

New Dentist Spotlight

Dr. Leah Capozzi



Dr. Leah Capozzi, originally from Hamburg, NY, proudly practices general dentistry in downtown Buffalo with Metropolitan Dental, PLLC. Dr. Capozzi attended SUNY College at Buffalo, graduating with her BA in Biology and a minor in Chemistry. She then went on to attend The University at Buffalo School of Dental Medicine, where she completed both her DDS and her Advanced Education in General Dentistry.

Dr. Capozzi is currently a member of the Eighth District Dental Society, New York State Dental Association, the American Dental Association, the American Academy of Dental Sleep Medicine, and is also a member of Spear Education and the Crown Council. She invests much time in continuing education not only for herself, but also through teaching and editorials such as Dental Products Report where she serves on the editorial advisory board and as a contributing author. Dr. Capozzi also works closely with Dr. David Rice and Ignite DDS, assisting in hands on cerec training courses for dental students. When it comes to being a part of organized dentistry, Dr. Capozzi states "Dentistry is a very challenging profession. It is important that we take advantage of the support that is available to us. Organized dentistry is a great avenue to access education, resources, and mentorship."

Dr. Capozzi is very excited to be a part of our professional community in the Buffalo area. "I am proud of the growth we have experienced in downtown Buffalo. Not only do we treat patients who are downtown for work, but it is great to see so many young professionals and families committed to living in the city as well. We enjoy seeing a diverse population of patients and providing them with convenient and compassionate care."

Dr. Capozzi and her husband, Michael, have two beautiful daughters; Aria, 4, and Emma, 2, and their dog, Belle. "My favorite thing to do is spend time with my family. It's so amazing watching my girls grow and experience the world! I also enjoy going to the beach, sailing, golfing, skiing, and spending time with family and friends."

Congratulations to Dr. Leah Capozzi on being featured in our 8th District Dental Society's "New Dentist Spotlight!" If you have a new dentist in mind that you feel should be featured in an upcoming "New Dentist Spotlight," please email your nomination to atsdds@gmail.com.

Dr. Amy S. Nagai, New Dentist Council Chairman

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8th District

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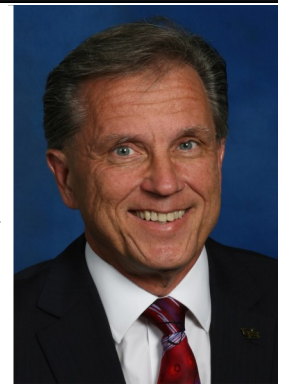
The Dental Society is organized for the purpose of encouraging improvement of the health of the public, to promote the art and science of dentistry, and to represent the interests of the members of the profession and the public which it serves.

From the Editor

Time for a Change:

Farewell Editorial

By Chester J. Gary, DDS, JD



For over fourteen years, I have had the extraordinary honor to share in the professional lives of the amazing dentists of Western New York. In my capacity as editor of our District Bulletin, I have learned more about the issues facing dentistry and each of us, as individuals, than I could have in any other position.

Thank you for the opportunity and privilege to speak out on our behalf. Although I end my tenure at the component level with this issue, I welcome the challenges of my new duties as editor of our New York State Dental Journal (NYSDJ).

As local editor, I enjoyed the incredible good fortune to work with talented and dedicated professional colleagues, many of whom I now call friends. These include: Executive Directors and Associate Editors: Chris Klimecko, Cyndy Fiegl, Vicki Prager, David Kinyon and Jim Williamson; and our former Eighth District Bulletin editor, current NYSDJ editor and my successor as the next editor of the Bulletin, my classmate and good friend, Dr. Kevin Hanley. I offer my gratitude to these individuals for their behind-the-scenes contributions, which often, regrettably, go unnoticed or unappreciated. Without their efforts, our Bulletin would not stand as one of the most respected district publications in New York State. Kevin, Chris and Cyndy will continue to present a quality district publication for your professional enhancement. In addition, I had the honor to serve with the following current and past Eighth District Presidents: Drs. Jim Hoddick, Mike Marrone, Joe Modica, John Nasca, Brendan Dowd, Charlie Travagliato, Sal Manente, Mary Beth Dunn, Frank Barnashuk, Dave Bonnevie, Mark Barone, Rick Fink, Patty Haberman, Bob Engl, and Kevin Hanley. You have all been an inspiration to me.

