



2019–2020 Workforce Survey of Dentists

Publication Date March 1, 2023



Acknowledgements

Author:

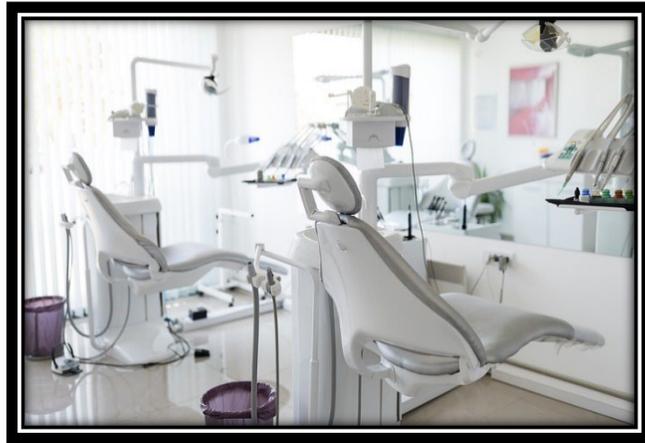
Robert Traul, DDS

Oral Health Epidemiologist:

Louiza Saint-Hillien, MPH

Contributors:

Catherine Bridges, DMD



The Florida Department of Health (Department) 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 and the Florida Dental Hygiene Association.



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

Florida Department of Health. (2022). 2019–2020 Workforce Survey of Dentists.

The Public Health Dental Program: dental@flhealth.gov or 850-245-4333

Table of Contents

Table of Contents	3
Executive Summary	1
Key Findings	1
List of Figures and Tables	3
Figures.....	3
Introduction	4
Findings	5
Licensed Dentists Practicing in Florida – Demographics.....	5
Licensed Dentists Practicing in Florida – Professional Education	7
Licensed Dentists Practicing in Florida – Productivity	16
Licensed Dentists Practicing in Florida – Services to Vulnerable Populations	17
Licensed Dentists Practicing in Florida – Retention and Attrition	21
Licensed Dentists Not Practicing in Florida.....	21
Conclusions	22
Appendix B: Survey Methodology and Analysis	29

Executive Summary

Florida statutes and administrative code rules require the renewal of dental licenses every two years, including the biennial period which ended February 28, 2020. Since 2009, the Department has administered a workforce survey for dentists. The sixth administration of this survey coincided with the licensure renewal deadline of February 28, 2020. All responses are self-reported. Approximately 94.2% of dentists with an active Florida license responded to the 2019-2020 survey.

This report will assist the Dental Workforce 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 prepare strategic efforts to enhance the oral health care delivery system in Florida.

Key Findings

Key findings from this report include the following:

Demographics

- Of 14,920 dentists who applied for licensure renewal, 98.1% of dentists were designated having "Active" license status; a total of 94.2% active dentists responded to the 2019–2020 workforce survey.
- Of the 13,793 active dentists who responded to the survey:
 - 78.8% practiced in Florida.
 - The largest age group was 30 and 39 years of age (25.1%).
 - 62.5% were male and on average older (52.6 years) than female respondents (43.7 years).
 - More than half of the respondents were White (57.4%) and 25.2% were Hispanic.
 - Most dentists who identified as Hispanic (91.4%) reported speaking one or more languages other than English.
 - Spanish was the most common language after English (73%), followed by French (6.2%).

Professional Education

- Most Florida dentists (70.9%) indicated they received their dental education outside the state of Florida, and 16% graduated from a Puerto Rico, other United States territory, or foreign dental school or program.
- The University of Florida College of Dentistry had the highest percentage of graduated dentists (23.1%) of any dental program.

Practice Characteristics

- Of the dentist respondents actively practicing in Florida:
 - Just under half (46.1%) reported having practiced more than 20 years and 71.6% reported that they practiced solely in the county in which they reside.
 - 71.2% reported working in general private practice.

- 4.3% reported working in public health.
- The greatest number practiced in Miami Dade (1,783).
- The least number practiced in Lafayette (0).
- A total of 3,247 dental specialty board statuses or specialty certifications were reported by Florida dentists.
- More than half (53.9%) practiced in a private office, and 46.1% were sole owners of their practice.
- Most reported they employed at least one dental hygienist (78.1%) and one or more dental assistants (98.1%).

Productivity

- About 27% reported that they had 26–50 patient encounters in a typical week,
- Most (87%) practiced between 11–12 months within the last year.
- Approximately 47% indicated they typically worked between 31–40 hours per week over the past 12 months.

Services to Vulnerable Populations

- Of dentist respondents actively practicing in Florida:
 - 55.3% reported performing volunteer services in 2019–2020 with 38.4% providing 1–16 hours of volunteer service in the last 12 months.
 - About 84% of Florida dentists reported they saw at least one patient having special health care needs (SHCN) in the last 12 months, but 37.7% of dentists reported seeing only between 1–5 patients with SHCN in the same period.
 - 70.4% indicated that did not see any Medicaid patients in the previous 12 months.
 - Most dentists in safety net practices (75.3%) reported seeing Medicaid patients in 2019–2020; while only 26.8% of dentists in private practice saw Medicaid patients.
 - About 78% of dentists reported they were not Medicaid providers and 79% were not accepting new Medicaid patients.
 - 70.5% cited “inadequate reimbursement” as the main reason for not enrolling in Medicaid or accepting new Medicaid patients.

Retention and Attrition

- Approximately 11% of Florida’s dentists reported they plan on retiring from clinical dentistry within the next five years. Most of these dentists were between the ages of 60–69 years.
- Of dentist respondents with an active license not practicing in Florida:
 - 61.7% practiced in another state.
 - 81.4% stated they plan to relocate to Florida sometime in the future.

List of Figures and Tables

Figures

Figure 1. Age Group Distribution of Dentists Practicing in Florida, 2019-2020	5
Figure 2. Gender Distribution of Dentists Practicing in Florida by Age, 2019-2020	5
Figure 3. Race/Ethnicity of Dentists Practicing in Florida, 2019-2020.....	6
Figure 4. Percentage of Florida Dentists with Additional Language Speaking Ability by Race/Ethnicity, 2019-2020.....	6
Figure 5. Program of Graduation among Dentists Practicing in Florida, 2019-2020.....	8
Figure 6. Years of Active Practice among Dentists Practicing in Florida, 2019-2020	9
Figure 7. Percentage of Dentists Practicing in Florida by Practice Type, 2019-2020	10
Figure 8. Number of Dentists Practicing in Florida by County, 2019-2020	10
Figure 9. Primary Practice Setting among Dentists in Florida, 2019-2020	14
Figure 10. Practice Arrangement among Dentists in Florida, 2019-2020	14
Figure 11. Distribution of Dental Hygienists per Dentist in Florida, 2019-2020.....	15
Figure 12. Distribution of Dental Assistants per Dentist in Florida, 2019-2020	15
Figure 13. Distribution of Patient Encounters per Week among Dentists in Florida, 2019-2020	16
Figure 14. Hours per Week over the Past 12 Months among Dentists in Florida, 2019-2020.....	16
Figure 15. Distribution of Volunteer Hours Provided within the Last 24 Months among Dentists in Florida, 2019-2020	17
Figure 16. Distribution of Number of Special Health Care Needs Patients Seen in the Last 12 Months among Dentists in Florida, 2019-2020.....	17
Figure 17. Distribution of Number of Medicaid Patients Seen in the Last 12 Months among Dentists in Florida, 2019-2020	18
Figure 18. Distribution of Medicaid Patients Seen in the Last 12 Months among Dentists in Florida by Practice Setting, 2019-2020.....	18
Figure 19. Reasons for not Enrolling in Medicaid or Accepting New Medicaid Patients among Dentists in Florida, 2019-2020	19

Tables

Table 1. Additional Languages Spoken by Florida Dentists, 2019-2020.....	7
Table 2. Dentist Counts of Specialty Board and Specialty Certification among Florida Dentists by County, 2019-2020	11
Table 3. Patients Currently Seeing and Acceptance of New Patients by Population among Florida Dentists, 2019-2020	20
Table 4. Demographic Characteristics of Florida Dentists Who Plan to Retire in the Next 5 Years, 2019-2020.....	21

Introduction

Florida statutes and administrative code rules require renewal of dental licenses biennially by the end of February of even-numbered years. This report analyzes the renewal period which ended February 28, 2020. 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 were self-reported.

This report presents data from the 2019–2020 Workforce Survey of Dentists. The survey was designed to obtain information concerning Florida’s dental workforce to inform health care policymakers and shape oral health care policy development. Analysis of responses is guided by those objectives. To address the dental workforce, it is recommended that the results of this report be considered alongside the 2019–2020 Workforce Survey of Dental Hygienists results.

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, maintenance of the current level of service and does not address portions of the population not currently served.

The Department’s Division of Medical Quality Assurance provided data for this report. A more detailed statement of survey methods and data analysis is included in Appendix B. This report does not reflect changes in dental practice status occurring between survey completion and the report reference date. Therefore, counts or estimates are approximate with respect to the report’s reference date.

