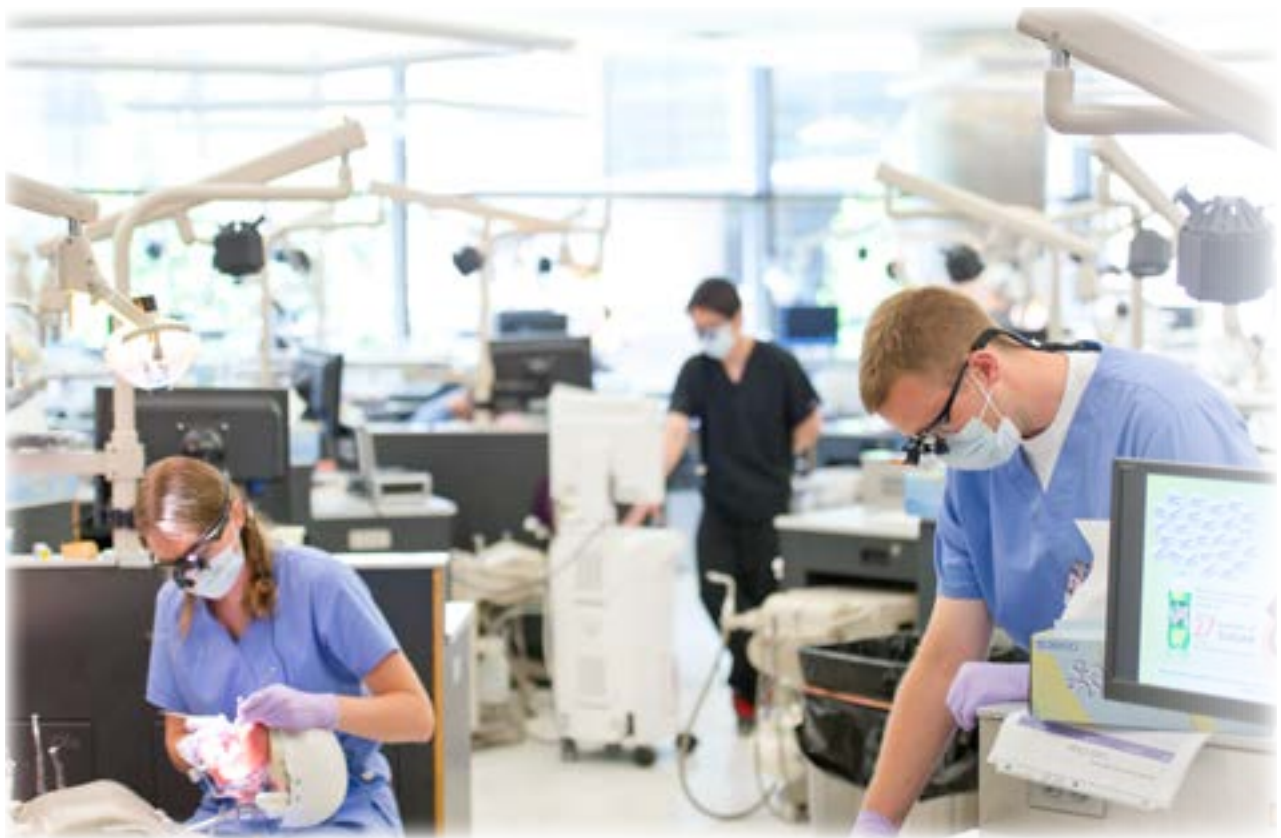


FIND
FULFILLING
IOWA'S NEED FOR
DENTISTS



FIND & GROW DENTAL STUDENT GUIDE

ESTABLISHING A SUCCESSFUL DENTAL PRACTICE IN IOWA

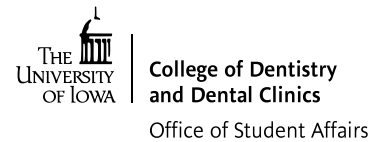


Overview

The Fulfilling Iowa's Need for Dentists (FIND) Project has been assisting dentists and dental students with establishing practice locations in Iowa since 2008. This project is an expansion of Delta Dental of Iowa's dental education loan repayment program, which began in 2002. FIND continues to offer loan repayment to new graduates or practicing dentists, but through new partnerships the project also helps connect dental students with Iowa practice opportunities and community resources. FIND is committed to connecting dentists and underserved communities with the resources needed to combat Iowa's dental shortage, so that dental care is close to home for every Iowan.

