

NEVADA STATE BOARD  
of  
DENTAL EXAMINERS



CONTINUING EDUCATION  
COMMITTEE TELECONFERENCE  
MEETING

WEDNESDAY, FEBRUARY 7<sup>TH</sup>, 2024

6:00 P.M.

**PUBLIC BOOK**

# Nevada State Board of Dental Examiners



2651 N. Green Valley Pkwy, Ste. 104 • Henderson, NV 89014 • (702) 486-7044 • (800) DDS-EXAM • Fax (702) 486-7046

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## **NOTICE OF AGENDA & TELECONFERENCE MEETING FOR THE CONTINUING EDUCATION COMMITTEE**

### **Meeting Date & Time**

Wednesday, February 7<sup>th</sup>, 2024  
6:00 P.M.

### **Meeting Location:**

Nevada State Board of Dental Examiners  
2651 N. Green Valley Pkwy., Suite 104  
Henderson, NV 89014

### **Video Conferencing / Teleconferencing Available**

**To access by phone**, call Zoom teleconference Phone Number: (669) 900 6833

**To access by video webinar**, visit [www.zoom.com](http://www.zoom.com) or use the Zoom app

Zoom Webinar/Meeting ID#: **892 4128 6602**

Zoom Webinar/Meeting Passcode: **921898**

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### **PUBLIC NOTICE:**

**Public comment by pre-submitted email/written form and live public comment in person by teleconference** is available after roll call (beginning of meeting and prior to adjournment (end of meeting)). Live Public Comment is limited to three (3) minutes for each individual.

Members of the public may submit public comment in written form to: **Nevada State Board of Dental Examiners, 2651 N. Green Valley Pkwy, Ste. 104, Henderson, NV 89014; FAX number (702) 486-7046; e-mail address [nsbde@dental.nv.gov](mailto:nsbde@dental.nv.gov)**. Written submissions received by the Board on or before **Tuesday, February 6, 2024, by 4:00 p.m.** may be entered into the record during the meeting. Any other written public comment submissions received prior to the adjournment of the meeting will be included in the permanent record.

The Nevada State Board of Dental Examiners may 1) address agenda items out of sequence to accommodate persons appearing before the Board or to aid the efficiency or effectiveness of the meeting; 2) combine items for consideration by the public body; 3) pull or remove items from the agenda at any time. The Board may convene in closed session to consider the character, alleged misconduct, professional competence or physical or mental health of a person. See NRS 241.030. Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual the board may refuse to consider public comment. See NRS 233B.126.

Persons/facilities who want to be on the mailing list must submit a written request every six (6) months to the Nevada State Board of Dental Examiners at the address listed in the previous paragraph. With regard to any board meeting or telephone conference, it is possible that an amended agenda will be published adding new items to the original agenda. Amended Nevada notices will be posted in compliance with the Open Meeting Law.

We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify the Board, at (702) 486-7044, no later than 48 hours prior to the meeting. Requests for special arrangements made after this time frame cannot be guaranteed.

Pursuant to NRS 241.020(2) you may contact at (702) 486-7044, to request supporting materials for the public body or you may download the supporting materials for the public body from the Board's website at <http://dental.nv.gov> In addition, the supporting materials for the public body are available at the Board's office located at 2651 N. Green Valley Pkwy, Ste. 104, Henderson, NV 89014.

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**Note:** Asterisks (\*) "**For Possible Action**" denotes items on which the Board may take action.

**Note:** Action by the Board on an item may be to approve, deny, amend, or tabled.

**1. Call to Order**

- Roll call/Quorum

**2. Public Comment (Live public comment in person, by teleconference and pre-submitted email/written form):**

The public comment period is limited to matters specifically noticed on the agenda. No action may be taken upon the matter raised during public comment unless the matter itself has been specifically included on the agenda as an action item. Comments by the public may be limited to three (3) minutes as a reasonable time, place and manner restriction, but may not be limited based upon viewpoint. The Chairperson may allow additional time at his/her discretion.

Members of the public may submit public comment via email to [nsbde@dental.nv.gov](mailto:nsbde@dental.nv.gov), or by mailing/faxing messages to the Board office. Written submissions received by the Board on or before **Tuesday, February 6, 2024, by 4:00 p.m.** may be entered into the record during the meeting. Any other written public comment submissions received prior to the adjournment of the meeting will be included in the permanent record.

In accordance with Attorney General Opinion No. 00-047, as restated in the Attorney General's Open Meeting Law Manual, the Chair may prohibit comment if the content of that comment is a topic that is not relevant to, or within the authority of, the Nevada State Board of Dental Examiners, or if the content is willfully disruptive of the meeting by being irrelevant, repetitious, slanderous, offensive, inflammatory, irrational, or amounting to personal attacks or interfering with the rights of other speakers.

**\*3. Chairman's Report:** Dr. Kim, DMD (For Possible Action)

**\*a. Request to remove agenda item(s)** (For Possible Action)

**\*b. Approve Agenda** (For Possible Action)

**\*4. New Business:** (For Possible Action)

**\*a. Consideration and Possible Approval/Rejection of the Continuing Education Provider Course Application – NAC 631.173** (For Possible Action)

- (1) Preservation and Regeneration of Periradicular Structure in Endodontic Microsurgery – (3 Units) – David M. Reeves, DDS
- (2) Diode Lasers - Standard Proficiency Course – (6 Units) – Midwest Dental
- (3) Practice Leadership Conference – (3 Units) – Nicole Bui-Fong, DDS

**5. Public Comment (Live public comment in person or by teleconference):** This public comment period is for any matter that is within the jurisdiction of the public body. No action may be taken upon the matter raised during public comment unless the matter itself has been specifically included on the agenda as an action item. Comments by the public may be limited to three (3) minutes as a reasonable time, place, and manner restriction, but may not be limited based upon viewpoint. The Chairperson may allow additional time at his/her discretion.

Members of the public may submit public comment via email to [nsbde@dental.nv.gov](mailto:nsbde@dental.nv.gov), or by mailing/faxing messages to the Board office. Written submissions received by the Board on or before **Tuesday, February 6, 2024, by 4:00 p.m.** may be entered into the record during the meeting. Any other written public comment submissions received prior to the adjournment of the meeting will be included in the permanent record.

