



2015-2016 Workforce Survey of Dentists

January 2017



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The Florida Department of Health's Public Health Dental Program would like to thank the Department's Division of Community Health Promotion and Division of Medical Quality Assurance, as well our partners at the Florida Dental Association, the Florida Dental Hygiene Association, and the Florida Department of Health in Leon County (Molar Express).

A special thank you to the dentists who took time to participate in the survey for their efforts to help build a better understanding of the dental workforce in Florida.

Suggested Citation: Florida Department of Health. (2016). 2015-2016 Workforce Survey of Dentists.

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Executive Summary

Florida statute and administrative rules require renewal of dental licenses every two years, including the biennial period which ended on February 28, 2016. Since 2009, the Florida Department of Health (Department) has developed a workforce survey for dentists. The fourth administration of this survey coincided with the licensure renewal deadline of February 28, 2016. All responses are self-reported. Approximately 65% of dentists with an active Florida license responded to the 2015-2016 survey.

The importance of access to care and oral health as Department priority areas was first recognized as part of the state health assessment process in 2011. This process led to the Florida State Health Improvement Plan 2012-2015 (SHIP). It identified a strategy to assess current and future practitioner needs through re-licensure surveys of dentists under the area of “Access to Care”.¹ A revision of the SHIP in March of 2014 identified as one of its objectives: *AC4.3.1: By December 31, 2015, ascertain the geographic distribution of practitioners and types of dental practices throughout Florida and provide an analysis of the re-licensure survey to oral health partners and stakeholders.*²

This report also will assist the Workforce Advisory Committee (Committee) in its efforts to provide evidence based recommendations to the State Surgeon General and the Department on matters concerning dental workforce needs. The Committee is composed of representatives from the Department’s Public Health Dental Program, the Florida Dental Association and the Florida Dental Hygiene Association. The report identifies the supply of workforce professionals practicing in Florida and examines factors related to dental practice location and career plans. The report assists those in the oral health career industry and other decision makers to better prepare strategic efforts for enhancing the oral health care delivery system in Florida.

Key Findings

Key findings from this report include the following:

Demographics

- Of 14,277 dentists who applied for licensure renewal, 13,171 (92.5%) dentists were designated having “Active” license status, and a total of 9,298 (65.1%) dentists responded to the workforce survey.
- Of the actively practicing dentists who responded to the survey, 8,937 (96.1%) practice in Florida.
- Of 8,927 survey respondents actively practicing in Florida who reported their gender, 67.8% (6,062) (67.9%) dentists are males and 32.2% (2,865) are females.
- The mean age of dentist survey respondents is 43.0 years for females and 52.9 years for males.
- The largest age group for female and male dentist respondents actively practicing in Florida is between 50 and 59 years of age (25.1%), the percentages are 21.8% and 26.7%, respectively.
- Of the state’s licensed dentists in 2015-2016, 62.4% (5,576) identify as White, 3.4% (303) Black, 22.2% (1,982) Hispanic/Latino, and 7.3% (652) Asian.

¹ Florida Department of Health. (2012). *Florida State Health Improvement Plan 2012-2015*.

² Florida Department of Health. (2014). *2012-2015 SHIP Revision*.

Professional Education

- The majority (55.2%) of dentists actively practicing in Florida graduated from an out-of-state school.
- The dental schools programs in Florida graduating dentists are: 21.4% (936) from the University of Florida, College of Dentistry, 10.8% (472) from Nova Southeastern University, College of Dental Medicine and 0.1% (5) from Lake Erie College of Osteopathic Medicine, School of Dental Medicine.

Practice Characteristics

- The majority (79.3%) of dentists actively practicing in Florida report working in a general private practice.
- Just under half (4,452 or 49.8%) of Florida's dentists report having practiced more than 20 years; 16.3% (1,455) report five or fewer years of active practice.
- Of the dentist respondents actively practicing in Florida, 90.4% practice between 11 and 12 months of the year.
- Over half (54.2%) of respondents actively practicing in Florida report working between 31-40 hours per week.
- A majority (52.2%) of dentist respondents actively practicing in Florida are sole owners of their practice.
- A majority (71.5%) of dentist respondents actively practicing in Florida report that they practice solely in the county in which they reside.
- Of the state's dentists, 13.2% (1,176) hold an active dental license in a state other than Florida.
- Approximately one in seven (1,265 or 14.2%) dentist respondents actively practicing in Florida report that they hold dental specialty board status or specialty certification.
- Optimal dental office staffing patterns for dental auxiliaries vary among dental practices; however, the majority of Florida dentists in 2015-2016 report they employ at least one dental hygienist and one or more dental assistants. A large percentage of dentists utilize more than one dental assistant (74.1%) on duty when the office is open.

Productivity

- In 2015-2016, dentists in Florida most frequently report (30.1%) that they have between 26 and 50 patient encounters in a typical week.
- More than 90% of workforce respondents practice between 11-12 months within the last year.
- The majority of respondents (54.2%) indicate that they typically worked between 31-40 hours per week over the past 12 months.
- For Florida dentists in 2015-2016, 90.7% (8,104) indicate they are accepting new patients.

Services to Vulnerable Populations

- Of dentist respondents actively practicing in Florida, 57.5% report performing volunteer services, most commonly (23.4%) providing 1 to 8 hours of volunteer service in the last 12 months.
- In 2015-2016, 74.1% (5,990) of dentists report they are either not Medicaid providers or did not treat any Medicaid patients in the previous 12 months.
- For the 2015–2016 survey, the greatest number of responses (58.1%) for dentists cite “inadequate reimbursement” as the main reason for not enrolling in Medicaid or

accepting new Medicaid patients. The second most cited reason (33.7%) is “too much paperwork.”

- Almost 79% of Florida dentists report that they have seen at least one patient having special health care needs (SHCN) in the last 12 months; but 37.9% of dentists report seeing only between 1-5 patients with SHCN in the same period.

Retention and Attrition

- Overall, 1,114 dentist respondents (12.5%) actively practicing in Florida report that they plan to end their practice of dentistry in Florida within the next five years. They cite retirement (92.9%) as the main reason.
- The language with the highest percentage of respondents actively practicing in Florida who speak a language other than English is Spanish at 29.4% and the next highest being French at 2.9%.
- Nearly 30.7% of dentists with an active license not practicing in Florida report that they are retired, 12.2% are currently seeking employment in dentistry, and 11.3% practice in another state.
- Of dentist respondents with an active license not practicing in Florida, 79.5% stated that they plan to relocate to Florida sometime in the future.

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Introduction

Florida statute and administrative rules require renewal of dental licenses biennially by the end of February of even-numbered years. The most recent renewal period ended on February 28, 2016. The Department prepared and administered a workforce survey of dentists to coincide with the license renewal process. (See Appendix A for accompanying survey). As part of their online renewal, dentists were asked to voluntarily complete the survey. All responses are self-reported.

This report presents data from the 2015-2016 workforce survey of dentists. The survey was designed to obtain information concerning Florida's dental workforce that would better inform health care policymakers and shape oral health care policy development. Analysis of responses is guided by those objectives. In order to address the dental workforce as a whole, it is recommended that the results of this report be considered alongside the 2015-2016 workforce survey results of dental hygienists.

The survey consisted of questions soliciting responses regarding demographics, professional education, practice characteristics, productivity, services to vulnerable populations, and retention and attrition. The survey is designed to obtain an understanding of the changing landscape of the dentist workforce. The survey is not designed to address population growth and maintenance of the current level of service and does not address portions of the population not currently served.

Licensure data, maintained by the Department's Division of Medical Quality Assurance, provided the data for this report. A more detailed statement of survey methods and data analysis is included in Appendix B. Any changes in dental practice status occurring between survey completion and the report reference date are not reflected in the data. Therefore, counts or estimates of dentists actively practicing or not practicing in Florida are approximate with respect to the report's reference date. It should be noted that the number of responses for individual questions varied greatly since the workforce survey contained skip patterns and respondents may not have completed all of the questions. Thus, the sample size of true responses per question is provided for each figure in the report.

