

IDAHO DENTAL HYGIENISTS



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IDAHO DENTAL HYGIENISTS WORKFORCE OVERVIEW



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Idaho State Board of Dentistry

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INTRODUCTION

The Idaho Department of Labor, under a Health Resources and Services Administration planning grant, is determining the adequacy of dental care by estimating the current supply and demand for dental hygienists. The Idaho State Board of Dentistry facilitated the analysis by sharing its licensure database during the summer of 2011. The department also surveyed Idaho educational institutions with dental hygiene programs about their students, graduates and impacts on the capacity of their academic program.

This Idaho analysis provides:

- A benchmark for the current workforce status – how many hygienists there are, who and where they are, where they were educated and what they are paid.
- The current demand for dental hygienists, trends that may cause demand for professional dental care to increase or decrease and the effect demand has on the dental workforce.
- The immediate projected supply of hygienists, the potential supply and the factors leading to an increase or decrease in the supply of dental professionals.
- An overview of the historical supply and demand of dental hygienists in Idaho.

KEY FINDINGS

- The Idaho State Board of Dentistry reports 1,365 non-volunteer licensed dental hygienists in Idaho.
- Approximately 6 percent have extended access endorsements.
- Approximately 11 percent of Idaho licensed dental hygienists provide out of state addresses, primarily in Washington.
- Including dental hygienists with out-of-state licenses, there are 87 dental hygienists for every 100,000 Idaho residents. Excluding the out of state licenses, the ratio ranges from 101 for every 100,000 in the southeastern Idaho to 55 for every 100,000 in the south central Idaho and 56 for every 100,000 in north central Idaho.
- There are 1.4 dental hygienists for every dentist statewide. The highest ratio is in southeastern Idaho at 1.98 hygienists to every dentist while the lowest is in northern Idaho at 1.13 dental hygienists to every dentist.
- Of the currently licensed dental hygienists, almost 40 percent were educated at Idaho State University, more than any other school.
- For dental hygienists licensed in the last 10 years, more graduated from Carrington College, the successor to Apollo College and the American Institute of Health Technology, than any other school.
- According to the Idaho Department of Labor Occupational Employment and Wage Report, the median statewide wage for Idaho's dental hygienists is \$32.76 per hour.
- The Idaho Department of Labor's 2008-2018 Long-Term Occupational Employment Projections show the demand for dental hygienists is expected to grow by nearly 35 percent, more than twice the average for all occupations at 16 percent.
- The following schools graduated dental hygienists in Idaho – Idaho State University, Carrington College, the College of Southern Idaho and Lane Community College in Eugene, Ore., which operates a dental hygiene program at Lewis-Clark State College.

SECTION 1: BENCHMARK SUPPLY AND DEMAND

Table 1: License Type	
Dental Hygienist	1,283
Dental Hygienist - Extended Access	52
DH - Extended Access with Restorative	11
DH - Extended Access Restorative Only	23
TOTAL	1,369

Idaho State Board of Dentistry, July 2011.

The Idaho State Board of Dentistry had 1,369 licensed dental hygienists in July 2011. Of those, 86 had an extended access endorsement of some kind.

Nearly all the dental hygienist licensees had active licenses.

Provisional or special status licenses are granted to dental hygienists under certain conditions, but they are still participants in the dental hygiene workforce. For the purpose of this paper, the volunteer licensees were excluded from some of the analysis.

Table 2: License Status		
License Type	License Status	Count
Dental Hygienist	Active	1,263
Dental Hygienist	Provisional	11
Dental Hygienist	Special Status	5
Dental Hygienist	Volunteer	4*
Dental Hygienist - Extended Access	Active	52
DH - Ext Access w/Restorative	Active	11
DH - Extended Access Restorative Only	Active	23
TOTAL		1,369

*Includes one license expired in 2009

Idaho State Board of Dentistry, July 2011

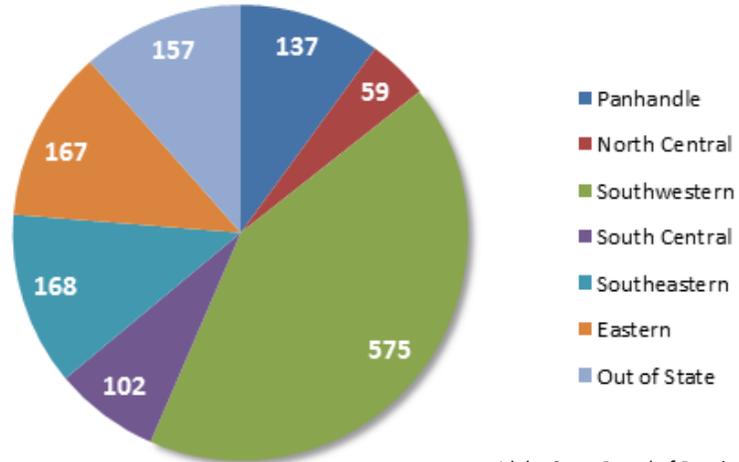
GEOGRAPHIC DISTRIBUTION

Using the licensee’s mailing address of record, dental hygienists were counted by geographic region. Forty-two percent of practicing dental hygienists lived in southwestern Idaho as Chart 1 on page 7 shows.

The geographic distribution of those dental hygienists with extended access endorsements is shown in Chart 2 on page 7. One-third of dental hygienists with extended access were in the southwestern region.

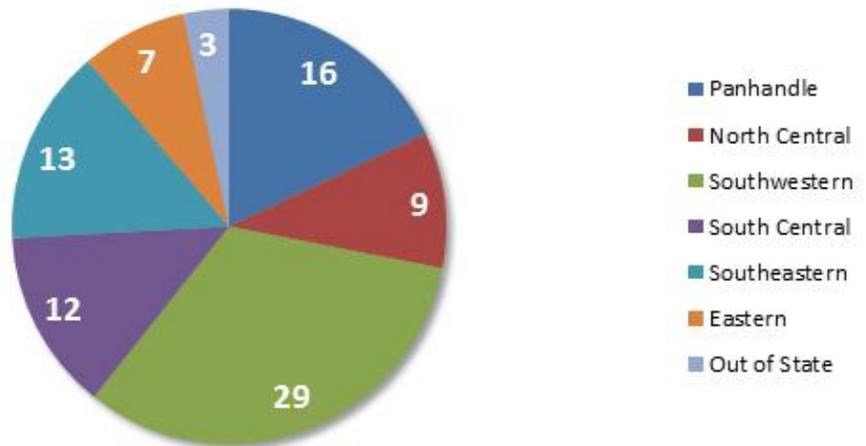
Idaho Dental Hygienists Workforce Overview

Chart 1: Dental Hygienists



Idaho State Board of Dentistry, July 2011

Chart 2: Extended Access



Idaho State Board of Dentistry, July 2011

Although the southwestern region had the largest number of licensees with extended access endorsements, the north central region had the largest share of extended access endorsements at 15 percent.

Idaho Dental Hygienists Workforce Overview

Table 3: Percent of Extended Access by Region			
Region	All Extended Access Endorsements	Total Dental Hygienists	Percent
Panhandle	18	137	13%
North Central	9	59	15%
Southwestern	29	575	5%
South Central	7	102	7%
Southeastern	13	168	8%
Eastern	7	167	5%
Out of State	3	157	2%
TOTAL	86	1365	6%

Idaho State Board of Dentistry, July 2011

Using 2010 Census figures, the number of dental hygienists per 100,000 population was calculated for each region. Including out-of-state licensees, the statewide ratio was 87.1. Excluding the out-of-state licensees, the statewide ratio was 77.1. By comparison, in 2007 the U.S. average was 55.4 dental hygienists per 100,000 and the range among the states was 91.5 in Vermont to 23.8 in Tennessee.¹

Table 4: Dental Hygienists by Region			
Region	Total Dental Hygienists	2010 Regional Population	Per 100,000 Population
Northern	137	212,393	64.5
North Central	59	105,358	56
Southwestern	575	690,258	83.3
South Central	102	185,790	54.9
Southeastern	168	166,284	101
Eastern	167	207,499	80.5
Out of State	157	NA	NA
TOTAL	1365	1,567,582	87.1

Idaho State Board of Dentistry, July 2011 and U.S. Census 2010

The ratio of Idaho-licensed dental hygienists to Idaho-licensed dentists was 1.40 to 1. Excluding out-of-state, the ratio is 1.48 to 1. In 2009 Washington state had a ratio of 0.86² licensed dental hygienists to every licensed dentist. Florida's dental hygienist-to-dentist ratio was just above 1.³ In 2003, California had a ratio of 1.77 comparing full-time equivalent dental hygienists to full-time equivalent dentists in private practice.⁴

¹American Dental Hygienists' Association. *Survey of Dental Hygienists in the United States, Executive Summary*. 2007. http://www.adha.org/downloads/DH_practitioner_Survey_Exec_Summary.pdf.

