



washtenaw
DISTRICT DENTAL SOCIETY

WDDS NEWSLETTER

August 2022

WDDS

Volume 27, Issue 1

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FUTURE MEETING DATES

September 9, 2022. "Infection Control, Jurisprudence, and Implicit Bias." All Day. Weber's Inn

October 10, 2022. "How to fire Someone the Right Way." Brady Ryan, MBA, PHR, SHRM-CP. Weber's Inn. 6:15pm

November 7, 2022. "Dental Sleep Medicine at the university of Michigan." Geoffrey Gerstner, DDS, MS, PhD, ABDSDM. Weber's Inn. 6:15pm

January 9, 2023. "Prevention Strategies for Back and Neck Pain." David Oliver, PT, OCS, Dip. MDT. Weber's Inn. 6:15

February 2023. Night-Out Event-TBD

Monday March 13, 2023. WDDS General Business Meeting.. MDA Update & Built to Last : It's Time to Take Care of Yourself First, Not Your Patients." Weber's Inn 6:15pm

President's Welcome Letter

I'm sure you have heard it time and again: The WDDS is one of the most active, most diverse, and most respected MDA component districts in the state. When I became a member of the WDDS Executive Committee back in 2019, I signed up to take a leadership role in maintaining and expanding upon this legacy.

What I expected was to continue the reigns of our ninety other past-presidents in making sure the WDDS brings our membership quality CE programming, advocacy and defense of the issues that matter to us in Washtenaw County, and value for our dues dollars.

No surprise, *I did not expect* to be doing it in the chaos and uncertainty of COVID ,which has disrupted and upended every single one of our practices, families, and lives.

In March of 2020 we held our last WDDS general meeting for the season. You may recall it was the following Tuesday morning that the world shut down around us. Through that spring and summer the WDDS Executive Committee worked behind the scenes to try and do what we could to support our member dentists and our community. Special webinars, urgent news blasts, N95 mask fittings, dental hygiene kit drives for the county field hospitals...it finally registered with me just how much the WDDS does behind the scenes in support of its members.

As the fall of 2020 approached we knew we needed to find a way for us members to still get together for meetings and keep our CE programming going. At the expense of making everyone sit through one more Zoom meeting, we adopted a virtual format for the year. There were some glitches, but overall it worked!

With the fall of 2021, and many of us itching to get back to in-person events, and many more of us preferring the safety of Zoom, we needed to find a way to accommodate all of the membership. So we experimented with hybrid in-person/virtual events. And while not perfect, I think the experiment worked. I am so proud of the WDDS exec team for all of the hard work that it took to make

these hybrid meetings happen.

As we approach the 2022/23 season, who knows what this pandemic will bring. What I do know is that I am excited for another great year. We are working to continue to put together some great meetings. The New Dentist Committee is working on some great programs to foster the relationship between our seasoned and our newly graduated members. The Scholarship Committee is working to grow our endowment even larger so that we can offer more and larger scholarships. The Legislative Committee continues press and lobby our legislators for changes that we need here in Washtenaw County. And several WDDS members have been working on a Washtenaw Community College task force to address the hiring crisis that we are all seeing.

Whatever this season may bring, I personally want to make sure that we are doing everything we can to make sure we are providing you with value you want and deserve. It is not a tagline: This is your dental society. And if there is anything I can do improve your experience, please do not hesitate to reach out to me.

In Health,

Matthew G. Healy DDS MS
matthewgordonhealy@gmail.com



WDDS GENERAL MEETING: MONDAY OCTOBER 10, 2022

WEBER'S INN

3050 JACKSON RD

ANN ARBOR, MI 48103

"How to Fire Someone the Right Way"

PRESENTED BY:

Brandy Ryan, MBA, PHR, SHRM-CP

6:15PM REGISTRATION/SOCIAL HOUR, 7:00 DINNER & ANNOUNCEMENTS, 7:15 PROGRAM

PLEASE REGISTER ONLINE BY OCTOBER 3rd.

