



**Promote** : **Support**

**Recognize**

# **Association of Army Dentistry (AAD)**

## **Spring 2019 Newsletter**

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MG, USA (Ret.)

As the Association of Army Dentistry began 2019, the Board of Directors convened on 10 January and 5 February. MG (Ret) Ronald D. Silverman, COL (Ret) Edward M. Knights, COL (Ret) James C. Kulild, and Andrew W. Lehmkuhl, Edge Advisors, relinquished their board positions. The AAD thanks these members for their leadership and service to our organization – your inspiration, guidance, and dedication as board members is greatly appreciated and will be missed.

New members elected to the board are MG Thomas R. (Rob) Tempel, COL (Ret) Theresa Gonzales, LTC (Ret) Frank M. Doyle, and Jon Brandt, Edge Advisors. They will make great additions to the board and we look forward to their contributions. In addition, the following officers were reelected: COL (Ret) Ron Lambert, President and Chair of the Board, COL (Ret) Art Scott, Executive Officer, COL (Ret) John Storz, Treasurer, and COL (Ret) Bob Stieneker, Secretary. A complete listing of the board is provided on this page.

The board also approved providing financial support to the 108<sup>th</sup> U.S. Army Dental Corps Birthday celebrations in the National Capital Region and San Antonio, Texas. Additionally, the AAD provided a donation to the AMEDD Museum Capital Improvement Campaign on behalf of AAD members and support the Federal Services Dental Educators Workshop in San Antonio in April. These events fall within our mission of supporting morale, recruitment and retention, providing education, fostering an appreciation of Army dentistry, and providing a means of recognition of those who serve and have served our nation via Army dentistry. I wish to thank all of our members for continuing their memberships and supporting our mission.

Ron

Ronald J. Lambert, COL, USA (Ret)  
President and Chairman, Board of Directors

## 108<sup>th</sup> Dental Corps Birthday Celebrations

108<sup>th</sup> Dental Corps Birthday celebrations to commemorate the establishment of the U.S. Army Dental Corps on March 3, 1911, were held throughout the footprint of the Army Dental Care System. The Dental Health Command – Central and the Fort Sam Houston Dental Health Activity 108<sup>th</sup> Dental Corps Birthday Ball Celebration was held on Saturday, the 2<sup>nd</sup> of March at the Holiday Inn San Antonio Airport. BG Shan Bagby, Deputy Chief of Staff for Support, G-1/4/6, U.S. Army Medical Command and the 28<sup>th</sup> Chief of the U.S. Army Dental Corps was the guest speaker for the event.

The Dental Health Command – Atlantic’s 108<sup>th</sup> Dental Corps Birthday Ball, “A Grand Gala,” was held at the Chrystal Gateway Marriott Hotel in Arlington, Virginia on 16 March of this year. AAD Board Members Sterlene Hapner and COL, USA (Ret) Pete Tan, represented the AAD and provided photos from the festivities. Sterlene was presented the Commander’s Award for Civilian Service by BG Bagby during the evening’s festivities. Photos of the NCR birthday ball appear below and at the following link in a supported browser, such as Microsoft Edge, Google, or Firefox:

<https://picturemotion.passgallery.com/-northernregionaldentalball2019/gallery>





## Membership

AAD member Dr. Edwin L. Rennell, Jr., forwarded an article from the *Saint-Jean-d'Angely*, France, newspaper about his return visit in September 2017 to his old Army post in Fontenet, which is in southwest France. Then CPT Rennell served as the Post/Assistant Post Dental Surgeon from March 1961 – December 1962. He was assigned to the 465<sup>th</sup> Medical Detachment (Poitiers), with duty

at the 349<sup>th</sup> General Dispensary in Fontenet. Please see AAD News on our website for the article.

<https://www.associationofarmydentistry.org/about/members-in-the-news/>

As many of you have experienced, the AAD website and membership application and renewal process have been undergoing updates, not all of which have gone smoothly. We appreciate your patience as we continue to make improvements to our website.

Thank you for renewing your memberships and for your donations in support of our 501(c)(3) mission. Specific items supported by your contributions include recognition of deceased members by providing a memorial at the U.S. Army Medical Department (AMEDD) Museum, support for the annual Officer Basic Officer Leadership Course social welcoming new Dental Corps Officers each summer, support for Dental Corps Birthday Balls, mentorship, and continuing education endeavors, such as the Federal Services Dental Educators Workshop, and recognition of the Dental Corps Chief's Annual Awards Program. The Corp Chief's Awards recognize eight individuals for excellence in the following categories: (1) Senior Officer, (2) Junior Officer, (3) Senior Non-Commissioned Officer, (4) Junior Enlisted Soldier, (5) Dental Educator of the Year (Program Director, Mentor, etc.), (6) Senior GS Civilian, (7) Junior GS Civilian, and (8) recognition of an Army Reserve/Army National Guard Service Member.