²WWAMI - University of Washington Center for Health Workforce Studies. Washington State's Oral Health Workforce. November 2009. Retrieved February 7, 2012. http://www.ws-ohc.org/plan/CHWS_FR130_Skillman.pdf.

³Florida Oral Health Policy 101. Retrieved February 13, 2012. <http://www.floridaoralhealth.com/workforce>.

⁴UCLA Health Policy Center. *Is There A Shortage of Dental Hygienists and Assistants in California?* November 2005. http://www.healthpolicy.ucla.edu/pubs/files/Dental_RT_050506.pdf. Retrieved March 22, 2012.

Idaho Dental Hygienists Workforce Overview

Table 5: Dental Hygienist to Dentist Ratio				
Region	Region Population	Total Dental Hygienists	Total Dentists*	Hygienist / Dentist Ratio
Northern	212,393	137	121	1.13
North Central	105,358	59	50	1.18
Southwestern	690,258	575	360	1.60
South Central	185,790	102	81	1.26
Southeastern	166,284	168	85	1.98
Eastern	207,499	167	117	1.43
Out of State	NA	157	160	0.98
TOTAL	1,567,582	1365	974	1.40

*Active licensed dentists only, includes pediatric dentists

Idaho State Board of Dentistry, July 2011 and US Census 2010

Eighty-nine percent of Idaho licensees provided Idaho addresses to the licensing board. Washington residents held 5 percent of the Idaho dental hygienist licenses while Oregon, California and Utah residents each held 1 percent.

Table 6: Out of State Licenses		
State	Number of Licensees	Percent
IDAHO	1,208	89%
WASHINGTON	67	5%
OREGON	19	1%
CALIFORNIA	16	1%
UTAH	12	1%
Other States	43	3%
TOTAL	1,365	100%

Idaho State Board of Dentistry, July 2011

Table 7: Date of Initial Licensure		
Initial Licensure	Count	Percent
1/1/2006 – 6/22/2011	489	36%
1/1/2001 - 12/31/2005	299	22%
1/1/1991 - 12/31/2000	325	24%
1/1/1981 – 12/31/1990	148	11%
1/1/1971 – 12/31/1980	88	6%
< 1971	14	1%
Total	1,363	100%

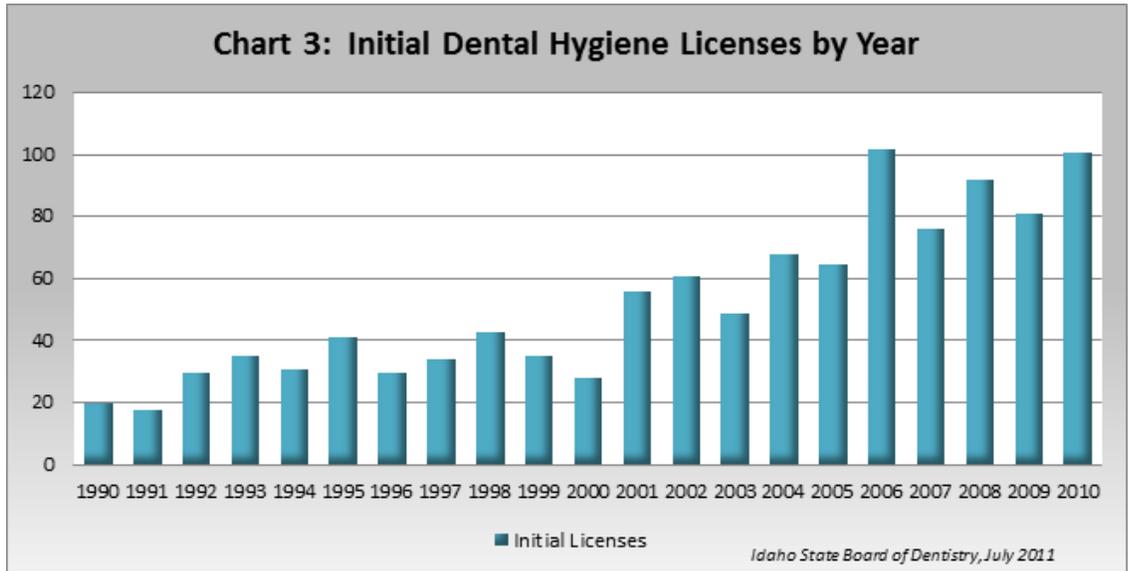
Idaho State Board of Dentistry, July 2011

Missing 2

The database had good information on the date of initial licensure. Fifty-eight percent of dental hygienists have been licensed within the last 10 years, and the majority of those, 36 percent of the total, were licensed within the past five years.

The following chart shows the counts by year of initial license for the currently licensed dental hygienists for those licensed since 1990.

Idaho Dental Hygienists Workforce Overview



EDUCATION

There was very good information about the educational institutions that graduate Idaho dental hygienist licensees. At almost 40 percent, Idaho State University had the most dental hygienists licensed in the state followed by Carrington College or one of its predecessors – American Institute of Health Technology or Apollo College – at 20 percent. Forty-one percent of dental hygienists in Idaho received their education at out-of-state institutions.

Carrington College and its predecessors – American Institute of Health Technology and Apollo College – have been producing dental hygiene graduates in Idaho since 2001. In that time, they have graduated 46 percent more dental hygienists than Idaho State University.

School	Count
Idaho State University	534
AIHT/Apollo/Carrington College	271
Eastern Washington University	69
Oregon Institute Of Technology	33
Sheridan College	29
Weber State University	29
Oregon Health And Science University School Of Dentistry	27
Utah College Of Dental Hygiene	23
Loma Linda University	20
Other Schools	329
TOTAL	1,364

Missing: 5
Idaho State Board of Dentistry, July 2011
All licensees

School	Count
AIHT/Apollo/Carrington College	271
Idaho State University	185
Eastern Washington University	41
Utah College Of Dental Hygiene	23
Oregon Institute Of Technology	20
All Other Schools	132
TOTAL	672

Missing: 5
Idaho State Board of Dentistry, July 2011
All licensees

Idaho Dental Hygienists Workforce Overview

The average age of graduates differed among schools. Carrington graduates tended to be slightly older. Using the date of birth provided for those licensed since 1991 and the graduation date, the average age of an Idaho State University graduate was 25.6 while the average age of a Carrington College graduate was 28.4.

EDUCATION BY REGION

The following tables show which schools dental hygienists graduated from by the regions in which they reside. Both Idaho State University and Carrington College educated dental hygienists in each of the areas of the state. Although in the south-eastern region, the numbers of Carrington College graduates are significantly fewer.

In the northern region, more dental hygienists graduated from Eastern Washington University than any other school.

Of the 58 dental hygienists in the north central region reporting a school, approximately 24 percent attended Idaho State University and 22 percent attended Carrington or its predecessors.

Table 10: Education 2006-2011

School	Count
AIHT/Apollo/Carrington College	161
Idaho State University	93
Eastern Washington University	26
Utah College Of Dental Hygiene	23
Oregon Institute Of Technology	18
All Other Schools	55
Total	376

Missing: 5

Idaho State Board of Dentistry, July 2011

All licensees

Table 11: Northern

School	Count
Eastern Washington University	29
Idaho State University	19
AIHT/Apollo/Carrington College	9
Loma Linda University	7
All Other Schools	73
Total	137

Idaho State Board of Dentistry, July 2011

Table 12: North Central

School	Count
Idaho State University	14
AIHT/Apollo/Carrington	13
Eastern Washington University	5
All Other Schools	26
Total	58

Missing: 1

Idaho State Board of Dentistry, July 2011

Idaho Dental Hygienists Workforce Overview

In the southwestern region, Carrington or its predecessors have graduated 36 percent of the dental hygienists, followed by Idaho State University with 30 percent.

Idaho State University produced by far more graduates than any other school for the south central region at 49 percent.

Table 13: Southwestern	
School	Count
AIHT/Apollo/Carrington	205
Idaho State University	172
Sheridan College	13
Oregon Health And Science University School Of Dentistry	12
Oregon Institute Of Technology	10
All Other Schools	160
Total	572

Missing: 3

Idaho State Board of Dentistry, July 2011

Table 14: South Central	
School	Count
Idaho State University	49
AIHT/Apollo/Carrington	17
All Other Schools	35
Total	101

Missing: 1

Idaho State Board of Dentistry, July 2011

Over 80 percent of the dental hygienists in the southeastern region graduated from Idaho State University.

