

NODA News

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NODA News April 2003

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To establish and maintain a cohesive organization that serves its membership by promoting the art, science, and professionalism of dentistry, and by communicating the value of oral health to the community.

NODA News

HIPAA EXPLAINED

Turn to pages 4 and 5 for Dr. Tom Giacona's explanation of the much discussed "Privacy Rule of the Health Insurance Portability and Accountability Act of 1996 (HIPAA)" as the April 13, 2003 deadline approaches.

Dentist offers tips on hiring

Suppose at the end of your biggest-workday ever, you learn that your administrative coordinator is leaving. Before you make a rash decision in hiring a replacement, Ronald F. Arndt, DDS, MS, writing in the July 2002 *ODA Today* (Ohio Dental Association), offers these tips.

1. **Identify what you want.** Create an "Ideal Profile" that represents all the characteristics and traits you want in a new employee.
2. **Think, act and behave like a CEO.** Be prepared and decisive when the time is right to hire the talent you need to support your vision for your patients and practice.
3. **Make "Right Hiring" a priority.** Make it the top priority to find and retain the talented people who will have the greatest impact on your stress level, business growth and profitability.
4. **Have a strategy in place.** Rather than wait for things to happen, decide in advance what you want. Arndt says to choose to hire BIG and if necessary expand your business into your growing talent pool.
5. **Evaluate your capacity needs.** Arndt advises practitioners to consider staffing to meet peak productivity demand times, better positioning the dental team to meet patients' needs.
6. **Identify options.** Determine whether the work can be spread among existing employees, and consider whether temporary workers, interns or family members could serve staffing levels.

(Continued on page 2)

TIGER TALK

Skip Bertman to speak at NODA Crawfish Feast

YOU'RE INVITED . . . on Friday, April 11th at 7 p.m. to NODA's annual crawfish extravaganza!!! It is also NODA's "Staff Appreciation Night" since combining the two events went so well last year.

We will have a special guest this year . . . Coach Skip Bertman, former LSU head baseball coach extraordinaire and current LSU Athletic Director. Coach Bertman will entertain us for a short while with insights and anecdotes from his many years in LSU athletics.

As you may well know, he coached his teams to five National Collegiate Baseball Championships and raised fan awareness to collegiate baseball in our state to unprecedented heights.

After Coach Bertman, we will have a DJ with Karaoke for the rest of the evening. Since audience participation has grown over the past few years, and since there could be someone who wants a stepping stone to "American Idol" or "Star Search," this is an opportunity to show us what you, or a group

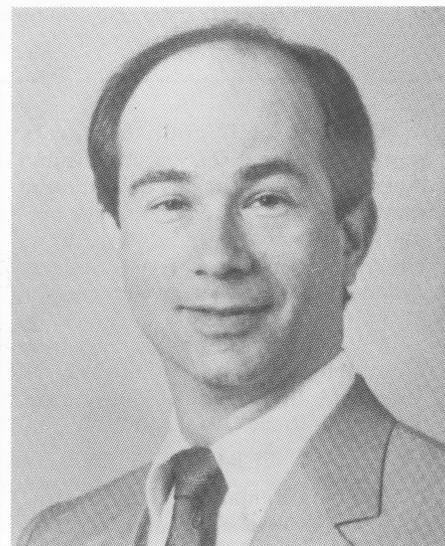
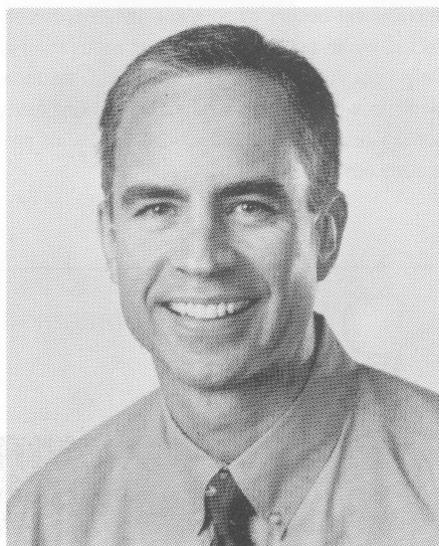
of you, got!!!