## **Active Component News**

CPT Paul J. Gilroy, serves as the Executive Fellow at Office of the Chief, US Army Dental Corps, Joint Base San Antonio. He functions as the primary liaison with the Association of Army Dentistry under the direction of COL Craig Patterson, the Corps Specific Branch Proponent Officer at the Corps Chief's office. CPT Gilroy provided the January and February 2019 editions of *The Dental Corps Bulletin*, which can be found on our webpage at the link below. Each of the Bulletins is placed on our website when received from the Corps Chiefs office.

<https://www.associationofarmydentistry.org/the-dental-corps-bulletin-2/>

## **Reserve Components News**

This month will feature an article by COL Diana Zschaschel, DC, U.S. Army Reserve (USAR). She details her experiences and her growth as she assumed increasingly challenging assignments with expanded leadership responsibilities.

A native of San Fernando Valley, California, COL Diana Zschaschel holds a Bachelor of Arts in Psychology and a Doctorate in Dental Surgery from University of California, Los Angeles. Since receiving her commission in the



U.S. Army Reserve Dental Corps in 2001, she has served in a variety of challenging assignments with multiple deployments. COL Zschaschel's major military assignments include: Dental Advisor for ARMEDCOM; Battalion Commander, 7452nd Medical Backfill Battalion; Battalion Executive Officer, 6252nd USAH; and Officer in Charge of Humanitarian Missions in Panama in 2013, and in the Dominican Republic in 2010. Additionally, she was mobilized multiple times in support of Operations Enduring and Iraqi Freedom.

In her civilian career as a dental provider, Dr. Zschaschel has held positions providing care within nonprofit organizations and hospitals, including starting an adult special needs clinic providing dental services for adults with developmental disabilities at the San Ysidro Health Center. She has received multiple awards for her contributions in the civilian community, the PACE/Head start program, and the Los Angeles Area Chamber of Commerce.

COL Zschaschel currently lives in Los Angeles where she owns and operates her business, LA Dental Day Spa and has a 6 year old son, Lorenzo Garcia.

My Army Career is one of coincidences and serendipitous events. As a newly graduated dentist, I purchased a practice in 1999. With a large debt from dental school and a new practice, the monthly bills were daunting to say the least. A pamphlet came to my office about loan repayment through the Army Reserves. I was intrigued. The recruitment process was fast and furious and before I knew it, I was sworn in as a Captain in the U.S. Army Reserve (USAR) Dental Corps in July of 2001. I had no idea what would transpire on Sept. 11th of that same year.

I was assigned to an MTOE dental unit where I interacted with other dentists, dental hygienists and assistants. Most of us were deployed between 2002 and 2006. Anywhere from backfilling US Army dental clinics to Kuwait, Germany, Kosovo, and Iraq. We traveled to Central and South American countries providing dental care to indigenous population. We learned how to create a dental clinic in remote locations and provide dental care in austere environments.

Not only did I have experience in the clinic and in the field, but the Reserves provided me with a valuable education. I have gone to courses that expanded my understanding of the military and of general leadership. Some of my most valuable experiences in the Army reserves is the investment made for me to progress as a leader. I have always been encouraged to take courses through the military which gave me the tools and knowledge to be a better officer, business owner and leader.

After many years in the 185<sup>th</sup> Medical Company (Dental Services), I transferred to a United States Army Hospital (USAH) which was converted into a Medical Backfill Battalion (MBB). The Battalion Commander saw potential in me and pushed me to command the new 7452nd MBB. For two years, I stretched my abilities to lead a battalion comprised of 4 subordinate companies and approximately 500 soldiers. I worked with surgeons, nurses, dentists, assistants, nurse anesthetists, physical therapists and a plethora of other

medical professionals. I was responsible for not only leading troops, but also leading full time staff and movement of several operations concurrently.

In the Army Reserves, I have served as a dentist, a mentor, a platoon leader, a dental OIC of an overseas mission, a battalion commander, and a dental advisor to a Major General at a division level.

