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Results for the questions below are reported in two sections:			
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	<table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><b>All Respondents Combined</b></th> <th style="text-align: center;"><b>Select Breakouts of Results</b></th> </tr> </thead> </table>	<b>All Respondents Combined</b>	<b>Select Breakouts of Results</b>
<b>All Respondents Combined</b>	<b>Select Breakouts of Results</b>		
Looking ahead to the next six months, how confident are you in the recovery of: (Your particular dental practice, The dental care sector in general, The U.S. economy)	<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">3</td> <td style="text-align: center;">7</td> </tr> </table>	3	7
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How full was your dental practice’s appointment schedule last week?	<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">3</td> <td style="text-align: center;">15</td> </tr> </table>	3	15
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Which of the following factors prevented your dental practice’s appointment schedule from reaching 100% last week? (Patient cancellations, Not enough patients making appointments, Trouble filling vacant staff positions, COVID safety protocols, Other)	<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">4</td> <td style="text-align: center;">15</td> </tr> </table>	4	15
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Owners only] Currently, how many business days does the average patient of record have to wait for an appointment (excluding emergencies)?	<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">5</td> <td style="text-align: center;">31</td> </tr> </table>	5	31
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Is your practice currently accepting new patients?	<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">5</td> <td style="text-align: center;">1</td> </tr> </table>	5	1
5	1		
[Owners only] Currently, how many business days does the average new patient have to wait for an initial appointment (excluding emergencies)?	<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">5</td> <td style="text-align: center;">31</td> </tr> </table>	5	31
5	31		
Have you recently or are you currently recruiting any of the following positions in your dental practice? (Dental hygienists, Dental assistants, Dentists, Administrative staff)	<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">6</td> <td style="text-align: center;">38</td> </tr> </table>	6	38
6	38		
How challenging has it been to recruit the position(s) below? (Dental hygienists, Dental assistants, Dentists, Administrative staff)	<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">6</td> <td style="text-align: center;">38</td> </tr> </table>	6	38
6	38		
Looking ahead to 2024, how likely are you to do each of the following for your practice?	<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">7</td> <td style="text-align: center;">58</td> </tr> </table>	7	58
7	58		
Also looking ahead to 2024, what are the top 3 challenges facing your practice?	<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">8</td> <td></td> </tr> </table>	8	
8			
<b>Number of Responses by Wave/by Group</b>	<b>66</b>		

## 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 survey for the week of November 13, 2023 was sent to 3,306 panel members; 1,041 responded, for an adjusted response rate (excluding undeliverable email addresses) of 31.5%. The number of dentists in private practice who responded in each wave, along with the number of respondents 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 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 November 2023 by the American Dental Association's Health Policy Institute.

211 E. Chicago Avenue  
Chicago, Illinois 60611

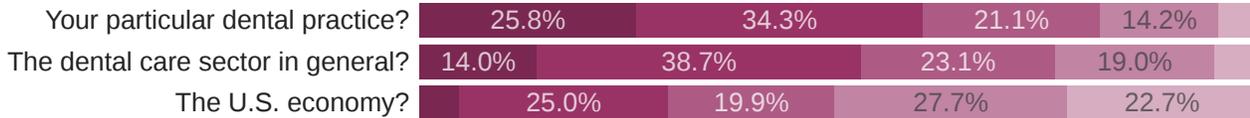
[hpi@ada.org](mailto:hpi@ada.org)

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:**

977 Responses



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

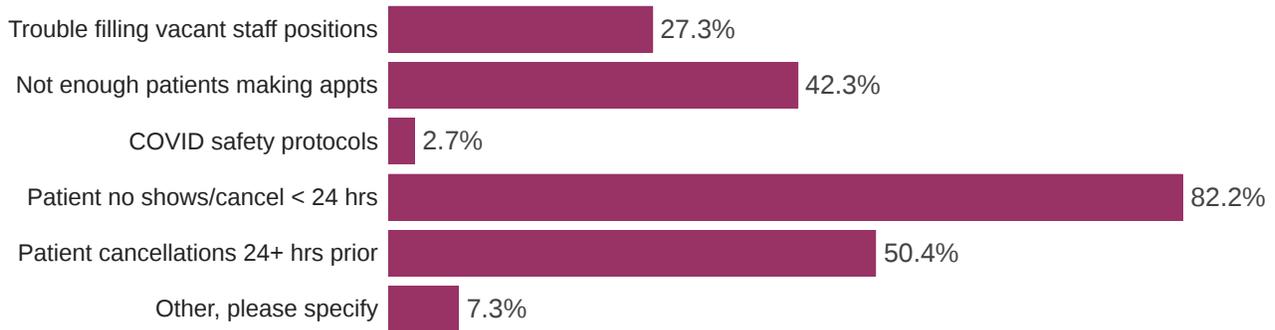
**How full was your dental practice's appointment schedule last week?**



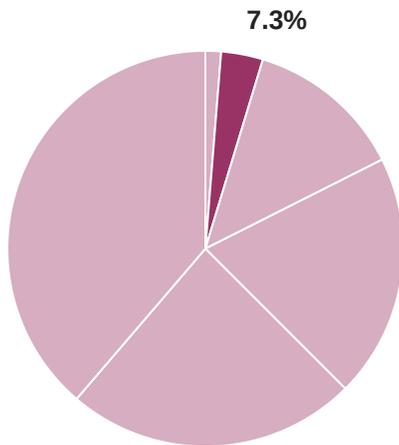
- Mean % of appointment schedule filled

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

813 Responses



59 respondents (7.3%) selected "other, please specify." Their responses are categorized below.



Other, please specify:

Other, please specify:	Percentage of Responses
STAFF OUT WITH COVID/QUARANTINE/OTHER ILLNESS	23.7%
STAFF OUT ON VACATION / LEAVE	16.9%
BAD ECONOMIC CONDITIONS	13.6%
DROPPED DENTAL PLAN / LOW REIMBURSEMENT / INSURANCE ISSUES	10.2%
PATIENTS POSTPONING TREATMENT DUE TO COST	10.2%
PATIENTS LOSING INSURANCE COVERAGE / MET MAX FOR YEAR	6.8%
COMPETITION WITH OTHER DENTISTS IN THE AREA	5.1%
TRANSITIONING TO RETIREMENT	3.4%
PROFESSIONAL DEVELOPMENT / ATTENDING DENTAL MEETINGS	3.4%
TRAINING / CREDENTIALING OF NEW STAFF	1.7%
STAFF SHORTAGES / REDUCED HOURS	1.7%
INEXPERIENCED / INEFFICIENT / DISENGAGED STAFF	1.7%
INCLEMENT WEATHER	1.7%
MISCELLANEOUS	3.4%

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



● Mean number of days

**Is your practice currently accepting new patients?**



● Yes

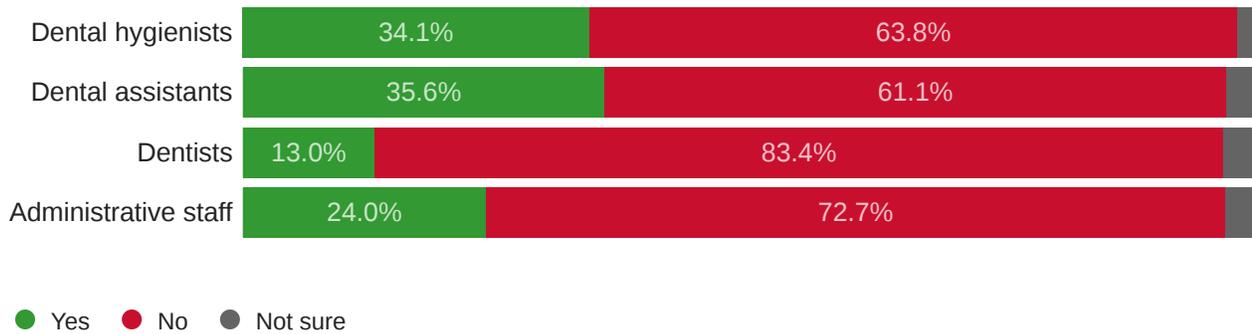
**[If accepting new patients] Currently, how many business days does the average new patient have to wait for an initial appointment (excluding emergencies)?**



● Mean number of days

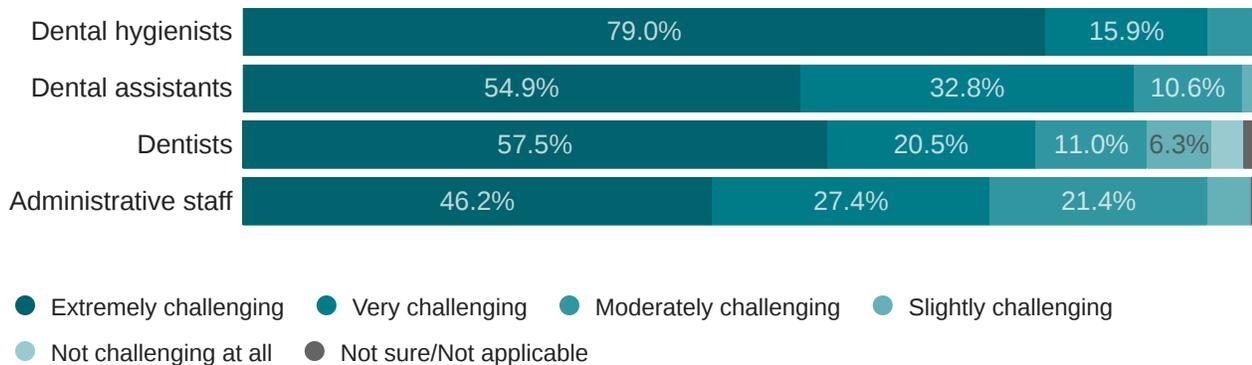
**Have you recently or are you currently recruiting any of the following positions in your dental practice?**

977 Responses



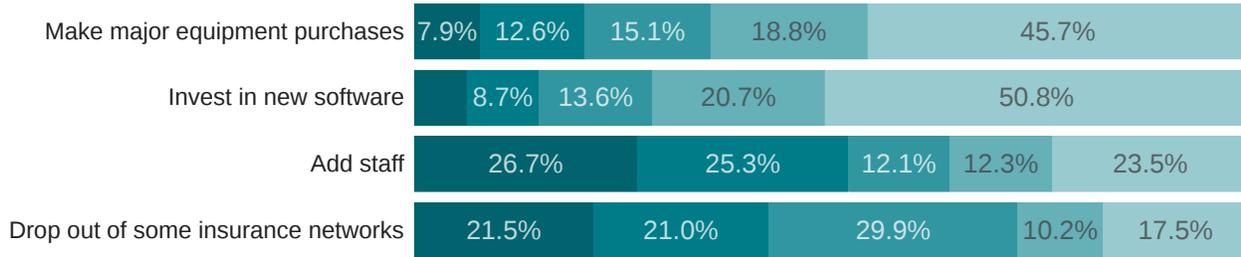
**How challenging has it been to recruit the position(s) below?**

584 Responses



**Looking ahead to 2024, how likely are you to do each of the following for your practice?**

876 Responses



● Very likely ● Somewhat likely ● Neither likely nor unlikely ● Somewhat unlikely ● Very unlikely

