The new grad guide for the new world of dentistry.
You’re about to make one of the most important decisions of your lifetime. With knowledge, you have the power to control your career. This guide will present you with information about the new world of dentistry: the new aspirations of many young dentists, the new challenges you may face, and the new opportunities that can help you achieve your goals with greater ease and assurance.

Times have changed. Know your options.

Hanging your beautifully framed diploma in your new private practice. It was the dream of nearly every dental school graduate for decades. But times have changed. Between the high cost of purchasing and operating a practice, the competition for patients, and the late nights of managerial chores, that dream of owning a traditional private practice has lost its luster like an old tooth. But here’s the good news: The challenges of the traditional private practice have given rise to a new alternative for achieving your goals. It’s called a Dental Support Organization (or DSO).

Just like private practices, practices supported by DSOs allow dentists to have complete autonomy and the opportunity for ownership; unlike traditional private practices, you receive the support you need to achieve your goals more quickly and easily. This includes higher income potential, a clear path to ownership, ongoing training, and practice support that takes the nonclinical chores of running a practice off your hands, so you can leave at a decent hour and don’t have to bring work home with you. For these reasons and others, many dental school graduates are finding that partnering with a DSO is a better fit for their career aspirations.

Put your career on the fast track today. Schedule your personal information session at AspenDentalJobs.com/appointment.
What matters most to you?

Based on a recent survey,* most recent grads want an environment that values the highest-quality work. Another priority is working in a practice that offers a supportive environment where they can improve their skills. Autonomy in practice and making a good income are still important, especially if graduates have student loans. However, most students would rather not be involved in the day-to-day administrative and business matters of a practice.

When considering your career options, ask yourself the following questions:

- Do you want to work for a thriving practice that's committed to delivering excellent care?
- Do you want to be well-compensated for your hard work?
- Would you like to be well-supported and mentored instead of going at it alone?
- Would you rather work with a few more patients each day than do tedious chores like marketing, tax filing, and inventory management?
- Would you like to be involved in numerous philanthropic efforts to promote better oral health?
- Would you like to own your own practice sooner rather than later?

If you answered yes to most or all of these questions, seeking employment with a dental practice supported by Aspen Dental Management, Inc. (ADMI), might be the way to go.

How important are the following practice dynamics to you?*

- Environment that values the highest-quality work: 5.9
- Supportive work environment: 5.8
- Access to perform higher-valued procedures: 5.7
- Access to a mentoring dentist(s): 5.7
- Access to the best technology: 5.5
- Allowance for CE courses/training: 5.5
- Solely focused on clinical work and patient care: 5.0
- Being involved in administrative/business needs of the practice: 4.4
- Practicing in a “green” practice: 4.0
- Supporting Medicaid patients: 3.9

Please rank in order of priority the key drivers that would influence your decision to stay at your first dental job*

- Compensation package: 4.5
- Autonomy in practice: 4.4
- Preferred schedule/working hours: 3.8
- Clear pathway to ownership: 3.3
- Access to technology: 2.9
- Diversity in my patient base: 2.0

*The Next DDS: The Student Transition eSurvey from February 2016

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What do you know about a DSO?

Years ago, most dentists bristled at the idea of affiliating with a DSO. This was largely due to misperceptions and myths surrounding the DSO model. Today, DSOs are seen as a viable alternative to help more patients get the care they need, and to give more dentists the career they want. No matter what your goals are, working for an Aspen Dental practice can help you achieve them. Aspen Dental practices are 100% dentist-owned and operated just like private practices, but with several key differences:

**Start with a higher income** – The average Associate with an Aspen Dental practice makes $145K. With many opportunities for growth, you can advance rapidly to Lead Dentist and earn as much as $350K, or go above and beyond to become a high-earning practice owner.

**Be free of debt sooner** – Receive as much as $200K toward your school loan debt when you join an Aspen Dental practice. And with a significantly higher income, you’ll be debt-free faster than you think.

**Keep the learning going** – As a Dentist with an Aspen Dental practice, you’ll enjoy a range of development and mentorship programs to help you perfect your craft, learn about ownership, and develop as a leader.

**Own a practice faster** – With nearly 600 practices in 36 states and counting, there will always be opportunities for ownership, sometimes right away. Or if you aren’t ready to be a sole owner, multiple partnership opportunities are available with existing owner-doctors who are ready and willing to guide you along the journey to ownership.

**Make a difference, right away** – You’ll be part of a mission-driven team that is dedicated to bringing oral health care to populations who need it most each and every day.

Start building your future today—call an Aspen Dental career guide to learn how!

He made a move that made a difference in his career.

“I graduated from the University of Oklahoma College of Dentistry in 2014, then joined Aspen Dental in July 2015 as a temporary Dentist, became a Lead Dentist in October, and, finally, a practice owner in June 2016,” says Dr. Alex Williams, who owns the Aspen Dental practice in Tulsa, OK. “I want to become an owner of, hopefully, not one but multiple offices, and change the way most view DSOs like Aspen Dental Management, Inc. (ADMI).”