HANDS FREE CHECK IN & NAME TAG PICK UP WILL BE AT THE REGISTRATION TABLE

NO COST to WDDS ACTIVE & ASSOCIATE MEMBERS, and DENTAL STUDENTS

\$35 LIFE, RETIRED AND LIMITED TIME PRACTICE MEMBERS

\$45 NON-DENTIST GUEST FEE

\$100 NON-MEMBER DDS FEE

CE CREDITS: 1.0

Speaker Bio

Ms. Brandy Ryan, MBA, PHR, SHRM-CP started her career as a dental assistant before shifting gears and going into Human Resources over 17 years ago. As the Director of Human Resources for the MDA, this has allowed her to combine her two career passions and has given her the advantage of a firsthand perspective of how dental offices run. MDA members can receive unlimited HR assistance as a member benefit. Brandy speaks with thousands of members each year, helping them navigate the HR issues in their offices. Brandy also provides CE training at the MDAs Annual Session. Brandy has worked hard to remain a subject matter expert in the field of HR from a technical and practical application standpoint to best support MDA members. She has earned an MBA from Central Michigan University and holds the highest credentials in Human Resource Management, earning both the PHR and SHRM-CP certifications. In 2017, Brandy became a Certified Everything DiSC Trainer, partnering with Wiley which allows her to provide this teambuilding training to your office. Brandy co-created the Certified Dental Business Program (CDBP) which allows your front office to gain a comprehensive understanding of the dental office.

Brandy lives in a village in Montcalm County, with her high school sweetheart husband and their two sons, 20 and 23, and two lovable Golden Retrievers. When Brandy isn't working hard at the MDA you'll find her with her family, in her woodshop, or serving her community as an elected member of the Central Montcalm Public School Board.

Course Overview:

How to terminate an employee is one of the most-asked questions received every year by the MDA human resources staff. Many factors contribute to the stress of terminating an employee and because the process can be so overwhelming, many employers put off the termination hoping the problem will just get better. When problems go unaddressed, they generally get worse leading to declining morale and decreased productivity that spreads throughout the office. In this training, you will understand the best practices for progressive discipline and termination. This training will also cover the importance of documentation and how to avoid mistakes while terminating an employee.

Educational objectives:

- What does "at-will" really mean?
- Documentation.
- Progressive Discipline.
- What documentation you'll need if you're taken to court.
- Who is in the room and how to structure that meeting.
- What should you say and not say when terminating an employee?
- What is a protected class?
- What do you say to the staff and patients after the employee has been terminated?



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ADA C-E-R-P® | Continuing Education Recognition Program

WDDS GENERAL MEETING: MONDAY, NOVEMBER 7, 2022

WEBER'S INN

3050 JACKSON RD

ANN ARBOR, MI 48103

“Dental Sleep Medicine at the University of Michigan”

PRESENTED BY:

Geoffrey E. Gerstner, DDS, MS, PhD, D.ABDSM

6:15PM REGISTRATION/SOCIAL TIME 7:00 DINNER & ANNOUNCEMENTS, 7:30 PROGRAM

PLEASE REGISTER ONLINE BY OCTOBER 31. HANDS FREE SIGN IN & NAME TAG PICK UP FOR ALL WILL BE AT THE REGISTRATION TABLE

NO COST to WDDS ACTIVE & ASSOCIATE MEMBERS, AND DENTAL STUDENTS

\$35.00 LIFE, RETIRED AND LIMITED TIME PRACTICE MEMBERS

\$45.00 NON-DENTIST GUEST FEE

\$100 NON MEMBER DDS's FEE

CE CREDITS: 1.0

Speaker Bio:

Dr. Geoffrey Gerstner has earned an impressive CV. He holds a BS in Zoology from BYU, where he became interested in animal behavior and mammalogy. After graduating, he enrolled in a dual MS-DDS degree program at UCLA. As an MS student, he studied motor control in a guinea pig model of tardive dyskinesia and became interested in the nature of time and temporality in motor behavior. After completing the DDS and MS, he pursued further graduate training through an individual NIH Dentist Scientist Award. He studied Orofacial Pain management as the clinical component, and he obtained a PhD in Neuroscience, during which time he did comparative behavior studies of mammals. Dr. Gerstner's current research focuses on chewing rhythmicity in mammals and on clinical studies related to obstructive sleep apnea. Dr. Gerstner's clinical practice is limited to treating obstructive sleep apnea patients.

Course Overview:

The course will cover dental sleep medicine content which is currently being taught by the University of Michigan School of Dentistry at the pre-doc and post-doc levels. It will inform attendees how the instruction at the UM is likely to grow and impact practicing dentists.

Course Objectives:

- Gain an understanding of dental sleep medicine.
- Understand how to screen patients at risk for obstructive sleep apnea.
- Understand sleep physiology and pathophysiology as it pertains to obstructive sleep apnea.
- Understand the role of dentistry in managing obstructive sleep apnea in patients.