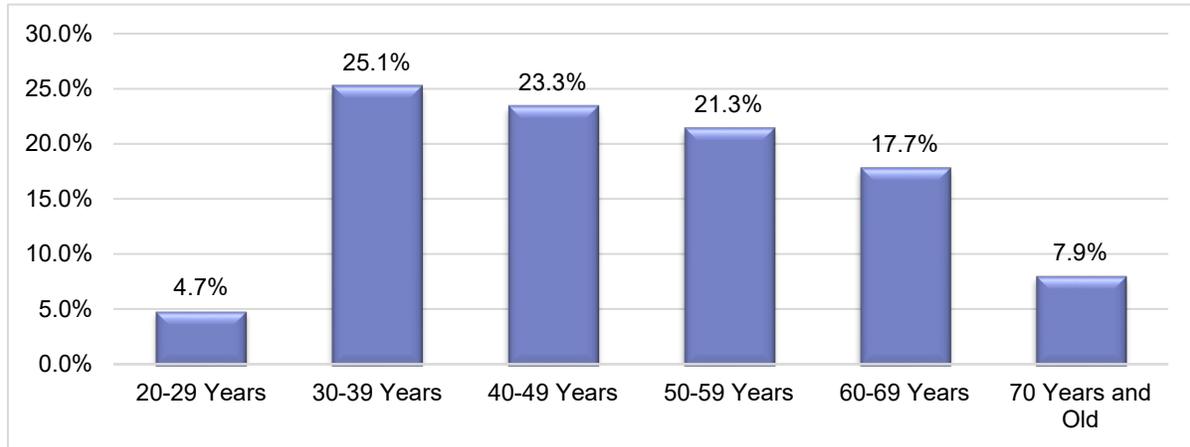
For the purposes of data analysis and reporting for this report, survey responses were restricted to those dentists with an active license status; it does not include those with an inactive status which may include some retired dental practitioners. The response rate for the 2019–2020 Workforce Survey of Dentists among dentists with an active license was 94.2%. Most of the report was restricted to those who indicated that they were currently practicing within the state of Florida.

Findings

Licensed Dentists Practicing in Florida – Demographics

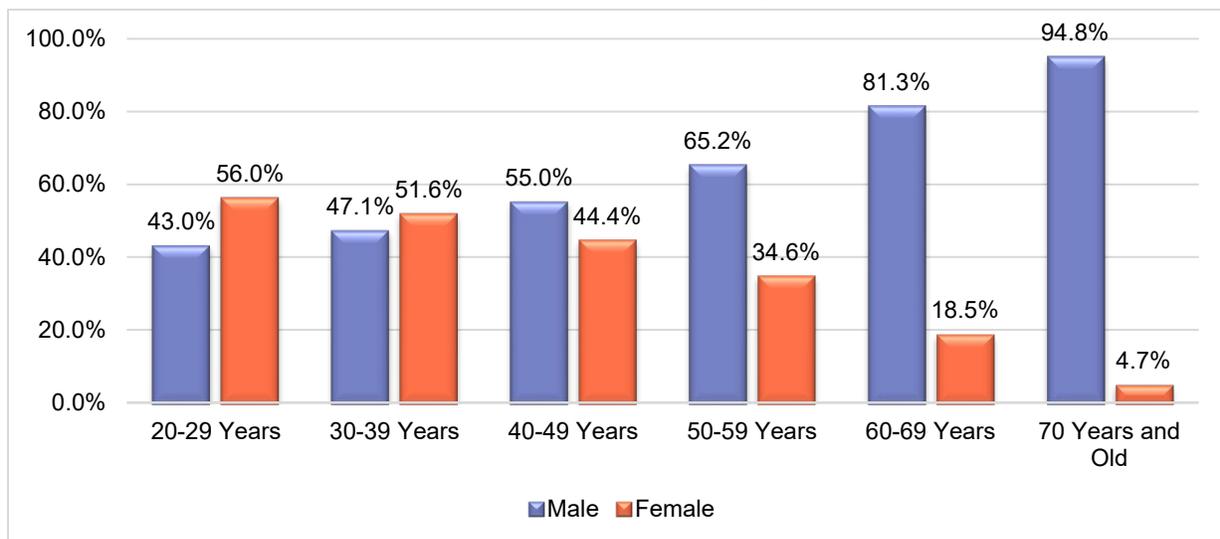
Of the 10,869 dentists with active licenses practicing in Florida who responded to the survey, the majority were 30 years of age and older, with 25.1% age 30–39 years, 23.3% age 40–49 years and 25.6% age 60 years and older (Figure 1). Only 4.7% of dentists were 20–29 years of age.

Figure 1. Age Group Distribution of Dentists Practicing in Florida, 2019–2020



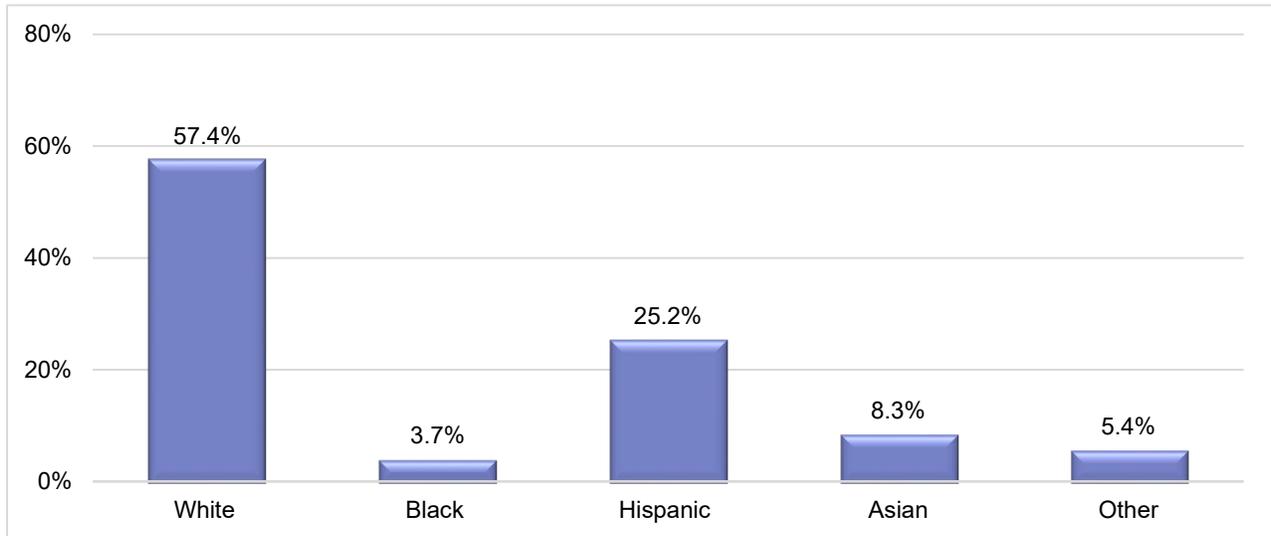
Most respondents were male (62.5%) and the mean age was 49.1 years. The average age for male dentists was higher at 52.6 years compared to the average age of female dentists at 43.7 years. Figure 2 highlights the gender distribution of respondents by age. While most of the female dentists were in the younger age groups, male dentists constitute the majority of the workforce after age 50 years and older.

Figure 2. Gender Distribution of Dentists Practicing in Florida by Age, 2019–2020



Respondents practicing in Florida were predominantly White (57.4%) or Hispanic/Latino (25.2%) (Figure 3). Black and Asian dentists practicing in Florida comprised 3.7% and 8.3% of dentist workforce respondents, respectively.

Figure 3. Race/Ethnicity of Dentists Practicing in Florida, 2019–2020



As shown in Figure 4, the percentage of dentists who spoke one or more languages other than English was highest among Hispanics/Latinos (91.4%). Additional language proficiency was high among Asian respondents (56.7%) and respondents in the Other group (49.2%). Approximately one in five White and Black respondents spoke a language other than English.

Figure 4. Percentage of Florida Dentists with Additional Language Speaking Ability by Race/Ethnicity, 2019–2020

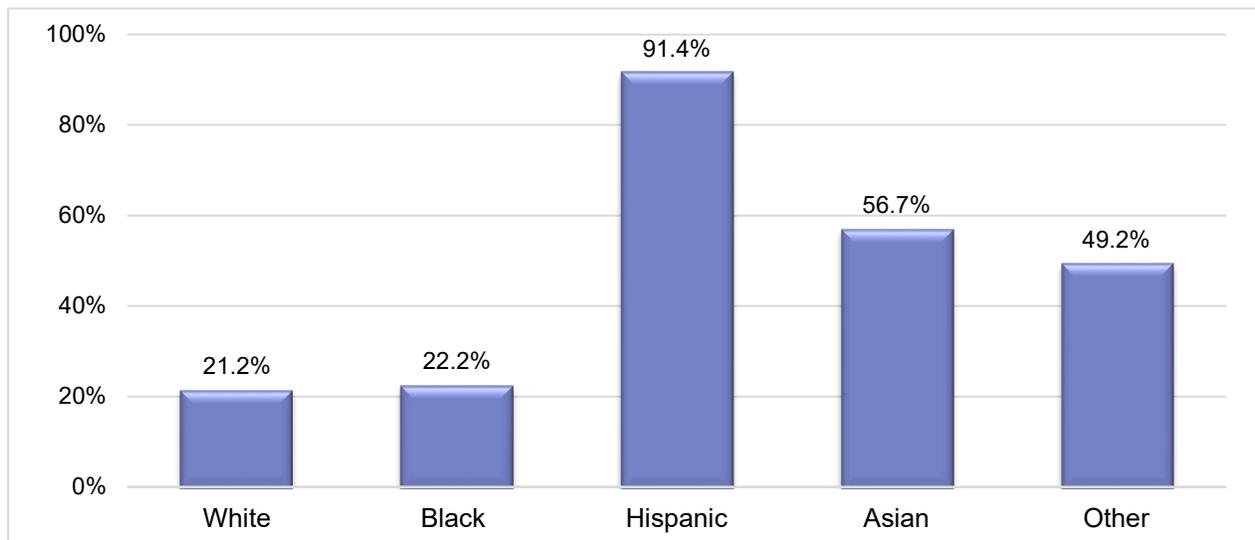


Table 1 details the additional languages spoken by respondents who reported speaking another language in addition to English. Overall, 43.6% of respondents spoke a language in addition to English. Spanish was the most frequently spoken non-English language (73%). The second most common non-English language spoken by respondents was French (6.2%).

