

# DENTISTRY

CARING

COMMITMENT

RESPECT



The Best Care



Department of  
Veterans Affairs

*An Equal Opportunity Employer*

VA CAREER OPPORTUNITIES

*VA – The career you want, the future you deserve*



*To Care for Those Who Shall  
Have Borne the Battle ...*

*- Abraham Lincoln, March 1865*

## WHY VA?

### ★ THE BEST CARE

#### **VA – Keeping the Promise to Those Who Served**

More than a century ago, President Lincoln made a promise to America's servicemen and women, pledging the care and concern of a grateful Nation for the sacrifices they made to preserve freedom. Since 1930, the mission of the Department of Veterans Affairs (VA) has kept that promise. Today, VA offers veterans one of the largest, most comprehensive health care systems in the United States with 157 medical centers or major divisions, and almost 900 clinics located nationwide.

### ★ THE BEST EMPLOYMENT

#### **VA and Dentistry**

A career as a dentist with VA offers a future that is dynamic, innovative, and collaborative. As valued members of an interdisciplinary health care team, VA dentists enjoy the flexibility to move within the VA structure and the freedom to practice wherever an opening exists in more than 200 dental locations in sites ranging from tertiary care medical centers to community-based health care clinics. In return for their commitment to quality health care for our Nation's veterans, VA offers its dentists competitive salaries, first-rate employment benefits, educational support, and tuition reimbursement programs. Consider a career as a VA dentist and be rewarded by the essential role you'll play in helping VA keep the promise to those who served.

## THE BEST PATIENTS

Young or old, male or female, it doesn't matter: Veterans have a special camaraderie with each other, and they extend that bond to their clinical care team. From injured active duty personnel to veterans of all ages, our patients rely on their VA caregivers to deliver unique and resourceful treatment, often for complex medical conditions. Regardless of financial resources, the enrolled veteran is assured treatment until maximum benefit is achieved. As a result, VA dentists and the entire care team form strong bonds with many brave, grateful individuals who have served our Nation.

## THE BEST ENVIRONMENT

The practice of hospital dentistry offers opportunities and challenges that typically are not found in other environments. VA dentists and other dental professionals utilize the full scope of their skills and knowledge in their daily practice and are regularly challenged by patients who can be medically, physically, and/or emotionally compromised. They also work in an environment that adheres to the strictest protocols for infection control and assurances for quality patient care.

*“After ten years in private practice, I was bored to tears. Fourteen years in VA and every day presents new and interesting challenges.”*

— *Lea Erickson, DDS, MSPH*  
*Chief, Dental Service*  
*Salt Lake City, UT*



## THE BEST TECHNOLOGY

VA is committed to a philosophy of technology-driven care that enhances staff performance and improves patient results. VA dentists work with today's state-of-the-art technology that directly pertains to patient treatment. Digital imaging, clinical operating microscopes, dental implantology, and CAD cams are but a few of the advances that VA dentists use on a daily basis.

After years of development, VA now has the most comprehensive electronic health record (EHR) in the Nation. The health record puts each veteran's medical records, lab results, x-rays, EKGs, and much more at the fingertips of dentists and the entire patient care team as they work together to design treatment interventions. The dental record component of the electronic health record is a sophisticated program that allows the clinician to view treatment plans, write notes, and monitor progress while seamlessly recording production data and other administrative tasks. Since the system is linked to every VA facility across the country, the care team can instantaneously pull up a traveling veteran's records to examine critical components (e.g., medications, medical problem list, etc.), while making informed patient care decisions.

VA utilizes technology to enhance professional development as well. Computer-based networking (mail groups), regular teleconferences, and online training enable VA dentists across the country to learn new information, share research, and exchange best practices.

