

WORKFORCE SUPPLY AND DEMAND



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WORKFORCE

SUPPLY AND DEMAND



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INTRODUCTION

As part of the Health Resources and Services Administration planning grant, the Idaho Department of Labor is researching primary care occupations including dental care in Idaho. To determine the adequacy of dental care in the state, the department is estimating the current supply and demand for dentists. To facilitate this analysis, the Idaho State Board of Dentistry generously shared its licensure database with the department in the summer of 2011. The Office of Rural Health & Primary Care also shared their data concerning dentists working in dental health shortage areas. The department also contacted Creighton University with a survey about its Idaho dental graduates and the school graciously responded with detailed information about its program, students and graduates.

This analysis provides:

- A baseline for the current workforce status using the Board of Dentistry licensure database to provide a snapshot of how many and where dental professionals are in Idaho. A description of the available wages from the Idaho Department of Labor is also provided.
- The projected demand for dental professionals in Idaho, trends that may cause an increase or decrease in demand and how they may affect the dental workforce.
- A study of the potential supply of dentists in Idaho, focusing on the elements directly associated and controlled by the state and the factors leading to an increase or decrease in the number of dental professionals in Idaho.
- A review of the current supply compared to estimated demand of dentists in Idaho.
- A descriptive assessment of dental specialists found in the Idaho State Board of Dentistry licensure database without a supply and demand analysis. The specialists include orthodontists, oral and maxillofacial surgeons, endodontists, periodontists and prosthodontists.

KEY FINDINGS

- There are 974 actively licensed dentists and pediatric dentists in the Idaho State Board of Dentistry database. Ninety-two percent are male, and the average age is 46.
- Statewide, there are 62 dentists for every 100,000 Idaho residents.
- Between 2006 and 2010, 55 dentists a year, on average, were initially licensed to practice in Idaho (of currently licensed dentists).
- Idaho dentists are educated at a variety of institutions. The largest contingent, 18 percent, come from Creighton University in Omaha, Neb., followed by Oregon Health Science University School of Dentistry with 12 percent.
- According to the Idaho Department of Labor Occupational Employment & Wage Report, the average hourly wage for dentists in Idaho is \$87.27.
- The Health Resources and Services Administration has designated much of the state as a dental health provider shortage area based on geography or population group.
- The Idaho Dental Education Program subsidizes eight Idaho students per year to attend dental school at Creighton University. The subsidy equals about half the normal tuition cost.
- Seven percent of the dental licensees are dental specialists other than pediatric dentists. In that group statewide there are 176 orthodontists, 46 oral and maxillofacial surgeons, 30 endodontists, 17 periodontists and seven prosthodontists.

SECTION 1: BENCHMARK SUPPLY AND DEMAND

As of July 2011, there were 1,005¹ licensed dentists in Idaho, according to the Idaho State Board of Dentistry licensure database. Of these 1,005 dentists, there were 974 with an active license. The non-active practitioners were omitted from some of the workforce analysis.

There are two types of licenses – general and pediatric. Although pediatric dentistry is a specialty practice requiring post graduate training, pediatric dentists were analyzed alongside general dentists for the purpose of this report. There were 26 general dentists for every pediatric dentist.

	Total	Active
General Dentist	969	938
Pediatric Dentist	36	36
TOTAL	1,005	974

Idaho State Board of Dentistry July 2011; All licensed dentists.

DEMOGRAPHICS

Of those dentists with active licenses, approximately eight percent were female.

License Name	Male	Female	M/F Ratio
General Dentists	845	76	92% / 8%
Pediatric Dentists	33	3	92% / 8%
Total	878	79	92% / 8%

Missing: 17

Idaho State Board of Dentistry July 2011; Active licenses only.

The average age of all dentists in Idaho was 46.4 years – 46.5 for general dentist and 44.4 for pediatric dentists. The distribution of dentists' ages is shown in Table 3.

Age Range	Number	Percentage
27 - 35 years old	239	25%
36 - 45 years old	294	30%
46 - 55 years old	157	16%
56 - 65 years old	211	22%
Older than 65	73	7%
TOTAL	974	

Idaho State Board of Dentistry July 2011; Active licenses only.

¹Because a single individual has both a dentist license and an orthodontist license, that person will only be counted with the orthodontists for the purpose of this paper.

There is very good information on the date of initial licensure in the board’s database. Fifty-one percent of dentists were licensed within the last 10 years and 30 percent in the past five years.

Table 4: Date of Initial Licensure for Idaho Dentists	
Date Range	Number
1/1/2006 – 6/22/2011	290
1/1/2001 - 12/31/2005	203
1/1/1991 - 12/31/2000	208
1/1/1981 – 12/31/1990	115
1/1/1971 – 12/31/1980	125
<1971	33
Total	974

Idaho State Board of Dentistry July 2011; Active licenses only.

GEOGRAPHIC DISTRIBUTION

The vast majority of Idaho licensees, 84 percent, provided an Idaho address to the licensing board. Washington residents accounted for 3 percent of the Idaho dentist licensees followed by California and Oregon, both at 2 percent, and Utah and Texas at 1 percent each.

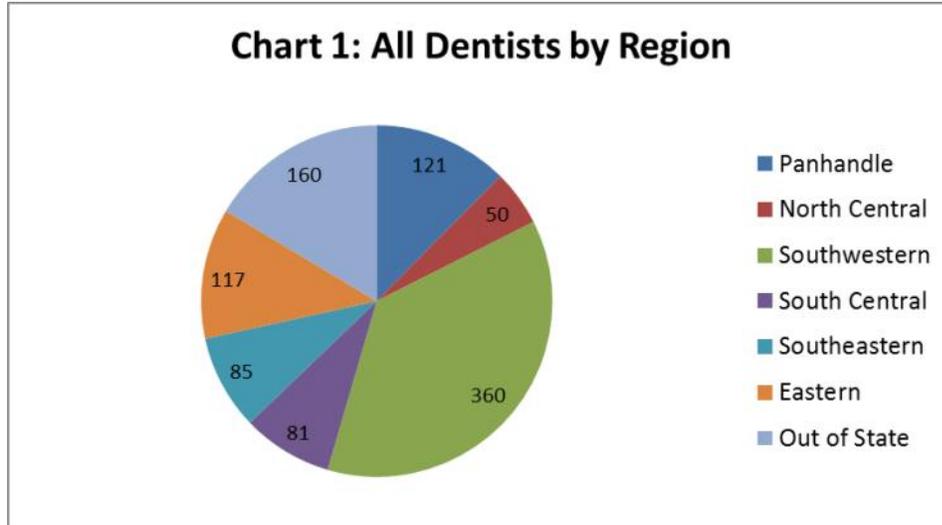
Table 5: Out-of-State Idaho Licensed Active Dentists		
State	Number of Licensees	Percent
Idaho	814	84%
Washington	26	3%
California	18	2%
Oregon	16	2%
Utah	11	1%
Texas	10	1%
Other States	79	8%
TOTAL	974	100%*

**May not equal 100% due to rounding.*

Idaho State Board of Dentistry July 2011; Active licenses only.