As an editorial staff, we instituted a good deal of administrative changes over the past decade, including a shift to an online publication and various format updates. Most importantly, we ensured that the content of our publication promoted a forum for serious discussion and comment on matters of concern to the dental community at all levels. In doing so, we dedicated our best efforts to enhance the collective knowledge and understanding of our members in areas relevant to the operation of our practices and the quality of care of our patients. In the end, our passion for advocacy journalism reflected the professionalism our members demonstrated on a daily basis.

Although I now turn to my responsibilities as NYSDJ editor, I will continue to serve as an associate editor for the district Bulletin. As always, I would be happy to respond to any comments you may have regarding either our state or local publications. I promise to represent you, the Eighth District, and NYSDA to the best of my abilities. Thanks again and I wish you all the best.

Please address any questions or comments to Chester J. Gary, DDS, JD at garyddsjd@gmail.com.

From the President

How Fleeting Time

By James A. Hoddick, DDS

As this administrative year ends, I am again forced to realize how fleeting time has become as I grow older. It seems like yesterday Charlie Travagliato asked if I would consider running for president of the Eighth District Dental Society. I considered it a great honor, not lessened by the fact that I was the only one running. I had and still have a lot to learn!

There were many individuals more than willing to help me this past year. I would like to thank the line of past-presidents immediately preceding my tenure - Brendan Dowd, John Nasca, Joe Modica, and Mike Marrone, as well as Treasurer Dave Bonnevie. They were always available for advice and direction. Past-President and Editor of everything, Kevin Hanley, was always kind enough to edit these "From the President" columns for me. Our tireless staff, Cyndy Fiegl and Dana Skinner, led by our Executive Director, Chris Klimecko, were always available with their support and a smile! The Executive Council, too numerous to mention here, all volunteer their time and best efforts for the benefit of our profession. At this time of Thanksgiving, I thank you all for your effort and support of both me and the Eighth District Dental Society.

There are many exciting things on the agenda for our society. There will be numerous opportunities for continuing education. John Tibbetts promises another great event for the golfers. Your Executive Council is hard at work addressing the myriad of issues facing our profession. Our soon to be NYSDA president, Brendan Dowd, has been organizing numerous volunteer outreach programs throughout New York State. Through the Eighth District Foundation, Kevin D'Angelo has been organizing a RAM Mission in Olean at St. Bonaventure University. I had the opportunity to participate in the Program for Veterans at the University at Buffalo School of Dental Medicine on November 12 and hope to participate in Olean. If you can find the time to help, I assure you it will be a rewarding experience. If not, I am sure you will be able to read about it in the New York State Dental Journal as Chet Gary will take over for Kevin Hanley as editor in January 2017, keeping its editorship in the Eighth District.



(Continued on page 7)

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Calendar

December 2016

Saturday, December 10

Eighth District Dental Society's Children's Christmas Party

10AM Brookfield Country Club

January 2017

Tuesday, January 10

Eighth District Dental Society Executive Council Meeting

7PM Eighth District Office

Tuesday, January 17

Eighth District Dental Foundation Meeting

7PM Eighth District Office

Saturday, January 28

Eighth District Dental Society's President's Installation

6PM The Foundry

February 2017

Friday, February 3

Give Kids a Smile Day

8AM UB Dental Clinic

Saturday, February 4

Children's Dental Health Month Mall Fair

10AM Boulevard Mall

Tuesday, February 14

Eighth District Dental Society Executive Council Meeting

7PM Eighth District Office

Saturday, February 18

Children's Dental Health Month Mall Fair

10AM Galleria Mall

Thursday, February 23

Eighth District Service Corporation Meeting

6PM Eighth District Office

March 2017

Tuesday, March 14

Eighth District Dental Society Executive Council Meeting

7PM Eighth District Office

Friday, March 24

Eighth District Dental Society's Spring All Day Seminar

"Aesthetics Built to Last" - Joyce Bassett, DDS

8AM TBD



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- Feb 1 Go figure: how to pick the right number
- Feb 15 Risky business and testy arguments: risk and sensitivity training for the novice
- Mar 1 Carrying umbrellas & rain: how to interpret causation and other improbable conclusions
- Mar 15 Significant other: understanding important relationships
- Mar 29 The entire kitchen sink and counter-knowledge: how to detect unfalsifiability
- Apr 5 You are what you cite: how to write and review a scientific paper