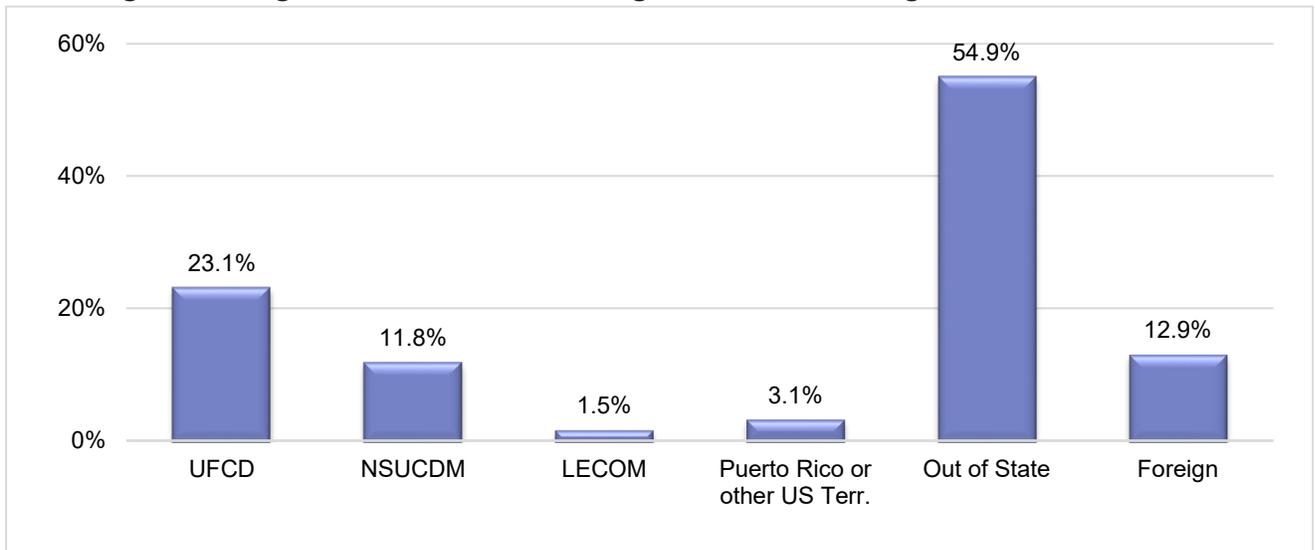
Table 1. Additional Languages Spoken by Florida Dentists, 2019–2020

Languages	Percent
Arabic	5.5%
Chinese (Mandarin or Cantonese)	1.7%
Creole	1.3%
French	6.2%
German	2.2%
Hebrew	2.4%
Japanese	0.2%
Italian	2.2%
Korean	0.6%
Other African Language	0.3%
Other Asian Language	5.5%
Other European Language	3.2%
Other Middle Eastern Language	1.4%
Other Language (unspecified)	1.9%
Polish	0.5%
Portuguese	4.4%
Russian	2.4%
Spanish	73.0%
Tagalog	0.8%
Vietnamese	3.1%

Licensed Dentists Practicing in Florida – Professional Education

Most practicing dentists (70.9%) indicated they received dental training outside of the state of Florida. Figure 5 shows the distribution of respondents who earned a degree from out-of-state dental schools, Puerto Rico or other United States (U.S.) territory dental schools, foreign dental schools and the following in-state schools: University of Florida, College of Dentistry (UFCD); Nova Southeastern College of Dental Medicine (NSUCDM); and Lake Erie College of Osteopathic Medicine School of Dental Medicine (LECOM). From the number of responses, 23.1% trained at UFCD, 11.8% trained at NSUCDM, 1.5% trained at LECOM, 54.9% trained at an out-of-state program, 3.1% trained at Puerto Rico or other U.S. territory, and 12.9% trained at a foreign dental school or program. It is important to note that a percentage of respondents earned degrees from more than one school; therefore, the total percentages of schools where training occurred is over 100%.

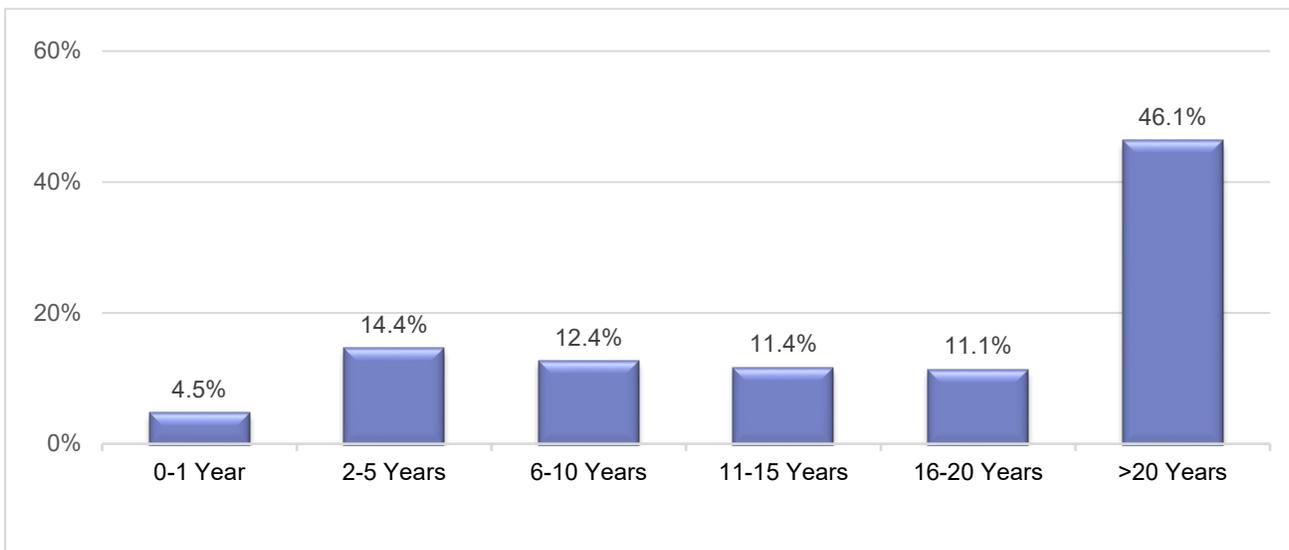
Figure 5. Program of Graduation among Dentists Practicing in Florida, 2019–2020



Licensed Dentists Practicing in Florida – Practice Characteristics

Almost half (46.1%) of Florida’s dentists reported having practiced for more than 20 years (Figure 6). Most (71.6%) practiced completely in the county where they reside and 12.6% of dentists practiced clinical dentistry in the county where they reside some of the time.

Figure 6. Years of Active Practice among Dentists Practicing in Florida, 2019–2020



Most (71.2%) work in general private practice. The orthodontics and dentofacial orthopedics specialty (5.4%) was the second largest reported practice type followed by pediatric dentistry (4.6%). Approximately, 4% of Florida's dentists worked in general public health which includes the five safety net categories: academic institutions, community health centers, county health departments, federally qualified health centers, and other state government clinical settings. The Other group includes non-clinical positions.

Figure 7. Percentage of Dentists Practicing in Florida by Practice Type, 2019–2020

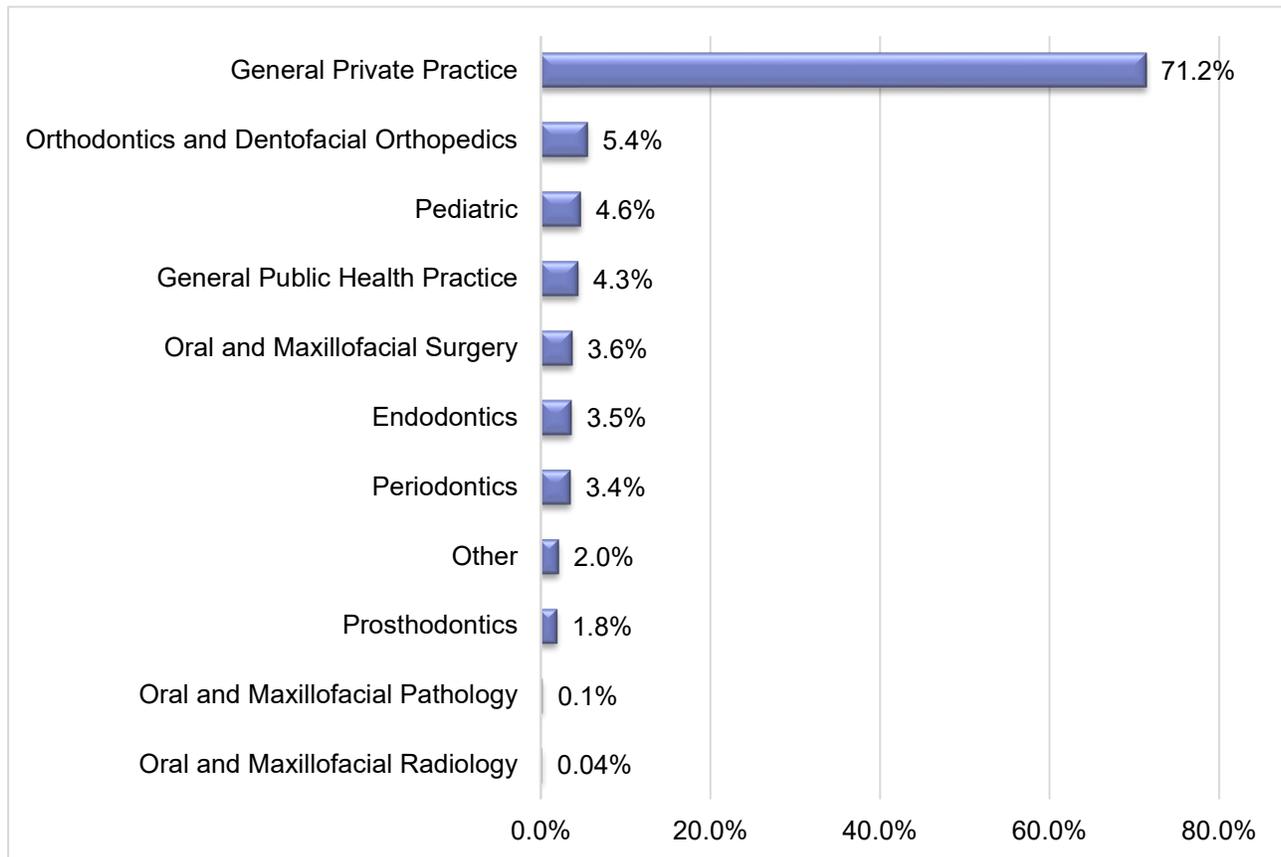


Table 2 shows the number of dentists working in Florida, by county, who self-identified as having specialty board or specialty certification. Approximately, 3,247 dental specialty board statuses or specialty certifications were reported by dentists practicing in Florida. Dentists could select more than one specialty certification and county of practice.

