

# 2013 Nationwide Community Health Center Dental Provider and Executive Director Survey

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A decorative graphic consisting of several sets of concentric circles, resembling ripples in water, located in the bottom right corner of the slide.

# Origins of Study

- NNOHA obtained funds for survey from HRSA collaborative grant
- NNOHA wanted to do an update of previous survey done in 2009
- Prior instrument needed additional questions regarding demographics, and comparisons to prior surveys were of interest

# Response

- 650 Dentists/Dental Hygienists
- 246 Executive Directors
  - 246/1120 (22%)
- Response rate for providers unknown due to unknown denominator
- Response slightly lower than paper survey of 2009, but denominator much higher
  -

# Demographics

- Year of graduation
  - Range 1955-2013 Mean = 17.2 years
- All 10 HRSA Regions represented
- Mean years since graduation from school
  - DDS= 15.8 RDH= 14.2
- Median years since graduation
  - DDS= 13.0 RDH= 10.0



# Activity Prior to Health Center Employment

<b><u>Dentist</u></b>	<b>Frequency</b>	<b>Percent</b>
<b>Private practice owner/partner/associate</b>	<b>124</b>	<b>28.5</b>
<b>Private practice employed dentist</b>	<b>81</b>	<b>18.7</b>
<b>Dental student</b>	<b>108</b>	<b>24.8</b>
<b>Local, state, public health agency/other community dental center</b>	<b>54</b>	<b>12.4</b>
<b>Grad dental program/specialty program</b>	<b>44</b>	<b>10.1</b>
<b>Commissioned Officer PHS/Military</b>	<b>21</b>	<b>4.8</b>
<b>Retired</b>	<b>3</b>	<b>0.7</b>
<b>Total</b>	<b>435</b>	<b>100</b>
<b><u>Dental Hygienist</u></b>		
<b>Private practice associate or employee</b>	<b>84</b>	<b>62.8</b>
<b>Dental Hygiene student</b>	<b>32</b>	<b>23.8</b>
<b>Local, state, public health agency/other community dental center</b>	<b>16</b>	<b>11.9</b>
<b>Graduate program</b>	<b>2</b>	<b>1.5</b>
<b>Total</b>	<b>134</b>	<b>100</b>

# Scholarships and Loans

- Received NHSC Scholarship
  - DDS 8.5%      RDH 2.2%
- NHSC Loan Repayment
  - DDS 37.0%      RDH 15.9%
- State Loan Repayment
  - DDS 11.8%      RDH 9.4%
- Loan repayment completed 2009-2013
  - DDS 31.8%      RDH 72.3%

# Perception of Autonomy

<u>Dentist</u>	Number	Percent
Full Autonomy	225	50.2
Limited Autonomy	223	49.8
<u>Dental Hygienist</u>		
Full Autonomy	88	62.4
Limited Autonomy	53	36.8

# Perception of Limited Autonomy

- Top three reasons reported for dentists
  - Level of patient compliance with treatment
  - Limitations on types of services due to \$\$
  - Scope of treatment offered at HC practice
- Top three reasons for RDH
  - Level of patient compliance with treatment
  - State's Medicaid policies/requirements
  - Amount of access to specialists

# Availability of Specialists

Type of Specialist	N	%
Oral Surgeon	93	14.3
Pediatric Dentist	117	18.0
Periodontist	29	4.5
Prosthodontist	23	3.5
Orthodontist	4	0.6
Other (incl. Endodontists)	18	2.8
No Specialists Available	389	59.8

# Perception of Admin Time

- Mean time reported 9.7 hrs
- Enough time allowed 40.0%
- Some but not enough time 47.1%
- No time allowed 12.9%

# Are Benefits Adequate?

<u>% Answering Yes</u>	<u>DDS</u>	<u>RDH</u>
➤ Leave Time (PTO)	74.8%	66.7%
➤ Medical Insurance	71.8%	72.6%
➤ Retirement Plan	91.3%	94.2%
➤ Employer match	66.7%	78.8%
➤ Production Incentive	34.2%	19.1%

# Vacation/PTO

- **Dental Director**
  - Median # days = 27
- **Staff Dentist**
  - Median # days = 23.5
- **Dental Hygienist**
  - Median # days = 20