**Also looking ahead to 2024, what are the top 3 challenges facing your practice?**

924 Responses

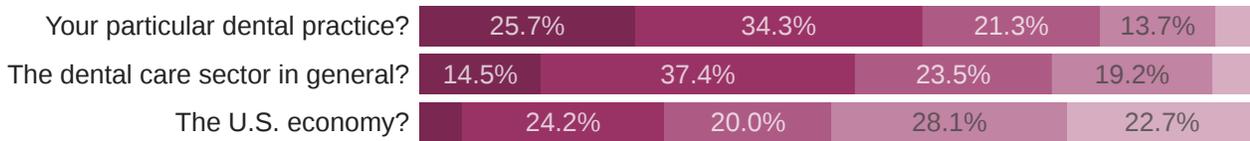
Field	Percentage of Responses
STAFFING / RECRUITMENT AND RETENTION / WORKFORCE SHORTAGE	60.2%
LOW INSURANCE REIMBURSEMENT / DENIALS / OTHER INSURANCE ISSUES	50.3%
INCREASING OVERHEAD COSTS	21.5%
KEEPING APPOINTMENT SCHEDULE FULL / PRODUCTION	20.5%
THE ECONOMY / INFLATION	17.7%
INCREASING WAGES/SALARIES, BENEFITS COSTS	14.6%
PATIENT VOLUME (RETAIN CURRENT / ATTRACT NEW PATIENTS)	13.5%
INCREASING MATERIALS/SUPPLIES COSTS	12.8%
WORK-LIFE BALANCE FOR STAFF (BURNOUT/STRESS/HEALTH/MOTIVATION)	6.7%
MISCELLANEOUS	6.1%
PATIENTS REFUSING/DELAYING TREATMENT	4.8%
RETIREMENT / PRACTICE TRANSITION / SELLING PRACTICE	4.4%
KEEPING UP WITH PATIENT DEMAND / GROWTH	3.6%
GOVERNMENT OVERSIGHT / REGULATIONS	3.5%
NEW TECHNOLOGY / EQUIPMENT UPDATES	3.2%
COMPETITION WITH OTHER DENTAL PRACTICES / DSO	2.4%
GOING/REMAINING OUT-OF-NETWORK / FEE-FOR-SERVICE	2.4%
COLLECTIONS / RECEIPTS FROM PATIENTS	1.7%
PATIENT ABILITY TO PAY	1.8%
NONE	0.2%

**Economic Confidence**

**BY OWNERSHIP STATUS**

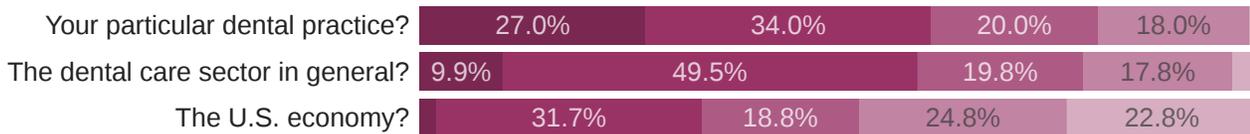
Looking ahead to the next six months, how confident are you in the recovery of:

**Owner**



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

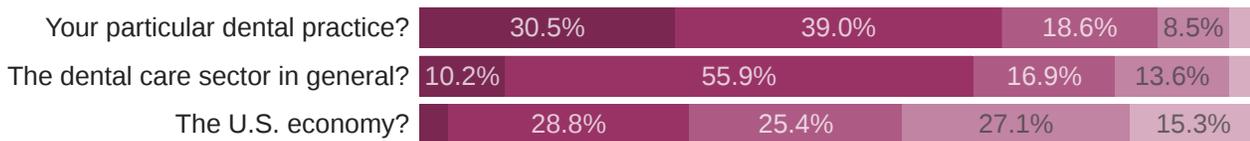
**Non-owner**



**BY DSO AFFILIATION**

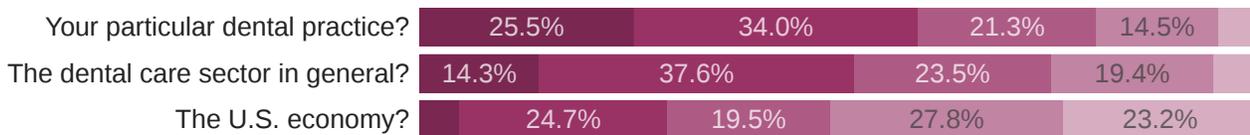
Looking ahead to the next six months, how confident are you in the recovery of:

**DSO**



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

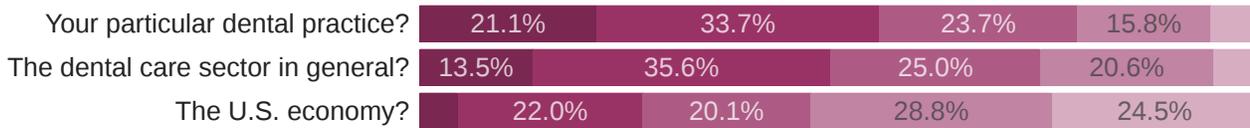
**Non-DSO**



**BY PRACTICE SIZE**

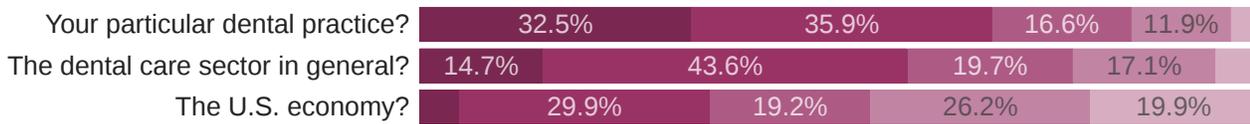
Looking ahead to the next six months, how confident are you in the recovery of:

**Solo dentists**



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

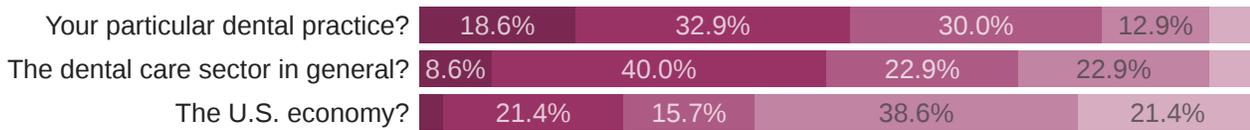
**2 to 9 dentists**



**BY GEOGRAPHY**

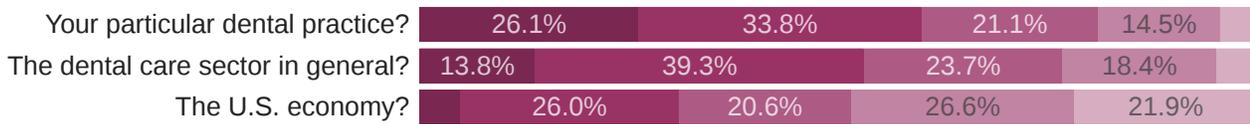
Looking ahead to the next six months, how confident are you in the recovery of:

**Top 20 cities**

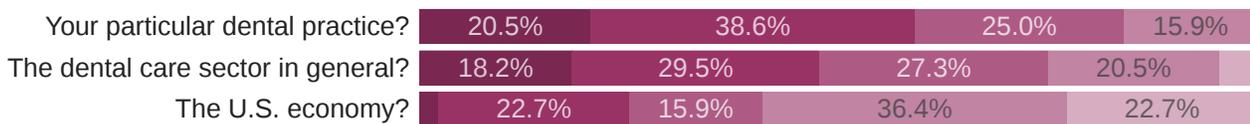


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

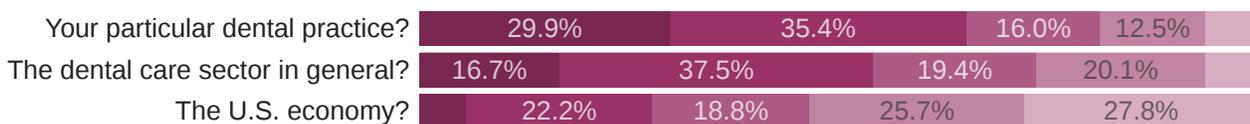
**Other urban**



**Suburban**



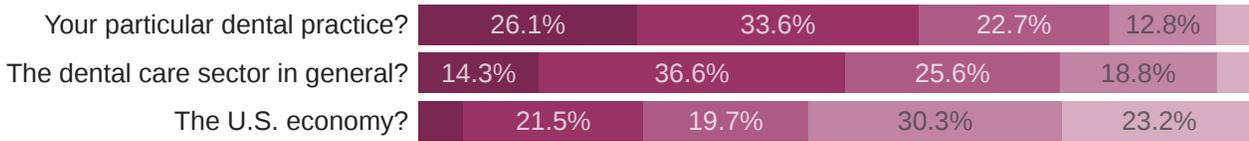
**Rural**



**BY SEX**

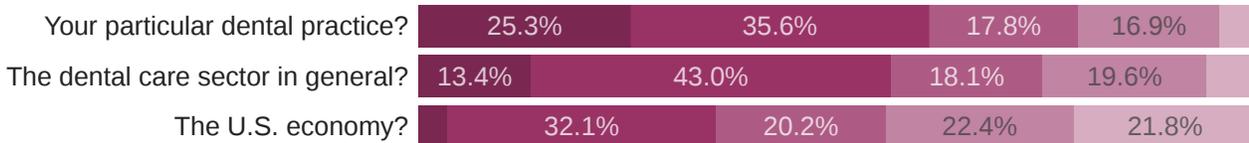
Looking ahead to the next six months, how confident are you in the recovery of:

**Male**



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

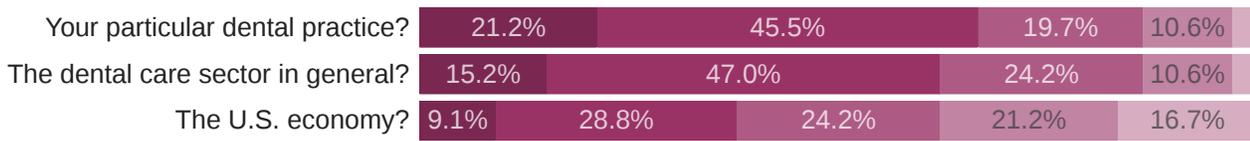
**Female**



**BY YEARS EXPERIENCE**

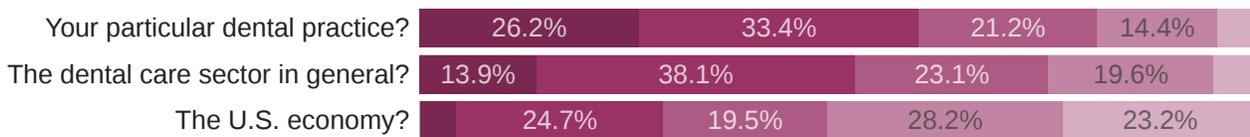
Looking ahead to the next six months, how confident are you in the recovery of:

**New dentists (graduated 2013 - 2022)**



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

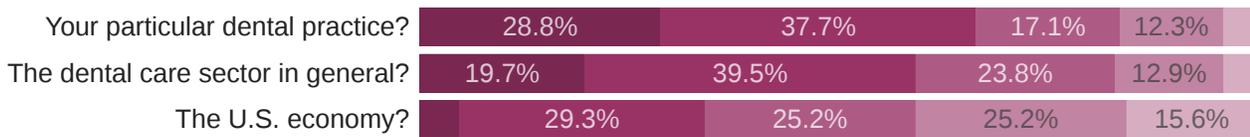
**Established dentists (graduated before 2013)**



**BY AGE GROUP**

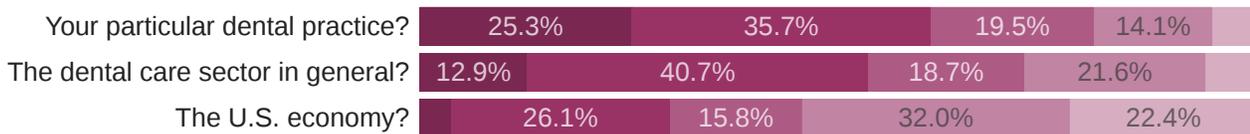
Looking ahead to the next six months, how confident are you in the recovery of:

