock Hill, SC 29730.

Once in a lifetime opportunity to be part of Maxillofacial Prosthodontics and Head and Neck Surgery Team! Together, we will improve quality of life of patients with complex dental and maxillofacial needs. Duties include but are not limited to taking CBCT, 3D intraoral scans, **assisting chairside** and in OR Email resume or CV and references to [leeby@musc.edu](mailto:leeby@musc.edu).

**Irmo, SC**- Dental hygienist needed. Full time/ part time, Monday-Thursday 8am-5pm, lunch 12-1. Competitive pay with experience. [acm5765@aol.com](mailto:acm5765@aol.com).

We are looking for a **DAII** to join our team. Applicant should be a people-person and willing to help out in all aspects of office life. Compensation based on experience. Benefits include PTO, paid holidays, health insurance and 401K. [info@smilesinthesun.com](mailto:info@smilesinthesun.com).

We are looking for a **patient coordinator** to join our team in Indian Land. Applicant should be a people person and have experience with Eaglesoft. Compensation based on experience. Benefits include PTO, paid holidays, health insurance and 401K. [info@smilesinthesun.com](mailto:info@smilesinthesun.com).

Our Lady of Mercy Community Outreach is seeking a **dental assistant** with great customer service. Four days/28 hours a week position. Must have graduated from an accredited dental assisting program or have a minimum of two years of chairside work experience. Submit a resume and cover letter to [ashlee.franklin@olmoutreach.org](mailto:ashlee.franklin@olmoutreach.org).

We are seeking an energetic individual to step into the role of PT/FT **dental hygienist**. We are privately owned, FFS office and we offer competitive pay. Please send all resumes and references to [info@lugoffsmiles.com](mailto:info@lugoffsmiles.com).

**Dental assistant and front desk** position available. Our office hours are Monday-Thursday. We take pride in being an individual/solo practice. Surgical and implant experience preferred. X-ray certification needed. Health benefits are available. Please e-mail all resumes to [info@drdonaldhogan.com](mailto:info@drdonaldhogan.com) or fax 803-788-4409.

**Dental Hygienist**- Exciting opportunity to join a longstanding practice with a full range of dental service. The office has state-of-the-art technology, including 3D CBCT! 4 day work week, strong new patient flow, guaranteed base pay with bonus opportunity. Retirement plan matching, CE, paid time off and holiday pay. [Cpowell@ammondsdental.com](mailto:Cpowell@ammondsdental.com).

Columbia- Well established private practice seeking **FT RDH** who is passionate about patient care, oral health and is a team player. State of the art technology including ultrasonics, digital xrays, intra oral scanning, in office milling, 3D printing and CBCT. Full benefits. M-Th 8-5 [frontdesk@fivetowersdentistry.com](mailto:frontdesk@fivetowersdentistry.com).

#### **Practices/Office Space Available**

**Satellite dental office**; 52 foot trailer. One operatory fully equipped white coastal chair. One operatory plumbed and ready. Lab, reception, business office, 1 full bathroom. Available to be donated to a legitimate charity for their use as a dental clinic call 803-617-8701.

Spectacular GP for sale in **Columbia, SC** only 8 miles from downtown! Practice is collecting over \$650,00 with 4 operatories with tons of room for growth. Fully digital, amazing location. Extremely low overhead with high profit margin. To find out more about this practice, please contact Bradley at 803-463-6636.

Dental laboratory for sale in **Summerville, SC**. Asking price is \$400,000. Contact Bradley Lloyd 803-463-6636 or [blloydcommercial@gmail.com](mailto:blloydcommercial@gmail.com).

Office space available in **Columbia SC**. 3 operatories, 2 fully equipped, reception, private office, 2 bathrooms, lab. Call 803-798-7001.

Office For Sale in **Greenwood**- Established general practice, 40 year history 1.5m collections prior year, strong fee schedules. Loyal patient base, Underserved area means student loan forgiveness may be available to provider. Building also for sale. [jwhite@hci-ebc.com](mailto:jwhite@hci-ebc.com).

A profitable periodontal practice situated in the **Upstate** Region of South Carolina, where 2022 collections totaled nearly \$1 million seeing patients 4 days per week. The one-story, stand-alone facility is 2,200 sq. ft., with 4 fully-equipped operatories. CS 8200 3D Neo Edition. Contact [matt.kosciewicz@mcgillhillgroup.com](mailto:matt.kosciewicz@mcgillhillgroup.com) for more information.

Location, location! 3,000 sf office for lease, **Pelham at Haywood Rd**. One block to I-385 and Haywood Mall decorated, plumbed. \$4,000 per month, taxes and insurance prorated. Ready to move it. [Jocasseeme1@aol.com](mailto:Jocasseeme1@aol.com) or 864-277-5596.

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