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**6. Announcements**

**\*7. Adjournment** (For Possible Action)

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**PUBLIC NOTICE POSTING LOCATIONS**

Office of the N.S.B.D.E., 2651 N. Green Valley Pkwy, Ste. 104, Henderson, NV 89014

State Board of Dental Examiners website: [www.dental.nv.gov](http://www.dental.nv.gov)

Nevada Public Posting Website: [www.notice.nv.gov](http://www.notice.nv.gov)

**Agenda Item 4(a):**

**Consideration and Possible Approval/Rejection of the  
Continuing Education Provider Course Application  
NAC 631.173**

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**NAC 631.173 Continuing education: Required hours; types of courses and activities; approval of provider or instructor.** ([NRS 631.190](#), [631.342](#))

4. Any provider of or instructor for a course in continuing education relating to the practice of dentistry or dental hygiene which meets the requirements of this section must be approved by the Board, unless the course is for training in cardiopulmonary resuscitation or is approved by:

- (a) The American Dental Association or the societies which are a part of it;
- (b) The American Dental Hygienists' Association or the societies which are a part of it;
- (c) The Academy of General Dentistry;
- (d) Any nationally recognized association of dental or medical specialists;
- (e) Any university, college or community college, whether located in or out of Nevada; or
- (f) Any hospital accredited by The Joint Commission.

5. To be approved as a provider of a course in continuing education, the instructor of the course must complete a form provided by the Board and submit it to the Board for review by a committee appointed by the Board not later than 45 days before the beginning date of the course. Upon receipt of the form, the committee shall, within 10 days after receiving the form, approve or disapprove the application and inform the applicant of its decision.

6. Study by group may be approved for continuing education if the organizer of the group complies with the requirements of subsection 5 and furnishes the Board with a complete list of all members of the group, a synopsis of the subject to be studied, the time, place and duration of the meetings of the group, and the method by which attendance is recorded and authenticated.

7. Credit may be allowed for attendance at a meeting or a convention of a dental and dental hygiene society.

8. Credit may be allowed for courses completed via home study, on-line study, self-study or journal study which are taught through correspondence, webinar, compact disc or digital video disc.

9. Credit may be allowed for dental and dental hygiene services provided on a voluntary basis to nonprofit agencies and organizations approved by the Board.

(Added to NAC by Bd. of Dental Exam'rs, eff. 9-16-85; A 12-15-87; 9-6-96; R231-03, 5-25-2004; R063-05, 12-29-2005; R159-08, 4-23-2009; R020-14, 6-23-2014)

**Agenda Item 4(a)(1):**

**David M Reeves, DDS**

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## Nevada State Board of Dental Examiners

2651 N. Green Valley Parkway, Suite 104, Henderson, NV 89014  
(702) 486-7044 • (800) DDS-EXAM • Fax (702) 486-7046  
nsbde@dental.nv.gov

### APPLICATION FOR CONTINUING EDUCATION CREDIT

#### Sponsor Information:

Name:	David M. Reeves, DDS		
Business Address:	[REDACTED]		
City:	[REDACTED]	State:	[REDACTED]
Zip code:	[REDACTED]		
Business Telephone:	775 825 5221		
Email Address:	[REDACTED]		
Number of Attendees:	30		
Hours of Actual Instruction:	3		
Facility Name:	Hyatt Place Reno - TAHOE AIRPORT		
Facility Address:	1790 E. Plumbline Reno, NV 89502		
Date(s) of Course:	1/18/2024		
Date of Request:	11/21/2023		

\_\_\_\_\_  
Sponsor Signature (Digital)

#### Speaker(s) Information:

Biographical Sketch: Dr. David Reeves DDS - Reeves Endodontics and Associates Please see attached
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Course Title: "Preservation and Regeneration of periradicular

Course Description: Structure in Endodontics microsurgery"

Please see attached

Learning Objectives:

Outline of Course:

Please see attached

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Approved by:
Number of Hours Approved:
Effective Date or Approval:
Disapproved [Explanation]:

## 1. Course Description

The presentation is a microsurgical journey involving twenty- four years of clinical cases demonstrating treatment dilemmas, management, and techniques promoting preservation and regeneration of the periradicular structures. Questions regarding the usage of membranes and bone grafting will be reviewed as well as an explanation of bioactive membranes and biologics used in regenerative procedures. A presentation of surgical treatments will be used to explain and exemplify various incisions, suturing, and management objectives in periradicular regeneration.

## 2. Educational Objectives

Identify treatment challenges best managed with microsurgery.

Define vertical incisions and conditions in which they can be used.

Understand retrograde root canal treatment.

Define bioactive membranes and technique.

Understand enamel matrix derivatives and application.

View surgical technique used in regenerative procedures.

## 2. Who Should Attend

Dental professionals

## 4. Teaching method

Lecture presentation using PowerPoint

## 5. Speaker Photograph and Information

Dr. David Reeves spent most of his formative years in Montana and Northern California. He earned his DDS degree in 1985 from Loma Linda University and practiced general dentistry in South Lake Tahoe prior to his endodontic training. In 1999 he completed his endodontic training at Boston University. At this time Dr. Reeves maintains a full-time private practice limited to endodontics and microsurgery in Reno Nevada.

He has completed post graduate training in occlusion at the Foundation of Advanced Continuing Education (FACE), Loma Linda University MaxiCourse in implantology, and various surgical courses at the Interdisciplinary Dental Education Academy (IDEA).

Dr. Reeves has pursued microsurgical concepts and techniques through the years as a journey in resolving root pathologies and regenerating periradicular structure. He is a contributing clinician to the textbook *Endodontics*, authored by Dr. Arnaldo Castellucci.

# reeves

endodontics & associates

laser assisted endodontics • microsurgery • implants

## Preservation And Regeneration Of Periradicular Structure In Endodontic Microsurgery

### Presented By: Dr. David Reeves, DDS

David Reeves maintains a private practice limited to endodontics and implant surgery in Reno Nevada.

He began his career practicing general dentistry in the National Health Service Corps for a period of three years and continued general dentistry for additional nine years in private practice. His technical interests in endodontics, three-dimensional anatomy, and the use of the dental operating microscope lead him to continue his education specializing in endodontics.

In 1985, he received his dental degree and received the prince award for clinical and professional excellence at Loma Linda University, and completed the endodontic graduate program at Boston University under Herbert Schilder's chairmanship in Boston, MA., in 1999.

In addition he involves himself in continuing education having completed post graduate training in occlusion at the Foundation of Advanced Continuing Education (FACE), Loma Linda University MaxiCourse in implantology, and various surgical courses at the Interdisciplinary Dental Education Academy (IDEA).

His passion for endodontics extends to the promotion of team development as a necessary element in providing the highest level of care.

**Date: Thursday January 18, 2024**

**Time: Light Dinner 5:00 Presentation 5:30-8:00pm**

**Location: Hyatt Pace reno/Tahoe Airport**

1790 E Plumb Lane, Reno, NV 89502

**Fee: 2.5 CE credits**

### Course Description:

The presentation is a microsurgical journey involving twenty- four years of clinical cases demonstrating treatment dilemmas, management, and techniques promoting preservation and regeneration of the periradicular structures. Questions regarding the usage of membranes and bone grafting will be reviewed as well as an explanation of bioactive membranes and biologics used in regenerative procedures. A presentation of surgical treatments will be used to explain and exemplify various incisions, suturing, and management objectives in periradicular regeneration.