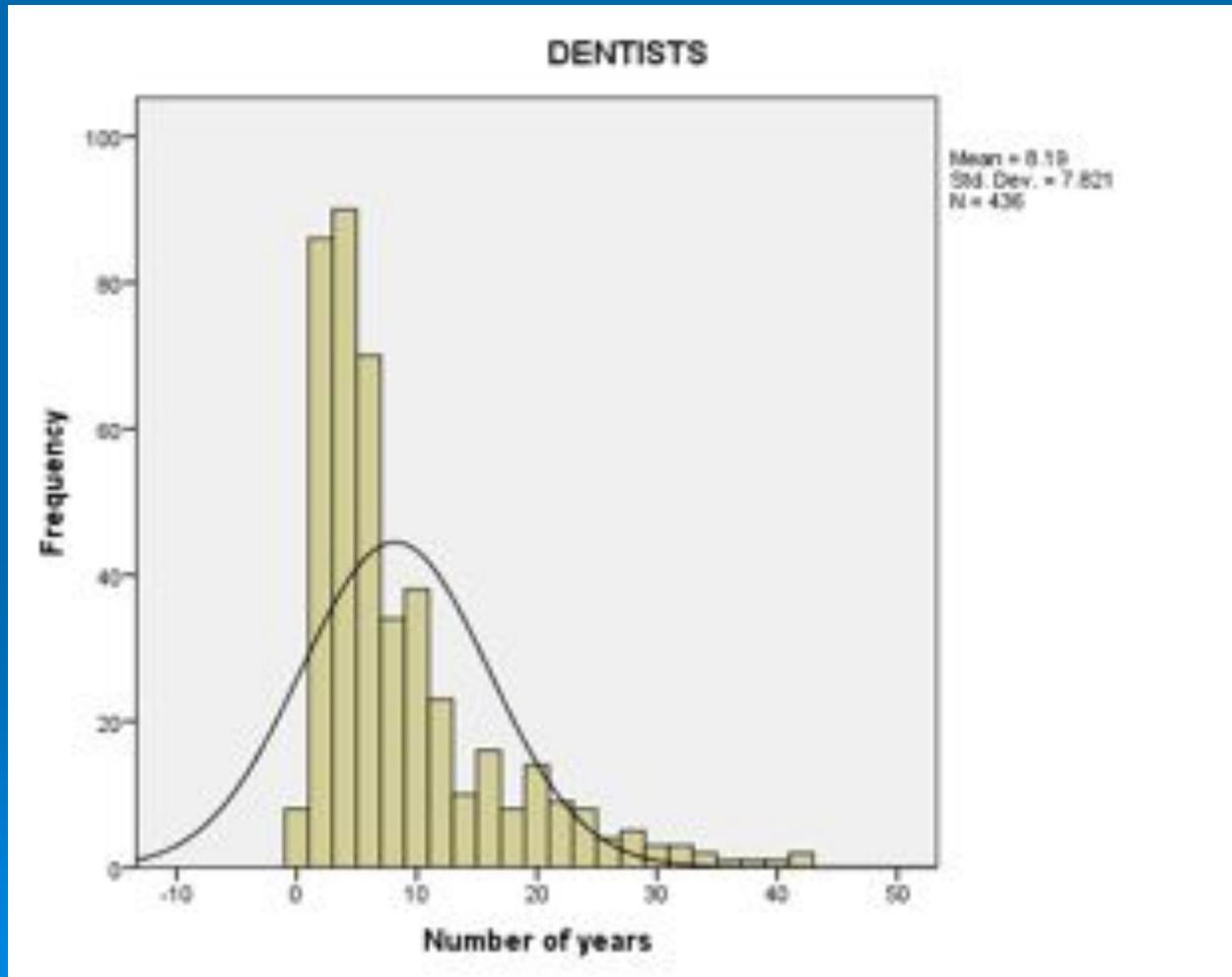
# CE Allowance

- **DDS** **5.0 Days (Median)**
- **RDH** **4.0 Days (Median)**
  
- **Dental Director** **\$1849 (Mean)**
- **Staff Dentists** **\$1789 (Mean)**
- **Dental Hygienist** **\$1048 (Mean)**

