

~ Leadership for a Healthy Arizona ~



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in Arizona.**

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**Arizona Dental Hygiene Workforce Survey
Data Tables
2003-2004**

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**Arizona
Dental Hygiene Workforce Survey**

2003-2004

Data Tables

June 2007

Arizona Dental Hygiene Workforce Survey

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Arizona Dental Hygiene Workforce Survey

About the Survey

Background

The Arizona Department of Health Services (ADHS), Bureau of Oral Health (BOH) collaborated with the Bureau of Health Systems Development (BHSD), the Arizona Board of Dental Examiners (BODEX), the Arizona Dental Association (AzDA), and the Arizona State Dental Hygienists' Association (ASDHA) to develop a dental workforce survey/questionnaire for all Arizona licensed dentists and dental hygienists. One-third of the licensed providers received the questionnaire in June 2003 and the remaining two-thirds received the questionnaire in June 2004.

The purpose of this survey was to:

- collect information on items of interest to collaborators.
- observe trends by incorporating questions from the Dental Hygiene Workforce Survey conducted in 1996.
- establish an ongoing method of tracking distribution and practice trends of the dental workforce in Arizona.

The following tables provide information on survey results. **Information was gathered from:**

- Questionnaires completed by dental hygienists with an Arizona address as indicated by the Arizona Board of Dental Examiners database, 2003.
- Arizona State Board of Dental Examiners, Annual Report to the Governor, FY 2003-2004.

This information may be useful to:

- dental and dental hygiene school administrators taking a proactive approach to oral health work force planning.
- dental professionals considering locations in which to establish practices and/or look for work.
- policy-makers in addressing disparities in access to dental care.
- public health officials.
- grant writers.
- professional organizations who look at the State's dental workforce.
- individuals who are interested in the dental workforce in Arizona.

Important Notes on Interpretation of the Data

Please carefully consider the following in any interpretation of the information.

- Information was collected on *individuals* and on *practices*. *Individuals* may have reported on more than one *practice*.
- "**Urban**" counties are designated as those with at least one community with a population of 500,000 or more.
"**Rural-Urban**" counties are designated as those with at least one community with a population of 50,000 or more.
"**Rural**" counties are designated as those with communities with populations of less than 50,000.
- Percentages may not total 100% due to rounding.

Survey results can also be found in the report, *Arizona Dental and Dental Hygiene Workforce Survey 2003-2004* at <http://www.azdhs.gov/cfhs/ooh/index.htm>. For a printed copy of the report, call Arizona Department of Health Services, Bureau of Oral Health at 602-542-1866.

Dental Hygienists Licensed in Arizona

Arizona Licensed Dental Hygienists		
	Number	Percent
Survey Respondents	1,065	38
BODEX Licensees*	2,805	100

*Arizona State Board of Dental Examiners, Annual Report to the Governor, FY 2003-2004.

Survey Respondents		
	Number	Percent
Arizona – Currently Practicing*	830	78
Total	1,065	100

"Currently practicing" for dental hygienists is defined as having listed an Arizona practice address, or reporting working more weeks in Arizona than in another state.

Are you currently practicing in the field of dental hygiene?	
	Percent*
No	10
Yes	90
Total	100
Valid	100
Missing	<1

*Total may not equal 100% due to rounding.

Dental Hygienists Licensed and Practicing in Arizona

Gender	
	Percent
Male	3
Female	97
Total	100
Valid	99
Missing	1

Gender by Rural-Urban Designation			
	Male	Female	Row Percent
Rural	4	96	100
Rural-Urban	4	96	100
Urban	2	98	100
Unknown	4	96	100

Mean Age			
Observations	Total	Mean	Std Dev
821	34,789	42.4	10.87

Age Groups	
	Percent*
Under 30	13
30 - 39	26
40 - 49	37
50 - 59	20
60 - 69	4
70+	1
Total	100
Valid	99
Missing	1

*Total may not equal 100% due to rounding.

Mean Age by Rural-Urban Designation				
	Observations	Total	Mean	Std Dev
Rural	81	3329	41.10	10.05
Urban-rural	23	931	40.48	8.66
Urban	615	26076	42.40	11.14

Age Groups by Rural-Urban Designation							
	Under 30	30-39	40-49	50-59	60-69	70+	Row Percent *
Rural	17	25	37	20	0	1	100
Urban-rural	9	48	30	9	4	0	100
Urban	13	25	37	20	4	1	100
Unknown	8	25	35	25	7	0	100

*Total may not equal 100% due to rounding.