### Course Objectives:

- Identify treatment challenges best managed with microsurgery.
- Define vertical incisions and conditions in which they can be used.
- Understand retrograde root canal treatment.
- Define bioactive membranes and technique.
- Understand enamel matrix derivatives and application.
- View surgical technique used in regenerative procedures.

**Sponsored By: Reeves Endodontics & Associates**

**RSVP by faxing this form to (775)823-9824**

**or by calling (775)825-5221**

Practice Name \_\_\_\_\_

Attendees: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

# DAVID M. REEVES, DDS CAGS



David Reeves maintains a private practice limited to endodontics and implant surgery in Reno Nevada.

He began his career practicing general dentistry in the National Health Service Corps for a period of three years and continued general dentistry for additional nine years in private practice. His technical interests in endodontics, three-dimensional anatomy, and the use of the dental operating microscope lead him to continue his education specializing in endodontics.

In 1985, he received his dental degree and received the prince award for clinical and professional excellence at Loma Linda University, and completed the endodontic graduate program at Boston University under Herbert Schilder's chairmanship in 1999.

In addition he involves himself in continuing education having completed post graduate training in occlusion at the Foundation of Advanced Continuing Education (FACE), Loma Linda University MaxiCourse in implantology, and numerous surgical courses at the Interdisciplinary Dental Education Academy (IDEA).

His passion for endodontics extends to the involvement of the team as a necessary element in promoting a learning environment and facilitating development in the level of care and services for the patient.

## EDUCATION

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Boston University Endodontic Specialty CAGS	May 1999
Loma Linda University School of Dentistry General Dental Education DDS	May 1985

## HONORS AND AWARDS

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<b>Prince Award</b> Loma Linda University School of Dentistry	1985
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Received for demonstrations of a scholarship, leadership and stewardship.

## PRESENTATIONS

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“Endodontic Apical Surgery: Is it still a relevant treatment option?”

2014 Northern Nevada Dental Society January

“To Treat or Not to Treat,”

Academy of General Dentistry April 2017

“Preservation of natural root forms using endodontic microsurgery and regeneration techniques: A clinical perspective”

2019 Loma Linda University Alumni September

“Preservation and regeneration of peri-radicular structures in endodontic microsurgery”

2023 Boston University Endodontic Alumni September

## PROFESSIONAL TRAINING

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Foundation of Advanced Continuing Education (FACE)

Loma Linda University Implant MaxiCourse

Interdisciplinary Dental Education Academy (IDEA).

## PROFESSIONAL AFFILIATIONS

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American Association of Endodontics

Nevada Dental Association

Northern Nevada Dental Society

## COMMUNITY SERVICE

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### Organization

National Health Service Corps, Vermont

September 1985 – July 1988

### Organization

Adopt A Vet, Reno, Nevada

December 1999 - continuing



**Agenda Item 4(a)(2):**

**Midwest Dental**

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## Nevada State Board of Dental Examiners

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(702) 486-7044 • (800) DDS-EXAM • Fax (702) 486-7046  
nsbde@dental.nv.gov

### APPLICATION FOR CONTINUING EDUCATION CREDIT

#### Sponsor Information:

Name:	Midwest Dental		
Business Address:	[REDACTED]		
City:	[REDACTED]	State:	[REDACTED]
		Zip code:	[REDACTED]
Business Telephone:	715-926-5050		
Email Address:	[REDACTED]		
Number of Attendees:	20		
Hours of Actual Instruction:	6 hours		
Facility Name:	Embassy Suites		
Facility Address:	3600 Paradise Road Las Vegas, NV 89169		
Date(s) of Course:	March 11, 2024		
Date of Request:	1/23/2024		

A handwritten signature in cursive script, appearing to read "Angela M. Kelly".

Sponsor Signature (Digital)

#### Speaker(s) Information:

Biographical Sketch:  Speaker bios attached
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Course Title: Diode Lasers - Standard Proficiency Course

Course Description:

This course follows the curriculum guidelines and standards for a standard proficiency training course.

Learning Objectives:

Upon completion of this learning activity, you will be able to:

- Understand all Laser Safety guidelines compliant with the American Nation Standards Institute and OSHA guidelines.
- Understand basic laser physics
- Understand basic settings and basic use of the laser.
- Apply knowledge to case presentation
- Have a resource for support

Outline of Course:

- Section One
  - Introduction of diode lasers
- Laser Safety & Laser Classifications
- ANSI Guidelines for Laser Safety

Section Two

- History of Lasers
- Electromagnetic Spectrum
- Laser Tissue Interaction
- Wavelengths and Variables Affecting Laser Functionality

Section Three

- Goals of Periodontal Therapy
- Laser Technique/Procedures & Best Practices
- Documentation

Section Four

- Hands On Exercises

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Approved by:

Number of Hours Approved:

Effective Date or Approval:

Disapproved [Explanation]:

# Angela M. Michlig

## Professional Affiliations

Member American Dental Assistants Association  
Member Organization for Safety, Asepsis and Prevention

## Professional Certificates

Certificate in Dental Infection Control and Prevention – OSAP-Dale Foundation

## Association Experience

2020 ADAA-Professional Dental Assistants Education Foundation Board Member  
2016-Present Member ADAA Council on Education

## Job Experience

2020-present  
Senior Compliance Manager – Smile Brands Inc.  
2010 – 2020  
Manager of Clinical Programs – Midwest/Mountain/Merit/Mondovi Dental  
2003 - 2010  
Clinical Coordinator – Midwest Dental  
2000-2003  
Regional Coordinator – Midwest Dental  
1991-2000  
Dental Assistant – Midwest Dental

## Volunteer Activities

Give Kids a Smile Participant  
Mission of Mercy Participant  
President Parish Council of Catholic Women  
Secretary Mondovi Conservation Club  
Secretary Mondovi Area Gobblers Chapter-National Wild Turkey Federation  
Committee Chair Mondovi Women in the Outdoors  
Treasurer Outagamie Conservation Club

## Professional Presentations

2024 Smile Brands Inc – “Infection Control: Maintaining and Monitoring Dental Unit Waterlines”  
2023 Smile Brands Inc – “New Hire OSHA Training”  
2022 Smile Brands Inc – “Building the Foundation of your Dental Assisting Career”  
2020 American Dental Assistants Association – Anna Nelson Webinar Series “Infection Control: Maintaining and Monitoring Dental Unit Waterlines”

- 2017 Indiana Dental Hygienists Association – Annual Conference “Written Policies and Procedures: Key Elements to a Comprehensive and Effective Clinical Compliance Program”
- 2017 Organization for Safety, Asepsis, and Prevention – Annual Conference “Creating Compliance in the Multi-Site, Multi-State Environment”
- 2017 Organization for Safety, Asepsis, and Prevention – Annual Conference “Compliance Brief: Using Basecamp to Efficiently Manage Compliance Projects”

## **Jason Genta DDS, MBA**

Dr. Jason Genta received his undergraduate degree in Economics from Saint Louis University, and is a 2011 graduate of Creighton University School of Dentistry in Omaha, Nebraska. Following dental school, he completed a 1 year AEGD at UCLA in Westwood California. In 2012, Dr. Genta moved to Chicago where he joined DecisionOne Dental Partners, who at the time, was a group practice with 4 locations. DecisionOne has now grown to 60+ dentists and 40 locations in Illinois and Wisconsin. From 2016-2023, he served as Vice President of Clinical Affairs, playing an active role in Doctor Recruiting, Training, Mentorship, and New Practice Acquisitions and Mergers. In 2022, Dr. Genta furthered his education by earning a Masters in Business Administration at Creighton University. Since 2023, Dr. Genta has worked as the Vice President of Clinical Operations for Smile Brands, a DSO with over 600 offices and 2,000 providers throughout the country.

