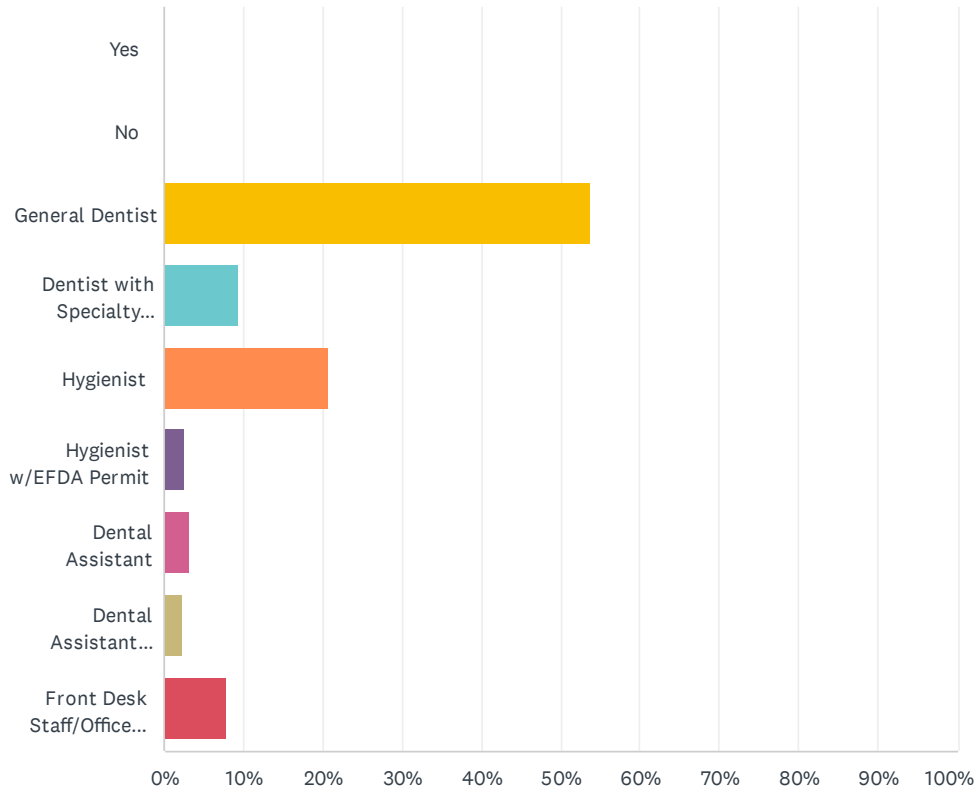


Q1 What is your primary role in oral healthcare?

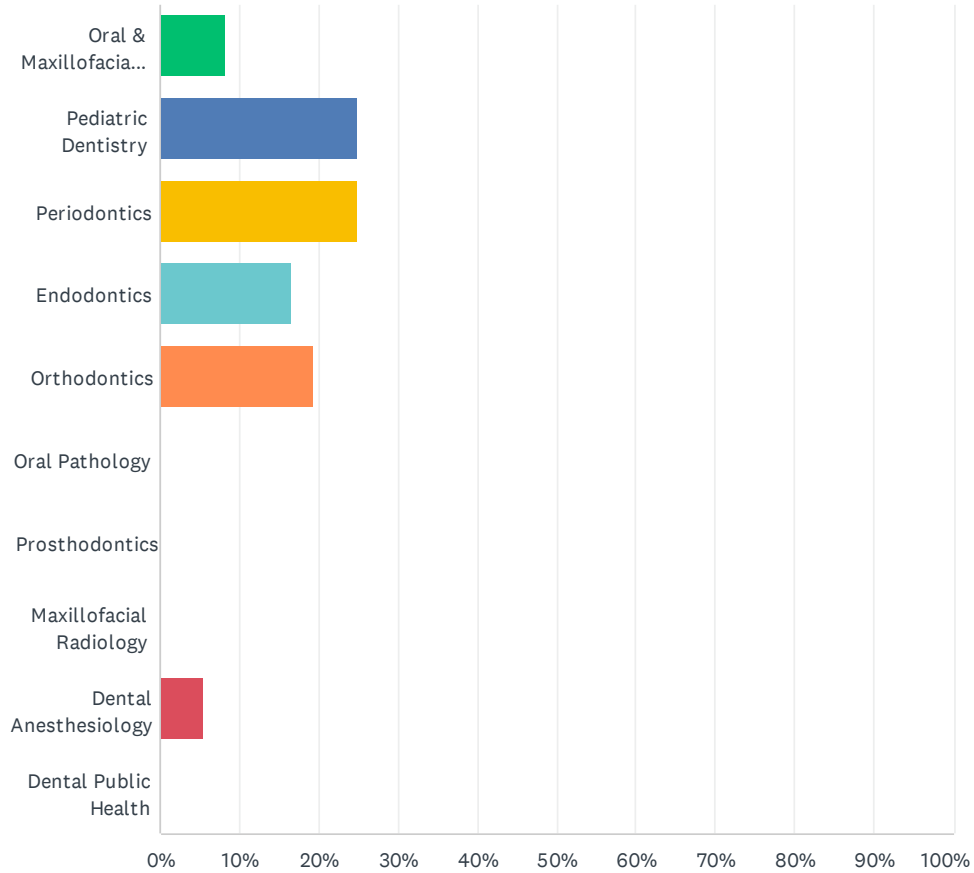
Answered: 381 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	0.00%	0
General Dentist	53.81%	205
Dentist with Specialty Certificate	9.45%	36
Hygienist	20.73%	79
Hygienist w/EFDA Permit	2.62%	10
Dental Assistant	3.15%	12
Dental Assistant w/EFDA Permit	2.36%	9
Front Desk Staff/Office Administrator	7.87%	30
TOTAL		381