Race/Ethnicity	
	Percent
American Indian/Alaskan Native	2
Asian	1
Hispanic	4
White	91
Other / Multi-racial	2
Total	100
Valid	100
Missing	<1

Which of the following is your entry-level degree in dental hygiene?	
	Percent
Certificate	6
Associate Degree	70
Baccalaureate Degree	24
Total	100
Valid	100
Missing	<1

Institution Where You Received Your Dental Hygiene Degree	
	Percent
Phoenix College	24
Northern Arizona University	15
Pima Community College	8
Rio Salado	8
Other	45
Total	100
Valid	100
Missing	0

Location of Out-of-State Graduates' Dental Hygiene Programs	
Division*	Percent
New England* (CT, ME, MA, NH, RI, VT)	5
Mid Atlantic (NJ, NY, PA)	13
E. North Central (IL, IN, MI, OH, WI)	26
W. North Central (IA, KS, MN, MO, NE, ND, SD)	12
S. Atlantic (DL, DC, FL, GA, MD, NC, SC, VA, WV)	6
E. South Central (AL, KY, MS, TN)	1
W. South Central (AR, LA, OK, TX)	11
Mountain (CO, ID, MT, NV, NM, UT, WY)	13
Pacific (AK, CA, HI, OR, WA)	13
Total	100

*"Division" defined by U.S. Census Bureau

Current Position*	
	Percent
Clinical	99
Researcher	1
Public Health	2
Sales/Corporate/Business	1
Educator	6
Other	2

*May include more than one response.

Mean Number of Years Worked as a Clinical Dental Hygienist in Arizona (Full Time)			
Observations	Total	Mean	Std Dev
636	6,334	9.96	8.88

Mean Number of Years Worked as a Clinical Dental Hygienist in Arizona (Part Time)			
Observations	Total	Mean	Std Dev
322	3,022	9.39	8.26

Mean Number of Years Worked as a Clinical Dental Hygienist in Another State (Full Time)			
Observations	Total	Mean	Std Dev
266	2,134	8.02	7.19

Mean Number of Years Worked as a Clinical Dental Hygienist in Another State (Part Time)			
Observations	Total	Mean	Std Dev
100	716	7.16	6.02

Mean Number of Weeks Worked in Clinical Dental Hygiene in Arizona*			
Observations	Total	Mean	Std Dev
777	34,478	44.37	11.58

*In the past 12 months

Percent of Dental Hygienists Who Practice in Arizona the Past 12 Months, Who Also Report Practicing in Another State for One or More Weeks					
Percent	Observations	Minimum	Maximum	Mean	Std Dev
3	27	2	47	22.22	14.21

Year Last Looking for Work as a Clinical Dental Hygienist	
	Percent*
≤1970	1
1971-1975	1
1976-1980	4
1981-1985	4
1986-1990	6
1991-1995	10
1996-2000	30
2000+	43
Total	100
Valid	96
Missing	4

*Total may not equal 100% due to rounding.

Mean Number of Weeks to Find a Job			
Frequency	Total Weeks	Mean	Std Dev
695	2238	3.22	4.87

Mean Number of Weeks to Find a Job By Year Last Looking for Work				
	Observations	Total	Mean	Std Dev
1980-1989	58	105	1.81	1.39
1990-1999	234	776	3.32	6.49
≥ 2000	370	1282	3.46	4.07

Mean Number of Weeks to Find a Job by County			
	Observations	Mean	Std Dev
Apache	2	1.5	0.7071
Cochise	8	2.25	1.0351
Coconino	11	5	5.0794
Gila	1	3	0
Graham	1	15	0
Maricopa	426	3.03	4.4888
Mohave	13	1.62	1.9381
Navajo	9	2.33	2.3452
Pima	106	3.80	6.7604
Pinal	8	4	4.957
Santa Cruz	1	2	0
Yavapai	27	2.96	5.1477
Yuma	8	2	1.6903

Difficulty Finding Employment (None -----Great Deal)	
	Percent
None	58
2	18
3	13
4	7
A Great Deal	4
Total	100
Valid	97
Missing	3

Difficulty Finding Employment by Year Last Looking for Employment						
	None -----Great Deal					
Year	None	2	3	4	A Great Deal	Row Percent*
1980 - 1989	79	11	11	0	0	100
1990 - 1999	70	15	11	3	2	100
> 2000	44	22	15	12	7	100

*Total may not equal 100% due to rounding.

