ADENTISTRY.

Summer-Fall 2016

From the Editor's Desk

he reason I am writing this is to encourage my fellow dentists, because it is my desire as your Iowa Academy of General Dentistry Editor to brighten your day, and bring you something from my continuing education experiences that you can relate to.

Lately my office has been through a policy manual review by Bent Ericksen, an Appraisal by

Mavin Dental, and a walk through by the HuFriedy Representative, Ronda Anderson. I am also motivated to help my daughter with her orthodontic practice in Cedar Falls.

Dr. Jon Hardinger

Unrelated to continuing education, but just as important was that one of my staff member's husband had a heart attack, one of my patient's husband died just 15 minutes before she came in for her denture delivery, and my mother re-celebrated her 90th birthday! If this sounds like rapid gunfire, I really don't mean it to be. Yes, I often feel like my head might burst, but I remind myself that this is just where I am supposed to be and doing what I am supposed to be doing. One of my favorite patients is the Mission and Ethics Director at Mercy Hospital, and when she comes in, I see the puzzle pieces put together of knowing the real issues of people and yet possessing the

calm of a disciplined mind and spirit from her ethical and religious training. Just last month a dear old pastor friend, Rev. Keith Scott, passed on to glory, and I miss him. Like a completed puzzle, I saw his sympathy in others put together with his bright outlook and topped off with sincere service for others. I saw this in him within a couple of weeks of his passing, so he kept this until the end. This makes the end as sweet as the beginning. My notes will review what I have done in my practice, and the events that happen are not so much an interruption as it is another chance to piece together life into a winsome picture.

Now that I have that off my chest, let me tell you a little about the excellent presentation connected with an AGD sponsor, North Iowa Dental Seminars (NIDS), where I heard Nick Siddoway talk on the Four Disciplines of Execution. The accompanying book is called $4\,DX$. The four tenants are the acronym of FLEA. The first is to focus on lead measures. A lead measure is one that is a practical action that is chosen for its effect on the lag measure. This was refreshing! It seems that this was just the right time for me to hear this because by nature



I was focusing on lag measures. The speaker illustrated a lag measure with a large rock, and none of us with all our strength, power and resolve can change a lag measure because it is history. Evidently lag measures were my focus and I was so relieved to hear him talk about changing the focus to lead measures, that have an effect on the outcome and the lag measure I desired. I certainly felt the need to refocus. The next letter in the acronym was (L) leverage that could be used against that big rock. These were two tools, a fulcrum and some action called a lead measure that was chosen carefully because it had the most impact and would most effect the lag measure. The next two were (E) for engage, and (A) for accountability, which were the rest of his lecture. I liked how he brought out these things too, but for the purpose of this article, focus and leverage will be sufficient and the

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President's Message



Dr. Kelly Huston

s summer winds down we begin to change gears again in preparation for fall. Of course this has a special sense in Iowa where our seasons take on specific forms and personalities. So before we dive into a fall full of football, pumpkin spice lattes, kids going back to school, apple orchards,

and preparing for a yearly "end of year" rush it is prudent to look back and appreciate summer.

The summer time takes many forms for different people. Often full of vacations and family trips (I'm told it is only a vacation if your kids aren't included) it is nice to regain the work-life balance we have come to expect from our profession. And of course this year we can learn so much from the dedicated athletes that competed in the Olympics.

As I watched the Olympics, or audited them as patients watched them in my operatories, it was striking to hear athletes describe the mental mindset that allow them to achieve greatness. How many of them credited their

outlook on training and competition in addition to their many physical gifts?

For instance, Americans David Boudia and Steele Johnson won the silver medal in synchronized diving. When asked what allowed them deliver at such high stakes they both credited the knowledge that end results, good or bad, would not define who they were as people. In fact, they were more concerned with being there for each other was more important than personally striving for individual glory. This mindset has an incredible impact on our dental teams as we realize this journey is not taken alone and in the end it will be our relationships that count more than any recognition we may receive.

Additionally, performing at the highest levels is fraught with setbacks and occasional failure. To deal with inevitable frustration just look to famed Olympian Kerri Walsh Jennings who, after running the table in her previous three Olympics, lost an Olympic sand volleyball match for the first time in Rio.

"Tonight, they rose to the occasion. I certainly did not. There's no excuse for it. Just terrible execution. They outplayed us pretty much in every way. Not out-hustled us, not out-hearted us, not out-teamworked us. Just outplayed us."