**35 to 44**

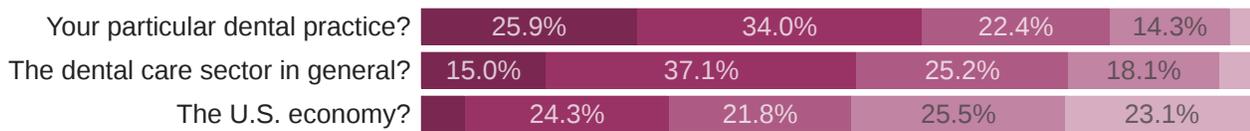


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

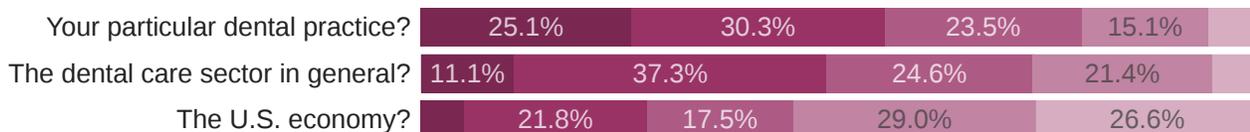
**45 to 54**



**55 to 64**



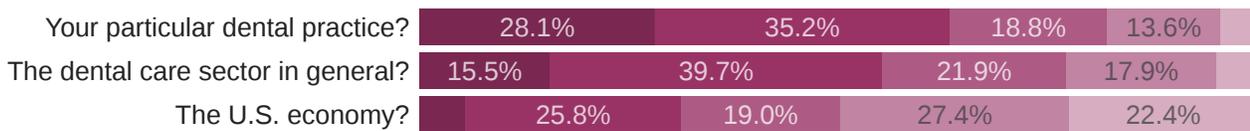
**65 or older**



**BY RACE/ETHNICITY**

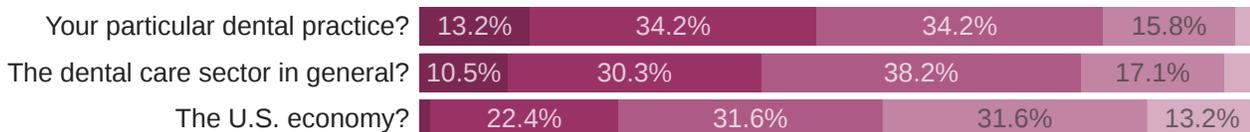
Looking ahead to the next six months, how confident are you in the recovery of:

**White**

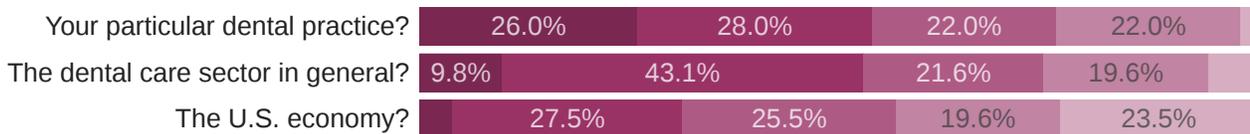


- Very confident
- Somewhat confident
- Neither confident nor skeptical
- Somewhat skeptical
- Very skeptical

