



TENNESSEE

MARCH/APRIL 2023 VOLUME 29, ISSUE 2

# DENTAL

ASSOCIATION NEWS

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## MAKE PLANS TO ATTEND MUSIC CITY DENTAL CONFERENCE

See page 6



: WELLNESS

## YOUR BODY'S DISEASE DEFENSES

See page 18

///// Bimonthly news and information for TDA members

# BOARD OF TRUSTEES *Report*

JANUARY 28, 2023



*The TDA Board of Trustees met on January 28, 2023  
via Zoom video conferencing.*

zoom

## **Actions of the Board:**

- Voted to engage UHY (formerly Patterson, Hardee & Ballentine CPAs) for audit services for the next three years.
- Approved the following Fellowship Awardees for 2023: Dr. Jacob Bateman, First District; Dr. Steven LoCascio, Second District; Dr. G. Drew Osborn, Second District; Dr. Chad Eslinger, CADS; Dr. Kimberly Pitts, Fourth District; Dr. Rhett Raum, Nashville; Dr. John Werther, Nashville; Dr. Steven Nowlin, Sixth District; Dr. Alexander Knoell, Seventh District; Dr. Joseph Britton, Eighth District; Dr. David Kizer, Memphis; and Dr. Barrett Sexton, Memphis.
- Selected Dr. Rick Guthrie Jr. as the 2023 Dr. Jack Wells Memorial Dedication to Dentistry Award recipient.
- Voted to explore a new Learning Management System to provide a platform to offer online CE courses with payment capability and to record continuing education for our members.

## **Reports to the Board:**

**LEGISLATIVE:** Mr. Mark Greene, TDA contract lobbyist, and Ms. Andrea Hayes, Executive Director, reported that the Government Affairs Committee voted to pursue action regarding Dental Loss Ratio (DLR) legislation while there is momentum from the passage of the Massachusetts Ballot Initiative. Ms. Hayes reported that she applied for an ADA SPA (State Public Affairs) Grant to assist with expenses related to efforts for DLR legislation. Ms. Hayes also shared results of a survey of TDA members that revealed the top two pressing issues in their practice were non-covered services/capped fees and down coding.

**MEMBERSHIP:** Ms. Hayes reported a decline in membership of new dentists and early career dentists. Special attention will be given to these membership categories.

**MUSIC CITY DENTAL CONFERENCE:** Registration for the Music City Dental Conference launched January 27th. On Friday evening there will be the President's Reception with a silent auction benefiting the TDA Foundation. Component societies will supply auction baskets that are a fun representation of their district. Dr. John Petty, Speaker of the House, said there will be online training for delegates and any other interested TDA members on April 13th at 5:30 p.m. Central Time.

**EXECUTIVE DIRECTOR REPORT:** ADA Sixth District Caucus will be hosted by the TDA this year. The Pre-caucus and Reference Committees will meet virtually, and the Caucus will be held at the ADA meeting in Orlando. Also, the ADA is moving from the Aptify membership database to a new system in 2024 with broader capability. The ADA is devoting significant time and resources into improving interaction between the national organization, state associations, and individual members.



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Jay Lowery x221

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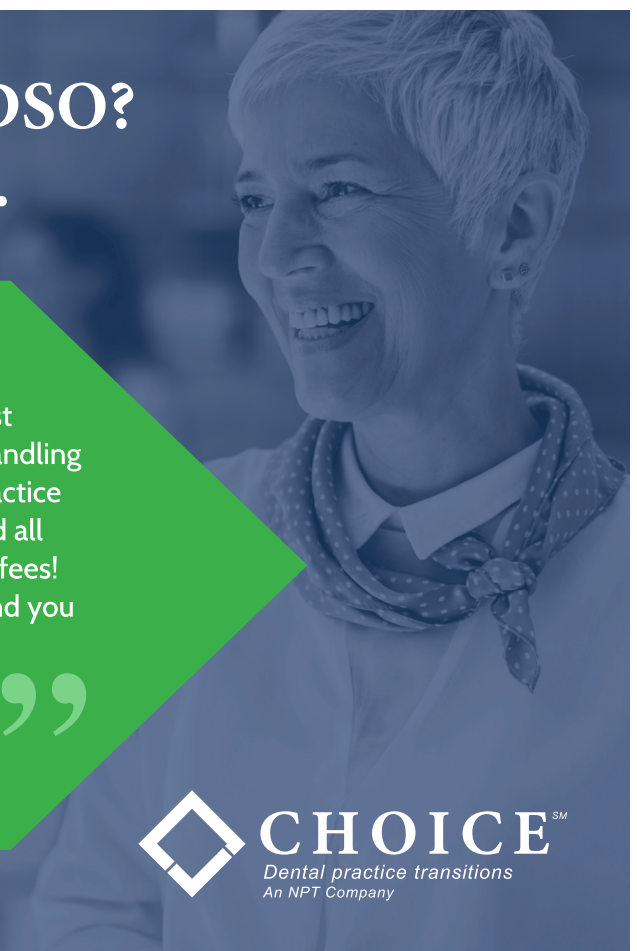
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## LMU-COLLEGE OF DENTAL MEDICINE