She gave everything she had in the match, and sometimes that is not enough. That does not mean that she gave up or will not continue to try, she went on to win the bronze medal, but instead that this one time did not turn out in her favor.

We spend so much of our time planning and training to deal with everything that can happen in our lives and practices. Unfortunately, there are times where that will not be enough. We will occasionally get negative results. Not because we should have done more but because that is sometimes the result of daring to compete at the highest of levels.

This summer I was glad to take time enjoying time with my family and rooting for the USA to continue its domination in the medal count. I cannot help but draw comparisons between AGD dentists and these Olympians. No one tells us we need to do this. We can provide for our families and live a good life without it. Yet once you feel the passion and thrill of performing at levels greater than you previously knew, can you really go back to the way things were before? Is it not that passion for excellence that we want to bring back to our friends, our family, and our country?

Kelly M. Huston DDS, IAGD President

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2016 IAGD FALL MEETING & MASTERTRACK

"Digital Implant Dentistry — New Technology for Teeth & Implants and Dental Implants in Your Practice"



Frank L. Higginbottom

r. Frank L. Higginbottom is a 1971 graduate of Baylor College of Dentistry. He practices Esthetic, Restorative, and Implant Dentistry in Dallas, Texas. He is a Professor in the Department of Restorative Sciences and Graduate Prosthodontics at Baylor College of Dentistry as well as the Department of Oral and Maxillofacial Surgery. He is a Clinical Associate Professor in the Department of Periodontics at the University of Texas at San Antonio. He lectures nationally and internationally on the subjects of dental implants, restorative dentistry, provisional restorations, and treatment planning. He has authored numerous articles and contributed to textbooks on these subjects. He is active in basic research in the field of dental implant systems.

LECTURE • MORNING SESSION

"Digital Implant Dentistry — New Technology for Teeth and Implants" Friday, October 14, 2016 8 a.m. to 12 noon

(8 hrs of AGD Implant Lecture Credit — IDBE pending final approval)

Dentists for many years have performed very well using the analog world. Today however dentists have the option of incorporating digital technology to actually make treating our patients better. From digital radiographs, digital records keeping, to cone beam CT's. We have so much more information for diagnosis and treatment planning today. Dentists can perform digital planning for implants, digital placement, digital impressions, and CAD/CAM restorations.

PARTICIPANTS WILL LEARN:

- Digital Implant Planning
- Guided Surgery
- Digital Impressions
- CAD/CAM Restorations

LECTURE • AFTERNOON SESSION "Dental Implants in Your Practice" 1 p.m. to 5 p.m.

This program will review the philosophy of implant therapy today. Today both tissue level and bone level implants are appropriate. The tissue level implant has been very successful, making implant restorative dentistry simple using a cemented approach. Active implant surfaces and stable abutment connections impart very high predictability. Loading protocols have drastically changed through the years due to advances in surface technology.

The time to restorations is definitely shorter today. Digital planning and placement, impressions, and CAD/CAM restorations are

a reality. Technology today is not a shortcut but actually makes treatment better. Of most importance is the goal of providing patients with a predictable esthetic result.

PARTICIPANTS WILL LEARN:

- Patient Selection
- Treatment Planning
- Abutment Selection and Impression Technique
- Fabrication of Cemented and Screw Retained Restorations
- Custom Abutment Uses
- Introduction to New Technology

HANDS-ON TRAINING

Saturday & Sunday • October 15 & 16, 2016

(If you attend the entire 3 day weekend, you will receive 24 hrs. AGD Implant Participation Credit – IDBE pending final approval)

The weekend course consists of 4 separate workshops.

"Implant Surgical Guides"

Implant surgical therapy requires a proper diagnosis and treatment planning. Of most importance is that the implant end up in the proper position three dimensionally. This requires that the position of the final restoration is determined first and the dentist or technician works backward from that position to determine where the implant should be placed. This workshop will provide the dentist or the laboratory technician a way to gather information and fabricate a surgical guide.

PARTICIPANTS WILL LEARN:

- The importance of the surgical guide
- How to avoid implant complications
- What information to gather
- A time-tested method to fabricate a guide

"Implant Abutments & Impression"

Using a mandibular model with soft tissue level implants. Participants will select and place abutments, learn to torque or tighten abutments, place impression copings and make an impression. Cemented provisional restorations will be fabricated.