**Asian**



**Hispanic**



## Appointment Schedule

### BY OWNERSHIP STATUS

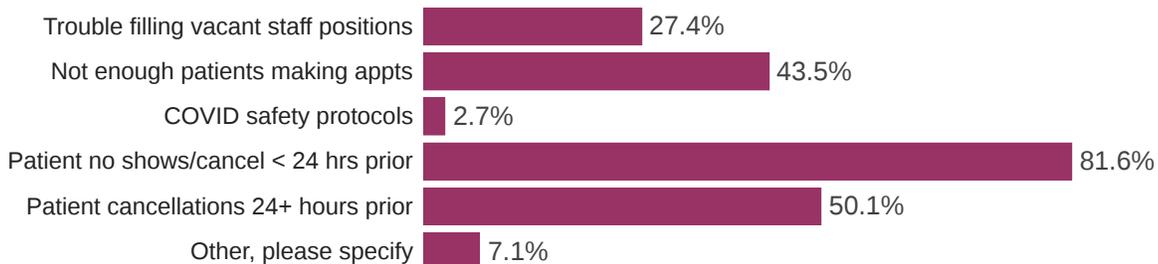
#### Owner

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)**

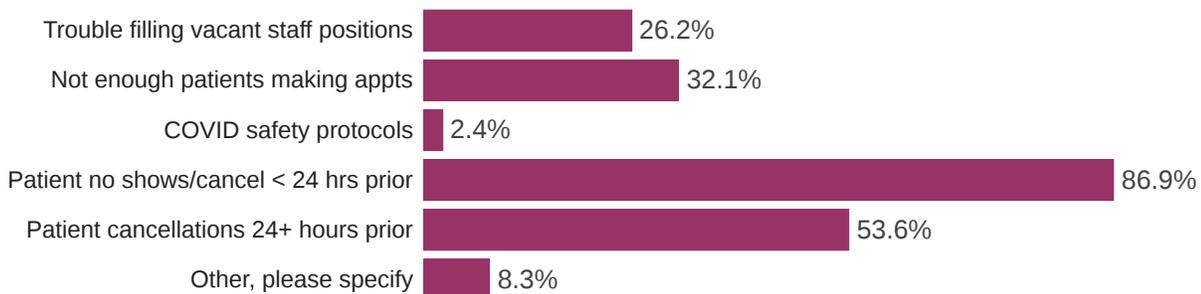
**Non-owner**

**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**

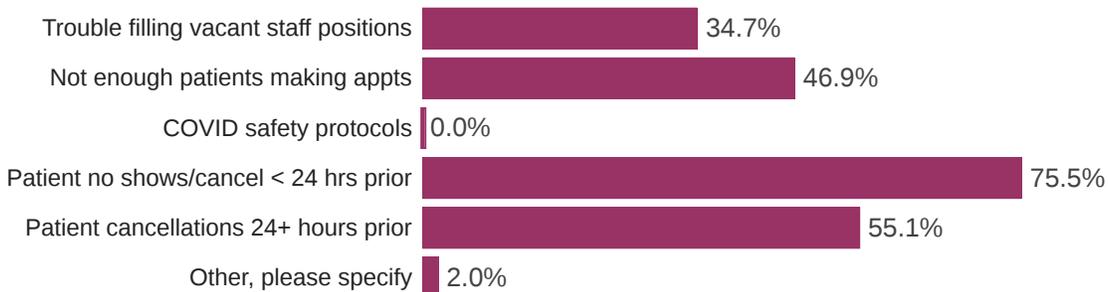
**DSO**

**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)**

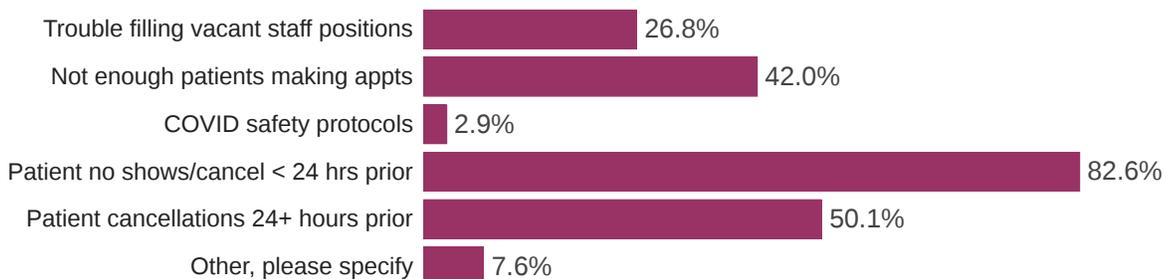
**Non-DSO**

**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**

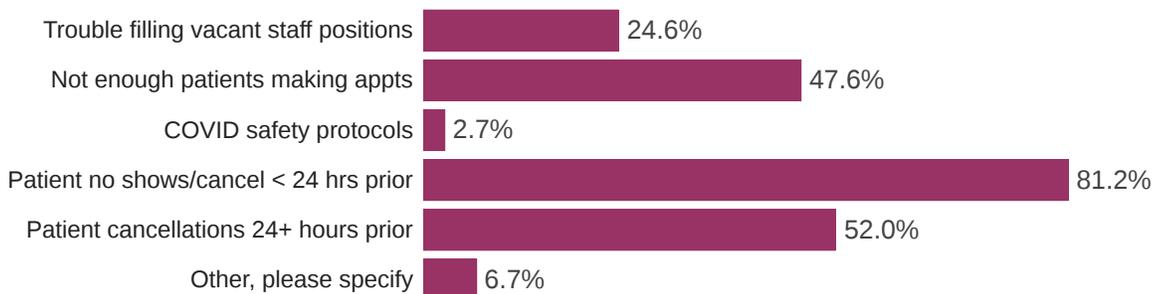
**Solo dentists**

**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)**

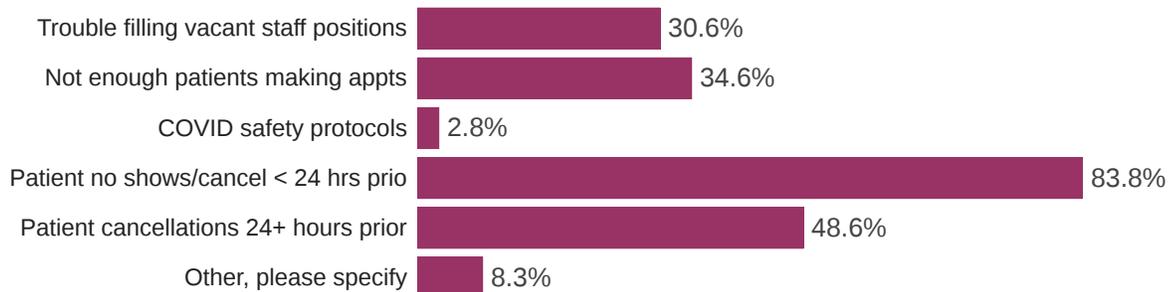
**2 to 9 dentists**

**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**

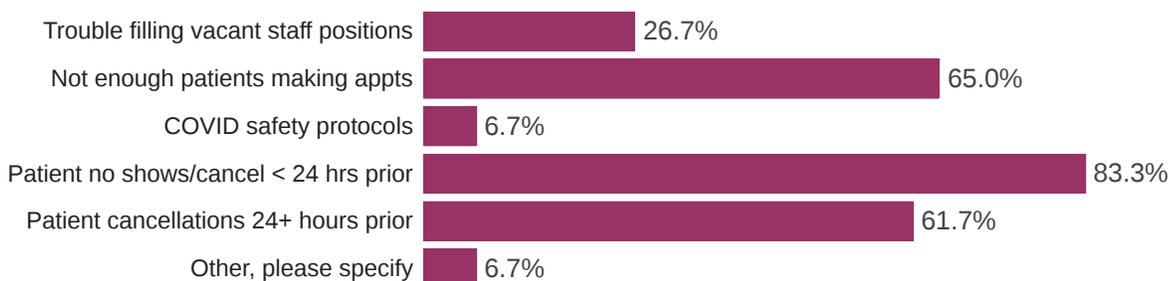
**Top 20 cities**

**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)**

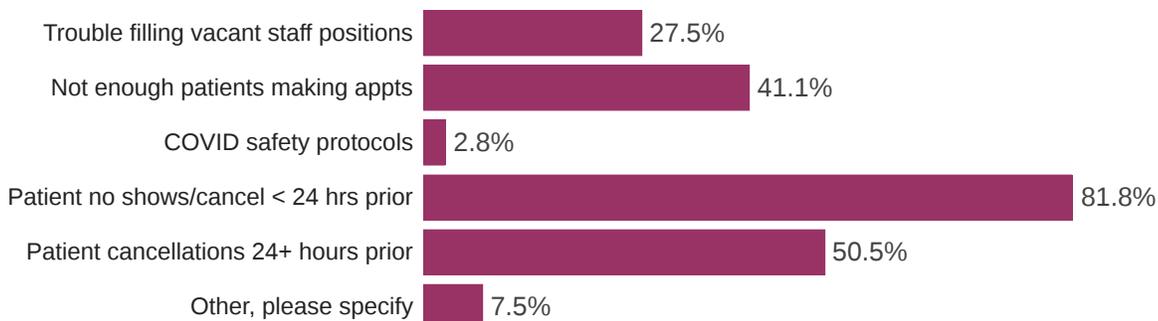
**Other Urban**

**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)**

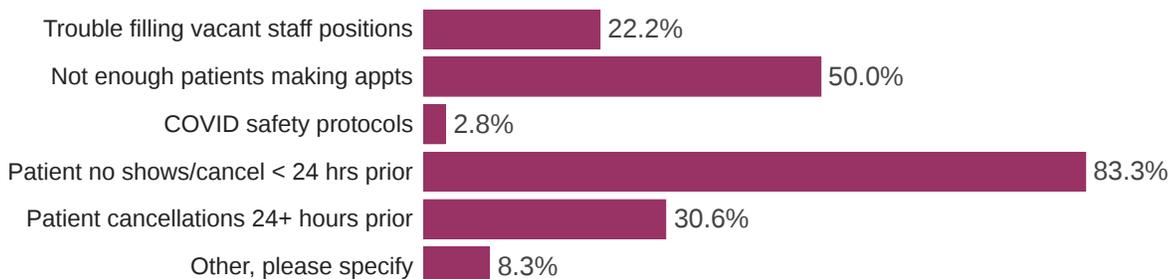
**Suburban**

**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)**

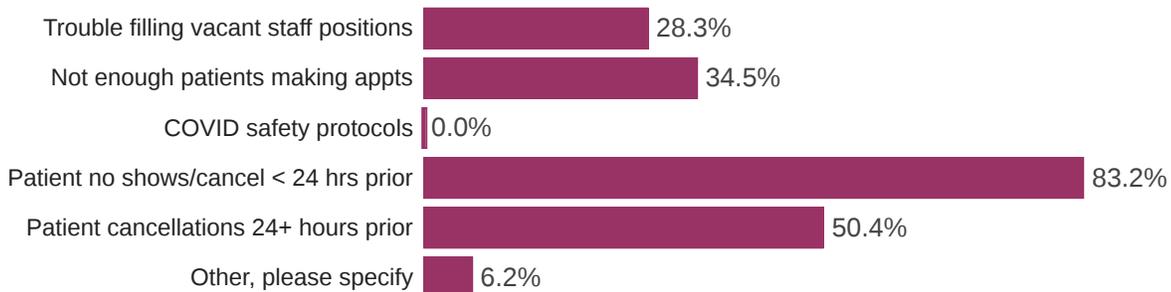
**Rural**

**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**

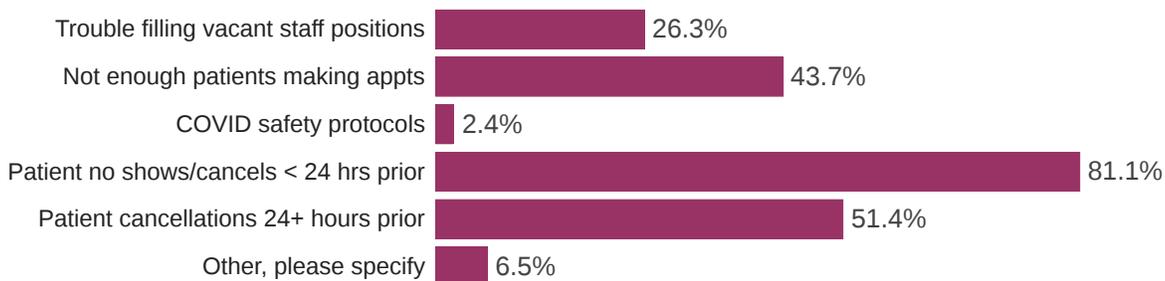
**Male**

**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)**

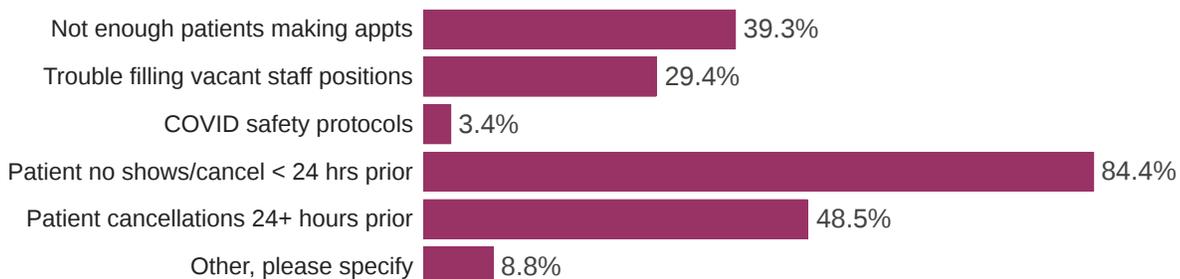
**Female**

**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**

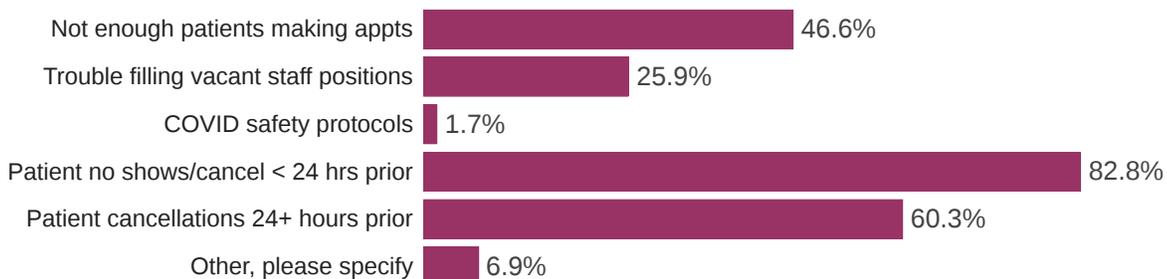
**New dentists (graduated 2013 - 2022)**

**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)**

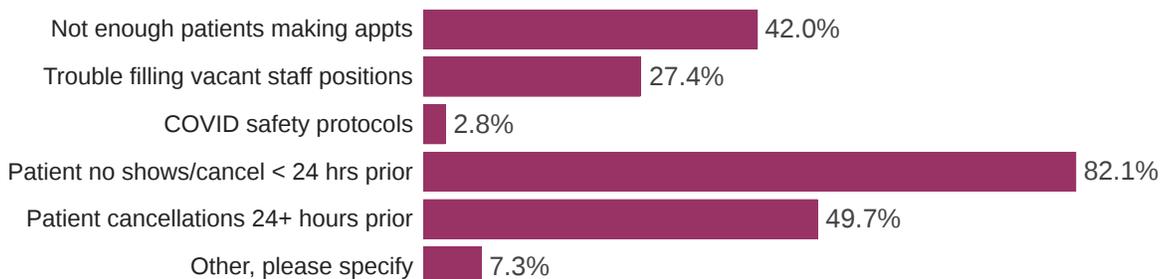
**Established dentists (graduated before 2013)**

**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.)**

	35-44	45-54	55-64	65+
Not enough patients trying to make appointments	42.3%	37.1%	39.8%	49.8%
Trouble filling vacant staff positions	26.0%	29.8%	27.3%	26.1%
COVID safety protocols are limiting the capacity	3.3%	1.5%	1.9%	4.8%
Patient no shows/ cancellations < 24 hrs	85.4%	85.4%	81.8%	76.8%
Patient cancellations 24+ hours prior	60.2%	51.7%	45.8%	48.3%
Other, please specify	6.5%	6.8%	6.8%	9.2%

**BY RACE/ETHNICITY**

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



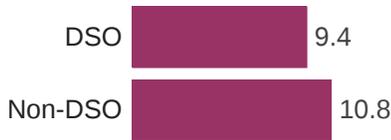
**Which of the following factors prevented your dental practice's appointment schedule from reaching 100% last week? (Select all that apply.)**

Field	White	Asian	Hispanic
Not enough patients trying to make appointments	39.5%	54.7%	48.7%
Trouble filling vacant staff positions	25.9%	29.7%	25.6%
COVID safety protocols are limiting the capacity	2.2%	9.4%	0.0%
Patient no shows/cancellations < 24 hrs	83.0%	73.4%	79.5%
Patient cancellations 24+ hours prior	49.9%	54.7%	48.7%
Other, please specify	7.2%	3.1%	2.6%

### 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] Is your practice currently accepting new patients?



● Yes

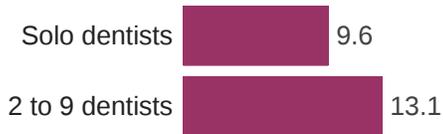
Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● 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] Is your practice currently accepting new patients?



● Yes

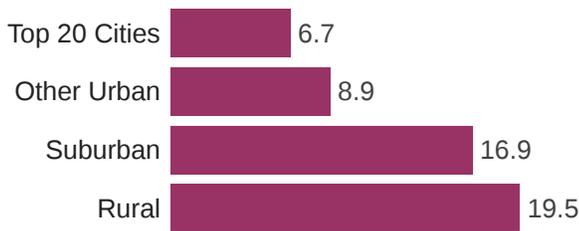
Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● Mean number of days

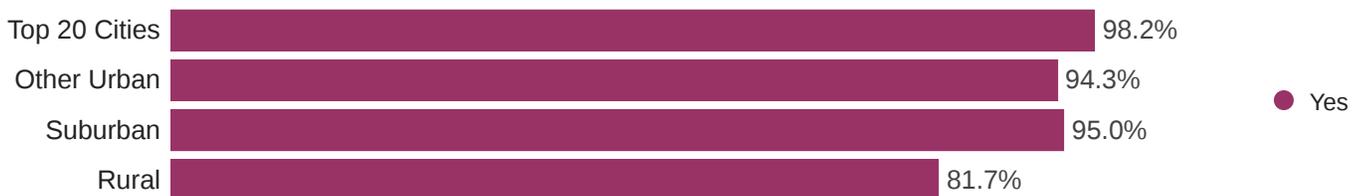
BY GEOGRAPHY

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



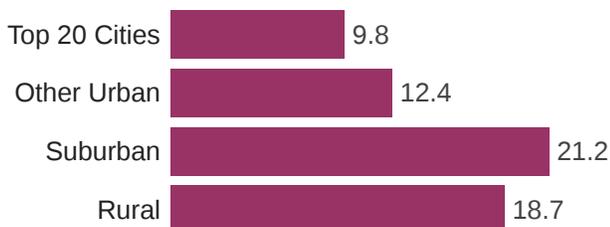
● Mean number of days

[Owners only] Is your practice currently accepting new patients?



● Yes

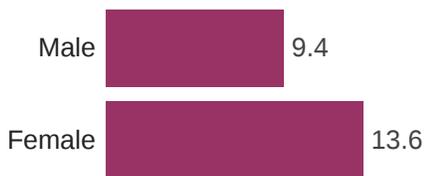
Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?



● 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] Is your practice currently accepting new patients?



● Yes

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 *patient of record* have to wait for an appointment (excluding emergencies)?**



● Mean number of days

**[Owners only] Is your practice currently accepting new patients?**



● Yes

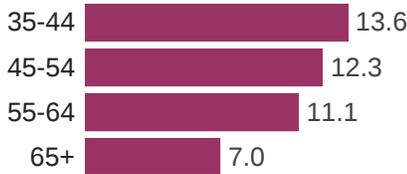
**Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?**



● 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)?**



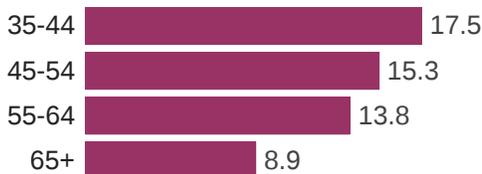
● Mean number of days

**[Owners only] Is your practice currently accepting new patients?**



● Yes

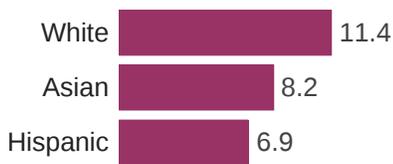
**Currently, how many business days does the average *new patient* have to wait for an initial appointment (excluding emergencies)?**



● Mean number of days

BY RACE / ETHNICITY

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



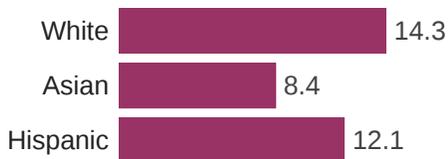
● Mean number of days

[Owners only] Is your practice currently accepting new patients?