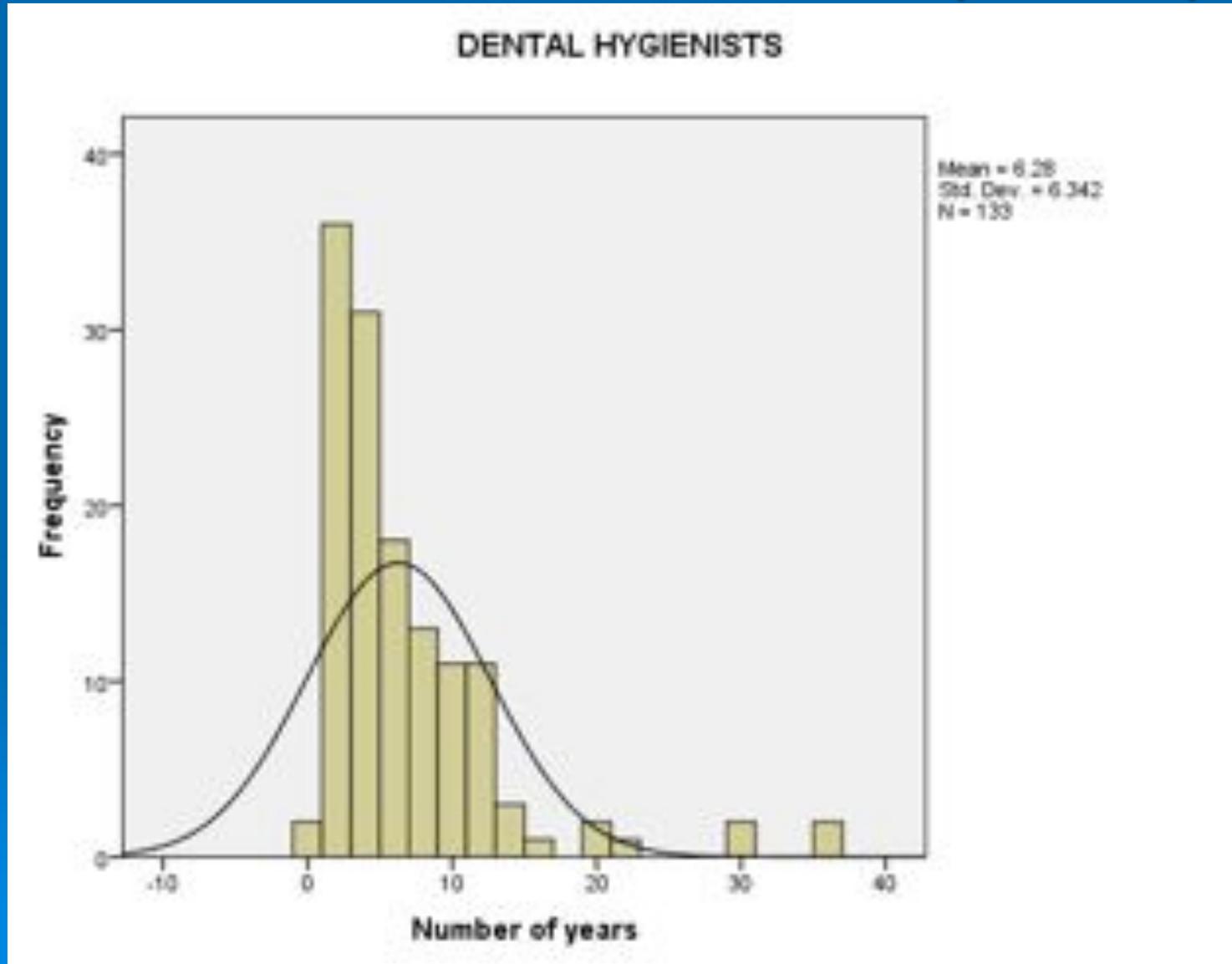
# Length of Time in HC Dentistry

<b>Dentist</b>	<b>Number of</b>	<b>Valid</b>	<b>436</b>
	<b>Number of</b>	<b>Missing</b>	<b>21</b>
<b>Mean</b>			<b>8.19</b>
<b>Median</b>			<b>5.00</b>
<b>Mode</b>			<b>3</b>
<b>Percentiles</b>		<b>25</b>	<b>3.00</b>
		<b>50</b>	<b>5.00</b>
		<b>75</b>	<b>11.00</b>
<b>Hygienist</b>	<b>Number of</b>	<b>Valid</b>	<b>133</b>
	<b>umber of</b>	<b>Missing</b>	<b>11</b>
<b>Mean</b>			<b>6.28</b>
<b>Median</b>			<b>4.00</b>
<b>Mode</b>			<b>1</b>
<b>Percentiles</b>		<b>25</b>	<b>2.00</b>
		<b>50</b>	<b>4.00</b>
		<b>75</b>	<b>8.50</b>