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The Working Interview

By Chris Klimecko

Seems harmless enough. You have a good candidate for an opening in your practice and you'd like to check out their skills first-hand before hiring them. So you bring her or him in, possibly with no pay, to work for a day. During that time, you get to observe their work. Sounds good. But is this a proper methodology for hiring? In a nutshell, no. Generally speaking, working interviews such as this are not permitted. Below are four common working interview approaches and why they must be avoided.

Without Pay

Let's assume the individual agrees to work for the day without pay. They even sign something that says they're okay with it. Sounds good, but the Department of Labor says that a document of this nature isn't valid. In a nutshell, you can't sign away your right to be paid for a day's work.

With Pay

You decide you'll pay the individual for the day. You agree to an amount, pay them for the day, and record the pay on an IRS Form 1099. Again, sounds like a good way to go. However, there are several things lacking with this method. First and foremost is the USCIS Form I-9

(Employment Eligibility Verification). The Department of Homeland Security requires that all US employers maintain an I-9 for each employee. Beyond the I-9, there's the issue of withholding taxes, the fact that this individual will not be recorded on the NYS 45 (Quarterly Combined Withholding, Wage Reporting, and Unemployment Insurance Return), and a host of other problems.

The Independent Contractor

Going the route of classifying the individual as an independent contractor will not work. According to the IRS:

"The general rule is that an individual is an independent contractor if the payer has the right to control or direct only the result of the work and not what will be done and how it will be done."



(Continued on page 9)

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Focus on Ethics

Q: I see print advertisements whereby a dentist claims to be a “leader” in a certain aspect of dentistry. Are claims such as this ethical?

A: The test for these types of advertisements is: what a reasonably prudent patient would be likely to believe from seeing an advertisement, not what the most foolish person might be misled by or what the wisest person would know not to be deceived by.

You may recall that I reported on a similar case at the Executive Council meeting in November 2015. In that case, there was a claim in a print ad that stated: “when you care to send them to the very best.” No reasonable consumer would assume that the dentists were the “very best” of all dentists.

In the present complaint, the idea that a reasonable consumer would react with: “I never realized that this dentist is a true leader and other dentists lack leadership skills and are inferior to this dentist” is not realistic. This is so small in scale that no sensible consumer would be misled by it.

In addition, a certain amount of leeway has to be allowed in terms of advertising puffery. If a certain amount of creativity or license is not allowed, then all advertising in dentistry would be neutered in such a way that it is simply dry recitations of information.

I see nothing wrong with the use of that term in that context.



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From the President

(Continued from page 3)

Our Society will be ably led into the future by Ray Miller, Glen Donnarumma, John Tibbetts and Jim Matteliano. As past-president, I will be charged with chairing the nominating committee. The committee will be seeking members who are willing to support our officers and the Executive Council. If you would like to get more involved, please reach out to me through the Eighth District at (716) 995-6300. We need your ideas and energy. However, if you don't reach out to us, don't be surprised if we reach out to you.

In closing, I would like to thank our entire membership for the opportunity to serve this past year as your president and wish you all a Happy Holiday Season and a Healthy and Prosperous 2017!!!!

Warm Regards,
Jim, aka Santa
James A. Hoddick, DDS
President, Eighth District Dental Society

PS: Jenny, don't block the plate! I'll be sliding in home.

Changing of the Guard

After fourteen years as Editor of the 8th District Bulletin, Dr. Chet Gary will be stepping down. He will not, however, have more time to relax on a beach somewhere. On January 1, 2017, he will trade places with Dr. Kevin Hanley as Editor of the NYS Dental Journal and Dr. Hanley will take the helm as Editor of the 8th District Bulletin. Congratulations to both on their new positions.