*Dr. Denise Terese-Koch, B.S.,  
DDS, FAGD, MBA, EdD*

Founded in 1897 as a living memorial to President Abraham Lincoln, Lincoln Memorial University (LMU) has a mission of providing educational opportunities to underserved populations. With a main campus located in Harrogate, Tennessee, LMU's footprint has grown as it has opened off-campus sites stretching from Corbin, Kentucky, to Tampa, Florida.

Over the past two decades, LMU's growth has taken on a whole new trajectory with the development of several professional studies programs aimed at addressing chronic shortages in access to health care in

Appalachia and beyond. Its latest effort is the Lincoln Memorial University-College of Dental Medicine.

Appalachia has long fit every definition of a dental desert. Economic conditions, the opioid epidemic, a disparity of providers compared to population density and cultural norms have converged to create an oral health disaster. LMU began hosting regular Remote Area Medical dental clinics in 2005 to provide access to free dental care for indigent populations in its service area. Since then, the University has hosted RAM clinics on a near annual basis, serving over 5,000 people and providing nearly \$2 million worth of free dental, medical and vision services.

While these clinics fulfilled parts of the University's mission, leadership at LMU recognized they needed to educate the next generation of dental service providers by recruiting students from Appalachia to train here and encourage them to stay and serve in their own backyards. In August 2020, LMU hired Denise Terese-Koch, DDS, FAGD, MBA, to serve as the founding dean of its developing school. In the months that followed, Terese-Koch developed curriculums, initiated the accreditation process, recruited faculty and planned a state-of-the-art facility for LMU-CDM. Additionally, she started dental outreach on behalf of LMU.



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Executive Editor: Andrea Hayes  
Managing Editor: Sara Moorehead  
Editor: Amy Williams

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Granted initial accreditation by the Commission on Dental Accreditation (CODA) in September, LMU-CDM welcomed inaugural classes in both the Doctor of Medicine in Dentistry (DMD) and Dental Hygiene (DH) programs that same month. Located at the LMU-Tower (1705 St. Mary Street) in Knoxville, Tennessee, the mission of LMU-CDM is to develop competent oral health care providers who are committed to the premise that the cornerstone of meaningful existence is service to humanity.

The CODA accreditation and arrival of DMD and DH students in the fall marked the end of the initial development of the new professional school, which had been under consideration at LMU for decades.

Occupying the top six floors of the LMU Tower, the LMU-CDM facilities include faculty offices and lecture classroom space on two floors as well as a student break area, the administrative suite, a library and small group study areas. One floor has a bench lab, simulation lab, digital workflow lab and a wet/dry lab. LMU-CDM is also home to the Performance Institute, which was developed

by Promethean Dental Systems and consists of a full, comprehensive-care training module program where students use simulation, virtual reality and artificial intelligence to mimic real-life situations, enabling students to create comprehensive treatment plans and perform procedures.

From the outset, Terese-Koch has maintained that service to the communities LMU touched would be important to the LMU-CDM culture. She has represented LMU at numerous free clinics throughout the region and has developed outreach programs that continue to expand the impact of LMU-CDM.



**“**  
For 125 years  
Lincoln  
Memorial  
University  
has stood  
for values,  
education  
and service.  
**”**

Experiential clinical learning is vital to any dental curriculum and LMU-CDM has partnered with the state of Tennessee to develop an Educational Safety Net Care Fund and pilot program to support outreach in 33 counties in East Tennessee. The state will provide \$3.75 million a year for three years to the Department of Health to establish the program. The program will enable LMU-CDM to serve 75,000 patients by 2025 when the DMD students will start seeing patients along with faculty.

Additionally, LMU-CDM has partnered with The Center for Research and Education in Technology, Inc. (CRET) to design, build and equip a digital technology Innovation Center at the LMU Tower. Located on the sixth floor, the LMU CRET Innovation Center is designed as a private practice dental office with treatment rooms, a dental laboratory, a sterilization area, reception area, records area and all the associated technology. LMU's IC includes dental equipment from Dentsply Sirona, Midmark, A-dec, the Royal Dental Group, Planmeca, DCI and DentalEZ. The diversity of equipment will provide students the opportunity to work

with tools from many different manufacturers so they have experience with the various equipment they may encounter once they are practicing dental professionals.