“After long discussions about leaving my family’s private practice, I decided to start working part time with Aspen Dental. Once I began working, I started to notice how well the business model fit my dental style, and soon after I decided to permanently leave my family’s office to pursue a career supported by a DSO.” Dr. Williams even gave up his 50% inheritance of his family practice to pursue his dream.

“Partnering with ADMI and running a clinic on my own has allowed me to grow in ways that never would have happened otherwise. It allows dentists to be in control and be involved with a practice as much as they want. Being engaged in my practice has allowed me to learn about scheduling, staff management, and budget control, which is important, but seems small compared to everything else ADMI’s support provides me with. Probably the most important thing it has contributed to is the ability to grow clinically,” says Dr. Williams.

Seeing new patients every day has allowed him to grow his practice and given him continual opportunities to grow as a dentist.

“Every day I get opportunity after opportunity to engage new patients, identify their problems, solve their problems, and create a comprehensive treatment plan based on their needs.”

“Owning an Aspen Dental practice has allowed me to feel like I am a part of something bigger. Since joining, I have found that our community of owners and dentists strives to stay ahead of the curve. I always feel connected and involved in the advances within my practice, my colleagues’ practices and ADMI. We collectively strive to make dentistry easier, not only for the doctor, but for the patient too. I have never felt like a number, and I have never felt like ADMI was trying to do something I didn’t agree with. Actually, it has been the exact opposite. I am learning to be more patient-centered because of the support from ADMI. It makes it easy to focus on the patient when you’re not worried about all the other little things that are being handled behind the scenes.”

Dr. Alex Williams
Aspen Dental Practice Owner

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Feeling the VIBE.

Once you graduate from dental school and begin your journey toward becoming a successful dentist, there is still much to be learned outside of the clinical skills you spent four years developing. To run a thriving practice, you must possess leadership qualities to ensure your team members are motivated, productive, and happy. Aspen Dental's VIBE Sessions cover both leadership and career path, giving dentists the opportunity to improve their professional skills across a variety of areas.

ADMI hosted the inaugural VIBE Session in March 2015 as a way to provide leadership and career training as well as connect dentists with their colleagues within the Aspen Dental network. Over the past 18 months, five VIBE Sessions have been held in cities across the country. These sessions offer development, mentorship, and networking opportunities for dentists and select dental students.

“Aspen wants to see you excel and grow as a professional. Since I’ve been with Aspen, that’s the one thing that’s really stood out to me about the company: They really invest the time, money, and resources and are organized to make sure that you progress into an adequate professional.”

Dr. Charlesia McLin, Aspen Dental Dentist

“I’ve been fortunate to attend this meeting and learn about the opportunities that new graduates have coming into Aspen to invest in their careers. I think that’s a really great opportunity that Aspen offers to allow young dentists to have ownership in the company.”

Ami Pandya, Indiana University School of Dentistry alumni (Class of 2015)

“I love what I do, so it’s nice to be around so many people who feel the same way.”

Dr. Ashley Brier, part-owner at the Aspen Dental practice in Wilkes-Barre, PA

“You’re not just investing in me as an Associate, someone who has already committed to Aspen; you’re investing in me at this stage as a third-year dental student who is really just trying to figure out her career path.”

Tabitha Dunham, student at the University of Oklahoma College of Dentistry

If you’re a dental student interested in attending an Aspen Dental VIBE Session or a practicing dentist looking to put your career on the fast track, please contact recruiting@aspendental.com.
Licensure eligibility.

Graduates of both accredited U.S. and Canadian dental education programs are eligible for licensure in the United States. All US licensing jurisdictions require evidence of having passed Parts I and II of the written National Board Dental Examinations. Part I of the exam covers the basic biomedical sciences, dental anatomy, and ethics tests. Part II covers clinical dental subjects. In most US states, candidates for licensure are subject to a clinical examination requirement. This exam is conducted by either an individual state or a regional testing agency:

Council of Interstate Testing Agencies (CITA). CITA participating states: Alabama, Kentucky, Louisiana, North Carolina, Puerto Rico, the US Virgin Islands, and West Virginia.


Central Regional Dental Testing Services (CRDTS). CRDTS participating states: Alabama, California, Georgia, Hawaii, Illinois, Iowa, Kansas, Minnesota, Missouri, Nebraska, New Mexico, North Dakota, South Carolina, South Dakota, Washington, West Virginia, Wisconsin, and Wyoming.

Southern Regional Testing Agency (SRTA). SRTA participating states: Alabama, Arkansas, South Carolina, Tennessee, Virginia, and West Virginia.


Independent States—Delaware. All applicants for dentist licensure, regardless of years in practice, are required to pass the Delaware Practical Board Examination in Dentistry and the Delaware Jurisprudence Exam. In addition to the educational, written examination and clinical examination requirements, state boards may have additional requirements, such as a minimum age of 18 or 21 years; good moral character; examination on the state practice ad (jurisprudence); proof of malpractice insurance; current basic life support (BLS) or cardiopulmonary resuscitation (CPR) certification; specialty examination results or certificate; background check; fingerprint verification; interview; documentation of hepatitis B vaccination; or a course in infection control, radiation safety, or other specified topics.

Since state boards can change requirements at any time, candidates should check with their state board for the most current licensure information.