# Years in Health Center (DDS)



# Years in Health Center (RDH)



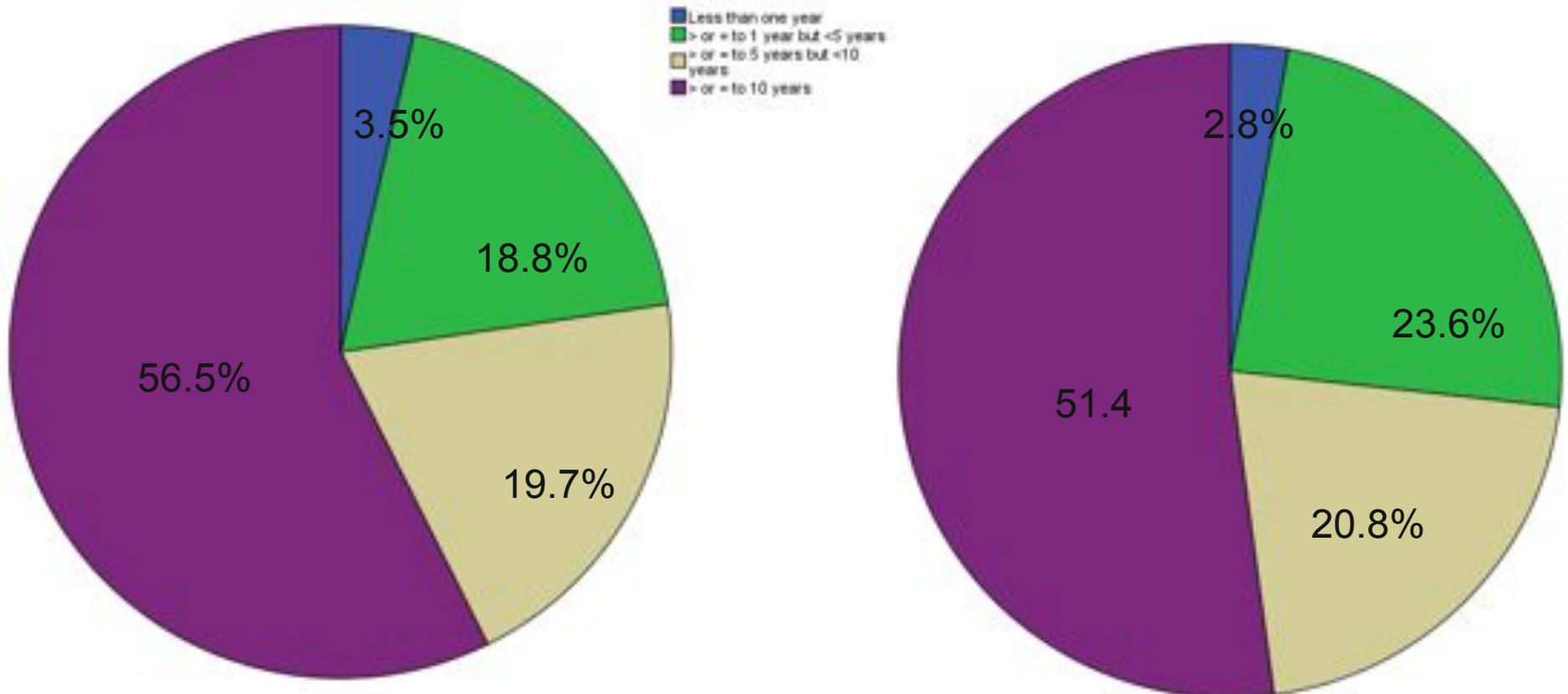
# Total Years of Practice

<b>Provider</b>	<b>Length of time</b>	<b>Frequency</b>	<b>Percent</b>
<b>Dentist</b>	<b>Less than one year</b>	<b>16</b>	<b>3.5</b>
	<b>1 to &lt;5 years</b>	<b>86</b>	<b>18.8</b>
	<b>5 to &lt;10 years</b>	<b>90</b>	<b>19.7</b>
	<b>≥ 10 years</b>	<b>258</b>	<b>56.5</b>
	<b>Missing</b>	<b>7</b>	<b>1.5</b>
	<b>Total</b>	<b><u>450</u></b>	<b><u>100.0</u></b>
<b>Hygienist</b>	<b>Less than one year</b>	<b>4</b>	<b>2.8</b>
	<b>1 to &lt;5 years</b>	<b>34</b>	<b>23.6</b>
	<b>5 to &lt;10 years</b>	<b>30</b>	<b>20.8</b>
	<b>≥ 10 years</b>	<b>74</b>	<b>51.4</b>
	<b>Missing</b>	<b>2</b>	<b>1.4</b>
	<b>Total</b>	<b><u>142</u></b>	<b><u>100.0</u></b>

# Years of Total Experience

## DDS

## RDH



# Perception of Facility

Provider		Frequency	Percent
<b>Dentist</b>	<b>Very good</b>	<b>183</b>	<b>40.0</b>
	<b>Good</b>	<b>134</b>	<b>29.3</b>
	<b>Adequate</b>	<b>68</b>	<b>14.9</b>
	<b>Needs improvement</b>	<b>40</b>	<b>8.8</b>
	<b>Poor</b>	<b>7</b>	<b>1.5</b>
	<b>Missing</b>	<b>25</b>	<b>5.5</b>
	<b>Total</b>	<b>457</b>	<b>100.0</b>
<b>Hygienist</b>	<b>Very good</b>	<b>61</b>	<b>42.4</b>
	<b>Good</b>	<b>41</b>	<b>28.5</b>
	<b>Adequate</b>	<b>18</b>	<b>12.5</b>
	<b>Needs improvement</b>	<b>10</b>	<b>6.9</b>
	<b>Poor</b>	<b>2</b>	<b>1.4</b>
	<b>Missing</b>	<b>12</b>	<b>8.3</b>
	<b>Total</b>	<b>144</b>	<b>100.0</b>