Or, for those who just want to dance, talk, relax with friends and colleagues while eating those mudbugs, the DJ will spin some tunes for us.

The party is once again at the American Legion Hall on Causeway Blvd. at the Mississippi River (River Road). **YOU MUST RESERVE YOUR TICKETS IN ADVANCE** for this event by calling the NODA Central Office (834-6449) by Wednesday, April 9. Advance tickets are no charge to NODA members and their spouses/significant others if they call before April 9, otherwise they will have to pay \$10 at the door.

You must also reserve tickets for your STAFF and their spouses/significant others by calling the NODA Central Office. The cost of their ticket is also \$10 each.

Don't miss a great chance to get together with old friends and classmates while enjoying the treats that make spring a great time in Louisiana. Call now!!!



Dr. Corky Willhite, left, and Dr. Frank Martello have been inducted as Fellows of the American College of Dentists. Their sponsor was Dr. John Shea. There were other dentists named from Louisiana but these are the only two from the New Orleans Dental Association.

President's Message

by GLENN C. DUBROC, DDS

HOW TO WIN A FREE DINNER

THIS IS NO APRIL FOOL

I was pleased with the turnout for the February membership meeting. For the first time in many years, nearly every seat in Auditorium A was taken. There are certain guarantees within our organization. One is that people will come to a meeting if there is either controversy or the topic is money.

Thank you to those who supported the meeting with your attendance and congratulations to Drs. David Hildebrandt and Peter Glaser for organizing such an informative meeting. I must confess, however, that I am still losing money in the market. Got any ant farms you want to sell?

Good news on the amalgam litigation issue. In New York, a State Supreme Court judge dismissed two lawsuits which claimed that amalgam fillings had harmed plaintiffs. The suits were against the ADA, the New York State Dental Society, and the Fifth District Dental Society.

The lawsuits alleged that the three associations deceived the public about the health risks of amalgam, concealed information about its environmental impact, gagged dentists from informing patients about the health effects of amalgam, and concealed an economic stake.

In Georgia, two additional amalgam suits against the ADA were dismissed. Hopefully, these will establish precedents for similar suits pending in several other states, including our own.

NODA News is published every month with the exception of June and August. Deadline for ads and editorial material is the 5th of the month preceding publication. Ads and news should be sent to Dr. Kristi Soileau, Editor, 2820 Napoleon Ave., Suite 470, New Orleans, LA 70115.

NODA News is a publication of the New Orleans Dental Assn., 2121 N. Causeway Blvd., Suite 153, Metairie, LA 70001. Phone (504) 834-6449.

WEB SITES

N.O. Dental Association
www.nodental.org

N.O. Dental Conference
www.nodc.org

This issue is far from over, however. Bills introduced in Arizona, Georgia, and Illinois would ban placement of amalgams in children and pregnant women. The Georgia bill also applies to women of childbearing age and requires dentists to give patients information on the potential risks of, and alternatives to, amalgam. The Georgia and Arizona bills would require dentists to post a notice about the risks of amalgam.

Folks, I don't like preaching to the choir, but this is one of the many reasons you pay your dues. If you had to deal with these types of issues as an individual practitioner, how many of you would continue to be a dentist?

This is why, frustrating as it is sometimes, we must continue to plug away at these non-members. We are making progress, but I absolutely need your help. I do not have a personal relationship with every non-member dentist out there, nor does my membership committee. When I call total strangers to ask them why they are not members, it's an uncomfortable call and, invariably unproductive. I am pleading with each of you to call or write me and offer to contact **JUST ONE** non-member dentist on behalf of the Association.

Together, we will figure out the best person for you to call. I'll help you with what to say. The greatest success we have with membership recruitment occurs when a non-member is contacted by an acquaintance. Your motivation to help your Association should be this: the more dentists we have as members, the more fairly we are distributing the financial burden of protecting our profession.