- Laser training in the UCLA AEGD program in 2012, and utilization of the laser in private practice
- Laser Education and Competency as a licensed provider, and through multiple laser continuing education programs including recognized experts Jan Lebeau RDH, and Kristin Hunter RDH, BS
- Training completed for providers within multiple markets within Smile Brands
- Consultation and partnership with vendor partners at both DenMat and Ultradent to stay abreast of emerging technologies
- National speaker for both practicing dentists and in dental schools

# Tammy L. Filipiak RDH, MS, FADHA

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## **Educational Background**

- 2009 Marian University  
Master of Science – Organizational Leadership and Quality
- 2002 Upper Iowa University  
Bachelor of Science Cum Laude – Business
- 1987 Northcentral Technical College  
Associate of Applied Science – Dental Hygiene

## **Job Experience**

- December 2021 – Present  
Vice President Hygiene Support/Clinical Operations – Smile Brands (merger with Midwest Dental)
- January 2015 – December 2020  
Vice President of Clinical Development/Compliance Officer  
Midwest/Mountain/Merit/Mondovi Dental
- February 2004 – January 2015  
Director of Clinical Development – Midwest/Mountain/Merit Dental
- July 2003 – February 2004  
Dental Hygiene Educator – Orapharma Inc.
- Dec. 2002 – 2003  
Wisconsin Dental Hygienists' Association – Marketing Manager
- 1988 – January 2004  
David J. Wanserski DDS, MS – Prosthodontist – Clinical Dental Hygienist
- 1991-Jan. 2003  
Tad Meier DDS – General Dentistry – Clinical Dental Hygienist
- January 2001-2003  
Executive Director – Wisconsin Dental Hygienists' Association
- January 2000-May 2001  
Northcentral Technical College  
Dental Hygiene Instructor – Dental Materials, Dental Radiography

## **Professional Affiliations**

- Member American Dental Hygienists' Association  
Member Wisconsin Dental Hygienists' Association  
Member Central WI Dental Hygienists' Association  
Member Sigma Phi Alpha Dental Hygiene Honor Society  
Member American Academy of Dental Hygiene  
Global Advisory/Advocacy Board – Proctor and Gamble  
DSO Advisory Board – Proctor and Gamble

## **Association Experience**

- 2022-Present Delegate for ADHA/United States to International Federation of Dental Hygiene
- 2018-2020 Member/Chair ADHA Nominating Committee (Chair 2019-2021)
- 2018-2019 Immediate Past President American Dental Hygienists Association
- 2018-2019 Chair ADHA Institute for Oral Health

2017-2018 President American Dental Hygienists Association  
 2016-2017 President Elect American Dental Hygienists Association  
 2015-2016 ADHA Vice President  
 2015-2019 ADHA Institute for Oral Health Board Member  
 2015-2019 ADHA Finance Committee Member  
 2014-Present ADHA Executive Committee Member  
 2013-2015 ADHA District VII Trustee  
 2013-2014 ADHA Board Advisor – Council on Policy and Bylaws  
 2013 Hypac Committee Member  
 2013 ADHA Board Advisor Public Relations Council  
 2013 ADHA Finance Committee Member  
 2011 UYP Participant and Panel Discussion Presenter  
 2012 Dental Hygiene in a Changing World Panel Presenter  
 2007-2012 American Dental Hygienists Association Council on Policy and Bylaws (chair)  
 2011-2012 Wisconsin Dental Hygienists Association Council on Policy and Bylaws (chair)  
 2010-2011 American Dental Hygienists Association IOH WI Liaison  
 2002-2012 Wisconsin Dental Hygienists Association – Delegate to Annual Session  
 2006 Wisconsin Dental Hygienists Association – Speaker of the House  
 2006 American Dental Hygienists Association Council on Regulation & Practice  
 (chair), and member -Clinical Practice Guidelines Taskforce  
 2005 American Dental Hygienists Association Council on Regulation &  
 Practice, and Clinical Practice Guideline Taskforce  
 2003 American Dental Hygienists’ Association  
 Reference Committee Appointment – Annual Session- New York, NY  
 2003 Recipient Wisconsin Dental Hygienists’ Association  
 Outstanding Service Award  
 2001 President – Wisconsin Dental Hygienists’ Association  
 2000 Appointment to Wisconsin Joint Legislative Council - Committee on  
 Access to Dental Care  
 2000 American Dental Hygienists’ Association Oral Health Institute  
 Advisory Committee  
 2000 Nominee – Warner/Lambert National Award for  
 Excellence in Dental Hygiene  
 1999-2008 Wisconsin Delegate to American Dental Hygienists’ Association  
 Annual Session House of Delegates  
 1999-2003 Wisconsin Liaison to American Dental Hygienists’ Association  
 Oral Health Institute  
 1987 Central Wisconsin Dental Hygienists’ Association Leadership Award

## **Awards/Achievements**

2022 ADHA Stand Out Seven Award – Administrator Category  
 2021 ADHA Award for Excellence in Dental Hygiene Award  
 2020 ADHA Professional Membership Achievement Award  
 2012 Dimensions of Dental Hygiene – Recognition as one of six “Dental Hygienists  
 You Want to Know”, Mover and Shaker category  
 2012 American Academy of Dental Hygiene – Governance Council  
 2010 ADHA Presidential Citation for Leadership/Vision with Bylaws and Policy  
 Manual Revision

2003 Recipient J.O. Butler Dental Hygiene Award of Distinction  
1991-98 Northcentral Technical College  
Dental Hygiene Advisory Committee Member

## **Volunteer Activities**

2018-2021 – Board of Directors – Wisconsin North Central Area Health Education Center  
Community Sealant Projects  
Special Olympics Volunteer  
National Dental Hygiene Month/Children’s Dental Health Month Activities  
Fill-a-Backpack / Fill-a-Need – Initiated inclusion of oral health materials in backpacks  
Give Kids a Smile Participant  
Mission of Mercy Participant