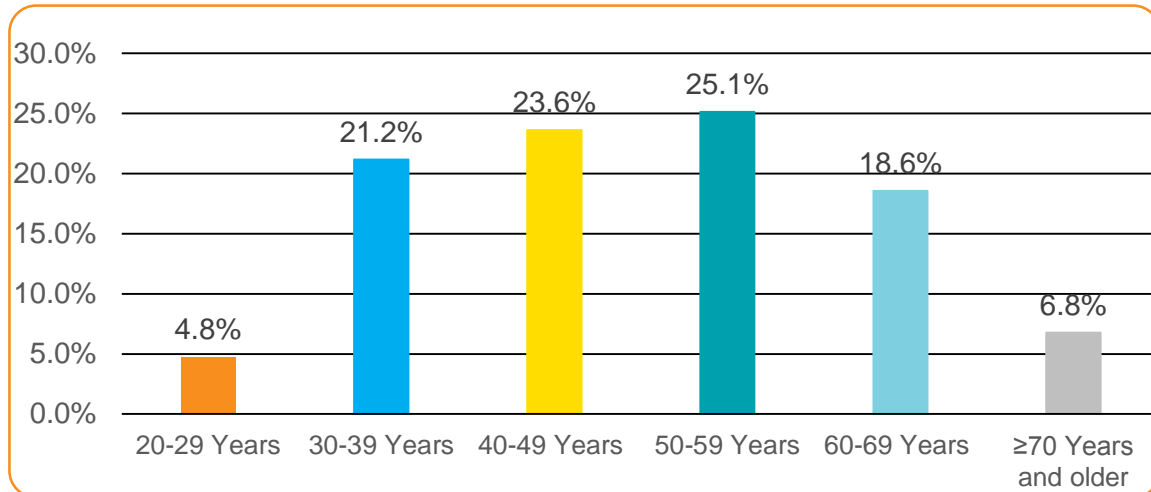
For the purposes of data analysis and reporting for this report, survey responses were restricted to those dentists with an active license status, it does not include those with an inactive status which may include some retired dental practitioners. Most of the report was restricted to those who indicated that they are currently practicing within the state of Florida. The response rate for the 2015-2016 dentist workforce survey among this population was approximately 65%.

Findings

Licensed Dentists Practicing in Florida - Demographics

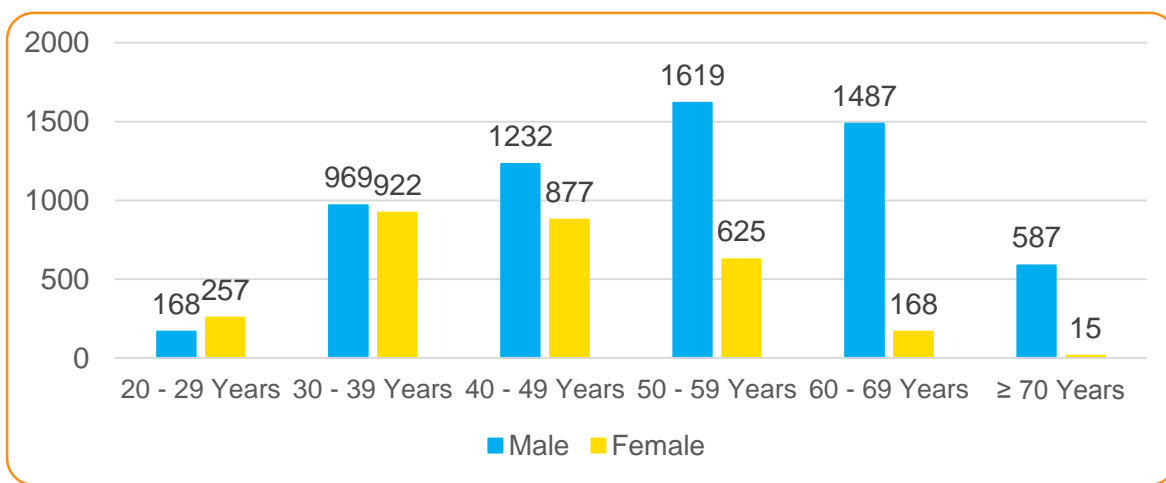
Of the 8,937 dentists with active licenses practicing in Florida who responded to the 2015-2016 Florida Workforce Survey, the majority were 40 years of age and older, with 23.6% age 40-49 years, 25.1% age 50-59 years and 25.4% age 60 years and older. Only 26.0% of dentists were 20-39 years of age (Figure 1).

Figure 1. Age Group Distribution of Dentists Practicing in Florida (n = 8,936), 2015-2016



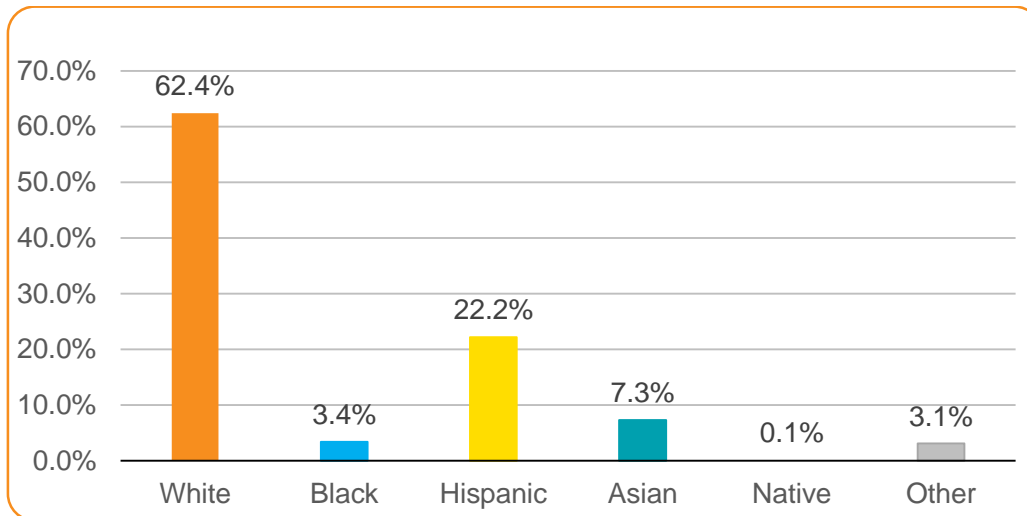
The mean age for respondents practicing in Florida is 49.7 years. The average age for male respondents was higher at 52.9 years compared to female respondents with an average age of 42.9 years. The majority of practicing dentists in Florida are male (67.9%). The gender distribution of respondents practicing in Florida varies across age groups. The majority of female dentists are in the younger age groups, as the majority of the workforce is male after age 50 years and older (Figure 2).

Figure 2. Gender by Age Group for Number of Dentists Practicing in Florida (n = 8,936), 2015-2016



Respondents practicing in Florida are predominantly White (62.4%) or Hispanic/Latino (22.2%). Black and Asian dentists practicing in Florida comprise approximately 3.4% and 7.3%, respectively, of dentist workforce respondents (Figure 3).

Figure 3. Race/Ethnicity of Dentists Practicing in Florida (n = 8,935), 2015-2016



As shown in Figure 4, the percentage of dentists practicing in Florida who speak one or more languages other than English is highest among Hispanics/Latinos (94.5%). Additional language proficiency also is high among all racial/ethnic groups including Asian respondents (60.7%) and respondents in the grouped titled “Other” (52.9%). Approximately one in five White and Black respondents speak a language other than English.

Figure 4. Percentage of Dentists with Non-English Language Speaking Ability by Race/Ethnicity (n= 3,646), 2015-2016

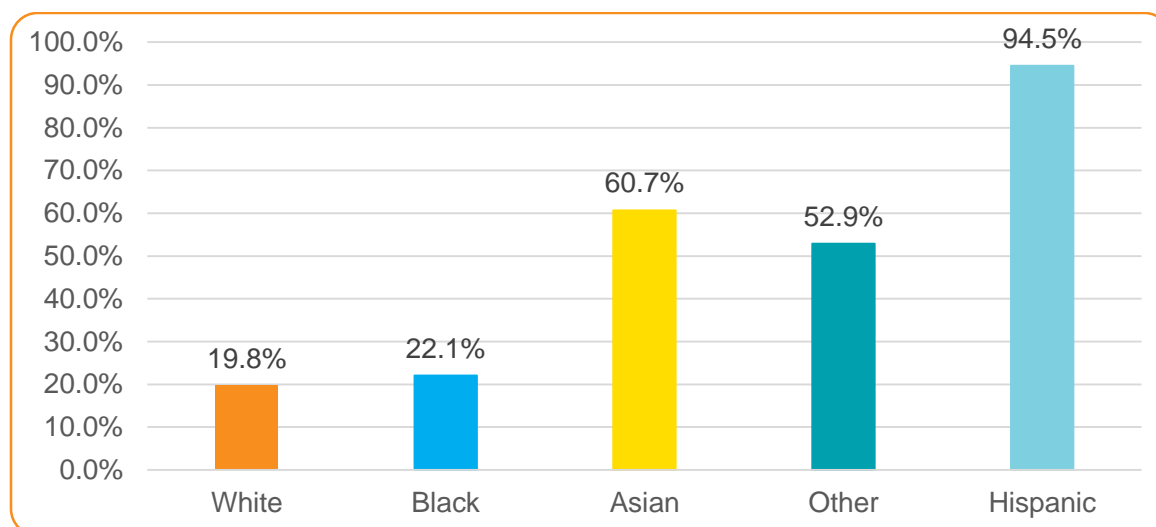


Table 1 details the additional languages spoken by respondents with active licenses practicing in Florida who reported speaking another language in addition to English (N=3,645). Overall, 40.8% of respondents can speak a language in addition to English. Approximately 72% of

respondents indicate that they speak Spanish. The second most common non-English language spoken is French with 7.2%.