Assistance for Dependencies Available

The Council for Chemical Dependency is in existence to help colleagues, staff or family who may have an issue with alcohol or other substance abuse. All inquiries are kept strictly CONFIDENTIAL and will be acted upon in a non-punitive, non-judgmental and caring way. If you or someone you know has an issue, please call State Chairperson, Dr. Bob Herzog (716-565-2160) or Eighth District Chairperson, Dr. Amy Bryan (716-433-7684).

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2017 Eighth District Dental Society Nominations

The following recommendations for 2017 nominations were approved by the Nominations Committee of the Eighth District Dental Society. All candidates have been contacted and are willing to accept the positions.

Incoming Secretary: Dr. James Matteliano
Incoming Treasurer: Dr. Mark Barone

The following officers will advance to the positions of:

President: Dr. Raymond Miller
President Elect: Dr. Glen Donnarumma
Vice President: Dr. John Tibbetts

Councilors at Large for 2 year term for 2017 and 2018:

Dr. James Glennon
Dr. Frank Sindoni
Dr. Patrick Danna
Dr. Robert Bochiechio

NYSDA Delegates

NYSDA Delegate for 4 year term 2017 through 2020:	Dr. John Nasca
NYSDA Delegates with terms remaining:	Dr. Jennifer Frustino (2018)
NYSDA Delegate to replace Amandip Kamoh:	Dr. Frances DePlato (2019)
NYSDA Delegate to replace Mark Barone:	Dr. Kevin Hanley (2017)
NYSDA Delegates determined per bylaws for 1-year term:	Dr. James Hoddick (Immediate Past President)
	Dr. Raymond Miller (President)
	Dr. Glen Donnarumma (President Elect)
	Dr. John Tibbetts (Vice President)

NYSDA Alternate Delegates for 1 year term

1 st and 2 nd per bylaws:	Dr. Mark Barone (Treasurer)
	Dr. James Matteliano (Secretary)
3 rd and 4 th by Committee Selection:	Dr. Shawn Jordan
	Dr. Carl Embury

ADA Delegates for 1 year term:

Per Bylaws:	Dr. Raymond Miller (President)
Selected by Committee:	Dr. James Hoddick
	Dr. Kevin Hanley

ADA Alternate Delegates per Bylaws

Dr. Frank Barnashuk (NYSDA Trustee)
Dr. Glen Donnarumma (President Elect)
Dr. John Tibbetts (Vice President)

NYSDA Trustee (to complete Dr. Brendan Dowd's term after the NYSDA HoD meeting in 2016)

Dr. Frank Barnashuk

I would like to thank the members of the Nominations Committee: Drs. DePlato, Donnarumma, Ehlers, Frustino, Gary, Hoddick, Jordan, Miller, Modica, Nasca, and Nagai.

Respectfully submitted,

Mike Marrone, Chair

Executive Director's Note

(Continued from page 5)

"You are not an independent contractor if you perform services that can be controlled by an employer (what will be done and how it will be done). This applies even if you are given freedom of action. What matters is that the employer has the legal right to control the details of how the services are performed."

Residents

Residents are not licensed dentists and therefore cannot work outside the scope of their respective program.

There are alternatives to the working interview that can provide similar results. For more information on what's permitted in this area, contact the Legal Affairs area at NYSDA (1-800-255-2100), an attorney, or a human resources professional.

Dental Assistants & Hygienists

Over the past few months, the Eighth District office has been receiving an increasing number of calls from members searching for dental assistants and/or hygienists to temporarily fill-in at their offices. Unfortunately, we have never maintained a database of this type.

In order to address this need, we are creating a central location online for our member dentists to source potential candidates. A link will soon be available on our website.

In order to create this list, we need to get the word out to local dental assistants and hygienists. If you or someone you know is a dental assistant or hygienist who would be interested in having their name and contact information listed, please call us at 716-995-6300 or email Cyndy Fiegl at cfiegl@8ddsny.org.