Throughout my 18 year career in the Army reserves, I have learned so much on what I am capable of accomplishing as a leader. It has tested my physical, emotional, and psychological fortitude. I have seen the best and the worst that is capable in human behavior. Most importantly, I have learned that one person can help change others through mentorship and leadership.

My recommendations for young Dental Corps officers would be to stretch your thinking about what you are and what you can achieve. Open your mind to the possibilities and opportunities of what the Army Reserves has to offer. To take any problem or difficulty as a challenge and change it to a positive experience. Acknowledge that you are a leader by nature and you will change the lives of many you reach through the military.

I am grateful for all the experiences, both good and bad, and am proud to be serving in the USAR Dental Corps.

## **American College of Prosthodontics Educator of the Year**

Carl M. Driscoll, DMD, COL, USA (Ret), was awarded the 2018 Educator of the Year award from the American College of Prosthodontics (ACP) during the ACP Annual Conference October 31 – November 3 in Baltimore. Carl retired from the Army in 1997 after more than 20 years of active service. He recently stepped down as Director of the Prosthodontics Residency Program at the University of Maryland, School of Dentistry after 21 years teaching residents. Carl remains active as an educator, teaching in the program 50 percent of the time and practicing 2 half days a week. Still giving back to the services, he provides advanced education to residents each year at Fort Jackson, Fort Benning, and the Navy Hospital in Balboa, California. The link to the article honoring COL Driscoll's achievements is below.

<https://www.dental.umaryland.edu/about/news/february-2019/prosthodontics-professor-wins-educator-of-the-year-award.php>

## **Healthcare Corner**

This edition of the newsletter features an article by Gary Allen, COL, USA (Ret), Vice President of Clinical Services for Advanced Dental in Redmond, Oregon. He provides an excellent overview of Dental Support Organizations or Dental Service Organizations.

# What Are DSOs and Why Are They Hiring So Many Dentists?

Gary W. Allen, DMD, MS Col (Ret), US Army

Dental Service Organizations or Dental Support Organizations (DSOs) come in a variety of sizes and business models. DSOs currently operate in 47 out of 50 states to provide key business management services to support non-clinical dental operations. Some DSOs may be configured as a staff model with only DSO-employed dentists while others consist of a group of small private dental practices that retain individual ownership and contract with the DSO. DSOs may be limited to one state and focus on a single service line such as orthodontics, while others such as Aspen, Heartland and Pacific Dental Services span multiple states and offer comprehensive dental care including some dental specialty services.

DSOs represent one of the fastest growing dental group practice models in the U.S. According to the American Dental Association (ADA) Health Policy Institute, 8.3 percent of all U.S. dentists were affiliated with a DSO in 2016, up from 7.4 percent just a year earlier, and the majority were younger dentists less than 50 years of age. In 2017, DSOs owned or controlled approximately 16 percent of total practices in the U.S. and they are projected to grow at an annual rate of 15 percent to reach 30 percent penetration of the dental services market by 2021 (*Dental Practice Management*, April 2017).

Critics of DSOs have characterized the movement as a corporate “takeover” or control of dentistry and argue that the clinical quality provided by DSO-operated practices is poor. To counter the detractors, the Association of Dental Support Organizations (ADSO) has adopted a code of ethics to point out that the fundamental purpose of ADSO member companies is to focus on meeting the business needs of dentists. Most important, ADSO vows that member companies will never interfere with dentists’ clinical decision-making and treatment services. Individual DSOs promote that they actually improve the quality of care by investing in technology and professional development, and they expand access by entering underserved markets to provide affordable dental care. Dentists are ultimately responsible for clinical care whether they work for themselves or as an associate in a large group practice affiliated with a DSO. This is a fundamental principle of their own code of ethics and it is underscored by state boards of dentistry statutes and rules.

The growth of DSOs has led to more opportunities for dentists at all career levels. Dentists in the twilight of their clinical careers can work for a DSO

after selling their private practices without the burden of managing the business. New graduates have options for immediate employment with a DSO to begin paying off school debts and are able to enjoy a favorable work-life balance with guaranteed patient flow and basic benefits. Some DSOs may even offer sign-on bonuses or loan repayment programs for hard-to-fill locations.

Military dentists separating or retiring from the service are especially well-positioned to benefit from the growth, popularity and geographic distribution of DSOs. DSOs prefer to hire dentists who are experienced clinicians and who understand the regulatory environment of clinic operations. The leadership and management skills typical of military dentists are also attractive to DSOs. Experienced dentist leaders are in demand as lead clinical dentists, regional dental directors and consultants and state dental directors.