### Urban Beat

*Modern living doesn't get any better than when you live in urban America. VA offers employment opportunities in the most cosmopolitan of cities to America's most livable small towns.*





# OPPORTUNITIES

## OFFERING A WIDE RANGE OF CLINICAL CARE OPPORTUNITIES FOR DENTAL PROFESSIONALS

As one of the largest health care systems in the Nation, VA provides a wide range of opportunities across the continuum of clinical care practice settings to include:

- **Comprehensive Restorative Dentistry**
- **Prosthodontics**
- **Periodontics**
- **Maxillofacial Prosthodontics**
- **Endodontics**
- **Oral and Maxillofacial Surgery**
- **Oral Pathology**
- **Oral Medicine**
- **Geriatric Dentistry**
- **Dental Hygiene**
- **Dental Assisting**
- **Expanded-Function Dental Auxiliaries (EFDA)**
- **Dental Laboratory Technology**

## PROVIDING A RICH ENVIRONMENT FOR CLINICAL RESEARCH AND TRAINING

Dentists with a special interest in clinical research or training find a rich environment at VA. Many VA dentists help guide students' fieldwork experiences. Others conduct ongoing research in such areas as dental implantology. VA dentists are well published in nationally recognized professional journals, and many have been elected to leadership positions in regional and national health care organizations. These education and research missions are further strengthened by VA's affiliations with all Schools of Dentistry and 107 of the 125 Schools of Medicine.

## *Did you know that:*

- ★ VA handles more than 1.2 million dental treatment visits each year at medical centers and supporting facilities.
- ★ VA currently employs nearly 800 dentists (655 full time) and supports 360 dental residency positions.
- ★ VA has pioneered the development of ingestible fluoride gels for unique patient needs, stannous fluoride (Tin-gel) for radiation oncology patients, and other preventive dentistry products.
- ★ VA provides medical and dental care backup to military hospitals during national emergencies.
- ★ Oral health problems are the leading reason military personnel are removed from duty.
- ★ VA offers a loan repayment program for recent dental school graduates with professional loan obligations.
- ★ VA supports a post-residency Fellowship in Dental Research.



*“There is no greater reward than to be able to meet the physical and spiritual needs of our veterans. The professional camaraderie and expertise of fellow dentists in the VA system has greatly expanded my scope of practice beyond that of my peers.”*

— Doug Richardson, DDS  
Dayton, OH



*“It has been my privilege to interact with highly talented and dedicated dentists from across the country, conduct basic and clinical research, plan and conduct VA-wide dental implant studies, train dental and medical residents, and travel internationally.*

*What more could anyone want?”*

— Paul Lambert, DDS  
Chief, Dental Service  
Dayton, OH



## BENEFITS

VA’s mission is to provide the best possible care for the Nation’s veterans. In recognition of the contributions made by dentists and dental professionals in helping achieve this goal, VA offers extensive employment benefits.

### LEAVE AND HOLIDAYS

- VA dentists earn 26 days of paid annual (vacation/personal) leave each year and may accumulate up to 86 days. Annual leave begins to accrue immediately and can be used as it is earned with supervisory approval.
- Dentists earn 15 days of sick leave each year with no limit on accumulation.
- There are 10 paid Federal holidays.
- The Voluntary Leave Transfer Program allows other Federal employees to donate annual leave for a medical emergency of an employee or family member.
- The Family and Medical Leave Act and the Family Friendly Leave Act allow employees to balance their work and family lives by taking reasonable amounts of leave for medical reasons, for the birth or adoption/foster care of a child, and for the care of a child, spouse, or parent who has a serious health problem.
- Military leave is authorized up to 15 days a year for active reservists and National Guard members.



## HEALTH AND LIFE INSURANCE

- VA offers a variety of group health insurance plans with premiums partially paid by the Federal Government. You may change plans yearly.
- Term life insurance with coverage based on salary is available with the cost shared by the Federal Government. Family and additional coverage options are available.
- Long-term care insurance is available as an option.

## LIABILITY PROTECTION

The United States Government accepts responsibility and liability for the actions of its employees during the exercise of their official duties. VA dentists, therefore, are protected by the Federal Government in instances of alleged malpractice or negligence resulting from the performance of their duties in or for the Veterans Health Administration.