● Yes

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



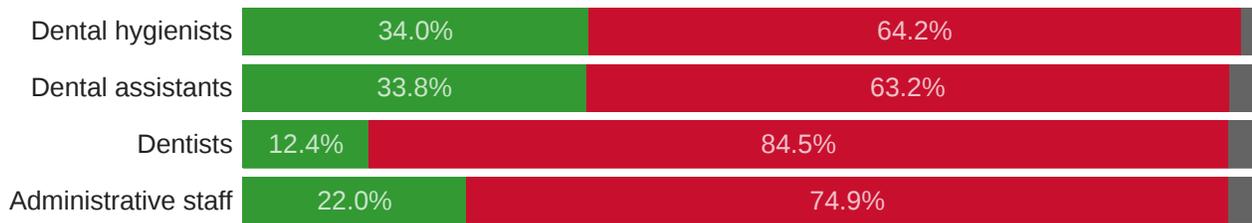
● Mean number of days

## Staff Recruitment

### BY OWNERSHIP STATUS

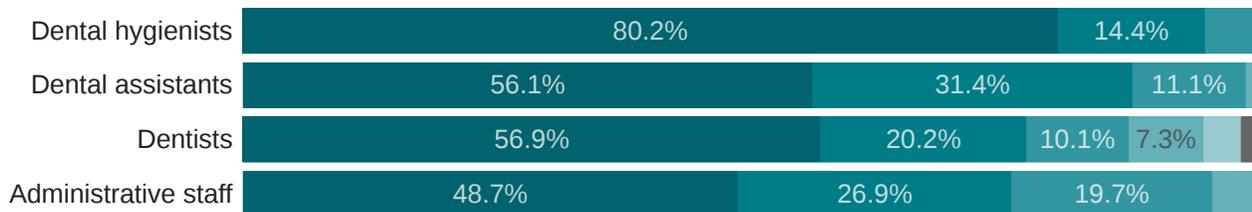
#### Owner dentists

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?

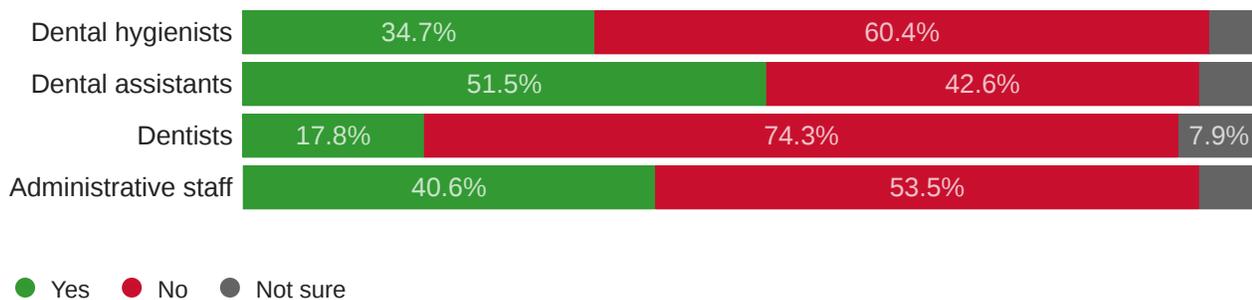


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

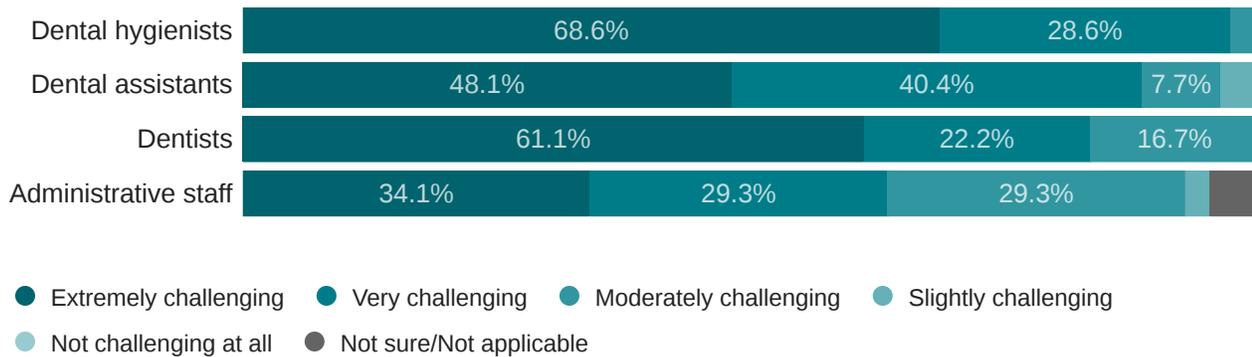
**BY OWNERSHIP STATUS (continued)**

**Non-owner dentists**

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



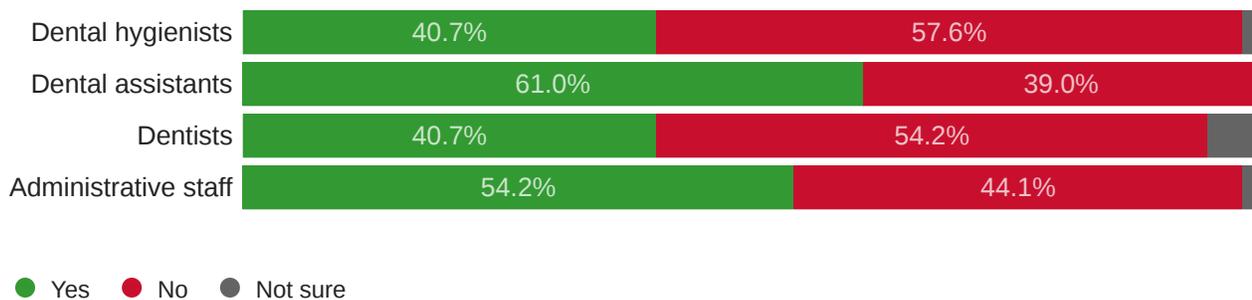
**How challenging has it been to recruit the position(s) below?**



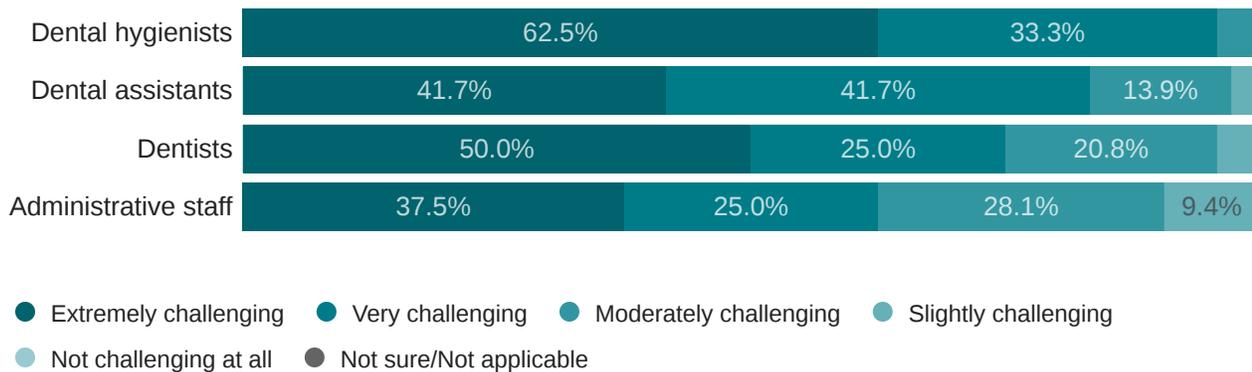
**BY DSO AFFILIATION**

**DSO**

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



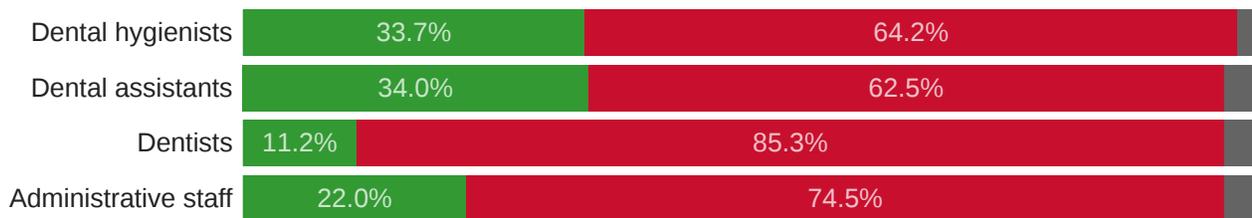
How challenging has it been to recruit the position(s) below?



**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?**

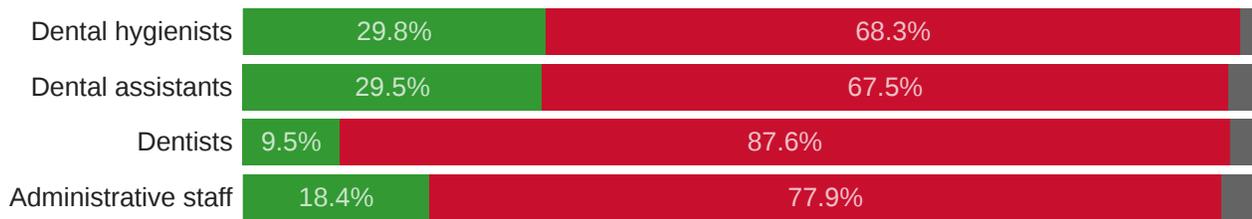


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY PRACTICE SIZE**

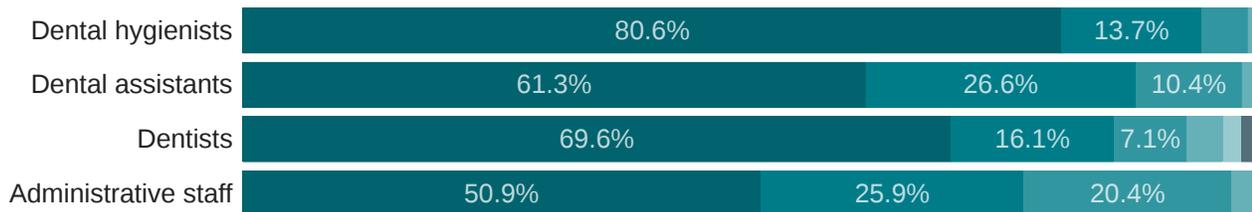
**Solo dentists**

**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?**

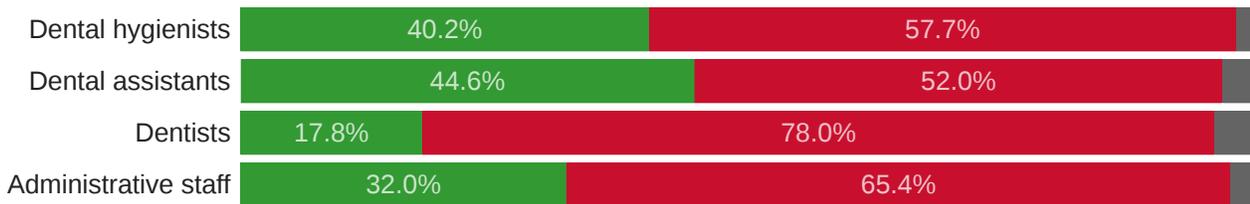


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY PRACTICE SIZE (continued)**