So this becomes a litmus test of (a) how many of you actually read the President's message and/or (b) how much apathy there is amongst you. To show you how serious I am about this, I'll go a step further. For the first five people who contact me, make a call to a non-member, and then are successful in getting that non-member to join, I will take you out to dinner, my treat. The definition of successful, in this case, means the dentist completes the application process and his/her dues are received before June 1, 2003. And no, I won't take you to a fast-food joint.

This is a legitimate deal. If no one takes me up on this proposition, I will compose the most outrageous President's message in the history of *NODA News*. Sometimes you just gotta shake things up a bit and, if you haven't already figured it out by now, I'm eccentric enough to do it.

I'll be in touch. Same bat time. Same bat channel.

*Glenn C. Dubroc, Jr., DDS
President*



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DR. WYNN C. RUSSO

THE LADY'S SIGN SAID: HAIL KING TOOTH!

NODA member reigns as 56th King Thoth

BY DR. WYNN C. RUSSO

"It was the longest and most colorful parade of the 2003 Carnival season – 975 male krewe members, 39 female participants, 45 beautiful floats with 36 marching bands and 9 high school dance teams. It was a beautiful setting for a beautiful day."

Wynn C. Russo, DDS, LSUSD '85 reigned as the 56th King for the Thoth organization.

The lead elements of the parade led by New Orleans Police Chief Eddie Compass proceeded methodically through the uptown neighborhoods. The generous maskers moved rhythmically down St. Charles Avenue beneath the majestic oaks. The length of the route was 8.5 miles. Endless numbers of friends were out to greet the king, many of whom he had not seen since childhood.

Tremendous numbers of patients, class-

mates, past workers and dental colleagues were on hand to greet the guy in the "White Tights."

The most rewarding of all memories, however, will forever be as the king's float passed Lee Circle and Howard Avenue. There behind the barricades were numerous female geriatric wheel chair-bound parade viewers. One lady held up a sign that read "Hail, King Tooth." "Immediately," Dr. Russo recalled, "all past negative experiences dating from pre-dental to current time vanished. That sign, as was the day, was worth its weight in gold. Hail Thoth!"

Other dental professionals who participated in the Krewe of Thoth are as follows: Drs. Gabriel Daroca, III, Joseph Campos, Jon Dean, David Toca, Jeffrey Leeson, Hector Maldonado, André Frugé, Leon Flettrich, Tim Melancon, Dennis Preau.

TIPS ON HIRING

(Continued from page 1)

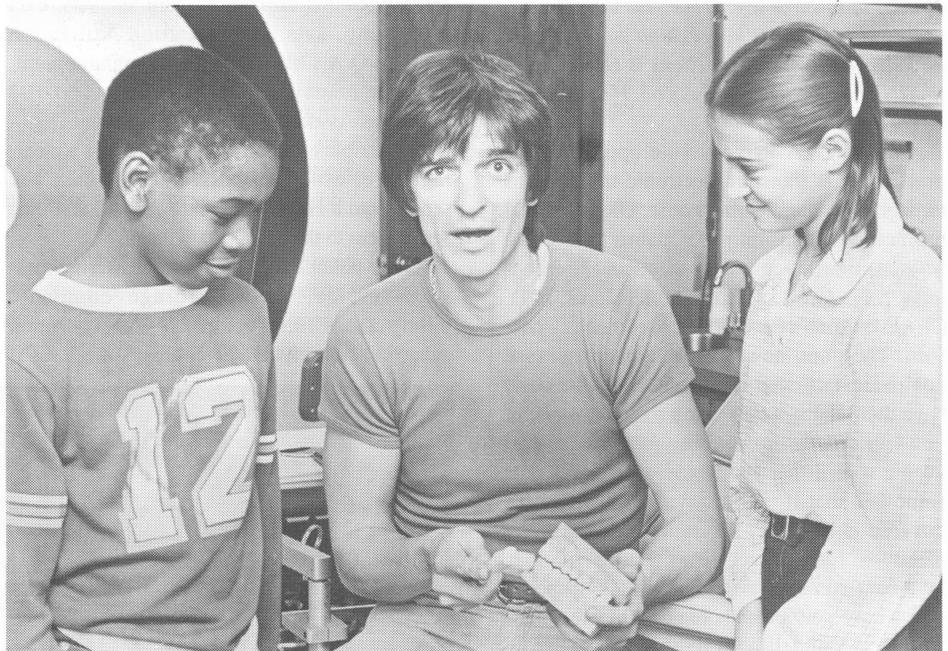
7. **Don't keep it a secret.** If no one knows you have a position available, chances are low that you'll find the "right" person. Besides a newspaper ad, announce the open position to patients, vendors, friends and colleagues.

