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	<div style="display: flex; justify-content: space-around;"> All Respondents Combined Select Breakouts of Results </div>
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About This Study

To better understand the economic and operational conditions in dental practices and public health clinics over time, and to measure the impact of the COVID-19 pandemic and other emerging issues in dentistry, the ADA Health Policy Institute launched a tracking poll in January 2022. For the initial wave over the week of January 17, 2022, we invited nearly 80,000 dentists from across the U.S. to join a panel in which they will complete a survey once a month; over 3,000 have opted to participate. The number of respondents in each wave, along with the number of responses in each reporting category in the current wave, can be found at the end of this report.

Below are the results from the latest wave of this study, the week of June 12, 2023 for dentists working in private dental practices. The report includes breakouts by ownership status, DSO affiliation, practice size, geographic location, sex, age group, and race/ethnicity. Unless noted otherwise, charts reflect the results from the latest wave of data collection. **Please note that we only include graphics representing at least 30 responses.** Because of this, we were not able to include results for respondents in the following categories: under age 35, large group (10+ dentists) and Black. The number of respondents by demographics can be found at the end of this report.

This report was published in June 2023 by the American Dental Association's Health Policy Institute.

211 E. Chicago Avenue
Chicago, Illinois 60611

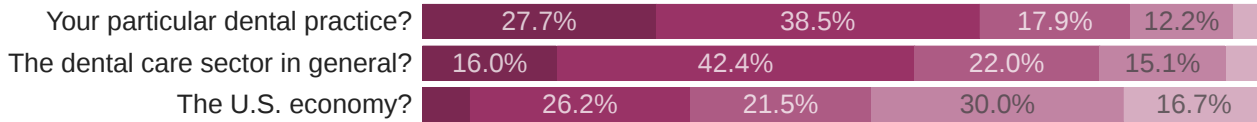
hpi@ada.org

For more information on other publications, products and services, please visit our website, [ADA.org/HPI](https://ada.org/HPI).

All Respondents

Looking ahead to the next six months, how confident are you in the recovery of:

1101 Responses



- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

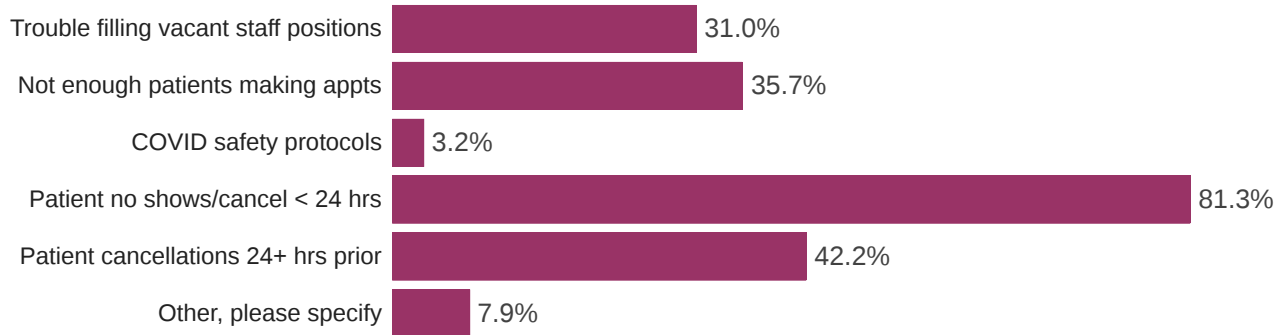
How full was your dental practice's appointment schedule last week?



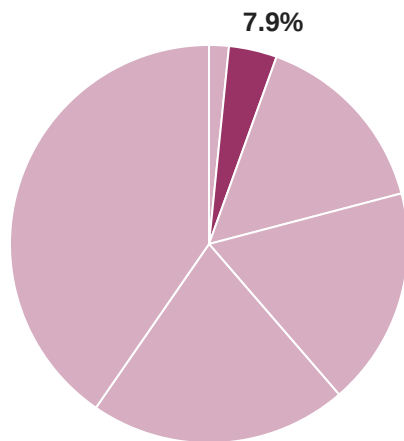
- Mean % of appointment schedule filled

Which of the following factors prevented your dental practice’s appointment schedule from reaching 100% last week? (Select all that apply.)

865 Responses

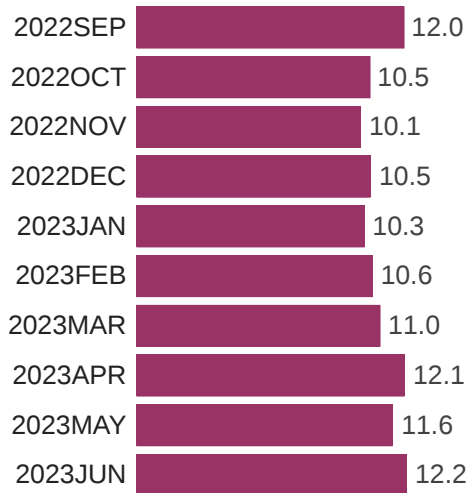


68 respondents (7.9%) selected "other, please specify." Their responses are categorized below.



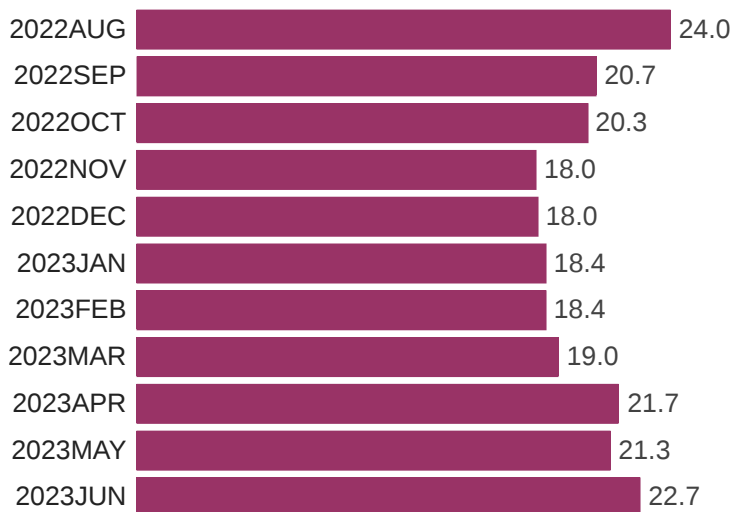
Other, please specify:	Percentage of Responses
STAFF OUT ON VACATION / LEAVE	30.9%
STAFF OUT WITH COVID/QUARANTINE/OTHER ILLNESS	11.8%
DROPPED DENTAL PLAN / LOW REIMBURSEMENT / INSURANCE ISSUES	10.3%
END OF SCHOOL / SEASONAL SLOWDOWN	7.4%
BAD ECONOMIC CONDITIONS	5.9%
INEXPERIENCED / INEFFICIENT STAFF	4.4%
STAFF SHORTAGES	2.9%
PATIENTS POSTPONING TREATMENT DUE TO COST	2.9%
PATIENTS AWAY / OFFICE CLOSED FOR BREAK OR HOLIDAY	2.9%
INCLEMENT WEATHER	2.9%
HAPPY WITH CURRENT VOLUME	2.9%
INCREASING COSTS TO RUN PRACTICE / HIGH SALARY OR WAGE DEMANDS	1.5%
COMPETITION WITH OTHER DENTISTS IN THE AREA	1.5%
MISCELLANEOUS	4.4%

Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?



● Mean number of days

Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● Mean number of days

Have you recently or are you currently recruiting any of the following positions in your dental practice?

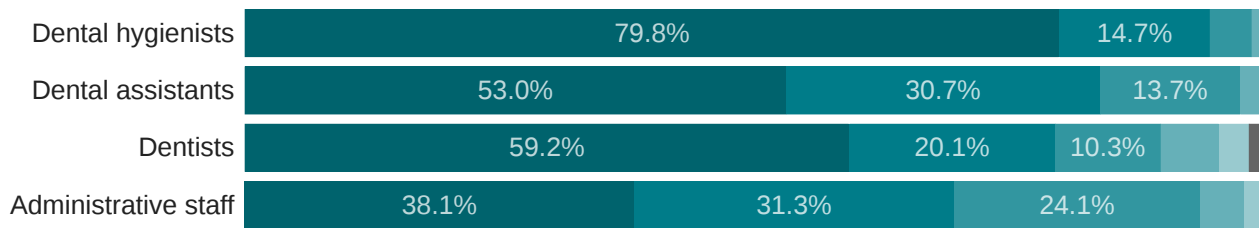
1101 Responses



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?

683 Responses



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

[Owners only] What tools have you used to find applicants for your dental hygienist and/or dental assistant positions? (Select all that apply.)

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	37.9%	40.5%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	80.9%	79.5%
Posted to dental-specific job boards (April 2022 only)	45.8%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	19.4%
Social media	43.6%	50.0%
Recruited from local hygiene or assisting programs	48.7%	52.5%
Used a staffing agency or recruiter	27.6%	23.2%
Word of mouth	79.3%	79.3%
Other, please specify	1.3%	0.5%

[Owners only] When did you last give dental hygienists and dental assistants on your staff a wage increase?

June 2022

1086 Responses



June 2023

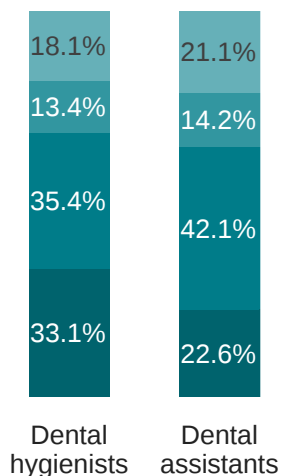
986 Responses



How much was the wage increase, on average?

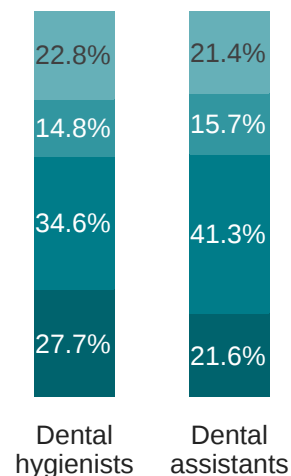
June 2022

1084 Responses



June 2023

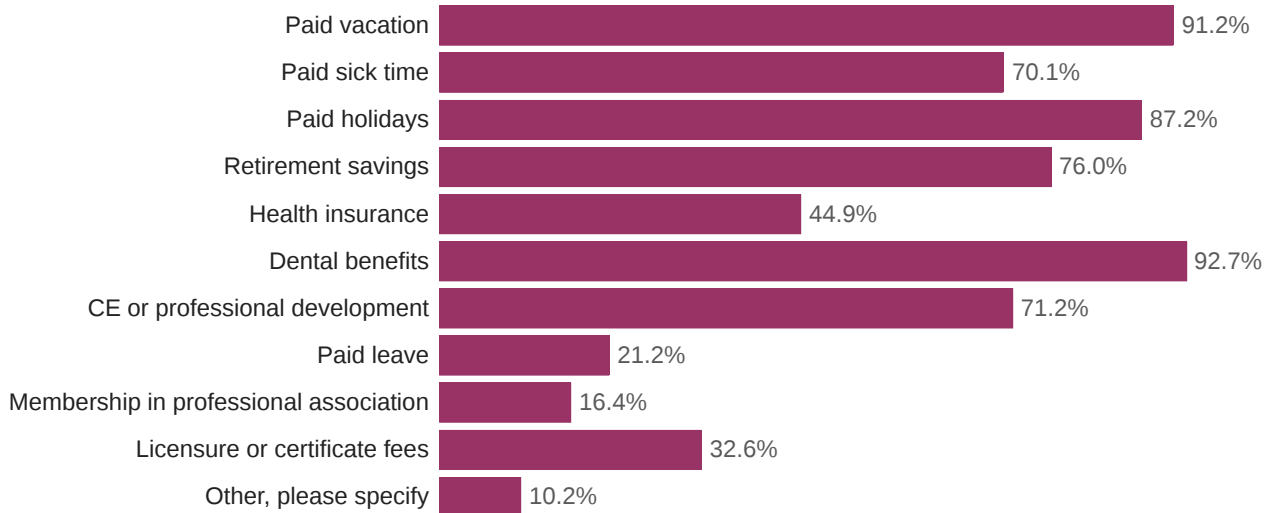
984 Responses



[Owners only] Which of the following benefits do you offer to your employees? (Select all that apply.)

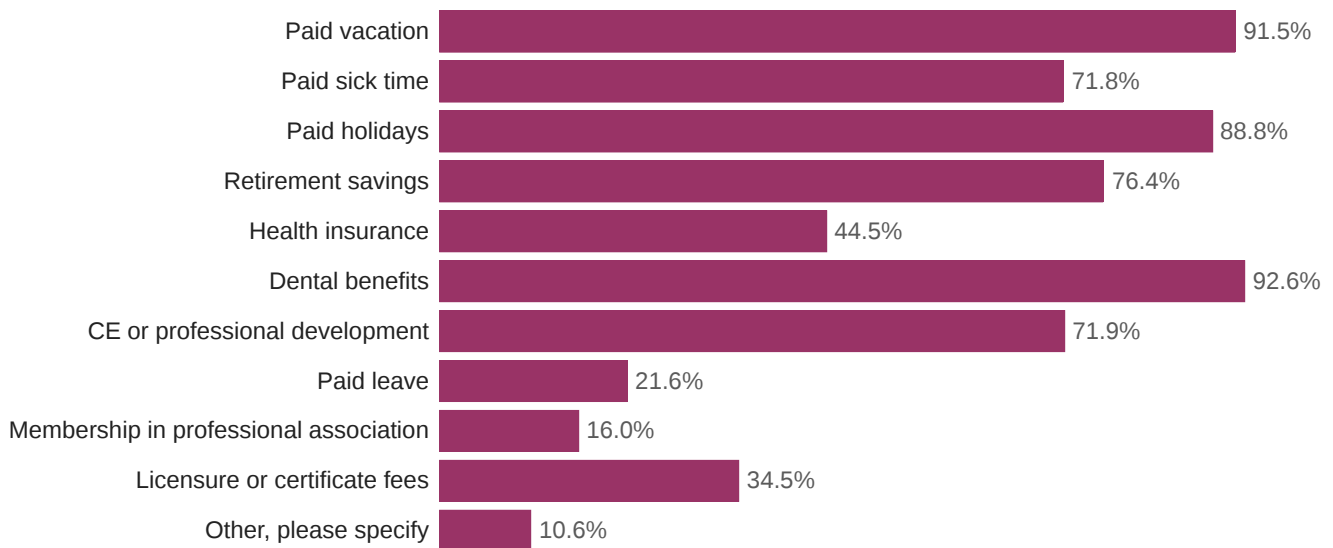
June 2022

1111 Responses



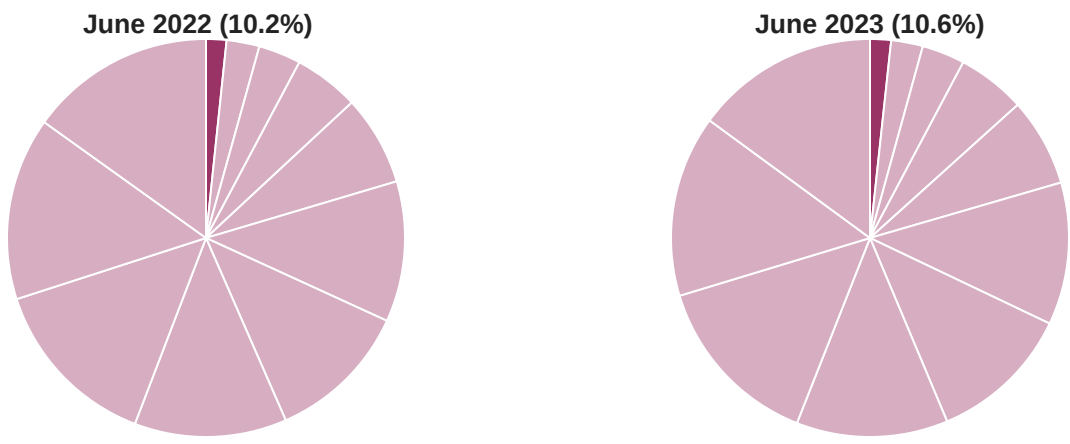
June 2023

1013 Responses



Which of the following benefits do you offer to your employees? (Select all that apply.)
(continued)

113 respondents (10.2%) in June 2022 and 107 respondents (10.6%) in June 2023 selected "other, please specify." Their responses are categorized below.



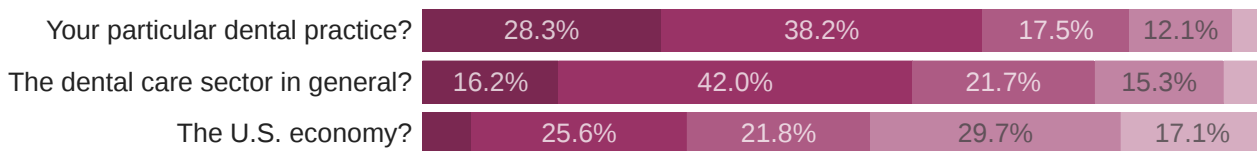
Other, please specify (% of responses)	June 2022		June 2023	
UNIFORM OR UNIFORM ALLOWANCE	27%	46	28%	39
PERFORMANCE-BASED OR OTHER BONUSES	16%	27	14%	19
FSA, HSA, HEALTH INSURANCE ALLOWANCE/REIMBURSEMENT	7%	11	10%	14
PAID LUNCHES / FOOD ALLOWANCE	6%	10	6%	9
TRANSPORTATION ALLOWANCE / REIMBURSEMENT	3%	5	4%	6
TEAM/STAFF APPRECIATION EVENTS	2%	3	4%	6
SHORT/LONG-TERM DISABILITY INSURANCE	4%	6	4%	6
LIFE INSURANCE	2%	4	4%	6
WAREHOUSE CLUB, GYM OR OTHER MEMBERSHIP	2%	3	3%	4
VISION INSURANCE	1%	2	2%	3
PROFIT SHARING	3%	5	2%	3
WELL DAYS OR OTHER WELL-BEING SUPPORT	3%	5	1%	2
MALPRACTICE INSURANCE	1%	2	1%	2
OTHER PAID LEAVE (JURY DUTY, SNOW DAYS, BEREAVEMENT)	0%	0	1%	1
PAID CELL PHONE OR OTHER EXPENSES	2%	3	1%	1
TUITION REIMBURSEMENT OR LOAN REPAYMENT	1%	1	1%	1
MISCELLANEOUS	1%	2	3%	4
Total		168		140

Economic Confidence

BY OWNERSHIP STATUS

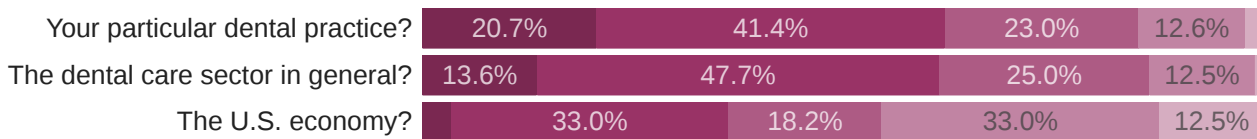
Looking ahead to the next six months, how confident are you in the recovery of:

Owner



- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

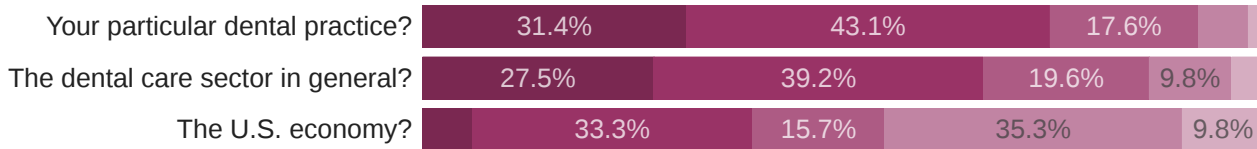
Non-owner



BY DSO AFFILIATION

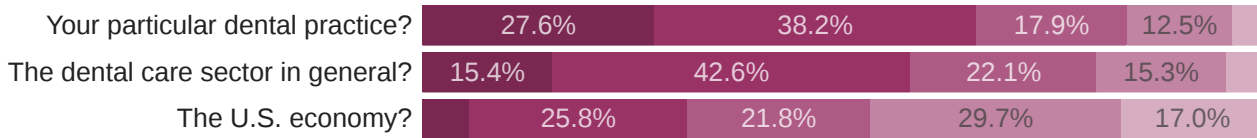
Looking ahead to the next six months, how confident are you in the recovery of:

DSO



- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

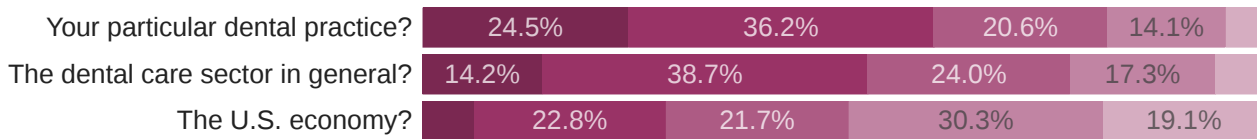
Non-DSO



BY PRACTICE SIZE

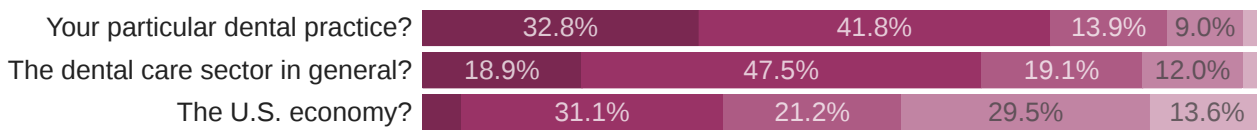
Looking ahead to the next six months, how confident are you in the recovery of:

Solo dentists



- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

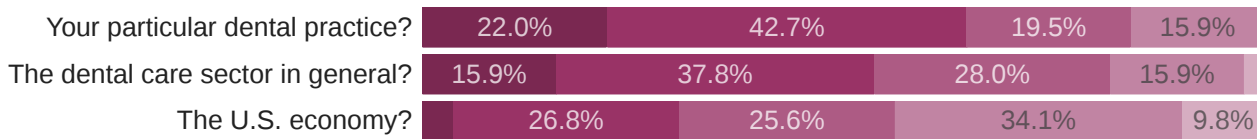
2 to 9 dentists



BY GEOGRAPHY

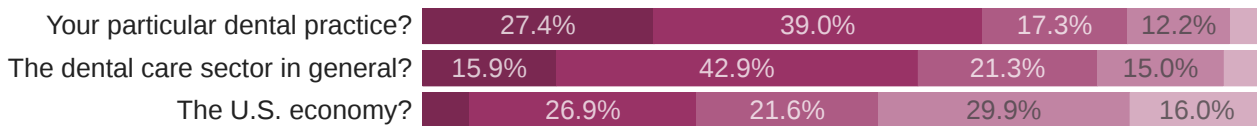
Looking ahead to the next six months, how confident are you in the recovery of:

Top 20 cities

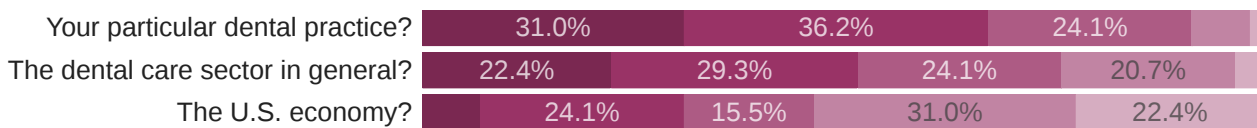


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

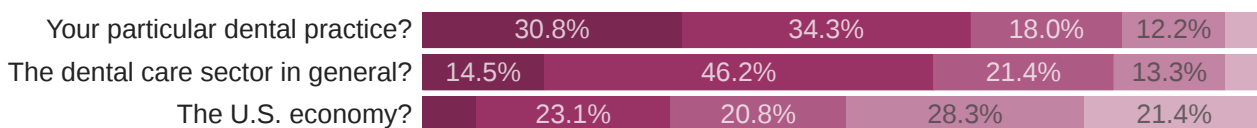
Other urban



Suburban



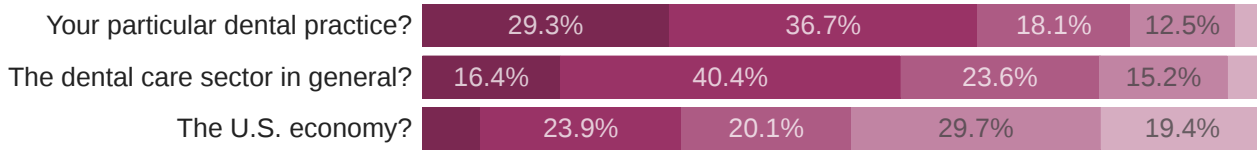
Rural



BY SEX

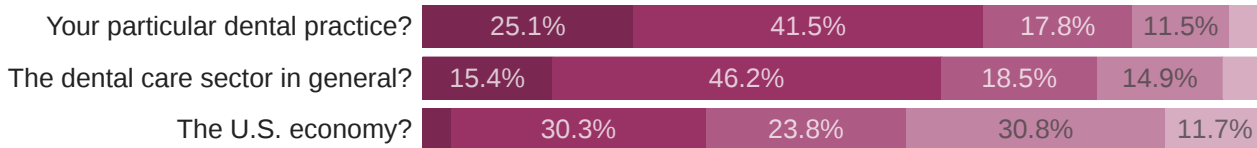
Looking ahead to the next six months, how confident are you in the recovery of:

Male



- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

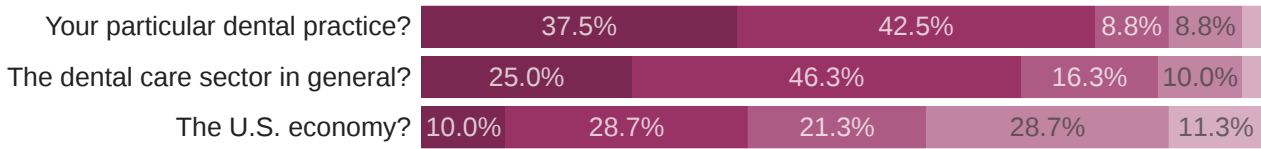
Female



BY YEARS EXPERIENCE

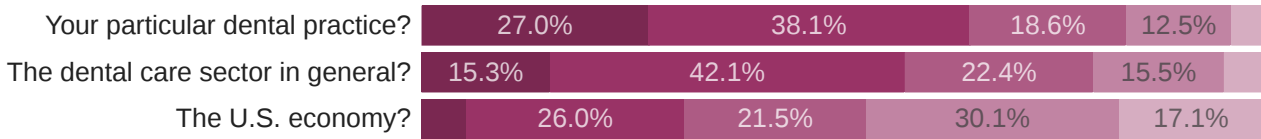
Looking ahead to the next six months, how confident are you in the recovery of:

New dentists (graduated 2013 - 2022)



- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

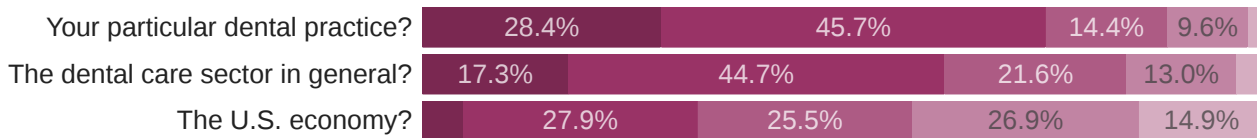
Established dentists (graduated before 2013)



BY AGE GROUP

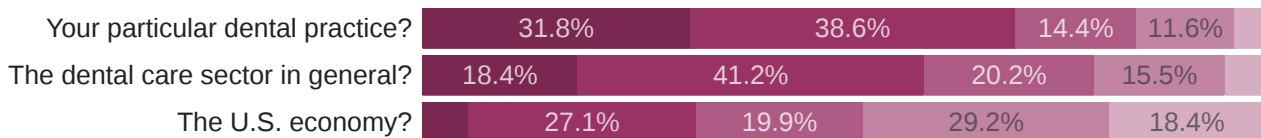
Looking ahead to the next six months, how confident are you in the recovery of:

35 to 44

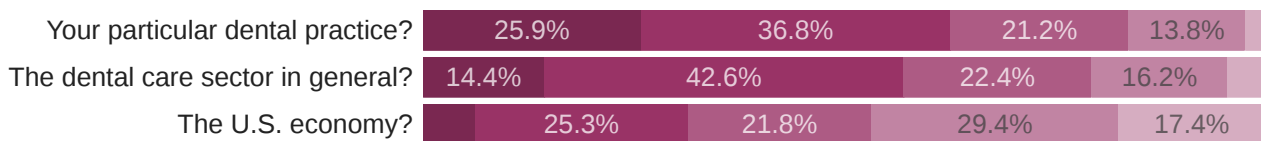


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

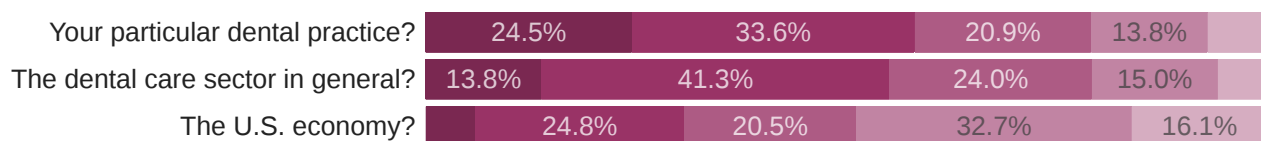
45 to 54



55 to 64



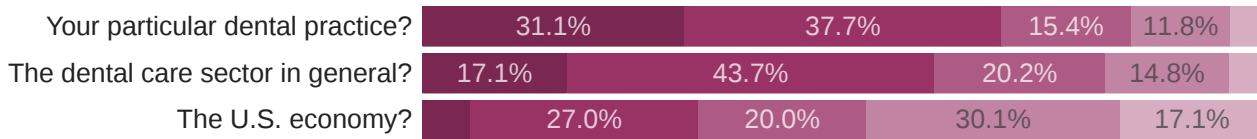
65 or older



BY RACE/ETHNICITY

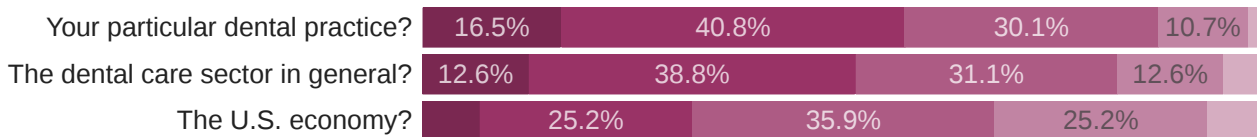
Looking ahead to the next six months, how confident are you in the recovery of:

White

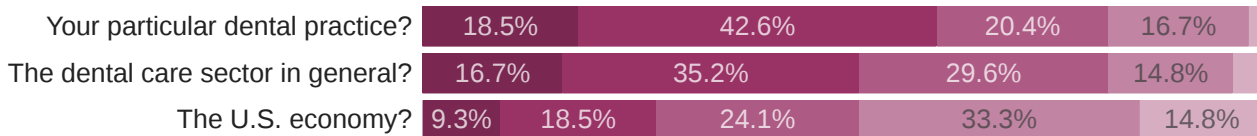


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

Asian



Hispanic



Appointment Schedule

BY OWNERSHIP STATUS

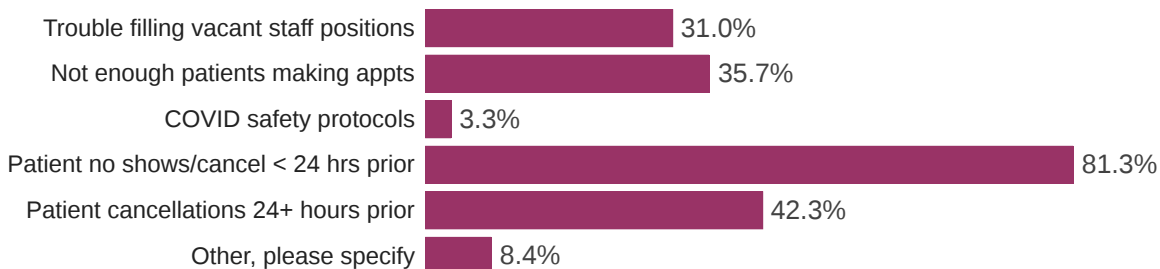
Owner

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY OWNERSHIP STATUS (continued)

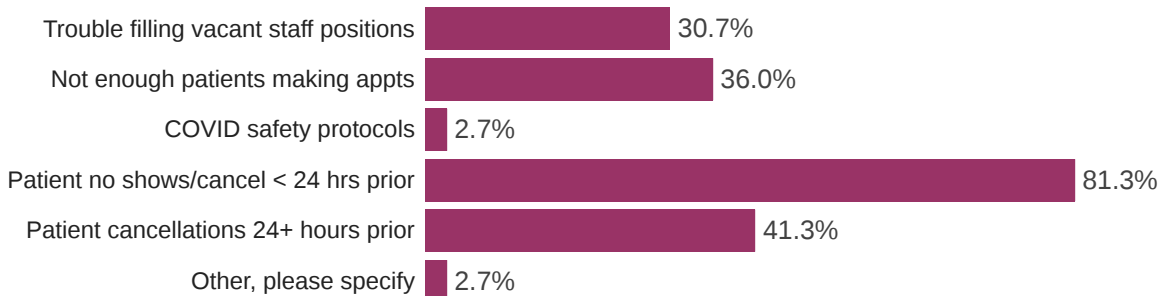
Non-owner

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY DSO AFFILIATION

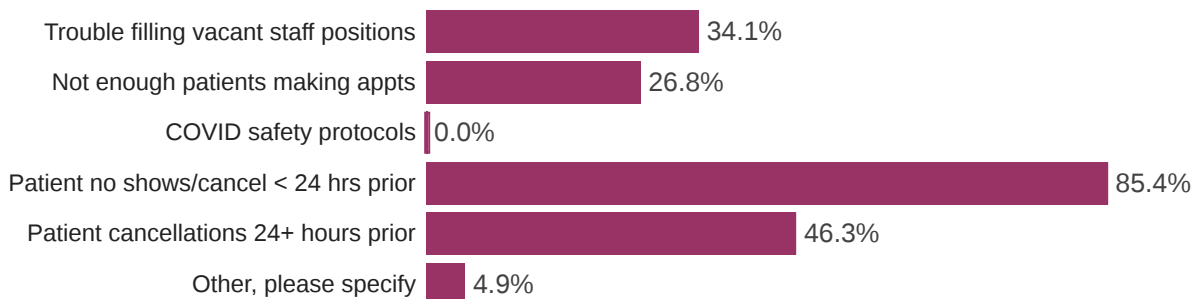
DSO

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY DSO AFFILIATION (continued)

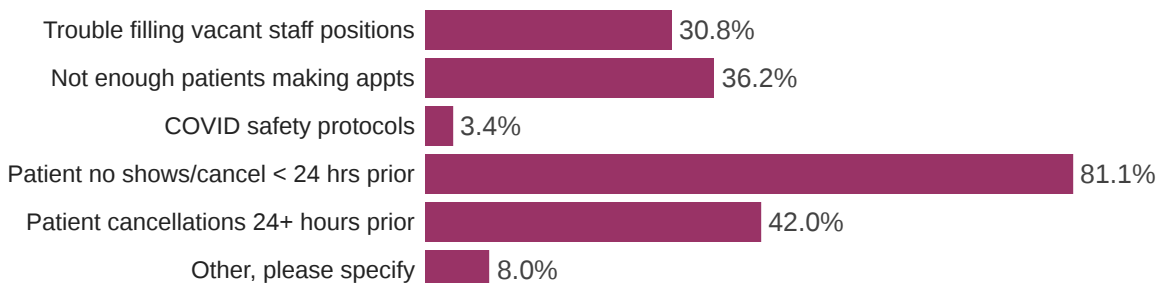
Non-DSO

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY PRACTICE SIZE

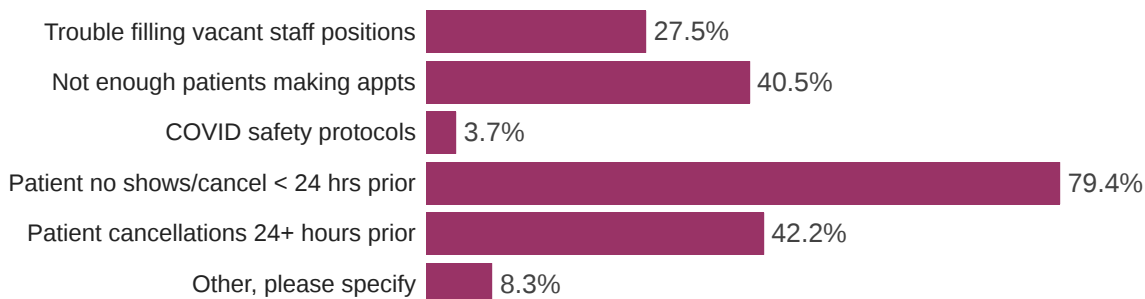
Solo dentists

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY PRACTICE SIZE (continued)

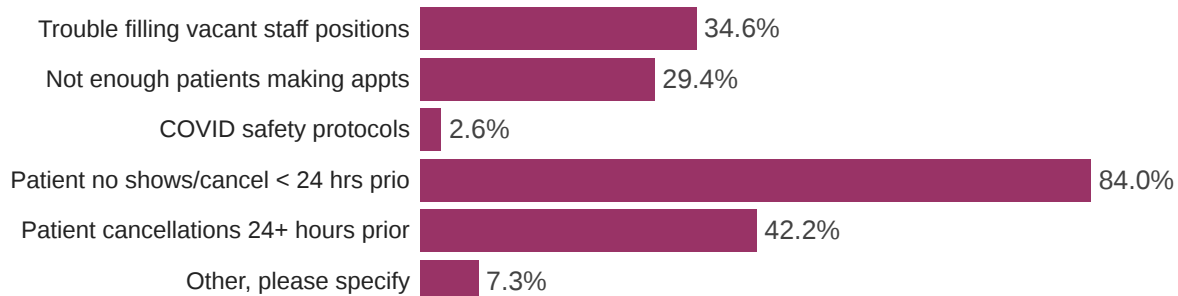
2 to 9 dentists

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY GEOGRAPHY

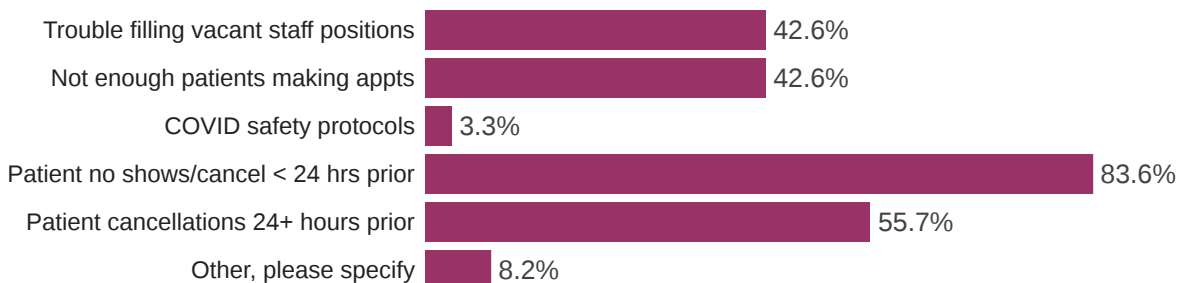
Top 20 cities

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY GEOGRAPHY (continued)

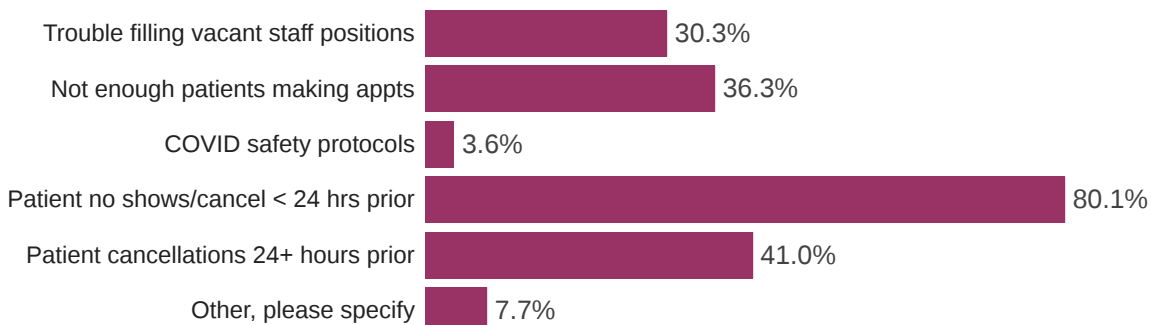
Other Urban

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY GEOGRAPHY (continued)

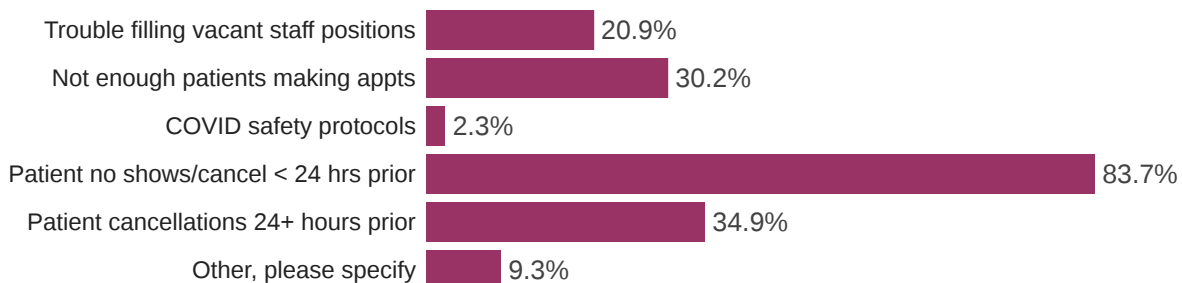
Suburban

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY GEOGRAPHY (continued)

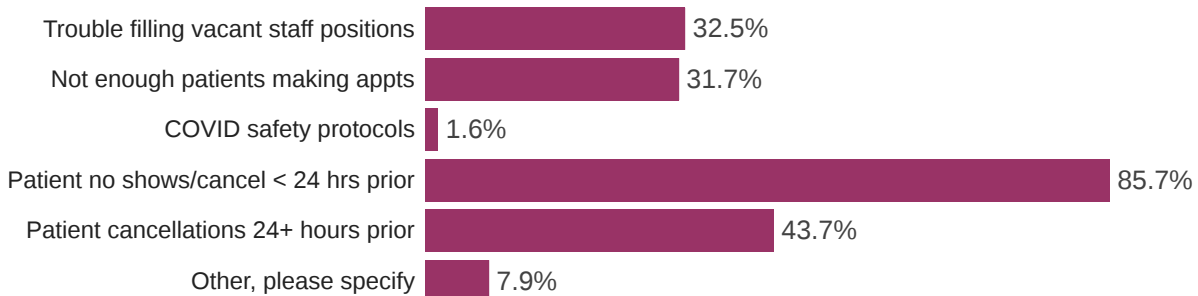
Rural

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY SEX

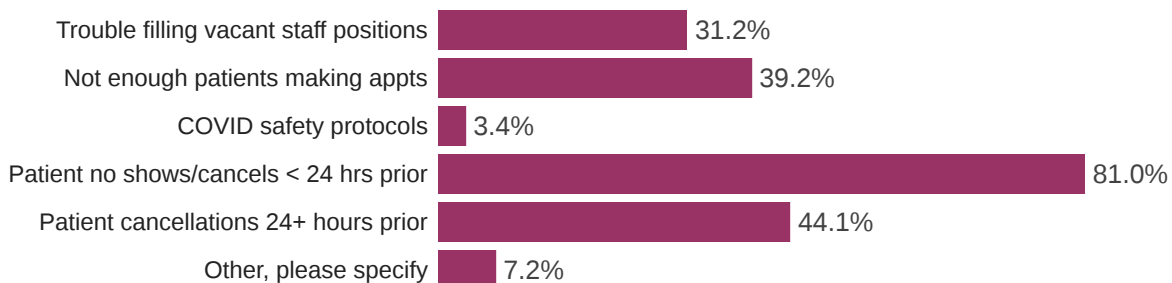
Male

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY SEX (continued)

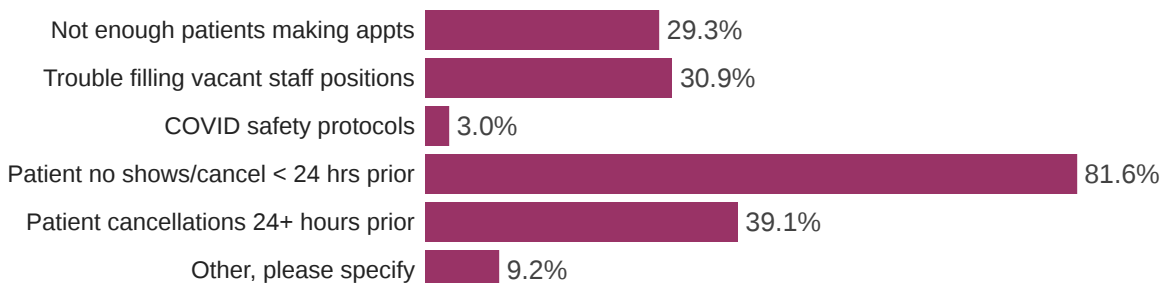
Female

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY YEARS EXPERIENCE

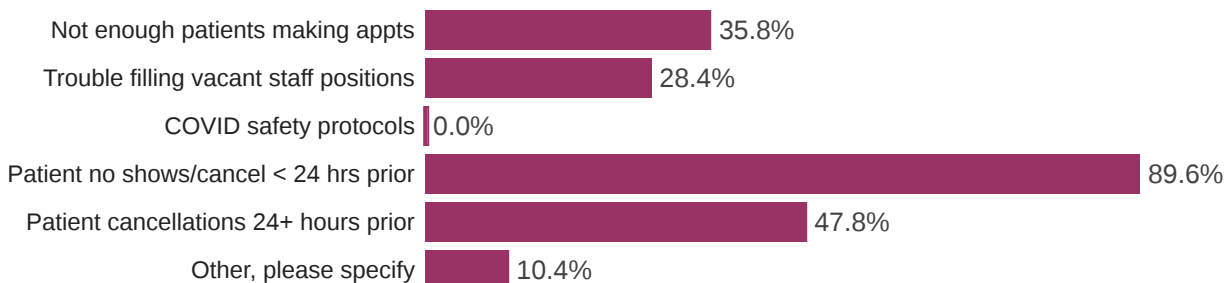
New dentists (graduated 2013 - 2022)

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY YEARS EXPERIENCE (continued)

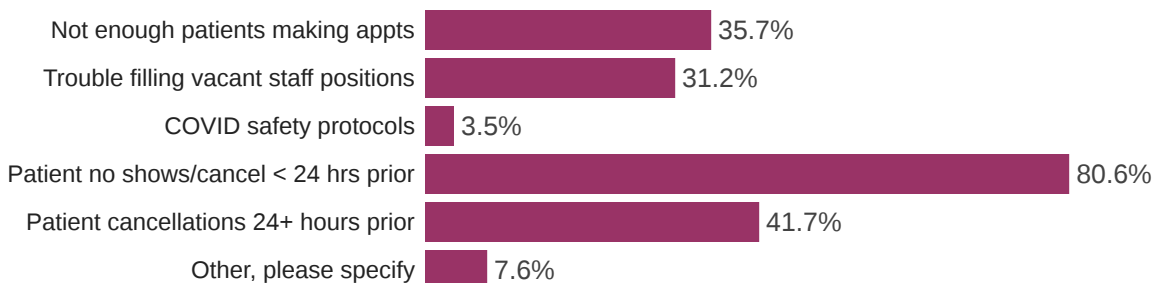
Established dentists (graduated before 2013)

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)



BY AGE

How full was your dental practice's appointment schedule last week?