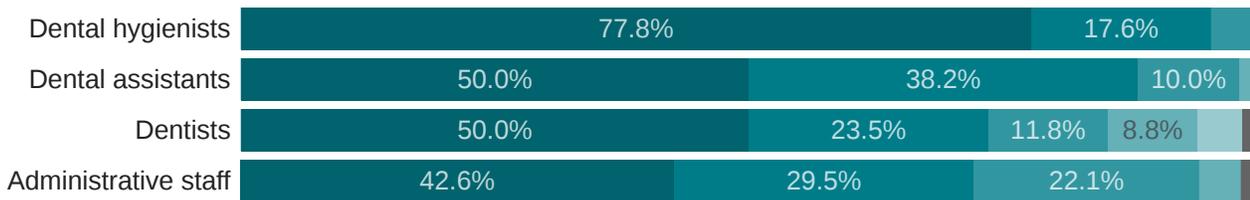
**2 to 9 dentists**

**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?**

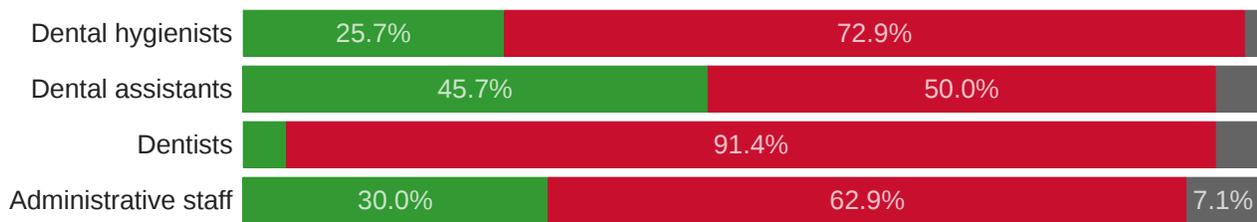


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY GEOGRAPHY**

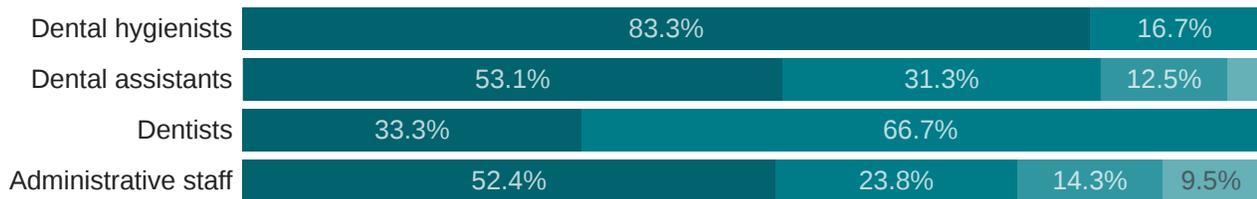
**Top 20 Cities**

**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)**

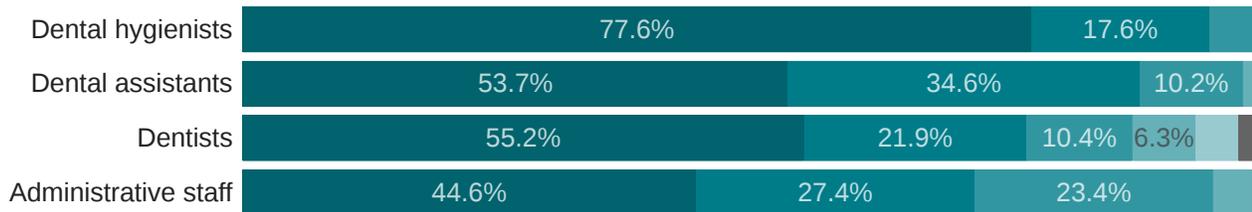
**Other Urban**

**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?**

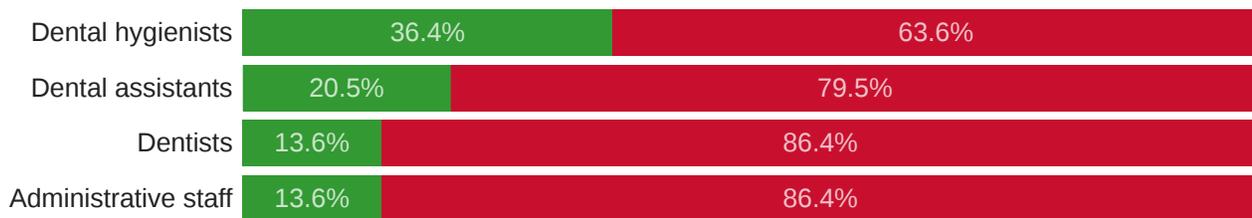


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY GEOGRAPHY (continued)**

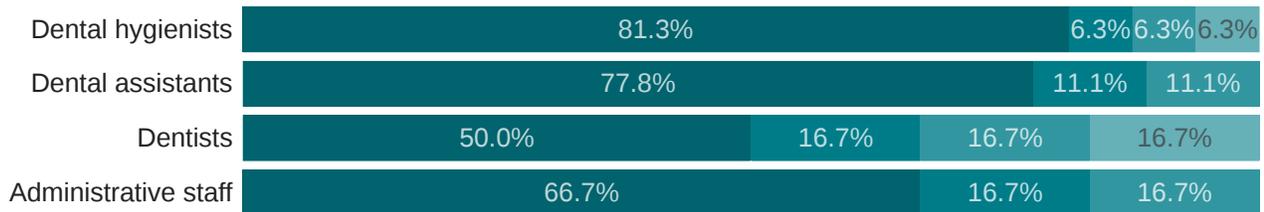
**Suburban**

**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?**

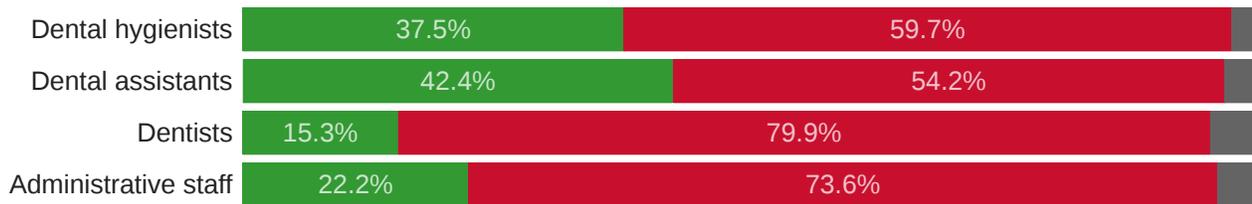


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY GEOGRAPHY (continued)**

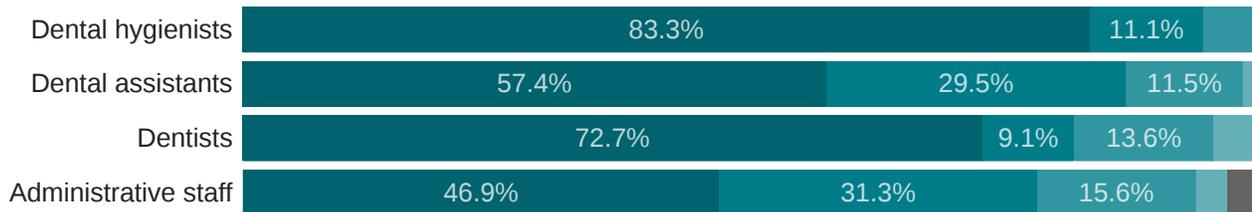
**Rural**

**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?**

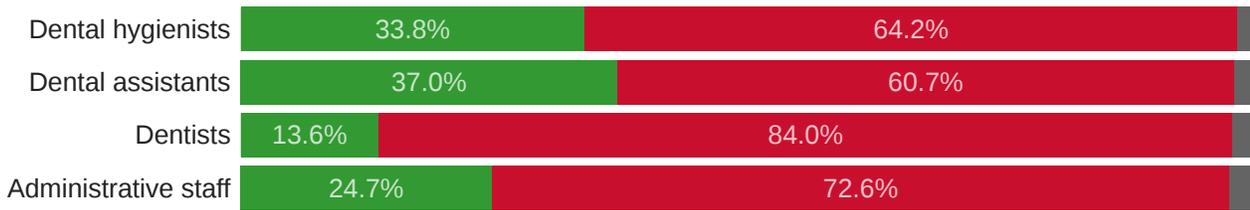


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY SEX**

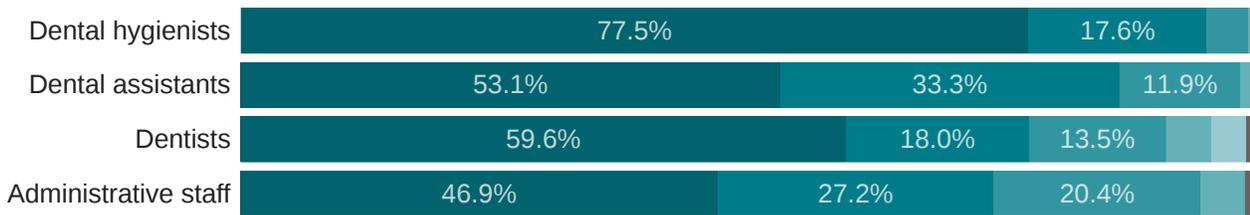
**Male**

**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)**

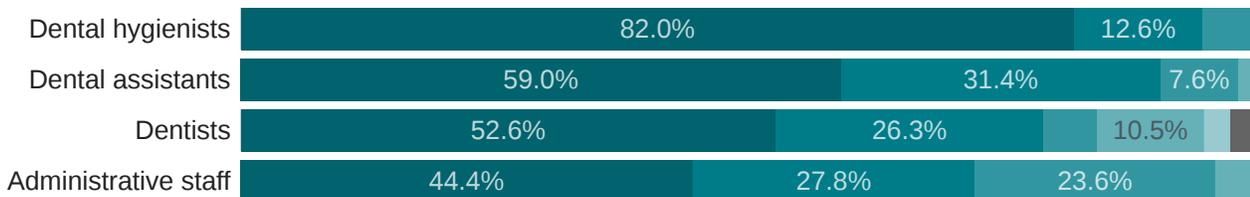
**Female**

**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**

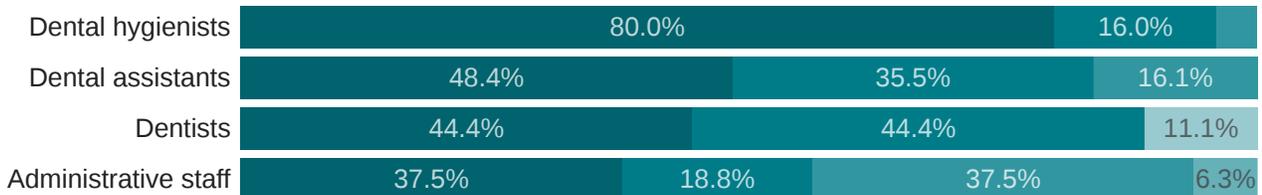
**New Dentists (graduated 2013 - 2022)**

**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)**

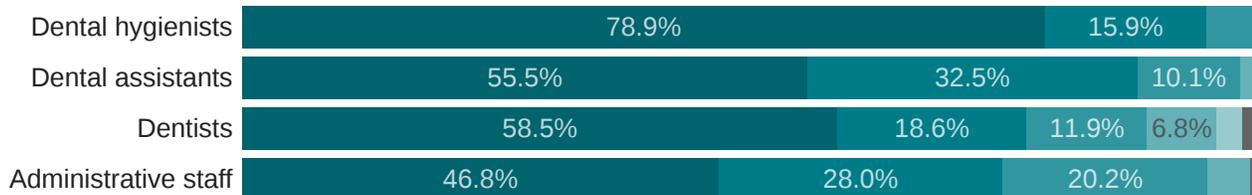
**Established Dentists (graduated before 2013)**