Table 2. Dentist Counts of Specialty Board and Specialty Certification among Florida Dentists by County, 2019–2020

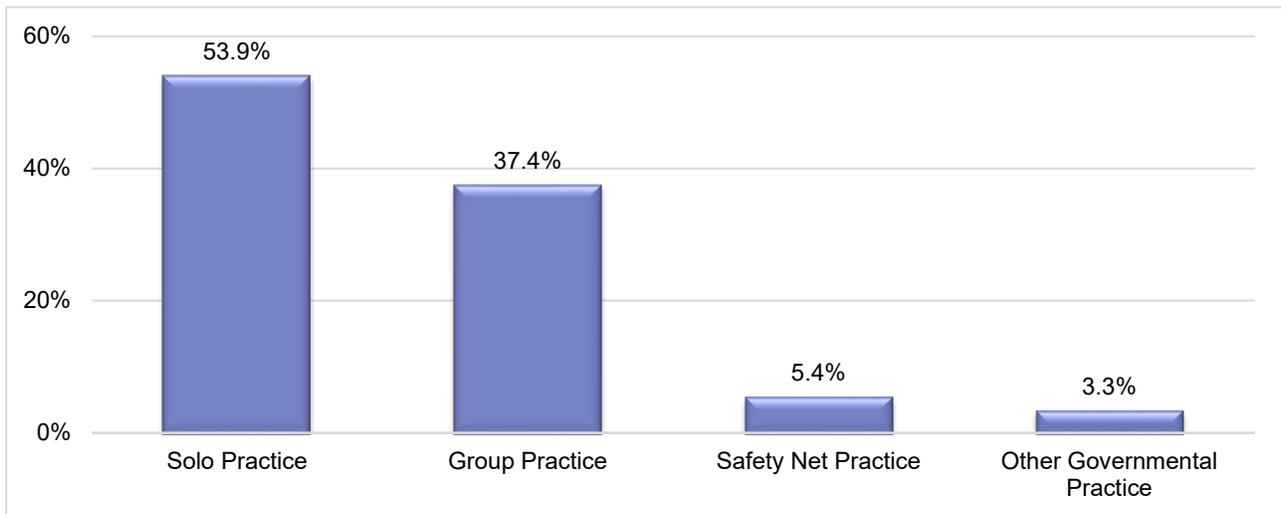
County	Dental Public Health	Endodontics	Oral and Maxillofacial Pathology	Oral and Maxillofacial Radiology	Oral and Maxillofacial Surgery	Orthodontics and Dentofacial Orthopedics	Pediatric Dentistry	Periodontics	Prosthodontics	Total
Alachua	2	10	2	0	10	16	8	7	9	64
Baker	0	0	0	0	0	2	0	0	0	2
Bay	0	2	0	0	3	4	4	2	3	18
Bradford	0	0	0	0	0	1	1	0	0	2
Brevard	1	11	0	1	14	17	11	11	5	71
Broward	10	59	2	2	55	90	88	90	49	445
Calhoun	0	0	0	0	0	1	0	0	0	1
Charlotte	0	2	0	0	3	7	3	3	1	19
Citrus	0	2	1	0	3	3	1	2	1	13
Clay	0	3	0	0	7	10	12	4	2	38
Collier	4	9	0	0	8	11	13	15	9	69
Columbia	0	3	0	0	2	2	0	0	0	7
DeSoto	0	0	0	0	0	1	0	0	0	1
Dixie	0	0	0	0	0	0	0	0	0	0
Duval	0	18	0	2	30	41	29	18	8	146
Escambia	2	4	0	0	10	14	4	4	1	39
Flagler	1	3	0	0	6	5	2	6	1	24
Franklin	0	0	0	0	0	0	0	0	0	0
Gadsden	1	0	0	0	0	0	0	0	0	1
Gilchrist	0	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	Total
Glades	0	0	1	0	1	0	0	0	0	2
Gulf	0	0	0	0	0	0	0	0	0	0
Hamilton	0	0	0	0	0	0	0	0	0	0
Hardee	0	0	0	0	0	0	0	0	0	0
Hendry	0	0	0	0	0	2	0	0	0	2
Hernando	0	5	0	0	3	6	0	3	1	18
Highlands	0	1	0	0	0	0	1	0	1	3
Hillsborough	2	37	1	0	38	57	49	34	17	235
Holmes	0	0	0	0	0	0	0	0	0	0
Indian river	0	7	0	0	2	6	6	5	5	31
Jackson	0	0	0	0	0	0	1	0	0	1
Jefferson	0	0	0	0	0	0	0	0	0	0
Lafayette	0	0	0	0	0	0	0	0	0	0
Lake	3	10	0	0	11	13	6	6	3	52
Lee	5	13	0	0	13	18	16	18	5	88
Leon	0	7	0	0	6	9	5	6	2	35
Levy	0	0	0	0	0	1	0	0	1	2
Liberty	0	0	0	0	0	0	0	0	0	0
Madison	0	0	0	0	0	0	0	0	0	0
Manatee	1	3	2	0	7	16	10	9	2	50
Marion	2	10	0	0	5	7	3	6	2	35
Martin	1	6	0	0	8	11	4	7	1	38
Miami Dade	25	61	2	0	56	93	66	79	47	429
Monroe	2	4	0	0	4	5	2	3	1	21
Nassau	0	2	0	0	2	5	0	1	0	10

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	Total
Okaloosa	1	3	0	0	6	11	4	3	2	30
Okeechobee	0	0	0	0	0	1	1	0	0	2
Orange	2	29	1	2	34	51	38	27	12	196
Osceola	1	8	0	1	9	11	9	8	2	49
Palm Beach	8	50	1	0	41	69	53	74	47	343
Pasco	0	13	0	0	16	19	17	9	2	76
Pinellas	2	25	0	0	25	32	23	20	10	137
Polk	0	7	0	0	7	14	11	5	2	46
Putnam	0	0	0	0	1	1	0	0	0	2
Santa Rosa	0	1	0	0	1	8	0	0	0	10
Sarasota	3	12	1	0	15	13	9	12	11	76
Seminole	1	14	1	0	14	22	10	8	6	76
St. Johns	0	7	0	0	6	18	16	8	2	57
St. Lucie	2	4	0	0	9	7	6	4	2	34
Sumter	1	4	0	0	4	2	0	6	0	17
Suwannee	0	0	0	0	0	0	0	1	0	1
Taylor	0	0	0	0	0	1	0	0	0	1
Union	0	0	0	0	0	0	0	0	0	0
Volusia	0	13	0	0	15	17	11	11	6	73
Wakulla	0	0	0	0	0	1	1	0	0	2
Walton	0	1	0	0	0	4	2	0	0	7
Washington	0	0	0	0	0	0	0	0	0	0
Total	83	483	15	8	510	776	556	535	281	3,247

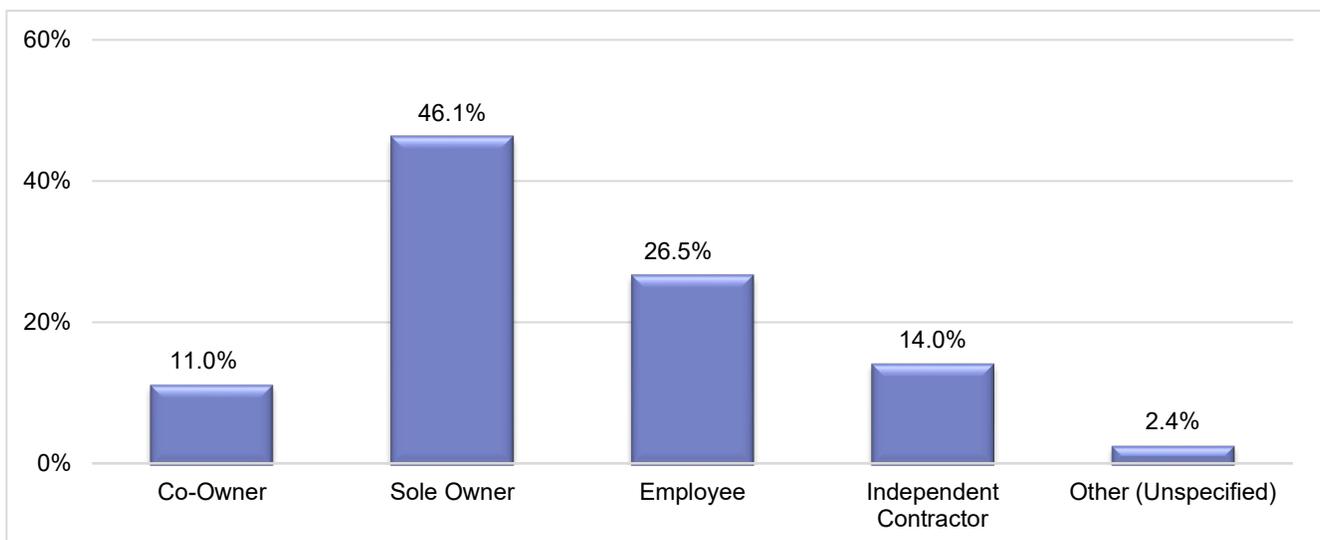
More than half (53.9%) reported their primary practice setting was solo private practice. Approximately 37% of respondents reported working in a group private practice that had either single or multiple specialties. Safety net practices (i.e., academic institutions, community health centers, county health departments, federally qualified health centers, and other state government clinical settings) provide care for individuals who might otherwise lack access to dental care. Safety net practices made up 5.4% of reported primary practice settings. Other governmental practices consisted of state or federal correctional facility clinics, military facility clinics, Veterans Affairs clinics, Indian Health Services, long-term care facilities (nursing homes), and other unspecified settings.