## **Professional Presentations**

Sched.- 2024 International Symposium for Dental Hygiene – Seoul, South Korea, “The Dental Mental Connection”  
Sched.-2024 International Federation of Dental Hygiene – Leadership/Board Training, Seoul, South Korea  
2023-2024 Diode Laser Training – Smile Brands Teams and Affiliates  
2023-2024 Top Scope Dental Hygiene Practice  
2023 Colorado Dental Hygienists Association – “Lean In, Lead Up and Re-Charge-Get Inspired for the Future of YOU”, “The Dental Mental Connection”  
2023 Brown Girl RDH Conference – “Lean In, Lead Up and Re-Charge – Get Inspired for the Future of YOU”  
2023 American Dental Association Smile Con – Lunch Chat “Hygiene Excellence”, “Lean In, Lead Up, Re-Charge: Inspiration for Your Future”, “How You Doin’ – The Importance of Workplace Culture”  
2023 Wisconsin Dental Hygienists Association – “The Mental Dental Connection – Both Mind and Mouth Matter”  
2023 American Dental Hygienists Association Annual Conference  
“The Changing Landscape in Dentistry – Introduction to DSO’s”  
Panelist – “Dental Hygiene Educators Workshop – The Future of Dental Hygiene Education: Independence & Innovation”  
Panelist – “Driving Your Future as a Critical Healthcare Professional”  
2022 The Dental Festival – “Lean In, Lead Up, Re-Charge - Get Inspired for the Future of YOU”  
2022 American Dental Hygienists Association – “How You Doin’ – The Importance of Workplace Culture”  
2022 American Dental Educators Association - Program Directors Meeting – “The Evolving Landscape in Dentistry”  
2022 Ultradent Corp./DSO Pinnacle Meeting – “Protect the Past – Influence the Future, What’s Your Role”  
2021 The Dental Festival – Panel Discussion (participant) on Dental Support Organizations  
2021 ADSO Leading the Evolution of Dentistry – Panelist for “Elevating Dentistry – Bringing the Best Candidates into DSO’s”  
2021 ADSO Virtual Meeting – Panelist for “Building a Culture of Quality”  
2021 ADHA Annual Conference Phoenix, AZ – Introduction to DSO’s

2021	ADHA Annual Conference Phoenix, AZ– Dental Hygiene Excellence
2019	American Academy of Periodontology – Dental Hygiene Symposium “Introduction to the ADHA Standards for Clinical Dental Hygiene Practice – Spotlight on Periodontal Classification and Implementation Into Practice”
2019	Wisconsin Dental Hygienists Association – Indigo Conference “Live Your Best Life – Releasing Your Body’s Own Medicine”
2019	Wisconsin Dental Hygienists Association – Indigo Conference “Standards for Clinical Dental Hygiene Practice – The Roadmap to Patient Care”
2019	Ultradent DSO Summit – “The Changing Landscape of Dental Hygiene”
2014	South Dakota Dental Hygienists Association Annual Session – Developing Your Leadership Path
2012	American Dental Hygienists Assn. – Dental Hygiene In A Changing World Program Panelist
2008	CE Program – Communication and Hygiene Leadership American Dental Hygienists Assn. Annual Meeting
2007	CE program – Essential Elements for Office Success
2005	CE program – Case Acceptance and Clinical Success
2003	Dental Implants and the Hygienist Connection Central Wisconsin Dental Hygienists’ Association Study Club
2003	Dental Implants – Patient Selection, Treatment and Follow-up Care Central Wisconsin Dental Forum
2001	Oral Cancer Screening for the Dental Hygienist Wisconsin Dental Hygienists’ Association Scientific Session

## **Publications**

Dec. 2023	DSO Pro-Supporting and Educating Hygienists on Standards for Clinical Practice to Improve Patients’ Oral Health Outcomes
2023	Modern Hygienist (Digital) – “The Future of Organized Dentistry”
2022	Dental Products Report – Contributing Author “Plugging In – How Dental Hygienists Can Use Digital Dental Technologies”
2017-18	Access Magazine – Publications associated with ADHA President
October 2015	Dimensions of Dental Hygiene Workforce Supplement
October 2014	Dimensions of Dental Hygiene – Future of Dental Hygiene Supplement
June 2008	ADHA Access “Mouth Rinses and Their Impact on Oral Hygiene”
March 2007	Modern Hygienist “First a Whiter Smile, Then World Peace”
November 2006	Modern Hygienist “Guidelines for Success”
January 2006	RDH Magazine “The Mental Checklist”
June 2005	RDH Magazine “That Was Then – This is Now”

# Jenny Rush, RDH, BSDH

Jenny Rush is a diode laser user of 10 years, working with multiple lasers in the industry. She has been the Director of Dental Hygiene for DecisionOne Dental, based out of the Chicagoland area since 2017. Jenny leads over 100 hygienists in 40 offices to support a Standard of Excellence for patients. She's been a hygienist for almost 16 years, earning her Associate's from Harper College in Palatine, Illinois in 2008 and her BSDH from the University of Bridgeport in Connecticut in 2013. Ms. Rush has been a proud member of the ADHA since the start of her hygiene career and has served in various positions for her local component over the years. In 2019 DecisionOne Dental joined Smile Brands and since 2023, Jenny has been supporting other Smile Brands offices with adding laser therapy to their patient care standards.

- 5/1/2015 - 6 hour CE - Ultimate Soft Tissue Laser Certification Course by Dr. Chris Owens
- 2015 Level 1 Laser Certification Course - Associate Fellowship Certification - Soft Tissue Surgical and Periodontal Applications - World Clinical Laser Institute
- 5/21/23 DenMat Laser Fundamentals 4 hour CE - Diode Laser
- 8/23/23 - Light Up the Pathogens: How Lasers Work to Destroy Red-Complex Bacteria - by Amber Auger, RDH, MPH
- Laser educated as a licensed provider through multiple laser continuing education programs from recognized experts, Jan Lebeau RDH and Kristin Hunter RDH, BS. As well as consulted with as needed.
- Facilitates classroom and hands-on training for providers within multiple markets of Smile Brands
- Maintains active partnership with vendors at both DenMat and Ultradent to stay up to date on laser technologies
- Current member of the Academy of Laser Dentistry
- Committed to excellence in training and development of dental hygiene care and competency among providers



Jennifer Rush, RDH

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has completed the  
Level I Laser Certification Course  
Associate Fellowship Certification

*Soft Tissue Surgical and Periodontal Applications*

**2015**

**World Clinical Laser Institute**

A handwritten signature in black ink, appearing to read "William E. Brown, Jr.", written over a horizontal line.