**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**

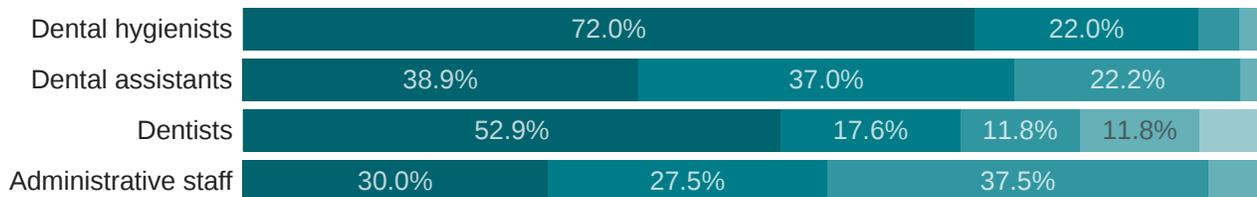
**35 to 44**

**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?**

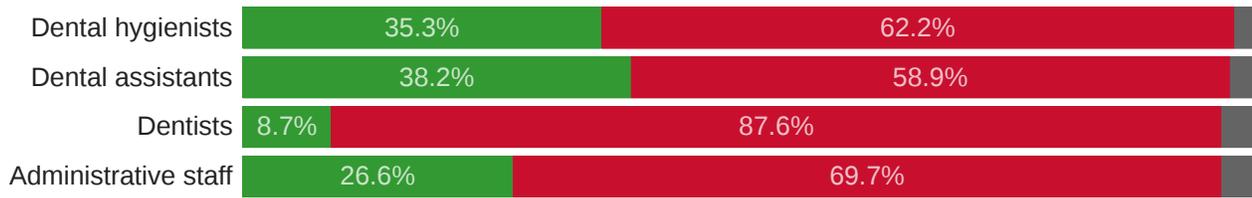


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY AGE GROUP (continued)**

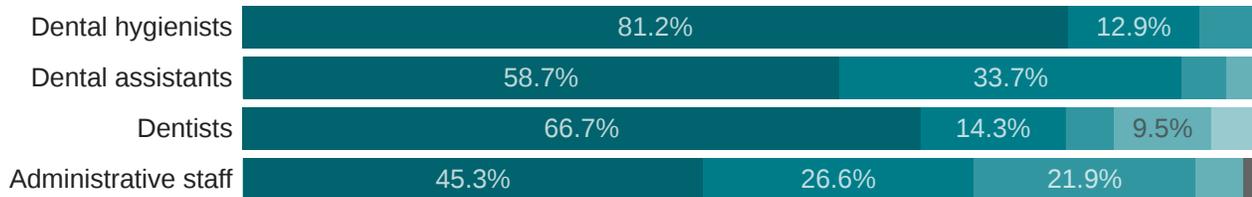
**45 to 54**

**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?**

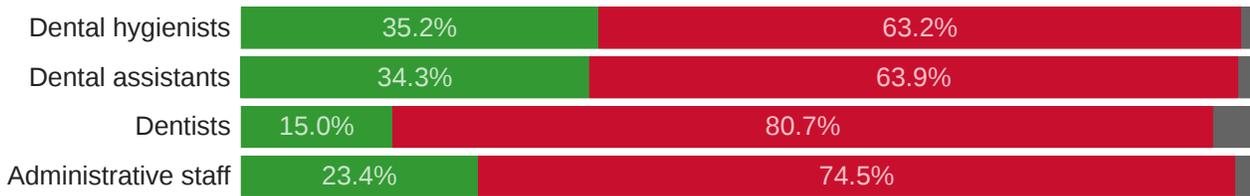


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY AGE GROUP (continued)**

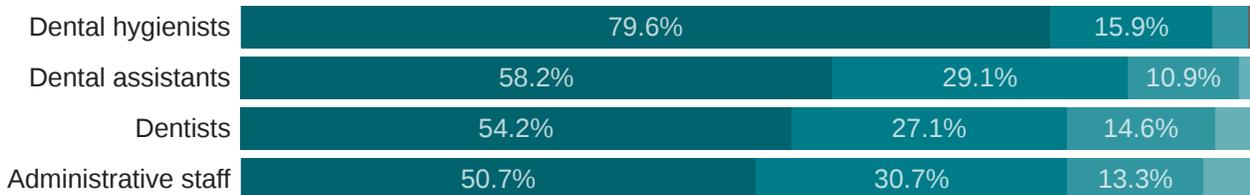
**55 to 64**

**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?**

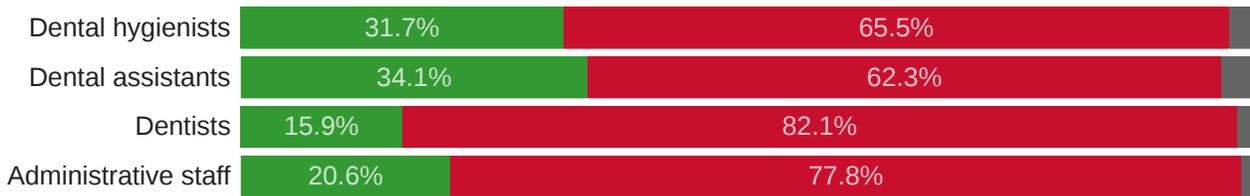


● Extremely challenging ● Very challenging ● Moderately challenging ● Slightly challenging  
● Not challenging at all ● Not sure/Not applicable

**BY AGE GROUP (continued)**

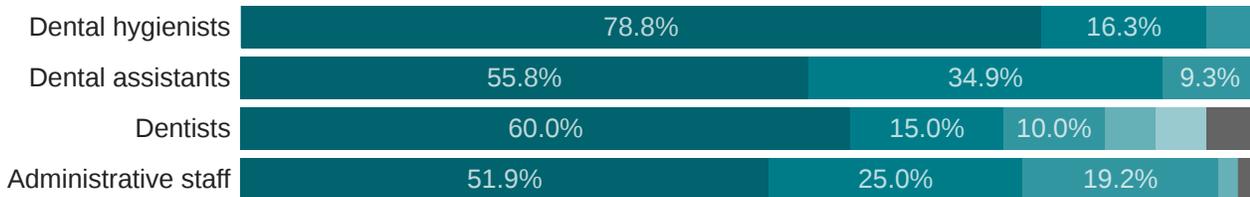
**65 or older**

**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  
*Looking Ahead*

Looking ahead to 2024, how likely are you to do each of the following for your practice?

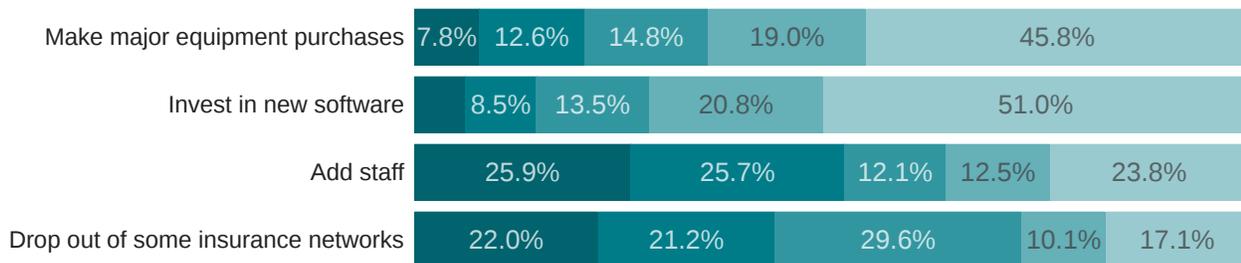
BY DSO AFFILIATION

DSO



● Very likely ● Somewhat likely ● Neither likely nor unlikely ● Somewhat unlikely ● Very unlikely

Non-DSO



Looking ahead to 2024, how likely are you to do each of the following for your practice?  
(continued)

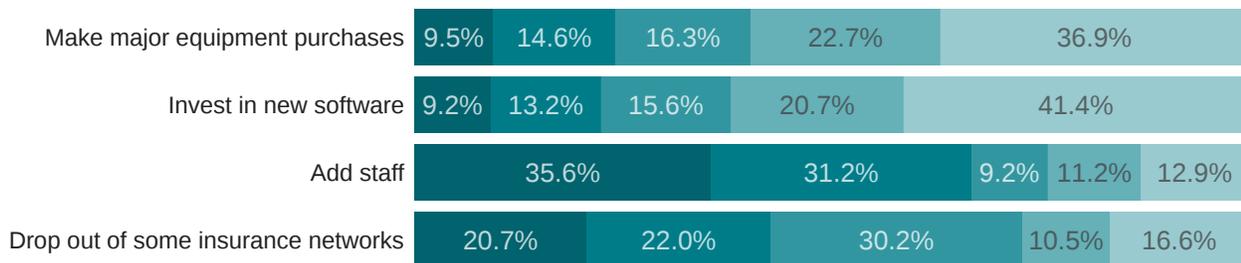
**BY PRACTICE SIZE**

**Solo dentists**



● Very likely ● Somewhat likely ● Neither likely nor unlikely ● Somewhat unlikely ● Very unlikely

**2 to 9 dentists**



**Looking ahead to 2024, how likely are you to do each of the following for your practice?  
(continued)**

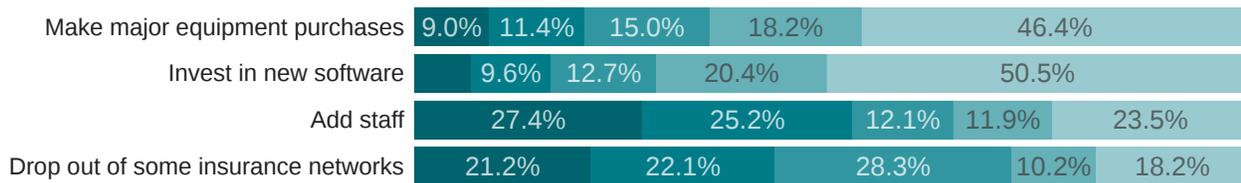
**BY GEOGRAPHY**

**Top 20 cities**

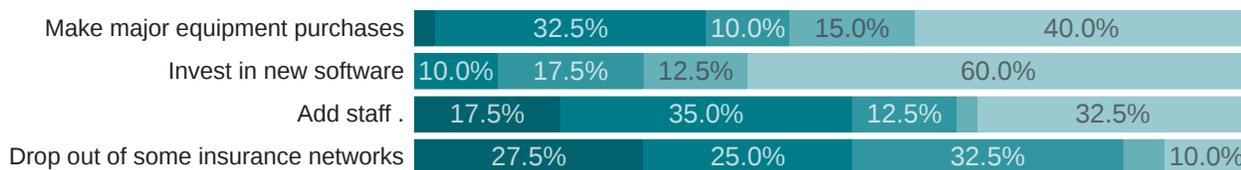


● Very likely ● Somewhat likely ● Neither likely nor unlikely ● Somewhat unlikely ● Very unlikely