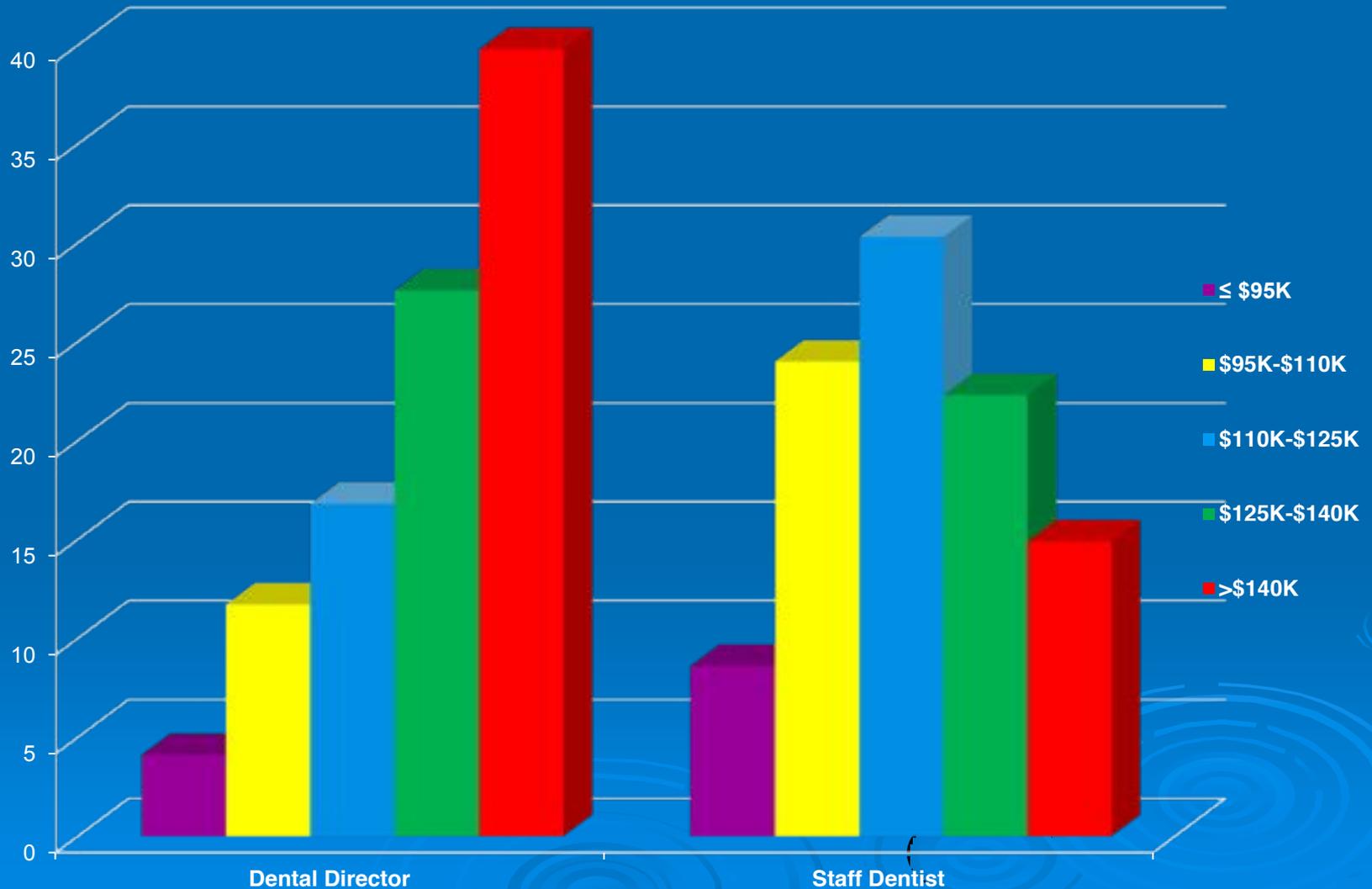
# Perception of Equipment & Supplies

Provider		Frequency	Percent
Dentist	Very good	148	32.4
	Good	153	33.5
	Adequate	89	19.5
	Needs improvement	44	9.6
	Poor	1	0.2
	Missing	22	4.8
	Total	457	100.0
Hygienist	Very good	44	30.6
	Good	39	27.1
	Adequate	28	19.4
	Needs improvement	22	15.3
	Missing	11	7.6
	Total	144	100.0