Figure 9. Primary Practice Setting among Dentists in Florida, 2019–2020



About 46% reported they were the sole owner of their practice, while 26.5% reported they were employees in a practice (Figure 10).

Figure 10. Practice Arrangement among Dentists in Florida, 2019–2020



Optimal dental staffing patterns may vary according to several 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 who are typically on duty at their practice. Most dentists reported to have one to two dental hygienists (64%) and two to five dental assistants (69.3%) per dentist.

Figure 11. Distribution of Dental Hygienists per Dentist in Florida, 2019–2020

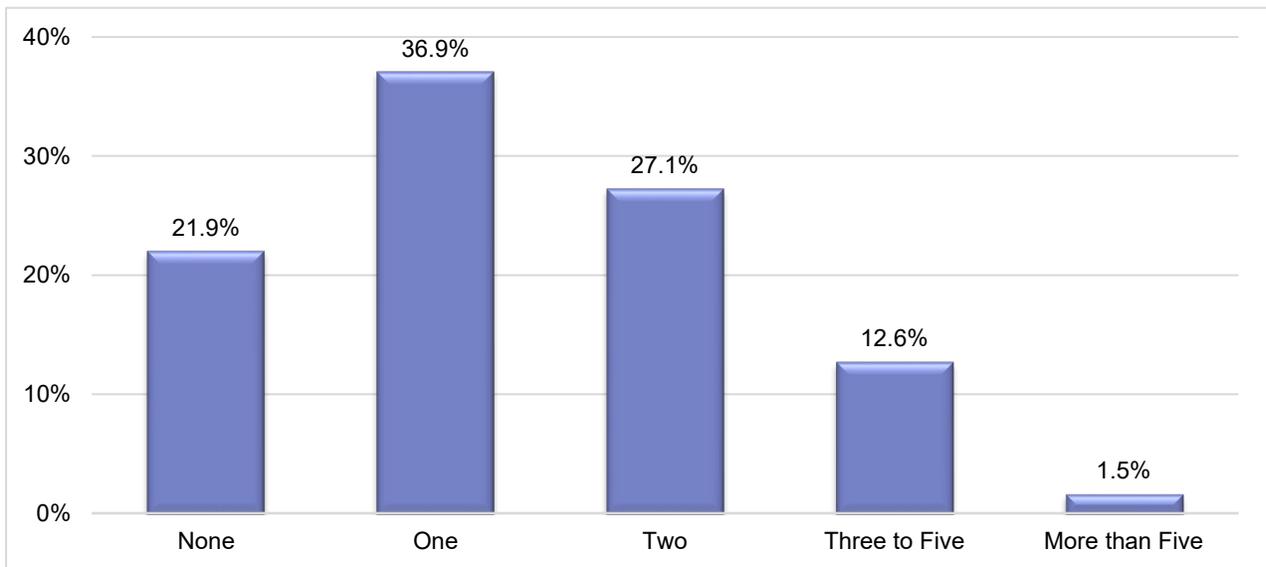
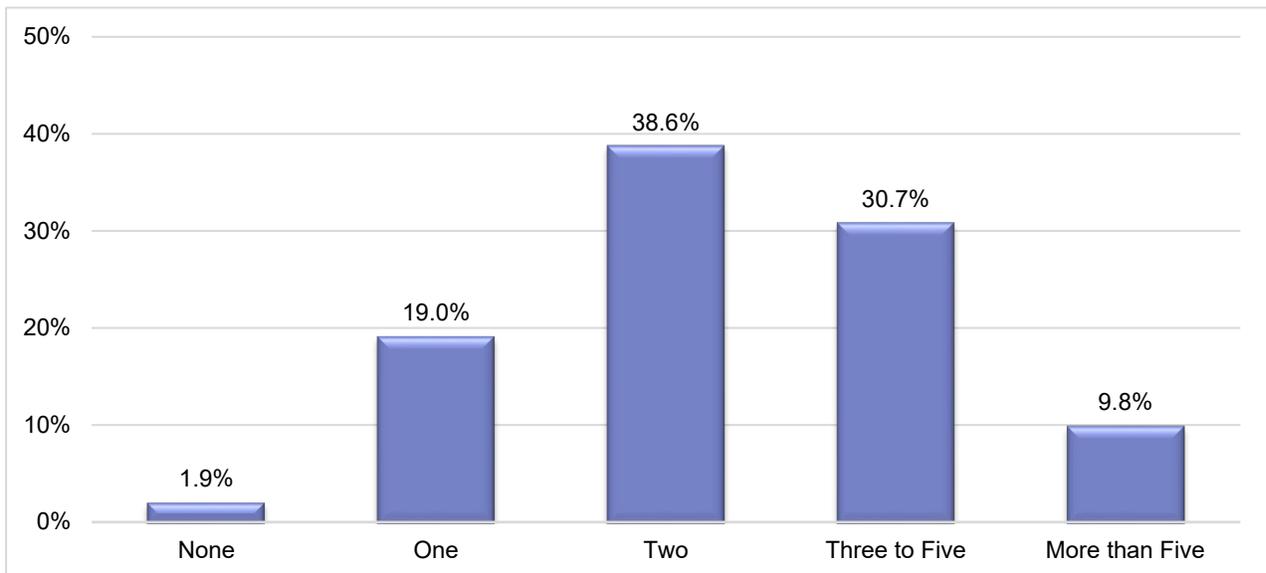


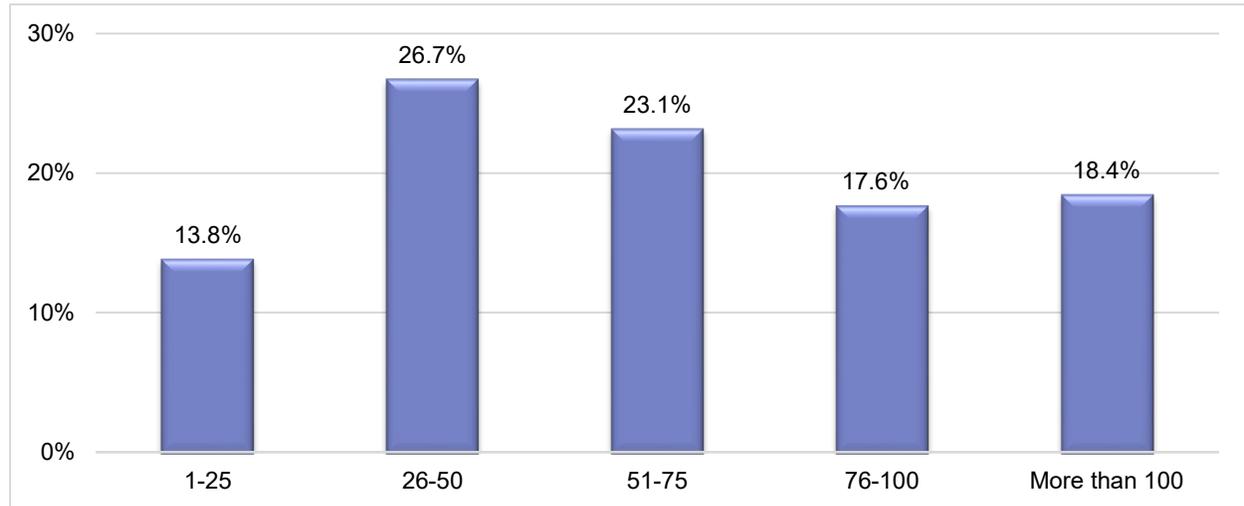
Figure 12. Distribution of Dental Assistants per Dentist in Florida, 2019–2020