8. **Enroll your team.** Arndt says get staff involved and excited about the quest for a new employee. He suggests providing staff with the "ideal profile" of the prospective employee.

9. **Keep your eyes open.** Even when you don't have an immediate need, Arndt advises dentists to be alert for special talent. He says when dentists think "outside" dentistry, it opens the pool of candidates from a few to an audience of thousands.

10. **Invest in your business.** Help your practice move forward by investing the time and energy in a hiring process that reduces mistakes. When you examine your needs, develop a check list, recruit and hire in a strategic way, and you'll protect your investment, Arndt writes.

Picture from the Past



THE LATE PETE MARAVICH, one of the all-time greats of collegiate and NBA basketball, took time out to serve as honorary chairman of NODA's area sponsorship of National Children's Dental Health Month. Dr. George Marse was chairman the year the LSU star helped out the public service project.

OF HIPAA, 'COVERED ENTITIES,' AND TWO FRIENDS

BY TOM GIACONA, DDS

As the April 14, 2003 deadline for "covered entities" to comply with the Privacy Rule of the Health Insurance Portability and Accountability Act of 1996 (HIPAA) approaches, I began to worry about compliance and began to dive into all my saved information concerning HIPAA. I also asked two friends of mine, Drs. Bjah-Zay and W.O. Rhee, what they were doing to comply with this daunting piece of legislation.

There is a lot of misinformation being thrown at our Dental Community, so be careful! Dr. W.O. Rhee said that he already has spent "many hundreds of dollars" attending courses by HIPAA "specialists" and bought lots of manuals on the subject, including the one he thought was great – the ADA's own HIPAA Privacy Kit. He also found a lot of free material on the Internet that made him feel much more relaxed. "Tom," he said, "just go to www.ADA.com and follow the links. I wish I had just gone there instead of spending a lot of money and time out of the office needlessly! But you know me . . . Dr. Overkill!" So . . . I did just that and what I found out is, in no particular order . . .

1) a "covered entity" is NOT a life-force from Star Trek. It is most definitely a health provider who transmits health care information in electronic form in connection with one or more transactions. *A dentist who does not, directly or through agents (i.e., business associates) transmit health information electronically in connection with transactions is NOT subject to HIPAA Privacy Rules. (63 Fed. Reg At 82477)*

This HIPAA Privacy rule applies to (a) practices that transmit electronic transactions through a vendor/clearing house, OR, (b) dental practices that transmit paper claims to a billing service for conversion to electronic transactions. So before I started to e-file claims, ANY CLAIM, I didn't have to be concerned . . . now I do. The good news is the larger insurance companies are way ahead of most of us and have their HIPAA notices on their websites, or you can call them to verify compliance. Just keep a record that you have done so. There is some talk that if you receive payment from a covered entity (i.e., insurance company) via electronic form (direct deposit), then you may be a covered entity even if you file by paper or if you have your patients file and therefore have to comply with HIPAA Privacy Rules.