GROW (**G**oals, **R**esearch, **O**rganization, and **W**in) is a progressive and exploratory process developed by the FIND partners to help you plan for your future. It helps to meet a critical need by providing a framework to bridge your dental training experiences to your ultimate community location in which to begin your dental practice career. The GROW process allows for early and thoughtful goal setting and planning, critical analysis, and the development of strategic partnerships to ensure success in making informed and confident decisions.

FIND Partners



FIND & GROW

This planning document, FIND & GROW, is for you to follow according to your goals and aspirations. It offers suggestions and resources from your D1 to D4 year with a step-by-step process each year that will help narrow your scope and ultimately lead to a successful Iowa practice location. The D1 student begins with setting "Goals." The D2 student conducts "Research" that will lead to the next stage of "Organization" in the D3 year. This evolution prepares you for a final decision in the D4 year, which ultimately leads to a "Win" with your location and practice selection. GROW is both a planning tool and a personal guidance program that will help you move toward a practice decision with the following components:

FIND & GROW

- | | |
|----------------------|--|
| Goals: | Identify specific goals for your career. |
| Research: | Conduct meaningful research that will help in your decision-making process. |
| Organization: | Deliberate and direct planning to organize your strategy, team, and business. |
| Win: | Ultimately, FIND & GROW will help you " win " by assisting you to confidently make your final decision on a practice and community in Iowa. |



D1 YEAR

Setting Your Goals

1 Begin planning:

- a. Start to think constructively about your current situation and plan the next four years. Be clear on current circumstances, timelines, and challenges.
- b. Write down clear goals for the future. Include both personal and professional goals – e.g., own your own practice, make money, eliminate school debt, raise family in a rural setting, make a difference for the community/region, etc.

2 Set personal parameters for location(s) or region(s) in Iowa:

- a. Are you looking for a metro, micro, or rural area?
- b. What types of community amenities are you looking for?
- c. Does your hometown play into your plan?
- d. If there is a partner/spouse, what are their considerations for location preferences or career?

3 Make initial connections with resources:

- a. Connect with Iowa Practice Opportunities Office (IAPO) staff.
 - i. Attend FIND Lunch & Learn presentation and Practice Opportunities Fairs.
 - ii. Schedule a FIND Office Hours session.
 - iii. Review the IAPO website (dentistry.uiowa.edu/oipo).
- b. Review the FIND Project website (iowafindproject.com).



D2 YEAR

Research & Exploration

1 Get to know Iowa:

- a. Identify geographic locations where you do or don't have an interest.
- b. Consider and study communities in those regions (demographics, challenges, opportunities).
- c. List the top five or six communities of most interest.
- d. Meet with Iowa Practice Opportunities staff to identify practices for sale or pending retirements in those communities.

2 Take a drive:

- a. Visit the communities of most interest to you.
- b. Plan several trips and get a "feel" for the areas.
 - i. What is the downtown like?
 - ii. What about the school system?
 - iii. What are the housing options?
 - iv. What types of industry and businesses are there?
 - v. What are the assets and the challenges of the town or region?

3 Make initial contacts to start building your "Professional Team":

- a. Financial consultant/accountant – to develop business plan
- b. Dental office design/construction partners – to work on plans for site location and design ideas and budget for new office or remodel
- c. Dental supply representative – to determine practice equipment needs
- d. Attorney – to review legal processes
- e. Lenders – to determine funding options
- f. Insurance agent – to review insurance needs

4 Connect with resources:

- a. Participate in FIND Office Hours.
- b. Contact the Delta Dental of Iowa Loan Repayment Program consultant to review FIND Project eligibility and requirements.

D3 YEAR

Organizing & Getting Ready for Business

1 Narrow down your community and practice options:

- a. Select your top two or three communities.
- b. Visit each community. When appropriate and comfortable, introduce yourself to local leadership. Iowa Area Development Group staff will be happy to arrange visits and make introductions.
- c. Research dental practice options (e.g., associate, owner/partner, existing or new dental practice). Meet with Iowa Practice Opportunity Office staff for current practice openings.
- d. Determine anticipated project costs. Consider existing space vs. new construction costs, tax issues, and employee availability and costs.