Kind of Difficulty When Last Sought Employment as Clinical Dental Hygienist*	
	Percent
Practice philosophy related	40
Travel time/distance related	40
Benefits related	37
Salary related	26
Looking only for full time	24
Looking only for part time	24
Too many RDHs	3
Office Attitude	1
Not enough experience	1
Gender	1
Anesthesia Certification	1
Age	<1
Other	3

Satisfaction With Aspects of Employment								
	Very Satisfied	Satisfied	Neutral	Unsatisfied	Very Unsatisfied	Row* Percent	Valid	Missing
Hours	59	25	9	4	3	100	98	2
Clinical	44	37	14	3	2	100	97	3
Job is Challenging	42	33	18	5	2	100	98	2
Salary	32	36	22	6	3	100	98	2
Benefits	20	20	21	17	22	100	97	3
Overall	34	44	17	4	2	100	98	2

*Total may not equal 100% due to rounding.

Respondents Reporting One or More Health Problems/Physical Symptoms Related to Clinical Dental Hygiene				
Percent	Number of Problems	Minimum	Maximum	Mean
75	1483	1	6	2.4

Health Problems/Physical Symptoms Related to Clinical Dental Hygiene*	
	Percent of Respondents Reporting Problem
Neck Pain	67
Back Pain	63
Shoulder Pain	58
Carpal Tunnel	20
Latex Allergies	14
Arm	3
Tendon	3
Hip	2
Hand	2
Finger	2
Wrist	1
Skin	1
Hepatitis	0
Other	4

*Of those reporting at least one health problem

Year You Plan to Retire From All Practice of Dental Hygiene	
	Percent
Reported Retirement Year	23
Unsure	77
Total	100

Year You Plan to Retire From All Practice of Dental Hygiene	
	Percent*
≤2010	28
2011-2015	31
2016-2020	15
2021-2025	15
2026-2030	6
2031-2035	4
2035+	1
Total	100

Interest in Related Job Opportunity	
	Percent Interested
Teaching dental hygiene or dental assisting	48
Clinical/outreach dental public health	34
Hospital/long term care facilities	20
School-based dental hygiene	30
Consulting	24
Related sales	21
Dental hygiene in a practice setting different from the one I am in now	20
General public health	18
Administrative dental public health	12
Other	6

Volunteerism for Oral Health Events Outside of Your Job	
	Percent
Yes	51
No	49
Total	100
Valid	96
Missing	4

Mean Number of Hours Volunteered for Community Dental Efforts*						
Observations	Total	Mean	Std Dev	Range	Valid	Missing
401	3676	9.17	11.18	0-70	48	52

*In the last 12 months

Type of Volunteer Activities	
	Percent
School-based activities	59
Health fair/screening	46
Community clinics	22
“Give Kids a Smile” program	17
Special Olympics, Special Smiles program	10
HeadStart	6
Migrant work programs	3
Hospital-based events	2
Other	6

Local and Statewide Oral Health Needs Perceived as Unmet*	
	Number (n=218)*
Access/poor	50
Access/nursing homes/elderly	40
Access/children	30
Prevention/education	26
Access/rural	14
Access/all underserved	12
Access/adults	8
Other	38

*Asked of one third of the dental hygienists licensed in Arizona at the time of the survey. Respondents may have given more than one response.

Two Most Significant Challenges for the Dental Professions in Arizona in the Next 5 Years	
	(n=286)*
Too few/Too many dentists or dental hygienists	57
Access to care	40
Scope of practice for RDH	32
Insurance Issues	30
DDS/RDH get along/teamwork	19
Educational standards too high/too low	19
Ethical issues in dental office	17
Growing population and their dental needs	6
Self-regulation	6
Scope of practice for dental assistants	5
Other	55

*Asked of one third of the dental hygienists licensed in Arizona at the time of the survey. Respondents may have given more than one response

Dental Hygienists - Arizona Practice Locations

Dental Hygienists Working Full Time and Part Time*	
	Percent
Full Time	56
Part Time	44
Total	100
Valid	86
Missing	14

*Full time is reported as working \geq 32 hours per week regardless of number of practice locations

Dental Hygienists Working Full Time and Part Time* by County			
County	Full Time	Part Time	Row Percent**
Apache	0	100	100
Cochise	60	40	100
Coconino	58	42	100
Gila	50	50	100
Graham	0	100	100
Maricopa	56	44	100
Mohave	60	40	100
Navajo	50	50	100
Pima	63	38	100
Pinal	50	50	100
Santa Cruz	100	0	100
Yavapai	44	57	100
Yuma	67	33	100
Unknown	47	53	100
Total*	56	44	100

*Full time is reported as working \geq 32 hours/week regardless of number of practice locations.