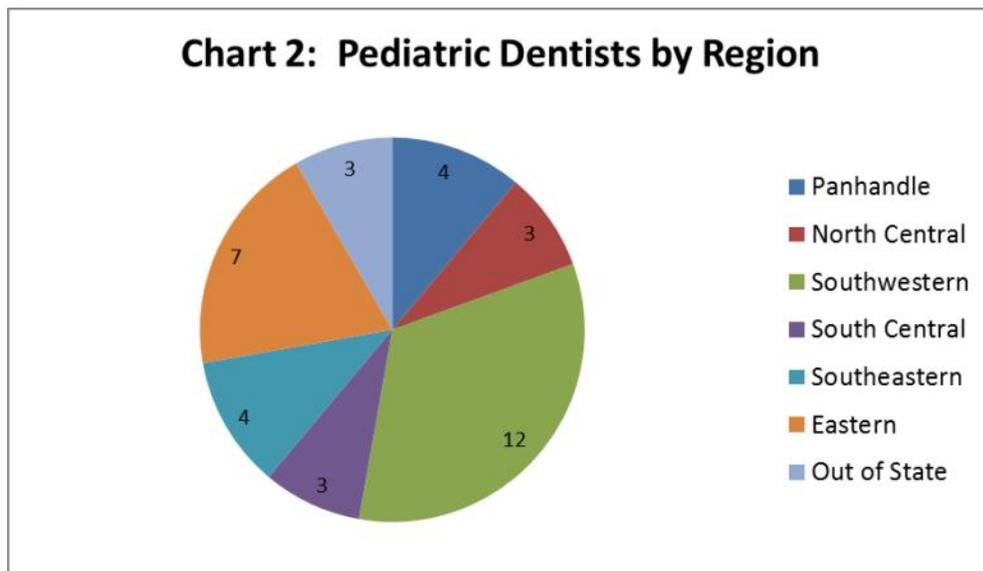
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Using each licensee’s mailing address of record, the number of dentists were counted by geographic region. As Chart 1 shows, over a third were in southwestern Idaho, the state’s population center.



Idaho State Board of Dentistry July 2011; Active licenses only.

The geographic distribution of pediatric dentists is shown in Chart 2. Approximately a third of the pediatric dentists were in the southwestern region.



Idaho State Board of Dentistry July 2011; Active licenses only.

Idaho Dentists Workforce Supply and Demand

Using 2010 Census figures for the regions, a ratio was developed for the number of dentists per 100,000 population. Including the out-of-state licensees, the Idaho statewide ratio is 62.1 per 100,000 people. Excluding the out-of-state licensees, the statewide ratio is 51.9 per 100,000 people.

Idaho ranks favorably compared to other states in this ratio. According to the American Dental Association in 2008, Idaho ranked in the top half of states for the number of dentists per capita (20th) with a ratio of 60 dentists per 100,000 compared to national ratio of 61 per 100,000.²

Region	General Dentist	Pediatric Dentists	Total	2010 Regional Population	Per 100,000 Population
Panhandle	117	4	121	212,393	57
North Central	47	3	50	105,358	47.5
Southwestern	348	12	360	690,258	52.2
South Central	78	3	81	185,790	43.6
Southeastern	81	4	85	166,284	51.1
Eastern	110	7	117	207,499	56.4
Out-of-State	157	3	160	NA	NA
TOTAL	938	36	974	1,567,582	62.1

Idaho State Board of Dentistry July 2011.

US Census 2010; Active licenses only.

DENTAL HEALTH PROFESSIONAL SHORTAGE AREAS

The Health Resources and Services Administration of the U.S. Department of Health and Human Services establishes guidelines for defining dental Health Professional Shortage Areas or HPSA. In short, that designation is given to a service delivery area – not necessarily a county – with a population to full-time equivalent dentist ratio of at least 5,000 to one or 4,000 to one if there are unusually high needs for dental services or insufficient capacity. There are two types of HPSAs: geographic and population group. A geographic designation is based on the ratio of dentists to population. The population group designation is derived from a subset of the population — typically those who are under 200 percent of the federal poverty level — compared to the aggregate full time equivalent that dentists in that area spend serving that population — typically Medicaid and sliding fee use.³

²Kathleen O’Leary Morgan and Scott Morgan, *State Rankings 2012*, CQ Press State Fact Finder Series, p. 385.

³Dental HPSA Designation Criteria. <http://bhpr.hrsa.gov/shortage/hpsas/designationcriteria/dentalhpsacriteria.html>. Accessed July 9, 2012.

According to the HPSA parameters as of June 2012, only 2.5 out of Idaho’s 44 counties have neither a geographic or population group shortage designation. Seven counties have a geographic HPSA designation (Boise, Camas, Clark, Gooding, Idaho, Lincoln and Owyhee) as well as a portion of Blaine County. Thirty-four counties have a population group HPSA designation. A map of Idaho Dental Health Professional Shortage Area Service Areas is in Appendix C.

EDUCATION

The Idaho State Board of Dentistry licensure database showed Idaho dentists have graduated from a myriad of dental schools. Although Idaho does not have its own dental school, it is able to attract graduates from many other schools. In fact, no single school has graduated the majority of Idaho’s dentists or even as much as 20 percent of Idaho’s dentists. The institutions that have graduated 25 or more dentists currently licensed to practice in Idaho are in Table 7.

Table 7: Dental Schools of Idaho Licensed Dentists		
Dental School	Number	Percent
Creighton University School of Dentistry	184	18%
Oregon Health and Science University School of Dentistry	122	12%
University of Washington School of Dentistry	58	6%
Case School of Dental Medicine	55	6%
University of the Pacific	53	5%
Loma Linda University	42	4%
University of Louisville School of Dentistry	35	4%
Northwestern University Dental School	28	2%
University of Iowa College of Dentistry	28	3%
Marquette University	27	3%
Virginia Commonwealth School of Dentistry	26	3%
All Other Schools	342	34%
TOTAL	1,000	100%

Idaho State Board of Dentistry July 2011; All licensed dentists.