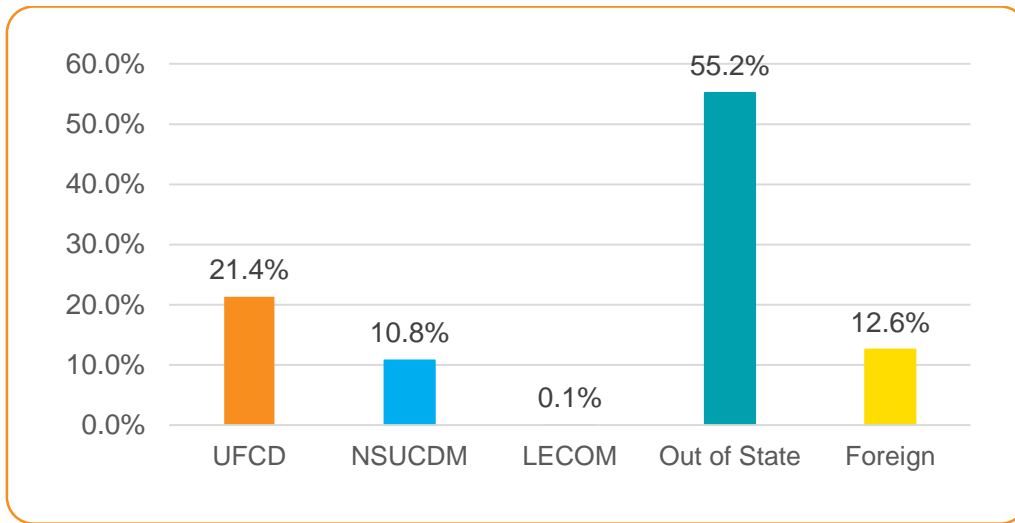
**Table 1. Additional Languages Spoken by Florida Dentists
(n = 3,646), 2015-2016**

Languages	Count	Percent
Arabic	172	4.7%
Chinese (Mandarin or Cantonese)	71	1.9%
Creole	38	1.0%
French	263	7.2%
German	112	3.1%
Hebrew	80	2.2%
Italian	91	2.4%
Japanese	9	0.2%
Korean	30	0.8%
Other African language	15	0.4%
Other Asian language	184	5.0%
Other European language	131	3.5%
Other Middle Eastern language	64	1.8%
Other language (unspecified)	68	1.9%
Polish	29	0.8%
Portuguese	148	4.1%
Russian	88	2.4%
Spanish	2626	72.0%
Tagalog	25	0.7%
Vietnamese	101	2.7%

Licensed Dentists Practicing in Florida – Professional Education

Most practicing dentists (67.8%) indicate that they received their dental training outside of the state of Florida. Figure 5 shows the distribution of respondents who attended out of state dental schools, foreign dental schools, and the following in-state schools: the University of Florida, College of Dentistry (UFCD), the Nova Southeastern College of Dental Medicine (NSUCDM) and the Lake Erie College of Osteopathic Medicine School of Dental Medicine (LECOM). From the number of responses, 21.4% trained UFCD, 10.8% trained at NSUCDM, 0.1% trained at LECOM, 55.2% trained at an out-of-state program and 12.6% trained at a foreign-trained dental program. It is important to note that LECOM is the newest dental school in Florida and graduated its first class during 2016.

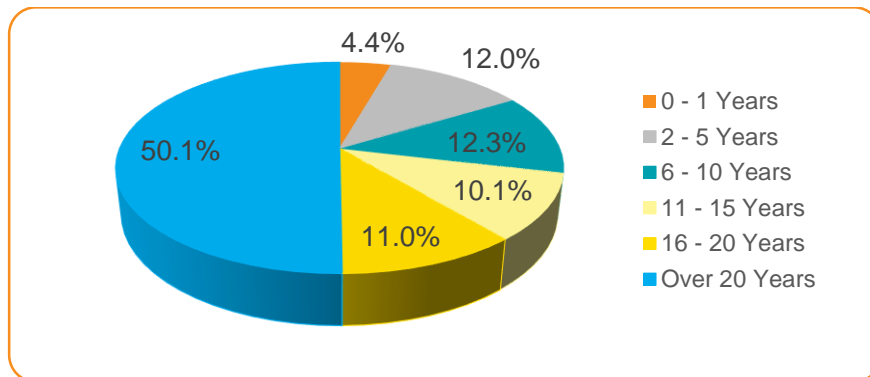
**Figure 5. Program of Graduation among Dentists Practicing in Florida
(n = 4,384), 2015-2016**



Licensed Dentists Practicing in Florida – Practice Characteristics

Approximately half (50.1%) of Florida’s dentists report having practiced more than 20 years; 16.4% report five or fewer years of active practice (Figure 6). The majority of dentists (71.7%) practice totally in the county where they reside and 85.0% of dentists practice clinical dentistry in the county where they reside at least some of the time (data not shown).

**Figure 6. Years of Active Practice among Dentists Practicing in Florida
(n = 8,887), 2015-2016**



Dentist workforce survey respondents were asked to indicate their primary type of practice and whether they hold specialty board status/certification. Table 2 provides the number of dentists practicing in Florida by primary practice type for each county. Respondents could select multiple types of practice.

Table 2. Dentist Counts by Primary Practice Type among Dentists practicing in Florida by County, 2015-2016

County	Private Practice Admin Services	General Private Practice	Public Health Admin Services	General Public Health Practice	Endo-dontics	Oral & Maxillofacial Pathology	Oral & Maxillofacial Radiology	Oral & Maxillofacial Surgery	Orthodontics & Dentofacial Orthopedics	None
Alachua	4	126	0	18	14	1	0	16	19	6
Baker	0	3	0	3	0	0	0	0	1	0
Bay	1	49	0	3	6	2	1	6	8	2
Bradford	0	4	0	1	0	0	0	0	1	0
Brevard	2	200	0	16	19	3	0	16	15	3
Broward	11	946	3	49	93	13	7	85	87	14
Calhoun	0	4	0	0	0	0	0	0	1	0
Charlotte	1	61	0	2	3	0	0	3	6	0
Citrus	0	30	0	1	2	0	0	1	2	0
Clay	1	72	0	3	6	1	1	6	11	2
Collier	0	154	0	13	15	1	0	12	14	1
Columbia	0	14	0	6	1	0	0	1	1	0
Dade	13	1034	4	69	99	5	3	64	81	13
Desoto	0	3	0	4	0	0	1	1	0	0
Dixie	0	2	0	0	0	0	0	0	0	0
Duval	4	296	2	25	30	1	1	40	35	5
Escambia	0	93	0	10	8	1	0	9	10	1
Flagler	0	29	0	2	1	0	0	2	2	0
Franklin	0	2	0	0	0	0	0	1	0	0
Gadsden	0	7	1	4	0	0	0	0	0	0
Gilchrist	0	2	0	2	0	0	0	0	0	0
Glades	0	0	0	2	0	0	0	0	0	0
Gulf	0	2	0	0	0	0	0	0	0	0

County	Private Practice Admin Services	General Private Practice	Public Health Admin Services	General Public Health Practice	Endo-dontics	Oral & Maxillofacial Pathology	Oral & Maxillofacial Radiology	Oral & Maxillofacial Surgery	Orthodontics & Dentofacial Orthopedics	None
Hamilton	0	2	0	0	0	0	0	0	0	0
Hardee	1	4	0	3	0	0	0	0	0	0
Hendry	0	8	0	2	1	0	0	0	1	0
Hernando	0	46	0	4	6	0	0	1	6	1
Highlands	0	24	1	2	1	0	0	1	2	1
Hillsborough	2	459	7	32	43	4	0	37	49	11
Holmes	0	6	0	1	0	0	0	0	0	0
Indian river	0	57	1	3	7	1	0	4	1	1
Jackson	0	8	0	1	0	0	0	0	5	0
Jefferson	0	1	0	2	0	0	0	0	0	0
Lafayette	0	1	0	1	0	0	0	0	0	0
Lake	2	106	0	6	9	0	0	6	7	0
Lee	0	200	0	10	14	2	3	13	8	4
Leon	1	78	2	6	5	0	0	3	3	1
Levy	0	7	0	0	0	0	0	0	0	0
Liberty	0	2	0	1	0	0	0	0	0	0
Madison	0	4	0	0	0	1	0	0	0	0
Manatee	2	115	0	13	10	4	1	10	7	1
Marion	1	90	0	7	11	0	1	8	6	0
Martin	0	71	1	3	8	0	0	9	7	3
Monroe	0	22	0	2	1	0	0	0	2	1
Nassau	0	17	0	2	1	0	0	0	1	0
Okaloosa	0	76	0	6	4	0	0	4	4	0
Okeechobee	0	8	0	1	0	0	0	0	1	0
Orange	1	390	0	32	30	4	1	28	41	6