The LMU-CDM CRET Center offers general dentistry services including dental exams, cleaning, and extractions; restorative dentistry services including crowns, root canals, and fillings; and cosmetic dentistry services including bridges, dentures, partials, implants, and aligner orthodontics. It is currently staffed by faculty and DH students see patients twice a week. As students advance through the curriculum they will start to have more patient encounters. In addition to the LMU-CDM CRET IC, faculty and students will also provide service at mobile units and standalone clinics. LMU plans to build additional community clinics in Harrogate, Morristown and the Tri-Cities.

In addition to the DMD and DH programs, LMU-CDM offers a registered dental assisting program and a Master of Science in Forensic Dentistry program. The University is building out a floor at the LMU Tower to

accommodate research, especially in forensic dentistry.

For 125 years Lincoln Memorial University has stood for values, education and service. LMU-CDM is an example of how LMU is fulfilling the mission set forth by its founders in 1897 and the ideal its namesake embraced throughout his life – that education is a transformative force with the power to make life better. LMU-CDM seeks to improve life in Appalachia and beyond by graduating competent dental professions, providing a values-based learning community, improving the oral and general health of the communities it serves, investing in quality academic programs supported by superior faculty and technology and embracing compassionate, patient-centered oral health care that values diversity, public service and leadership and facilitating the growth and development and maintenance of graduate dental education.

**Source:** Article contributed by Kate Reagan, Lincoln Memorial University

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# MUSIC CITY DENTAL CONFERENCE

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Music City Dental Conference (MCDC) is a meeting for the entire dental team in the heart of downtown Nashville. Expect a comprehensive scientific program, vendors presenting new products and technologies, and opportunities to connect with your professional community.

## FEATURED SPEAKERS:



**Dr. Rick Cardoza**



**Dr. Jennifer Doobrow**



**Dr. Kevin Donly**



For more information, scan the QR code above or visit [tndentalassociation.com/MCDC](https://tndentalassociation.com/MCDC)



# BOOK YOUR STAY

Special MCDC room blocks are available for your comfort and convenience. Please see below for booking details. All block rate rooms are available on a first-come, first-served basis.

## Renaissance Nashville Hotel

**Room Rate:** \$259 per night

**Group Name:** Tennessee Dental Association

**Rate Cutoff:** 5 PM CT on April 21, 2023

**Phone:** 615-255-8400

## Courtyard Nashville Downtown

**Room Rate:** \$259 per night

**Group Name:** Tennessee Dental Association

**Rate Cutoff:** 5 PM EST on April 19, 2023

**Phone:** 800-321-2211

**Distance to MCDC:** .3 miles

## Homewood Suites Nashville-Downtown

**Room Rate:** \$319 per night

**Group Name:** TN Dental Association

**Rate Cutoff:** April 10, 2023

**Phone:** 615-742-5550

**Distance to MCDC:** .2 miles

## Learn More & Book Now

Scan the QR code using a smartphone to learn more and book your stay in an MCDC room block.

SCAN ME



# SCHEDULE HIGHLIGHTS

## Thursday, May 11, 2023

**8:00 am - 5:00 pm** Pre-meeting continuing education

**5:00 pm - 7:00 pm** Welcome Reception & Exhibit Hall

## Friday, May 12, 2023

**7:00 am - 8:00 am** Continental Breakfast

**8:00 am - 5:00 pm** Exhibit Hall

**8:00 am - 4:00 pm** Continuing education courses

**6:00 pm - 7:00 pm** President's Reception\*

## Saturday, May 13, 2023

**8:00 am - 12:00 pm** Exhibit Hall

**8:00 am - 12:00 pm** Continuing education courses

**12:00 pm - 2:00 pm** Awards Luncheon

**2:00 pm - 4:00 pm** House of Delegates

*\*Included in Dentist and Guest registration only.*

## Included In Your General Registration:

- Friday and Saturday CE
- 5 hours of general attendance credit
- Networking with exhibitors
- Opening reception
- Continental breakfast
- President's Reception



## Learn More

Scan the QR code using a smartphone to view the complete MCDC 2023 meeting schedule.