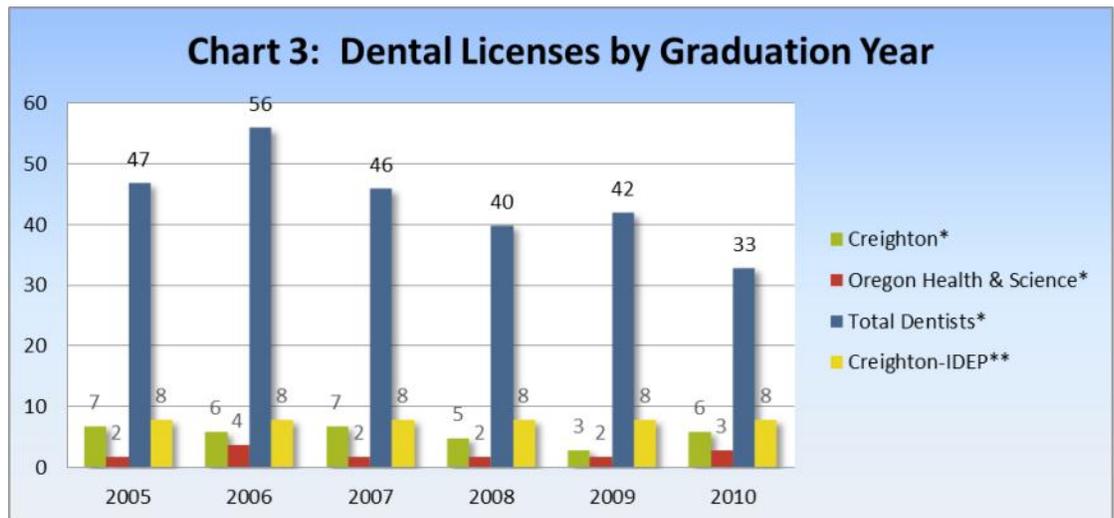
Missing: 5

The Creighton University School of Dentistry graduated the most dentists working in Idaho at 18 percent. This is not surprising due to the cooperative agreement that Creighton has with Idaho State University to dedicate eight dental student seats to Idaho students as referenced later in the Supply Impact portion of this analysis. The Oregon Health and Science University School of Dentistry is second at 12 percent. Although it supplies a significant number of dentists, Idaho does not have a cooperative agreement with Oregon Health and Science University.

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The cooperative agreement with Creighton University is referred to as the Idaho Dental Education Program. More in-depth information is provided on this program later in this report. For this analysis, it was not possible to determine whether the Creighton graduates in the board licensure database participated in the Idaho Dental Education Program. Furthermore, Idaho Dental Education Program graduates may become dental specialists instead of dentists. However, it is clear that Creighton consistently supplies a significant number of dental graduates to Idaho.

Chart 3 shows the number of graduates from Creighton and Oregon Health and Science universities, based on the Idaho State Board of Dentistry’s database in July 2011. The data refer to the dental school and graduation date provided by dentists to the Board upon seeking licensure. “Total Dentists” is a count of graduates of all schools for that particular year reported in the licensure database. “Creighton” and “Oregon Health & Science” count the dentists who graduated from those particular schools in that year. “Creighton-IDEP” shows the number of Idaho Dental Education Program graduates as reported to the Idaho Department of Labor by Creighton University. “Creighton-IDEP” does not reflect dentists in the licensure database and is shown in this chart only for reference.



*Idaho State Board of Dentistry, July 2011; Active licenses only.
 **Survey of Idaho Regional Dental Education Programs 2012.

WAGES

The Idaho Department of Labor produces an Occupational Employment & Wage Report that provides wages by occupations statewide, regionally and by 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 percentile frame the middle wage range for an occupation.

Because of the relatively small number of dentists, much of the data are not releasable due to confidentiality constraints as the following table shows. The metropolitan wages for dentists roughly reflect the regions where they are located. The Panhandle regional and the Coeur d’Alene MSA have the highest wages while the southeastern region and Pocatello MSA have the lowest.⁴

Region	Median	Average	Entry	25%	75%
STATEWIDE	*	\$87.27	\$38.58	\$48.10	*
Panhandle	*	\$98.94	*	\$65.45	*
North Central	*	*	*	*	*
Southwestern	*	\$97.40	*	\$69.77	*
South Central	*	*	*	*	*
Southeastern	\$31.89	\$46.38	\$28.47	\$28.61	\$62.30
Eastern	*	\$84.92	\$38.08	\$52.17	*

Idaho Department of Labor Occupational Employment & Wage Release 2011.

**Suppressed for confidentiality.*

Area/MSA	Median	Average	Entry	25%	75%
STATEWIDE	*	\$87.27	\$38.58	\$48.10	*
Coeur d’Alene	*	\$101.14	*	\$71.33	*
Lewiston	*	*	*	*	*
Boise-Nampa	*	\$98.70	*	\$73.34	*
Pocatello	\$30.45	\$39.36	\$28.47	\$27.89	\$58.33
Idaho Falls	*	\$88.77	\$33.22	\$32.03	*

Idaho Department of Labor Occupational Employment & Wage Release 2011.

**Suppressed for confidentiality.*

⁴Idaho Department of Labor. Occupational Employment and Wage Release 2011.

SECTION 2: DEMAND

PROJECTED 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 dentists is expected to grow 12 percent from 2008 to 2018. This rate of growth is less than the average rate for all occupations at 16 percent.

The projections annualize the rate of growth to produce estimated annual openings. The number of openings for dentists is projected at 33 per year, and 15 of them will be in southwestern Idaho. Eastern and southeastern Idaho have the largest projected percentage growth at over 20 percent over the 10-year period.⁵

Table 10: Idaho Department of Labor Long-Term Employment Projections					
	2008 Employment	2018 Employment	Percent Change	Annual Replacements	Annual Openings*
STATEWIDE	831	934	12.39%	23	33
Panhandle	145	162	11.72%	4	6
North Central	**	**	**	**	**
Southwestern	337	398	18.10%	9	15
South Central	92	102	10.87%	3	4
Southeastern	146	178	21.92%	4	7
Eastern	116	150	29.31%	3	6

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

**Annual Openings include replacements.*

***Suppressed due to confidentiality.*

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 by 12 percent from 2008 to 2018.⁶

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

⁶Economic Modeling Specialists Inc., 2011, 4th Quarter.

But the population 65 and over is expected to increase 45 percent from 2008 to 2018.⁷ Because of improvements in dental care, it is expected that this age group is more likely to have their natural teeth than previous generations and therefore more likely to be higher users of dental care. It is unclear how great an effect the aging population will have on demand.

USE OF DENTAL SERVICES AND ACCESS TO CARE

In 2010, 69 percent of adult Idahoans visited a dental clinic during the past year,⁸ leaving an estimated 31 percent of adult Idahoans not accessing annual dental care. In 2007, 23 percent of Idaho children received no preventative dental care visits. Idaho ranks 41st out of 50 states and the District of Columbia in this percentage.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 either a geographic or population health provider shortage area. Only 2.5 of the 44 counties did not fall into a designated shortage area.¹⁰ Appendix C contains a map showing these shortage areas.

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 dentists needed in the workforce.