PARTICIPANTS WILL LEARN:

- Abutment selection options
- Selection of impression copings
- Different Impression techniques
- Temporary abutment selection
- Provisional fabrication

"Implant Esthetics Workshop"

Using a maxillary model with tissue level and Bone Level implants participants will select and place abutments, attach impression copings and make an impression. Cemented and screw retained provisional restorations will be fabricated. A custom impression coping will be fabricated to construct an anatomic soft tissue model for laboratory communication.

PARTICIPANTS WILL LEARN:

- Different Impression techniques
- Temporary abutment selection and shaping
- Provisional fabrication
- Custom Impression Coping

"Locator Workshop"

Today in our aging society there are a large number of edentulous patients. It is possible to improve these patient's lives with the placement of dental implants. A practical and inexpensive way to restore these patients is with over-dentures supported by locator attachments. This workshop will allow the participants to modify a denture to pick-up locator attachments on a laboratory model.

PARTICIPANTS WILL LEARN:

- Basic philosophy of over-dentures
- Become familiar with different attachments
- Learn how to pick-up locators in the mouth
- Learn how to deal with locator maintenance

Course Registration Form is on page 5.

This event is sponsored

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Executive Director's Update



Julie Berge

know you've heard me say this before but my favorite time of year is almost upon us.... fall! While I'm a huge Royals fan and love baseball, I am so ready for the cooler temps!

The IAGD has had busy year and it's not over yet!

We are excited to have Dr. Frank Higginbottom as our featured speaker for the fall Mastertrack. The dates are October 14-16. Several mailings have gone out and all the information is also posted on our website at www.iowaagd.com.

We still have a few spots left for the weekend! Also mark your calendars for March 17-19, 2017 for the IAGD Annual Meeting featuring speakers Drs. Marc Geissberger and Foroud Hakim. They will be talking about "Direct and Indirect Restorative Dentistry in Contemporary Practice: Lecture and Hands on Training to Optimize Patient Care and Clinical Outcomes". If you are interested in attending the weekend course, I strongly encourage you to register early. We have sold out every weekend since we started the Mastertrack. Don't delay in registering...plus take advantage of huge membership discounts by registering early.

I am excited to announce that we had 6 doctors receive their Fellowship and 2 doctors received their Mastership in Boston in July at the AGD Annual Meeting. Those members receiving their Fellowship were: **Drs. Jessica Lawson, Sarah Hoban, Anna Miller, Samuel Koth**, **Melissa Nensel and John Welch.** Those receiving

The future of dentistry is here ...

their Mastership were: **Drs. Patricia Meredith and David Jones.** Congratulations to you all on these huge honors! There will be articles about them in the next issue of *Dentistry In General*.

I would also like to congratulate **Dr. Carol Moreno** on receiving the AGD's Humanitarian Award. This honor is a HUGE award and we are so proud that Dr. Moreno was the recipient this year (see article on page 5).

Also, congratulations to the Iowa AGD on all the awards we received again this year at the AGD Meeting in Boston! Once again the IAGD won the **CE Award of Excellence**, the **Public Information Award and also Constituent of the Year!** We also received Honorable Mention for the **Advocacy Award**. Congratulations to everyone on your hard work throughout the year!

2016 marks 5 years I have been your Executive Director. So many great things are happening within the Iowa AGD and we continue to grow every year. You have such a dedicated Board of Directors and they work very hard on your behalf. And we again have some FABULOUS continuing education happening right here in Iowa! Thank you for allowing me to be your Executive Director and be a part of this wonderful organization. Here's to many more years!

I've said this before and I will say it again... get involved! Your input is important and valuable. You have chosen to be a part of an elite organization, one where together we CAN make a difference. If you haven't been to a meeting in a few years, I invite you to join us! If

you're considering joining the AGD, now is the time! We welcome you to join us for a lecture or the weekend course! Please feel free to contact me at any time. You can reach me at 402-438-2321 or julieberger50@gmail.com.

Have a great FALL!

Julie Berger, IAGD Executive Director

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Expanded Functions for Level II

√he Iowa legislature has approved **Expanded Functions Level II** for dental hygienists and dental assistants. Level II dental auxiliaries will be allowed to place restorations after the dentist has prepared the tooth. Per the legislation, the University Of Iowa College Of Dentistry will provide the training for the auxiliaries, and the Iowa Board of Dental Examiners has approved the College of Dentistry's training course. To be eligible to participate in the course, auxiliaries must be Certified Level I Expanded Functions. Level I certification includes two new skills that were added last fall: adhesive removal and charting. Participants must pass an online admissions exam at 75% and must have a sponsoring dentist to begin the Level II course.