SCAN ME



# MUSIC CITY

## DENTAL CONFERENCE EXHIBIT HALL



Are you looking for new products and services to help improve your practice? Join us at the Music City Dental Conference Exhibit Hall! From the latest dental equipment to innovative solutions for your practice, the MCDCE Exhibit Hall has something for everyone in the dental office. Network with colleagues during Thursday's happy hour, play the Exhibit Hall Passport game for a chance to win exciting prizes, and enjoy exploring everything the Exhibit Hall has to offer. Catch up with the sponsors and exhibitors below at the Music City Dental Conference.

## Directory of Music City Dental Conference Sponsors and Exhibitors:

### **5th Gear Technology Concepts – Bronze Sponsor**

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## *Silent Auction*

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MAY

FRIDAY

12

6 P.M.

*\*This event is open to dentist and guest registrants only*

## Exhibit Hall Passport

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## HAPPY HOUR

IN THE EXHIBIT HALL

THURSDAY, MAY 11 | 5-7 P.M.

# MUSIC CITY DENTAL CONFERENCE

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GCHLUSXEN



# welcome

THE TENNESSEE DENTAL ASSOCIATION  
WELCOMES THE FOLLOWING DENTISTS  
AS OUR NEW AND REINSTATED MEMBERS.

## NEW MEMBERS!

We are excited that you have chosen to make the ADA, the TDA and your local components part of your journey. By being part of the ADA community, you've made the choice to power the dental profession.

We're working to bring you useful resources that can help you balance your patients, your practice, and your life. From the latest clinical guidelines to financial management tools like insurance and retirement plans, you'll find what you need to keep your work and life on track.

If there is anything we can do to enhance your membership experience, call us at 615.628.0208 or email [membership@tndentalassociation.org](mailto:membership@tndentalassociation.org).

### **First District Dental Society**

Richard Lauderback

### **Second District Dental Society**

Rachel Chaney

Luis Mariusso

Tori Mariusso

### **Nashville Dental Society**

Anne Marie Ellis

Ashley Harrison

Jeremy Sprouse

Jordan Erwin

Allison Wilson

### **Memphis Dental Society**

Lale Adams

## IN MEMORIAM

The TDA honors the memory and passing of the following members:

### **Dr. Rudolph Campbell**

Dr. Campbell was a member of the American Dental Association, the Tennessee Dental Association and the Memphis Dental Society.

### **Dr. William J Carter**

Dr. Carter was a member of the American Dental Association, the Tennessee Dental Association and the Nashville Dental Society.

### **Dr. Robert Lorren**

Dr. Lorren was a member of the American Dental Association, the Tennessee Dental Association, and the Chattanooga Area Dental Society.

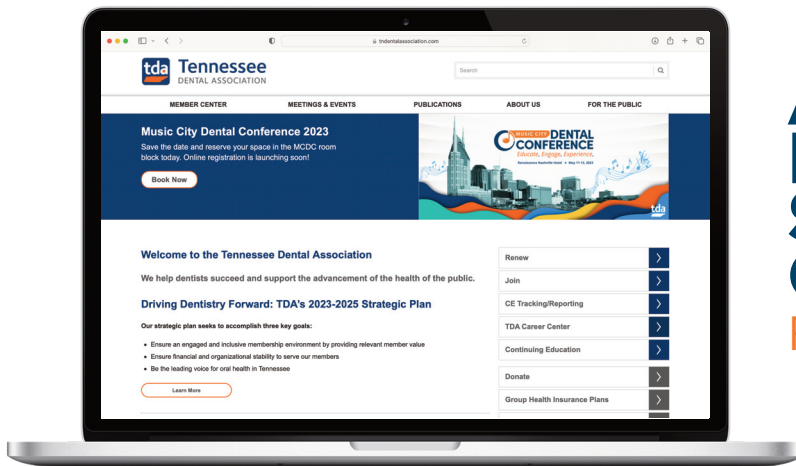


# MEMBER EMAIL ADDRESS UPDATE

## ARE YOU RECEIVING EMAILS FROM THE TDA?

If you have unsubscribed to TDA emails in the past you may be missing important information from the TDA and the ADA. Each week the TDA sends a news bulletin with numerous alerts to keep members informed of the latest updates at the local, state, and national level.

If you have not received emails from the TDA, please make sure to check your spam or junk mail folder and mark **[tda@tndentalassociation.org](mailto:tda@tndentalassociation.org)** as a safe sender. To be included in the mailing list or to update your email address please email us at **[tda@tndentalassociation.org](mailto:tda@tndentalassociation.org)**.



## ANNUAL MEETING SPONSORSHIP OPPORTUNITY:

Friends of the TDA

Support Music City Dental Conference 2023 through "Friends of the TDA." This individual or practice-level sponsorship will help fund educational sessions, social events and activities, including the luncheon to honor award winners and reception honoring TDA President Dr. Mitch Baldree. For your sponsorship of \$500 or less, you'll receive recognition through event marketing material and on event signage. To learn more about this opportunity, please email **[MCDC@tndentalassociation.org](mailto:MCDC@tndentalassociation.org)**.