Licensed Dentists Practicing in Florida – Productivity

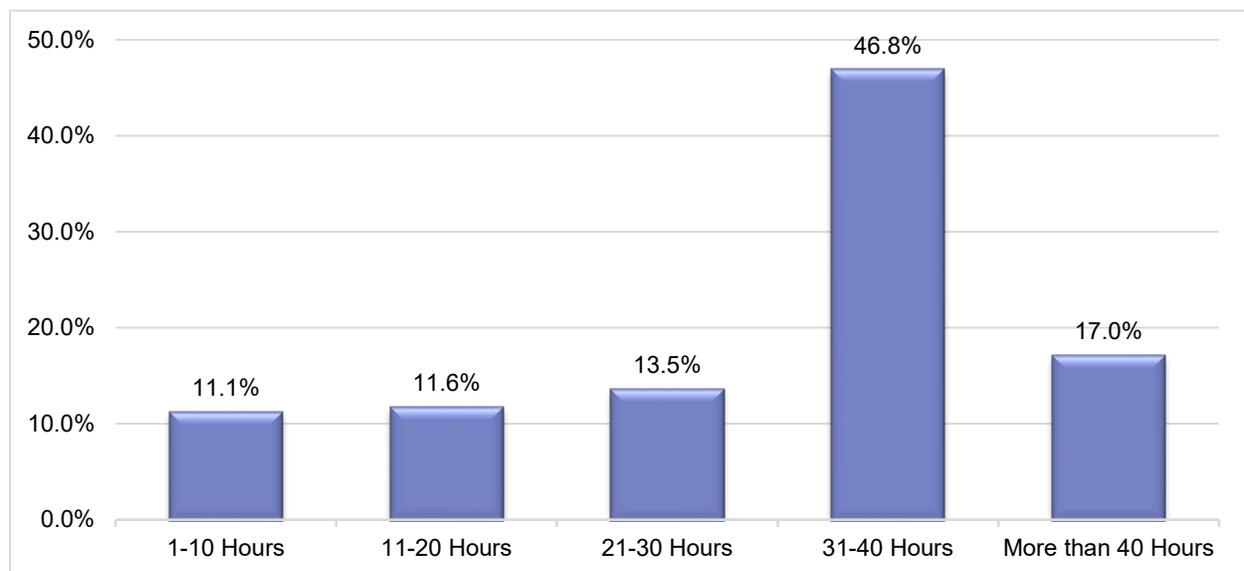
Patient volume is an important measure of dental practice productivity. Approximately 26% of respondents reported between 26–50 patient encounters in a typical week. (Figure 13). The second most common response was 51–75 patient encounters per week (23.1%).

Figure 13. Distribution of Patient Encounters per Week among Dentists in Florida, 2019–2020



Approximately 87% reported practicing between 11–12 months within the last year. Nearly 47% indicated they typically worked between 31–40 hours per week over the past 12 months (Figure 14). Seventeen percent worked more than 40 hours per week and 22.7% worked part time (20 hours or less).

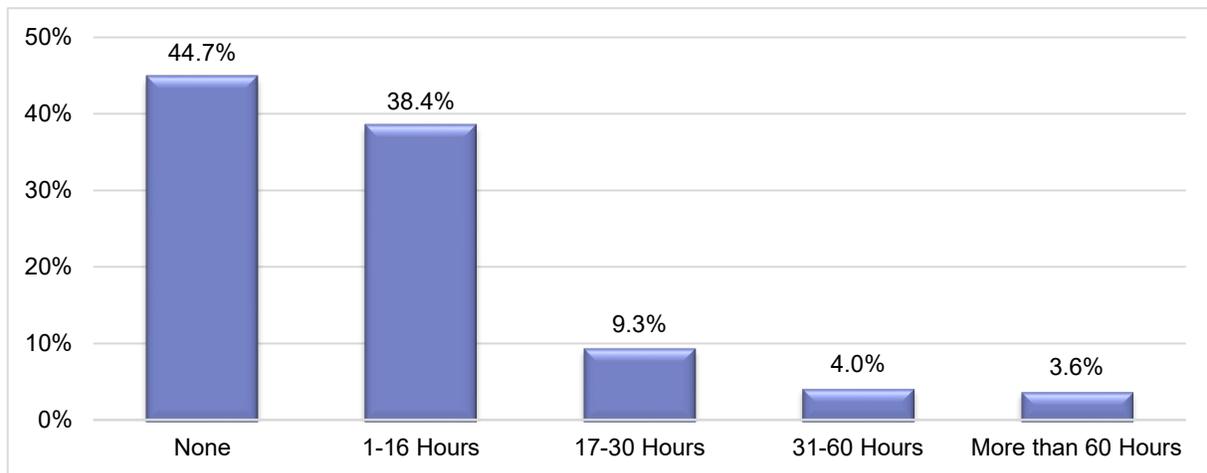
Figure 14. Hours per Week over the Past 12 Months among Dentists in Florida, 2019–2020



Licensed Dentists Practicing in Florida – Services to Vulnerable Populations

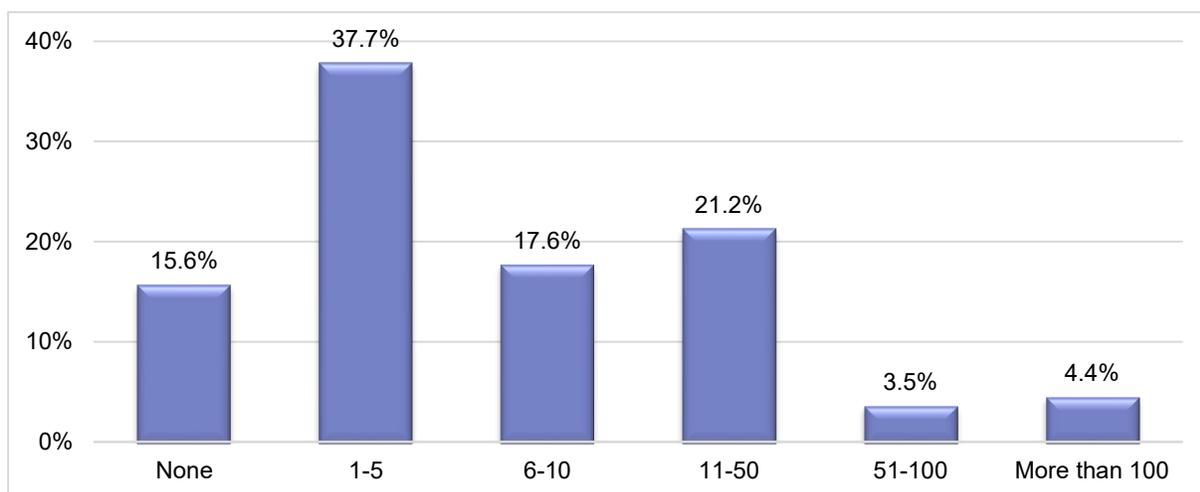
Volunteer hours of dental services help to provide access to care for low-income Floridians. More than half (55.3%) of Florida's dentists reported having volunteered their time over the last 24 months to provide dental care (Figure 15). Approximately 8% of survey respondents indicated they had provided more than 30 hours of volunteer dental services over the last 24 months.

Figure 15. Distribution of Volunteer Hours Provided within the Last 24 Months among Dentists in Florida, 2019–2020



Persons with special health care needs (physical or mental disability) 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. About 84% of Florida dentists indicated that they had seen at least one patient having special health care needs in the last 12 months with 4.4% dentists seeing more than 100 patients.

Figure 16. Distribution of Number of Special Health Care Needs Patients Seen in the Last 12 Months among Dentists in Florida, 2019–2020



Respondents were also asked about the number of Medicaid patients seen in the past 12 months. Most respondents (70.4%) saw no Medicaid patients in the past 12 months (Figure 17).

Figure 17. Distribution of Number of Medicaid Patients Seen in the Last 12 Months among Dentists in Florida, 2019–2020

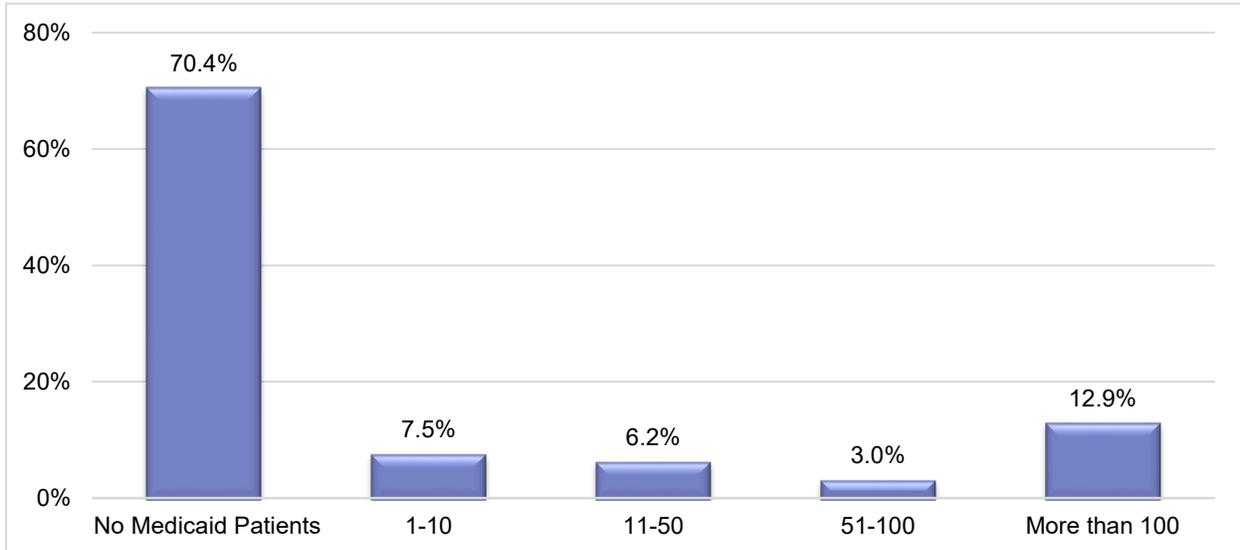
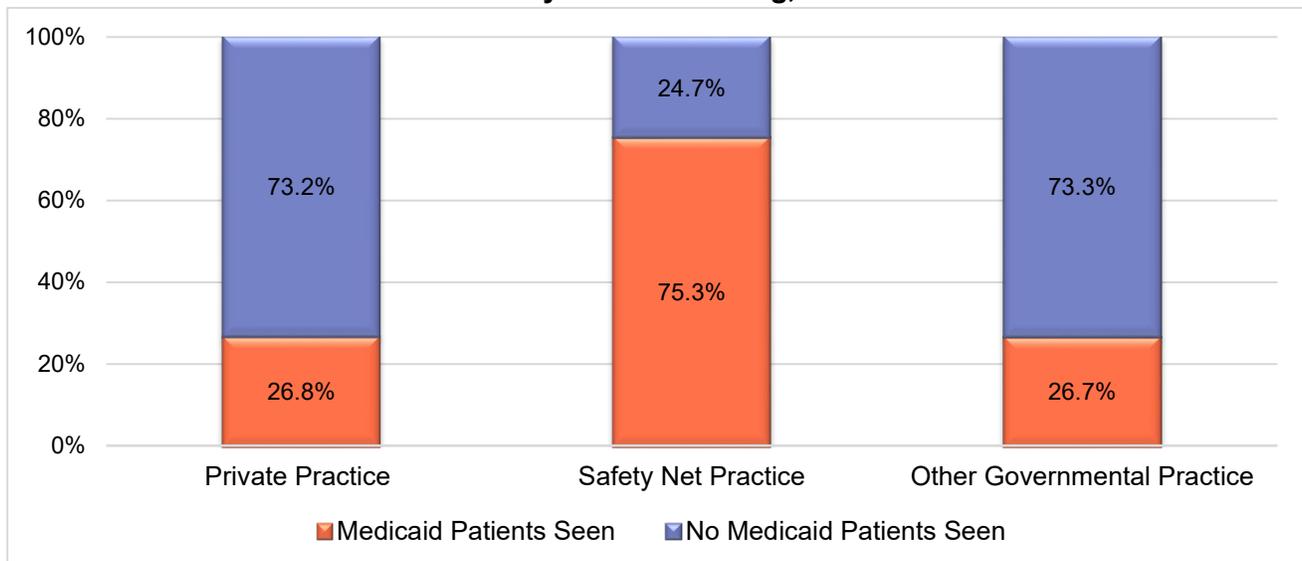