2) get a CDT-4 manual from the ADA with all the updated codes. If you are a covered enti-

ty you will need to file with these codes to be compliant. If you are *not* a covered entity, you will probably need it in the future because the insurance companies will be using them no matter what, as well as the NEW ADA claim form.

3) a "business associate" is not a friend like Tony Soprano has . . . it is a person or entity who performs, or assists in performing, a function or activity that involves use or disclosure of individually identifiable health information: (a)

they have access to patient records. Dental laboratory is NOT a BA because they fall into the TPO (treatment, payment, operations) exception, that is, a prescription to the lab is part of treatment.

Bottom-line . . . as a covered entity, disclose only the MINIMUM Protected Health Information (PHI) necessary to obtain payment for a patient's healthcare.

4) check and double-check with the health

"a 'covered entity' is . . . a health provider who transmits health care information in electronic form in connection with one or more transactions."

on behalf of a covered entity, or (b) on behalf of an organized health care arrangement in which the covered entity participates, i.e., claims processing, claims utilization, data analysis, data processing, data administration, utilization review, Q.A., billing, benefit management, practice management, repricing (160.103 "Business Associate"(1)(i)(A). A business associate example is WebMD, which acts as a clearinghouse, which processes claims data you send it into a HIPAA standard format, and then sends them to the appropriate payer.

Other possible BAs are your answering/message service, record storage company, billing/claims filing company, your collection agency. Your software/IT company might be if

plans and other payers you bill. Ask them if they are ready for HIPAA and do they have a HIPAA companion guide that specs their coding and transaction requirements. Ask if they have "Trading Partner Agreements" that specify transmission methods, volumes, and timelines as well as the above coding and transaction requirements. Most of the major Dental Insurance companies have this info on their website. Talk to your management software people to make sure they support these transaction codes.

5) **YOU MAY** have a sign-in sheet at your front desk and **YOU MAY** call out a patient's name in the waiting room. I just would not

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HIPAA continued

announce "how's that pus pocket?" or, "how's that new complete denture?" In other words, don't talk about a patient's dental OR medical information in a public area. Explain this to your staff very carefully. Limit conversations about any patient's health where it can be overheard. Formally train your staff and document that the training was done. This type of HIPAA stuff should be in the Office Policy Manual as well.

6) I must designate a HIPAA POINT PERSON (HPP) for my office who will keep abreast of HIPAA and what is required to be compliant (me, since I have a small office). The HPP will create and post my office's PATIENT'S NOTICE OF PRIVACY PRACTICES that I will have my staff study and implement and then sign the STAFF REVIEW OF POLICIES AND PROCEDURES form. The HPP will also develop the ACKNOWLEDGEMENT OF RECEIPT OF NOTICE OF PRIVACY PRACTICES form, which will be given to the patient for their signature or refusal of signature (noted by a staff member necessary). The HPP will also create the patient CONSENT FOR USE AND DISCLOSURE OF HEALTH INFORMATION form that allows the use of protected information to carry out treatment, payment activities and health care operations. I might have to only post and provide my patients a copy of the Notice, but I'm going to try to get them to sign the consent to the Privacy Practice. You must include in the notice a warning that you may leave appointment reminder messages with family or on an answering machine. The patient can demand that you leave these types of notices at a confidential location/number. There is nothing wrong with getting the consent to the Privacy Practice, in fact that is probably the better way. A patient who refuses the general consent can be refused care (just like the one who refuses to pay). However, you cannot structure the consent in a way that causes the patient to waive their privacy rights. Also remember that the consent can be revoked by the patient.

7) I **DO NOT** have to soundproof any of my offices, nor do I have to contact my ex-CIA patients of mine to help me encrypt my telephone, fax machine or computer. Speaking of the FAX machine, I do have to ensure that the fax machine is accessible only to staff who will monitor and safeguard my patient's medical/dental records. Also, I would suggest that if you are faxing treatment info with PHI to another provider/office that you call and verify the fax number and include the standard fax confidential cover page.