**Total may not equal 100% due to rounding.

Dental Hygienists Working Full and Part Time* by Rural-Urban Designation			
	Full Time	Part Time	Total**
Rural	50	50	100
Rural-Urban	61	39	100
Urban	57	43	100
Unknown	47	53	100
Total	56	44	100

*Full time is reported as working \geq 32 hours/week regardless of number of practice locations.

**Total may not equal 100% due to rounding.

Practice Setting	
	Percent *
Private practice	94
HMO	2
Other	2
College/university	1
Non-profit clinic	1
Hospital	<1
IHS	<1
Federal prison (s) in Arizona	<1
Military	<1
Total	100
Valid	99
Missing	1

*Total may not equal 100% due to rounding.

Practice Specialty	
	Percent *
General practice	88
Periodontics	6
Multiple	3
Pediatric dentistry	2
Prosthodontics	1
Public health	1
Total	100
Valid	99
Missing	1

*Total may not equal 100% due to rounding.

Hours/Week * Spent in "Patient Care, Administration and Other" *					
Frequency	Total Hours/Week	Mean	Std Dev	Valid Percent	Missing Percent
785	23011	29.31	9.78	95	5

*Limited to Those Reporting \leq 50 Hours/week

Method of Compensation	
	Percent
Hourly	68
Salaried	14
Commission	11
More than one	7
Total	100
Valid	98
Missing	2

Method of Compensation by Rural-Urban Designation					
	Hourly	Salaried	Commission	By >1 method	Row Percent*
Rural	59	14	14	14	100
Rural-Urban	41	16	34	9	100
Urban	69	14	10	7	100
Unknown	73	17	6	4	100

*Total may not equal 100% due to rounding.

Mean Hourly Wage				
Frequency	Total	Mean	Std Dev	Range
975	35491	36.40	4.73	17-65

Mean Hourly Wage by Rural-Urban Designation				
	Observations	Total	Mean	Std Dev
Rural	100	3616	36.16	5.55
Rural-Urban	33	1156	35.03	4.30
Urban	725	26501	36.55	4.45
Unknown	118	4218	35.75	5.65

Employee Benefits	
	Percent
Reduced/free dental for self	68
Reduced/free dental for family	64
Vacation	59
Uniforms	53
Continuing education	52
Retirement	33
Dental	32
Sick days	30
Medical	29
Life insurance	7
Disability	6
Liability	5
Professional dues	4
Profit sharing	4
Holiday	2
Other	4

Dental Hygienists Not Currently Practicing

Respondents		
	Number	Percent
Arizona licensed - NOT currently practicing*	104	10
Total	1065	100

Mean Age					
Observations	Total	Mean	Std Dev	Valid Percent	Missing Percent
99	4357	44.0	10.98	95	5

If Not Currently Practicing Clinically, Indicate if This Situation is:	
	Percent
Temporary	34
Permanent	23
Not sure	43
Total	100
Valid	89
Missing	11

Reasons for Leaving Clinical Dental Hygiene	
	Percent*
Family responsibility	47
Health reasons related to dental hygiene	23
Moved not licensed	20
Disability	17
Boredom	14
Retired	9
Lack of collaboration	9
Changed dental occupation	9
Seeking education	7
Inadequate benefits	7
Lack of responsibility	7
Low pay	6
Health reasons not related to dental hygiene	6
Infectious disease	4
Daycare issues	3
Restricted practice	3
Left for better job/money	3
lack of job security	2
Office hour issues	2
Increase practice hours	1
Other	27
Valid	89
Missing	11

Changes Necessary to Return to Clinical Dental Hygiene Practice	
	Percent*
Reduced family responsibility	41
Increased salary	16
Increased employee benefits	15
Broader variety of practice settings	14
Improved collaboration	12
Availability of re-entry clinical courses	12
Increased decision-making opportunities	11
Availability of re-entry lecture courses	10
Less restrictions	8
Other	12
Health Improvements	8
Increased job security	5
Improved procedures for infection control	5
Increased child care	4
Increased control over infection control policy settings	3
More availability of full time work	1