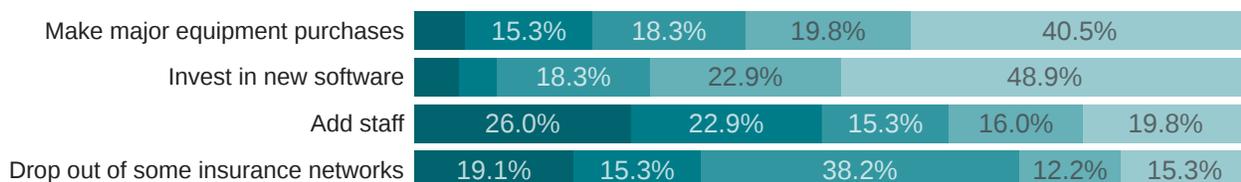
**Other urban**



**Suburban**



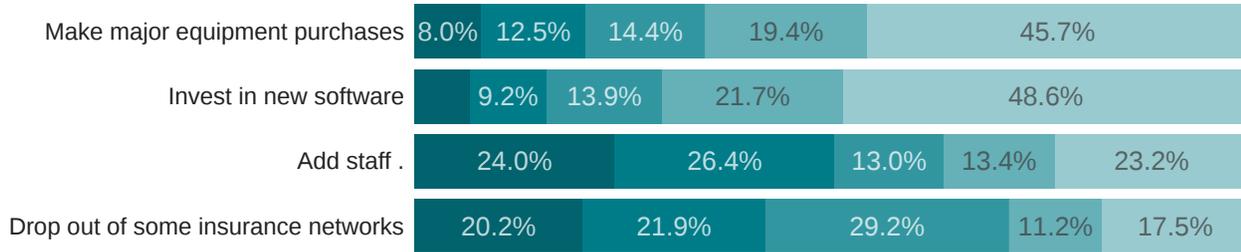
**Rural**



**Looking ahead to 2024, how likely are you to do each of the following for your practice?  
(continued)**

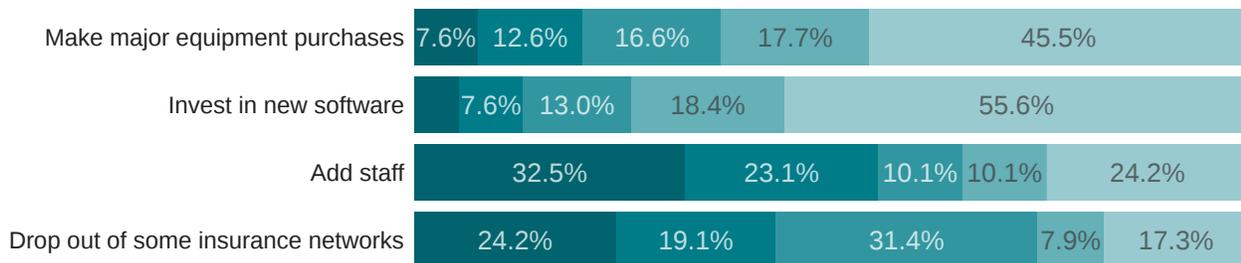
**BY SEX**

**Male**



● Very likely ● Somewhat likely ● Neither likely nor unlikely ● Somewhat unlikely ● Very unlikely

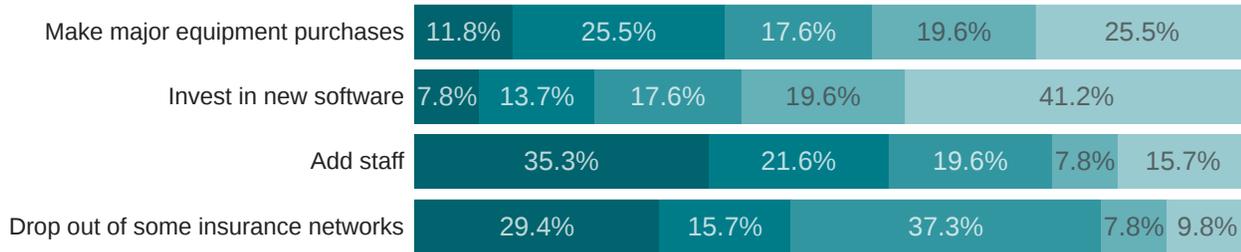
**Female**



Looking ahead to 2024, how likely are you to do each of the following for your practice?  
(continued)

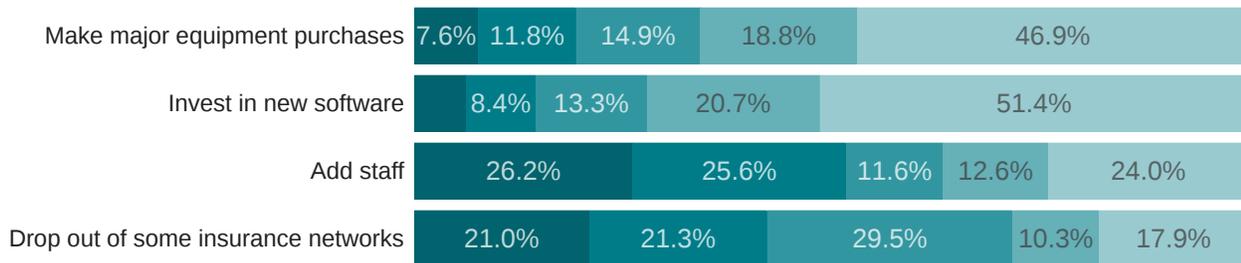
**BY YEARS EXPERIENCE**

**New dentists (graduated 2013-2022)**



● Very likely ● Somewhat likely ● Neither likely nor unlikely ● Somewhat unlikely ● Very unlikely

**Established dentists (graduated < 2013)**



**Looking ahead to 2024, how likely are you to do each of the following for your practice?  
(continued)**

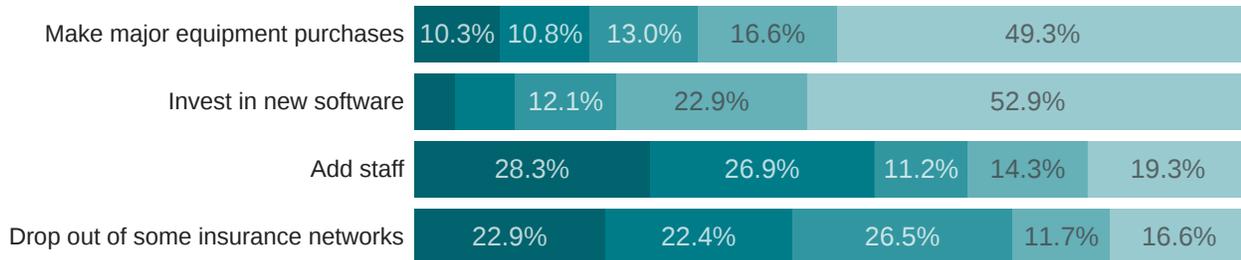
**BY AGE GROUP**

**35 to 44**

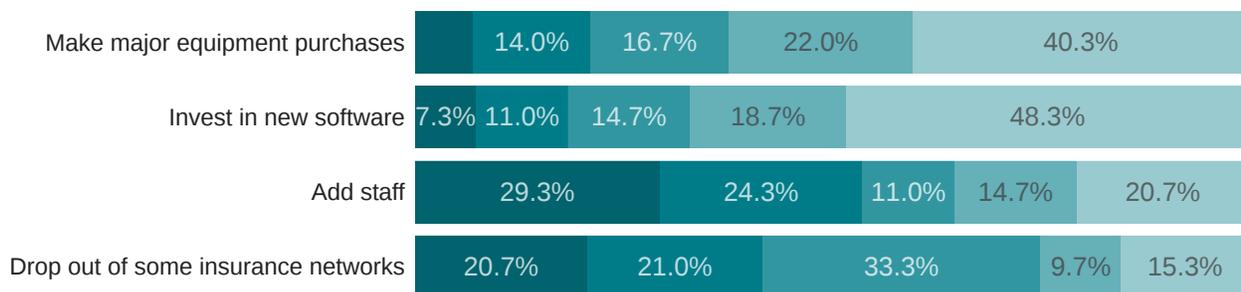


● Very likely ● Somewhat likely ● Neither likely nor unlikely ● Somewhat unlikely ● Very unlikely

**45 to 54**

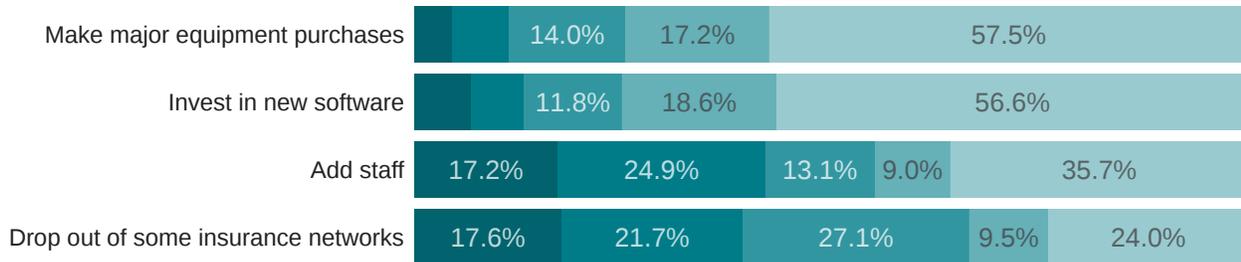


**55 to 64**



Looking ahead to 2024, how likely are you to do each of the following for your practice?  
(continued)

**65 and older**

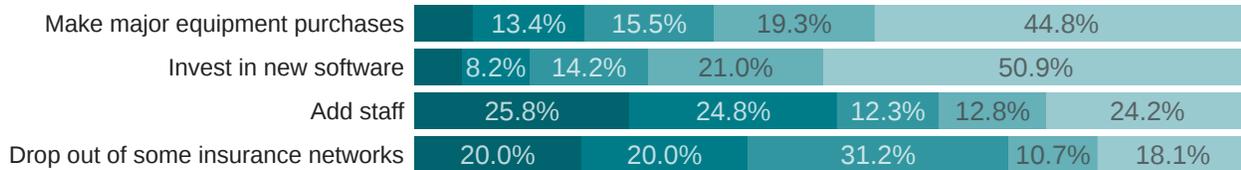


● Very likely ● Somewhat likely ● Neither likely nor unlikely ● Somewhat unlikely ● Very unlikely

**Looking ahead to 2024, how likely are you to do each of the following for your practice?  
(continued)**

**BY RACE/ETHNICITY**

**White**

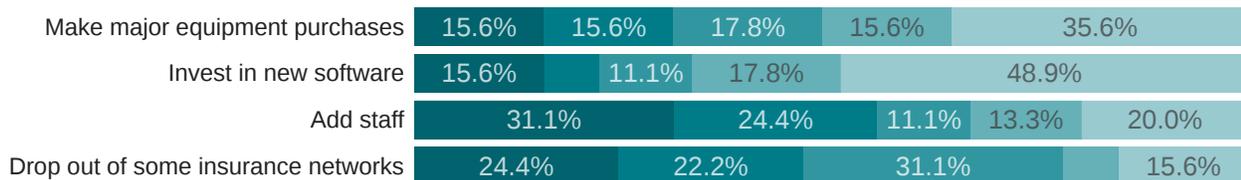


● Very likely ● Somewhat likely ● Neither likely nor unlikely ● Somewhat unlikely ● Very unlikely

**Asian**



**Hispanic**



**Number of Responses from Dentists in Private Practice by Wave**

Wave	Responses
2022NOV	1,137
2022DEC	1,138
2023JAN	1,209
2023FEB	1,168
2023MAR	1,053
2023APR	1,008
2023MAY	1,001
2023JUN	1,103
2023JUL	955
2023AUG	1,141
2023SEP	976
2023OCT	1,020
2023NOV	977

**Number of Responses by Group - Week of November 13, 2023**

Ownership status	Choice Count
Owner dentist (i.e., sole owner, partner, or shareholder)	876
Employee dentist (nonowner)	51
Associate dentist (nonowner)	33
Independent contractor	17

**Number of Responses by Group - Week of November 13, 2023 (continued)**

DSO Affiliation	Choice Count
DSO	30
Non-DSO	935

Practice Size	Choice Count
Solo dentists	587
2 to 9 dentists	381
Large group (10+ dentists)	9

Geography	Choice Count
Top 20 Cities	70
Other Urban	718
Suburban	44
Rural	144

Sex	Choice Count
Male	656
Female	321

Years Experience	Choice Count
New dentists (graduated 2013 - 2022)	64
Established dentists (graduated before 2013)	913

**Number of Responses by Group - Week of November 13 (continued)**

Age	Choice Count
<35	16
35-44	146
45-54	241
55-64	321
65+	253

Race/Ethnicity	Choice Count
White	753
Asian	76
Hispanic	51
Black	13
Native Hawaiian / Pacific Islander	2
American Indian / Alaska Native	3
Other	12
Unknown	65