Academy of General Dentistry Grants Humanitarian Award to Iowa Dentist

HICAGO (August 2016) — The Academy of General Dentistry (AGD) is proud to announce Carol L. Moreno, DDS, MAGD, of West Liberty, Iowa, as the recipient of its Humanitarian Award. Dr. Moreno was granted this award at the association's annual meeting, July 14–17 in Boston.

"The AGD Humanitarian Award is a token of recognition bestowed upon outstanding individuals who consistently contribute voluntary service and commitment in order to enhance the image of general dentistry, which is accomplished through the delivery of quality dental care and leadership in civic involvement," said AGD Immediate Past President W. Mark Donald, DMD, MAGD.. "We grant this award to Dr. Moreno with the purpose of rewarding those who help to represent a positive image of the dental profession and successful leadership in dental practice."

Dr. Moreno's impact on her community and the dental profession comes from her leadership and perseverance. She spent her career giving back to her profession, community, and patients. She is a 1983 graduate of the University of Iowa College of Dentistry and maintains a private practice in West Liberty, Iowa. Dr. Moreno is a member of the Academy of General Dentistry, and other professional associations and organizations like the American Dental Association, the Iowa Dental Association, the American Academy of Cosmetic Dentistry. In 2001, she established a free dental clinic in Muscatine, Iowa, which operated for two years. Dr. Moreno agreed to donate the clinic's equipment to the University of Iowa College of Dentistry to provide care for children by dental students.

In addition, Dr. Moreno founded the West Liberty Youth Dream Catchers in 2004. The organization's belief is that early empowerment



is the key to making a lasting difference in the lives of young people. Five third-graders are selected each year to participate in the Dream Catchers program; students are matched with local volunteers from all walks of life and mentored throughout their participation in the program. Individuals who complete the program and graduate from high school are given a scholarship to attend an institution of higher learning.

"I am honored to be recognized by the Academy of General Dentistry as the recipient of the Humanitarian Award," says Dr. Moreno. "I look forwarding to continuing my service as an advocate for the cause of general dentistry."

Contributed by an AGD Representative

The Level II training course will begin on November 4 and 5, 2016. The course must be taken in its entirety, covers five weekends, and are approximately two weeks apart. The actual dates are listed below. The content of the course is placement of amalgams, composites, and glass ionomers for both the permanent and pediatric dentitions as well as stainless steel crowns for primary teeth. Participants will have online assignments, on-site lectures, hands-on experiences and in-office assignments. At the completion of the course, a verification exam will be offered and results will be reported to the Board. The Board will provide the Level II certification.

Dates for the course: November 4-5; November 18-19; December 2-3; December 16-17; January 6-7; and January 13-14 (will be used for a make-up weekend). The fee for the Level II training course is \$6895 for 140 CE credits. More information is available by contacting Ms.Penni Ryan at penni-ryan@uiowa.edu or 319-335-7166.

Iowa AGD Fellows and Masters







Front row sitting: Drs. Jessica Lawson, Anna Miller and John Welch. Back row: Drs. Sam Koth, Melissa Nensel, Patricia Meredith, Sarah Hoban and David Jones

Above, left: Dr. Chad Johnson, Dr. Carol Moreno, Dr. Kelly Huston, IAGD Exec. Dir. Julie Berger

Left: Dr. Mark Donald presented the AGD 2016 Humanitarian Award to Carol Moreno DDS MAGD

From the Editor's Desk

by Jon Hardinger

Continued from page 1.

Franklin Covey 4 DX book is your source for

Many of you have been to or have heard of the Stockman House in Mason City, it is our Frank Lloyd Wright designed home featured next to the Robert McCoy Architectural Interpretive Center. In regard to placing sidewalks, instead of following a designer's plan on paper, I have been told that Dr. McCoy would observe where people walked and place the sidewalks accordingly. This will sound rather backward to the planner's plan where they expect everything to fall in line behind their plans, but it is truly liberating to find out from the actual use of things what works best when it is used. So, when we had the HuFriedy Representative walk through our office she suggested several changes to our daily work routine, and one was to carry our tubs and trays together into the

operatory. Yes, we did take stock as best we could of the things that would be needed and A representative from the company is still planned the items we needed for a procedure. : However, it was not until we actually used it that the tubs took shape for daily use. The change was a little scary for my experienced staff, but they accepted the challenge and emptied out cupboards to make room for tubs and trays. It is a work in progress, but it does illustrate how the focus changed, the fulcrum of good advice, and the big effect of the action with leverage leading to a measurable outcome.