William E. Brown, Jr., Executive Director  
World Clinical Laser Institute



**Agenda Item 4(a)(3):**

**Nicole Bui-Fong, DDS**

Confidential



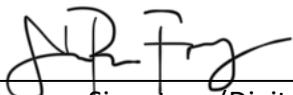
## Nevada State Board of Dental Examiners

2651 N. Green Valley Parkway, Suite 104, Henderson, NV 89014  
(702) 486-7044 • (800) DDS-EXAM • Fax (702) 486-7046  
nsbde@dental.nv.gov

### APPLICATION FOR CONTINUING EDUCATION CREDIT

#### Sponsor Information:

Name:	Nicole Bui-Fong		
Business Address:	[REDACTED]		
City:	[REDACTED]	State:	[REDACTED]
Zip code:	[REDACTED]		
Business Telephone:	510-258-2405		
Email Address:	[REDACTED]		
Number of Attendees:	28		
Hours of Actual Instruction:	3		
Facility Name:	Grand Sierra Resort and Casino		
Facility Address:	2500 E 2nd St, Reno, NV 89595		
Date(s) of Course:	Friday, March 1, 2024		
Date of Request:	1/31/24		

  
Sponsor Signature (Digital)

#### Speaker(s) Information:

##### Biographical Sketch:

I am applying our group of doctors as a study group. We plan to meet biannually (March 1, 2024 and November 8, 2024, dates TBD for 2025). The focus of our group is leadership development to cultivate strong team environments in the dental office setting and exploring strategies that can make our practices more efficient, while providing a great experience for our patients. The list of all our study group members is included.

For our March 1st meeting, we are applying for 3 hours of CE for 3 subjects that will be presented by three different speakers. Our first speaker is Chris Geode—leadership expert and Executive Vice President of Corporate Solutions Group at Maxwell Leadership. Our second presentation will be from Lacie Bourland, MBA, M.Ed., certified patient experience professional, Senior Director at Blue Tree Dental. Our third presentation will be from Dr. Brad Munninger, general dentist and practice owner of The Dentist's Office, Fernley.

Course Title: Practice Leadership Conference

Course Description:

These three separate lectures should help provide our doctors with a wide array of different tools and skills that they can implement in their office to strengthen teamwork dynamics in their office and in turn, improve patient experience .

Learning Objectives:

- To be able to distinguish the 5 levels of leadership
- To be able to access your level of leadership and steps needed to achieve next level
- To learn to develop and elevate other leaders
- To learn how to create a CareGuide
- To be able to identify the 5 P's and how they should shape your CareGuide
- To learn how to translate the goals of your CareGuide down to your team members
- To be able to define transformative communication
- To identify ways to execute transformative communication in your office

Outline of Course:

See attached

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**FOR OFFICE USE ONLY – DO NOT WRITE BELOW THIS LINE**

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Approved by:

Number of Hours Approved:

Effective Date or Approval:

Disapproved [Explanation]:

## **Outline of Course**

### **The 5 Levels of Leadership**

**By** Chris Geode

- Where are you on your leadership journey, and where do you go from here?
- Where do you stand and how do you get to the next level?
- THE 5 LEVELS OF LEADERSHIP
  - Level 1 — Position
    - The lowest level of leadership – no ability or effort to achieve, people only follow if they believe that they have to.
  - Level 2 — Permission
    - Level 2 is based on relationship. People choose to follow because they want to.
    - Cultivating relationships and connection
    - Valuing individuals and building trust and respect
  - Level 3 — Production
    - Motivation, influence, and credibility
    - Building influence through results
    - Becoming a change agent
  - Level 4 — People Development
    - Investing in next cycle of leaders
    - Identifying potential for leadership
    - Building mentoring relationships
  - Level 5 — Pinnacle
    - Longevity and intentionality
    - Transcending your position