# TDA FOUNDATION

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FEBRUARY 1, 2022 – JANUARY 31, 2023

## IN HONOR OF:

Dr. William High  
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Dr. Robert Hopper  
By Dr. James Wilson

Mr. and Mrs. Cecil Perry  
By Dr. Aldrich Perry

Dr. John Petty  
By Dr. Jay Davis

TDA Staff  
By Dr. Robert Hopper

Dr. James Russell Hamblen  
By Dr. John Petty  
By Dr. Megan Taylor  
By Dr. John Taylor

Dr. Ronald Johnson  
By Seventh District Dental Society

Dr. Earl Keister Jr.  
By Second District Dental Society

Mr. Patrick Michael McCoy  
By Dr. J. Michael McCoy

Dr. Irvin Rainey Sr.  
By Dr. Robert Rainey

Dr. Carl Redmon  
By Second District Dental Society

Dr. Paul (Alex) Robinson  
By Second District Dental Society

Mr. Jared Lee Sammons  
By Dr. Jason Sammons

Dr. Clifton Simmons III  
By Dr. John Hugh Sullivan

Dr. Don Webb  
By Seventh District Dental Society

Dr. Dale Willis  
By Dr. Brit Bowers

## IN MEMORY OF:

Dr. Charles Ames  
By Seventh District Dental Society

Dr. Richard Barbee  
By Second District Dental Society

Dr. Zachary Carden Jr.  
By Dr. John Petty  
By Dr. John Hugh Sullivan  
By Tennessee Dental Association

Dr. David Creasman  
By Second District Dental Society





# Numbers to Know.

## **American Dental Association**

(800) 621-8099 or (312) 440-2500

## **Tennessee Board of Dentistry**

(615) 532-5073

## **Tennessee Department of Health**

(615) 741-301

## **Tennessee Dental Association**

(615) 628-0208 | Fax: (615) 628-0214

[tda@tndentalassociation.org](mailto:tda@tndentalassociation.org)

## **STAFFED COMPONENT SOCIETIES**

### **First District Dental Society**

Executive Secretary: Brooke Bailey

(423) 552-0222

[firstdistrictdental@gmail.com](mailto:firstdistrictdental@gmail.com)

### **Second District Dental Society**

Executive Director: Allyson Rhodes

(865) 919-6464

[sddsoffice@gmail.com](mailto:sddsoffice@gmail.com)

### **Chattanooga Area Dental Society**

Executive Director: Lacey Heftka

(423) 886-9191

[Info@ChattAreaDent.com](mailto:Info@ChattAreaDent.com)

### **Nashville Dental Society**

Executive Director: Kristen Stewart

615-628-3300

[director@nashvilledental.org](mailto:director@nashvilledental.org)

### **Eighth District Dental Society**

Executive Secretary: Ruby Batson

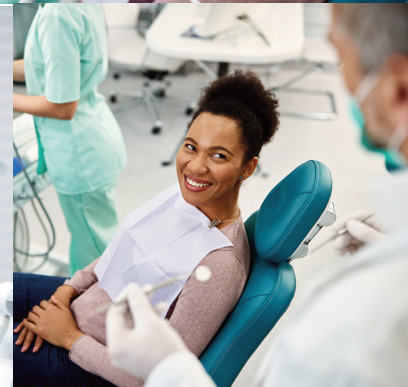
931-245-3333

### **Memphis Dental Society**

Executive Director: Delaney Williams

(901) 682-4928

[dwilliams@memphisdentalsociety.org](mailto:dwilliams@memphisdentalsociety.org)





# YOUR BODY'S DISEASE DEFENSES

BUILDING AND BOOSTING THE IMMUNE SYSTEM





Every day while you eat, sleep, work, and play, battles are being fought throughout your body. You rarely feel it. But bacteria, viruses, and other microbes are constantly invading from the outside world.

Your body has a defense system for such invaders. It's called the immune system. Your immune system is made up of trillions of cells and proteins. These are found in your blood and every organ of your body. The immune system learns and changes over your lifetime—even before birth.

### **BUILDING YOUR DEFENSES**

You're not born with a fully equipped immune system. Fetuses can produce some immune protection. But before birth, "the vast majority of protection against infection comes from the mother," explains Dr. Whitney Harrington, who studies immune system development at Seattle Children's Research Institute.