Table 15: Southeastern	
School	Count
Idaho State University	139
Utah College Of Dental Hygiene	6
All Other Schools	23
Total	168

Idaho State Board of Dentistry, July 2011

Table 16: Eastern	
School	Count
Idaho State University	110
AIHT/Apollo/Carrington	15
Utah College Of Dental Hygiene	11
Weber State University	9
All Other Schools	22
Total	167

Idaho State Board of Dentistry, July 2011

Two-thirds of the dental hygienists in the eastern region are Idaho State University graduates.

Those dental hygienists with out-of-state addresses primarily graduated from out-of-state schools.

Table 17: Out of State	
School	Count
Idaho State University	30
Eastern Washington University	28
Oregon Institute Of Technology	11
AIHT/Apollo/Carrington	10
All Other Schools	78
Total	157

Idaho State Board of Dentistry, July 2011

WAGES

Regionally, wages for dental hygienists are lowest in the south central and southeastern parts of the state and highest in the northern region, according to the Idaho Department of Labor's Occupational Employment and Wage Report, which provides wages by occupations statewide, regionally and for metropolitan statistical areas. The entry wage is the average of the bottom 33 percent of workers in an occupation while the 25th percentile and 75th percentiles frame the middle wage range for an occupation.

Table 18: Regional Idaho Occupational Wages					
Area	Median	Avg	Entry	25%	75%
Statewide	\$32.76	\$31.86	\$23.93	\$26.77	\$38.23
Northern	\$35.91	\$35.16	\$29.53	\$31.26	\$39.87
North Central	\$34.92	\$34.85	\$32.31	\$32.45	\$38.14
Southwestern	\$32.27	\$31.43	\$23.60	\$25.86	\$38.03
South Central	\$22.56	\$28.07	\$20.52	\$20.50	\$37.70
Southeastern	\$29.47	\$27.66	\$20.87	\$26.40	\$32.00
Eastern	\$33.71	\$32.58	\$24.89	\$27.26	\$38.98

Idaho Department of Labor Occupational Employment & Wage Report 2011

Metropolitan wages for dental hygienists roughly reflect the regions where they are located. Coeur d'Alene has the highest wages while Pocatello has the lowest.

METROPOLITAN WAGES

Table 19: Idaho MSA Occupational Wages					
Area	Median	Avg	Entry	25%	75%
ID Statewide	\$32.76	\$31.86	\$23.93	\$26.77	\$38.23
Coeur d'Aene	\$37.05	\$36.19	\$31.13	\$32.32	\$40.71
Lewiston	\$35.15	\$34.84	\$32.56	\$32.87	\$38.14
Boise-Nampa	\$31.90	\$31.26	\$23.47	\$25.64	\$38.02
Pocatello	\$29.25	\$26.98	\$20.44	\$26.32	\$31.59
Idaho Falls	\$31.16	\$31.20	\$24.68	\$26.29	\$37.33

Idaho Department of Labor Occupational Employment & Wage Report 2011

SECTION 2: DEMAND

The Idaho Department of Labor publishes long-term occupational projections to provide an estimate of employment and rate of growth for occupations 10 years into the future. The rise and fall of the business cycle is factored out in the long-term projection process in order to highlight growth and contraction of industry employment as well as changing staffing patterns within industries. According to the Idaho Department of Labor Long-term Occupational Employment Projections, the number of dental hygienists in Idaho is expected to grow by nearly 35 percent from 2008 to 2018. This rate of growth is more than twice the average rate for all occupations at 16 percent and also nearly three times the projected growth rate of dentists at 12 percent.

The projections annualize the rate of growth to produce estimated annual openings. The number of openings for dental hygienists is projected at 63 per year, and 44 of those will be in southwestern Idaho. Eastern Idaho has the largest projected growth rate at 50 percent over the 10-year period.⁵

Table 20: Idaho Department of Labor Long-Term Employment Projections					
Area	2008 Employment	2018 Employment	Percent Change	Annual Replacements	Annual Openings*
Statewide	1,135	1,532	34.98%	23	63
Northern	141	198	40.4% ³	3	9
North Central	66	82	24.24%	1	3
Southwestern	644	950	47.52%	13	44
South Central	*	*	*	*	*
Southeastern	110	146	32.73%	2	6
Eastern	186	279	50.00%	4	13

*Annual Openings include replacements

**Suppressed due to confidentiality

Idaho Department of Labor 2008-2018 Long-term Occupational Employment Projections

Dental hygienists rank sixth on the Idaho Department of Labor’s biannual list of “Hot Jobs.” Comparing all of the occupations’ rates of growth from the long-term projections, “Hot Jobs” are ranked based on the following criteria: high projected growth, a large proportion of all jobs and high wages.

⁵ Idaho Department of Labor. 2008-2018 Long-term Occupational Projections.

DEMAND IMPACTS

WHAT IDENTIFIABLE TRENDS CAN IMPACT FUTURE WORKFORCE NEEDS?

POPULATION GROWTH AND DEMOGRAPHICS

Assuming that Idahoans access dental care at the same rate, an increase in population will cause an increase in demand for dental care. Idaho's population is expected to grow 12 percent from 2008 to 2018.⁶

But the population 65 and over is expected to increase 45 percent in the same period.⁷ Because of improvements in dental care, people in this age group are more likely to have their natural teeth than previous generations and therefore more likely to be higher users of dental care. But the magnitude of the impact the aging population will have on demand is uncertain.

USE OF DENTAL SERVICES AND ACCESS TO CARE

In 2010, 69 percent of adult Idahoans visited a dental clinic during the previous 12 months,⁸ leaving an estimated 31 percent of Idaho adults who had not accessed annual dental care. In 2007, 23 percent of Idaho children received no preventative dental care visits, ranking Idaho 41st among the 50 states and the District of Columbia.⁹

Use of dental services is directly affected by access to those services. The Health Resources and Services Administration has designated most of the state as a geographic or population health provider shortage area.¹⁰ Only six of the 44 counties did not fall into a designated shortage area. Appendix C contains a map showing these shortage areas. Although the dental shortage designation is based on access to dentists, presumably it affects access to dental hygienists also.

Access to care is also limited by financial constraints. The amount of Medicaid and State Children's Health Insurance Program funding for dental services directly impacts the demand for services. Currently, Medicaid-paid dental procedures are optional for states to provide. In 2010, Idaho declined to fund any non-emergency dental services for adult Medicaid patients. The level of funding for low-income patients directly affects the number of dental hygienists needed in the workforce.

⁶ Economic Modeling Specialists Inc. 2011 4th Quarter.

⁷ Ibid.

⁸ The National Oral Health Surveillance System. The Center for Disease Control and Prevention (CDC), based on the Behavioral Risk Factor Surveillance System (BRFSS).

⁹ 2007 National Survey of Children's Health. Data Resource Center for Child & Adolescent Health. <http://childhealthdata.org/browse/allstates/?q=822>. Accessed March 12, 2012.

¹⁰ Dental HPSA Designation Criteria. <http://bhpr.hrsa.gov/shortage/hpsas/designationcriteria/dentalhpsacriteria.html>. Accessed March 12, 2012.

DENTAL PRACTICE PARADIGM SHIFTS

The integration of dental care with allopathic and osteopathic medical care will also impact the future demand for dental hygienists. Recent research indicated a link between oral health and systemic health. Along these same lines, the trend toward the patient-centered medical home, where dental health professionals are integrated with other medical professionals, will undoubtedly impact the practice setting and possibly the general demand for dental hygienists.

Along with additional practice settings, new models of dental practice and new occupations have been developing in different parts of the country. The general intent of the new models was to provide increased care to underserved populations. These models vary considerably from state to state and the following section is intended only to acquaint readers to potential changes in the industry.

One model of dental care derived from dental practices in other countries is the Dental Therapist. Although this occupation is not clearly defined in the United State, generally a dental therapist provides routine dental care, including education, prevention and restorative services¹¹ typically to children in public health clinics. Introduced in Alaska in 2005, Dental Health Aide Therapists provide oral health care in rural Alaska indigenous communities.¹² They complete a two-year post-high school program affiliated with the Alaska Native Tribal Health Consortium and the University of Washington.¹³

The American Dental Hygienists' Association created a mid-level provider model for the Advanced Dental Hygiene Practitioner (ADHP). Proposed to be a master's level trained practitioner, the ADHP provides preventative and restorative treatments as well as simple extractions.¹⁴

The American Dental Association has proposed a new provider model called the Community Dental Health Coordinator which will provide education and preventative services to underserved communities.¹⁵

¹¹The PEW Center on the States. "Expanding the Dental Safety Net: A First Look at How Dental Therapists Can Help." July 2012. P. 5.

¹²Feidt, Annie. Alaskapublic.org. "Report Calls for Expansion of Alaska's Dental Health Therapist Model." April 10, 2012. <http://www.alaskapublic.org/2012/04/10/report-calls-for-expansion-of-alaska%E2%80%99s-dental-health-therapist-model>. Accessed October 3, 2012.