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WDDS GENERAL MEETING: MONDAY January 9, 2023

WEBER'S INN

3050 JACKSON RD

ANN ARBOR, MI 48103

"Prevention Strategies for Back and Neck Pain"

PRESENTED BY:

David Oliver, PT, OCS, Dip. MDT

6:15PM REGISTRATION/SOCIAL HOUR, 7:00 DINNER & ANNOUNCEMENTS, 7:30 PROGRAM

PLEASE REGISTER ONLINE BY JANUARY 2, 2023. HANDS FREE SIGN IN & NAME TAG PICK UP FOR ALL WILL BE AT THE REGISTRATION TABLE.

NO COST to WDDS ACTIVE, LIFE WORKING & ASSOCIATE MEMBERS

NO COST to DENTAL STUDENTS

\$35.00 to RETIRED MEMBERS

\$45.00 NON-DENTIST GUEST FEE

\$100 NON MEMBER DDS's FEE

CE CREDITS: 1.0

Speaker Bio

David Oliver, PT, OCS, Dip. MDT received his degree from the University of Bradford, School of Physiotherapy in the United Kingdom in 1993. After working for several years in the United Kingdom, he moved to Ann Arbor, Michigan. Mr. Oliver attained his Diploma in Mechanical Diagnosis and Therapy through The McKenzie Institute International in 2003 and was appointed Teaching Faculty by The McKenzie Institute in 2005 and later appointed Senior Faculty for the Institutes US Branch in 2013.

Dave also completed the American Physical Therapy Associations 'Orthopedic Clinical Specialist' (OCS) program in 2018. In addition to his Institute teaching responsibilities, Dave sits on The McKenzie Institute's Exam Review Committee and faculty mentoring program. He has been active in research related to the McKenzie Method and has had the opportunity to present at several MDT Conferences of the Americas (2010-2018) and International Conferences in MDT (2009 & 2012). Dave is currently in full time clinical practice at Plymouth Physical Therapy Specialists in Ann Arbor, MI. He's an avid golfer who enjoys spending family time with his wife and two daughters. Dave Oliver has been a member of the American Physical Therapy Association since 2004.

Course Overview:

Review common causes for spinal pain and discuss easy preventative strategies to keep your spine happy and healthy.

Educational objectives:

- For participants to be able to implement simple strategies to maintain the health of their spines.



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THE WDDS IS A COMPONENT OF THE MICHIGAN DENTAL ASSOCIATION

WDDS

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We're on the Web!

www.washtenawdentalsociety.org

WDDS GENERAL & BUSINESS MEETING: MONDAY, MARCH 13, 2023

WEBER'S INN

3050 JACKSON RD

ANN ARBOR, MI 48103

“An MDA Update”

&

“BUILT TO LAST:

It's Time to Take Care of Yourself First, Not Your Patients”

MDA President Dr. Vince Benivegna, DDS, MS and Dr. Lisa Knowles, DDS

6:15PM REGISTRATION/SOCIAL HOUR, 7:00 DINNER & ANNOUNCEMENTS & BUSINESS MEETING, 7:30 PROGRAM

PLEASE REGISTER ONLINE BY 2-28-2022. SIGN IN & NAME TAGS WILL BE AT THE REGISTRATION TABLE FOR PICK UP.

NO COST to WDDS ACTIVE, LIFE WORKING & ASSOCIATE MEMBERS

NO COST to DENTAL STUDENTS

\$35.00 to RETIRED MEMBERS

\$45.00 NON-DENTIST GUEST FEE

\$100 NON MEMBER DDS's FEE

CE CREDITS: 1.0

Course Overview:

Dr. Vince Benivegna will present “An MDA Update”

Attendees will learn what an MDA membership does for them!

Dr. Lisa Knowles will discuss your work in healthcare to help others, and that helping yourself first may not feel natural. However, if you want a long, fulfilling career in dentistry, learning how to care for your mind and body is essential. This course will help you learn basic concepts in

self-care, body care, and mindfulness-based stress reduction. The top five dental burnout signs will also be discussed as well as how to combat burnout to extend your career for as long as you would like.

Speaker Bios:

- **Dr. Vince Benivegna, DDS, MS** is the president of the Michigan Dental Association, and maintains an Oral Surgery practice in the East Lansing area.

- **Dr. Lisa Knowles** a University of Michigan School of Dentistry graduate, learned the hard way about burnout in dentistry and physical limitations in her career. By 40, she adapted to survive and now thrives and continues to practice and love dentistry. She practices in East Lansing, Michigan, and is the Associate Dental Consultant for Blue Cross Blue Shield of Michigan. She speaks nationally, serves on the MDA Health and Well-Being Committee, and holds a certificate in Mindfulness Based Stress Reduction for HealthCare Professionals.