● Mean % of schedule filled

Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)

Field	35-44	45-54	55-64	65+
Not enough patients trying to make appointments	33.8%	26.8%	36.1%	46.5%
Trouble filling vacant staff positions	30.6%	30.0%	30.5%	34.2%
COVID safety protocols are limiting the capacity	1.3%	0.9%	4.1%	6.4%
Patient no shows/ cancellations < 24 hrs	85.6%	84.0%	81.8%	72.8%
Patient cancellations 24+ hours prior	45.6%	39.0%	42.4%	41.1%
Other, please specify	8.1%	8.5%	5.6%	10.4%

BY RACE/ETHNICITY

How full was your dental practice's appointment schedule last week?



Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)

Field	White	Asian	Hispanic
Not enough patients trying to make appointments	34.7%	35.4%	39.1%
Trouble filling vacant staff positions	31.0%	31.6%	15.2%
COVID safety protocols are limiting the capacity	3.0%	7.6%	2.2%
Patient no shows/cancellations < 24 hrs	81.2%	74.7%	91.3%
Patient cancellations 24+ hours prior	42.5%	40.5%	43.5%
Other, please specify	8.2%	6.3%	8.7%

Patient Wait Times

BY DSO AFFILIATION

[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?



● Mean number of days

[Owners only] Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● Mean number of days

BY PRACTICE SIZE

[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?



● Mean number of days

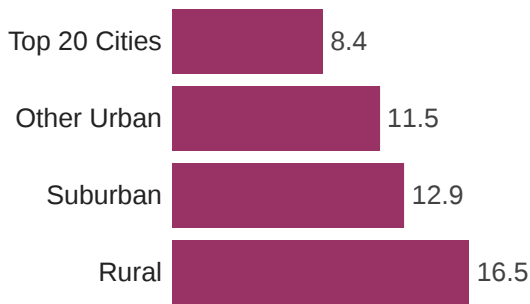
[Owners only] Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● Mean number of days

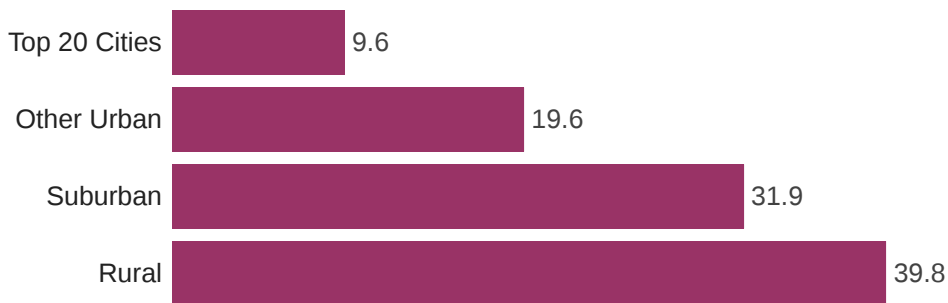
BY GEOGRAPHY

[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?



● Mean number of days

[Owners only] Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● Mean number of days

BY SEX

[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?



● Mean number of days

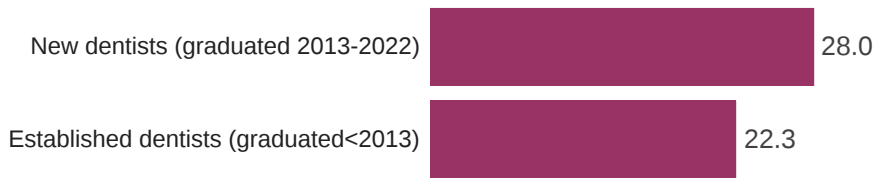
[Owners only] Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● Mean number of days

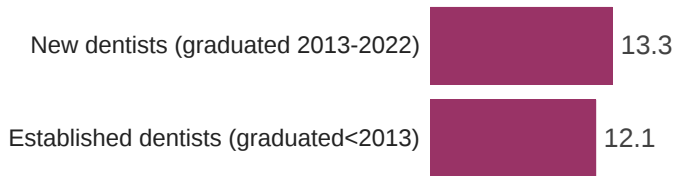
BY YEARS EXPERIENCE

[Owners only] Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● Mean number of days

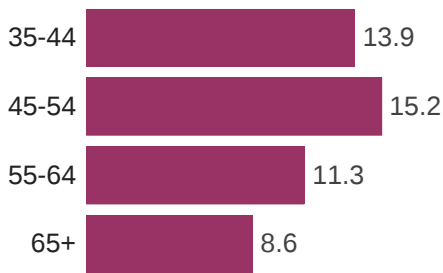
[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?



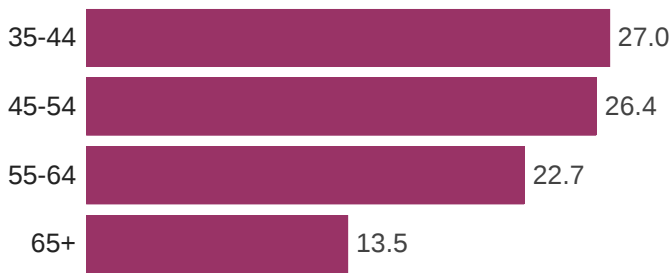
● Mean number of days

BY AGE GROUP

[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?

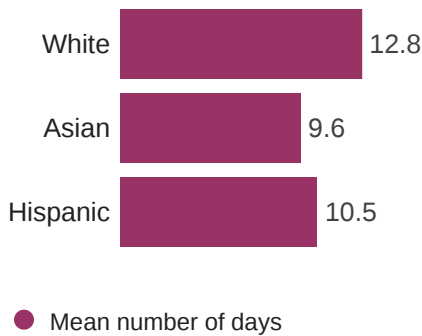


[Owners only] Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?

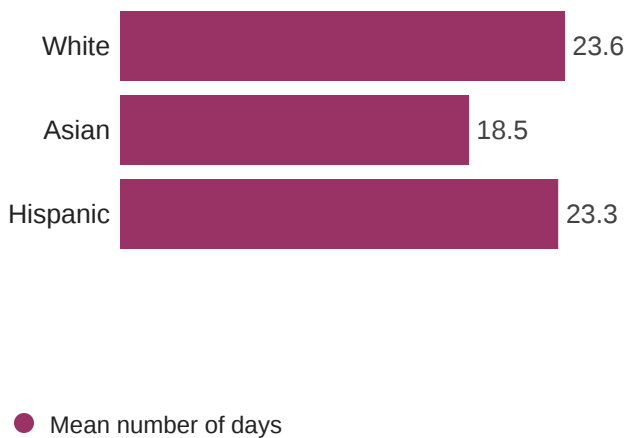


BY RACE / ETHNICITY

[Owners only] Currently, how many business days does the average *patient of record* have to wait for an appointment (excluding emergencies)?



[Owners only] Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



Staff Recruitment

BY OWNERSHIP STATUS

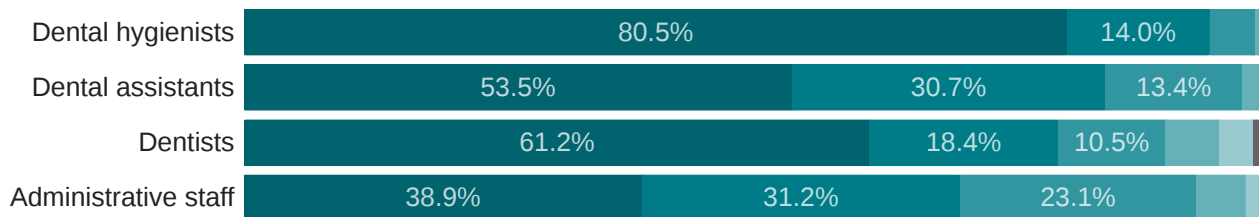
Owner dentists

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?

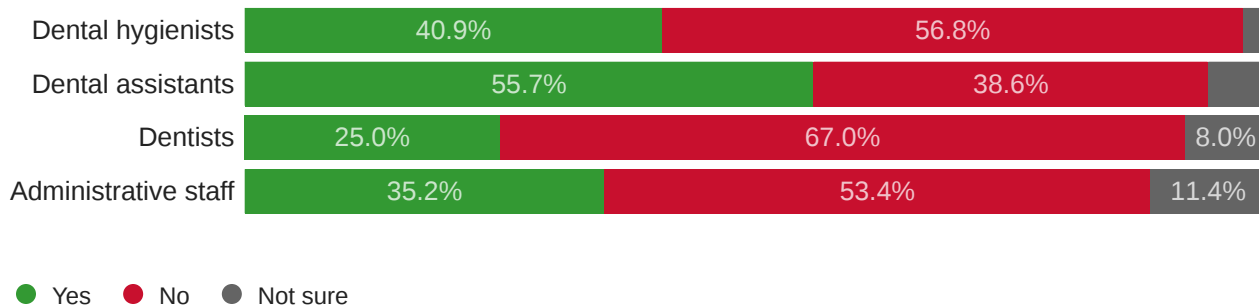


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

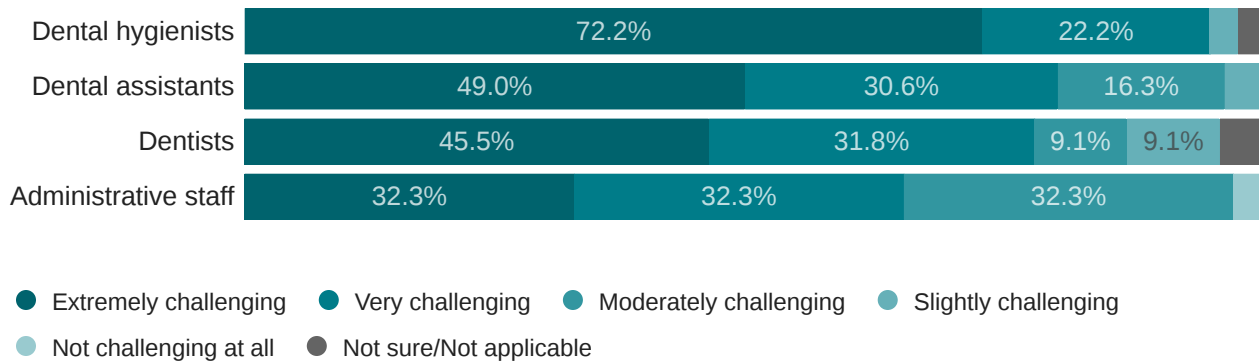
BY OWNERSHIP STATUS (continued)

Non-owner dentists

Have you recently or are you currently recruiting any of the following positions in your dental practice?



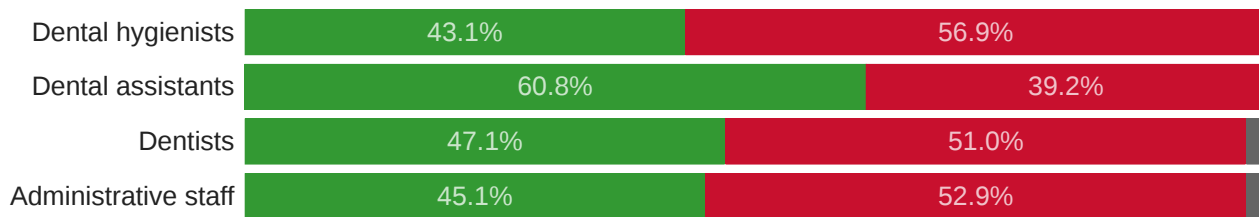
How challenging has it been to recruit the position(s) below?



BY DSO AFFILIATION

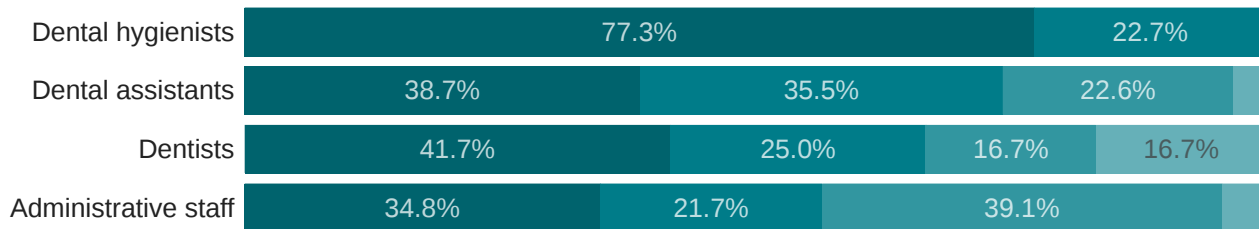
DSO

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY DSO AFFILIATION (continued)

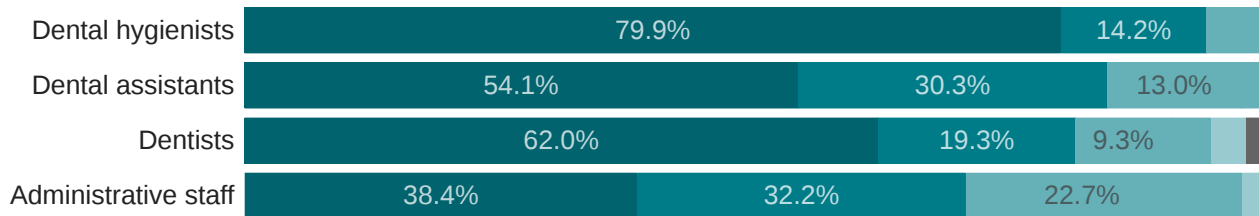
Non-DSO

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY PRACTICE SIZE

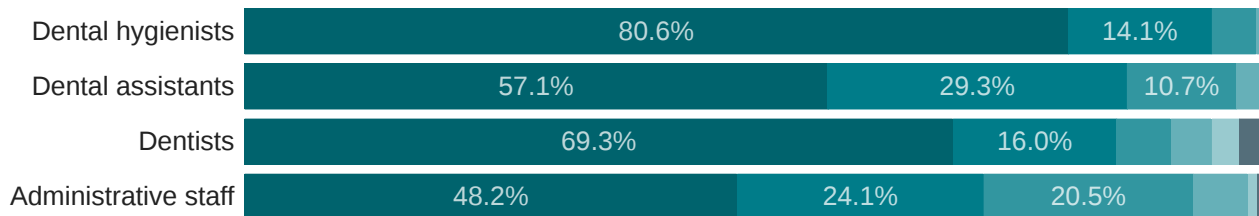
Solo dentists

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY PRACTICE SIZE (continued)

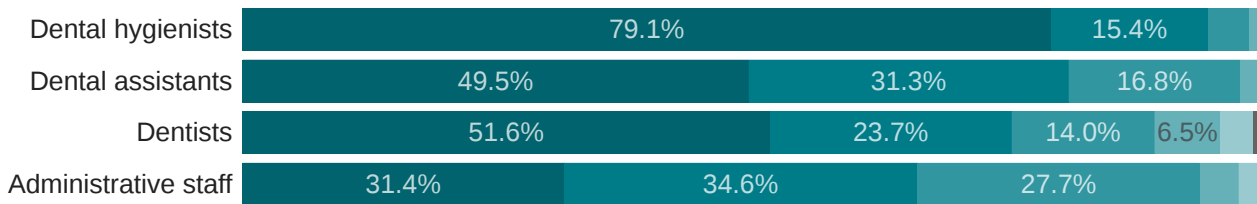
2 to 9 dentists

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY GEOGRAPHY

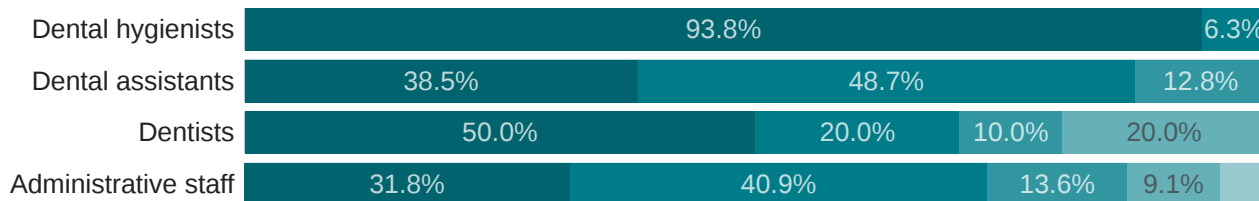
Top 20 Cities

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY GEOGRAPHY (continued)

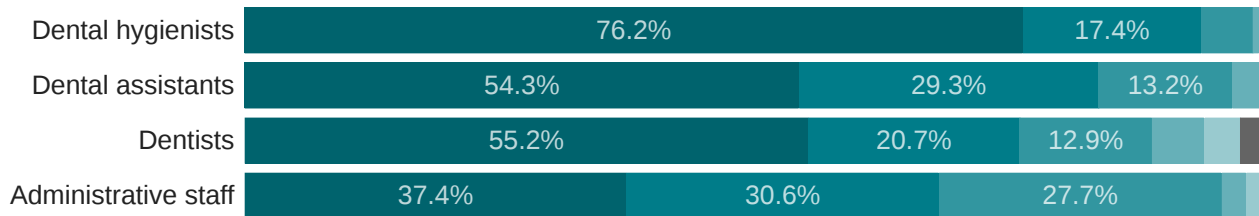
Other Urban

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY GEOGRAPHY (continued)

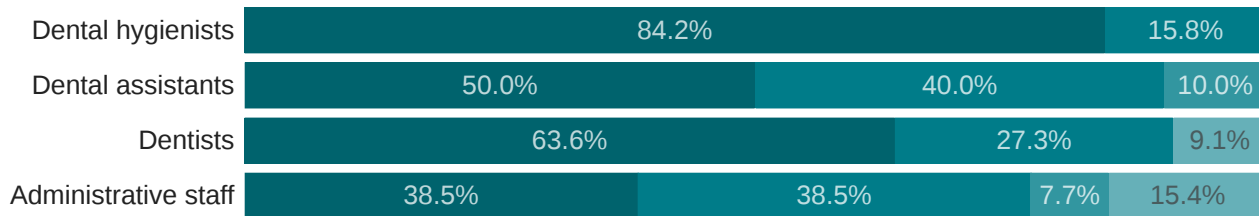
Suburban

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY GEOGRAPHY (continued)

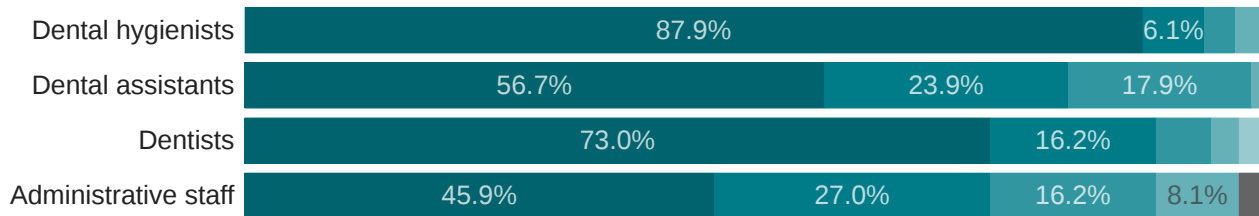
Rural

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY SEX

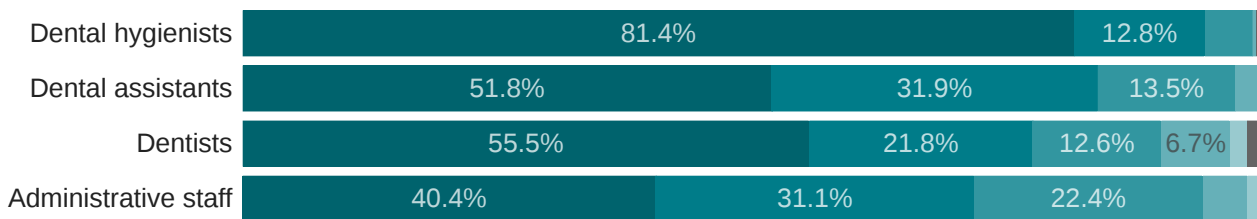
Male

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY SEX (continued)

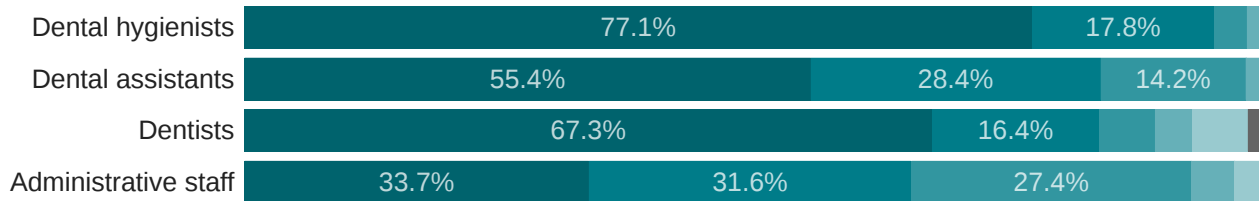
Female

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY YEARS EXPERIENCE

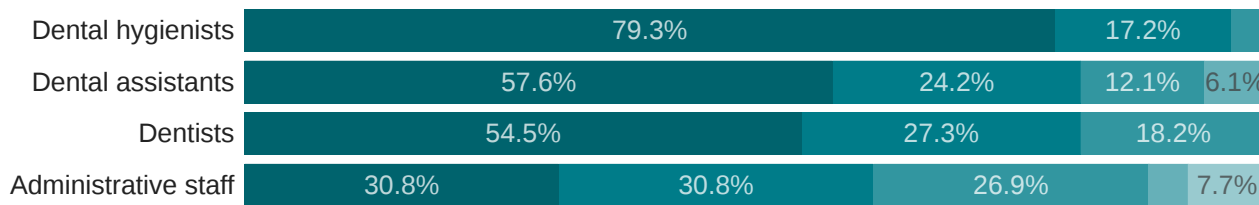
New Dentists (graduated 2013 - 2022)

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY YEARS EXPERIENCE (continued)

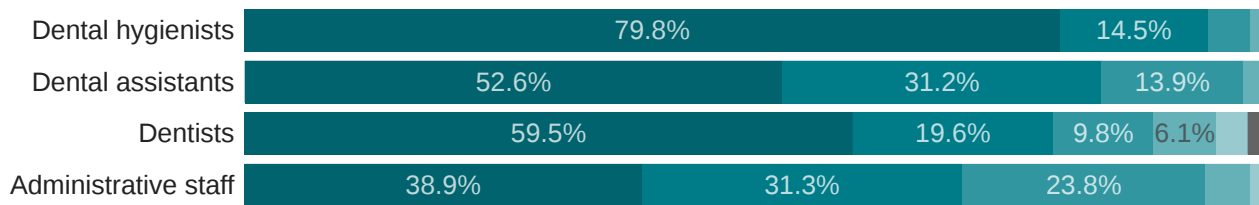
Established Dentists (graduated before 2013)

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY AGE GROUP

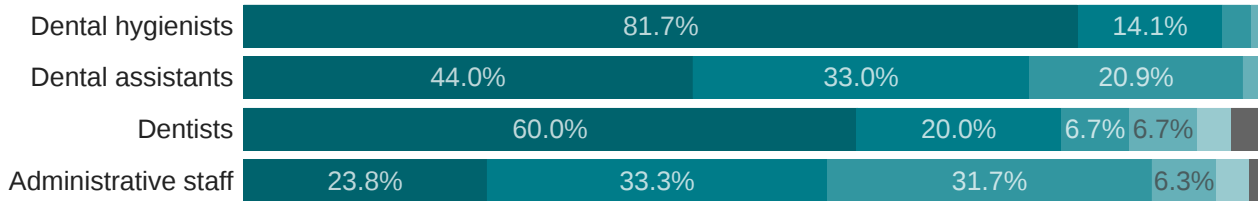
35 to 44

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY AGE GROUP (continued)

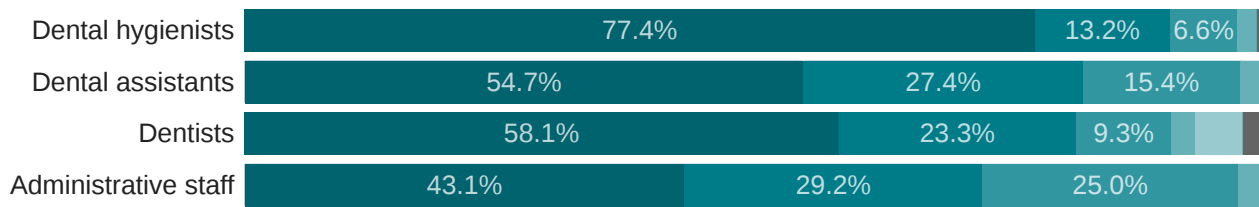
45 to 54

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY AGE GROUP (continued)

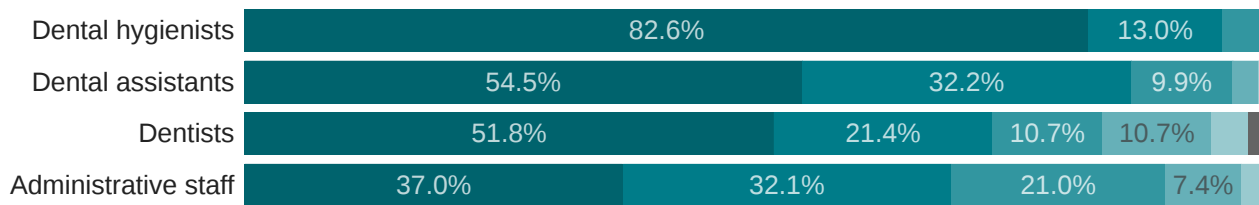
55 to 64

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

BY AGE GROUP (continued)

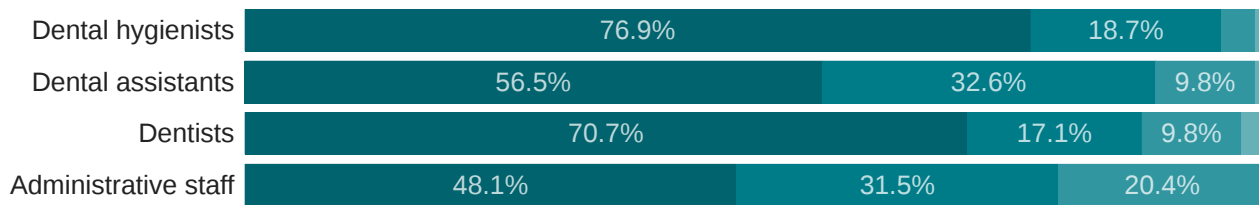
65 or older

Have you recently or are you currently recruiting any of the following positions in your dental practice?