¹³Alaska Dental Health Aide Therapist 2012 Training Application. University of Washington. [http://depts.washington.edu/dentexak/pdf%20files/DHAT_app_2012\(Rev\).pdf](http://depts.washington.edu/dentexak/pdf%20files/DHAT_app_2012(Rev).pdf). Accessed October 3, 2012.

¹⁴Emmerling, Heidi and Ellen Standley. "The Mid-level." Registered Dental Hygienist Magazine. <http://www.rdhmag.com/articles/print/volume-31/issue-6/features/the-mid-level.html>. Accessed October 3, 2012.

¹⁵American Dental Association. "Community Dental Health Coordinators". <http://www.ada.org/cdhc.aspx>. Accessed October 3, 2012.

SECTION 3: SUPPLY

EDUCATION AND TRAINING

The education pathway to becoming a licensed dental hygienist involves completing an accredited dental hygiene program. Most dental hygiene programs are two years in length, culminating in an associate degree. However there are options for dental hygienists to receive bachelor's degrees and to continue their education to receive a master's degree in dental hygiene.

Dental hygiene programs are offered by Idaho State University, Carrington College and the College of Southern Idaho. Lane Community College also offers a dental hygiene program at the Lewis-Clark State College campus. All the programs are accredited by the Commission on Dental Accreditation.

Idaho State University, a public university in Pocatello, is regionally accredited by the Northwest Commission on Colleges and Universities. It offers dental hygiene programs at the bachelor's and master's levels. The program currently accepts 31 students in each of the two professional classes.¹⁶ Bachelor's degree-seeking students may apply to the B.S.-M.S. Accelerated Track option during their senior year.¹⁷ Idaho State also offered the first fully on-line Master's Degree Program in Dental Hygiene.¹⁸

College of Southern Idaho is regionally accredited by the Northwest Commission on Colleges and Universities.¹⁹ This community college has just begun offering an associate degree in dental hygiene with its first graduating class in spring 2012. It currently accepts 10 students for the program.²⁰

Carrington College is nationally accredited by the Accrediting Council for Independent Colleges and Schools.²¹ It is a proprietary college that offers an associate degree in dental hygiene. Formerly known as Apollo College and the American Institute of Health Technologies, Carrington College currently has a capacity for 90 dental hygiene students, offering admission and enrollment on an ongoing basis.

Lane Community College is regionally accredited by the Northwest Commission on Colleges and Universities.²² The Eugene, Ore., community college has offered a dental hygiene program for six students at Lewis-Clark State College in Lewiston since fall 2008.²³ The program has been funded by a Department of Labor Employment and Training Administration grant, proposed to meet the needs of rural counties in Idaho. Admission preference is given to residents of Boundary, Bonner, Kootenai, Benewah, Shoshone, Latah, Clearwater, Nez Perce, Lewis and Idaho counties in Idaho and Asotin County in Washington.²⁴

¹⁶ <http://www.isu.edu/dentalhy/about.shtml>. Accessed July 2, 2012.

¹⁷ <http://www.isu.edu/academic-info/current/Health/DENT.html>. Accessed July 11, 2012.

¹⁸ http://www.isu.edu/healthmission/clinics_dental.shtml/. Accessed July 11, 2012.

¹⁹ <http://www.csi.edu/aboutCSI/accreditation.asp>. Accessed July 2, 2012.

²⁰ Survey of Idaho Dental Hygiene Programs. 2012.

²¹ <http://carrington.edu/accreditation>. Accessed July 2, 2012.

²² <http://www.lanec.edu/accreditation/>. Accessed July 19, 2012.

²³ <http://www.lanec.edu/hp/dental/distancelearningsites.htm>. Accessed July 19, 2012.

²⁴ <http://www.lcsc.edu/dentalhygiene/>. Accessed July 11, 2012.

Idaho Dental Hygienists Workforce Overview

PROJECTED SUPPLY

Idaho Department of Labor researchers contacted the dental hygiene programs in the state for statistics on past graduates and current enrollment so that a projection could be made of future graduates potentially entering the workforce.

The 2011-2012 academic year enrollment in Idaho’s dental hygiene programs is shown in the table below.

Table 21: Enrollment in Idaho Dental Hygiene Programs				
School	1st Year	2nd Year	3rd Year	Master's
College of Southern Idaho*	10	10		
Carrington College*	28	23	20	
Lane Community College - LCSC	6	6		
Idaho State University	31	26		35

*Survey of Idaho Dental Hygiene Programs 2012.

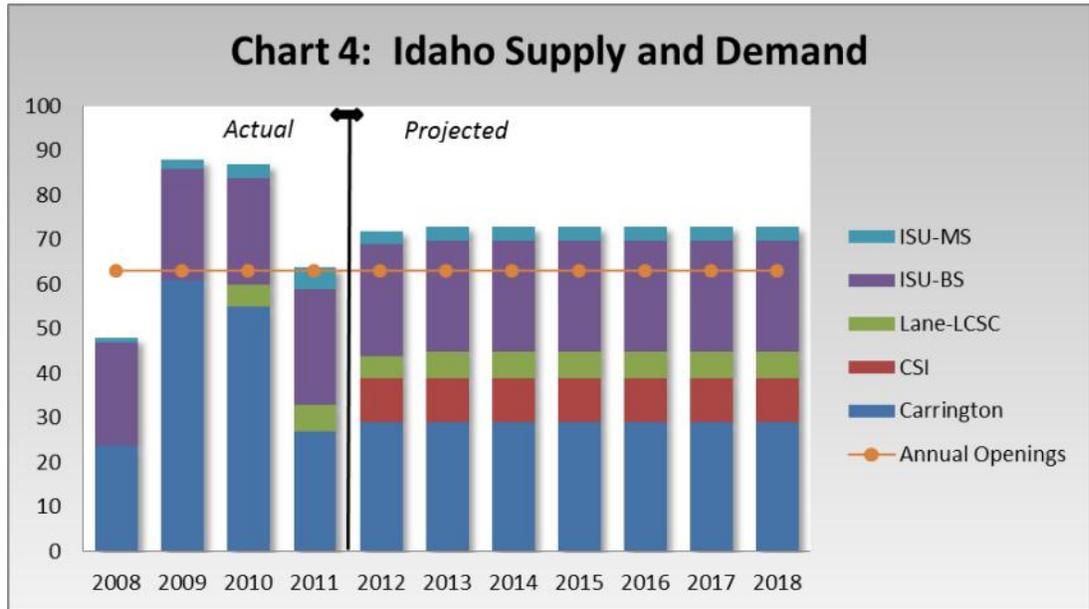
Carrington College has produced the most graduates over six recent academic years.

Table 22: Idaho Dental Hygiene Programs Degrees Conferred						
Academic Year	CSI*	Carrington College*	Lane – LCSC	ISU – BS	ISU – MS	Total Grads
2005-2006	-	-	-	24	-	24
2006-2007	-	-	-	24	1	25
2007-2008	-	24	-	23	1	48
2008-2009	-	61	-	25	2	88
2009-2010	-	55	5	24	3	87
2010-2011	-	27	6	26	5	64

*Survey of Idaho Dental Hygiene Programs, 2012.

Using the 2008-2018 timeline from the Idaho Department of Labor’s long-term projections, Chart 4 illustrates the actual number of dental hygiene graduates from 2008 through 2011 and projects the number of graduates through the rest of the timeline.

Idaho Dental Hygienists Workforce Overview



Sources: Idaho Department of Labor 2008-2018 Long-term Occupational Employment Projections; Survey of Idaho Dental Hygiene Programs, 2012.