# Perceptions of Support

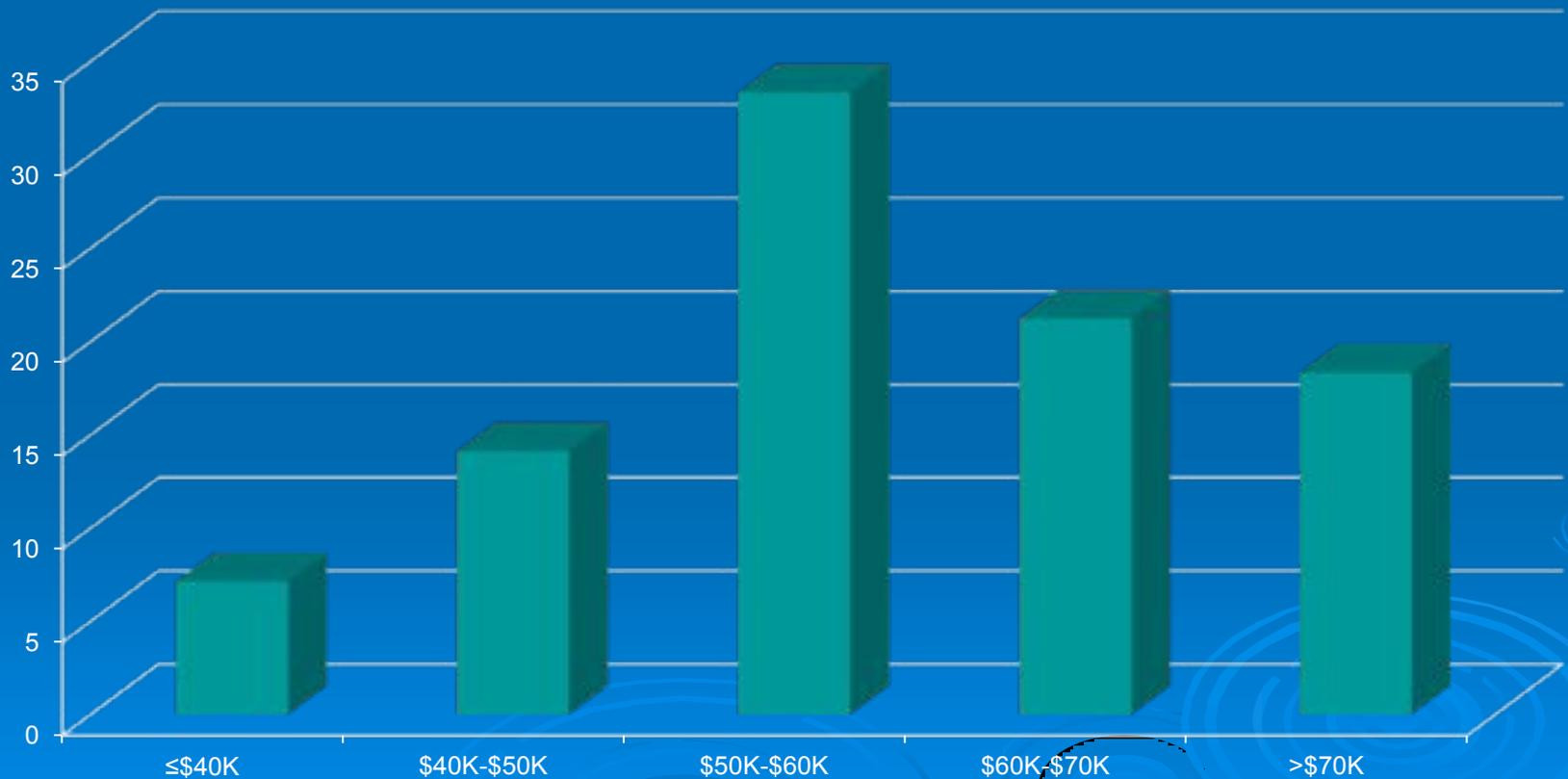
Answering “Adequate”	%DDS	%RDH
➤ Number of DAs	65.9	68.8
➤ Quality of DAs	72.6	70.8
➤ Clerical support	58.4	52.8
➤ Admin support	65.6	68.1
➤ Number of DDSs	69.8	61.1
➤ Number of RDHs	63.5	72.2
➤ Number of EFDAs	29.8	40.3
➤ Assistant to DDS ratio	63.7	74.3
➤ Interaction with Medical	60.8	61.1