8) I, as the HPP, will develop and implement a HIPAA compliant AGREEMENT WITH BUSINESS ASSOCIATE form with the BA's discussed in #3 above.

9) I will inform my patients of a complaint form if they feel they need one.

10) I can discuss a patient's medical/dental history with another health care provider for treatment purposes.

changes to the current HIPAA regs. Unfortunately, this is just the start!

And what about Dr. Bjah-zay, well you probably guessed that he is not a "covered entity" and is not worried at all. I told him his time will come and he ought to look at some of these forms anyway and at least get the new CDT-4 because at some point insurance companies and other payers may stop accepting obsolete versions of the paper claim forms with older codes.

“Check and double check with health plans and other payers you bill. Ask them if they are ready for HIPAA and do they have a HIPAA companion guide that specs their coding and transaction requirements.”

11) I can charge a reasonable fee, which I am disclosing in the Patient's Notice of Privacy Practices, for duplicating a treatment record appropriately authorized by the patient.

12) I will not give or sell the names of my patients to any marketing company. This is MOST important, for this type of action is a CRIMINAL violation with heavy penalties that probably will be pursued vigorously.

13) I must create a HIPAA Privacy Rule file that contains all of these forms ready for inspection and explanation in case a patient files a complaint with the Office of Human Rights.

14) I bought the ADA HIPAA Privacy Kit from the ADA, which contained all the forms I needed. It made my life as a HPP a lot easier. I am very happy that I pay my dues and belong to an organization (the ADA) that continues to monitor this government regulation and looks after the best interests of our profession! Our ADA through its lawyers, lobbyists, and elected officials continues to help make changes in this piece of regulatory legislation.

15) I will continue to monitor state of Louisiana Patient Privacy regulations as well as

He said, "all in good time, Tom, all in good time." This article should not be considered as the definitive explanation of the HIPAA Privacy Rule. It is meant to get you thinking about what you have to do to comply with the Rule, and, where to start. As a famous commercial says, "JUST DO IT!"

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NODA PROFILE

NODA News continues a series of profiles of members of all ages and various lengths of membership in the Association. You may be next!

Dr. Massett: A notable career

Looking back over a notable, 33-year career in dentistry, Dr. Edward C. Massett, Jr., is as enthusiastic as ever about his profession.

He puts it simply: "I truly love my profession. I have always considered it a blessing to be part of dentistry."

A past president of NODA and a past president of the Louisiana State Society of Oral and Maxillofacial Surgeons, Dr. Massett is as busy as ever in his main office in Slidell and a satellite office in Picayune, Mississippi.

A native of New Orleans and graduate of St. Aloysius High School, the doctor took his pre-dental studies at Southeastern in Hammond, now University of Southeastern Louisiana, prior to entering the Loyola Dental School where he received his DDS in 1970.

Next came three years as an oral surgery resident at Charity Hospital under Dr. David Ellis. Upon receiving his certificate in oral surgery, Dr. Massett shared an office serving New Orleans East and Chalmette with Dr. Michael O'Brien for 10 years.

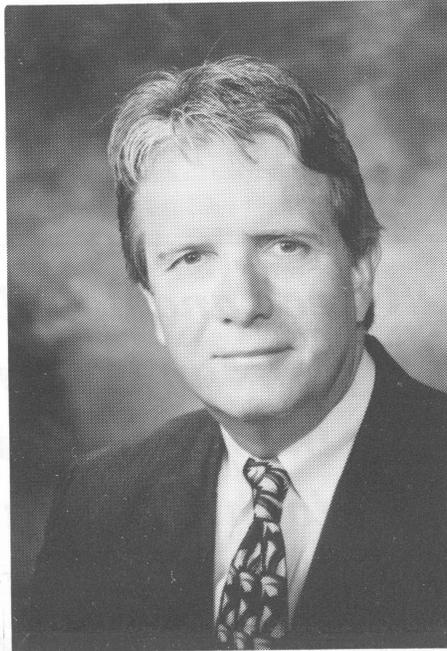
In 1984 he made the move to Slidell where he conducts a solo practice in oral surgery while sharing a building in Picayune with two other specialists. In Slidell Dr. Massett has a "highly efficient and dedicated" staff of five, "who really make me look good."