### **Principles of Practice Success/Careguide. 5 P's**

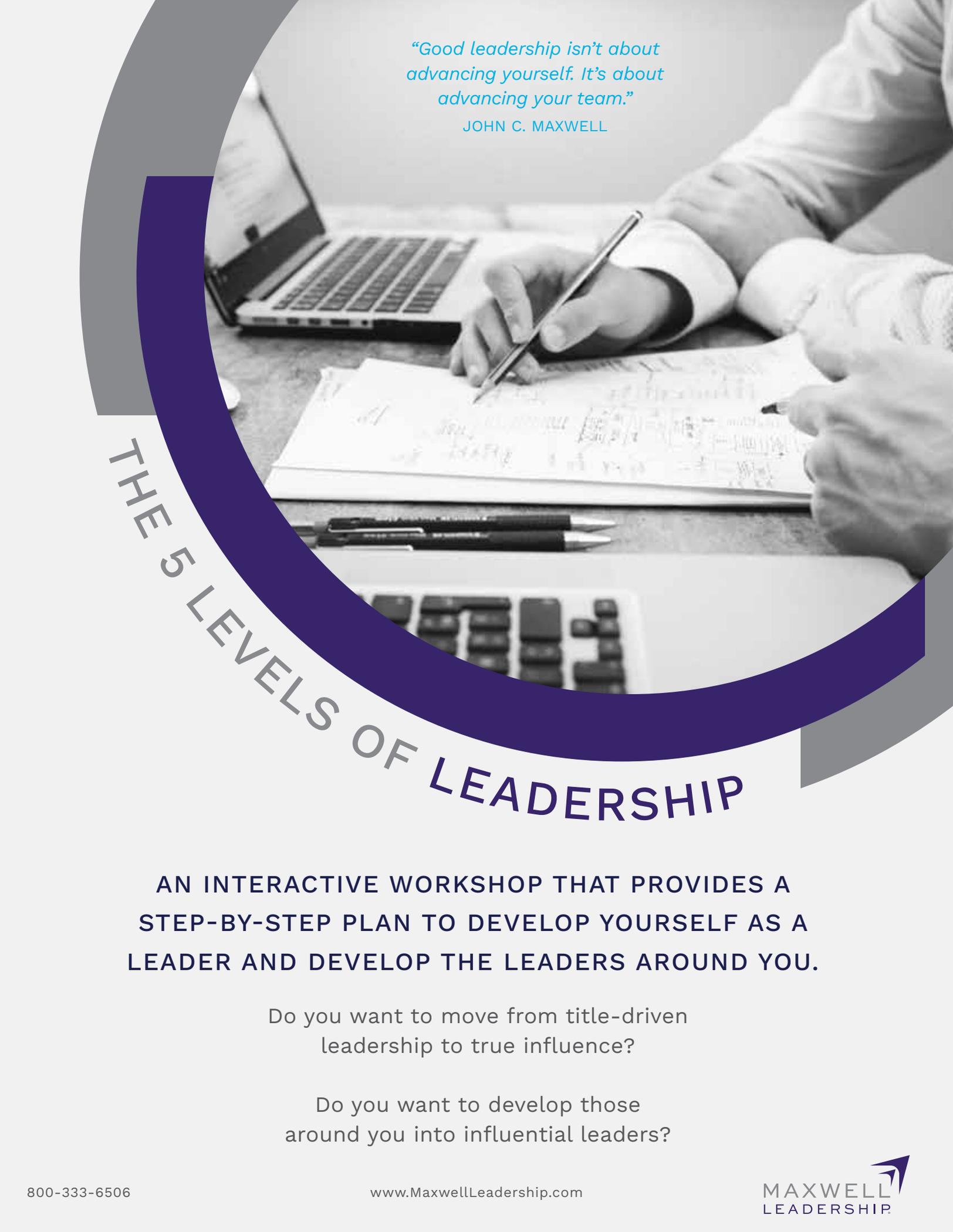
**By** Lacie Bourland

1. The vision of the Careguide and what it is, and how we hope it can be utilized
2. Defining the 5 P's and how to prioritize them while developing a CareGuide
  - a. Patient Care
  - b. People Care
  - c. Practice Care
  - d. Professional Development
  - e. Practice Promotion
    - i. Touch on each and how it pertains to the vision and the CareGuide
3. How to train your team in regards to the CareGuide principals
4. How to utilize the CareGuide to maximize the patient flow and the policies to implement into the 5Ps and future training
  - a. Drill into each point of the policy at a high level

- i. Examples from certain specialties (general, pedo, ortho, etc)
- b. High level overview
  - i. How Care Guide dictates Policy
- c. "Freedom within the framework"
  - i. Boilerplate are the best practices - the freedom to create KPIs that are meaningful to each brand give these policies power
  - ii. Nobody has ever been inspired by someone else's dream

**"Transformative Communication and Leadership In The Dental Office"**  
**By Brad Munninger**

Slides Attached



*“Good leadership isn’t about  
advancing yourself. It’s about  
advancing your team.”*

JOHN C. MAXWELL

# THE 5 LEVELS OF LEADERSHIP

**AN INTERACTIVE WORKSHOP THAT PROVIDES A  
STEP-BY-STEP PLAN TO DEVELOP YOURSELF AS A  
LEADER AND DEVELOP THE LEADERS AROUND YOU.**

Do you want to move from title-driven  
leadership to true influence?

Do you want to develop those  
around you into influential leaders?



## THE 5 LEVELS OF LEADERSHIP

Introduction to The 5 Levels of Leadership™

- Defining Leadership

# 1

- Position (beliefs, behaviors & mindsets)
- Upside, downside & best practices
  - Action plan/transitioning to Level 2

# 2

- Permission (beliefs, behaviors & mindsets)
- Relationship-building strategies & facts
  - Upside, downside & best practices
  - Action plan/transitioning to Level 3

# 3

- Production (beliefs, behaviors & mindsets)
- TEAM mindset/ cross-collaborative strategies
  - Upside, downside & best practices
  - Action plan/transitioning to Level 4

# 4

- People Development (beliefs, behaviors and mindsets)
- Seven guidelines to People Development
  - Empowerment/coaching/what do I have to give?
  - Upside, downside & best practices
  - Action plan/transitioning to Level 4

# 5

- Pinnacle (beliefs, behaviors & mindsets)
- Pinnacle case studies
  - Complete action plan

## EACH LEVEL CONTAINS THE FOLLOWING LEARNING COMPONENTS:

- The upside of that level
- The downside of that level
- Best behaviors
- The Laws of Leaders
- Beliefs that help a leader to advance to the next level
- Action plan to grow through that level and develop the necessary skills to get to the next level
- Identify a clear picture of leadership
- Identify your current level of leadership within the Five Levels
- Learn about each level and what it takes to progress through the levels
- Understand how the Five Levels impacts each individual, the team and the organization

## BY TEACHING YOUR EMPLOYEES THE 5 LEVELS OF LEADERSHIP, THEY WILL:

- Know the core competencies needed to grow as a leader
- Improve their leadership skills
- Better relate to those they lead

## Work Experience

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- |   |                          |
|---|--------------------------|
| My Kid's Smile, Reno, NV  | July 2018 - Present      |
| <ul style="list-style-type: none"><li>• Pediatric Dentist</li></ul> |                          |
| The Dentists' Office, Fallon, NV                                    | July 2018 - January 2023 |
| <ul style="list-style-type: none"><li>• Pediatric Dentist</li></ul> |                          |
| Susanville Dental Specialties                                       | July 2018 - October 2021 |
| <ul style="list-style-type: none"><li>• Pediatric Dentist</li></ul> |                          |

## Educational Background

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- |   |                       |
|---|-----------------------|
| University of Southern California   | July 2016 - June 2018 |
| <ul style="list-style-type: none"><li>• Advanced Education Program in Pediatric Dentistry</li><li>• Primary Hospital affiliation: Children's Hospital Los Angeles</li></ul> |                       |
| University of California, Los Angeles, School of Dentistry  | Sept 2012 - June 2016 |
| <ul style="list-style-type: none"><li>• Doctor of Dental Surgery</li><li>• 20 didactic and clinical honors</li></ul>  |                       |
| University of California, San Diego   |                       |
| <ul style="list-style-type: none"><li>• Bachelor in Science, Human Biology</li></ul>  |                       |

## Professional Affiliations

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- |   |                     |
|---|---------------------|
| Nevada Association of Pediatric Dentistry                         | Jan 2022 - Jan 2023 |
| <ul style="list-style-type: none"><li>• President</li></ul>       |                     |
| Nevada Association of Pediatric Dentistry                         | Jan 2021 - Jan 2022 |
| <ul style="list-style-type: none"><li>• President Elect</li></ul> |                     |
| Nevada Association of Pediatric Dentistry                         | Jan 2020 - Jan 2021 |
| <ul style="list-style-type: none"><li>• Vice President</li></ul>  |                     |



# CHRIS GOEDE

EXECUTIVE FACILITATOR AND COACH

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With more than 18 years of experience starting, growing, and leading companies, Chris shares his extensive background in leadership development and high performance team building to help clients live out leadership in remarkable ways.

As the Executive Vice President of Corporate Solutions Group at Maxwell Leadership, his passions as a leader include leading people to discover and maximize their strengths and contributing high level strategies to achieve top performance.

Prior to joining Maxwell Leadership, Chris launched and led high-growth startup companies in the real estate and manufacturing industries. He applies this diverse business management acumen to drive positive change—both within Maxwell Leadership and client organizations.

Chris studied sports management and business at Liberty University, where he played football before joining the Canadian Football League. He is an active member of various advisory boards influencing change in local communities. Chris and his wife Sara reside in Atlanta, GA and they have two collage-aged children, Ryland and Addi.

# Lacie N. Bourland, MBA, M.Ed., CPXP

## PROFESSIONAL SUMMARY

Executive-level operations leader with 20+ years in healthcare with an emphasis in sales, marketing, business development and physician recruitment. Passion for training, teaching and mentoring at all levels. Life long learner.