## RETIREMENT

Newly hired dentists are covered by the Federal Employees Retirement System (FERS). FERS is a three-tier retirement plan composed of Social Security benefits, FERS basic benefits, and the Thrift Savings Plan (TSP). Similar to the 401(k) savings plans widely available in the private sector, the TSP allows employees to tax defer as much as 15 percent of their income each year, subject to the requirements of the Internal Revenue Service. The Federal Government also provides a basic contribution and matching, depending on the amount of the employee contribution. For retired military personnel, these benefits are in addition to your full monthly retirement pay or pension. Retirement health care insurance is also available.

## MOBILITY

VA health care facilities are located in all 50 states, the District of Columbia, Puerto Rico, and the Philippines. An employee may seek employment at any location where there is a vacancy and if hired, transfer without loss of benefits and usually no loss in pay. Only one active state license is necessary to practice in any VA facility.

## AWARDS AND HONORS

Opportunities to receive both monetary and honorary recognition for overall superior performance and special or unique achievements are available. In addition, substantial monetary awards can be earned through participation in VA's Employee Suggestion Program when employees offer creative solutions to problems, or ideas for improving procedures and services.

## ADDITIONAL BENEFITS

- Direct Federal membership to ADA without local dues
- Smoke-free and drug-free workplace
- Free parking at most facilities
- Credit unions
- Child care at some facilities
- Medical libraries
- Flexible Spending Accounts



### Coastal Living

*Hot sun, sandy beaches, and great times with friends – all are yours when you live near the coast. Choose a VA facility near the West Coast or East Coast and all your downtime can be beach time.*

### The Heartland Choice

*Sun-soaked prairies in summer, snow-covered rolling hills in winter – the Midwest is a nature lover's dream. Working for VA, you have a broad choice of locations in the Nation's heartland.*



*“It’s important to me that I don’t have to sell dentistry. Our veterans have an implicit trust in us. They know that our treatment plans are always in their best interests.”*

— Marco Rand, DMD  
Chief, Dental Service  
Jacksonville, FL



## EDUCATION

The Department of Veterans Affairs recognizes the importance of ongoing education and the benefit it provides to both veteran patients and employees. VA encourages career development for dental professionals through the following programs:

**Continuing Dental Education Programs** – These programs are offered through the VA Employee Education System (EES). Financial support may be available to those dentists who pursue continuing dental education programs. In addition, VA dentists can enroll in accredited, computer-based training through VA's in-house eLearning offering.

**Tuition Support Program** – Employees in health care disciplines identified as VA shortage categories are eligible for funding to enroll in job-related courses.

Additional educational opportunities for VA dentists include:

- Preceptorships for dental students in affiliated clinical education programs
- Facility-based continuing dental education
- Participation in VA funded research programs
- Executive development through administrative and management education
- Paid time off for approved continuing education programs
- Continuing education available at national meetings of VA Dentistry

**Education Debt Reduction Program (EDRP)** – The EDRP allows VA to provide education loan repayments for newly appointed health care professionals. The education loan(s) must be for courses that led directly to qualifying for the appointed position.

**Employee Incentive Scholarship Program (EISP)** – This scholarship program allows VA employees to further their education and obtain degrees qualifying them for health care positions for which recruitment and retention is difficult.







# PERSONNEL POLICIES

## QUALIFICATIONS AND REQUIREMENTS

Minimum qualifications and requirements for appointment as a VA dentist are:

- Degree of doctor of dental surgery or dental medicine or an equivalent degree from an institution approved by the Council on Dental Education, American Dental Association for the year in which the degree was granted\*
- One Post Graduate Year (PGY 1) of training or equivalent
- Current, full, active, and unrestricted license to practice dental medicine in any State, Territory, or Commonwealth (e.g., Puerto Rico) of the United States or the District of Columbia
- U.S. citizenship (noncitizens may be appointed when qualified citizens are not available)
- English language proficiency
- Successful professional record for experienced dentists
- Personal interview
- Satisfactory physical examination

*\* Also schools (including foreign schools) accepted by the licensing body of a State, Territory, Commonwealth, or the District of Columbia as qualifying for full and unrestricted licensure.*