● Yes ● No ● Not sure

How challenging has it been to recruit the position(s) below?



● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging
● Not challenging at all ● Not sure/Not applicable

Questions of the Week
Recruitment Tools

[Owner dentists] What tools have you used to recruit dental hygienists and/or dental assistants? (Select all that apply.)

BY DSO AFFILIATION

DSO

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	44.2%	33.3%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	88.5%	83.3%
Posted to dental-specific job boards (April 2022 only)	65.4%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	33.3%
Social media	40.4%	66.7%
Recruited from local hygiene or assisting programs	51.9%	66.7%
Used a staffing agency or recruiter	51.9%	58.3%
Word of mouth	80.8%	75.0%
Other, please specify	0.0%	0.0%

Non-DSO

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	37.5%	40.5%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	80.4%	79.7%
Posted to dental-specific job boards (April 2022 only)	44.5%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	18.8%
Social media	43.9%	49.4%
Recruited from local hygiene or assisting programs	48.5%	52.1%
Used a staffing agency or recruiter	26.0%	22.6%
Word of mouth	79.2%	79.9%
Other, please specify	1.4%	0.6%

[Owner dentists] What tools have you used to recruit dental hygienists and/or dental assistants? (Select all that apply.) (continued)

BY PRACTICE SIZE

Solo dentists

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	34.7%	39.2%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	77.6%	76.4%
Posted to dental-specific job boards (April 2022 only)	43.6%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	18.3%
Social media	42.9%	46.8%
Recruited from local hygiene or assisting programs	44.3%	50.2%
Used a staffing agency or recruiter	26.7%	22.6%
Word of mouth	80.0%	77.7%
Other, please specify	1.4%	0.7%

2 to 9 dentists

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	42.0%	42.2%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	84.3%	83.1%
Posted to dental-specific job boards (April 2022 only)	47.3%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	20.1%
Social media	43.8%	53.4%
Recruited from local hygiene or assisting programs	53.2%	55.4%
Used a staffing agency or recruiter	27.1%	22.9%
Word of mouth	79.0%	80.7%
Other, please specify	1.0%	0.4%

[Owner dentists] What tools have you used to recruit dental hygienists and/or dental assistants? (Select all that apply.) (continued)

BY GEOGRAPHY

Top 20 cities

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	40.3%	36.6%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	83.6%	78.0%
Posted to dental-specific job boards (April 2022 only)	50.7%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	31.7%
Social media	37.3%	51.2%
Recruited from local hygiene or assisting programs	46.3%	46.3%
Used a staffing agency or recruiter	49.3%	48.8%
Word of mouth	76.1%	80.5%
Other, please specify	1.5%	0.0%

Other urban

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	37.7%	41.2%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	82.9%	81.6%
Posted to dental-specific job boards (April 2022 only)	45.5%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	18.4%
Social media	42.8%	48.7%
Recruited from local hygiene or assisting programs	47.1%	51.5%
Used a staffing agency or recruiter	27.3%	22.0%
Word of mouth	77.9%	77.3%
Other, please specify	0.8%	0.5%

[Owner dentists] What tools have you used to recruit dental hygienists and/or dental assistants? (Select all that apply.) (continued)

Suburban

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	37.9%	25.0%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	79.3%	75.0%
Posted to dental-specific job boards (April 2022 only)	48.3%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	10.7%
Social media	27.6%	57.1%
Recruited from local hygiene or assisting programs	41.4%	42.9%
Used a staffing agency or recruiter	20.7%	25.0%
Word of mouth	82.8%	78.6%
Other, please specify	3.4%	0.0%

Rural

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	36.9%	44.0%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	70.8%	72.5%
Posted to dental-specific job boards (April 2022 only)	43.8%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	20.9%
Social media	54.6%	52.7%
Recruited from local hygiene or assisting programs	59.2%	62.6%
Used a staffing agency or recruiter	19.2%	16.5%
Word of mouth	86.9%	87.9%
Other, please specify	3.1%	1.1%

[Owner dentists] What tools have you used to recruit dental hygienists and/or dental assistants? (Select all that apply.) (continued)

BY SEX

Male

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	38.3%	43.2%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	80.7%	79.4%
Posted to dental-specific job boards (April 2022 only)	46.4%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	20.1%
Social media	43.8%	51.2%
Recruited from local hygiene or assisting programs	49.1%	49.9%
Used a staffing agency or recruiter	26.8%	24.9%
Word of mouth	79.5%	78.8%
Other, please specify	1.2%	0.8%

Female

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	37.4%	35.0%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	81.3%	79.8%
Posted to dental-specific job boards (April 2022 only)	45.1%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	18.0%
Social media	43.6%	47.5%
Recruited from local hygiene or assisting programs	47.9%	57.9%
Used a staffing agency or recruiter	28.8%	19.7%
Word of mouth	79.1%	80.3%
Other, please specify	1.5%	0.0%

[Owner dentists] What tools have you used to recruit dental hygienists and/or dental assistants? (Select all that apply.) (continued)

BY YEARS EXPERIENCE

New dentists (graduated 2013-2022)

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	36.4%	32.0%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	87.9%	92.0%
Posted to dental-specific job boards (April 2022 only)	57.6%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	28.0%
Social media	45.5%	48.0%
Recruited from local hygiene or assisting programs	50.0%	64.0%
Used a staffing agency or recruiter	31.8%	20.0%
Word of mouth	75.8%	92.0%
Other, please specify	1.5%	0.0%

Established dentists (graduated before 2013)

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	38.0%	40.9%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	80.3%	78.9%
Posted to dental-specific job boards (April 2022 only)	44.8%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	19.0%
Social media	43.5%	50.1%
Recruited from local hygiene or assisting programs	48.6%	52.0%
Used a staffing agency or recruiter	27.2%	23.4%
Word of mouth	79.6%	78.7%
Other, please specify	1.3%	0.6%

[Owner dentists] What tools have you used to recruit dental hygienists and/or dental assistants? (Select all that apply.) (continued)

BY YEARS EXPERIENCE

35 to 44

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	36.6%	32.3%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	90.1%	84.4%
Posted to dental-specific job boards (April 2022 only)	50.3%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	21.9%
Social media	50.3%	53.1%
Recruited from local hygiene or assisting programs	52.8%	54.2%
Used a staffing agency or recruiter	36.0%	21.9%
Word of mouth	80.1%	80.2%
Other, please specify	1.2%	0.0%

45 to 54

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	44.4%	39.5%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	81.8%	80.9%
Posted to dental-specific job boards (April 2022 only)	50.7%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	19.1%
Social media	48.0%	49.3%
Recruited from local hygiene or assisting programs	54.7%	52.6%
Used a staffing agency or recruiter	22.7%	21.7%
Word of mouth	83.6%	82.9%
Other, please specify	0.4%	0.0%

[Owner dentists] What tools have you used to recruit dental hygienists and/or dental assistants? (Select all that apply.) (continued)

55 to 64

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	35.7%	40.5%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	81.2%	79.5%
Posted to dental-specific job boards (April 2022 only)	44.3%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	16.2%
Social media	40.8%	48.1%
Recruited from local hygiene or assisting programs	42.7%	51.9%
Used a staffing agency or recruiter	26.3%	28.1%
Word of mouth	79.2%	76.8%
Other, please specify	0.8%	1.1%

65 or older

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	33.7%	48.3%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	69.9%	73.7%
Posted to dental-specific job boards (April 2022 only)	35.5%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	22.9%
Social media	36.7%	50.8%
Recruited from local hygiene or assisting programs	44.6%	50.8%
Used a staffing agency or recruiter	27.1%	19.5%
Word of mouth	72.3%	78.0%
Other, please specify	3.6%	0.8%

[Owner dentists] What tools have you used to recruit dental hygienists and/or dental assistants? (Select all that apply.) (continued)

BY RACE/ETHNICITY

White

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	38.2%	42.1%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	80.4%	78.8%
Posted to dental-specific job boards (April 2022 only)	46.9%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	19.1%
Social media	46.4%	50.7%
Recruited from local hygiene or assisting programs	50.6%	53.7%
Used a staffing agency or recruiter	26.2%	22.3%
Word of mouth	81.8%	80.9%
Other, please specify	1.6%	0.5%

Asian

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	34.7%	31.9%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	88.0%	83.0%
Posted to dental-specific job boards (April 2022 only)	38.7%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	19.1%
Social media	26.7%	42.6%
Recruited from local hygiene or assisting programs	37.3%	38.3%
Used a staffing agency or recruiter	30.7%	23.4%
Word of mouth	74.7%	68.1%
Other, please specify	0.0%	0.0%

[Owner dentists] What tools have you used to recruit dental hygienists and/or dental assistants? (Select all that apply.) (continued)

Hispanic

Tools Used	April 2022	June 2023
Dental society classifieds or advertisement	40.4%	52.2%
Online recruitment websites (e.g., Craigslist, Indeed, Monster)	78.7%	73.9%
Posted to dental-specific job boards (April 2022 only)	48.9%	N/A
Dental-specific job matching site (e.g., Open Dental, ADA Practice Transitions) (June 2023 only)	N/A	21.7%
Social media	44.7%	43.5%
Recruited from local hygiene or assisting programs	42.6%	65.2%
Used a staffing agency or recruiter	25.5%	4.3%
Word of mouth	66.0%	73.9%
Other, please specify	0.0%	0.0%

Dental Hygienist and Dental Assistant Wages

[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase?

BY DSO AFFILIATION

DSO

June 2022

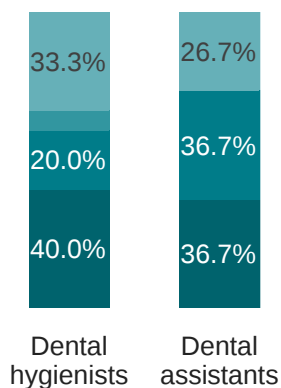


June 2023

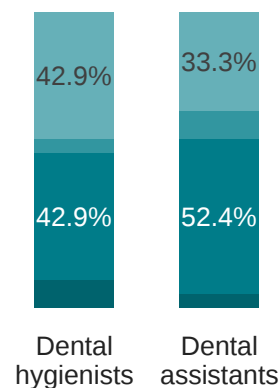


How much was the wage increase, on average?

June 2022



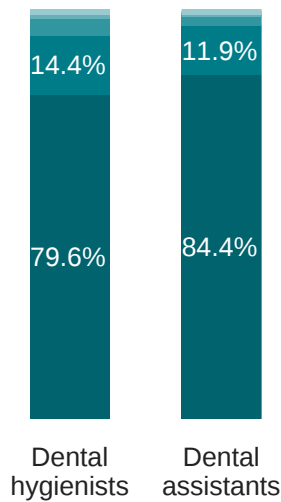
June 2023



[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase? (continued)

Non-DSO

June 2022



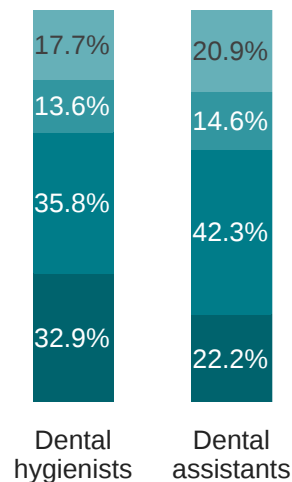
June 2023



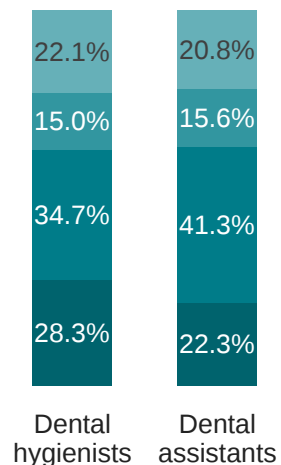
- Never
- 5 or more years ago
- 3-4 years ago
- 1-2 years ago
- Within the past year

How much was the wage increase, on average?

June 2022



June 2023



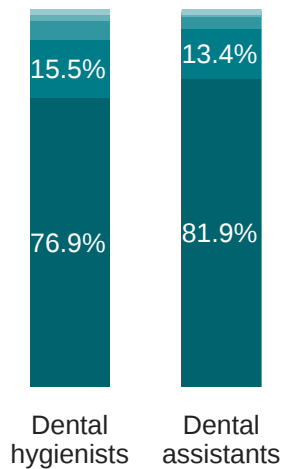
- 10% or more
- 7-9%
- 4-6%
- 1-3%

[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase?

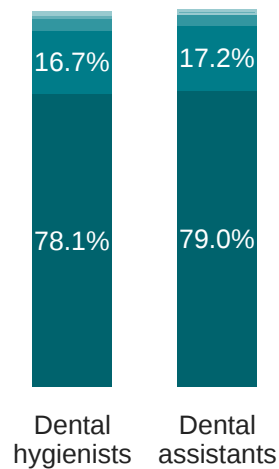
BY PRACTICE SIZE

Solo dentists

June 2022

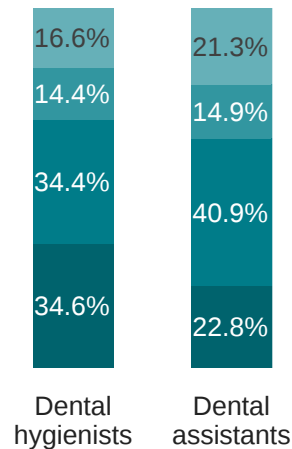


June 2023

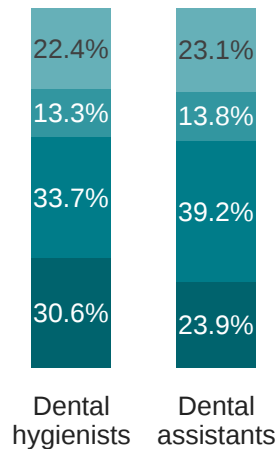


How much was the wage increase, on average?

June 2022



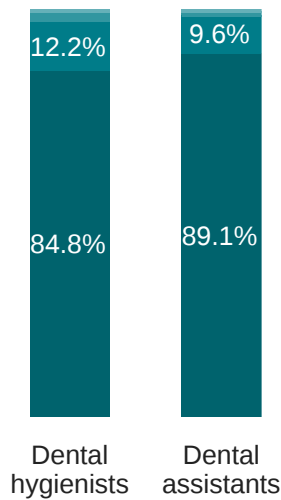
June 2023



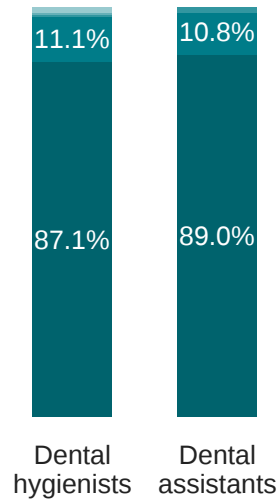
[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase?

2 to 9 dentists

June 2022

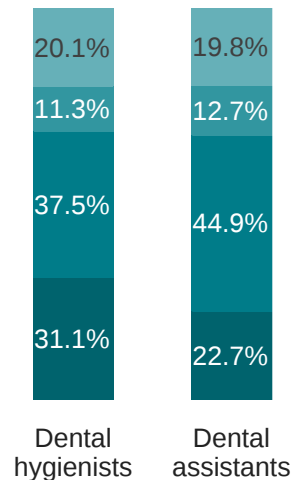


June 2023

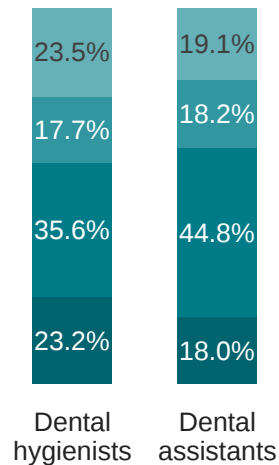


How much was the wage increase, on average?

June 2022



June 2023

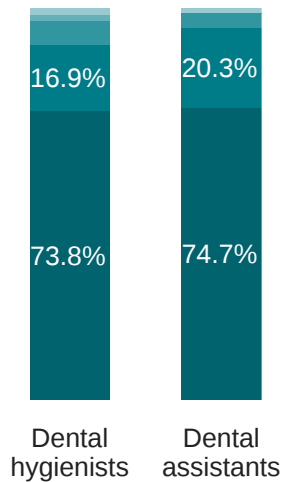


[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase?

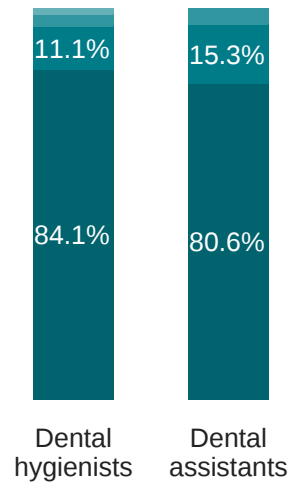
BY GEOGRAPHY

Top 20 cities

June 2022

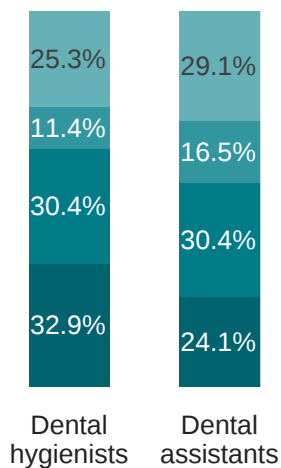


June 2023

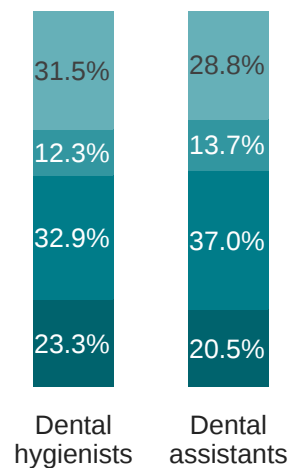


How much was the wage increase, on average?

June 2022



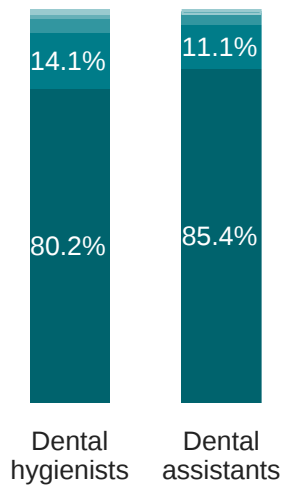
June 2023



[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase?

Other urban

June 2022



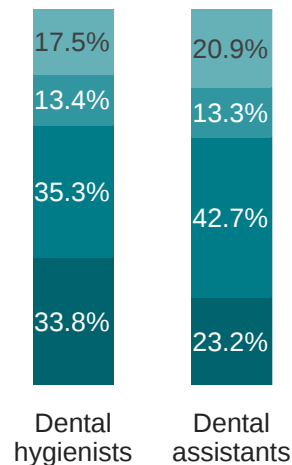
June 2023



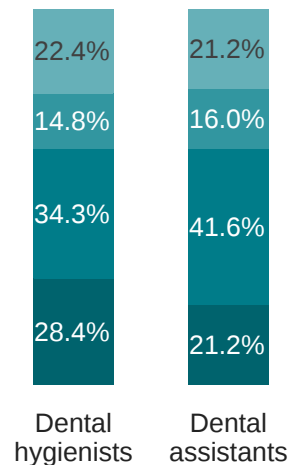
- Never
- 5 or more years ago
- 3-4 years ago
- 1-2 years ago
- Within the past year

How much was the wage increase, on average?

June 2022



June 2023

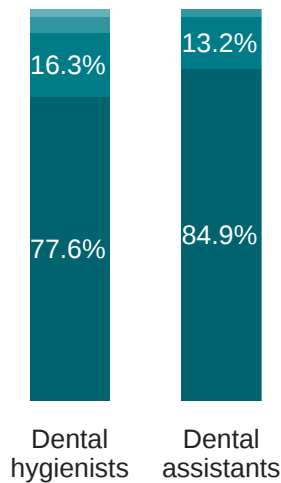


- 10% or more
- 7-9%
- 4-6%
- 1-3%

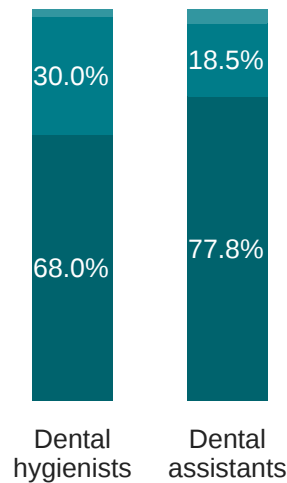
[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase?

Suburban

June 2022



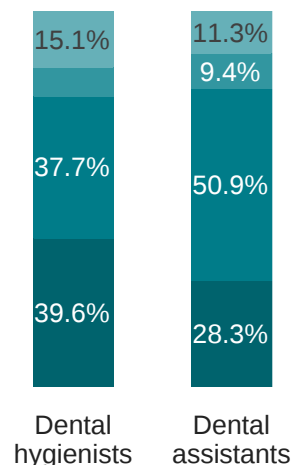
June 2023



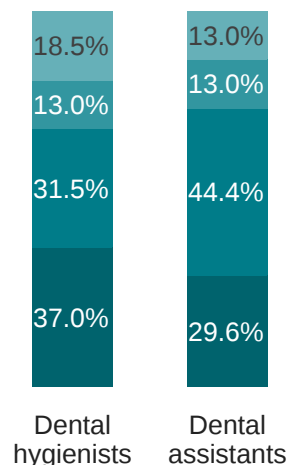
- Never
- 5 or more years ago
- 3-4 years ago
- 1-2 years ago
- Within the past year

How much was the wage increase, on average?

June 2022



June 2023



- 10% or more
- 7-9%
- 4-6%
- 1-3%

[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase?