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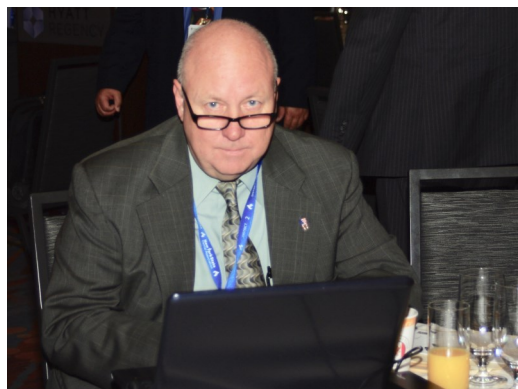
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2016 ADA Annual Session

In October, our Eighth District delegates attended the ADA Annual Session meeting in Denver, CO. This year marked the 157th annual session. Besides the House of Delegates sessions, the event included a variety of CE seminars, vendors, and an appearance by Malala Yousafzai as keynote speaker.

Pictured below are those Eighth District members who attended as delegates and include Drs. Brendan Dowd, Raymond Miller, Frank Barnashuk, James Hoddick, John Tibbetts, and Chester Gary. Not pictured (because he was behind the camera), but also a delegate is Dr. Kevin Hanley.



2016 Mentor Program Close-Out

Mentors and mentees from this year's Eighth District/UBSDM Mentor Program gathered at UB's Harriman Hall in November. This annual closeout event is held each year in the November/December timeframe.

The 2017 Mentor Program is currently in the planning stages and is tentatively scheduled to begin in February.



Volunteering

As we all know, this is the age of data. Much of the world revolves around it. It's important to advertising firms, manufacturing, sponsors, vendors, and yes, dental practices. We want to know how many patients, how many customers, how many website views, how much money did customers spend at this time of year, at that time of year? Etc., etc., etc. We quantify our efforts to ensure we make good choices in the future. And that's great. It's one of the ways businesses succeed.

Data collection has become a high tech, very efficient venture. So with all this data collection tech, it should be easy to measure our efforts when it comes to volunteering. Right? Not so much. Success or failure when it comes to volunteering our time and talents is not something that's easily quantified. We don't do it for money. We don't do it for recognition. And we don't do it because it's some sort of requirement. We do it simply because it's the right thing to do and we want to help others. We want to be part of the solution. Volunteering in various capacities is one of those things that is extremely important to communities, but its value cannot be easily measured. Yet we know it plays a major positive role in people's lives.

Take the Dental Office at Good Neighbors in Buffalo. Volunteer dentists, hygienists, assistants, opticians, and doctors provide a variety of services at no charge to those in need. Having been there many times, I can tell you that the patients are deeply grateful for the care they've received. Now, I could tell you the number of patients served to date. But that's not the point. In terms of need for volunteers, it doesn't matter whether last month it was 25 or 125. Whatever the number, we know there was and continues to be a need. And it still exists - not just in Buffalo, but throughout the state of New York and beyond.

So please consider volunteering a bit of time when you can. Your skill set as dentists can help change someone's life. The volunteer opportunities listed below are just a few of the many ways in which you can help.

New York State Dental Association Volunteer Dental Demonstration Project

The NYSDA/Foundation Volunteer Dental Demonstration Project was created to provide dental treatment to people in need of such care within Article 28 facilities and Federally Qualified Health Centers. The program is being funded through a grant obtained from New York State Department of Health. Services are provided by volunteer dentists, hygienists, and assistants.

To obtain information on upcoming events and volunteer opportunities, please contact the Program Dental Coordinator, Cyndy Fiegl, at cfiegl@8ddsny.org or 716-995-6300.

The Dental Office at Good Neighbors

The Dental Office at Good Neighbors provides free dental care to individuals who can't afford treatment. They are located at 175 Jefferson Avenue in Buffalo. The office is currently open on Wednesday's from 8:30-11:30AM and Friday's from 1:30-3:00PM.

The office is always in need of volunteers. Volunteering even one day a month can make a major positive difference in someone's life. For more information, please call their office at 716-865-2400.

Remote Area Medical (RAM)

RAM events take place throughout the country. Their vision is the delivery of competent and compassionate health care to those who are impoverished, isolated, and underserved. And their overall mission is to prevent pain and alleviate suffering by providing free, quality health care to those in need.