He says he enjoys his work because "it bridges the gap between medicine and dentistry." He finds the development of implants "clinically most rewarding. I find it stimulating in that a lot of oral surgery relates to the negative, removing diseased teeth or something that's broken.

"With implants it is positive. Implantology enables us to reconstruct what was lost." Advances in the field, including bio-materials, are such as to "make it hard to believe the things we are capable of now."

Dr. Massett keeps a busy schedule. Since he finished residency, he has been on the part-time teaching faculty at LSUSD. Says he: "I enjoy teaching the students. It keeps me fresh and on my toes."

He still finds time for golf and fishing. Asked for his golf handicap, he replies: "woods and irons!" He has a boat and prefers fishing in the nearby waters of Lake Pontchartrain and Lake Borgne. "That's one of the advantages of living in Slidell."



DR. MASSETT

Dr. Massett considers his greatest blessing to be his "wonderful family." He is married to the former Chris Woodburn of New Iberia "who nurtures and inspires me daily." They are the parents of three daughters: Melissa, 27, an RN in Pensacola; Michelle, 24, a missionary teacher in a Christian orphanage in Guatemala, and Megan, 20, a junior at Clemson University.

As for travel, he says he and Chris don't venture very far, although they enjoy cruises. They've been to the Southern Caribbean and are planning a cruise to Alaska.

WE WANT YOUR NEWS

Anyone knowing of any dentist who has made a significant contribution, gained an elective or appointive office, written an article, delivered a paper, or rendered unusual public service, please call or write Dr. Kristi Soileau, 2820 Napoleon Ave., Suite 470, New Orleans, LA 70115. Phone: 899-2255.

U.S. Post Office advises on keeping mail safe

The United States Postal Service has distributed a printed piece entitled, "Keep the Mail Safe" that should be of interest to all, including dentists. Advising "you can screen your mail before opening," the message suggests:

Ask Yourself:

- Is it from someone I don't know?
- Does its return address appear legitimate?
- Is its weight unusual for its size?
- Is it lopsided or uneven?
- Does it have oily stains or a powdery deposit?
- Is it sealed with excessive amounts of tape?
- Is it marked with restrictive words like "Personal" or "Confidential"?

If You Receive Suspicious Mail:

- Don't handle it if you suspect it's contaminated.
- Don't shake or sniff it.
- Don't try to clean up powders or fluids.
- Isolate it by covering or placing it in a sealed envelope or plastic bag.
- Keep others away from the area.
- Wash your hands for 5 to 10 minutes with soap and water.
- Call 911 or your local law enforcement authorities and the U.S. Postal Inspection Service.

Visit usps.com for more information.

When Sending Mail:

- Include your return address.
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LOOKING FOR AN ASSOCIATE: Westbank – Call Dr. Natchez Morice, 504-362-1776.

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LAFAYETTE AREA #7079 Gross \$145,600, 5 days, 2 operatories, 774 sq. ft. office space. Assistant, pt assistant, receptionist, Excellent satellite opportunity! Call Dr. Earl Douglas, 800-321-4540.

LAKE CHARLES AREA #7091 Gross \$354,939, 4 days, 2 operatories, 1,300 sq. ft. office space. Assistant, pt bookkeeper, hygienist. Call Gretchen Lovelace, 225-927-8015.

NATCHEZ AREA #6965 Gross \$499,853, 4 days, 5 operatories, 1,470 sq. ft. office space. 2 assistants, hygienist, office manager, receptionist. Call Dr. Earl Douglas, 800-321-4540.

NEW ORLEANS #6856 Gross \$135,328, 3 1/2 days, 3 operatories, 900 sq. ft. office space. Call Dr. Earl Douglas, 800-321-4540.