Rural

June 2022



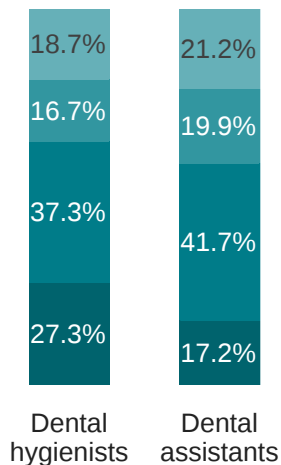
June 2023



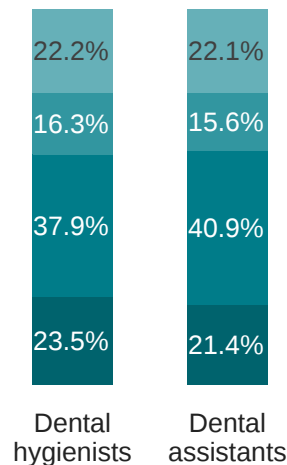
- Never
- 5 or more years ago
- 3-4 years ago
- 1-2 years ago
- Within the past year

How much was the wage increase, on average?

June 2022



June 2023



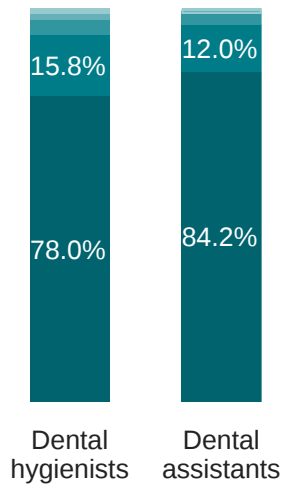
- 10% or more
- 7-9%
- 4-6%
- 1-3%

[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase?

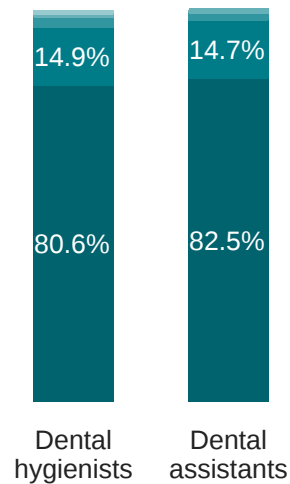
BY SEX

Male

June 2022



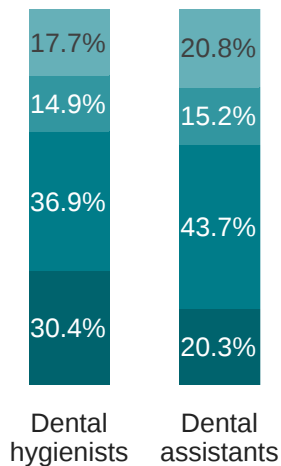
June 2023



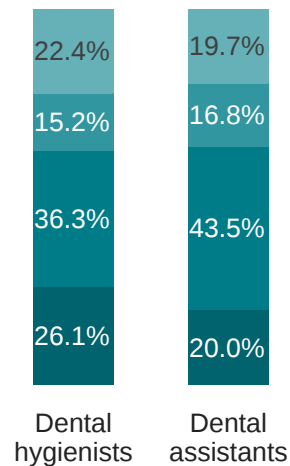
- Never
- 5 or more years ago
- 3-4 years ago
- 1-2 years ago
- Within the past year

How much was the wage increase, on average?

June 2022



June 2023



- 10% or more
- 7-9%
- 4-6%
- 1-3%

[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase?

BY SEX

Female

June 2022



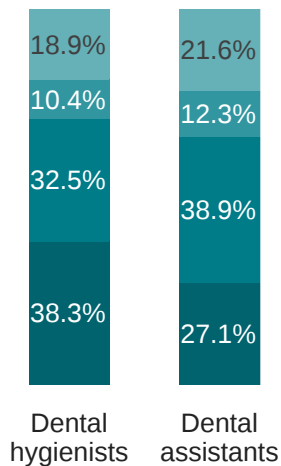
June 2023



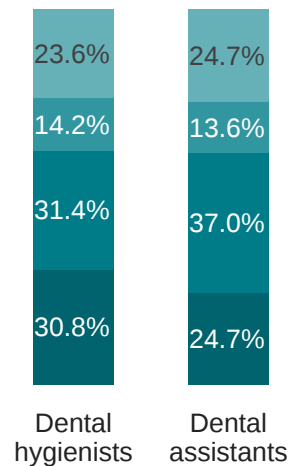
- Never
- 5 or more years ago
- 3-4 years ago
- 1-2 years ago
- Within the past year

How much was the wage increase, on average?

June 2022



June 2023



- 10% or more
- 7-9%
- 4-6%
- 1-3%

[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase? (continued)

BY YEARS EXPERIENCE

New dentists (graduated 2013-2022)

June 2022

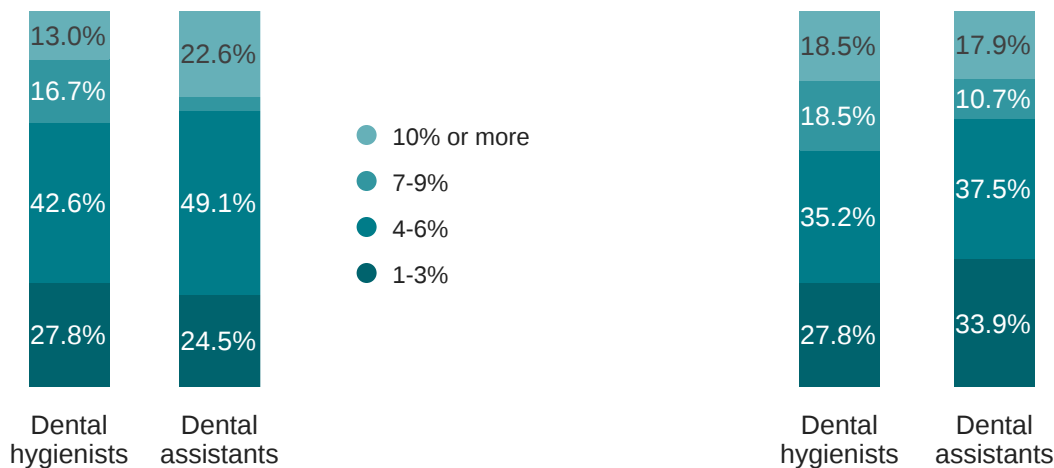
June 2023



How much was the wage increase, on average?

June 2022

June 2023

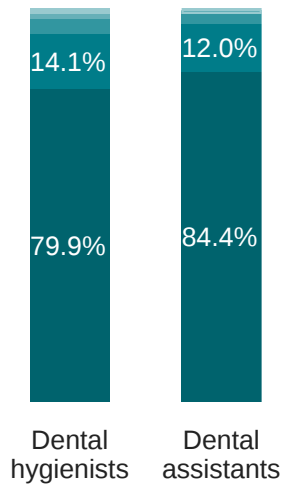


[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase?

BY YEARS EXPERIENCE

Established dentists (graduated before 2013)

June 2022

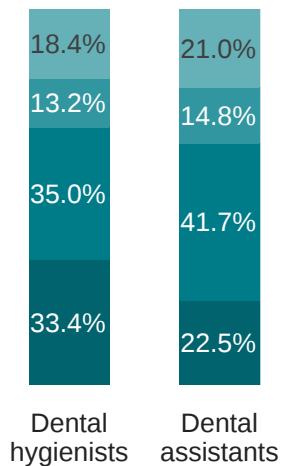


June 2023

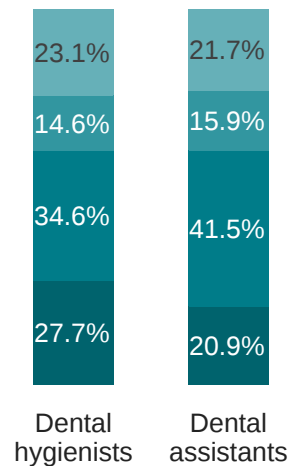


How much was the wage increase, on average?

June 2022



June 2023



[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase? (continued)

35 to 44

June 2022

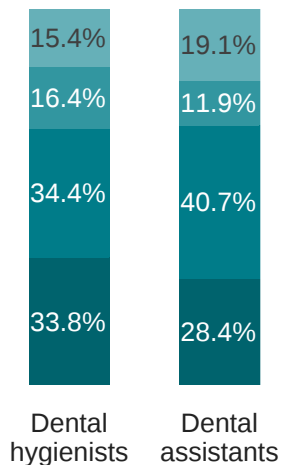


June 2023

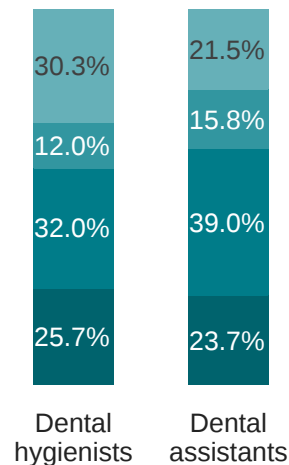


How much was the wage increase, on average?

June 2022



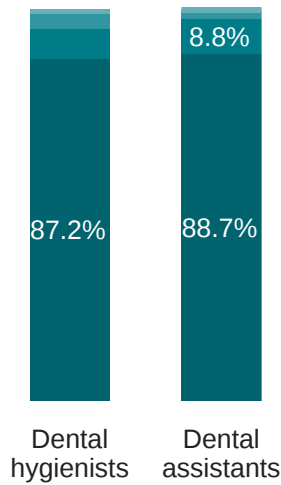
June 2023



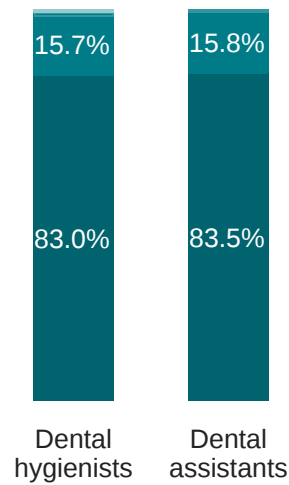
[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase? (continued)

45 to 54

June 2022

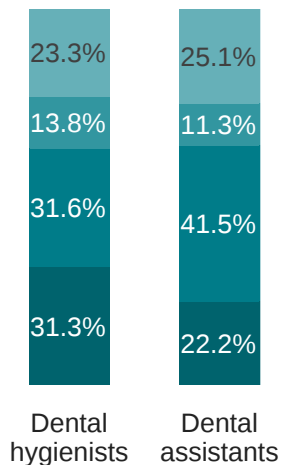


June 2023

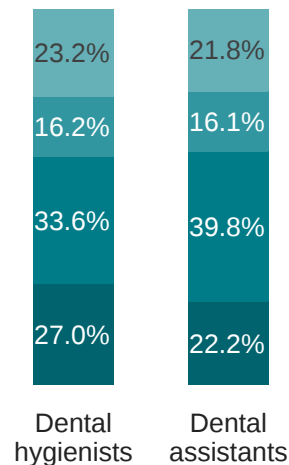


How much was the wage increase, on average?

June 2022



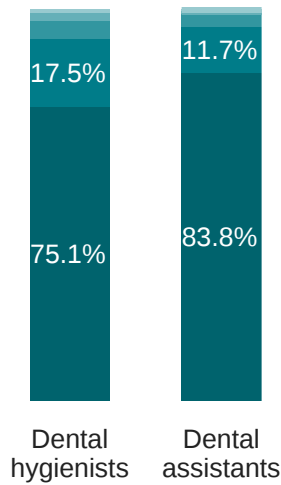
June 2023



[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase? (continued)

55 to 64

June 2022

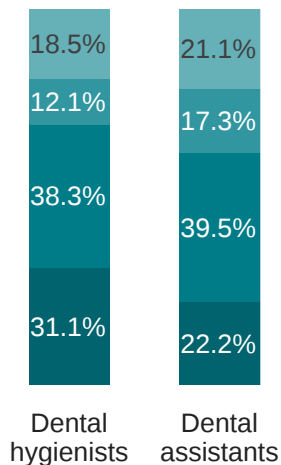


June 2023

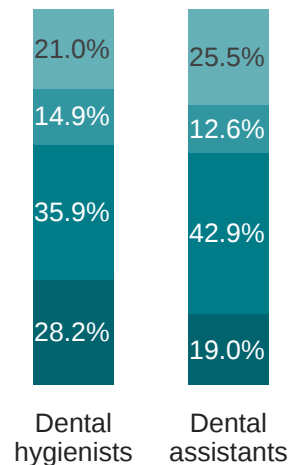


How much was the wage increase, on average?

June 2022



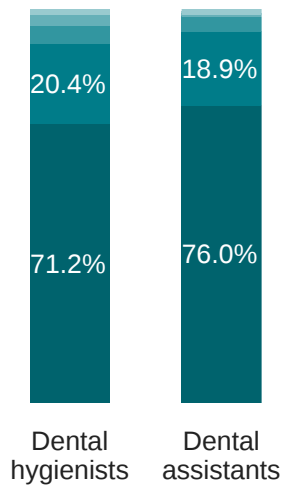
June 2023



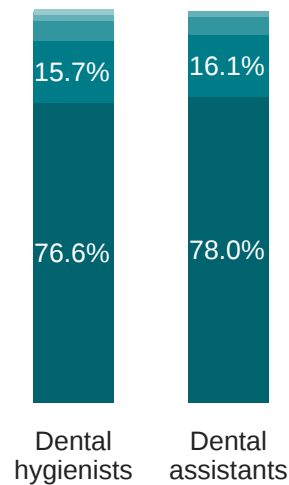
[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase? (continued)

65 or older

June 2022



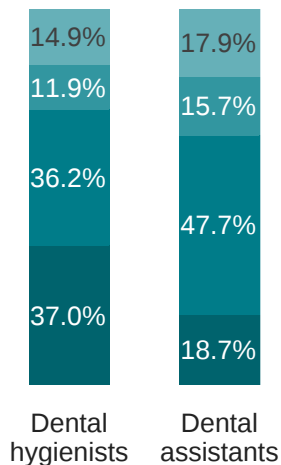
June 2023



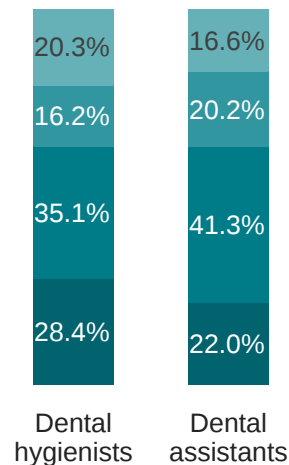
- Never
- 5 or more years ago
- 3-4 years ago
- 1-2 years ago
- Within the past year

How much was the wage increase, on average?

June 2022



June 2023



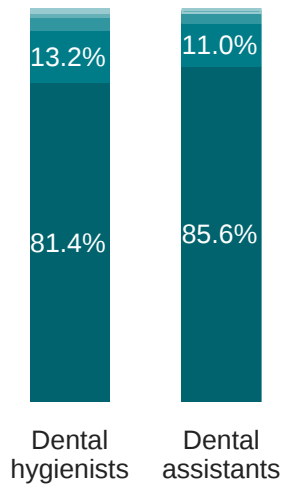
- 10% or more
- 7-9%
- 4-6%
- 1-3%

[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase? (continued)

BY RACE/ETHNICITY

White

June 2022

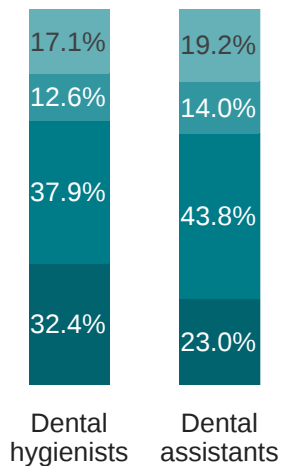


June 2023

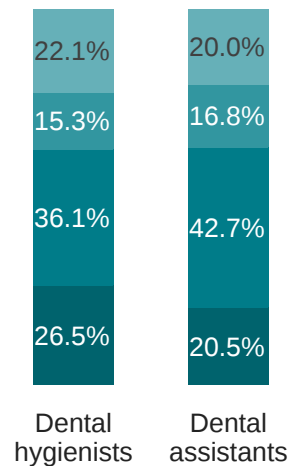


How much was the wage increase, on average?

June 2022



June 2023



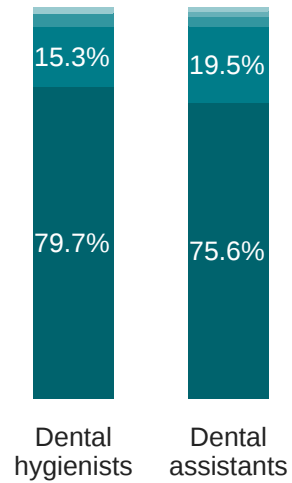
[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase? (continued)

Asian

June 2022



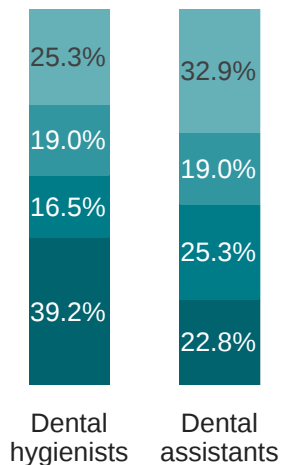
June 2023



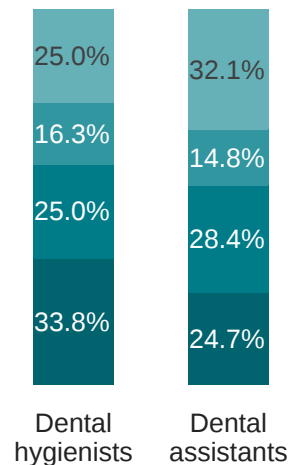
- Never
- 5 or more years ago
- 3-4 years ago
- 1-2 years ago
- Within the past year

How much was the wage increase, on average?

June 2022



June 2023

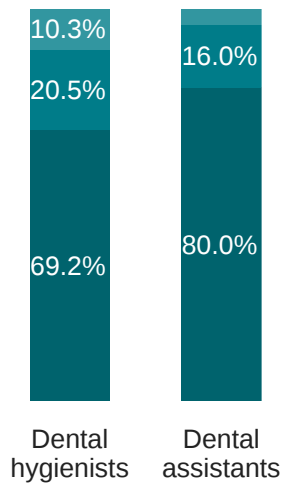


- 10% or more
- 7-9%
- 4-6%
- 1-3%

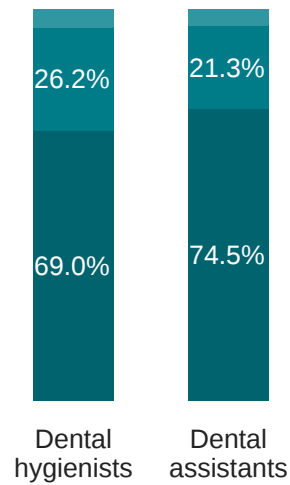
[Owner dentists] When did you last give dental hygienists and dental assistants on your staff a wage increase? (continued)

Hispanic

June 2022

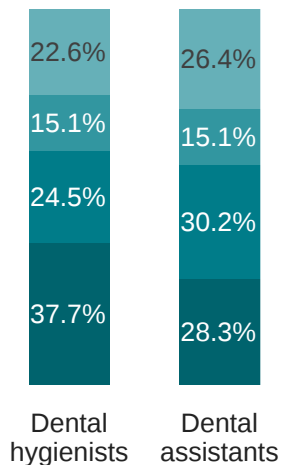


June 2023

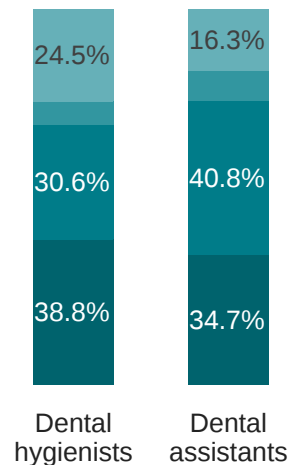


How much was the wage increase, on average?

June 2022



June 2023



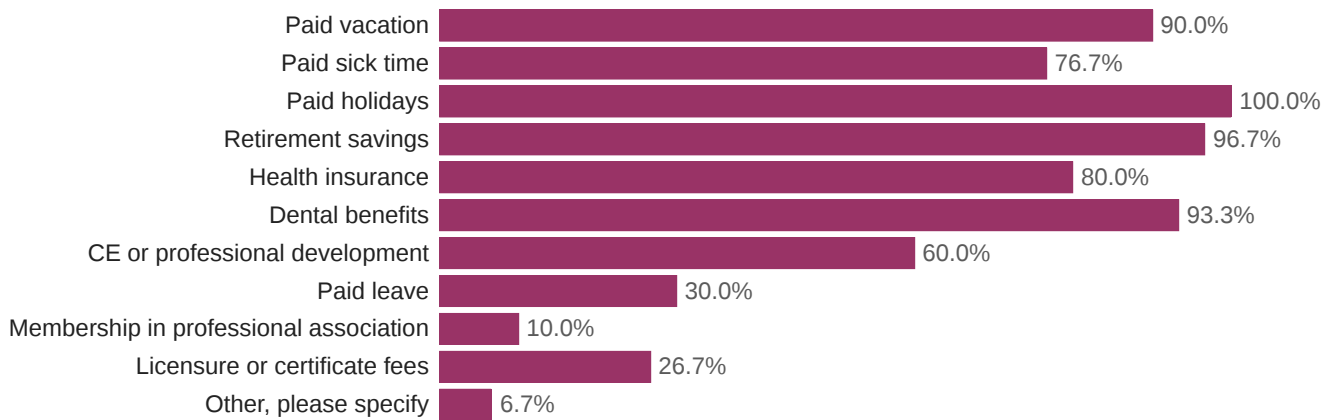
Current Employee Benefits

[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.)