Germ-fighting molecules made by the immune system, called antibodies, are transferred to the fetus through the placenta. They can also be passed to the baby after birth through breastfeeding. Antibodies stick to germs and stop them from infecting cells.

"The peak risk of severe disease from many infections is under six months of life," says Harrington. That's because the baby's immune system is just starting to develop.

Antibodies that are passed along from the mother can last for many months. They help protect a new baby until their immune system starts to develop.

The immune system builds many lines of defense. The cells of the innate immune system provide an early response to danger. They move through the body looking for signs of damage or infection of other cells. Then they destroy those cells.

Another major defense is called the adaptive immune system. It's activated by signals from the innate immune system and the infectious germs and makes a powerful response. The cells of this system keep a long-term memory of the germs they fight. They also respond to vaccinations and make all your antibodies.

Researchers have found that, like antibodies, some adaptive immune cells also cross from the mother to the fetus. These cells may start teaching the fetus's immune system about germs the mother has been exposed to.

Harrington and her team have been trying to learn more about these cells. They want to understand when this transfer happens and to use it to maximize immune protection provided by the mother.

Through infancy and childhood, your immune system matures and continues to build its own disease-fighting cells. Exposure to germs in childhood helps the immune system grow stronger over time, Harrington says.



**OUR IMMUNE SYSTEM IS MADE UP OF TRILLIONS OF CELLS AND PROTEINS. THESE ARE FOUND IN YOUR BLOOD AND EVERY ORGAN OF YOUR BODY."**

### **PROTECTION AS YOU AGE**

By the time you've reached young adulthood, you've been exposed to many germs. So your immune system is likely to have a strong response to many infections you encounter.

Vaccines further strengthen your defenses. Vaccines expose your immune system to dead or weakened germs, or just pieces of them. That helps your immune cells learn how to fight these threats and remember them without you getting sick.

Certain vaccines are recommended during pregnancy. These boost protection provided by the mother against deadly diseases during a baby's first months of life. Vaccines are then recommended shortly after birth through adulthood.

Some vaccines require additional shots during adulthood to boost your immune system's memory. And some people—depending on their health, job, or other factors—may need extra vaccines to keep them safe. Keep up with current vaccine recommendations.







## WITH AGE, IMMUNE CELLS LOSE THEIR ABILITY TO RESPOND RAPIDLY AND ROBUSTLY TO INFECTION"

But, like other systems in your body, the immune system can begin to decline as you age. These changes can prevent immune cells from working to the best of their ability.

"With age, immune cells lose their ability to respond rapidly and robustly to infection," says Dr. Ronald Germain, an immune system expert at NIH.

Other parts of your body, such as the heart or lungs, can accumulate wear and tear with age, too. This reduced function puts older adults at greater risk for developing more severe disease from many infections.

Even a bit more damage from an infection can cause an older adult's organs and tissues to not perform their jobs well, Germain says. That's why certain vaccines are especially recommended for people over age 50.

### MAKING BETTER DEFENSES

Researchers are still learning how to improve immune responses and vaccines. Some microbes are very good at hiding from the immune system. Many avoid detection by mutating, or changing, so that previously exposed immune cells can no longer recognize them.

Dr. Shane Crotty at the La Jolla Institute for Immunology and his team are trying to take advantage of the body's way of keeping up with these changes. They're studying a part of the adaptive immune system called germinal centers. These are areas in the lymph nodes where immune cells go to develop and learn to produce more effective antibodies. Germinal centers form temporarily in response to infection or vaccination. They don't just produce antibodies against the germs that are in your body. They also produce antibodies against different versions (variants) of those germs that you haven't been exposed to. Cells in the germinal centers essentially guess at how the virus may change over time.



◀ "EVEN A BIT MORE DAMAGE FROM AN INFECTION CAN CAUSE AN OLDER ADULT'S ORGANS AND TISSUES TO NOT PERFORM THEIR JOBS WELL"



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## HOW TO HELP YOUR IMMUNE SYSTEM



“Germinal centers are one of the most amazing things your immune system does,” says Crotty. Take the COVID vaccines as an example. The COVID vaccines developed against the original virus caused people to make antibodies that guarded against other variants.

“All the antibodies anybody developed against other variants from vaccination came from germinal centers,” Crotty explains.

Germinal centers can last in the body for up to six months. And the longer they’re around, the more varied the antibodies they produce.

Crotty and his team are testing if changing the way vaccines are given can help germinal centers last longer. Their recent study tested an experimental HIV vaccine in animals.

Researchers gave the vaccine in many small doses over time. This produced antibodies that were more varied and lasted longer than those from the single large vaccine dose.