OTHER TRENDS

Another trend affecting the dental workforce is the increased demand for cosmetic dentistry across all segments of the population.

DENTAL PRACTICE PARADIGM SHIFTS

The integration of dental care with allopathic and osteopathic medical care may also impact the future demand for dentists. 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, may impact the practice setting and possibly the general demand for dentists.

⁷ Ibid.

⁸The National Oral Health Surveillance System. The Center for Disease Control and Prevention (CDC), based on the Behavioral Risk Factor Surveillance System (BRFSS). <http://apps.nccd.cdc.gov/BRFSS/display.asp?cat=OH&yr=2010&qkey=6610&state=ID>. Accessed March 12, 2012.

⁹2007 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 10 Idaho Dental Health Professional Shortage Area Service Areas. <http://healthandwelfare.idaho.gov/Portals/0/Health/Rural%20Health/HPSA%20Dental.pdf>. Accessed October 25, 2012.

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

SECTION 3: SUPPLY

EDUCATION AND TRAINING

The pathway to becoming a dentist requires a doctoral degree in dentistry, usually a Doctor of Dental Surgery (D.D.S.) or Doctor of Dental Medicine (D.M.D.) degree. A minimum of two years of college courses in the sciences are required before entering dental school, and most dental students have a bachelor's degree.

One out of four new dental school graduates enroll in a postgraduate training program such as a residency, though most of these programs are to prepare students for one of the dental specialties.¹⁶

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.

¹⁶Idaho Career Information System, 2012.

IDAHO DENTAL EDUCATION PROGRAM

Idaho is one of 16 states without a dental school. The Idaho Dental Education Program, a collaboration of the state, Idaho State University and Creighton University in Omaha, Neb., since 1982, permits Idaho residents to obtain a dental education at about half the normal tuition cost at Creighton because of a state subsidy. Idaho currently has a contract for eight students to enter the Creighton program each academic year. Students spend their first year at Idaho State University and the remaining three years at Creighton University School of Dentistry, graduating with a Doctor of Dental Surgery degree from Creighton.¹⁷

IDAHO ADVANCED EDUCATION IN GENERAL DENTISTRY RESIDENCY PROGRAM

Although residencies are not required for dentists to obtain licensure to practice in Idaho, some dental school graduates opt to complete a residency to hone their knowledge and clinical skills before entering practice. Idaho State University sponsors an advanced general education dentistry residency. The residency maintains two clinical training sites with four residents each – one in Pocatello and one in Boise.¹⁸

PROJECTED SUPPLY

The IDEP program, which has consistently supplied dentists to practice in Idaho, is the basis for the supply analysis below. However it should be noted that dental graduates may pursue further education toward a specialty practice rather than work as a general dentist.

	Male	Female
1 st Year Students	7	1
2 nd Year Students	6	2
3 rd Year Students	6	2
4 th Year Students	5	2
Total	24	7

Survey of Idaho Regional Dental Education Programs 2012.

Academic Year	Degrees
2005-2006	8
2006-2007	8
2007-2008	8
2008-2009	8
2009-2010	8
2010-2011	8
TOTAL	48

Survey of Idaho Regional Dental Education Programs 2012.

IDEP ENROLLMENT CAPACITY AND PROJECTED GRADUATES

For the 2011-2012 academic year, there were 38 eligible applicants for the eight seats in the dental education program. All eight offered admission accepted.

This information comes from the Creighton University School of Dentistry, which provided data on enrollment management, graduation rates and program capacity inquiries.

The number of currently enrolled students by gender is depicted in Table 12.

Idaho students admitted to the program consistently complete the entire program. All eight students admitted to the program in each of the past six years have graduated.

¹⁷ Program Profile: Idaho Dental Education Program. Accessed March 16, 2012.

¹⁸ Idaho State University. Residencies. <http://www.isu.edu/healthmission/residencies.shtml>. Accessed October 4, 2012.

SUPPLY IMPACTS

WHAT WORKFORCE IS NECESSARY TO MEET IDAHO'S DENTAL DEMANDS?

The Idaho Dental Education Program does not have an Idaho service requirement for program graduates. However, a very high percentage of the program participants elect to practice in Idaho (approximately 73 percent),¹⁹ well exceeding the program's goal of returning at least 50 percent of their students to return to Idaho to practice dentistry.

As part of the admissions process, the program accepts applicants from each of its four regions in Idaho — northern, central, southwestern and southeastern.²⁰ As a result, the statewide distribution of graduates closely follows the state geographic population with 16 percent in the north, 8 percent in central, 42 percent in the southwest and 34 percent in the southeast. Thirty-five percent of returning IDEP graduates practice in rural areas.

The program is highly competitive with 249 applicants since fiscal year 2008 applying for 32 spots (8 per year); although the number of applicants dropped sharply between fiscal years 2008 and 2009 from 97 to 55. The goal of the program is to expand the program by two additional seats to accommodate 10 students a year. No funding is requested for the expansion at this time.²¹

The competitiveness of the program results in superiorly qualified students and graduates. The 2010 graduating class had 3 IDEP students in the top 10 class rank and 75 percent of the IDEP students graduated in the top quarter.²² Eleven IDEP graduates were pursuing post-graduate residency programs in 2012. The program reported that 28 percent of its graduates practice as specialists in 2012,²³ up from 23 percent in 2011.²⁴

WHAT FACTORS DETERMINE WHERE GRADUATES SEEK WORK? FIND WORK?

Program administrators track the return rate of their students to Idaho and may be able to provide quantitative and anecdotal evidence on what influences new dental graduates in their search for work.

¹⁹ Idaho State University. Department of Dental Sciences. IDEP-Return to Idaho. <http://www.isu.edu/idep/idep1a.shtml>. Accessed October 4, 2012.

²⁰ State Board of Education. "Idaho Dental Education Program Strategic Plan 2012-2016." http://www.boardofed.idaho.gov/policies/documents/strategic_plan/idep.pdf. Accessed March 12, 2012.

²¹ Idaho Division of Financial Management. "Performance Measurement Report - Health Programs – IDEP Dental Education." http://dfm.idaho.gov/cdfy2013/publications/perfreport/education/PerfRpt_IDEP.pdf. Accessed October 4, 2012.

²² Idaho Division of Financial Management. "Performance Measurement Report - Health Programs – IDEP Dental Education." http://dfm.idaho.gov/cdfy2013/publications/perfreport/education/PerfRpt_IDEP.pdf. Accessed October 4, 2012.

²³ Idaho Division of Financial Management. "Performance Measurement Report - Health Programs – IDEP Dental Education." http://dfm.idaho.gov/Publications/BB/PerfReport/pr2012/Education/PerfRpt_IDEP.pdf. Accessed October 4, 2012.