The Eighth District will be hosting a RAM event on June 10-11, 2017 in the Southern Tier. The actual location will be the St. Bonaventure campus just outside of Olean, NY. For information on volunteering at this event, please contact the Eighth District office at 716-995-6300.

The Eighth District and Fortress

As many of you know, the Eighth District Dental Society has had a long and healthy relationship with Fortress Insurance Company. It is, at least in part, because of that relationship and the endorsement royalties we receive that we've been able to offer at no charge to members, items such as the following:

- Fortress Risk Management Course:
Those who complete the course receive a 10% discount on Fortress professional liability insurance for a 3-year period.
- Driver Safety Course:
Those who complete the course receive a discount on their auto insurance for a 3-year period.
- Children's Christmas Party:
Open to member's children and grandchildren ages 1-12.
- Annual Volunteer Dinner:
Open to all Executive Council members, Foundation Board members, and Service Corp Board members.
- Minimal Study Club Fees
- Evening Seminars at the Eighth District office

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New Dentist Event

New dentists and residents at a CE session & social sponsored by DMG-America. Winning Smiles Pediatric & Adult Dentistry hosted the event at their Amherst location.



New Members

Please join us in welcoming the following as new members of the Eighth District Dental Society.

Alvin Aquino

Rutgers School of Dental Medicine, 2015

Employed at: 6161 Transit Rd; E Amherst, NY

Madeline M. Buyers

University of Michigan, 2009

Employed at: 1020 Youngs Rd, Williamsville, NY

Lisa Chang

University at Buffalo School of Dental Medicine, 2015

Employed at: 3557 Union Rd; Buffalo, NY

Matthew S. Gellert

University at Buffalo School of Dental Medicine, 2011

Employed at: 4330 Maple Rd; Amherst, NY

Thomas J. Lagree

University at Buffalo School of Dental Medicine, 2014

Employed at: 3476 Sheridan Dr; Amherst, NY

Christina M. Makram

Stony Brook School of Dental Medicine, 2014

Employed at: 8560 Main St; Williamsville, NY

Christopher Nowak

University at Buffalo School of Dental Medicine, 2015

Employed at: 285 Main St; E Aurora, NY

Courtney J. Peterson

Medical University of South Carolina, 2015

Employed at: 1660 Hopkins Rd; Getzville, NY

Vineela Redla

CKS Teja Institute for Dental Sciences & Research, 2007

Employed at: 1800 Maple Rd; Williamsville, NY

Jessica R. Zinaty

University at Buffalo School of Dental Medicine, 2015

Employed at: 800 Harlem Rd; West Seneca, NY

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MEMORIALS

Dr. Florian J. Dzimian passed away on October 10, 2015 at the age of 94. Dr. Dzimian was a Life Member of the Eighth District Dental Society.

Dr. Alan McCulloch passed away on July 7, 2016 at the age of 93. Dr. McCulloch was a Life Member of the Eighth District Dental Society.

Dr. Roger T. Czarnecki passed away on October 2, 2016 at the age of 70. Dr. Czarnecki was a Life Member of the Eighth District Dental Society.

Dr. Harold R. Ortman passed away on October 14, 2016 at the age of 98. Dr. Ortman was a Life Member of the Eighth District Dental Society.

Dr. Donald DeRose passed away on October 24, 2016 at the age of 86. Dr. DeRose was a Life Member of the Eighth District Dental Society.

Dental Donations

Contributions have been made to the Eighth District Dental Foundation for the following:

In Memory of Dr. Eugene Lesinski

By: Dr. Orlando Marra

In Memory of Dr. Daniel Kaczor

By: Dr. Orlando Marra

Tax deductible contributions may be made anonymously, as a memorial, or on behalf of an individual by sending checks payable to:

*Eighth District Dental Foundation
3831 Harlem Road; Buffalo, NY 14215*

The Eighth District Dental Foundation is a 501(c)3 nonprofit organization, and is a tax exempt arm of the Eighth District Dental Society. The management of its affairs is the responsibility of the Board of Directors; Andrew L. MacDonald, DDS, President; David R. Bonnevie, DDS, Treasurer.

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