NEW ORLEANS #6918 Gross \$879,623, 5 days, 6 operatories, 2,500 sq. ft. office space. 3 assistants, 2 hygienists, office manager, 2 receptionists. Call Dr. Earl Douglas, 800-321-4540. (SOLD)

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(Classified ads are \$25 each. Send ads and checks to Dr. Kristi Soileau's office, 2820 Napoleon Ave., Suite 470, New Orleans, LA 70115.)

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ADA contract analysis

Available to members at no cost, the ADA Contract Analysis Service can help dentists by offering a plain-language analysis of contractual arrangements with third parties (i.e., dental benefit or management service organizations). To take advantage of this free members-only service, please call your state dental society. As a member, you may also request a copy of *What Every Dentist Should Know Before Signing a Provider Agreement*, a free ADA publication available from your state dental society.



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LSUSD News

Dr. Markus Blatz, assistant professor, LSU School of Dentistry department of prosthodontics, has been appointed associate editor of *Quintessence of Dental Technology* and a member of the editorial boards of *Journal of Adhesive Dentistry*, *Quintessence International*, *Practical Procedures and Aesthetic Dentistry*, and the *Journal of Esthetic and Restorative Dentistry*. He was also selected to be a reviewer for the *Journal of Dental Research*, which has the highest impact factor of scientific dental journals.

Dr. Douglas Dederich, professor and head of the LSU School of Dentistry department of periodontics, was one of only 21 educators accepted for the American Dental Education Association Leadership Institute, a year-long program beginning in March.

The president of the American College of Prosthodontics has appointed **Dr. Avishai Sadan**, associate professor, LSU School of Dentistry department of prosthodontics, to be a member of a force dedicated to developing unique CE programs that the ACP will offer to the prosthodontic and general-practitioner community.

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Continuing Education Corner

In an effort to keep you informed about available C.E. opportunities at the LSU School of Dentistry, this area will be devoted to informational updates.

DATE	2003	COURSE / TITLE	CR. HRS.	TUITION
April 11-12		"Gulf Coast Potpourri" Bay St. Louis, Mississippi w/Drs. Weir, O'Brien, Blatz & Muzyka 2 days of CE in the Morning and Golf Friday Afternoon (3rd. Annual LSU School of Dentistry Golf Classic)	08 hrs.	Please call C.E. Office
May 31		"Radiology for Dental Auxiliaries" w/Drs. Thunthy & Hubar	07 hrs.	Auxiliary \$ 129.00
May 30-June 1		"Local Anesthesia for the Dental Hygienist" 72 hrs. w/Drs. Frank Drongowski & Mike O'Brien		Hygienist \$ 995.00
July 18-20				
August 22-24				
June 4-9		"World Class Fishing and Continuing Dental Ed" w/Drs. Ron Lemon & Ben Johnson in Alaska Supported with an Educational Grant from TULSA DENTAL	10 hrs.	DDS \$3,530.00
June 6		"Clinical Pharmacology Update" w/Ann Eshenaur Sporlarich, RDH Supported with an Educational Grant from Warner Lambert Co.	07 hrs.	DDS \$ 195.00 Hygienist \$ 129.00 Auxiliary \$ 129.00
June 6-8		"Expanded Duty Dental Assistant" a/k/a "EDDA" w/Dottie Austin, CDA, EDDA	24 hrs.	Auxiliary \$ 369.00
June 13-14		"Smile Design & Advanced Provisional Fabrication" w/Dr. Mike Malone Limited Attendance	14 hrs.	DDS \$ 695.00 Auxiliary \$ 129.00
June 27		"Positioning Your Practice for Profit" w/Charles Blair, DDS	07 hrs.	DDS \$ 265.00 Hygienist \$ 145.00

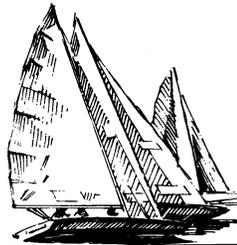
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Please call (504) 619-8584 for further information.

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