²⁴ Idaho Division of Financial Management. "Performance Measurement Report - Health Programs – IDEP Dental Education." http://dfm.idaho.gov/Publications/BB/PerfReport/pr2012/Education/PerfRpt_IDEP.pdf. Accessed October 4, 2012.

Loan repayment programs may impact where dentists locate, particularly in rural areas. The state of Idaho does not have any loan repayment programs for dentists,²⁵ but there are loan repayment programs for dentists who choose to join the U.S. Public Health Service Commissioned Corps,²⁶ sign up for two or more years of service at an approved Health Professional Shortage Area site in the National Health Service Corps²⁷ or sign a service contract with the Indian Health Service.

Because of the large numbers of dentists educated outside Idaho, a survey of practicing Idaho dentists to determine what attracted them to Idaho may be valuable. Results could inform other professions such as physicians, who are similarly educated out of state.

SECTION 4: HISTORICAL SUPPLY AND DEMAND ANALYSIS

A historical supply and demand analysis can be done combining the demand and supply information provided in the previous sections of the paper. Chart 4 on the following page compares the estimated annual demand for dentists in Idaho with the number of dentists indicating initial licensure in the state for each year between 2006 and 2010. The chart also shows for reference the number of dental school graduates per year as reported in the licensure database and how many of those graduated from Creighton University. Finally the number of IDEP students graduating each year is displayed on the chart.

The Idaho Department of Labor's long-term projections can be used to estimate the annual demand for dentists in Idaho as shown on page 13. Assuming the same level of demand for the previous five years of 33 openings, "Annual openings" are projected to be 33 dentists per year, including both growth and replacements.

"Initial Licenses" are taken from the date of initial licensure provided in the Idaho State Board of Dentistry database and can serve as a proxy for the number of new dentists entering the workforce in Idaho. Because the database was analyzed from a single point in time in July 2011, it does not reflect the actual number of dentists seeking initial licensure each year. It is possible for dentists to obtain licensure in one year, then not renew in subsequent years if they choose not to continue to practice in Idaho.

"Graduates" refers to a count of all the dentists who indicated they graduated from dental school in that particular year.

"Creighton" refers to the Creighton graduates from that particular year as found in the licensure database as shown in Chart 3 on page 11.

"IDEP" are the actual graduation numbers reported to the Idaho Department of Labor as part of the *Survey of Idaho Regional Dental Education Programs 2012*.

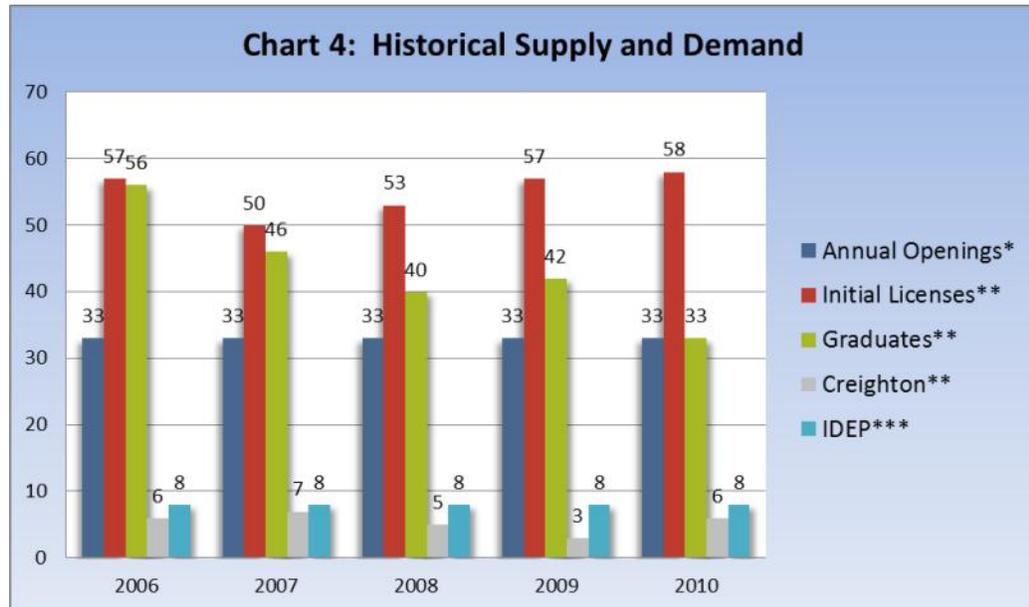
²⁵ http://www.ada.org/sections/educationAndCareers/pdfs/loan_repayment.pdf. Accessed March 13, 2012.

²⁶ <http://www.usphs.gov/profession/dentist/compensation.aspx>. Accessed March 13, 2012.

¹⁷ <http://nhsc.hrsa.gov/loanrepayment>. Accessed March 13, 2012.

Idaho Dentists Workforce Supply and Demand

The chart clearly shows that the number of dentists becoming licensed in Idaho is at least 50 percent greater than the estimated annual demand. Only a small number of those dentists graduated from Creighton University or could have potentially come from the IDEP program. There are clearly other sources of supply for Idaho's dental workforce.



*Idaho Department of Labor 2008-2018 Long-term Projections.

**Idaho State Board of Dentistry, July 2011.

***Survey of Idaho Regional Dental Education Programs 2012.

There are several important caveats to note when looking at any of the supply and demand charts. First, the projected annual openings do not correlate to actual job openings. Rather, they are estimates of employment growth and replacements over a 10 year period annualized. The 10 year period does not take into account fluctuations due to the rise and fall of the economic business cycle.

Second, the number of persons licensed does not necessarily equate to the number of practitioners within the state. There may be individuals who hold a license to practice in Idaho who primarily practice in another state. There may also be license holders who choose not to practice at all or practice in a limited capacity. This analysis does not include any Idaho employment verification, such as can be done using Idaho Department of Labor unemployment insurance wage records matched to Social Security numbers of licensees.

Third, there is sometimes a difference between the year graduated and the year of the initial license for a licensee. For the years depicted in the chart, over 30 percent had a difference of more than a year between those dates.

SECTION 5: DENTAL SPECIALISTS

The Idaho State Board of Dentistry also maintains licenses for dental specialists, which comprise approximately 7 percent of licensees. Pediatric dentistry is also a specialty, but was included in the analysis of general dentists. Table 13 breaks down the specialists.

Table 13 : Licensed Dental Specialists	
Specialty	Number
Orthodontist	76
Oral & Maxillofacial Surgeon	46
Periodontist	17
Endontist	30
Prosthodontist	7
All Dental Specialist Licenses	176

Idaho State Board of Dentistry, July 2011; All licensed.

Supply and demand analyses were not conducted for the dental specialists. The number of these practitioners is so small, employment projection information for demand analysis is not available due to confidentiality concerns. But some of the trends that affect the dental workforce are expected to impact dental specialists as well.