My personal experience with DSOs has been rewarding, and military dentistry prepared me well for a seamless transition into a senior leadership position with a DSO. I can attest to the value proposition of continuing my professional career in a DSO-operated practice and the separation of business decision-making from clinical decision-making is not just a slogan. However, not all DSOs are created equal and dentists considering working for a DSO are wise to do their homework and select wisely. The choices are plenty and growing.

## **Military History**

As another winter slowly starts to recede from the Upper Midwest, the Spring Edition of the AAD Newsletter features the heroism of the "Chosin Few" or the "Tootsie Roll Marines," an article shared by Bob Stienekur, COL, USA, (Ret), our secretary. The accomplishments of these men in the face of overwhelming odds and brutal cold is remarkable. Sixty-nine years ago on June 25, 1950, the *Korean War* began when some 75,000 soldiers from the North *Korean People's Army* poured across the 38th parallel, the boundary between the Soviet-backed Democratic People's Republic of *Korea* to the north and the pro-Western Republic of *Korea* to the south. The article below describes the heroism of the "Chosin Few" during the Battle for Chosin Reservoir in the winter of 1950.

### **The "Chosin Few" .....*The Tootsie Roll Marines***

On November 26, 1950, 10,000 men of the First Marine Division, along with elements of two Army regimental combat teams, a detachment of British Royal Marine commandos and some South Korean policemen were completely surrounded by over ten divisions of Chinese troops in rugged mountains near the Chosin Reservoir. Chairman Mao himself had ordered the Marines annihilated, and Chinese General Song Shi-Lun gave it his best shot, throwing



human waves of his 120,000 soldiers against the heavily outnumbered allied forces. A massive cold front blew in from Siberia, and with it, the coldest winter in recorded Korean history. For the encircled allies at the Chosin Reservoir, daytime temperatures averaged five degrees below zero, while nights plunged to minus 35 and lower.

Jeep batteries froze and split. C-rations ran dangerously low and the cans were frozen solid. Fuel could not be spared to thaw them. If truck engines stopped, their fuel lines froze. Automatic weapons wouldn't cycle. Morphine syrettes had to be thawed in a medical corpsman's mouth before they could be injected. Precious bottles of blood plasma were frozen and useless. Resupply could only come by air, and that was spotty and erratic because of the foul weather.

High Command virtually wrote them off, believing their situation was **hopeless**. Washington braced for imminent news of slaughter and defeat. Retreat was hardly an option; not through that wall of Chinese troops. If the Marines defended, they would be wiped out, so they formed a 12-mile long column and attacked. There were 78 miles of narrow, crumbling, steeply-angled road and 100,000 Chinese soldiers between the Marines and the sea at Hungnam. Both sides fought savagely for every inch of it. The march out became one monstrous, moving battle.

The Chinese used the ravines between ridges, protected from rifle fire, to marshal their forces between attacks. The Marines' 60-millimeter mortars, capable of delivering high, arcing fire over the ridgelines, breaking up those human waves, became perhaps the most valuable weapon the Marines had. But their supply of mortar rounds was quickly depleted. Emergency requests for resupply were sent by radio, using code words for specific items. The code for 60mm mortar ammo was "Tootsie Rolls" but the radio operator receiving that urgent request didn't have the Marines' code sheets. All he knew was that the request came from command authority, it was extremely urgent and there were tons of Tootsie Rolls at supply bases in Japan.

Tootsie Rolls had been issued with other rations to US troops since World War I, earning preferred status because they held up so well to heat, cold and rough handling compared to other candies.

Tearing through the clouds and fog, parachutes bearing pallet-loads of Tootsie Rolls descended on the marines. After initial shocked reactions, the freezing, starving troops rejoiced. Frozen Tootsies were thawed in armpits, popped in mouths, and their sugar provided instant energy. For many, Tootsie Rolls were their only nourishment for days. The troops also learned they could use warmed Tootsie Rolls to plug bullet holes in fuel drums, gas tanks, cans and radiators, where they would freeze solid again, sealing the leaks.

Over two weeks of unspeakable misery, movement and murderous fighting, the 15,000-man column suffered 3,000 killed in action, 6,000 wounded and thousands of severe frostbite cases. But they reached the sea, demolishing several Chinese divisions in the process. Hundreds credited their very survival to Tootsie Rolls. Surviving Marines called themselves "The Chosin Few," and among themselves, another name: "The Tootsie Roll Marines."