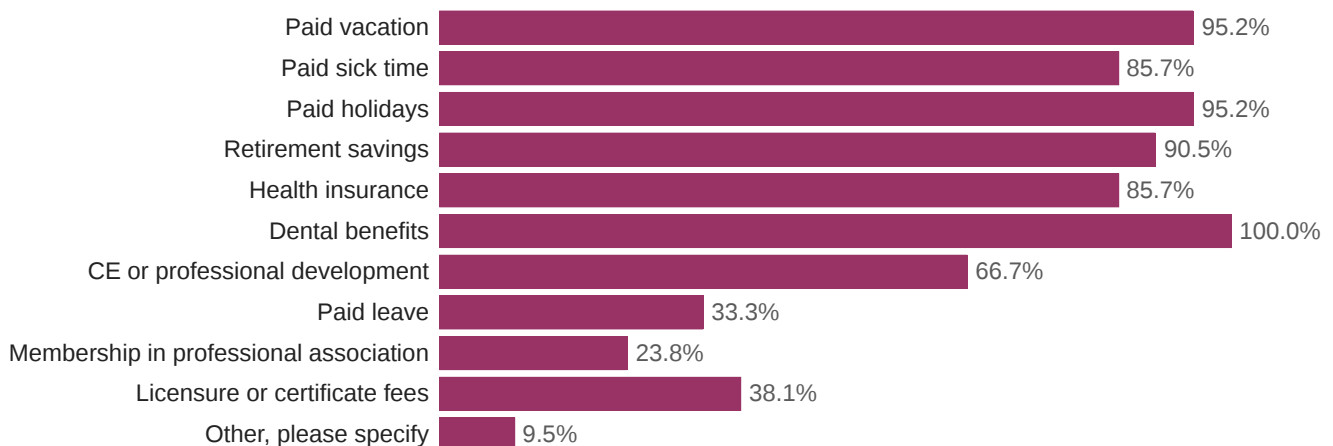
BY DSO AFFILIATION

DSO

June 2022



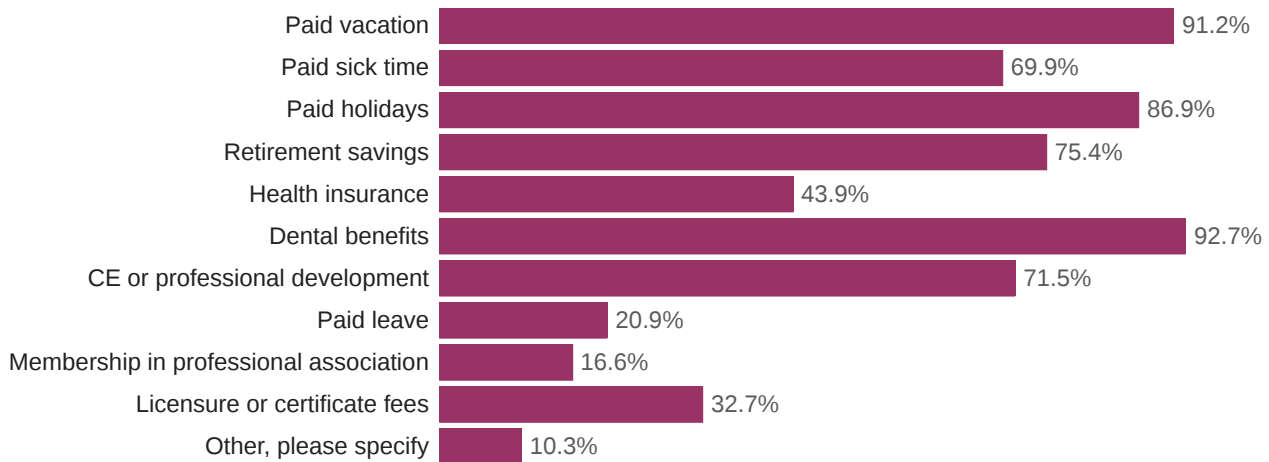
June 2023



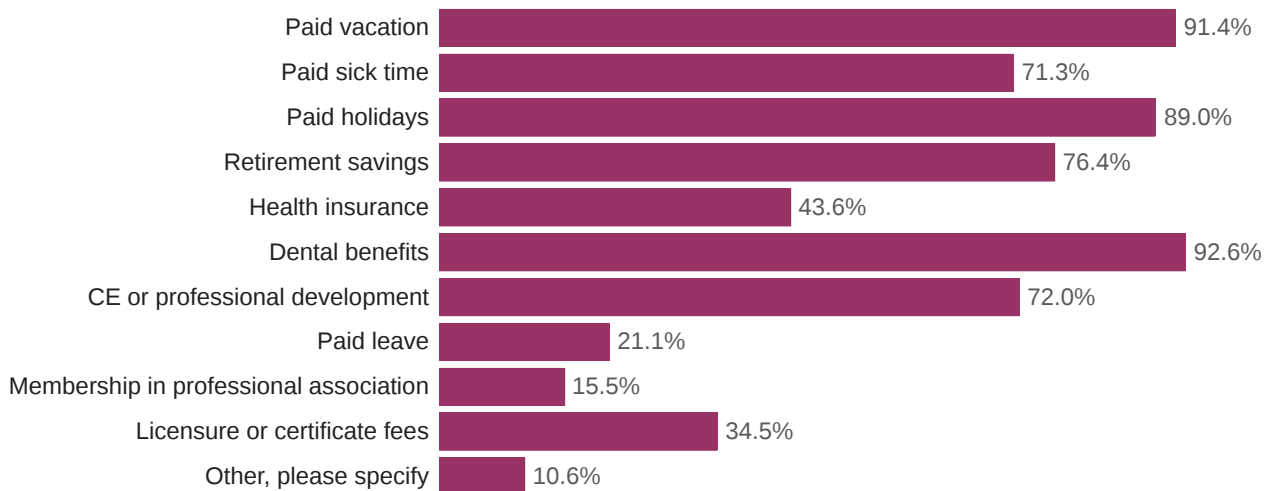
[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

Non-DSO

June 2022



June 2023

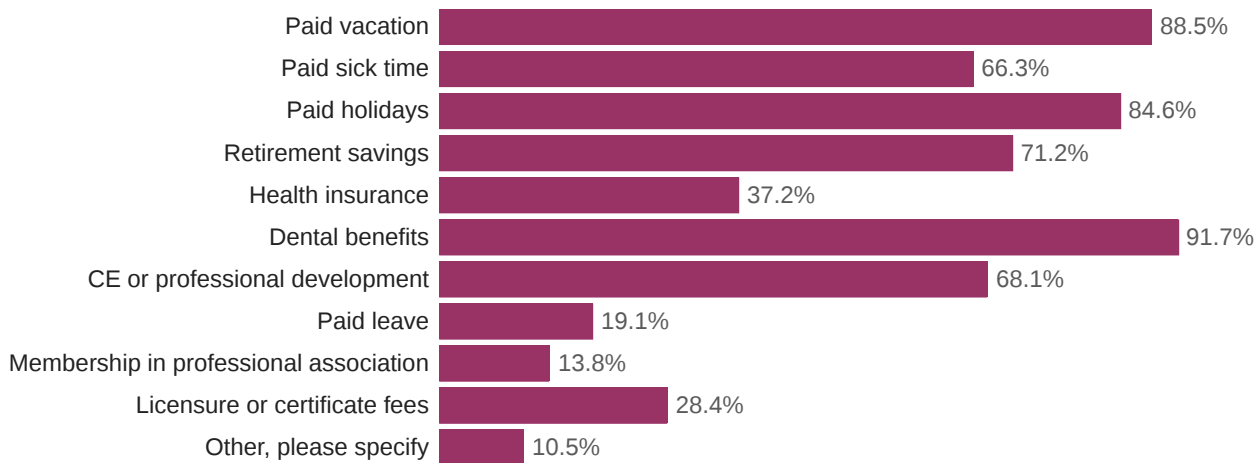


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

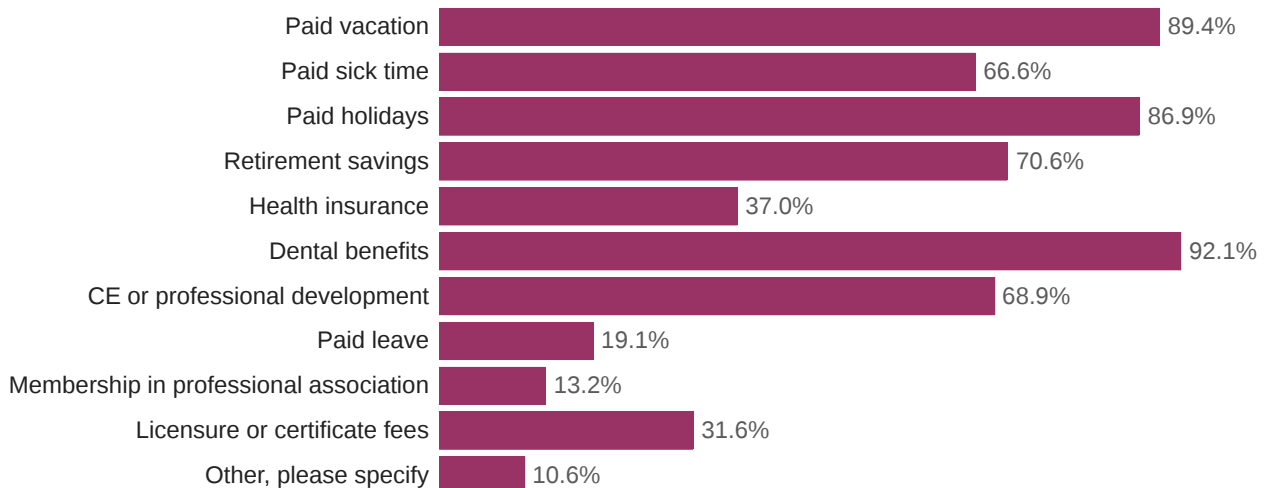
BY PRACTICE SIZE

Solo dentists

June 2022



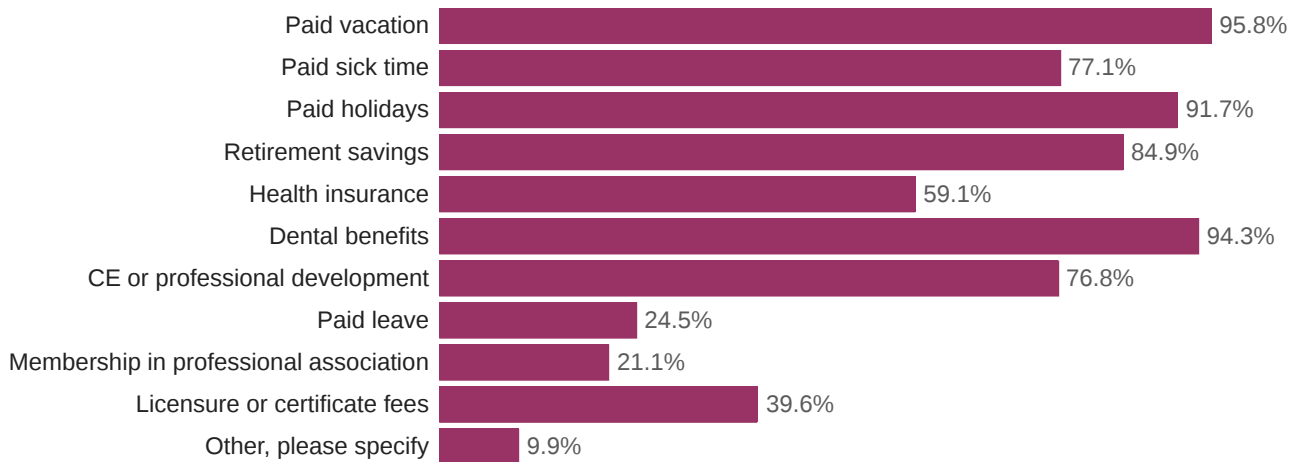
June 2023



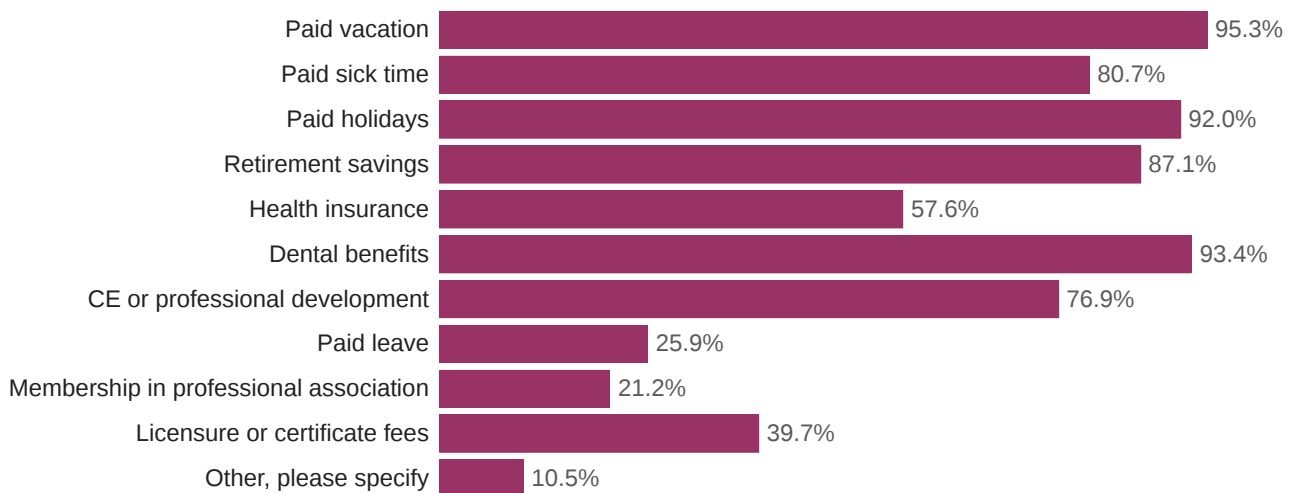
[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

