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STATE OF NEW JERSEY
DEPARTMENT OF LAW & PUBLIC SAFETY
DIVISION OF CONSUMER AFFAIRS
STATE BOARD OF DENTISTRY

IN THE MATTER OF : Administrative Action
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:
KENNETH AVERY, D.M.D. : Consent Order of Reinstatement
License # 22DI 01653200 :
:
TO PRACTICE DENTISTRY :
IN THE STATE OF NEW JERSEY :
:

This matter was opened to the New Jersey State Board of Dentistry upon the request of Kenneth Avery, D.M.D. ("Respondent"), to reinstate his license to practice dentistry. Respondent voluntarily surrendered his license by order filed July 11, 2012, following receipt of information that he self-reported a relapse into alcohol use and entered treatment.

Previously, Respondent's license had been surrendered in 2010 due to alcohol impairment, but was reinstated with restrictions by order filed October 13, 2011, following his treatment and

compliance with a consent order of voluntary surrender filed January 19, 2011.

In support of Respondent's request for reinstatement, on September 4, 2013, he appeared without counsel, but was accompanied by Dr. Edward G. Reading of the Professional Assistance Program (PAP) of New Jersey before the Board. At his appearance, Respondent testified that he is currently being monitored by the PAP. He also testified about the history of his practice, his conduct during the intervening period of time from his participation with the PAP to his appearance before the Board, the financial impact on his practice and family life due to the surrender of his license and his proposed plan to return to practice. Respondent also testified that he now understands that there are many stressors in a solo dental practice and has learned to cope with life's stressors. He also has learned humility and has developed "a relationship with a higher power."

Dr. Reading testified that PAP is supportive of Respondent's application for reinstatement and submitted reports dated September 4, 2013, January 15, 2014 and March 26, 2014. Respondent remains in compliance with all aspects of his monitoring requirements with the PAP and has eighteen (18) months of ongoing documented recovery.

Following Respondent's September 4, 2013 appearance, the Board requested a psychological evaluation by Ricardo Fernandez, M.D. Respondent was seen by Dr. Fernandez on December 12, 2013. Dr. Fernandez recommended reinstatement with the condition that he continues being monitored by PAP according to the monitoring requirements of the PAP recovery position statement to the Dental Board dated September 4, 2013 or as amended by the PAPNJ since that time.

Based upon the record and his testimony, the Board has determined that Respondent's return to practice with restrictions is appropriate at this time. The terms imposed by this order are designed to ensure that as he re-enters practice in this State, respondent's practice is consistent with the public health, safety and welfare.

IT IS, THEREFORE, ON THIS 5th DAY OF May, 2014
HEREBY ORDERED AND AGREED THAT:

1. The license of Kenneth Avery, D.M.D., to practice dentistry in this State is hereby reinstated, subject to the terms in this order. Respondent shall comply with all administrative issues related to reinstatement, including submission of proofs of continuing education credits within (6) six months, payment of applicable fees for his license and his CDS registration.

2. Respondent shall remain enrolled in and participate with the PAP and shall comply with the recommendations for treatment, including but not limited to:

(a) monthly face-to-face meeting with representatives from that program for the first year of return to practice, followed by visits every two months for the subsequent year, then at a frequency to be determined by the PAP, consistent with his duration in recovery;

(b) regular attendance at support groups, NA or AA, at a minimum of three times per week; and

(c) random urine monitoring a minimum of twice weekly for the first year of return to practice, followed by a minimum of weekly screens for the subsequent year. Thereafter, Respondent shall be screened on a random basis at a frequency to be determined by the Executive Medical Director of the PAP, consistent with his duration of recovery.

3. If respondent discontinues participation with the PAP or fails to comply with the conditions imposed by the program or outlined in this consent order without obtaining approval of the Board and the PAP, he shall be deemed in violation of this Order.