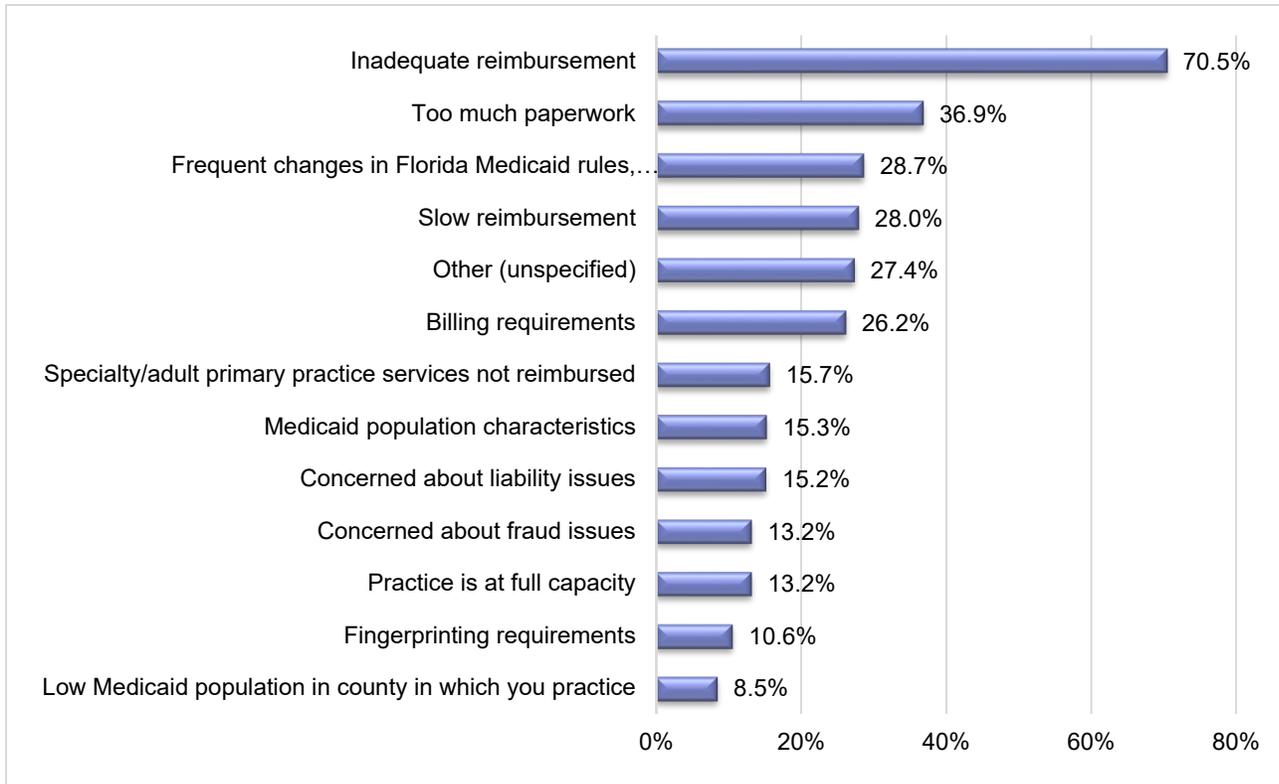
Figure 18 highlights the percentage of Medicaid patients seen in the last 12 months by practice type. Most respondents in safety net practice (75.3%) indicated they saw Medicaid patients during 2019–2020. Only 26.8% of dentists in private practice and 26.7% of dentists in other governmental practice reported seeing Medicaid patients in the past year.

Figure 18. Distribution of Medicaid Patients Seen in the Last 12 Months among Dentists in Florida by Practice Setting, 2019–2020



Only 21.9% of Florida’s dentists reported they were enrolled as a Medicaid provider and 20.7% of these providers were not accepting new Medicaid patients in 2019–2020. Respondents were asked to share the reasons why they were not enrolled in Medicaid or were not accepting new Medicaid patients (Figure 19). The most common response was “inadequate reimbursement,” followed by “too much paperwork” and “frequent changes in Florida Medicaid rules, regulations, and policies.”

Figure 19. Reasons for not Enrolling in Medicaid or Accepting New Medicaid Patients among Dentists in Florida, 2019–2020



Respondents indicated the patient populations they were currently seeing and whether they were accepting new patients in each of those categories (Table 3). Overall, 4% indicated they were not currently accepting new patients. Dentists reported the most common population they served was adults ages 19–59 years (92.2%) and the least common was Medicaid patients (21.4%).

Table 3. Patients Currently Seeing and Acceptance of New Patients by Population among Florida Dentists, 2019-2020

Population	Patients Currently Seeing	New Patients Accepted
Children aged 1-18 years	83.0%	82.5%
Children aged 1-18 years with special health care needs	43.5%	49.0%
Medicaid	21.4%	20.7%
Pregnant women	74.8%	76.0%
Adults aged 19-59 years	92.2%	92.0%
Adults aged 18 years or older with special health care needs	58.2%	58.4%
Older adults aged 60 years or older	88.9%	89.3%

Licensed Dentists Practicing in Florida – Retention and Attrition

When asked about their clinical dentistry practice within the next five years, 11.3% of respondents indicated that plan to retire from clinical dentistry. Table 4 shows the demographic characteristics among dentists planning to retire in the next five years. Most of these dentists were male (84.1%), age 60–69 years (49.1%), and non-Hispanic White (78.3%). About 23% of dentists who plan to retire in the next five years speak another language in addition to English.

Table 4. Demographic Characteristics of Florida Dentists Who Plan to Retire in the Next 5 Years, 2019-2020

Demographic	Percent
Gender	
Male	84.1%
Female	15.6%
Age Group	
Less than 50 Years	4.1%
50-59 Years	11.7%
60-69 Years	49.1%
70 Years and Older	35.1%
Race/Ethnicity	
White	78.3%
Black	3.2%
Hispanic	10.3%
Other	8.2%
Speak Another Language	23.5%

Licensed Dentists Not Practicing in Florida

Most survey respondents with an active Florida license reported practicing in Florida (78.8%). Among those not currently practicing in Florida (n=2,810), the most common reasons for not using their Florida license to practice in Florida were currently practicing in another state (61.7%), other not specified (12.9%), and currently retired (10.8%). Of dentist respondents with an active license not practicing in Florida, 81.1% stated that they plan to relocate to Florida sometime in the future.

Conclusions

The Department is committed to the measure and review 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 may 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 Florida's efforts to meet current and future dental workforce needs. The Department continues to work with professional health organizations to develop an innovative, patient-centered, oral health care delivery system.

Appendix A: 2019-2020 Dentist Workforce Survey

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 at the Florida Department of Health's Public Health Dental Program website: www.flhealth.gov/oral-data. We appreciate your time and effort in completing the survey questions.

Part 1: Demographics

1. Do you hold an active dental license in any location other than Florida? (Select all that apply).
 - No
 - Yes-- another state (include a drop down list of all states)
 - Yes-- Puerto Rico or another U.S. territory
 - Yes-- out of country

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
 - U.S. dental school in another state
 - Puerto Rico or other U.S. territory dental school
 - Foreign dental school or program

3. How many years have you practiced clinical dentistry? (Select one).
 - a. 0 – 1 years
 - b. 2 – 5 years
 - c. 6 – 10 years
 - d. 11 – 15 years
 - e. 16 – 20 years
 - f. More than 20 years
 - g. Not applicable

4. At present, do you practice clinical dentistry in Florida or have you accepted employment for practicing dentistry in Florida? (Select one).
 - a. Yes (Continue to question 5). **Note: These respondents will complete the rest of survey.**
 - b. No (Continue to 4a and 4b). **Note: These respondents will be directed out of survey after they answer 4a and 4b.**
 - 4a. The primary reason you are not using your Florida license to practice clinical dentistry in Florida is: (Select one).
 - a. I currently practice clinical dentistry in another state.
 - b. I currently practice clinical dentistry outside the U.S.
 - c. I teach dentistry in Florida and do not engage in clinical practice.
 - d. I teach dentistry outside Florida and do not engage in clinical practice.
 - e. I work in Florida in an administrative capacity related to dentistry but do not practice clinical dentistry.
 - f. I work outside Florida in an administrative capacity related to dentistry but do not practice clinical dentistry.
 - g. I am employed or self-employed in Florida in a job unrelated to dentistry.
 - h. I am employed or self-employed outside Florida in a job unrelated to dentistry.
 - i. I am currently unemployed and seeking employment related to the clinical practice, teaching, or administration of dentistry.
 - j. I am currently unemployed and seeking employment unrelated to dentistry.
 - k. I am currently retired.
 - l. Other (unspecified).