2 Finalize community selection and dental practice setting:

- a. Confirm with local leaders that you will be coming to the area.
- b. Identify a local champion.
- c. Work with your “Professional Team” on next steps.
 - i. Financial consultant/accountant
 - ii. Dental office design/construction partners
 - iii. Dental supply representative
 - iv. Attorney
 - v. Lenders
 - vi. Insurance agent

3 Seek community resources for establishing or buying into a practice:

- a. Local revolving loan funds
- b. U.S. Department of Agriculture (USDA) programs
- c. Local banks
- d. Small Business Administration (SBA) loans

4 Connect with resources:

- a. Participate in FIND Office Hours.
- b. Contact the Delta Dental of Iowa Loan Repayment Program consultant to review FIND Project eligibility and requirements.

D4 YEAR

You WIN!

1 Make your final selection: If a community and practice selection were not made by end of your D3 year, this should be done early in the D4 year. This will allow you to focus on further training, externships, graduation, and establishing your office in your newly selected community and practice location.

2 Complete steps for starting your own practice:

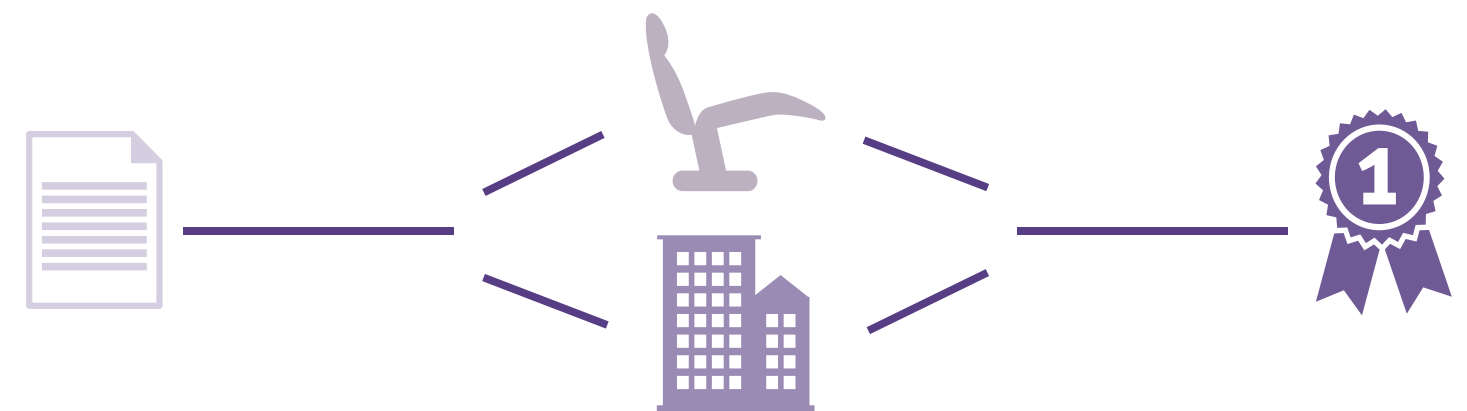
- a. To be open when you graduate, work diligently throughout the year with your “Professional Team.”
 - i. New construction will take approximately 5-7 months.
 - ii. Build-out of an existing space or remodel will take 2-3 months.
- b. Finalize budgets early in the year with financing partners.
- c. Communicate with local leaders and work with your local champion to facilitate establishing your practice.
- d. Don't forget to schedule a community wide grand opening!

3 Complete steps for joining an existing practice:

- a. Finalize details with your practice owner(s).
- b. Finalize details with your “Professional Team.”

4 Apply for FIND Education Loan Repayment Program:

- a. Prepare and submit FIND Application, if applicable (iowafindproject.com).
- b. Applications can be submitted during your D4 year, or in the following years.



FIND & GROW Partners & Resources



Community Resources

Bruce Hansen

Iowa Area Development Group
800-888-4743
bhansen@iadg.com

Brittany Morales

Iowa Area Development Group
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Practice Opportunities and Dental Demographics in Iowa

Lindsey Drilling

The University of Iowa College of Dentistry and Dental Clinics
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Dental Education Loan Repayment Program

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Dental Workforce in Iowa

Kara Bylund

Iowa Dental Association
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Dental Health Professional Shortage Data / I-Smile™ & I-Smile Silver Programs

Tracy Rodgers

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