County	Private Practice Admin Services	General Private Practice	Public Health Admin Services	General Public Health Practice	Endodontics	Oral & Maxillofacial Pathology	Oral & Maxillofacial Radiology	Oral & Maxillofacial Surgery	Orthodontics & Dentofacial Orthopedics	None
Osceola	0	72	0	4	8	0	0	5	6	0
Palm Beach	8	641	1	26	52	6	1	40	56	12
Pasco	1	119	1	6	6	0	0	7	8	0
Pinellas	4	367	1	25	23	2	2	24	23	7
Polk	2	135	0	8	14	3	0	13	11	1
Putnam	0	11	0	3	0	0	0	0	0	0
Santa Rosa	0	38	0	2	1	0	0	0	0	0
Sarasota	1	194	1	5	16	0	0	12	8	4
Seminole	1	146	0	4	12	0	1	12	13	1
St Johns	1	72	1	3	5	0	0	3	5	0
St Lucie	0	76	0	3	1	0	0	1	4	2
Sumter	0	19	0	4	1	0	0	1	1	1
Suwannee	0	10	0	1	1	0	0	1	1	0
Taylor	0	1	0	1	0	0	0	0	0	0
Union	0	1	0	3	0	0	0	0	0	0
Volusia	1	147	1	8	16	2	1	12	7	1
Wakulla	0	3	0	0	0	0	0	0	0	0
Walton	0	10	0	2	1	0	0	1	0	0
Washington	0	2	0	2	0	0	0	0	0	0
<i>Total</i>	66	6999	28	483	605	57	25	519	588	106

Table 3 shows the number of dentists working in Florida, by county, who self-identified as having specialty board or specialty certification. Approximately one in seven (1,265 or 14.2%) Florida dentists report that they hold dental specialty board status or specialty certification.

Table 3. Dentist Counts by Specialty Board and Specialty Certification among Dentists practicing in Florida by County

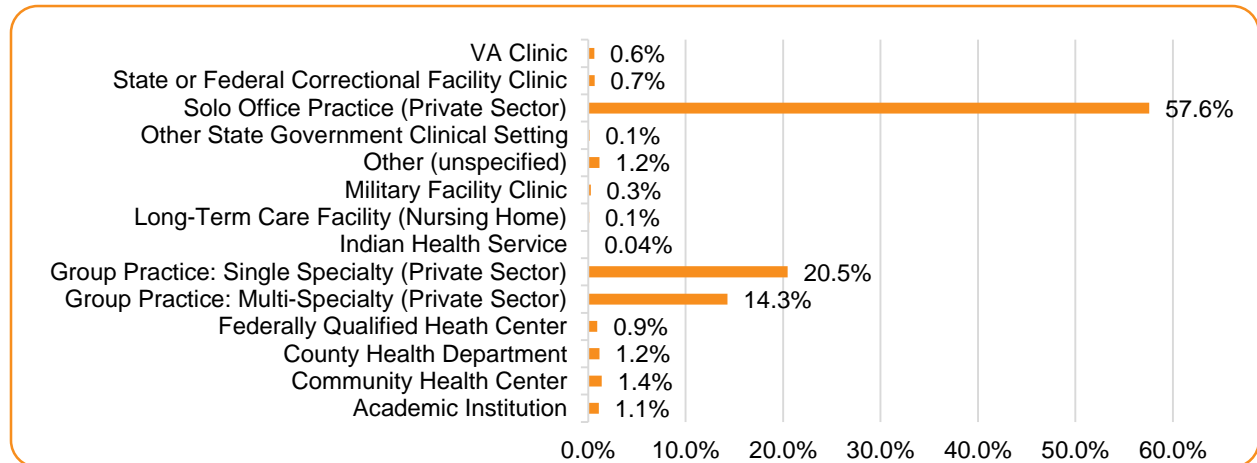
County	Dental Public Health	Endodontics	Oral and Maxillofacial Pathology	Oral and Maxillofacial Radiology	Oral and Maxillofacial Surgery	Orthodontics and Dentofacial Orthopedics	Pediatric Dentistry	Periodontics	Prosthodontics
Alachua	2	8	1	0	8	12	8	6	9
Baker	0	0	0	0	0	1	0	1	0
Bay	1	2	0	0	1	5	3	2	2
Bradford	0	0	0	0	0	1	0	0	0
Brevard	3	8	0	0	12	10	8	3	3
Broward	19	38	3	1	43	62	53	66	34
Calhoun	0	0	0	0	0	1	0	0	0
Charlotte	1	1	0	0	2	4	1	3	0
Citrus	2	1	0	0	0	0	0	1	1
Clay	1	3	0	0	4	7	9	3	1
Collier	2	6	0	0	7	8	7	7	7
Columbia	0	0	0	0	0	1	1	0	0
Dade	26	28	0	0	24	48	35	38	17
Desoto	2	0	0	0	0	0	0	0	0
Dixie	0	0	0	0	0	0	0	0	0
Duval	6	17	0	0	21	19	16	14	6
Escambia	3	5	0	0	7	8	6	3	3
Flagler	2	2	0	0	2	1	1	0	2
Franklin	0	0	0	0	1	0	0	0	0
Gadsden	0	0	0	0	0	0	0	0	0
Gilchrist	0	0	0	0	0	0	0	0	0
Glades	0	0	0	0	0	0	0	0	0
Gulf	0	0	0	0	0	0	0	0	0

County	Dental Public Health	Endodontics	Oral and Maxillofacial Pathology	Oral and Maxillofacial Radiology	Oral and Maxillofacial Surgery	Orthodontics and Dentofacial Orthopedics	Pediatric Dentistry	Periodontics	Prosthodontics
Hamilton	0	0	0	0	0	0	0	0	0
Hardee	0	0	0	0	0	0	0	0	0
Hendry	0	0	0	0	0	1	0	0	0
Hernando	0	4	0	0	1	5	0	0	1
Highlands	0	1	0	0	0	1	0	1	0
Hillsborough	2	23	0	0	21	35	32	22	10
Holmes	0	0	0	0	0	0	0	0	0
Indian river	1	4	0	1	2	4	4	4	5
Jackson	0	0	0	0	0	0	1	0	0
Jefferson	0	0	0	0	0	0	0	0	0
Lafayette	0	0	0	0	0	0	0	1	0
Lake	2	2	0	0	4	7	5	3	1
Lee	2	8	0	0	11	6	12	12	7
Leon	0	4	0	0	2	5	5	4	0
Levy	0	0	0	0	0	0	0	1	0
Liberty	0	0	0	0	0	0	0	0	0
Madison	0	1	0	0	0	0	0	0	0
Manatee	2	3	2	0	6	6	6	2	1
Marion	2	5	0	0	3	3	2	3	0
Martin	0	5	0	0	5	5	5	5	1
Monroe	0	1	0	0	0	1	0	2	1
Nassau	0	1	0	0	0	1	0	0	1
Okaloosa	1	2	0	0	4	4	3	2	3
Okeechobee	0	0	0	0	0	1	1	0	0
Orange	3	13	1	1	16	31	19	18	8

County	Dental Public Health	Endodontics	Oral and Maxillofacial Pathology	Oral and Maxillofacial Radiology	Oral and Maxillofacial Surgery	Orthodontics and Dentofacial Orthopedics	Pediatric Dentistry	Periodontics	Prosthodontics
Osceola	1	2	0	0	1	4	2	2	1
Palm beach	14	29	1	1	24	41	33	34	35
Pasco	1	3	0	0	6	5	4	2	0
Pinellas	5	12	0	0	15	16	14	14	5
Polk	1	4	0	0	7	8	8	6	2
Putnam	1	0	0	0	0	0	0	0	0
Santa Rosa	1	0	0	0	1	0	0	0	0
Sarasota	1	7	0	0	7	8	5	6	8
Seminole	0	4	0	0	6	9	4	5	2
St Johns	0	4	0	0	2	4	7	2	1
St Lucie	0	1	0	0	2	3	3	2	1
Sumter	1	1	0	0	1	1	0	1	1
Suwannee	0	0	0	0	0	0	0	1	0
Taylor	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Volusia	1	6	0	0	6	6	7	8	4
Wakulla	0	0	0	0	0	0	0	0	0
Walton	0	1	0	0	1	0	0	0	0
Washington	0	0	0	0	0	0	0	0	0
<i>Total</i>	<i>112</i>	<i>270</i>	<i>8</i>	<i>4</i>	<i>286</i>	<i>409</i>	<i>330</i>	<i>310</i>	<i>184</i>