Now, for highlights of my policy manual. In our AGD credited NIDS I had missed hearing the representative from Bent Ericksen Company that does dental policy manual consulting. I received notes from the course and decided to give them a try at reviewing my own policy manual for pertinent issues related to employment. Once they saw it, they said that my policy manual needed help applying the "At Will" laws of • the State of Iowa. Bent Ericksen pointed

out several areas that were not addressed. working with me on details, but the general points I have improved on include the vacation benefits and preventive policies on using electronic devices. I had really struggled with how to implement and practice the abuse and use of personal cell phones, so this policy manual goes into detail about how this is distinguished. There are important sections on attitude, gossip, and negative comments made about fellow workers and former co-workers. I included both unlikely to be used Veteran's Benefits and Pregnancy, plus the more likely to be used leave of absence, tardiness, and time clock management. This focus change helped me be more aware of the "At Will" employment laws which are basically good, but need to be explained in the context of a dental practice. I found that you can't exactly say, if you give me two weeks notice I will do this severance package, because I can't enforce it under "At Will." The

Continued on page 7.

IAGD Legislative Chair Report

¶he Iowa Dental Board held its quarterly meeting on July 21. The meeting was involved and covered many notable topics of interest. The University of Iowa Dental College has been very concerned about the dental licensure process for Iowa graduates. The college initiated a bill in the Iowa legislature proposing licensure examination without live patient treatment. The dental board strongly feels that patient based examinations with third party evaluation is the best method to evaluate graduate dentist competency. The legislature recommended that the dental board and the college of dentistry work jointly to resolve this issue.

The college of dentistry presented the California Portfolio Examination as an alternative to patient based examinations. Under the California Portfolio Examination model the dental student presents dental treatment at various times during the student's education which is examined by a dental evaluator. There are guidelines and requirements that must be met by the student to pass the portfolio process. The college provides evaluators who have been trained to evaluate the student's treatment and competency.

The IDB is very concerned that the California model relies on the dental college teaching staff for the evaluations. The IDB prefers third party evaluators who are not members of the teaching staff to provide the evaluations.

The board also discussed the Buffalo model which is similar to the CRDTS process. The Buffalo model is patient based. However, the Buffalo model includes live patient testing and is evaluated by third party evaluators.

The board proposed drafting a rule to change the current testing process. The proposed rule change will be discussed at the next dental board meeting.

The board strongly encourages all licensees and registrants to renew licenses online. Renewing online reduces paper work and staff time to process the licenses and registrations.

There were two notices of intended action. Notices of intended action are notifications for public awareness and comment before a rules change is enacted. One notice involves "Licensure to Practice Dentistry or Dental Hygiene" and the other notice involves "Dental and Dental Hygiene examinations". They are intended to clarify existing licensure and examination processes. They do not make fundamental rules change.

Notably, there was discussion about a rules change requiring licensees and registrants to have continuing education in jurisprudence and infection control every four years. The Iowa dental rules are frequently changed thus the need for continuing education in jurisprudence. Infection control is constantly changing due to CDC and OSHA recommendations thus the need for continuing

education in infection control. This requirement will probably be enacted at an upcoming board meeting.

Practice transition due to retirement or location change and patient notification of the change is a special concern to the board. The board wants patients to be properly notified about practitioner transition changes. The board passed a rule requiring outgoing practitioners to notify patients of record for the past 2 years of the practitioners change by mail or by placing a notice in the newspaper once a week for 3 successive weeks.

Teledentistry is a new area of dentistry. It is expected to be part of the dental treatment spectrum in the future. A presentation was given to the board a few months ago. The issue is expected to be utilized for treatment for underserved areas and for public health dental treatment. It will be used for dental hygienists in remote areas to provide over sight for hygiene treatments involving prophylaxis, oral health, fluoride, and possibly silver nitrate administration.

An issue not related to the board is expanded functions level training. The Iowa College of Dentistry had developed a course that teaches expanded function level 2 training. The course was opened for registration on July 1. Interested parties may contact Penni Ryan University of Iowa College of Dentistry for further information and registration.