## SKILLS

- Strategic Planning
- P&L Management
- Process Improvement
- Lean Management
- Delegation
- Project Management
- Business Development
- Physician Recruitment
- Instructional Design
- Patient Experience
- Event Management
- ROI Analysis

## PROFESSIONAL EXPERIENCE

### **Sr. Director - Development & Strategy, Bluetree Dental January 2022 - Present**

3605 Grant Drive Reno, NV 89509

Responsible for all aspects of marketing, employee development/instructional design, leadership training, event planning and interior design for 26 brands and 40+ offices across the western united states

- Developed and implemented a comprehensive compliance program regarding marketing
- Works closely with team services and recommends recruitment campaigns and strategies.
- Oversees interior design team including vendor relationships for DeNovos and practice refreshes.
- Led event team to include but not limited to the annual Team Forward with 350+ attendees (x2)
- Developed, wrote, and implemented Foundations Training for all team members.
- Ownership relations to include annual owners retreat, mid-year retreat, and board attendance
- Initiates, develops, and leads practice manager training
- Serves as the company Privacy Officer

### **Director of Integration and Employee Development, Bluetree Dental July 2021 - January 2022**

3605 Grant Drive Reno, NV 89509

Responsible for integration and onboarding new practices into the Bluetree Family, along with employee development, and leadership training/instructional design.

- Led successful integrations team for five acquisitions into Bluetree before the promotion
- Developed a new onboarding process/program to ensure efficiency.
- Worked closely with the CEO to develop the CareGuide concept
- Led training for 20+ practice managers regarding Business Made Simple

## **Instructional Design/SME (Contracted) Abilene Christian University March 2021 - January 2022**

1600 Campus Ct., Abilene, TX 79601

Responsible for developing, writing and designing specific classes in conjunction with the assigned instructional designer.

- Developed, designed and wrote Marketing Strategy HCAD 385
- Developed, designed and wrote Skilled Nursing Administration HCAD 421

## **Administrator, Reno Cyberknife-Alliance HealthCare Services February 2013 - July 2021**

645 N. Arlington Ave. Ste. 120, Reno, NV 89503

Responsible for operational, business development, education and sales efforts, implementing multiple strategies for continued growth and success of the program, putting patients first.

- Led operations management and strategic planning for the location that generated approximately \$7M EBITA
- Recruit new physicians to participate with Reno Cyberknife to expand and grow the program and volume
- Work with media partners to develop and execute strategies in all areas of local and national media
- Strategized with the corporate marketing director to develop new advertising literature and programs
- Consistently provided partners with financial distributions due to positive case volume
- Increased YoY growth in revenue and case volume (2013-2020)
- Successfully led business justification inquiry and installation of a \$400,000 upgrade to Cyberknife
- Served as chairperson and reports quarterly to the board of directors
- Led committee for bi-annual division meeting in Nashville (x5)
- Led Mentor for training new team members and staff
- Provides patient navigation, customer service, and cross team leadership
- Led successful development and implementation of the Patients First Initiative (2019)
- Multi-site experience

## **Marketing Liaison Director, Hearthstone of Northern Nevada 2011 - 2013**

1950 Baring Blvd., Sparks, NV 89434

Responsible for driving case volume to the center to achieve census goals through relationship development and management, as well as educating the hospital partners and community members on provided services.

- First liaison director hired in the Fundamental corporation
- Achieved 100% census within seven weeks of starting
- Develops and utilizes department strategic plan
- Recruits physicians to consult for Hearthstone
- Maintains and develops physician/hospital relationships to ensure steady referral sources
- Directs the day-to-day operations of the department
- Thorough understanding of various types of insurance
- Delivered for all of the advertising, communications, public relations, and community awareness

## **Director of Marketing and Admissions, HCR ManorCare 2007- 2011**

3101 Plumas Street Reno, NV 89509

Responsible for driving case volume to the center to achieve census goals through relationship development and management, as well as educating the hospital partners and community members on provided services.

- Grew census from 70% occupancy to 95% occupancy 10/07-12/08
- Achieved 100% census six times
- Maintained and exceeded census budget and expectations of 90%
- Admits an average of 75 patients per month consistently
- Generated \$17M in revenue and contributed \$5M to the bottom line consistently
- Developed and maintained physician/hospital relationships to ensure steady referral sources
- Managed, recruited, and trained the Admissions Coordinator and Admissions Team Members

## **Director of Marketing and Admissions, RFMS– Highland Manor of Fallon 2005 - 2007**

550 North Sherman Road. Fallon, NV 89406

Responsible for developing the initial and continued pipeline of referral sources into the facility while educating hospital partners and community members on available services.

- Drove census development from zero to 62 in six months
- Successfully established and built relationships with continual referral sources
- Designed, scheduled, and executed all marketing training and customer service training
- Increased Same Store Revenue by approximately \$500,000 compared to 2006
- Trained all staff on corporate marketing plans and expectations

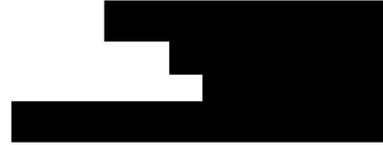
## **CERTIFICATIONS, AWARDS & COMMUNITY INVOLVEMENT**

- Behavioral Mediation/Beginning Mediation
- IMPACT Sales Training
- 2011-12 Volunteer Reno Rock-N-River Marathon
- 2011-12 Volunteer to the Executive Director of the Reno Tahoe-Open
- 2013-2021 NV MGMA Member
- 2011-14 Reno-Tahoe Young Professionals
- 2013-2020 ABWA
- 2013-2019 Moms on the Run Participant
- 2013-present Susan G Komen Participant
- 2014-2016 Lung Force Walk Participant
- 2019-Secretary Senior Service Network
- 2019-Administrator of the Year, Alliance Oncology
- 2020-Administrator of the Year, Alliance Oncology
- 2020-Vice President Senior Service Network
- 2021-President Senior Service Network
- 2021-present JDRF Walk Participant

## **EDUCATION**

**Master of Education, Instructional Design-WGU-Salt Lake City, UT**  
**Master of Business Administration-Morrison University - Reno, NV**  
**Bachelor of Science (BGS)-University of Nevada, Reno - Reno, NV**  
**Certified Patient Experience Professional-Beryl Institute - Nashville, TN**

## Bradford Munninger DDS



### **PROFILE**

A general dentist with a strong passion for emotional and social intelligence.

### **EXPERIENCE**

General Dentist

The Dentist Office - Fernley - 2004-current

General Dentist

Dentistry for Children - 2005-2006

General Dentist

HAWC Public Health Clinic - 2003-2004

### **EDUCATION**

Doctor of Dental Surgery| University of Colorado

Graduated Magna Cum Laude

1997-2001

Bachelors of Science| University of Nevada

Graduated with Honors

1993-1997

### **PROFESSIONAL MEMBERSHIPS**

American Dental Association

Northern Nevada Dental Association

Northern Nevada Peer Review Committee

Clinical Director for Bluetree Dental