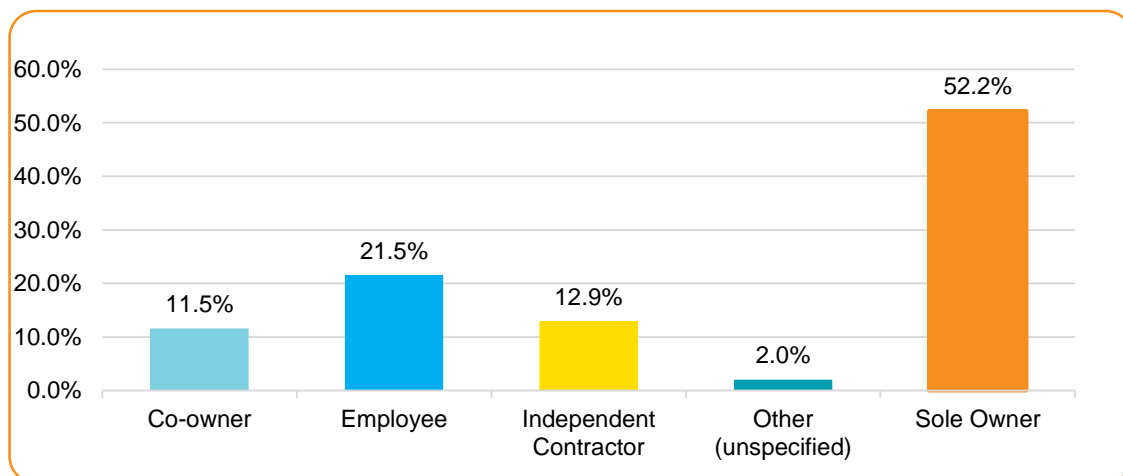
More than half (57.6%) of dentists in Florida report that their primary practice setting is an office practice where they work solo. Approximately 20% of respondents report working in a group practice offering a single specialty, while another 14.3% indicate that they belong to a group practice having multiple specialties (Figure 7). Five practice settings — academic institutions, community health centers, county health departments, federally qualified health centers, and other state government clinical settings — constitute “safety-net” practices for individuals who might otherwise lack access to dental care (data not shown). 4.8% percent of dentists who reported practicing in Florida work in “safety-net” practice settings.

Figure 7. Primary Practice Setting among Dentists Practicing in Florida (n = 8,912), 2015-2016



When asked about their practice arrangement, 52.2% of Florida dentists report they are the sole owner of their practice, while 21.5% report they are employees in a practice (Figure 8).

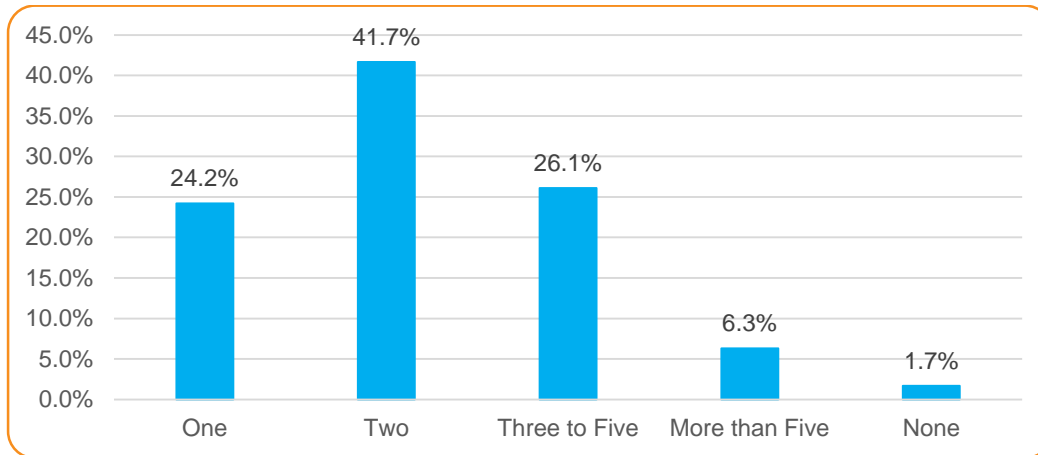
Figure 8. Practice Arrangement among Dentists Practicing in Florida (n = 8,912), 2015-2016



Optimal dental staffing patterns may vary according to a number of factors including the age and oral health needs of the patient population, type of dental practice, style of practice desired by the dentist(s), and allowable delegation of duties to dental staff in accordance with state statutes and rules. Respondents were asked to report the average number of dental hygienists and dental assistants per dentist that are typically on duty at their practice. Due to a low

response rate, only results for dental assistants are reported. The most common response was two dental assistants per dentist (41.7%) (Figure 9).

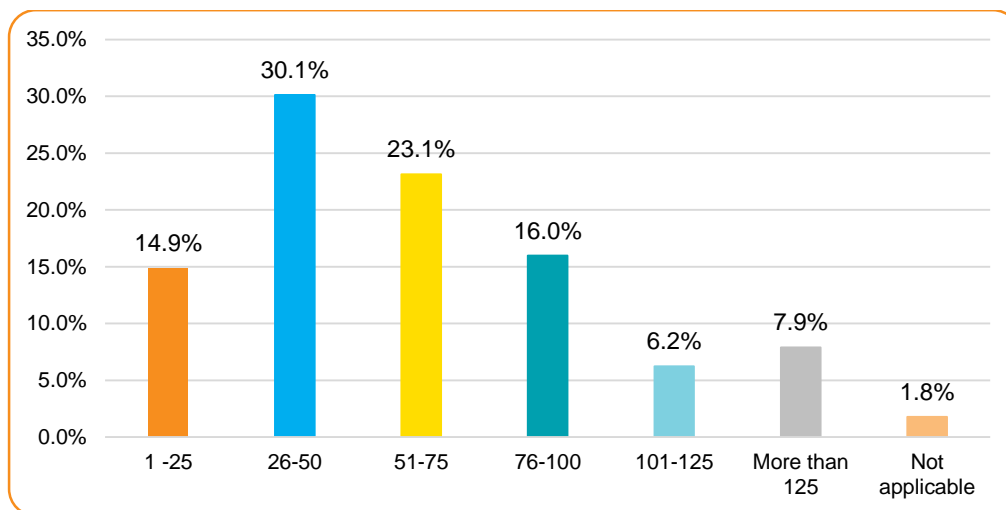
Figure 9. Distribution of Dental Assistants per Dentist in Florida (n = 8,711), 2015-2016



Licensed Dentists Practicing in Florida – Productivity

Patient volume is an important measure of dental practice productivity. Approximately 30% of respondents reported between 26-50 patient encounters in a typical week. The second most common response was 51-75 patient encounters per week (23.1%) (Figure 10). Those responding as “Not applicable” were defined at the time of the survey as having accepted employment but had not yet started.

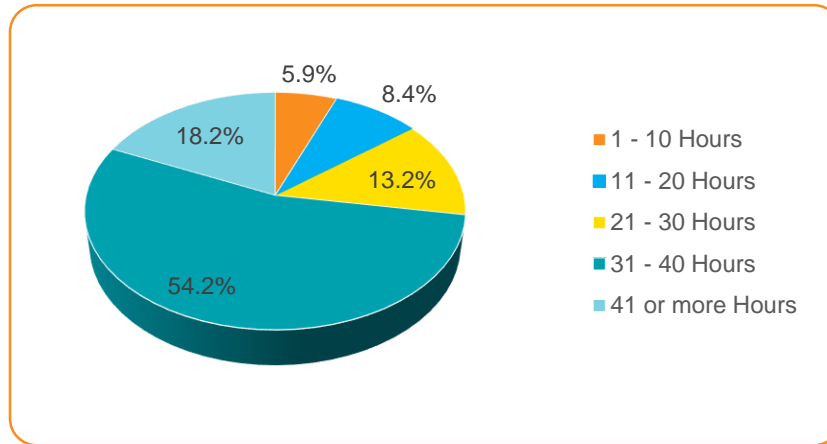
Figure 10. Distribution of Patient Encounters per Week among Dentists Practicing in Florida (n = 8,862), 2015-2016



More than 90% of workforce respondents report practicing between 11-12 months within the last year (data not shown). The majority of respondents (54.2%) indicate that they typically worked between 31-40 hours per week over the past 12 months (Figure 11). Almost one in five dentists

indicate that they worked more than 40 hours per week and approximately 14% worked part time (20 hours or less).