An excellent novel depicting the heroism of our American Marines and Soldiers, British marines, and South Korean policeman in the battle for the Chosin Reservoir, which includes more detail about the Korean War in general was written by Jeff Shaara. *The Frozen Hours: A Novel of the Korean War* is available on Amazon or other sources for books. Many of you may remember the novel by his father, Michael Shaara, that was required reading for Command and General Staff College: *The Killer Angels: The Classic Novel of the Civil War*.

## Motivational Corner

The video below features a song written and performed recently by Toby Keith in honor of Clint Eastwood's 88<sup>th</sup> birthday. It describes the positive attitude that keeps him going.

"Don't Let the Old Man In"

<https://www.youtube.com/watch?v=yc5AWImplfE>



Don't Let the Old Man In - VIDEO-2019-02-17.mp4

## Social Media

Mike Hoffman, MAJ, DC, USA, has done a great job in getting the Association of Army Dentistry's Facebook Page off the ground. He requests that if you haven't already done so, please check the page out, and "Like" the AAD Facebook page!

<https://www.facebook.com/AssociationofArmyDentistry>

Facebook has received a lot of negative publicity recently, but as you note as you explore the AAD's page, there is no sharing of the personal information of our members. The intent of the page is to share information of interest to our active, reserve, and retired members.

# In Memoriam

The AAD is saddened by the loss of former Board of Directors Member Edward M. (Ed) Knights, COL, USA (Ret). Ed resigned from the board in January to continue his courageous fight against Stage IV Lung Cancer. Unfortunately, that battle ended on Sunday evening, March 31<sup>st</sup>. Ed had a remarkable military career, influencing many of us during his journey through a series of influential leadership positions. We lost one of the good ones. His services will be held April 26<sup>th</sup> at 9:00 AM at Post Chapel at Fort Sam Houston with interment with full military honors at Fort Sam Houston National Cemetery immediately following.

Noble H. Sevier II, COL, USA (Ret), passed away on January 6, 2019, in Tacoma, Washington. Noble had a stellar 22-year military career, serving as a mentor, role model, and exceptional leader. I was fortunate to have had his encouragement, guidance, and friendship when he served as the Commander of the Frankfurt DENTAC while I was assigned there. His interment with full military honors at Arlington National Cemetery is scheduled for July 16, 2019 at 9:00 a.m.

The AAD recently became aware of the passing of Rodger Norman (Norm) Weller, COL, USA, (Ret), on July 21, 2018 in Lexington, Tennessee. An endodontist, COL Weller served for over 20 years on active duty and then served another 20 years in civilian academics. Uniformly held in high esteem by his colleagues, his was a life of service teaching residents and passing his knowledge on to others.

The link to the "In Memoriam" section of the AAD's webpage, where the obituaries are organized by year of death, is below.

<https://www.associationofarmydentistry.org/about/in-memoriam/?loggedout=true>

We post the obituaries that are brought to our attention; if there are others that you wish to share on our website, please forward them to the AAD.

The Military Officer's Association of American (MOAA) has the following survivor's assistance publications available for its members at [www.moaa.org](http://www.moaa.org)

- *The Survivor's Planning Guide*  
<http://www.moaa.org/Content/Publications-and-Media/MOAA-Publications/Publication-Downloads/Survivor-s-Planning-Guide-Download.aspx>

- *The Survivor's Checklist* <http://www.moaa.org/Content/Publications-and-Media/MOAA-Publications/Survivor-Checklist-Detail.aspx>
- *Your Guide to Military Burials*  
<http://www.moaa.org/Content/Publications-and-Media/MOAA-Publications/Publication-Downloads/Your-Guide-to-Military-Burials-Download.aspx>

The Soldier for Life website has detailed information for surviving spouses at the following link:

<https://soldierforlife.army.mil/Retirement/surviving-spouses>

## **Conclusion:**

We have been fortunate in our last two newsletters to have contributions from Ted Wong, MG, USA, (Ret) and Gary Allen, COL, USA, (Ret). Their articles provided salient information on the healthcare market in general and Dental Support Organizations in particular. Thank you for sharing your expertise!

If there are other members of our organization who wish to share their expertise, please let me know. Our members have a wealth of information and we are always on the lookout for the next silver pen.

Thank you for your continued commitment to the Army and Army Dentistry. Best wishes for new adventures in the year ahead.

Ron

# **AAD Officers**

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