Stephen Thies, DDS, IAGD Legislative Chair

From the Editor's Desk

by Jon Hardinger

Continued from page 6.

employer, of course has the same rights too, and in a related way it caused me to choose whether I state that vacation either be earned or given. The first is prorated and the second earned from past work history. I chose that vacation benefits are given at the beginning of the year and used up during the year. This meant that I eliminated the "lose it if you don't use it" rule and decided to pay vacation at the end of the year regardless if it is used in the year. I believe this is a leverage change beneficial to the practice.

Lately I decided to upgrade my office computers to Windows 10, and Microsoft was there to help me with it.

In reference to the troubles in the first paragraph, the comfort of a spiritual friends in time of grief and stress is wonderful. I must . also say a little about the Tall Corn Dental Symposium (TCDS) founded in the 1960's by in no hurry to retire I did it as a preventive

Dr. Larry Alquist, requested that he be relieved of his TCDS duties and I assumed the role as our active officer. I am going to open a TCDS checking account and schedule a couple of meetings a year to get together with our small group of dental colleagues. We will actually do a lot of self-educating, all of the members are solo dentists and I look forward to discussing with them, for example,: reading digital radiographs. Have my readers also noticed cases where buccal caries are not detected, yet large on inspection orally. In retirement, Dr. Alquist is helping a local farmer with planting and harvesting the crops with high tech machinery. Dr. North is active with the development of Wilder Park near Allison. Both Larry and George, being the senior retiring members, agreed to be honorary members who are kept abreast of activities but don't pay dues.

On the practice valuation, Mavin Dental did this recently for me, and although I am

Dr. George North and friends. Our colleague, "measure. I felt the need to be ready if that time comes. I understand it is not a bad idea for any practice to get regular practice value updates. I learned about my practice in ways I had not been aware of before. I found where to find the demographics in my computer software, and the active patient base. This valuation had nothing to do with the building and the land, which are separate appraisals. Perhaps this new information can be used to help increase the value of my practice in the long run.

> Oh, yes one last thing, it is very important. I came across a book Art and Fear by Ted Orland and David Bayles. I agreed with it so much that I got copies for my arty family members. When I finished it I perceived their motto coming out to me and it was "Do your best work in all your everyday work." Now that is a good motto to close with.

Jon Hardinger DDS MAGD, IAGD Editor

Course Registration Form

2016 IAGD FALL MEETING & MASTERTRACK

"Digital Implant Dentistry — New Technology for Teeth & Implants and Dental Implants in Your Practice" with Dr. Frank Higginbottom

October 14, 15 & 16, 2016

A block of sleeping rooms have been reserved at the Sheraton West Des Moines for \$114 until September 21, 2016. Ask for the Iowa AGD rate. To make reservations, call 515.223.1800.

COURSE FEES:

Total Amount Paid

AGD Dentists: Lecture Only \$ 350 (Register by August 1st and receive a \$50 member only discount: \$300) Non-AGD Dentists: Friday Lecture Only \$ 650 AGD Dentists: Entire 3 day Event \$1,850 (Register by August 1st and receive a \$200 member only discount: \$1,650) Includes materials, meals and handouts. Lodging not included Non-AGD Dentist: Entire 3 day Event \$2,500 Includes materials, meals and handouts. Lodging not included Staff Member/Assistants/Hygienists (Friday only lecture) Dental Students (Friday only lecture) Lab Techs \$ 125 (Friday only lecture)

Please mail registration form and payment to: IAGD, 3622 McLaughlin Drive, Lincoln, NE 68516. Or you can fax your registration with credit card to 402-438-2321. Registration can be taken over the phone with a credit card. Register by September 28th to avoid a \$45 late fee! A \$40 processing fee will be applied to all persons requesting a refund (lecture only) or \$85 processing fee will be applied to all person requesting a refund (3 days) before September 23rd. No refunds will be issued after that date. You will receive an email confirmation when your registration is processed. The course has been submitted to the IDBE for CE credits and approval is pending.

Name		
Staff		
Address	City	State Zip
Phone	Fax	
E-mail (required)		
AGD #	Non-Member:	Yes
PAYMENT METHOD		
Check (made payable to the Iowa AGD)	Credit Card Credit C	ard Type
Credit Card #	Expiration Date	Code on back
Credit Card Address (if different from above)		
Credit Card City, State & Zip (if different from above)		
Phone (if different from above)	Fax (if different from above) _	
Signature		_ Date



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