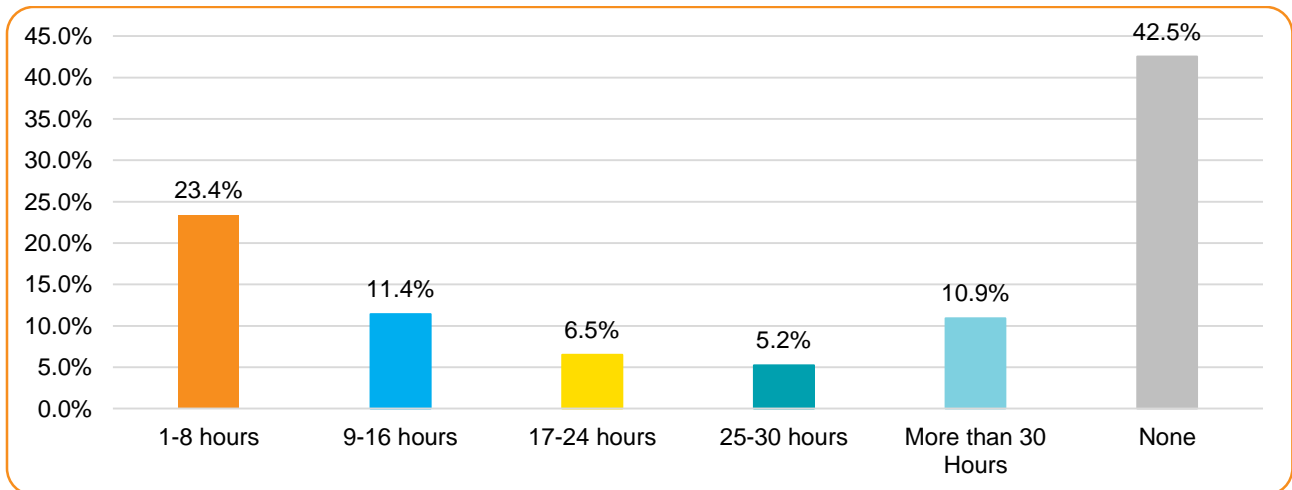
Figure 11. Hours per Week over the Past 12 Months among Dentists Practicing in Florida (n = 8,815), 2015-2016



Licensed Dentists Practicing in Florida – Services to Vulnerable Populations

Volunteer hours of dental services help to provide access to care for low income Floridians (Figure 12). More than half (57.4%) of dentists in Florida reported having volunteered their time over the last 24 months to provide dental care. Approximately 16% of survey respondents indicated that they had provided at least 25 hours of volunteer dental services over the last 24 months (2 years).

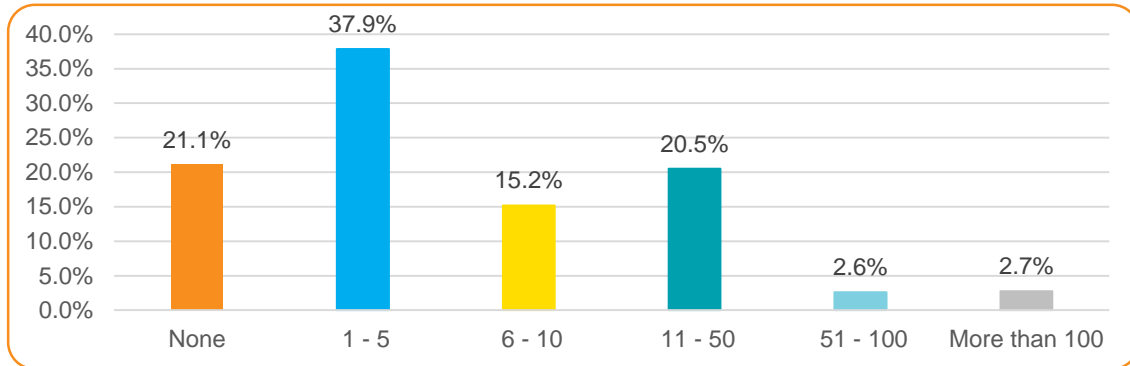
Figure 12. Distribution of Volunteer Hours Provided within the Last 24 Months among Dentists in Florida (n = 8,618), 2015-2016



Persons with special health care needs (physically or mentally disabling) may be at an increased risk for oral diseases throughout their lifetime, and the oral health of an individual with special needs can have a direct impact on the overall health and well-being of that individual. Survey respondents were asked about the number of patients with special health care needs seen in the last 12 months. Almost 79% of Florida dentists indicated that they had seen at least one patient having special health care needs in the last 12 months; 15.2% of dentists had seen

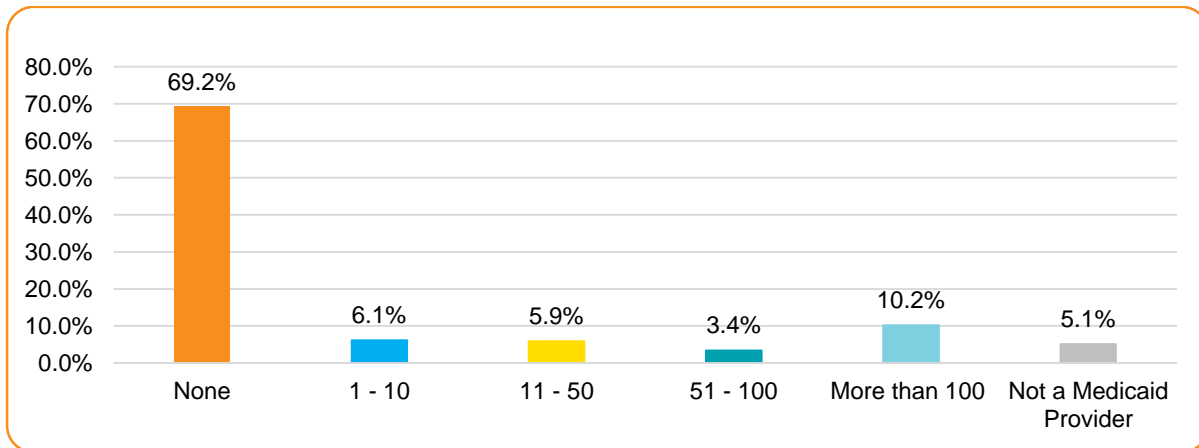
between 6-10 patients in the past year and approximately one in five dentists saw no patients with special health care needs (Figure 13).

Figure 13. Distribution of Number of Special Health Care Needs Patients Seen in the Last 12 Months among Dentists in Florida (n = 740), 2015-2016



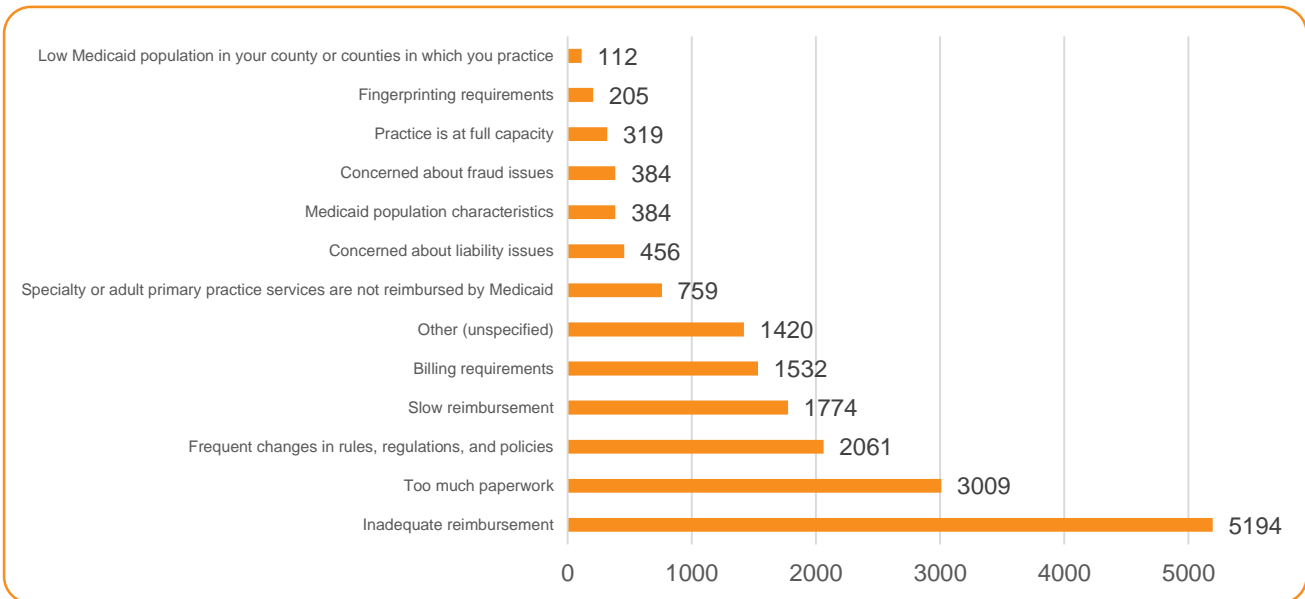
Respondents were also asked about the number of Medicaid patients seen in the past 12 months. The vast majority of respondents (69.2%) saw no Medicaid patients in the past 12 months (Figure 14) although only 5.1% indicated that they are not enrolled as a Medicaid provider.