4. Respondent shall abstain from the use of alcohol and from all psychoactive substances, unless prescribed by a treating physician for a documented medical condition with prior notification to the Executive Medical Director of the PAP of the

diagnosis and prescribed medications. In addition, Respondent shall advise any and all treating physicians and/or dentists of his history of substance abuse.

5. The PAP shall submit quarterly reports, including urine results, to the Board regarding Respondent's participation and compliance with all requirements of the PAP and this order. If Respondent has a positive urine, misses an appointment without consent, or has a lapse or slip in his recovery, or if Respondent terminates recommended counseling or his participation with the PAP, the PAP shall immediately inform the Board. For purposes of this paragraph, "immediately" shall mean reporting the information orally within 24 hours and following up with a written report within 48 hours.

6. (a) Any failure by Respondent to submit or provide a urine sample within twenty-four (24) hours of a request will be deemed to be equivalent to a confirmed positive urine test. In the event Respondent is unable to appear for a scheduled urine test or provide a urine sample due to illness or other impossibility, consent to waive that day's test must be secured from the PAP. Respondent shall notify the PAP if he will be out of the State for any reason, so that the program may make a determination regarding alternate testing.

(b) Any urine test result showing creatinine levels below 20 mg/dL and a specific gravity below 1.003 shall create a rebuttable

presumption of a confirmed positive urine test. Any such result shall be followed immediately by a confirming GC/MS test.

(c) Respondent shall familiarize himself with all foods, food additives or other products (such as poppy seeds) which may affect the validity of urine screens, be presumed to possess that knowledge, and shall refrain from the use of such substances. Ingestion of such substances shall not be an acceptable reason for a positive urine screen and/or failure to comply with the urine monitoring program.

(d) The PAP may, after notifying the Board, modify the frequency of testing or method of testing during the monitoring period.

7. Respondent shall provide any and all releases to any and all parties who are participating in a monitoring, treatment, or other program as outlined in this order, as may be required in order that all reports, records, and other pertinent information may be provided to the Board in a timely manner. Respondent agrees that any information received by the Board regarding Respondent's treatment or participation in a monitoring program may be used in connection with any proceedings pertaining to his license.

8.(a) Respondent shall be subject to an order of automatic suspension of his license upon the Board's receipt of any information which the Board, in its sole discretion, deems reliable demonstrating that Respondent has failed to comply with any of the

conditions set forth in this consent order, including but not limited to report of a confirmed positive urine, or a prima facie showing of use of alcohol or drugs.

(b) Respondent shall have a right to apply for removal of the automatic suspension on ten (10) days notice to the Board and to the Attorney General. The Board may hold a hearing on that application before the full Board or before a committee of the Board. In the event a committee hears the application, its action shall be effective immediately and subject to ratification of the full Board at its next scheduled meeting. In a hearing seeking removal of the automatic suspension, any confirmed positive urine shall be presumed valid.

9. Nothing in this order shall be deemed to preclude the Board from taking any action it deems appropriate should the Board's review of information cause it to determine that such action is warranted or from imposing restrictions or conditions on Respondent's license should the Board determine that such restrictions or conditions are appropriate to protect the public health, safety, and welfare.

10. Respondent may seek modification of the terms of this order not sooner than six (6) months from the date of its entry. The Board reserves the right to require Respondent's appearance prior to any modification or removal of restrictions set forth in this Consent Order.

NEW JERSEY STATE BOARD OF DENTISTRY

By: Shirley Birenz, R.D.H., M.S.
Shirley Birenz, R.D.H., M.S.
Acting President

I have read and understand this Consent Order
and agree to be bound by its terms.
I consent to the entry of this Order.

Kenneth Avery, D.M.D.
Kenneth Avery, D.M.D.

Date: 5/7/14

I have read the terms of this consent order
and agree on behalf of the PAP to comply with
its terms pertaining to the PAP.

Louis E. Baxter, Sr., M.D., FASAM
Louis E. Baxter, Sr., M.D., FASAM
Executive Medical Director, PAP

Date: 5/6/14