2 to 9 dentists

June 2022



June 2023

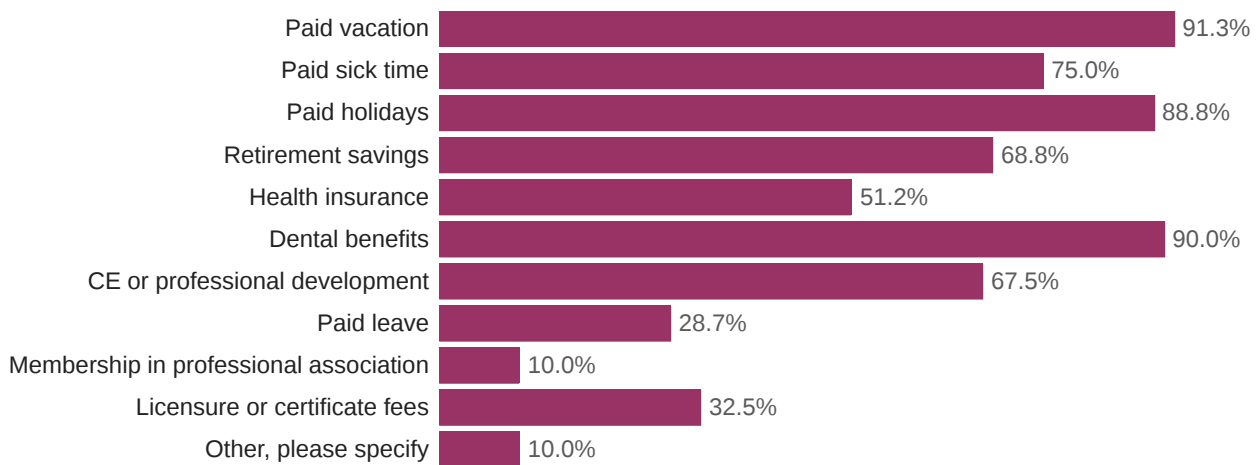


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

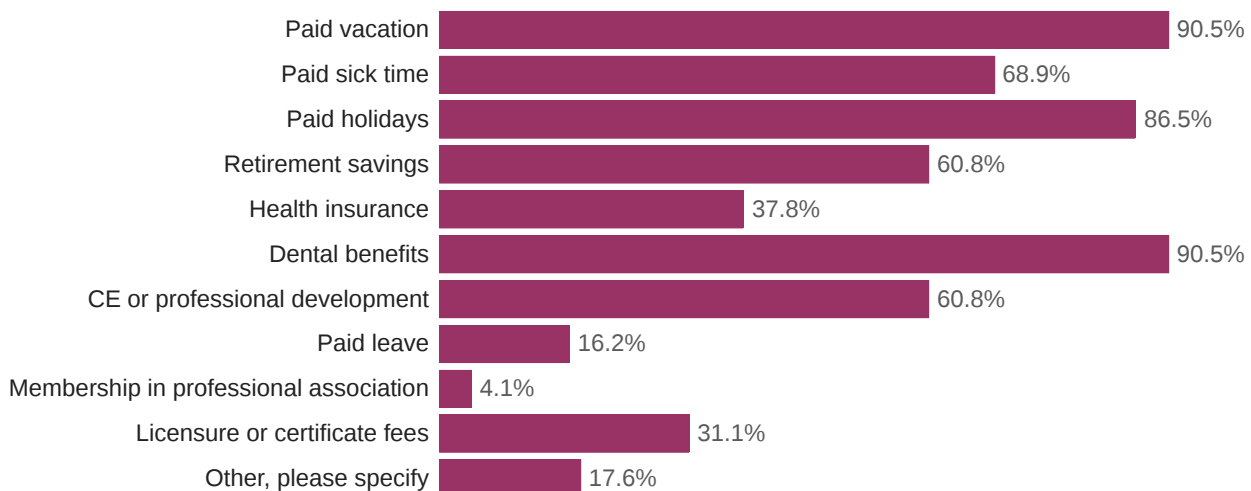
BY GEOGRAPHY

Top 20 cities

June 2022



June 2023

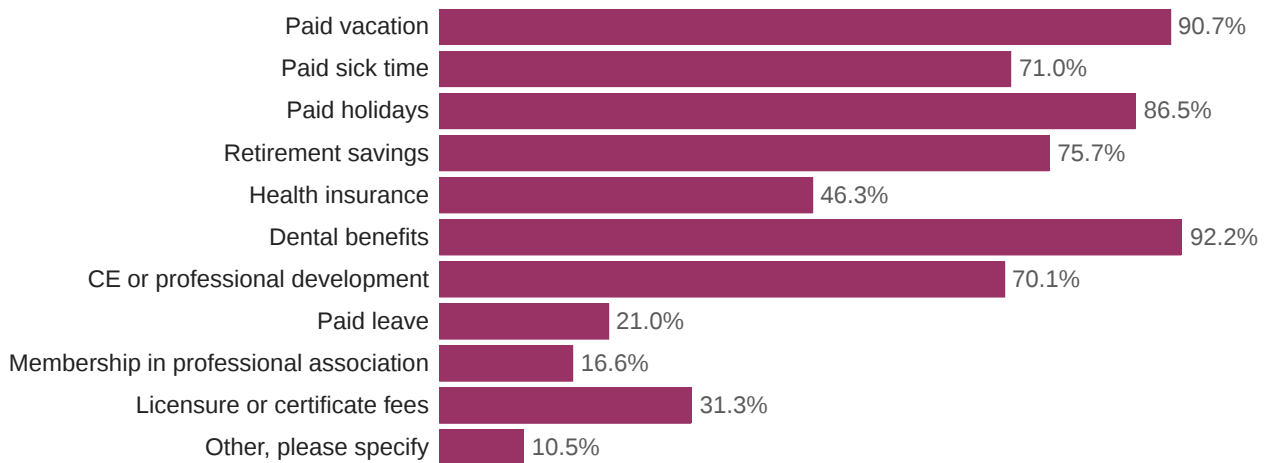


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

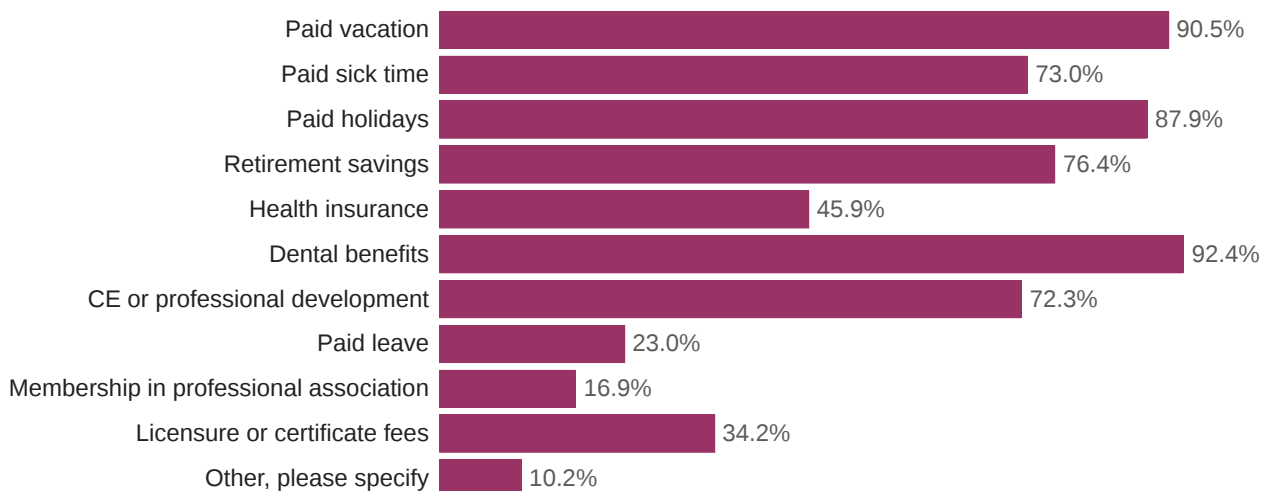
BY GEOGRAPHY

Other urban

June 2022



June 2023

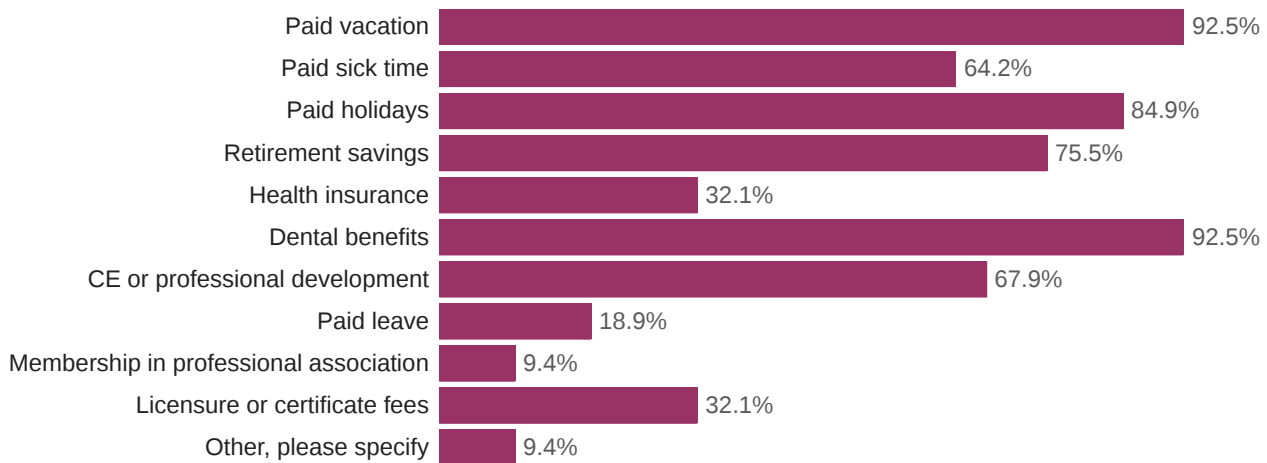


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

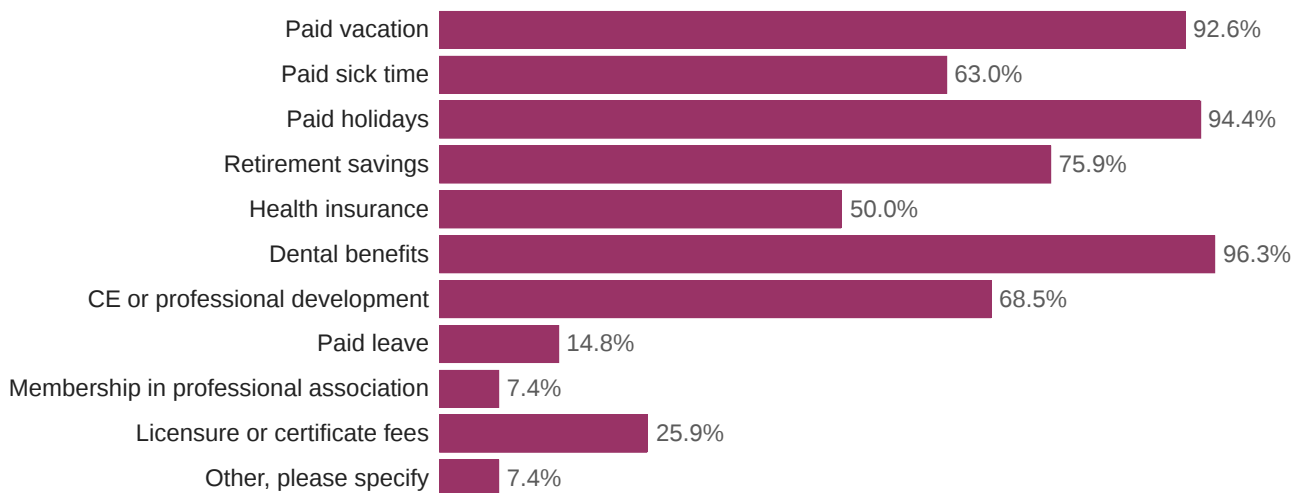
BY GEOGRAPHY

Suburban

June 2022



June 2023

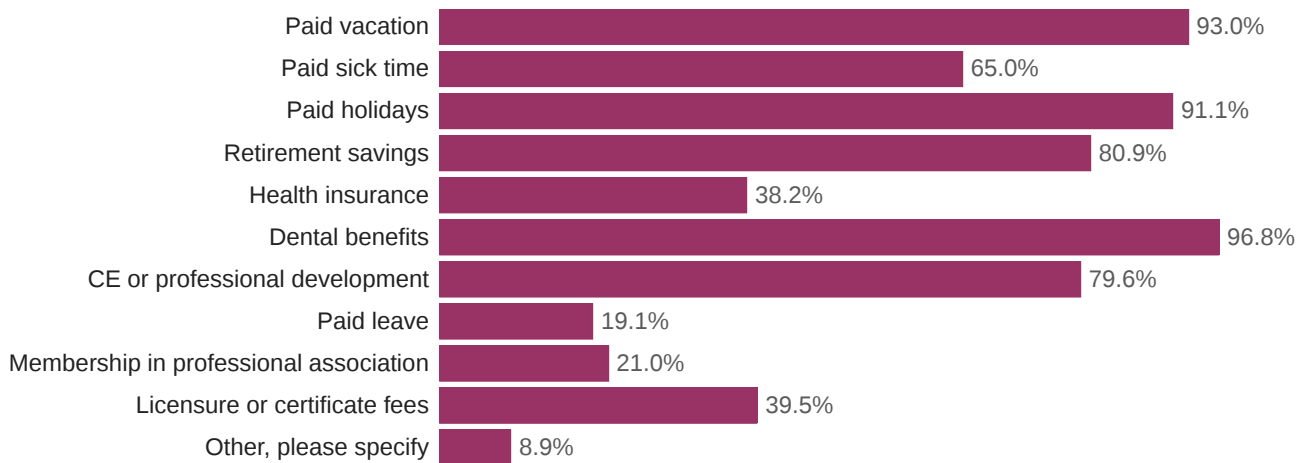


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

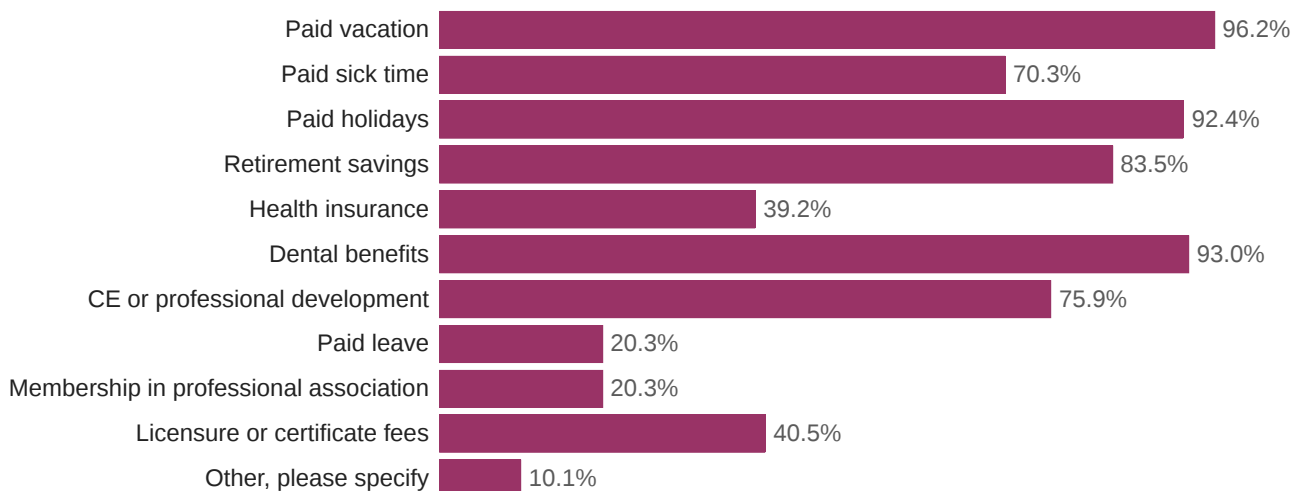
BY GEOGRAPHY

Rural

June 2022



June 2023

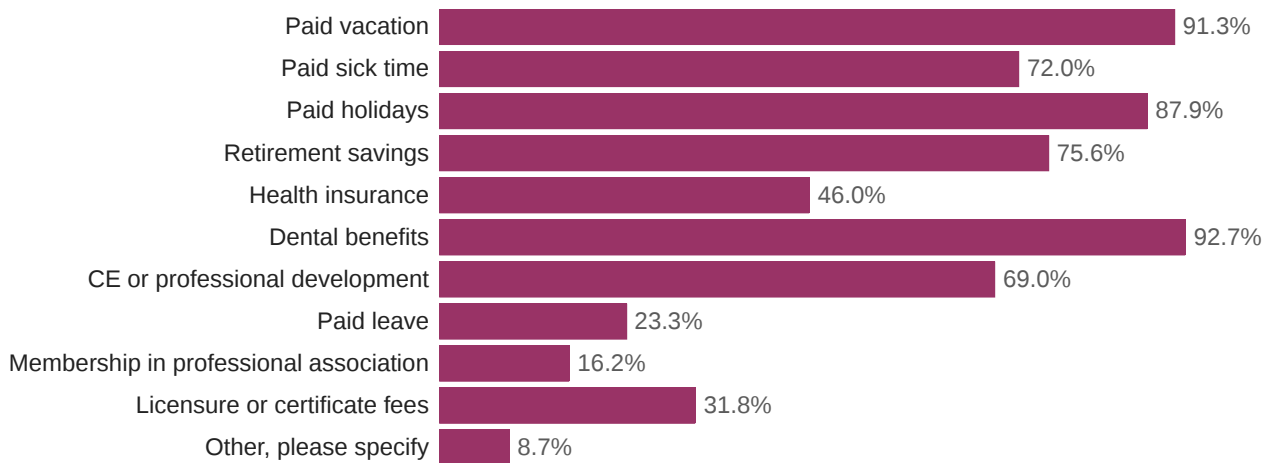


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

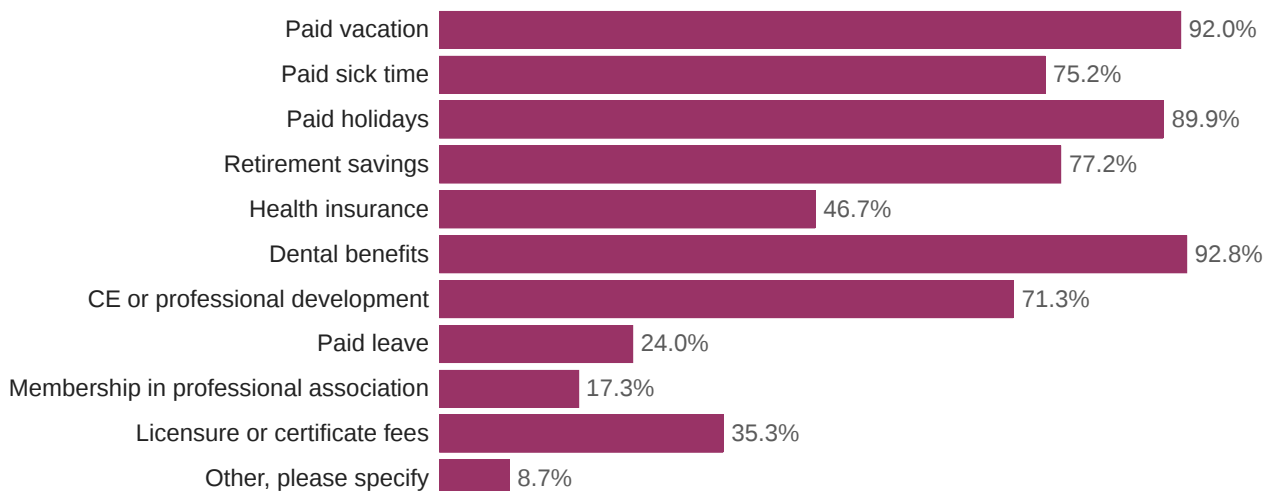
BY SEX

Male

June 2022



June 2023

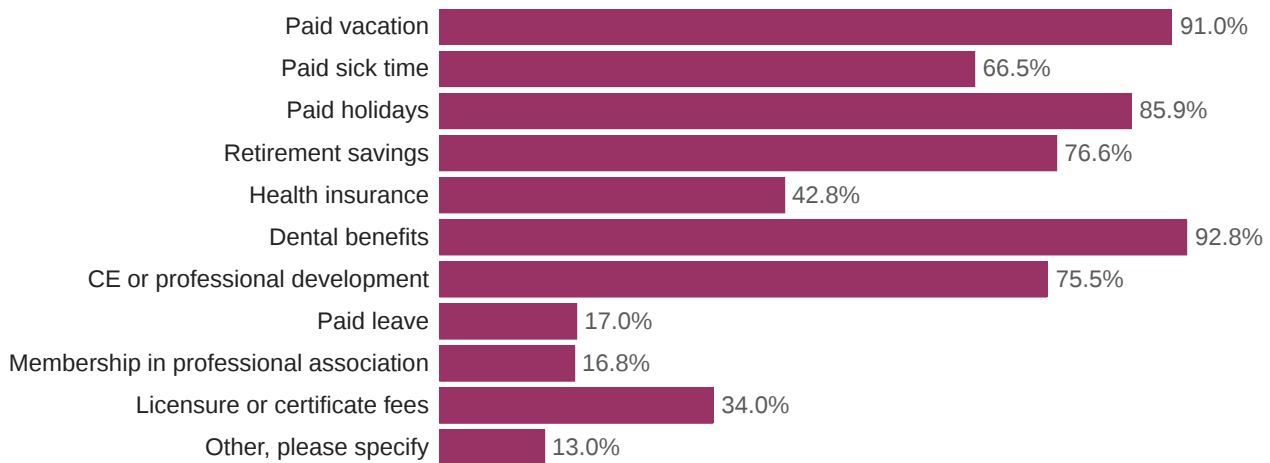


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

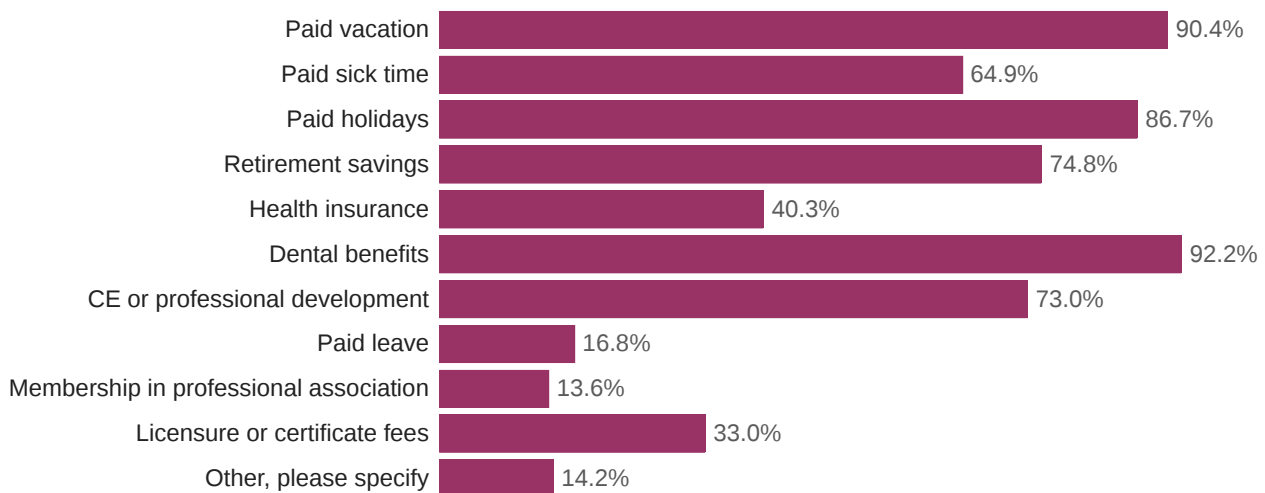
BY SEX

Female

June 2022



June 2023

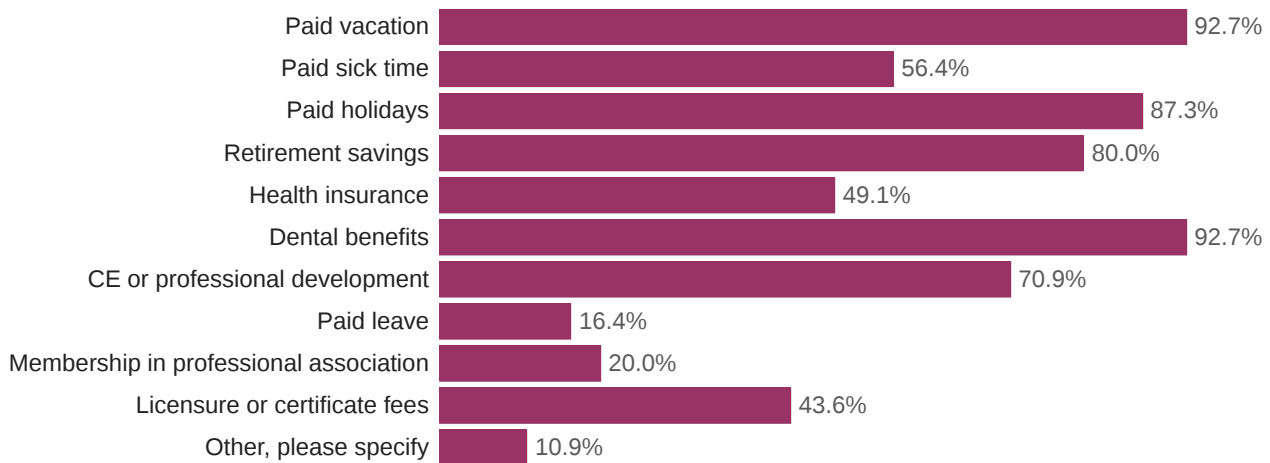


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

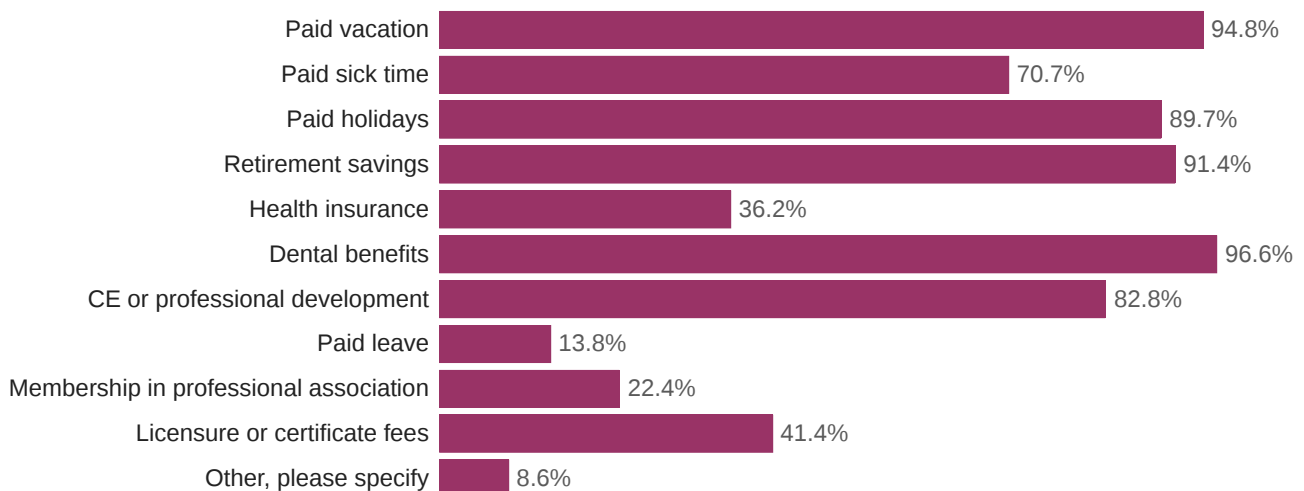
BY YEARS EXPERIENCE

New dentists (graduated 2013-2022)

June 2022



June 2023

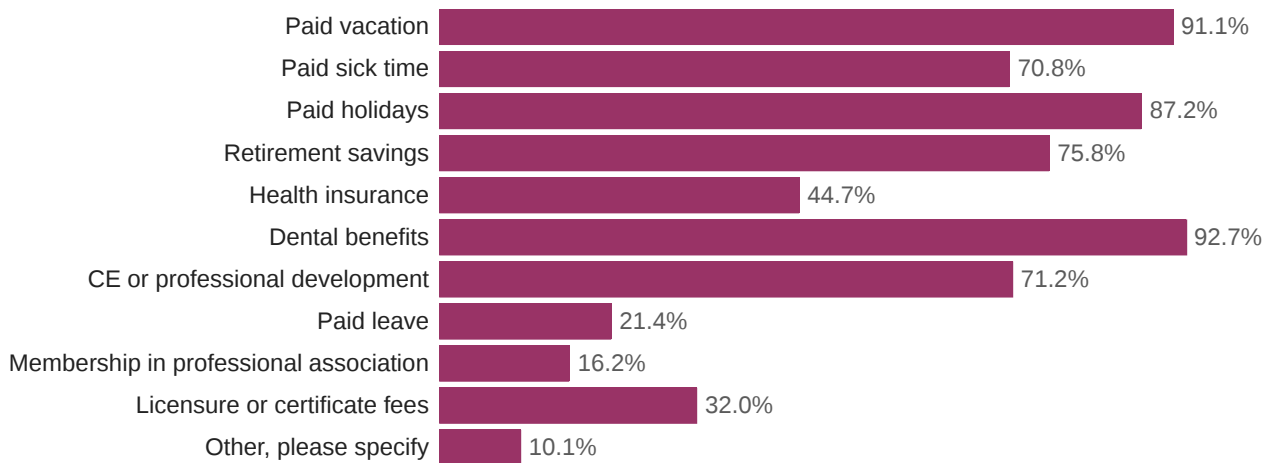


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

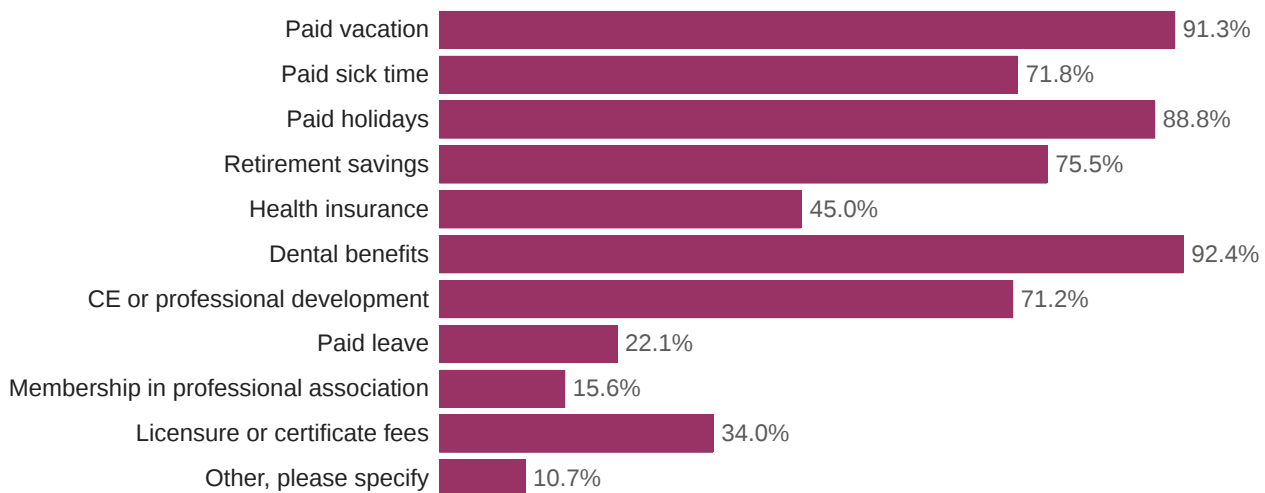
BY YEARS EXPERIENCE

Established dentists (graduated before 2013)