As researchers continue looking for new ways to protect you from disease, staying current on your vaccines and living a healthy lifestyle are the best ways to boost your defenses. See the Wise Choices box for tips.

**Source:** NIH News in Health. For the latest news from the National Institutes of Health, part of the U.S. Department of Health and Human Services, visit [newsinhealth.nih.gov](https://www.nih.gov/newsinhealth)

“THE COVID VACCINES DEVELOPED AGAINST THE ORIGINAL VIRUS CAUSED PEOPLE TO MAKE ANTIBODIES THAT GUARDED AGAINST OTHER VARIANTS.”

- Eat a healthy diet. Read about healthy eating.
- Make time for physical activity. Experts recommend that adults get at least two and a half hours of moderate exercise each week. Find tips for getting more activity.
- Maintain a healthy weight. Learn more about weight control.
- Get a good night’s sleep. Most adults need at least seven hours or more of sleep each night, and kids and teens need even more.
- Quit smoking. Get free help at [smokefree.gov](https://www.smokefree.gov), call 1-800-QUIT-NOW (1-800-784-8669), or text QUIT to 47848.
- Manage stress. See stress reduction tips.
- Limit drinking alcohol. Learn more about alcohol’s effects on health.
- Wash your hands often to avoid getting sick. Use hand sanitizer if soap and water are not available.
- Stay up to date with the recommended vaccines. See the CDC’s website.



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# NEW DENTIST CORNER

## The positive impact of wellness on productivity

### The concept of “wellness” is quickly becoming a buzzword in the workplace.

While many employers initially adopted wellness initiatives to reduce health care costs, there is now evidence that these programs can also lead to increased productivity and improved employee morale.

When it comes to productivity, we often focus on efficiency and output. But many don't realize that wellness is essential in creating healthy, productive teams.

Wellness encompasses physical, mental, emotional and spiritual aspects of life. When these are taken care of, employees are better equipped to perform their best.

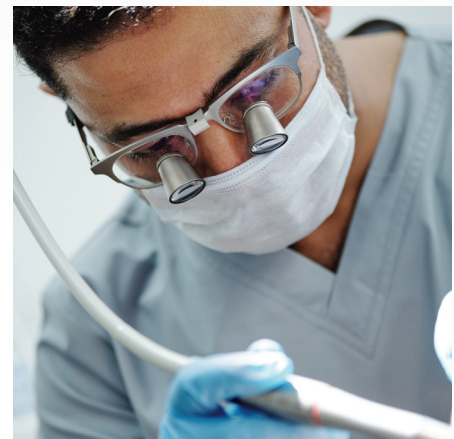
This can be achieved through various initiatives, such as providing flexible working hours, offering fitness classes, nutrition education and stress-management programs, and creating a supportive work culture. These activities can help employees take better care of their physical health, develop healthier lifestyle habits and learn to cope with stress more effectively.

Encouraging employees to prioritize their wellness can benefit teams in numerous ways. When they are feeling their best, they are more likely to be productive and engaged in their work. This can lead to increased collaboration, creativity, and problem-solving skills.

Burnout results from chronic, unmanaged stress. This stress accumulates through increased stressors (i.e. increased demands, limited resources) and a reduced capacity to relieve that stress (i.e. down-regulate the nervous system's stress response). We cannot function at our highest potential when we are overwhelmed, exhausted and stressed.

While it's important to reduce stressors, it's also vital to learn and practice healthy stress relievers and helpful coping strategies.

Improved stress management increases productivity in the long run. When employees have access to resources to manage stress and practice self-care, they experience lower levels of stress, improved mental health and are more likely to be motivated and creative in the workplace.



The ADA Health Policy Institute, in April 2020, released a series of data and infographics looking into disparities in oral health. The barriers disproportionately hurt Brown and Black Americans.

Research shows that Black adults are 68% less likely to meet their dental health needs than white adults. Similarly, Latino adults are 52% more likely to report difficulty doing their job than white adults due to poor oral hygiene. Moreover, the CDC says that tooth decay is one of the most chronic dental conditions in the U.S., with close to half of adults aged 30 and above having some form of periodontal disease. The CDC also reported an estimated \$45 billion lost yearly due to unattended dental diseases.



Wellness initiatives that promote healthy habits such as practicing true rest, getting high quality sleep, and proper diet and exercise, create a culture in which employees are less likely to become sick or need to take extended time off from work. When employees feel rested, nourished and energized, there is less absenteeism and improved morale.

Wellness initiatives can also serve as team-building activities, fostering deeper connections, trust and respect. Healthy and happy employees are more likely to be productive, engaged, motivated to achieve their goals and satisfied with their jobs.