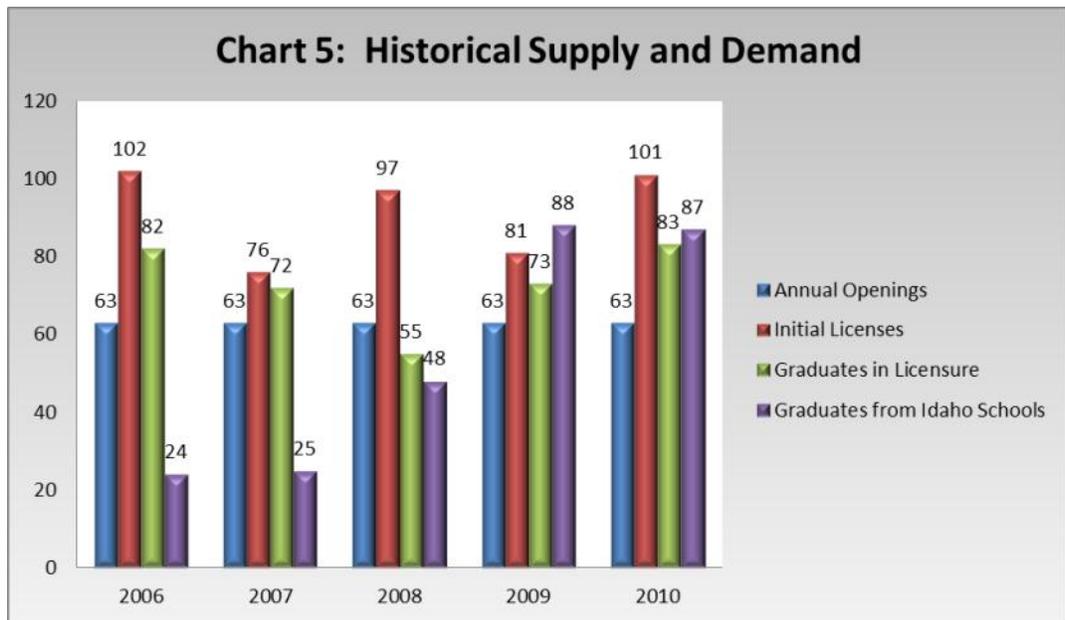
The projected graduation numbers are based either on program capacity (Lane-LCSC and CSI) or projected from the most recent graduation numbers (ISU, Carrington). The long-term projections were used to estimate the demand for dental hygienists in Idaho as previously noted in the Demand section. As shown in Chart 4, the number of annual openings at 63, as displayed in the orange horizontal line, are projected to be slightly below the overall number of graduates from Idaho’s dental hygiene programs starting in 2012.

It must be noted in interpreting supply and demand analysis that the projected annual openings are annualized estimates of employment growth and replacement over 10 years. The annual openings do not correspond to actual job openings. In addition, the projected number of graduates for the schools does not reflect actual program enrollment and persistence rates.

SECTION 4: HISTORICAL SUPPLY AND DEMAND

Similarly, a historical supply and demand analysis can be done combining the demand and supply information provided in the previous sections of the paper. Assuming the same level of demand for the previous five years of 63 openings per year, Chart 5 shows the number of current dental hygienists who have obtained initial licenses in each year since 2006. Also available from the licensure database is the graduation year for each licensed dental hygienist. The reported number of graduates from the Idaho dental hygiene programs is also shown in the chart.

Chart 5 shows that initial licenses outpaced annual openings for dental hygienists from 2006 through 2010.



Sources: Idaho Department of Labor 2008-2018 Long-term Occupational Employment Projections; Survey of Idaho Dental Hygiene Programs, 2012; Idaho State Board of Dentistry licensure database 2011.

As with the previous analysis, the annual openings do not correspond to actual job openings in any given year. In addition, the number of persons licensed does not necessarily equate to the number of dental hygienists who actually practice within the state. There may be individuals who hold a license to practice in Idaho who primarily practice in another state like Washington or Oregon. There may also be license holders who choose not to practice at all or only in a limited capacity.

Idaho Dental Hygienists Workforce Overview

The reported number of graduates from Idaho schools is by academic year instead of by calendar year, so the information is provided only as a reference point and not meant for an actual numerical yearly comparison. Furthermore, there can also be a gap between the graduation year provided in the licensure and the year that the license is initially obtained for certain licensees. This gap may also reflect in-migration of dental hygienists who have previously practiced in other states.

A significant assumption in evaluating both licensure data and employment estimates is that they reflect the number of providers and not the amount of care being provided. A single dental hygienist may provide 40 hours of care – the equivalent of a full work week – while 5 dental hygienists may each work just eight hours a week but still provide the same 40 hours of care.

APPENDIX A — METHODOLOGY

As part of its goal to become the state's health care workforce data center, the Idaho Department of Labor established a Memorandum of Understanding for data sharing with the Idaho State Board of Dentistry in March 2011.

In the summer of 2011, the board shared its licensure database with department researchers, who cleaned and analyzed the data that support the findings in this report on dental hygienists licensed to practice in Idaho.

Under a Health Resources and Services Administration planning grant to evaluate primary care occupations including dental hygienists, the department developed a baseline for tracking projected increases in employment over the next 10 years. A supply-demand analysis for dental hygienists in Idaho was conducted with information from the Idaho Department of Labor, the Idaho State Board of Dentistry and the Idaho educational institutions offering dental hygiene programs. The department agreed to provide its analysis to the licensing board.

Wherever possible, Idaho Department of Labor uses its own labor market information for workforce analysis. But department researchers use licensure data for precise numbers and additional information not available from their own estimates. The licensure information was used to develop employment baselines for dental hygienists reported to the Health Resources and Services Administration. These numbers were subsequently used to augment the department's Long-Term Occupational Employment Projections.

It was the researchers' original intent to match Social Security numbers from the licensure database with Idaho Department of Labor employment records to ascertain whether and where licensed dental hygienists were practicing in Idaho. The Idaho State Board of Dentistry licensure database provided partial four-digit Social Security numbers for approximately 40 percent of the dental hygienists. Researchers determined these data were insufficient for analysis. In the future, should the board collect full Social Security numbers from all its licensees, that analysis can be conducted to provide greater precision in employment counts.

To study the supply of the dental hygienists entering Idaho's dental workforce, researchers contacted Idaho State University, the College of Southern Idaho and Carrington College for the characteristics of their students enrolled in their dental hygiene programs. The questionnaire, *Survey of Idaho Dental Hygiene Programs*, and the results from College of Southern Idaho and Carrington College are available in Appendices D and E. Idaho State University and Lewis-Clark State College (Lane Community College) separately provided the enrollment and graduation data included in this report for their respective dental hygiene programs.

APPENDIX B — CONFIDENTIALITY SAFEGUARDS

The Idaho Department of Labor is grateful to the licensure boards, professional associations, educational institutions and state government offices for sharing their information on primary care occupations being researched under a Health Resources and Services Administration workforce planning grant. The analysis conducted as part of this research would not have been possible without the information provided.

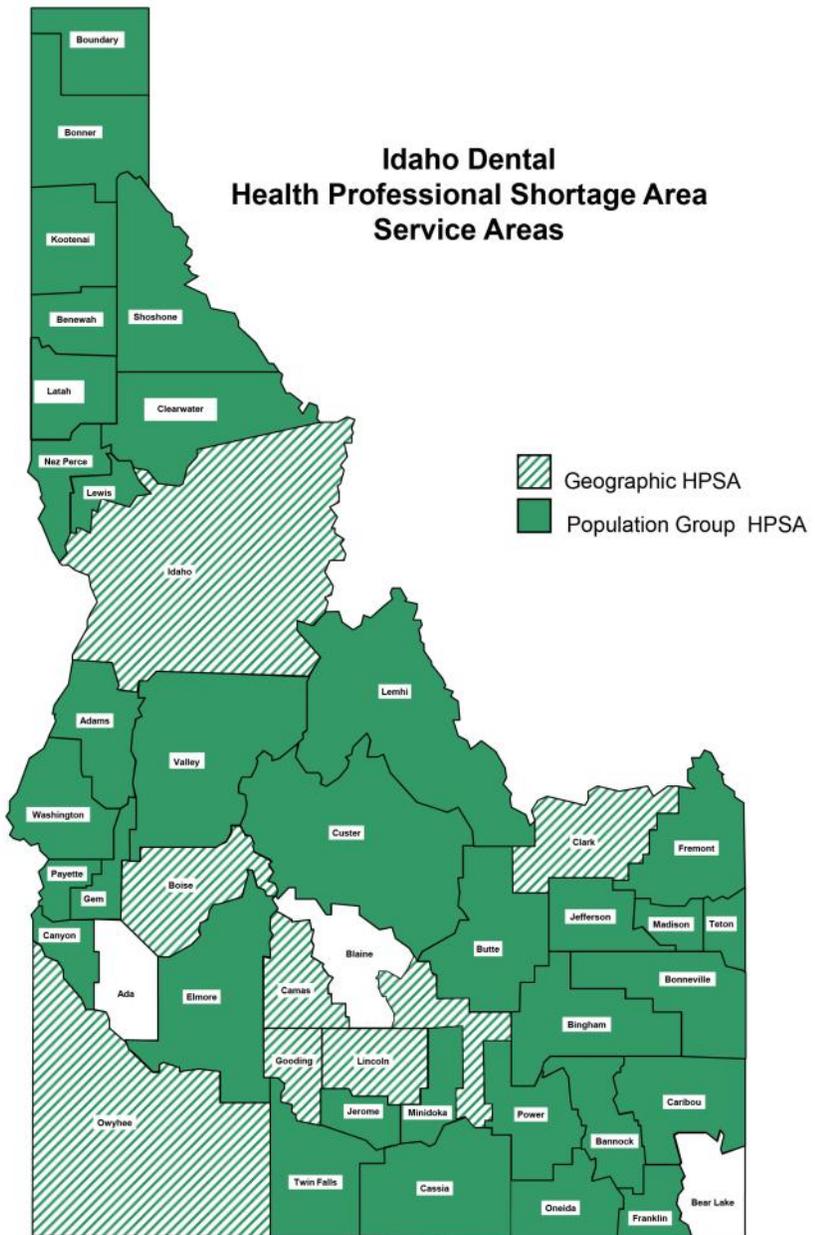
Most of the data provided to the Idaho Department of Labor are the result of a memorandum of understanding with the providing agency. These agreements may specify the level of reporting and analysis allowed by the providing agency. In any case, the department recognizes the sensitive nature of the data that are shared. Under no circumstances is individually identifying information ever disclosed. Data analysis and reporting are conducted at an aggregate level only.