 - 4b. If you do not currently practice dentistry in Florida, do you plan to practice dentistry in Florida in the near future? (Select one).
 - a. Yes, I plan to practice clinical dentistry in Florida within the next 12 months.
 - b. Yes, I plan to practice clinical dentistry in Florida in 1-2 years.
 - c. Yes, I plan to practice clinical dentistry in Florida in 3-4 years.

- d. Yes, I plan to practice clinical dentistry in Florida, but I am not sure when.
- e. No, I do not plan to practice dentistry in Florida.

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.

5. Which 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

6. How many months did you practice clinical dentistry in Florida in the last 12 months? (Select one).

- a. 0 – 2 months
- b. 3 – 4 months
- c. 5 – 6 months
- d. 7 – 8 months
- e. 9 – 10 months
- f. 11 – 12 months

7. How many years have you been in your current primary practice position? (Select one).

- a. 0 – 1 years
- b. 2 – 5 years
- c. 6 – 10 years
- d. 11 – 15 years
- e. 16 – 20 years
- f. More than 20 years

8. In a typical work week, approximately how many hours and in which Florida county(ies) do you practice clinical dentistry? You may select up to three counties. If you are employed to practice but have not yet started, select "Not applicable."

- 8a. County 1: (select county from drop down menu with all 67 Florida counties)
8aa. Hours for County 1: (Select one)
 - a. 1 – 10 hours
 - b. 11– 20 hours
 - c. 21 – 30 hours
 - d. 31– 40 hours
 - e. 41 – 50 hours
 - f. More than 50 hours
- 8b. County 2: (select county from drop down menu with all 67 Florida counties)

8bb. Hours for County 2: (Select one)

- a. 1 – 10 hours
- b. 11 – 20 hours
- c. 21 – 30 hours
- d. 31 – 40 hours
- e. 41 – 50 hours
- f. More than 50 hours

8c. County 3: (select county from drop down menu with all 67 Florida counties)

8cc. Hours for County 3: (Select one)

- a. 1 – 10 hours
- b. 11 – 20 hours
- c. 21 – 30 hours
- d. 31 – 40 hours
- e. 41 – 50 hours
- f. More than 50 hours

Or

Not applicable- I have not started employment yet.

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
- Limited hours allow time for other compensated work
- Health-related issues limit my work hours
- I am phasing into 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 past 12 months? (Select one).

- a. None
- b. 1 – 8 hours
- c. 9 – 16 hours
- d. 17 – 24 hours
- e. 25 – 30 hours
- f. 31 – 60 hours
- g. 61 – 120 hours
- h. More than 120 hours

11. Where did you provide clinical volunteer dental services in the past 24 months? (Select all that apply).

- I did not provide any clinical volunteer dental services
- In a private office(s), on my own
- In a private office(s), as part of an organized event (e.g. Give Kids a Smile Day)
- At a safety net clinic (e.g. county health department, community health center, Federally Qualified Health Center (FQHC), Mission of Mercy)
- As part of a health fair
- As part of a school-based or school-linked event
- International charitable organization (mission trips outside of U.S.)
- Other (unspecified)

12. Indicate your primary type of practice. (Select one).

- a. General Private Practice (basic preventive, restorative, surgical)
- b. General Public Health Practice (basic preventive, restorative, surgical)
- c. Specialty Practice: Endodontics
- d. Specialty Practice: Oral and Maxillofacial Pathology
- e. Specialty Practice: Oral and Maxillofacial Radiology
- f. Specialty Practice: Oral and Maxillofacial Surgery
- g. Specialty Practice: Orthodontics and Dentofacial Orthopedics

- h. Specialty Practice: Pediatric Dentistry
- i. Specialty Practice: Periodontics
- j. Specialty Practice: Prosthodontics
- k. Private Practice Administrative Services
- l. Public Health Administrative Services
- m. Other

13. Please indicate if you have received a certificate from a CODA-accredited specialty program or are board certified in an ADA-recognized specialty from the options below. (Select all that apply).

- 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

14. Indicate your primary practice setting. (Select one).

- a. Solo Office Practice (Private Sector)
- b. Group Office Practice: Single Specialty (Private Sector)
- c. Group Office Practice: Multi Specialty (Private Sector)
- d. County Health Department
- e. Community Health Center
- f. Federally Qualified Health Center
- g. State or Federal Correctional Facility Clinic
- h. Other State Government Clinical Setting
- i. Military Facility Clinic
- j. U.S. Department of Veterans Affairs (VA) Clinic
- k. Academic Institution
- l. Indian Health Service
- m. Long-Term Care Facility (Nursing Home)
- n. Other (unspecified)

15. What best describes your practice arrangement? (Select one).

- a. Sole owner
- b. Co-owner
- c. Employee
- d. Independent contractor
- e. Other (unspecified)

16. Do you practice clinical dentistry in the county where you reside? (Select one).

- a. Yes— all of the time (100%)
- b. Yes – some of the time (1-99%)
- c. No – none of the time (0%)

17. On average, how many patient encounters do you have in a typical work week? (Select one).

- a. 1 – 25 encounters
- b. 26 – 50 encounters
- c. 51 – 75 encounters
- d. 76 – 100 encounters
- e. 101 – 125 encounters
- f. More than 125 encounters
- g. Not applicable– I have not started employment.

18. Approximately how many special needs (physical or mental disability) and Medicaid patients did you see in the past 12 months? (*Complete separately for each patient population below*).

18a. Special health care needs patients— physically or mentally disabled (Select one).

- a. None
- b. 1 – 5
- c. 6 – 10
- d. 11 – 20
- e. 21 – 50
- f. 51 – 100
- g. 101 – 125
- h. More than 125

18b. Medicaid patients (Select one).

- a. None
- b. 1 – 5
- c. 6 – 10
- d. 11 – 20
- e. 21 – 50
- f. 51 – 100
- g. 101 – 125
- h. More than 125

19. Are you currently seeing any of these following patient populations in your primary practice setting? (Select all that apply).

- Children (age 1 – 18 years)
- Medicaid
- Pregnant women
- Adults (age 19 – 59 years)
- Older adults (age 60 years or older)
- Children (age 1 – 18 years) with special health care needs
- Adults (age 18 years or older) with special health care needs

20. Are you currently accepting **new** patients?

- a. No— I am not currently accepting any new patients (continue to question 21).
- b. Yes— I am accepting new patients (continue to question 20a).

20a. Are you accepting new patients from any of the following patient populations? (Select all that apply)?

- Children (age 1 – 18 years)
- Medicaid
- Pregnant women
- Adults (age 19 – 59 years)
- Older adults (age 60 years or older)
- Children (age 1 – 18 years) with special health care needs
- Adults (age 18 years or older) with special health care needs

21. Are you currently enrolled as a Medicaid provider?

- a. Yes (continue to question 23)
- b. No (continue to question 22)

22. Which of the following reasons best explains why you are not enrolled in Medicaid? (Select 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)

23. Are you currently accepting new Medicaid patients?

- a. Yes (continue to question 25)
- b. No (continue to question 24)

24. Which of the following reasons best explains why you are not accepting new Medicaid patients? (Select 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)

25. In your dental practice, how many dental hygienists and dental assistants per dentist are typically on duty at any given time during your work day?

25a. Dental hygienist(s):

- a. None (0)
- b. 1
- c. 2
- d. 3 – 5
- e. More than 5

25b. Dental assistant(s):

- a. None (0)
- b. 1
- c. 2
- d. 3 – 5
- e. More than 5

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

- a. I plan to retire from clinical dentistry.
- b. I plan to end my clinical practice in Florida due to non-clinical employment in dentistry.
- c. I plan to end my clinical practice in Florida due to non-dental employment.
- d. I plan to end my clinical practice in Florida due to another reason.
- e. I plan to practice clinical dentistry in another state or country.
- f. I plan to reduce my clinical practice hours but continue practicing in Florida.
- g. I have no plans to end or reduce my Florida clinical practice within the next five years.

Attestation Statement:

I confirm that the information provided is true and accurate to the best of my knowledge and the submission does not contain any knowingly false information or statements.

- a. Yes

Thank you for completing the Dentist Workforce Survey.

Appendix B: Survey Methodology and Analysis

Florida statutes and administrative code rules require renewal of dental licenses biennially by the end of February of even-numbered years. This report addresses the renewal period which ended February 28, 2020. The 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 inform, shape public health care policy, and plan for future workforce needs. 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 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 2019-2020 survey, there were 14,641 dentists with active license status. For purposes of analysis, respondents with non-active licenses were of limited interest and were excluded from the analysis. Of the respondents, 10,869 (78.8%) dentists indicated they had an active license to practice in Florida.

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 were excluded from the analysis because all items were not completed by or applicable to all survey takers. The survey consisted of 26 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 SAS 9.4. Marginal tabulations are reported for the summary descriptions and relationships presented throughout the report.