*“The concept of teamwork is never more apparent than in a VA medical center where each health care discipline interacts to manage the overall health of the patient. That is what drew me to the Veterans Administration.*

*I would not want to work anywhere else.”*

*— Terry R. Schmidt, DDS  
Chief, Dental Service  
Tampa, FL*



## SALARY INFORMATION

- Starting salaries are recommended by a Dentist Compensation Panel based on professional education, training, and experience. Dentists are awarded base pay increases based on length of service.
- In addition to base pay, dentists receive "Market Pay," which is specialty driven and dependent on geographic factors, as well as performance pay, which is dependent on one's performance and roles in the VA.
- National starting base pay ranges are available at [www.va.gov/OHRM](http://www.va.gov/OHRM).

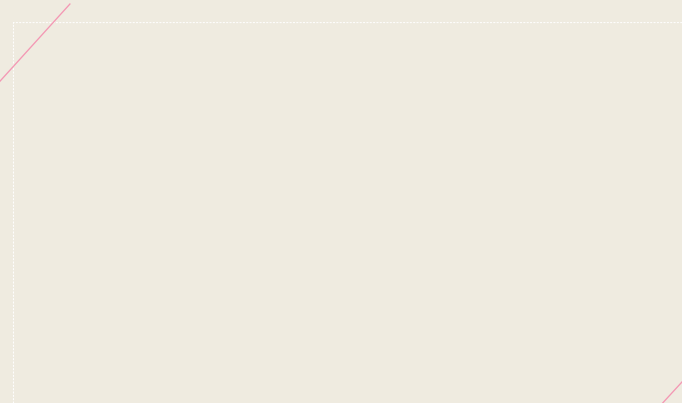


## HOW TO APPLY

You should apply directly to the Human Resources Management Service at the VA health care facility where you desire employment consideration, as hiring decisions are made locally. However, information about VA dentistry programs and application procedures may be obtained from any VA facility. Arrangements can be made to have the required personal interview and physical examination conducted at the facility most convenient to you.

Employment information can also be obtained by contacting the Department of Veterans Affairs, Placement Service, 1555 Poydras Street, Suite 1971, New Orleans, LA 70112. The toll-free number is **1-800-949-0002**. Employment information can also be found on the Internet at **[www.vacareers.va.gov](http://www.vacareers.va.gov)**.

Learn more about practicing as a VA dentist by visiting **[www.va.gov/dental](http://www.va.gov/dental)**.



# VA HEALTH CARE FACILITIES

To gain a first-hand view of VA health care, you are invited and encouraged to visit any of our VA Medical Centers or ambulatory and community-based outpatient clinics. Please call or write to arrange an appointment.

Telephone numbers are listed below for each medical center. Also, telephone numbers are listed for every VA facility in local telephone directories under "U.S. Government."

You can also address correspondence to:  
Human Resource Management Service, VA Medical Center,  
[City, State, ZIP Code] (listed below).

## ALABAMA

Birmingham (35233)  
205-933-8101  
Montgomery (36109)  
334-272-4670  
Tuscaloosa (35404)  
205-554-2000  
Tuskegee (36083)  
334-727-0550

## ALASKA

Anchorage (99508)  
907-257-4700

## ARIZONA

Phoenix (85012)  
602-277-5551  
Prescott (86313)  
928-445-4860  
Tucson (85723)  
520-792-1450

## ARKANSAS

Fayetteville (72703)  
479-443-4301  
Little Rock - Towbin (72114)  
501-257-1000  
Little Rock - McClellan (72205)  
501-257-1000

## CALIFORNIA

Fresno (93703)  
559-225-6100  
Livermore (94550)  
925-477-2560  
Loma Linda (92357)  
909-825-7084  
Long Beach (90822)  
562-826-8000  
Los Angeles (90073)  
310-478-3711  
Martinez (94553)  
925-372-2000  
Menlo Park (94025)  
650-493-5000  
Palo Alto (94304)  
650-493-5000  
San Diego (92161)  
858-552-8585  
San Francisco (94121)  
415-221-4810