The Idaho Department of Labor works extensively with confidential information in a variety of situations. As such, strict confidentiality procedures are engrained into all staff.

The Department's confidentiality procedures require:

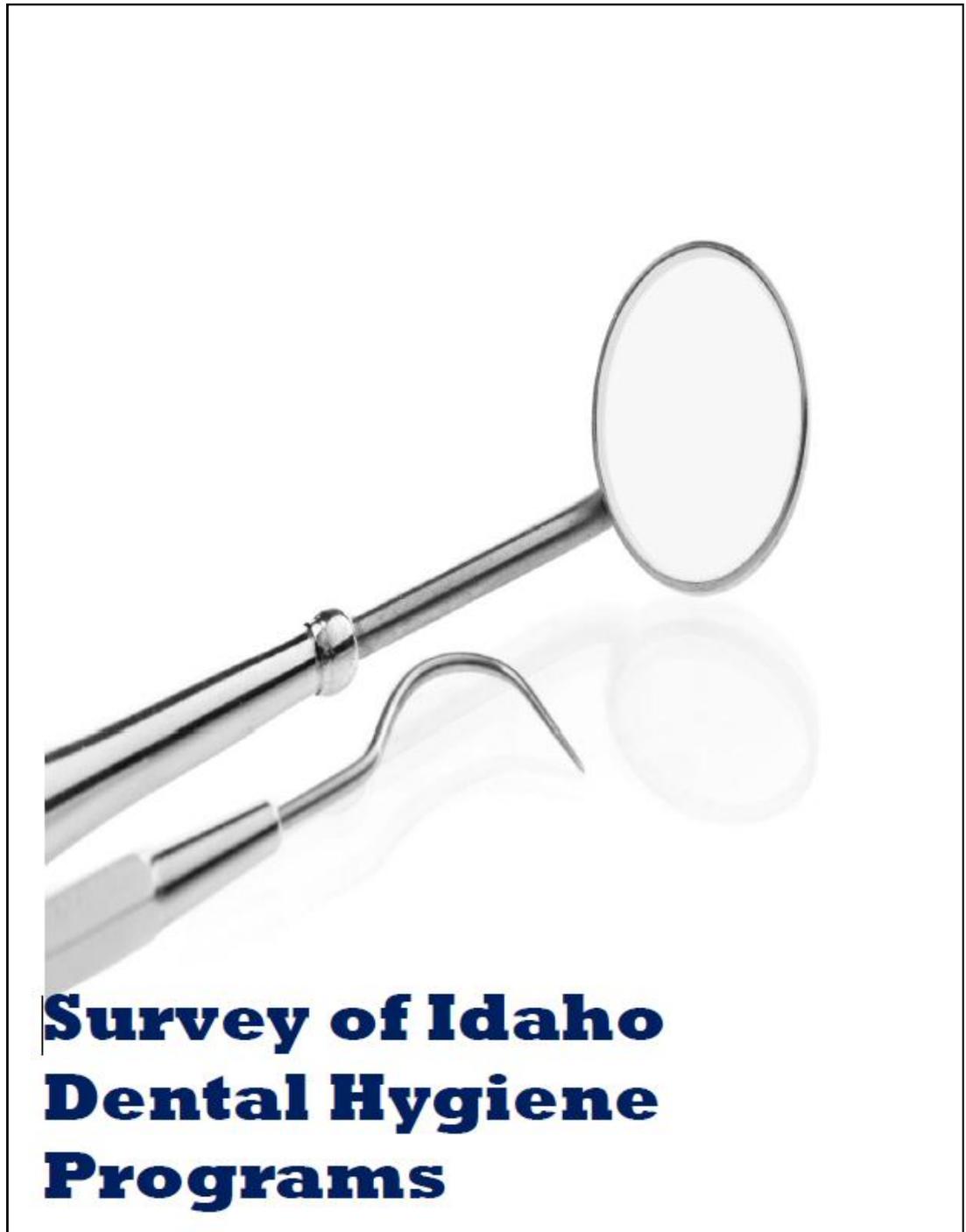
- All research staff to undergo confidentiality training every year.
- All research staff to sign a Confidential Information Protection and Statistical Efficiency Act (CIPSEA) agreement, which enforces felony criminal penalties for deliberate breaches of confidential labor market information.
- The Idaho Department of Labor to enforce internal confidentiality agreements specially created for those individuals working with sensitive records such as licensure records.
- The Department never publish identifying information that can be linked to an individual or business except with express consent from the individual or business.
- Sensitive information to be transferred electronically using a secure FTP connection.
- Electronic files with identifying information stored on a server to be password protected.
- Sensitive non-electronic records such as CDs and DVDs to be stored in locked file drawers accessible only by staff supervisors.

APPENDIX C — IDAHO HEALTH PROFESSIONAL SHORTAGE AREAS



State Office of Rural Health and Primary Care, Division of Health, Department of Health and Welfare, 5/12 – please contact (208) 334-5993 for updates

APPENDIX D — COPY OF THE SUPPLY SURVEY



APPENDIX D — (CONT.)

Idaho Dental Hygienists Workforce Overview

About the Survey

Thank you for your participation. This survey will help us provide a comprehensive picture of Idaho's capacity to train future dental hygienists. Data will be used by the Idaho Department of Labor to assess the future supply of dental hygiene personnel and by the Idaho Health Care Workforce Planning Committee to develop a comprehensive approach to providing adequate statewide dental care.

Approximate time to complete this questionnaire is two hours.

Please submit survey results to Polly Lorenz at the Idaho Department of Labor by Monday Feb. 13, 2011.

SECTION 1: STUDENTS

1.1. What is the current capacity (number of seats) for dental hygiene students at your school for each of the following degree programs (enter N/A if your school does not have a program)?

1.1.1. Associate _____

1.1.2. Baccalaureate _____

1.1.3. Master's _____

1.1.4. Other (please specify) _____

1.2. What CIP code is associated with this program? _____

1.3. What was the number of eligible *associate* applications for admission for the 2011-12 academic year? _____

1.4. What was the number of eligible *baccalaureate* applications for admission for the 2011-12 academic year? _____

1.5. What was the number of eligible Master of Science applications for admission for the 2011-12 academic year? _____

1.6. Number of *associate* admissions offered? _____ Accepted? _____

1.7. Number of *baccalaureate* admissions offered? _____ Accepted? _____

1.8. Number of Master of Science admissions offered? _____ Accepted? _____

1.9. Do you have a wait-list? Yes / No

1.9.1. If yes, what is the number of qualified undergraduate applicants on the wait-list? _____

1.9.2. If yes, what is the number of qualified master's applicants on the wait-list? _____

1.10. Do you track students who are denied admission in one year but applied and were accepted at a later date? Yes / No

1.10.1. If yes, what percentages of *undergraduate* students were accepted at a later date? _____%

1.10.2. If yes, what percentages of *graduate* students were accepted at a later date? _____%

1.11. Do you offer deferred admission? Yes/No _____

1.11.1 If yes, what is the percentage of students offered deferred admission that matriculate at a later date?

Dental Hygiene

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APPENDIX D — (CONT.)

Idaho Dental Hygienists Workforce Overview

1.12. What is the average age of admitted *undergraduate* students for the 2011-12 academic year? _____

1.13. What is the average age of admitted *graduate* students for the 2011-12 academic year? _____

1.14. What is the total number of undergraduate students enrolled in the dental hygiene program for the 2011-12 school year?

	<u>Female</u>	<u>Male</u>	<u>Total</u>
Freshman	_____	_____	_____
Sophomore	_____	_____	_____
Junior	_____	_____	_____
Senior	_____	_____	_____

1.15. What is the total number of graduate students enrolled in the dental hygiene program for the 2011-12 school year?

	<u>Female</u>	<u>Male</u>	<u>Total</u>
1st year	_____	_____	_____
2nd Year	_____	_____	_____
3rd year	_____	_____	_____

1.16. What is the persistence rate for the undergraduate program for the following academic years? Please provide enrollment data by class year.