Q2 What specialty certificate do you hold?

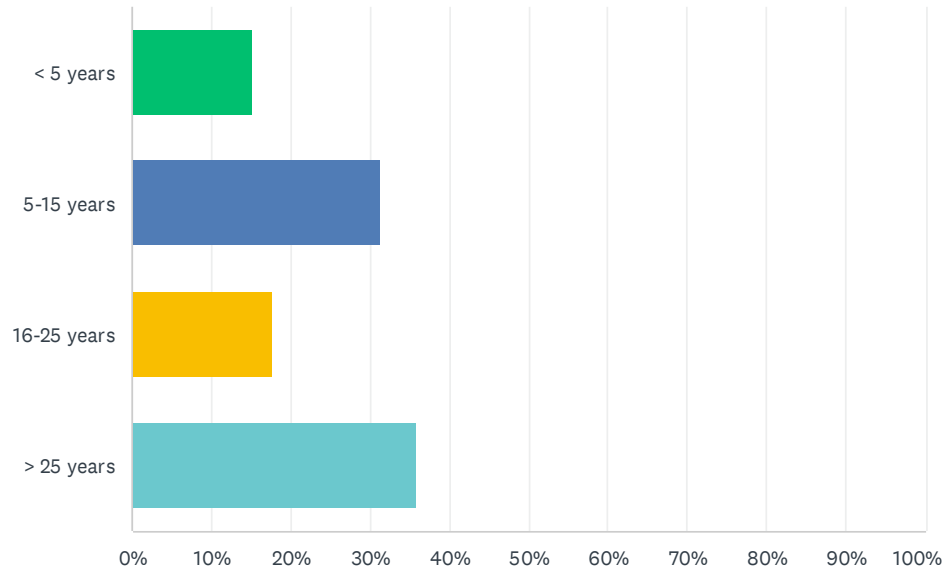
Answered: 36 Skipped: 345



ANSWER CHOICES	RESPONSES	
Oral & Maxillofacial Surgery	8.33%	3
Pediatric Dentistry	25.00%	9
Periodontics	25.00%	9
Endodontics	16.67%	6
Orthodontics	19.44%	7
Oral Pathology	0.00%	0
Prosthodontics	0.00%	0
Maxillofacial Radiology	0.00%	0
Dental Anesthesiology	5.56%	2
Dental Public Health	0.00%	0
TOTAL		36

Q3 How long have you been providing oral healthcare in Missouri?