## COLORADO

Denver (80220)  
303-399-8020  
Grand Junction (81501)  
970-242-0731

## CONNECTICUT

Newington (06111)  
860-666-6951  
West Haven (06516)  
203-932-5711

## DELAWARE

Wilmington (19805)  
302-994-2511

## DISTRICT OF COLUMBIA

Washington (20422)  
202-745-8000

## FLORIDA

Bay Pines (33744)  
727-398-6661  
Gainesville (32608)  
352-376-1611  
Lake City (32025)  
386-755-3016  
Miami (33125)  
305-575-7000  
Tampa (33612)  
813-972-2000  
West Palm Beach (33410)  
561-882-8262

## GEORGIA

Augusta (30904)  
706-733-0188  
Decatur (30033)  
404-321-6111  
Dublin (31021)  
478-272-1210

## HAWAII

Honolulu (96819)  
808-433-1000

## IDAHO

Boise (83702)  
208-422-1000

## ILLINOIS

Chicago (60612)  
312-569-8387  
Chicago - North (60064)  
847-688-1900  
Danville (61832)  
217-554-3000  
Hines (60141)  
708-202-8387  
Marion (62959)  
618-997-5311

## INDIANA

Fort Wayne (46805)  
260-426-5431  
Indianapolis (46202)  
317-554-0000  
Marion (46953)  
765-674-3321

## IOWA

Des Moines (50310)  
515-699-5999  
Iowa City (52246)  
319-338-0581  
Knoxville (50138)  
641-842-3101

## KANSAS

Leavenworth (66048)  
913-682-2000  
Topeka (66622)  
785-350-3111  
Wichita (67218)  
316-685-2221

## KENTUCKY

Lexington (40502)  
859-233-4511  
Louisville (40206)  
502-895-3401

## LOUISIANA

Alexandria (71306)  
318-473-0010  
New Orleans (70112)  
504-568-0811  
Shreveport (71101)  
318-221-8411

## MAINE

Augusta (04330)  
207-623-8411

## MARYLAND

Baltimore (21201)  
410-605-7000  
Perry Point (21902)  
410-642-2411

## MASSACHUSETTS

Bedford (01730)  
781-678-2000  
Brockton (02301)  
508-583-4500  
Jamaica Plain (02130)  
617-232-9500  
Leeds (01053)  
413-584-4040  
West Roxbury (02132)  
617-323-7700

## MICHIGAN

Ann Arbor (48105)  
734-769-7100  
Battle Creek (49015)  
616-966-5600  
Detroit (48201)  
313-576-1000  
Iron Mountain (49801)  
906-774-3300  
Saginaw (48602)  
989-497-2500

## MINNESOTA

Minneapolis (55417)  
612-725-2000  
St. Cloud (56303)  
320-252-1670

## MISSISSIPPI

Biloxi (39531)  
228-523-5000  
Jackson (39216)  
601-362-4471

## MISSOURI

Columbia (65201)  
573-814-6000  
Kansas City (64128)  
816-861-4700  
Poplar Bluff (63901)  
573-686-4151  
St. Louis (63125)  
314-652-4100

## MONTANA

Fort Harrison (59636)  
406-442-6410

## NEBRASKA

Grand Island (68803)  
308-382-3660  
Lincoln (68510)  
402-489-3802  
Omaha (68105)  
402-346-8800

## NEVADA

Las Vegas - North (89036)  
702-636-3000  
Reno (89520)  
702-786-7200

## NEW HAMPSHIRE

Manchester (03104)  
603-624-4366

## NEW JERSEY

East Orange (07018)  
973-676-1000  
Lyons (07939)  
908-647-0180

## NEW MEXICO

Albuquerque (87108)  
505-265-1711

## NEW YORK

Albany (12208)  
518-626-5000  
Bath (14810)  
607-664-4000  
Bronx (10468)  
718-584-9000  
Brooklyn (11209)  
718-836-6600  
Buffalo (14215)  
716-834-9200  
Canandaigua (14424)  
585-394-2000  
Castle Point (12511)  
914-831-2000  
Montrose (10548)  
914-737-4400  
New York (10010)  
212-686-7500  
Northport (11768)  
631-261-4400  
St. Albans (11425)  
718-526-1000  
Syracuse (13210)  
315-425-4400