# DDS Salaries Reported



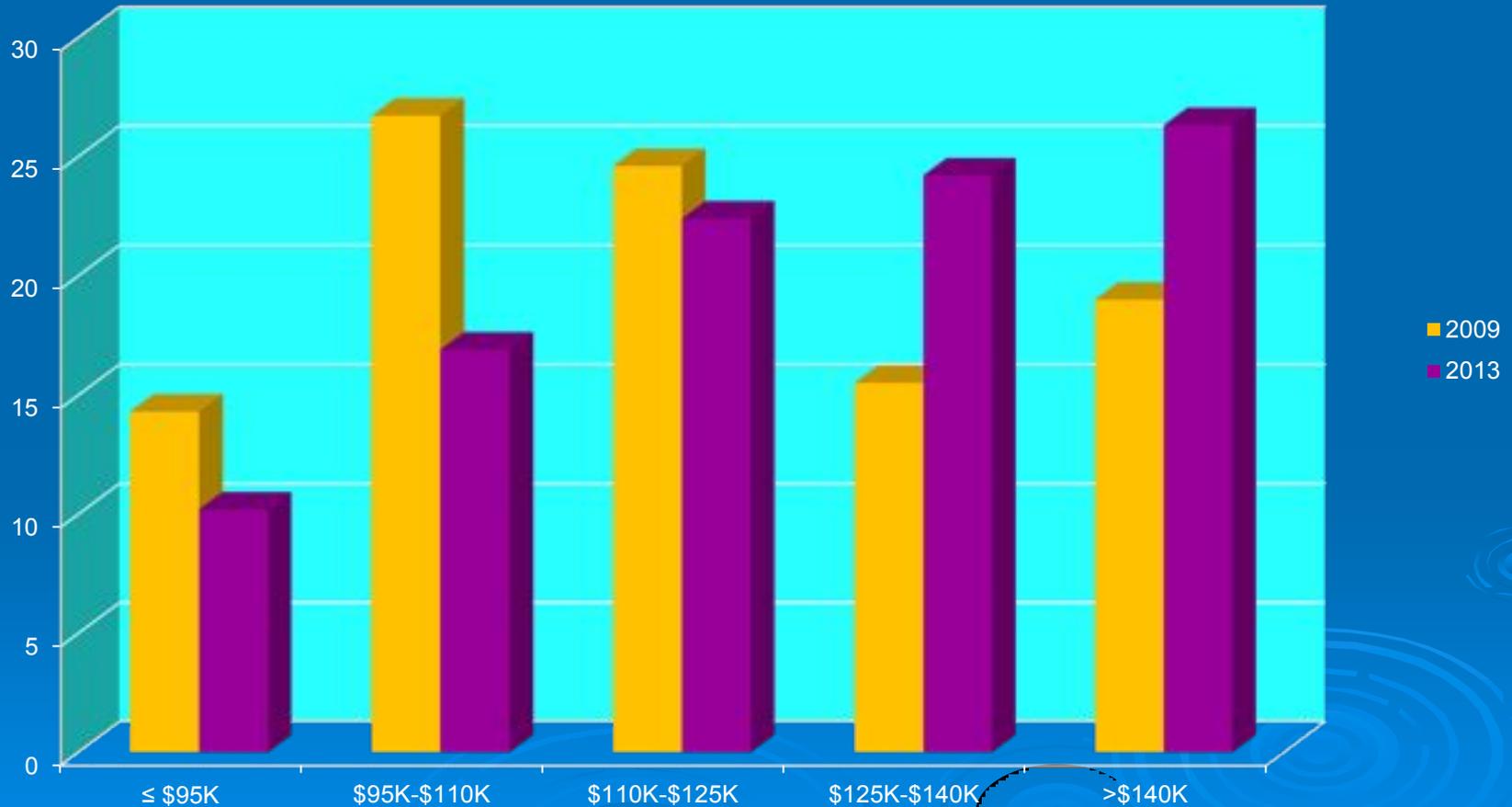
# RDH Salaries Reported

## Dental Hygienist Salary Distribution



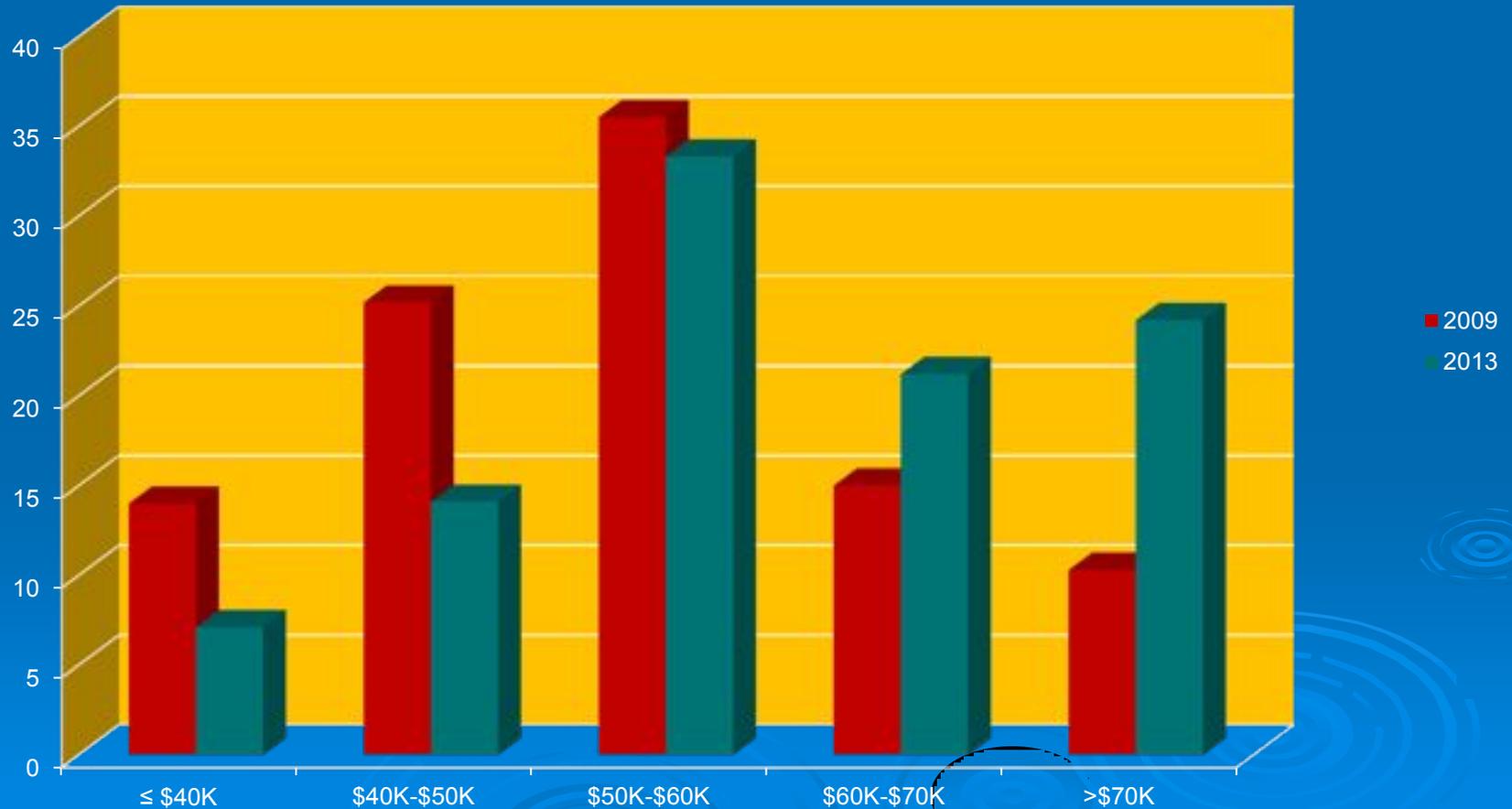
# DDS 2009 vs 2013

## Distribution of DDS Salary by Survey Year



# RDH 2009 vs 2013

## Distribution of Dental Hygiene Salary by Survey Year



# Memberships

## ➤ Dentists

- #1 ADA 61.3%
- #2 NNOHA 40.0%
- #3 AGD 19.5%
- #4 None 14.2%
- Employer reimbursement YES=60.5%

# Encounters Required?

- All providers were asked if encounter quotas were mentioned by administration of Health Center:
- Yes= 64.5%
- Average # reported
  - Mean # 2667
  - Median # 2600
  - Mode # 2500

# Intend to Remain in CHC

➤ Dentists	83.6%	362/433
➤ Dental Hygienists	93.9%	123/131
<b>➤ Of those intending to leave</b>	<b>DDS</b>	<b>RDH</b>
➤ Leaving in 2-5 yrs	37.5%	33.3%
➤ Within one year	29.2%	22.2%
➤ ASAP	33.3%	44.4%

# Salaries: Dentists and Dental Hygienists by Level of Experience

	Entry to $\leq 1$ yr	>1 yr-5 yr	>5 yr-10 yr	>10 yr	Fringe %
<b>DDS Mean</b>	<b>\$108,927</b>	<b>\$111,514</b>	<b>\$122,304</b>	<b>\$125,518</b>	<b>23.6</b>
<b>DDS Median</b>	<b>\$110,000</b>	<b>\$112,500</b>	<b>\$131,000</b>	<b>\$135,000</b>	<b>25.0</b>
<b>RDH Mean</b>	<b>\$52,093</b>	<b>\$48,287</b>	<b>\$55,870</b>	<b>\$60,953</b>	<b>20.2</b>
<b>RDH Median</b>	<b>\$48,200</b>	<b>\$49,000</b>	<b>\$54,000</b>	<b>\$62,500</b>	<b>23.0</b>

# Summary and Discussion

- Trends appear to be similar in 2013 with a few important changes
  - Wages and benefits are improving
  - Workforce in HC seems more stable
  - Non-response bias
  - Unknown numbers of providers in HC dental components
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