ORTHODONTISTS

There are currently 76 orthodontists licensed to practice in Idaho. Gender information is available for 72. Only two were women.

The average age was 51.7 years, higher than the average age of 46.6 for general dentists.

There is very good information on the date of initial licensure in the Dentistry Board database. Forty-three percent of orthodontists initiated their licensure in the last 10 years and 20 percent in the past five.

Table 14: Age Distribution of Idaho Orthodontists	
Age Range	Number
30 - 35 years old	12
36 - 45 years old	27
46 - 55 years old	18
56 - 65 years old	10
Older than 65	9
TOTAL	76

Idaho State Board of Dentistry, July 2011.

Table 15: Dates of Initial Licensure for Orthodontists	
Date Range	Number
1/1/2006 – 6/22/2011	18
1/1/2001 - 12/31/2005	15
1/1/1991 - 12/31/2000	20
1/1/1981 – 12/31/1990	12
1/1/1971 – 12/31/1980	8
>1971	3
Total	76

Idaho State Board of Dentistry, July 2011.

ORTHODONTISTS BY REGION

Orthodontists are found in every region of Idaho.

Table 16: Orthodontists by Region	
Region	Licensees
Panhandle	8
North Central	2
Southwestern	30
South Central	5
Southeastern	5
Eastern	12
Out-of-state	14
TOTAL	76

Idaho State Board of Dentistry, July 2011.

The locations of orthodontists with out-of-state addresses are shown in Table 17.

Table 17: Out-of-State Orthodontists	
State	Licensees
Utah	5
Washington	3
Wyoming	2
All Others	4
TOTAL	14

Idaho State Board of Dentistry, July 2011.

Orthodontists are educated in the same schools as dentists. The schools from which more practicing Idaho orthodontists graduated were:

Table 18: Dental Education for Orthodontists	
Dental School	Licensees
Creighton University School of Dentistry	13
Loma Linda University	7
Oregon Health and Science University School of Dentistry	6
University of Washington School of Dentistry	6

Idaho State Board of Dentistry, July 2011.

ORAL & MAXILLOFACIAL SURGEONS

There are currently 46 oral and maxillofacial surgeons licensed to practice in Idaho. The database reports gender for 44. Only three were women. Dates of birth were available for all records. The average age was 53.2. The age distribution is in Table 19.

Table 19: Age Distribution of Oral & Maxillofacial Surgeons	
Age Range	Number
30 - 35 years old	3
36 - 45 years old	11
46 - 55 years old	13
56 - 65 years old	11
Older than 65	8
TOTAL	46

Idaho State Board of Dentistry, July 2011.

DATE OF LICENSURE

There is very good information on the date of initial licensure in the database. Forty-one percent of oral and maxillofacial surgeons initiated their licensure in the last 10 years, and 26 percent in the past five years.

Table 20: Date of Initial Licensure for Oral & Maxillofacial Surgeons	
Date Range	Number
1/1/2006 – 6/22/2011	12
1/1/2001 - 12/31/2005	7
1/1/1991 - 12/31/2000	14
1/1/1981 – 12/31/1990	6
1/1/1971 – 12/31/1980	6
>1971	1
Total	46

Idaho State Board of Dentistry, July 2011.

REGION

Twenty-six percent of Idaho’s licensed oral and maxillofacial surgeons have out-of-state addresses of record. Nearly 60 percent of those provided Washington state addresses.

Table 21: Oral and Maxillofacial Surgeons by Region	
Region	Licensees
Panhandle	5
North Central	3
Southwestern	13
South Central	5
Southeastern	3
Eastern	5
Out-of-state	12
Total	46

Idaho State Board of Dentistry, July 2011.

Over 20 percent of the licensed oral and maxillofacial surgeons in Idaho were educated at the Creighton University School of Dentistry.

Table 22: Dental Education for Oral and Maxillofacial Surgeons	
School	Licensees
Creighton University School of Dentistry	10
University of Washington School of Dentistry	5

Idaho State Board of Dentistry, July 2011.

ENDONTISTS

There were 30 licensed endontists in Idaho, and 29 were men. The average age was 45.9 years with the distribution slightly younger than the previous occupations. The vast majority of endontists have been licensed since 1990.

Table 23: Age Distribution of Idaho Endontists	
Age Range	Number
30 - 35 years old	5
36 - 45 years old	13
46 - 55 years old	7
56 - 65 years old	4
Older than 65	1
TOTAL	30

Idaho State Board of Dentistry, July 2011.

Table 24: Date of Initial Licensure for Idaho Endontists	
Date Range	Number
1/1/2006 – 6/22/2011	9
1/1/2001 - 12/31/2005	5
1/1/1991 - 12/31/2000	11
1/1/1981 – 12/31/1990	2
1/1/1971 – 12/31/1980	4
>1971	1
Total	30

Idaho State Board of Dentistry, July 2011.

Most of the in-state endontists have practices in urban counties. Twelve were in Ada County followed by four in Kootenai County.

Table 25: Regional Distribution of Endontists	
Region	Licensees
Panhandle	4
Southwestern	14
South Central	2
Southeastern	1
Eastern	3
Out-of-state	6
Total	30

Idaho State Board of Dentistry, July 2011.

Three out-of-state endontists provided addresses in Washington and two in Oregon.

EDUCATION

Again, Creighton University supplies more Idaho-licensed dental practitioners. Oregon Health and Science University School of Dentistry supplies the second largest number of endodontists.

Table 26: Dental Education for Endodontists	
School	Licensees
Creighton University School of Dentistry	7
Oregon Health and Science University School of Dentistry	5

Idaho State Board of Dentistry, July 2011.

PERIODONTISTS

There are 17 Idaho-licensed periodontists, all of whom are men.

The average age is significantly higher than the other dental specialist occupations at 54.5 years.

Although the average age is higher, the average date of licensure initiation is more recent than some of the other occupations. More research is needed to determine the reason why licensure start dates are later for some of the presumably older practitioners.

Table 27: Age Distribution of Idaho Periodontists	
Age Range	Number
30 - 35 years old	0
36 - 45 years old	4
46 - 55 years old	3
56 – 65 years old	8
Older than 65	1
Total	16

Missing: 1

Idaho State Board of Dentistry, July 2011.

Table 28: License Start Date for Periodontists	
Date Range	Number
1/1/2006 – 6/22/2011	6
1/1/2001 - 12/31/2005	1
1/1/1991 - 12/31/2000	3
1/1/1981 – 12/31/1990	1
1/1/1971 – 12/31/1980	6
>1971	0
Total	17

Idaho State Board of Dentistry, July 2011.

REGIONAL DISTRIBUTION

Periodontists are found in every region of Idaho although nearly half were in Ada County.

Table 29: Regional Distribution of Periodontists	
Region	Licensees
Panhandle	2
North Central	1
Southwestern	8
South Central	1
Southeastern	1
Eastern	3
Out-of-state	1
Total	17

Idaho State Board of Dentistry, July 2011.