## NORTH CAROLINA

Asheville (28805)  
828-298-7911  
Durham (27705)  
919-286-0411  
Fayetteville (28301)  
910-488-2120  
Salisbury (28144)  
704-638-9000

## NORTH DAKOTA

Fargo (58104)  
701-232-3241

## OHIO

Cincinnati (45220)  
513-861-3100  
Chillicothe (45601)  
740-773-1141  
Cleveland (44106)  
216-791-3800  
Columbus (43203)  
614-257-5200  
Dayton (45428)  
937-268-6511

## OKLAHOMA

Muskogee (74401)  
918-683-3261  
Oklahoma City (73104)  
405-270-0501

## OREGON

Portland (97207)  
503-220-8262  
Roseburg (97470)  
541-440-1000  
White City (97503)  
541-826-2111

## PENNSYLVANIA

Altoona (16602)  
814-943-8164  
Butler (16001)  
724-287-4781  
Coatesville (19320)  
610-384-7711  
Erie (16504)  
814-868-8661  
Lebanon (17042)  
717-272-6621  
Philadelphia (19104)  
215-823-5800  
Pittsburgh - Heinz Center (15215)  
800-309-8398  
Pittsburgh - Highland Drive (15206)  
800-647-6220  
Pittsburgh - University Drive (15240)  
866-482-7488  
Wilkes-Barre (18711)  
877-928-2621

## PHILIPPINES

Manila (96515) (FPO AP)  
011-632-833-4566

## PUERTO RICO

San Juan (00921)  
787-641-7582

## RHODE ISLAND

Providence (02908)  
401-273-7100

## SOUTH CAROLINA

Charleston (29401)  
843-577-5011  
Columbia (29209)  
803-776-4000

## SOUTH DAKOTA

Fort Meade (57741)  
605-347-2511  
Hot Springs (57747)  
605-745-2000  
Sioux Falls (57117)  
605-336-3230

## TENNESSEE

Memphis (38104)  
901-523-8990  
Mountain Home (37684)  
423-926-1171  
Murfreesboro (37129)  
615-867-6000  
Nashville (37212)  
615-327-4751

## TEXAS

Amarillo (79106)  
806-355-9703  
Big Spring (79720)  
432-263-7361  
Bonham (75418)  
903-583-2111  
Dallas (75216)  
214-742-8387  
El Paso (79930)  
915-564-6100  
Houston (77030)  
713-791-1414  
Kerrville (78028)  
210-896-2020  
Marlin (76661)  
254-883-3551  
San Antonio (78229)  
210-617-5300  
Temple (76504)  
254-778-4811  
Waco (76711)  
254-752-6581

## UTAH

Salt Lake City (84148)  
801-582-1565

## VERMONT

White River Junction (05009)  
802-295-9363

## VIRGINIA

Hampton (23667)  
757-722-9961  
Richmond (23249)  
804-675-5000  
Salem (24153)  
540-982-2463

## WASHINGTON

Seattle (98108)  
206-762-1010  
Spokane (99205)  
509-434-7000  
Tacoma (98493)  
253-582-8440  
Walla Walla (99362)  
509-525-5200

## WEST VIRGINIA

Beckley (25801)  
304-255-2121  
Clarksburg (26301)  
304-623-3461  
Huntington (25704)  
304-429-6755  
Martinsburg (25401)  
304-263-0811

## WISCONSIN

Madison (53705)  
608-256-1901  
Milwaukee (53295)  
414-384-2000  
Tomah (54660)  
608-372-3971

## WYOMING

Cheyenne (82001)  
307-778-7550  
Sheridan (82801)  
307-672-3473