Incorporating wellness strategies into the workplace makes employees feel more valued and appreciated, leading to improved work performance, higher morale and reduced turnover. All roads lead to increased productivity. Wellness initiatives can vary depending on the size and needs of an organization. Some examples of wellness initiatives include:

- Provide stress management resources (such as bringing in a stress management specialist to speak to your team)

- Provide access to counseling, therapy or coaching, either in-person or virtual

- Schedule monthly or quarterly wellness events, such as yoga classes, health screenings or team sports.

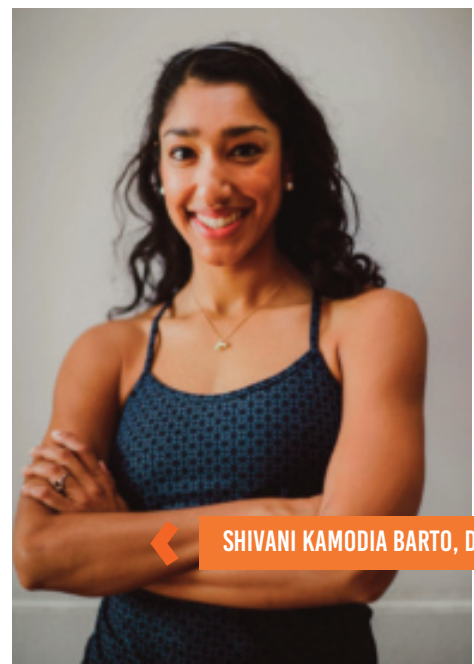
- Encourage flexible work schedules, regular breaks, and vacations.

- Offer wellness incentives (such as discounted gym memberships), nutritious snacks and access to physical activity (such as morning huddle stretches).

The modern workplace is changing rapidly and, with it, the expectations of employees.

As the demands of work continue to increase, it's essential to prioritize the wellness of employees to boost their mental and physical health, increase productivity, increase morale, reduce absenteeism and turnover and improve overall job satisfaction.

For employers, investing in workplace wellness is an investment in the future of their employees and their business.



SHIVANI KAMODIA BARTO, D.D.S.

*Shivani Kamodia Barto, D.D.S., is a general dentist, yoga teacher and wellness coach. She has over 10 years and 600 hours of experience in teaching yoga asana, facilitating personal-development workshops, hosting wellness retreats, and lecturing on the science of well-being. She completed her 200-hour yoga teacher training in 2012 and graduated from the University of Michigan School of Dentistry in 2018. For more information, visit [drshivasana.com](http://drshivasana.com).*

*This blog post originated from her website and was published on the ADA New Dentist Now blog, [newdentistblog.ada.org](http://newdentistblog.ada.org), with her permission.*

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### **Practices for Sale**

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**Chattanooga, TN General Dental Practice for Sale** Tucked between the mountains of Southeast Tennessee, along the beautiful Tennessee River, Chattanooga is one of America's most breathtaking cities. Newly back on the market is a general dental practice with multiple locations in the Chattanooga area! The current doctor would like to sell to another dentist and transition out of the practice. 18 total operatories. Collections of \$2.234 million and EBITDA over \$305,000. With an influx of new patients, the practice is incredibly busy and has over 36,000 active patients! Don't miss this incredible opportunity to own your own practice in one of the fastest growing cities in the Southeast.

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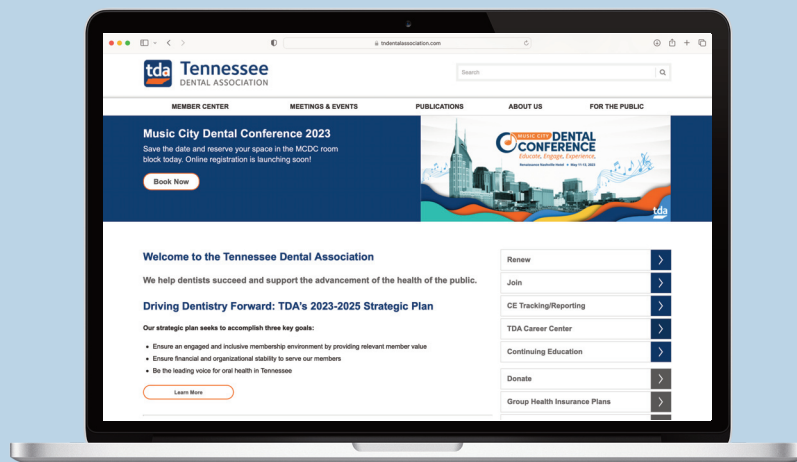
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