EDUCATION

Creighton University along with the University of Nebraska Medical Center and Southern Illinois University provide Idaho periodontists.

Table 30: Dental Education for Periodontists	
School	Licensees
University of Nebraska Medical Center	2
Southern Illinois University	2
Creighton University School of Dentistry	2

Idaho State Board of Dentistry, July 2011.

PROSTHODONTISTS

There were seven prosthodontists licensed in Idaho, one of whom was a woman. Similar to periodontists, the average age was significantly higher than the other specialists at 57.6 years. However, the distribution of age was uneven with some of the oldest practitioners beyond traditional retirement age.

Table 31: Age Distribution of Idaho Prosthodontists	
Age Range	Number
30 - 35 years old	2
36 - 45 years old	0
46 - 55 years old	2
56 – 65 years old	0
Older than 65	3
TOTAL	7

Idaho State Board of Dentistry, July 2011.

Similar to licensed periodontists, the license distribution does not appear to match the ages of the licensees. It may be that the licensees moved to Idaho later in their careers and obtained licensure at that point.

Table 32: License Start Date for Periodontists	
Date Range	Number
1/1/2006 – 6/22/2011	3
1/1/2001 - 12/31/2005	0
1/1/1991 - 12/31/2000	1
1/1/1981 – 12/31/1990	1
1/1/1971 – 12/31/1980	1
>1971	1
Total	7

Idaho State Board of Dentistry, July 2011.

There is not a regional distribution of prosthodontists. Instead, they are concentrated in the urban areas. One out-of-state prosthodontist lists an office in Billings, Mont.

Table 33: Regional Distribution of Periodontists	
Region	Licensees
North Central	1
Southwestern	4
Out-of-state	2

Idaho State Board of Dentistry, July 2011.

Education

Unlike all the other dental specialists, there are no Creighton graduates practicing as prosthodontics in Idaho. Two came from the University of the Pacific.

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 licensure data that support the findings in this report.

Under a Health Resources and Services Administration planning grant to evaluate primary care occupations including dentists, the department developed a baseline for tracking projected increases in employment over the next 10 years. A supply-demand analysis for dentists in Idaho was conducted with information from the Idaho Department of Labor, the Idaho State Board of Dentistry, the Idaho Dental Education Program and Creighton University School of Dentistry. 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 information for precise numbers and additional information not available from their own estimates. The licensure information was used to develop employment baselines for dentists 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 dentists were practicing in Idaho. The Idaho State Board of Dentistry licensure database provided partial four-digit Social Security numbers for approximately one-third of the dentists. 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 dentists coming into Idaho, researchers contacted Creighton University for the characteristics of its students and the Idaho Dental Education Program students enrolled in its Doctorate of Dental Surgery program. The questionnaire, *Survey of Idaho Regional Dental Education Programs*, and the results from Creighton University are in Appendices D and E.

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.

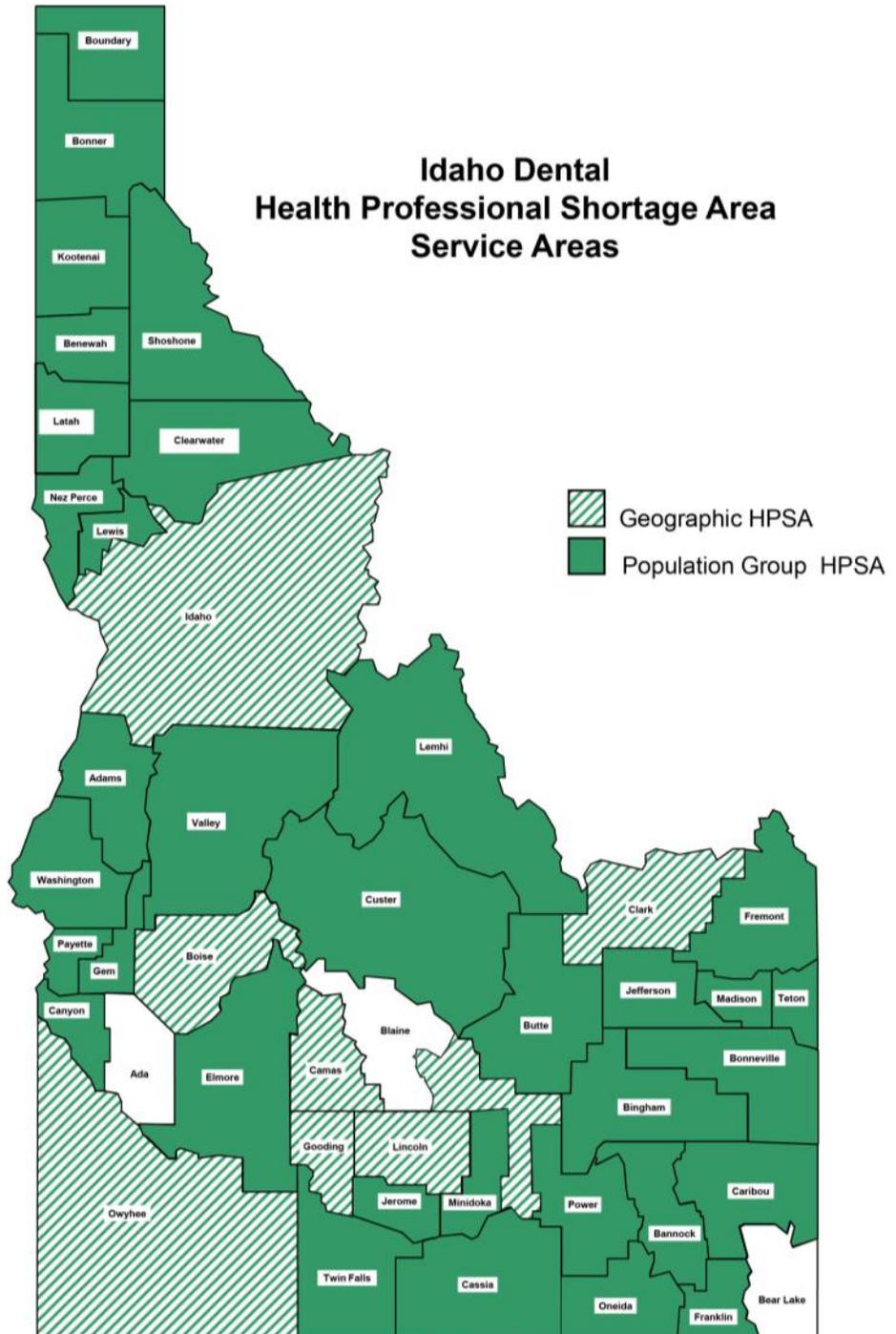
Most of the data provided to the Idaho Department of Labor are the result of a memorandum of understanding with the providing agency. These agreements may specify the level of reporting and analysis allowed by the providing agency. In any case, the department recognizes the sensitive nature of the data 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



**Survey of Idaho
Regional Dental
Education Programs**

APPENDIX D (CONT.)