June 2022



June 2023

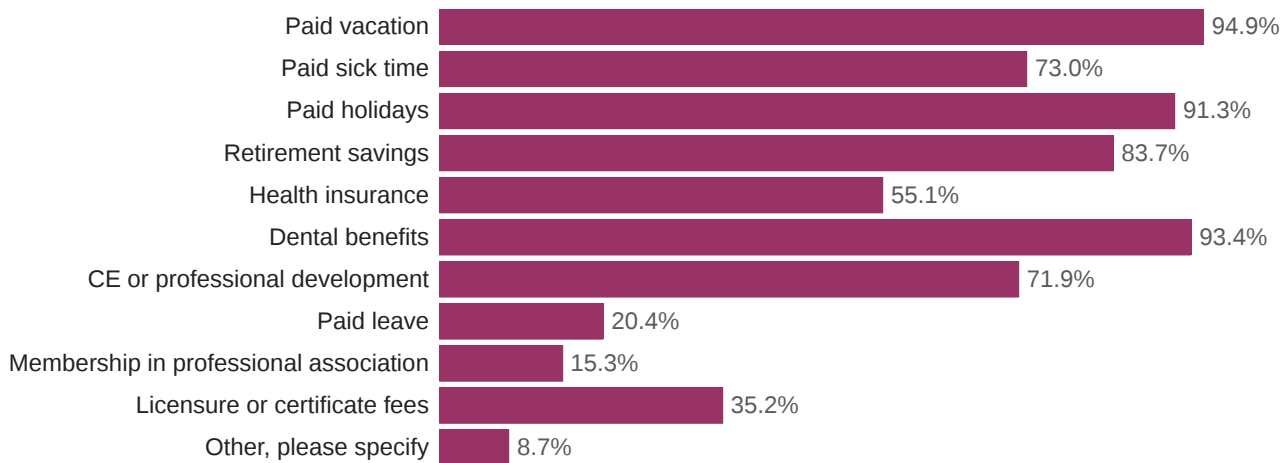


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

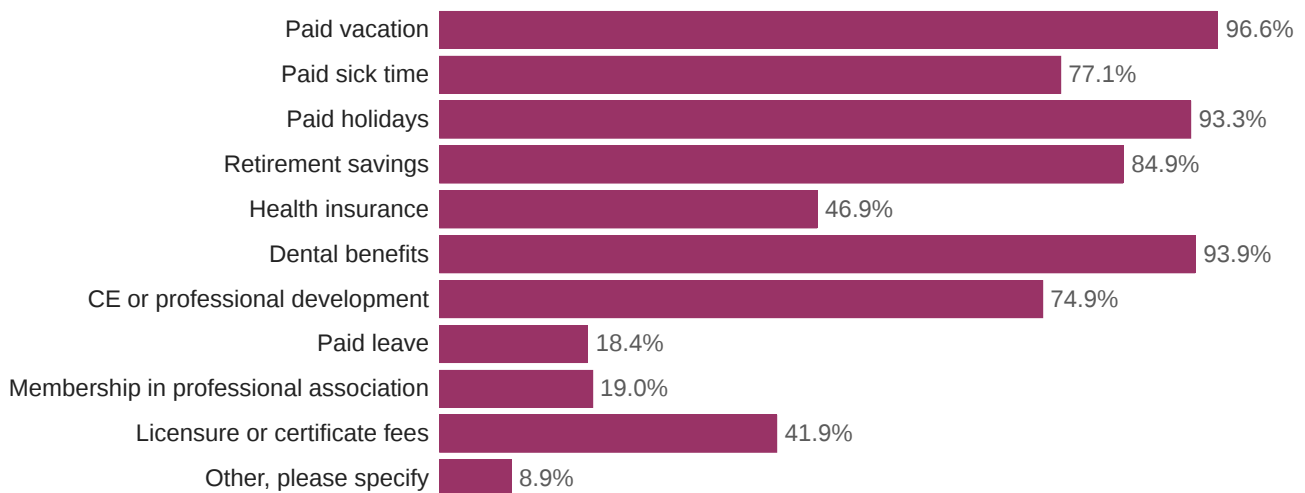
BY AGE GROUP

35 to 44

June 2022



June 2023

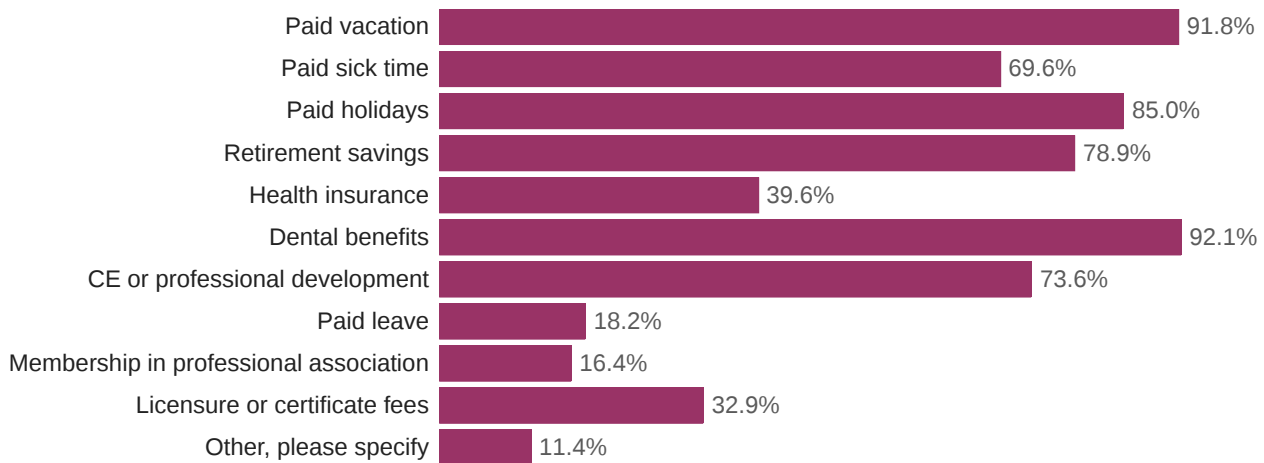


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

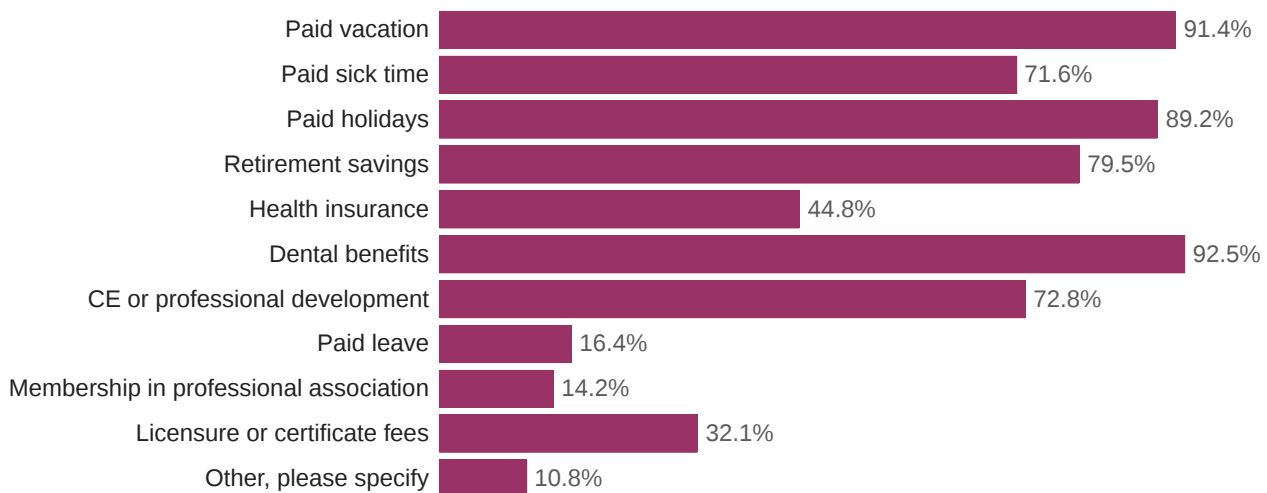
BY AGE GROUP

45 to 54

June 2022



June 2023

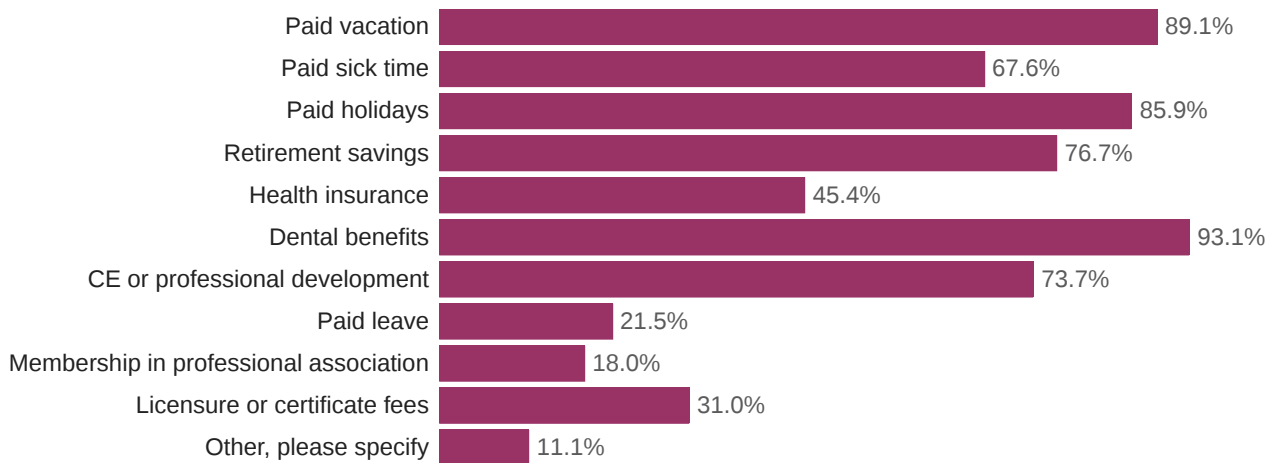


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

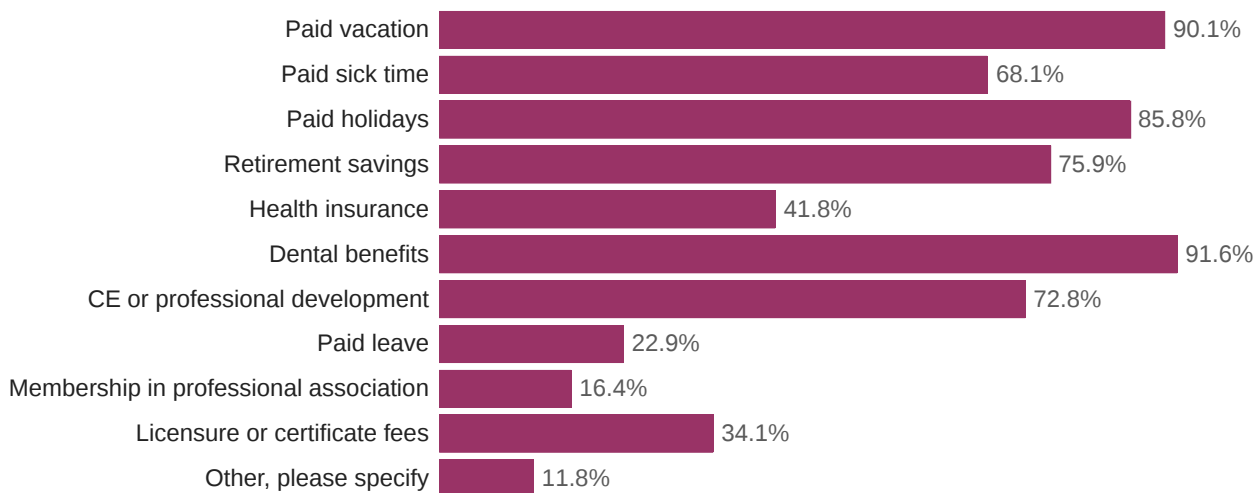
BY AGE GROUP

55 to 64

June 2022



June 2023

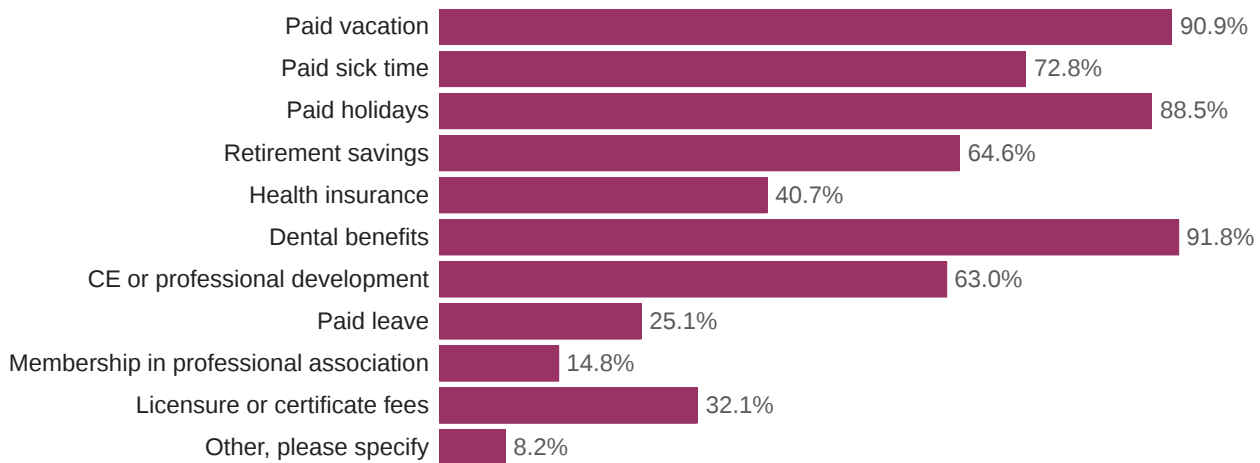


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

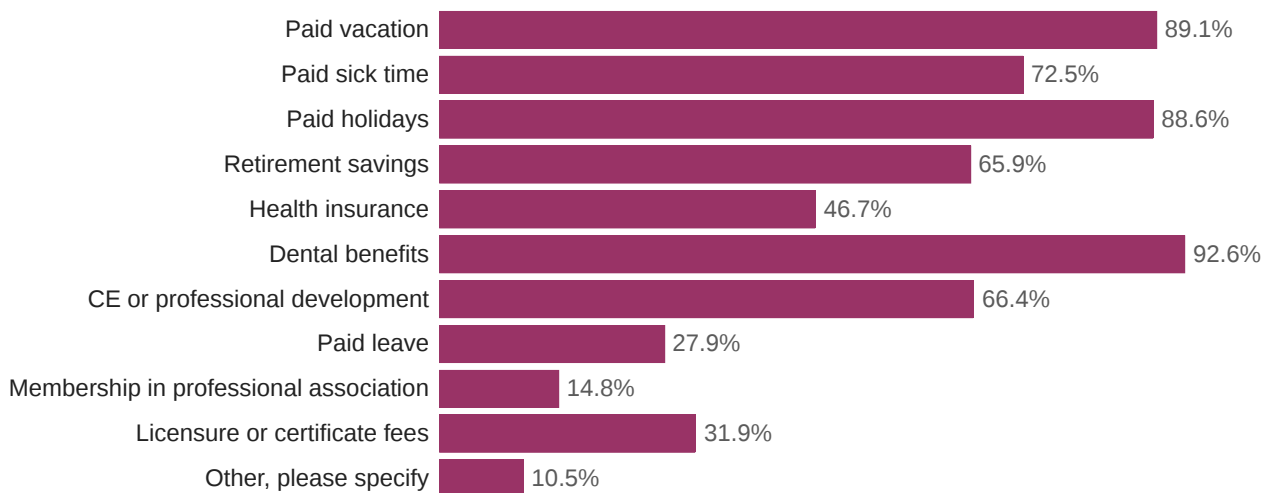
BY AGE GROUP

65 or older

June 2022



June 2023

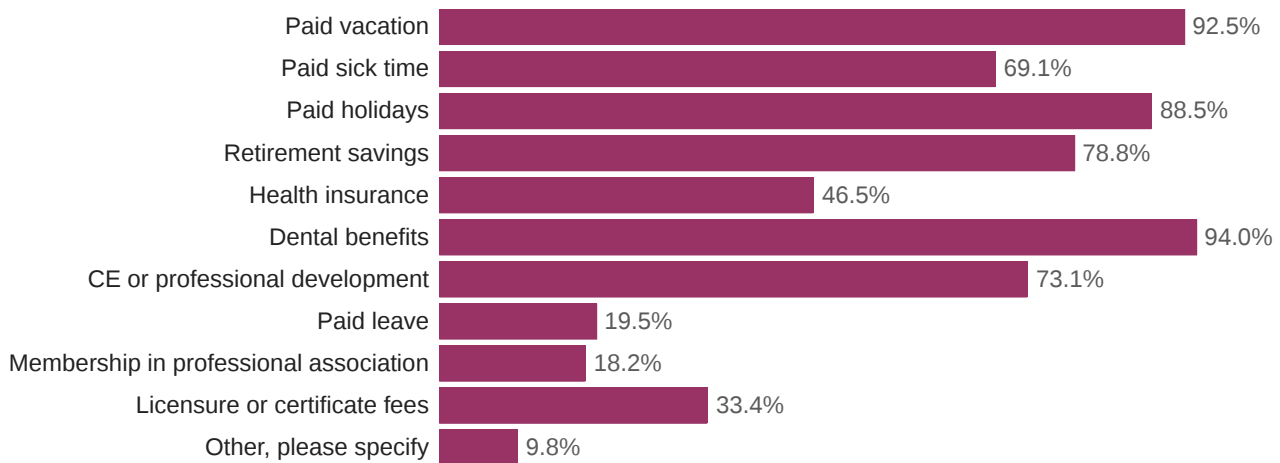


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

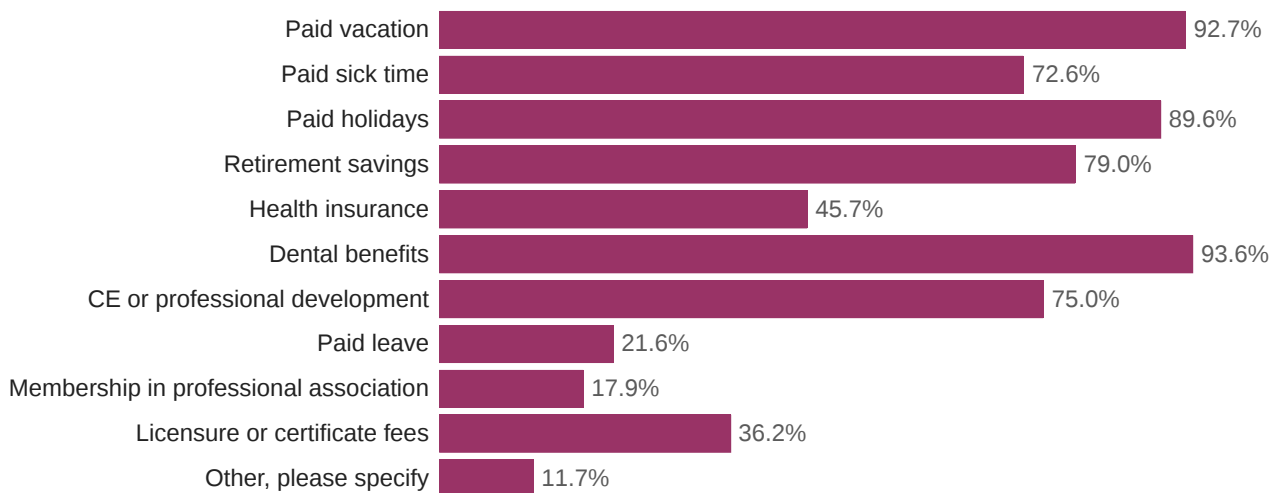
BY RACE/ETHNICITY

White

June 2022



June 2023

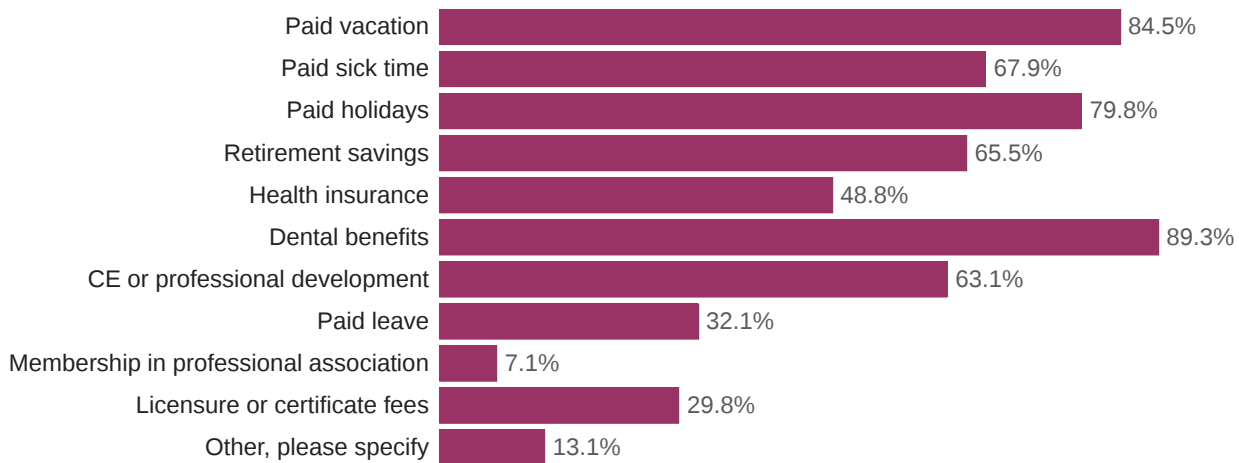


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

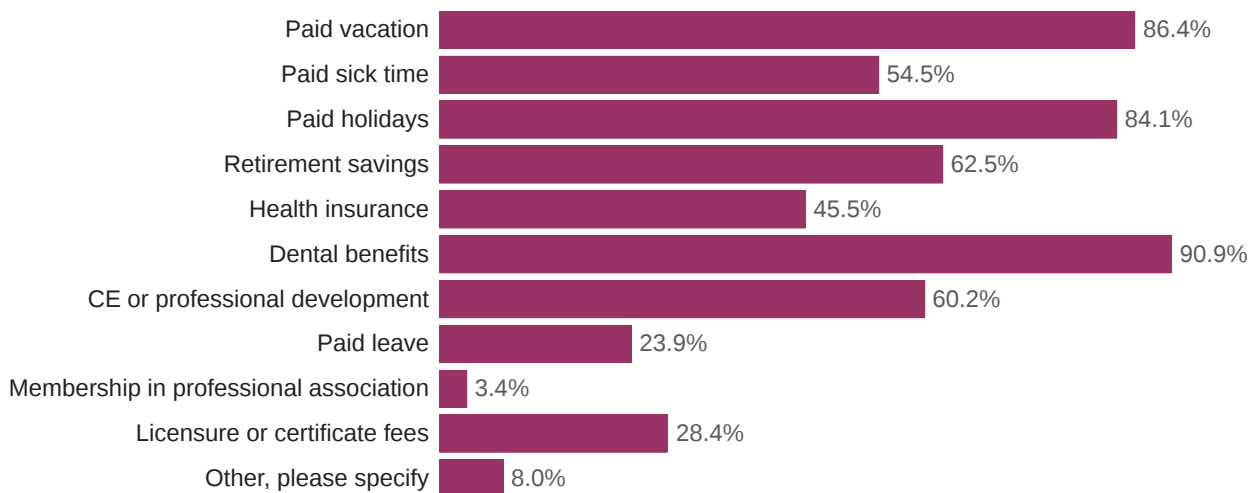
BY RACE/ETHNICITY

Asian

June 2022



June 2023

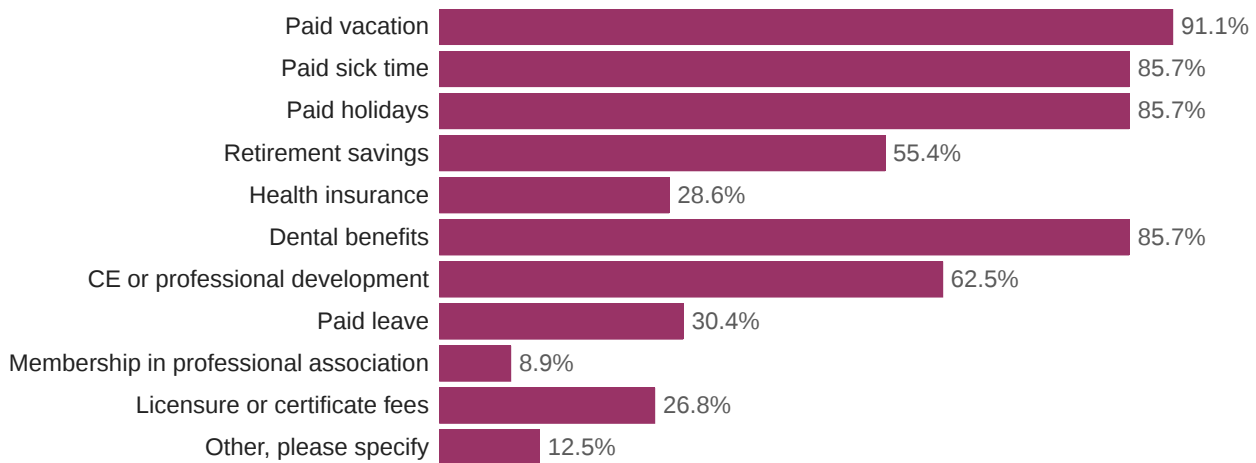


[Owner dentists] Which of the following benefits do you offer to your employees? (Select all that apply.) (continued)

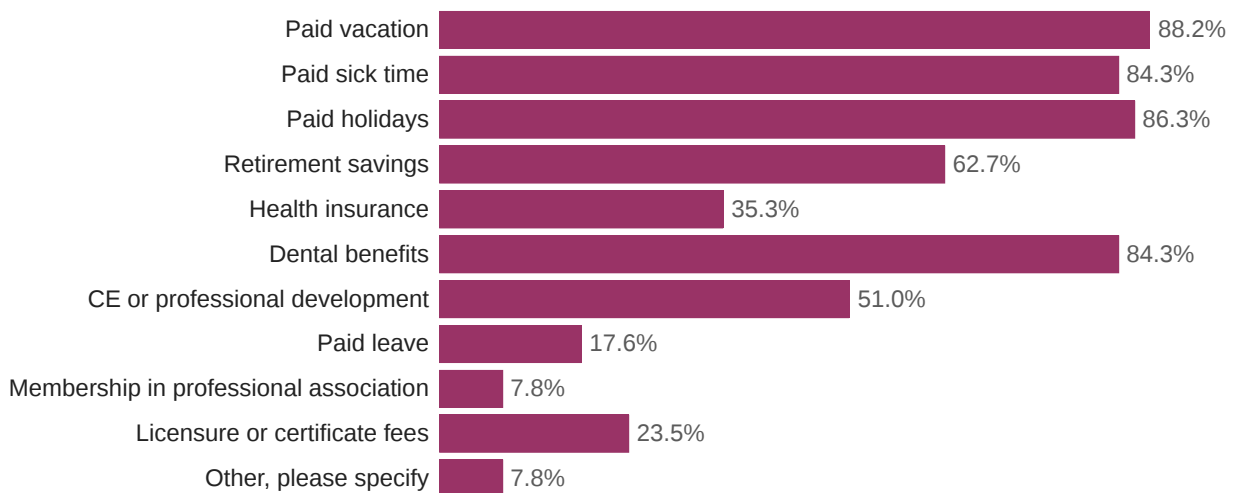
BY RACE/ETHNICITY

Hispanic

June 2022



June 2023



Number of Responses by Wave

Wave	Responses
2022JAN	1,883
2022FEB	1,386
2022MAR	1,916
2022APR	1,423
2022MAY	1,389
2022JUN	1,203
2022JUL	1,162
2022AUG	1,204
2022SEP	1,102
2022OCT	1,170
2022NOV	1,137
2022DEC	1,138
2023JAN	1,209
2023FEB	1,168
2023MAR	1,053
2023APR	1,008
2023MAY	1,001
2023JUN	1,103

Number of Responses by Group - Week of June 12, 2023

Ownership status	Choice Count
Owner dentist (i.e., sole owner, partner, or shareholder)	1,015
Employee dentist (nonowner)	47
Associate dentist (nonowner)	23
Independent contractor	17
Other, please specify	1

Number of Responses by Group - Week of May 15, 2023 (continued)

DSO Affiliation	Choice Count
DSO	36
Non-DSO	1,054

Practice Size	Choice Count
Solo dentists	656
2 to 9 dentists	434
Large group (10+ dentists)	12

Geography	Choice Count
Top 20 Cities	82
Other Urban	788
Suburban	59
Rural	173

Sex	Choice Count
Male	717
Female	383

Years Experience	Choice Count
New dentists (graduated 2013 - 2022)	81
Established dentists (graduated before 2013)	1,022

Number of Responses by Group - Week of May 15 (continued)

Age	Choice Count
<35	22
35-44	207
45-54	277
55-64	340
65+	257

Race/Ethnicity	Choice Count
White	840
Asian	103
Hispanic	55
Black	13
Native Hawaiian / Pacific Islander	2
American Indian / Alaska Native	2
Other	16
Unknown	68