Academic Year	Freshman	Sophomore	Junior	Senior
2005-2006	_____	_____	_____	_____
2006-2007	_____	_____	_____	_____
2007-2008	_____	_____	_____	_____
2008-2009	_____	_____	_____	_____
2009-2010	_____	_____	_____	_____
2010-2011	_____	_____	_____	_____
2011-2012	_____	_____	_____	_____

1.17. What is the persistence rate for the graduate program for the following academic years? Please provide enrollment data by class year.

Academic Year	1st Year	2nd Year
2005-2006	_____	_____
2006-2007	_____	_____
2007-2008	_____	_____
2008-2009	_____	_____
2009-2010	_____	_____
2010-2011	_____	_____
2011-2012	_____	_____

APPENDIX D — (CONT.)

Idaho Dental Hygienists Workforce Overview

1.18. How many degrees were conferred for the following academic years?

Academic Year	Associate	Bachelor's	Master's
2005-2006	_____	_____	_____
2006-2007	_____	_____	_____
2007-2008	_____	_____	_____
2008-2009	_____	_____	_____
2009-2010	_____	_____	_____
2010-2011	_____	_____	_____
2011-2012	_____	_____	_____

1.19. Please provide enrollment counts by racial/ethnic category for the undergraduate program for the 2011-12 academic year.

<u>Racial/Ethnic Category</u>	<u>Number of students</u>
American Indian or Alaska Native, non-Hispanic	_____
Asian, non-Hispanic	_____
Black or African American, non-Hispanic	_____
Hispanic	_____
Native Hawaiian or other Pacific Islander, non-Hispanic	_____
Two or more races, non-Hispanic	_____
White, non-Hispanic	_____
Race or ethnicity unknown	_____
Total	_____

1.20. Please provide enrollment counts by racial/ethnic category for the graduate program for the 2011-12 academic year.

<u>Racial/Ethnic Category</u>	<u>Number of students</u>
American Indian or Alaska Native, non-Hispanic	_____
Asian, non-Hispanic	_____
Black or African American, non-Hispanic	_____
Hispanic	_____
Native Hawaiian or other Pacific Islander, non-Hispanic	_____
Two or more races, non-Hispanic	_____
White, non-Hispanic	_____
Race or ethnicity unknown	_____
Total	_____

1.20. Do you track the National Dental hygiene exam pass rates for alumni? Yes / No

1.20.1. If yes, what was the pass rate for the past five years?

2005-2006	_____
2006-2007	_____
2007-2008	_____
2008-2009	_____
2009-2010	_____
2010-2011	_____

APPENDIX D — (CONT.)

SECTION 2: FACULTY

Idaho Dental Hygienists Workforce Overview

2.1. How many theory instructors do you have in your dental hygiene education programs for the 2011-12 school year?

<u>Status</u>	<u>Female</u>	<u>Male</u>
Full-Time	_____	_____
Part-time	_____	_____
Adjunct	_____	_____

2.2. How many clinical instructors do you have in your dental hygiene education programs for the 2011-12 school year?

<u>Status</u>	<u>Female</u>	<u>Male</u>
Full-Time	_____	_____
Part-time	_____	_____
Adjunct	_____	_____

2.3. Student to faculty ratio: _____ to 1 (based on _____ students and _____ faculty)

2.4. What is the average age of your faculty? _____

2.5. How many hours per week do faculty work? _____

2.6. Does the dental hygiene faculty work during the academic calendar breaks? Yes/ No

If yes, how many hours per week? _____

2.7. How many faculty are expected to retire in the next five years? _____

2.8. Please provide faculty counts by racial/ethnic category for the 2011-12 academic year.

<u>Racial/Ethnic Category</u>	<u>Number of Faculty</u>
American Indian or Alaska Native, non-Hispanic	_____
Asian, non-Hispanic	_____
Black or African American, non-Hispanic	_____
Hispanic	_____
Native Hawaiian or other Pacific Islander, non-Hispanic	_____
Two or more races, non-Hispanic	_____
White, non-Hispanic	_____
Race or ethnicity unknown	_____
Total	_____

2.9. Do you plan to increase the capacity of your dental hygiene programs over the next five years? Yes / No

If yes, how many new seats do you plan to add? (Please respond to all that apply)

- Associate _____
- Baccalaureate _____
- Master's _____
- Other (please specify) _____

Dental Hygiene

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APPENDIX D — (CONT.)

Idaho Dental Hygienists Workforce Overview

2.10. Do you plan to add any new dental hygiene degree programs over the next five years? Yes / No

If yes, what new programs do you plan to add? (Please check all that apply)

- a. Associate _____
- b. Baccalaureate _____
- c. Master's _____
- d. Doctorate _____
- e. Other (please specify) _____

2.11. Please rank the following capacity constraints by order of importance with 1 being the most important.

- Rank
- _____ Qualified faculty
 - _____ Clinical site availability
 - _____ Funding
 - _____ Campus facilities and equipment
 - _____ Operating support
 - _____ Scheduling constraints for classes
 - _____ Prerequisite coursework for incoming students
 - _____ Other (please specify) _____

2.12. During the 2011-12 school year, what is the number of qualified dental hygiene applicants denied admission to your programs due to any of the capacity constraints listed above (2.11)? _____

SECTION 3: CLINICAL ROTATIONS

3.1. What organizations does your institution currently use for student clinical rotations?

(Please list the names of these organizations below, use the back page if more space is needed, or attach a separate spreadsheet)

3.2. What limiting factors has your school experienced, if any, to providing clinical rotations?

(Please check all that apply)

- Faculty participation
- Participation by organizations
- Space provided by organizations
- Equipment provided by organizations
- Location of participating organization
- Faculty time availability
- Conflicts with other schools
- Student time conflicts
- Availability of supervisory staff
- Other (please specify) _____

3.3. Do you feel that you have enough participating organizations to meet your clinical rotation needs? Yes / No

If no, please explain?

APPENDIX D — (CONT.)

Idaho Dental Hygienists Workforce Overview

3.4. Do you feel your school is competing with other institutions for clinic availability? Yes / No

3.5. On average, do students perform clinical rotations at one site or multiple sites? One Site / Multiple Sites

3.6. In your experience, what barriers exist between colleges and universities to work collaboratively in scheduling clinical rotations?

3.7. Are health provider organizations willing to partner with colleges/universities to change the way clinical rotations are currently staffed and scheduled? Yes/ No

3.7.1. If no, why not?

3.8. What creative solutions for clinical rotations are being developed and used by your school?
(Example: more simulation, extended hours, summer programs, rotating program acceptance)

3.9. Are the solutions mentioned in 3.8 above being shared with other colleges and universities? Yes / No

If yes, how are these solutions being shared?

If not, why are these solutions not being shared?

SECTION 4: FACULTY RECRUITMENT

4.1. What is the number of faculty in your dental hygiene programs who meet credential requirements?

a. Full time _____

b. Part time _____

c. Adjunct _____

4.2. What is the number of faculty in your dental hygiene education programs who *do not* meet credential requirements?

a. Full time _____

b. Part time _____

c. Adjunct _____

Dental Hygiene 7

APPENDIX D — (CONT.)

Idaho Dental Hygienists Workforce Overview

4.3. Over the last five years, what was the average number of applicants per open faculty position within your dental hygiene education programs?

- a. Full time _____
- b. Part time _____
- c. Adjunct _____

4.4. How does the number of dental hygiene education faculty applicants compare to the number of applicants for faculty openings in other programs at your college or university?

- More applicants in dental hygiene program
- Fewer applicants in dental hygiene program
- About the same number of applicants

4.5. What sources are you currently using to advertise for dental hygiene faculty candidates?

- Online job posting sites
- School website
- Television
- Flyers
- Career fairs
- Newspaper
- Headhunter service
- List serve/email announcements
- Chronicle of Higher Education
- Idaho Department of Labor
- Dental hygiene association journals
- Other (please specify) _____

4.6. Over the last five years, how many dental hygiene faculty have been recruited from outside Idaho? _____

4.7. Over the last five years, how many dental hygiene faculty candidates turned down offers of employment? _____

4.8. What was the estimated cost of faculty recruitment in 2011-12? (Please include both hour and dollar estimates)

\$ _____ Time spent (in hours) _____

4.9. What was the total estimated cost of dental hygiene education faculty turnover in 2011-12? \$ _____
(Please consider the overall cost including replacement faculty, cancelled courses, recruitment and training)

4.10. If you could change *one thing* about the applicants for dental hygiene faculty, what would it be?

- More age diverse applicants
- More applicants who meet credential requirements
- More Ph.D.-educated applicants
- More experienced applicants
- More local or in-state applicants
- More applicants in general
- More diverse gender representation
- Other (please specify) _____

Dental Hygiene

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APPENDIX D — (CONT.)