Figure 14. Distribution of Number of Medicaid Patients Seen in the Last 12 Months among Dentists in Florida (n = 8,507), 2015-2016



Respondents indicated why they were not enrolled in Medicaid or were not accepting new Medicaid patients. The most common response was “inadequate reimbursement,” followed by “too much paper work” and “frequent changes in rules, regulations and policies.” (Figure 15).

Figure 15. Reasons for not Enrolling in Medicaid or Accepting New Medicaid Patients among Dentists in Florida (n = 8,397), 2015-2016



A new question was added to the 2015-2016 survey, where respondents indicated whether they were accepting new patients from a variety of vulnerable populations (Table 4). Overall, 9.3% of respondents indicated that they were not currently accepting new patients. Among those accepting new patients, the most common response was children ages 0-20 years (68.2%).

Table 4. Acceptance of New Patients by Population among Florida Dentists (n = 8,937), 2015-2016

Population	Count	Percent
Children ages 0-20 years	6099	68.2
Medicaid children ages 0-20 years	1137	12.7
Children with special health care needs	1454	16.3
Pregnant women, any age	4891	54.7
Medicaid pregnant women, any age	374	4.2
Pregnant women with special health care needs	148	1.7
Adults ages 21-64 years	5837	65.3
Medicaid adults ages 21-64 years	401	4.5
Adults with special health care needs	1129	12.6
Elderly ages 65 and older	4903	54.9
Medicaid elderly ages 65 and older	207	2.3
Medicare elderly ages 65 and older	370	4.1
Elderly with special health care needs	584	6.5

Licensed Dentists Practicing in Florida – Retention and Attrition

Of those dentists planning on ending their clinical dentistry practice in Florida in the next five years, the vast majority are due to retirement (92.9%). Approximately 5% indicated that they plan to practice clinical dentistry in another state or country (data not shown).

Table 5 shows the demographic characteristics among dentists planning to retire in the next five years. The majority of these dentists are age 60-69 years (48.0%) and non-Hispanic White (77.9%). Approximately 25% of dentists who plan to retire in the next five years speak another language in addition to English.

Table 5. Demographic Characteristics of Florida Dentists who Plan to Retire in the Next Five Years (n = 1,035), 2015-2016

Demographic	Count	Percent
Age Group		
Less than 50 Years	108	10.4%
50-50 years	160	15.5%
60-69 Years	497	48.0%
70 Years and Older	270	26.1%
Race/Ethnicity		
White	806	77.9%
Black	30	2.9%
Hispanic	113	10.9%
Other	86	8.3%
Speak Another Language	267	25.8%

Licensed Dentists Not Practicing in Florida

The majority of survey respondents with an active Florida license reported practicing in Florida (96.1%). Among those not currently clinically practicing in Florida (N=345), the most common reasons for not using their Florida license to practice in Florida were: currently retired (30.7%), other not specified (26.7%), currently unemployed and seeking employment (12.2%), and practicing in another state (11.3%). Of dentist respondents with an active license not practicing in Florida, 79.5% stated that they plan to relocate to Florida sometime in the future.

Conclusions

The Florida Department of Health is constantly committed to the measure, review, and evaluation of dental workforce attributes and needs in Florida. The Department makes every effort to collaborate with all state and national oral health partners to ensure the recruitment and retention of highly trained and diverse dentist professionals, especially in underserved communities.

The successful implementation of workforce survey assessments has the potential to provide policymakers with information regarding the clinical practice, geographic location, and scope of practice for Florida dentists. Continued refinement, evaluation, and reporting of these data will assist in the state's efforts to meet current and future dental workforce needs. The Department continues to work with all professional health organizations to develop innovative, patient-centered, oral health care delivery systems.

References

Florida Department of Health. (2012). *Florida State Health Improvement Plan 2012-2015*. Available at: <http://www.floridahealth.gov/about-the-department-of-health/documents/state-health-improvement-plan.pdf> . Accessed September 22nd, 2016.

Florida Department of Health. (2014). *Florida Department of Health 2012-2015 SHIP Revision*. March 2014. Available at: <http://www.floridahealth.gov/about-the-department-of-health/about-us/state-and-community-health-assessment/documents/SHIP%20Revisions%20March%202014.pdf> . Accessed September 22nd, 2016.

Appendix A: 2015-2016 Dentist Workforce Survey

Dentist Workforce Survey 2015/2016

22 Questions Total

Assessing Florida's current and future dental workforce is critical in shaping Florida's health care policies. Your responses, which constitute a public record, will be summarized in a Florida Dentist Workforce Report. Previous reports are available online from the Florida Department of Health Public Health Dental Program. We appreciate your time and effort in completing the survey questions below.

Part 1: Demographics

1. Do you hold an active dental license in any location other than Florida? (Select all that apply. If none, skip to question 3.)

Alabama	New Hampshire
Alaska	New Jersey
Arizona	New Mexico
Arkansas	New York
California	North Carolina
Colorado	North Dakota
Connecticut	Ohio
Delaware	Oklahoma
Georgia	Oregon
Hawaii	Pennsylvania
Idaho	Rhode Island
Illinois	South Carolina
Indiana	South Dakota
Iowa	Tennessee
Kansas	Texas
Kentucky	Utah
Louisiana	Vermont
Maine	Virginia
Maryland	Washington
Massachusetts	West Virginia
Michigan	Wisconsin
Minnesota	Wyoming
Mississippi	District of Columbia
Missouri	Puerto Rico
Montana	Other US Territory
Nebraska	Out of Country
Nevada	Other

2. Please indicate all of the dental schools or programs from which you received a DDS, DMD, or equivalent degree. (Select all that apply.)

Lake Erie College of Medicine: Bradenton Dental School
Nova Southeastern University College of Dental Medicine
University of Florida College of Dentistry
Out-of-state US dental School

Alabama	Arizona
Alaska	Arkansas
California	Delaware
Colorado	Georgia
Connecticut	Hawaii

Idaho	North Carolina
Illinois	North Dakota
Indiana	Ohio
Iowa	Oklahoma
Kansas	Oregon
Kentucky	Pennsylvania
Louisiana	Rhode Island
Maine	South Carolina
Maryland	South Dakota
Massachusetts	Tennessee
Michigan	Texas
Minnesota	Utah
Mississippi	Vermont
Missouri	Virginia
Montana	Washington
Nebraska	West Virginia
Nevada	Wisconsin
New Hampshire	Wyoming
New Jersey	District of Columbia
New Mexico	Puerto Rico
New York	Other US Territory
Foreign dental school or program	

3. How many years have you practiced clinical dentistry?

- 0 - 1
- 2 - 5
- 6 - 10
- 11 - 15
- 16 - 20
- More than 20
- Not applicable

4. At present, do you practice clinical dentistry in Florida or have you accepted employment for practicing dentistry in Florida?

Yes. (Continue to question 5.)

No, but I plan to practice clinical dentistry in Florida in <12 months. (Continue to question 4a.)

No, but I plan to practice clinical dentistry in Florida in 1-2 years. (Continue to question 4a.)

No, but I plan to practice clinical dentistry in Florida in 3-4 years. (Continue to question 4a.)

No, but I plan to practice clinical dentistry in Florida, but I am not sure when. (Continue to question 4a.)

I do not plan to practice dentistry in Florida. (Continue to question 4a.)

4a. The primary reason you are not using your Florida license to practice clinical dentistry in Florida is: (choose one)

I currently practice clinical dentistry in another state.

I currently practice clinical dentistry outside the U.S.

I teach dentistry in Florida but do not engage in clinical practice.

I teach dentistry outside Florida but do not engage in clinical practice.

I work in Florida in an administrative capacity related to dentistry but do not practice dentistry.

I work outside Florida in an administrative capacity related to dentistry but do not practice clinical dentistry.

I am employed or self-employed in Florida in a job unrelated to dentistry.

I am employed or self-employed outside Florida in a job unrelated to.
I am currently unemployed and seeking employment related to the clinical practice, teaching, or administration of dentistry.
I am currently unemployed and seeking employment outside dentistry.
I am currently retired.
Other: (Fill in the blank) _____

5. Do you currently reside in Florida?
Yes
No

If you do NOT practice dentistry in Florida, or have NOT accepted employment for practicing in the state, you are now finished with the survey. Thank you for your participation.