About the Survey

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

Approximate time to complete this questionnaire is two hours.

Please submit survey results to Polly Lorenz at the Idaho Department of Labor by Monday, February 13, 2012.

SECTION 1: STUDENT CAPACITY

1.1. What is the current capacity (number of seats) for dental students at your school?

1.1.1. Doctorate of Dental Surgery _____

1.1.2. IDEP Students _____

1.2. What is the number of eligible applicants for admission for the 2011-12 academic year? _____

1.2.1. What is the number of IDEP eligible applicants for admission 2011-2012 academic year? _____

1.3. Number of admissions offered? _____ accepted? _____

1.3.1. IDEP admissions offered? _____ accepted? _____

1.4. Do you have a waitlist? Yes / No

1.4.1. If **yes**, what is the number of qualified applicants on the waitlist? _____

1.5. What is the average age of admitted students? _____

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

1.6.1. If yes, what percentage of IDEP students who were denied admission was accepted at a later date? _____%

1.7. What is the total number of students enrolled in your dental degree education programs for the 2011-12 school year?

	<u>Total Students</u>	<u>IDEP Students</u>
1st Year	_____	_____
2nd Year	_____	_____
3rd Year	_____	_____
4th Year	_____	_____

APPENDIX D (CONT.)

1.8. What is the persistence rate for the dental program for the following academic years?

Academic Year	1st Year	2nd Year	3rd Year	4th Year
2005-2006	_____	_____	_____	_____
2006-2007	_____	_____	_____	_____
2007-2008	_____	_____	_____	_____
2009-2010	_____	_____	_____	_____
2010-2011	_____	_____	_____	_____
2011-2012	_____	_____	_____	_____

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

<u>Racial/Ethnic Category</u>	<u>Number of students</u>	<u>Number of IDEP 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	_____	_____

1.10. Please provide enrollment by gender for the 2011-2012 academic year

	Female	Male	IDEP Female	IDEP Male
1st Year	_____	_____	_____	_____
2nd Year	_____	_____	_____	_____
3rd Year	_____	_____	_____	_____
4th Year	_____	_____	_____	_____

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

Academic Year	D.D.S.	IDEP D.D.S.
2005-2006	_____	_____
2006-2007	_____	_____
2007-2008	_____	_____
2009-2010	_____	_____
2010-2011	_____	_____
2011-2012	_____	_____

1.12. Do you track the National Dental examination pass rates and for alumni? Yes / No

1.12.1. If yes, what are the pass rate for the past five years?

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

APPENDIX D (CONT.)

1.13. Do you track alumni licensure data? Yes / No

1.13.1. If yes, would you be able to share that information with us at a later date? Yes / No

SECTION 2: PROGRAM CAPACITY

2.1. Do you plan to increase the capacity of your dental degree program over the next five years? Yes / No

2.1.1. If **yes**, how many new seats do you plan to add?

a. Total Seats _____

b. IDEP Seats _____

2.2. 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) _____

2.3. During the 2011-12 school year, what is the number of qualified applicants denied admission to your programs due to any of the capacity constraints listed above (2.2)? _____

2.4. How many hours per week do medical faculty work? _____

2.5. Do medical faculty work during the academic calendar breaks? Yes / No

2.5.1. If **yes**, how many hours per week? _____

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 3213
Fax: (208) 334-6455

APPENDIX E— RESULTS OF THE SUPPLY SURVEY

The results from the Survey of Idaho Regional Dental Education Programs reported from Creighton University School of Dentistry are below.

<u>Questions</u>	<u>Total</u>	<u>IDEP</u>
Current Capacity (number of seats at Creighton University)	85	8
Number of eligible applicants for admission for the 2011-2012 academic year?	1798	38
Number of admissions offered?	126	8
Number of admissions accepted?	68	8
Do you have a waitlist?	NO	
What is the average age of admitted students?	25	
Do you track students who are denied admission, but were accepted at a later date?	NO	
What is the total number of students enrolled in your dental education programs for the 2011-2012 year?		
1 st Year Students	86	8
2 nd Year Students	86	8
3 rd Year Students	88	8
4 th Year Students	<u>83</u>	<u>7</u>
TOTAL	343	31

What is the persistence rate for the dental program for the following academic years?

<u>Academic Year</u>	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>	<u>% Rate</u>
2005-2006	85	83	83	83	98%
2006-2007	84	85	83	83	99%
2007-2008	85	86	84	83	98%
2008-2009	85	86	84	83	98%
2009-2010	88	86	84	86	98%
2010-2011	86	85	85	80	93%
2011-2012	86	86	88	83	97%

Enrollment by racial/ethnic category

	<u>Total</u>	<u>IDEP</u>
American Indian or Alaska Native, Non-Hispanic	9	0
Asian, non-Hispanic	0	0
Black or African American, non-Hispanic	11	0
Hispanic	14	0
Native Hawaiian or other Pacific islander, Non-Hispanic	32	0

**Idaho Dentists
Workforce
Supply and
Demand**

APPENDIX E (CONT.)

Native Hawaiian or other Pacific islander, Non-Hispanic	32	0
White, Non-Hispanic	277	0
Race or Ethnicity Unknown	0	0
TOTAL	343	

Enrollment by Gender 2011-2012 Academic Year

	<u>Female</u>	<u>Male</u>	<u>IDEP Female</u>	<u>IDEP Male</u>
1 st Year Students	29	49	1	7
2 nd Year Students	33	45	2	6
3 rd Year Students	28	52	2	6
4 th Year Students	37	39	2	5
TOTAL	127	185	7	24

How many degrees were conferred for the following academic years

	<u>D.D.S.</u>	<u>Idaho D.D.S.</u>
2005-2006	83	8
2006-2007	83	8
2007-2008	82	8
2008-2009	84	8
2009-2010	85	8
2010-2011	80	8
TOTAL	497	48

Do you track the National Dental Examination pass rate for the past five years?

	<u>Yes</u>
2005-2006	100%
2006-2007	100%
2007-2008	100%
2008-2009	100%
2009-2010	100%
2010-2011	100%

Do you track alumni licensure data?

No

Do you plan to increase the capacity of your dental degree program over the next five years?

No

Capacity constraints by order of Importance

Funding	3
Operating Support	4
Scheduling constraints for classes	5
Qualified faculty	6
Prerequisite coursework incoming students	7

Any applicants denied admission for the 2011-2012 school year due to capacity constraints? NO

How many hours a week do faculty work? 4

Do medical faculty work during the academic calendar breaks? No