Idaho Dental
Hygienists
Workforce
Overview

SECTION 5: CONCLUSION

Would you be interested in receiving a copy of the final report? Yes/No

I certify that the information submitted in this form is complete and accurate to the best of my knowledge.

Signature of Respondent:

Date:

Respondent Name Printed

Name of School

Contact Phone Number

Please submit survey responses in the return envelope provided to

Polly Lorenz
Idaho Department of Labor
Communications & Research
317 W. Main St.
Boise, ID 83703



Polly.Lorenz@labor.idaho.gov
Office: (208) 332-3570 x 3244
Fax: (208) 334-6455

APPENDIX E — RESULTS OF THE SUPPLY SURVEY

Carrington College -Boise, Dental Hygiene Program

Questions

Section 1: STUDENTS

Current Capacity (number of seats for the DH program)	90	
Number of eligible applicants for admission for the 2011-2012 academic year	29	
Number of admissions offered	29	
Number of admissions accepted	29	
Waitlist	No	
Track students who are denied admission, but were accepted at a later date?	No	
Offer deferred admission?	No	
Average age of admitted students for the 2011-12 academic year	22	
Total number of students enrolled in DH education programs for the 2011-2012 year	71	
	Female	Male
	68	3

Enrollment by racial/ethnic category	Number of Students
American Indian or Alaska Native, Non-Hispanic	0
Asian, non-Hispanic	4
Black or African American, non-Hispanic	0
Hispanic	7
Native Hawaiian or other Pacific Islander, Non-Hispanic	3
Two or more races, non-Hispanic	3
White, Non-Hispanic	66
Race or Ethnicity Unknown	0
TOTAL	83

Graduation rates

<u>Academic Year</u>	<u>Graduation Rate</u>
2007-2008	80%
2008-2009	88.4%
2009-2010	87.3%
2010-2011	93.1%
2011-2012	NA

Degrees conferred

	Total
2007-2008	24

**Idaho Dental
Hygienists
Workforce
Overview**

APPENDIX E — (CONT.)

Carrington College -Boise, Dental Hygiene Program

2008-2009	61
2009-2010	55
2010-2011	27
2011-2012	NA
TOTAL	167

National Dental Hygiene Exam pass rate

2005-2006	96.15%
2006-2007	98.55%
2007-2008	98.25%
2008-2009	96.43%
2009-2010	98.2%
2010-2011	100%

Carrington College -Boise, Dental Hygiene Program

Section 2: PROGRAM

Theory instructors for 2011-2012 school year		Female	Male
	Full time	1	3
	Part time	0	2
	Adjunct	0	0
Clinical instructors for 2011-2012 school year		Female	Male
	Full time	3	1
	Part time	8	1
	Adjunct	0	0
Student to faculty ratio		5:1	
Average age of faculty		50	
Hours per week faculty work		40	
Faculty hours worked during academic calendar breaks?		Full-time	
Projected number of faculty who will retire in next five years		1	
Faculty counts by Racial/Ethnic category			
	American Indian or Alaska Native, Non-Hispanic		
	Asian, non-Hispanic		
	Black or African American, non-Hispanic		
	Hispanic		
	Native Hawaiian or other Pacific islander, Non-Hispanic		
	White, Non-Hispanic	16	
	Race or Ethnicity Unknown		
	TOTAL	16	
Increase capacity of program over next five years		No	
Add new dental hygiene degree programs (e.g., baccalaureate)		No	

APPENDIX E — (CONT.)

Carrington College -Boise, Dental Hygiene Program

Capacity constraints by order of Importance

Funding	1
Campus facilities and equipment	2
Tests	3
Scheduling constraints for classes	4
Clinical site availability	5
Operating Support	6
Qualified faculty	7
Prerequisite coursework for incoming students	8

Qualified applicants denied admission for the 2011-2012 school year due to capacity constraints	35
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Carrington College -Boise, Dental Hygiene Program

Section 3: Clinical Rotations

List of clinical rotation organizations **None**

Limiting factors has your school to providing clinical rotations Faculty time availability

Enough participating organizations to meet your clinical rotation needs? No
"It is not a necessary part of curriculum or CODA standards"

School is competing with other institutions for clinic availability? No

On average, do students perform clinical rotations at one site or multiple sites? One site

Carrington College -Boise, Dental Hygiene Program

Section 4: Faculty Recruitment

Number of faculty who meet credential requirements	Full time 6 Part time 10
Number of faculty who do not meet credential requirements	Full time 0 Part time 0
Average number of applicants per open faculty position	Full time 3 Part time 3
Number of faculty applicants compared to other programs	Fewer
Sources to advertise for faculty candidates	Online job posting sites School web site
Faculty recruited from outside Idaho in last five years	0
Faculty candidates declining offers of employment in last five years	0
Open faculty recruitment searches in progress	0 "Haven't hired since 2010"
Most desired trait lacking from faculty applicants	More experienced applicants

College of Southern Idaho, Dental Hygiene Program

Questions

Section 1: STUDENTS

Current Capacity (number of seats for the DH program)	10		
Number of eligible applicants for admission for the 2011-2012 academic year	46		
Number of admissions offered	10		
Number of admissions accepted	10		
Waitlist	No		
Students who are denied admission, but were accepted at a later date?	40%		
Deferred admission?	No		
Average age of admitted students for the 2011-12 academic year	25		
Total number of students enrolled in DH education programs for the 2011-2012 year	20		
		Female	Male
	1 st Year	10	0
	2 nd Year	10	0
 Enrollment by racial/ethnic category		Number of Students	
	American Indian or Alaska Native, Non-Hispanic	0	
	Asian, non-Hispanic	0	
	Black or African American, non-Hispanic	0	
	Hispanic	1	
	Native Hawaiian or other Pacific Islander, Non-Hispanic	0	
	White, Non-Hispanic	19	
	Race or Ethnicity Unknown	0	
	TOTAL	20	
 Degrees conferred		Total	
	Expected 2011-2012	10	
	TOTAL	10	
 National Certifying Examination pass rate		NA	

College of Southern Idaho, Dental Hygiene Program

Section 2: PROGRAM

Theory instructors for 2011-2012 school year		Female	Male
	Full time	2	0
	Part time	2	0
	Adjunct	0	3
Clinical instructors for 2011-2012 school year		Female	Male
	Full time	2	1
	Part time	2	0
	Adjunct	0	8
Student to faculty ratio (includes program director not included above)		5:1	
Average age of faculty		46	
Hours per week faculty work		40 Full time 19 Part time	
Faculty work during academic calendar breaks?		No	
Projected number of faculty who will retire in next five years		0	
Faculty counts by Racial/Ethnic category			
	American Indian or Alaska Native, Non-Hispanic		
	Asian, non-Hispanic		
	Black or African American, non-Hispanic		
	Hispanic		
	Native Hawaiian or other Pacific Islander, Non-Hispanic		
	White, Non-Hispanic	4	
	Race or Ethnicity Unknown		
	TOTAL	4	
Increase capacity of program over next five years		No	

APPENDIX E — (CONT.)

College of Southern Idaho, Dental Hygiene Program

Capacity constraints by order of Importance

- Clinical site availability
- Campus facilities and equipment 2
- Funding 1
- Operating support 3
- Scheduling constraints for classes
- Qualified faculty 4
- Prerequisite coursework for incoming students

Qualified applicants denied admission for the 2011-2012 school year due to capacity constraints 20-22

College of Southern Idaho, Dental Hygiene Program

Section 3: Clinical Rotations

List of clinical rotation organizations	College of Southern Idaho Clinic
Limiting factors has your school to providing clinical rotations	None
Enough participating organizations to meet your clinical rotation needs?	Yes
School is competing with other institutions for clinic availability?	No
On average, do students perform clinical rotations at one site or multiple sites?	One site
Barriers to colleges and universities working collaboratively in scheduling clinical rotations	None
Are health provider organizations willing to partner with colleges/universities to change the way clinical rotations are currently staffed and scheduled?	Yes
Creative solutions for clinical rotations are being developed and used by your school?	No

"We have great rotation at the dental clinic site"

College of Southern Idaho, Dental Hygiene Program

Section 4: Faculty Recruitment

Number of faculty who meet academic credential requirements

Full time 2 of 2
Part time 2 of 2
Adjunct All

Average number of applicants per open faculty position

Full time 7-8
Part time 11-12
Adjunct 8

Number of faculty applicants compared to other programs

Fewer

Sources to advertise for faculty candidates

Online job posting sites
List serve/email announcements

Faculty recruited from outside Idaho in last five years

0

Faculty candidates declining offers of employment in last five years

0

Estimated cost of faculty recruitment

\$300
40 hours

Total estimated cost of faculty turnover in 2011-2012

\$0

Most desired trait lacking from faculty applicants

More experienced applicants