6. What languages do you speak? (Select all that apply.)
English
Arabic
Chinese (Mandarin or Cantonese)
Creole
French
German
Hebrew
Italian
Japanese
Korean
Polish
Portuguese
Russian
Spanish
Tagalog
Vietnamese
Other African Language
Other Asian Language
Other European Language
Other Middle Eastern Language
Other Language (unspecified)

Part 2: Clinical Practice Characteristics

7. How many months did you practice clinical dentistry in Florida in the last 12 months?
0-2 Months
3-4 Months
5-6 Months
7-8 Months
9-10 Months
11-12 Months
8. Approximately how many hours and in what Florida county or counties do you practice clinical dentistry in a typical week? You may select up to five counties. If you are employed to practice but have not yet started, select "not applicable."
Not applicable
County 1: (drop down menu with all 67 Florida counties listed)
Hours: (drop down menu) 1-10 Hours
11-20 Hours

21-30 Hours
31-40 Hours
41-50 Hours
More than 50 hours

County 2: (drop down menu with all 67 Florida counties listed)
Hours: (drop down menu) 1-10 Hours

11-20 Hours
21-30 Hours
31-40 Hours
41-50 Hours
More than 50 hours

County 3: (drop down menu with all 67 Florida counties listed)
Hours: (drop down menu) 1-10 Hours

11-20 Hours
21-30 Hours
31-40 Hours
41-50 Hours
More than 50 hours

County 4: (drop down menu with all 67 Florida counties listed)
Hours: (drop down menu) 1-10 Hours

11-20 Hours
21-30 Hours
31-40 Hours
41-50 Hours
More than 50 hours

County 5: (drop down menu with all 67 Florida counties listed)
Hours: (drop down menu) 1-10 Hours

11-20 Hours
21-30 Hours
31-40 Hours
41-50 Hours
More than 50 hours

9. If you routinely practice clinical dentistry fewer than 40 hours per week, please select the reason(s) from the list below. (Select all that apply.)

Limited work hours are my personal preference
Limited work hours allow time for volunteer (uncompensated) work
Health-related issues limit my work hours
I am phasing in retirement
I adjust my hours to fit the patient workload
My position is part-time
Other (unspecified)

10. How many hours of clinical volunteer dental service did you provide in the last 24 months?

None
1-8 hours
9-16 hours
17-24 hours
25-30 hours
31-60 hours
61-120 hours
More than 120 hours

11. Indicate your primary type of practice. (Check all that apply.)

General Practice (Select the type(s) of services you routinely perform):

General Private Practice (basic preventive, restorative, surgical)

General Public Health Practice (basic preventive, restorative, surgical)

Private Practice Administrative Services

Public Health Administrative Services

Endodontics

Oral and Maxillofacial Pathology

Oral and Maxillofacial Radiology

Oral and Maxillofacial Surgery

Orthodontics and Dentofacial Orthopedics

None

Specialty board or specialty certifications you hold):

Dental Public Health

Endodontics

Oral and Maxillofacial Pathology

Oral and Maxillofacial Radiology

Oral and Maxillofacial Surgery

Orthodontics and Dentofacial Orthopedics

Pediatric Dentistry

Periodontics

Prosthodontics

None delineated

12. Which best describes your primary practice setting? (Select one.)

Solo Office Practice (Private Sector)

Group Office Practice: Single Specialty (Private Sector)

Group Office Practice: Multi Specialty (Private Sector)

County Health Department

Community Health Center

Federally Qualified Health Center

State or Federal Correctional Facility Clinic

Other State Government Clinical Setting

Military Facility Clinic

VA Clinic

Academic Institution

Indian Health Service

Long-Term Care Facility (Nursing Home)

Other (unspecified)

13. What best describes your practice arrangement?

Sole Owner

Co-owner

Employee

Independent Contractor

Other (unspecified)

14. Do you practice clinical dentistry in the county where you reside?

Yes, all of the time (100%)

Yes, most of the time (50-99%)

Yes, less than half the time (1-49%)

No (0%)

15. Are you currently accepting **new** patients? (Check all that apply.)
- I am not currently accepting any new patients.
 - Children (ages 0-20)
 - Children Medicaid (ages 0-20)
 - Children with Special Health Care Needs (physical or mental disability, ages 0-20)
 - Pregnant Women (any age)
 - Pregnant Women Medicaid (any age)
 - Pregnant Women with Special Health Care Needs (physical or mental disability, any age)
 - Adult (ages 21-64)
 - Adult Medicaid (ages 21-64)
 - Adult with Special Health Care Needs (physical or mental disability, ages 21-64)
 - Elderly (ages 65+)
 - Elderly Medicaid (ages 65+)
 - Elderly Medicare (ages 65+)
 - Elderly with Special Health Care Needs (physical or mental disability, ages 65+)
16. On average, how many patient encounters do you have in a typical work week? If you have accepted employment to practice but have not yet started, select "Not applicable".
- 1-25
 - 26-50
 - 51-75
 - 76-100
 - 101-125
 - More than 125
 - Not applicable
17. Approximately how many special needs (physical or mental disability) and Medicaid patients did you see in the last 12 months? (Complete one for special needs and one for Medicaid patients.)
- Special Health Care Needs Patients (Physically or Mentally Disabled):
- None
 - 1 - 5
 - 6 - 10
 - 11 - 20
 - 21 - 50
 - 51 - 100
 - 101 - 125
 - More than 125
- Medicaid Patients:
- None
 - 1-5
 - 6-10
 - 11-20
 - 21-50
 - 51-100
 - 101-125
 - More than 125
 - Not applicable (Not enrolled as a Medicaid provider.)
18. Which of the following reasons best explains why you are not enrolled in Medicaid or are not accepting new Medicaid Patients? (Check all that apply.)
- Inadequate reimbursement
 - Slow reimbursement
 - Frequent changes in Florida Medicaid rules, regulations, and policies
 - Fingerprinting requirements
 - Billing requirements

- Too much paperwork
- Practice is at full capacity
- Medicaid population characteristics
- Low Medicaid population in your county or counties in which you practice
- Concerned about fraud issues
- Concerned about liability issues
- Specialty or adult primary practice services are not reimbursed by Medicaid
- Other (unspecified)
- Not Applicable (I'm currently enrolled in Medicaid)

19. In your dental practice, how many dental hygienists and/or dental assistants per dentist are typically on duty at any given time during your work day? (Complete one for dental hygienist(s) and one for dental assistant(s).)

Dental Hygienist(s):

- None
- One
- Two
- Three-Five
- More than 5

Dental Assistant(s):

- None
- One
- Two
- Three-Five
- More than 5

20. Regarding your practice of clinical dentistry in Florida in the next five years, which of the following apply? (Select one.)

- I plan to end my clinical practice in Florida due to Retirement.
- I plan to end my clinical practice in Florida due to non-clinical employment in dentistry in Florida.
- I plan to end my clinical practice in Florida due to non-dental employment in Florida.
- I plan to end my clinical practice in Florida due to clinical practice in another state or country.
- I plan to end my clinical practice in Florida due to non-clinical employment in dentistry in another state or country.
- I plan to end my clinical practice in Florida due to non-dental employment in another state or country.
- I plan to reduce my clinical practice hours but continue practicing in Florida.
- I have no plans to end or reduce my Florida clinical practice within the next five years.

Appendix B: Survey Methodology and Analysis

Florida statute and administrative rules require renewal of dental licenses biennially by the end of February of even-numbered years. The most recent renewal period ended on February 28, 2016. The Florida Department of Health (Department) prepared and administered a workforce survey of dentists to coincide with the license renewal process. As part of their on-line renewal, dentists were asked to voluntarily complete the survey.

The survey was designed to serve as an assessment of Florida's current dental workforce to better inform and shape public healthcare policy and plan for future workforce needs. In an effort to reduce time burden on respondents, the 2015-2016 survey was shortened from 34 to 20 questions. Licensure status is relative to the date the survey was closed. In contrast to licensure information, practice status as summarized in this report is not linked to a single, specific reference date. Information concerning practice status was obtained from the workforce survey. Changes in practice status occurring between survey completion and the report reference date are not reflected in the data. Thus, counts or estimates of dentists actively practicing or not practicing in Florida are approximate with respect to the report's completion date.

Given that practicing dentists are a subset of all dentists with active licenses, licensure information maintained by Department helps to screen respondents by identifying dentists who are ineligible to practice. At the time of the survey, there were 13,171 dentists with active license status. For purposes of analysis, respondents with non-active licenses are of limited interest and are excluded from the analysis. The survey respondents with active licenses who practice in Florida (N=8,937) represent 96.1% of dentists with active licenses who responded to the survey.

Variations in the response rate can be due to the actual number of required questions by respondent based on answers to specific prior questions (skip pattern within the survey). The reason why a respondent may choose not to respond to a specific question or questions varies greatly. This is not uncommon for many state and national surveys whether voluntary or required. The information gathered provides insight into the practice characteristics of the profession and serves to better address the oral health needs of Florida's residents.

While the survey was open to all dentists applying for license renewal, the analysis centered on Florida active licensees practicing in the state. Non-response items are excluded from the analysis because all items were not completed by or applicable to all survey takers. The survey consisted of 20 items regarding the demographics, education, practice characteristics, productivity, services to vulnerable populations, and retention and attrition of respondents. Additional demographic information was obtained from the Department's Division of Medical Quality Assurance. Descriptive statistical techniques were used to provide the characteristic profiles of respondents using SPSS Statistics 23.0. Marginal tabulations are reported for the summary descriptions and relationships presented throughout the report.