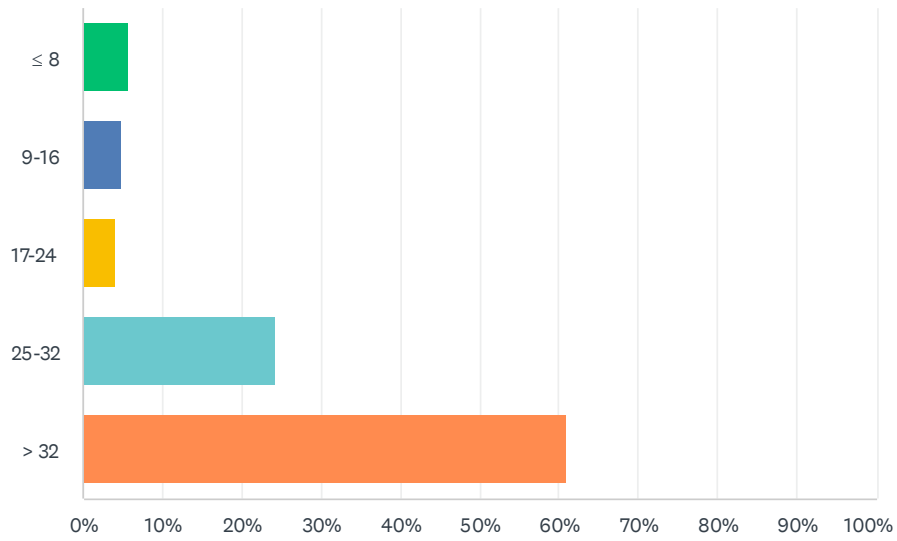
Answered: 371 Skipped: 10



ANSWER CHOICES	RESPONSES	
< 5 years	15.09%	56
5-15 years	31.27%	116
16-25 years	17.79%	66
> 25 years	35.85%	133
TOTAL		371

Q4 Prior to COVID-19 (January 2020) how many hours per week did you deliver face-forward patient care?

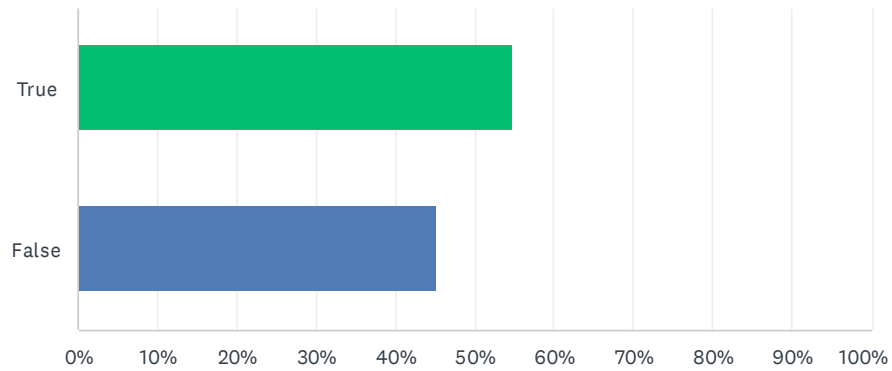
Answered: 369 Skipped: 12



ANSWER CHOICES	RESPONSES	
≤ 8	5.69%	21
9-16	4.88%	18
17-24	4.07%	15
25-32	24.39%	90
> 32	60.98%	225
TOTAL		369

Q5 My role is basically unchanged. I use the same precautions I used prior to COVID-19. The time I devote to patient care is approximately the same. I see approximately the same number of patients per week.

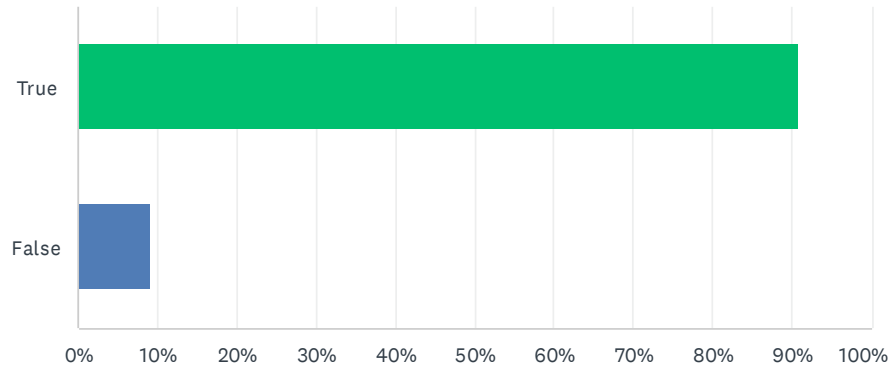
Answered: 363 Skipped: 18



ANSWER CHOICES	RESPONSES	
True	54.82%	199
False	45.18%	164
TOTAL		363

Q6 I employ different disease mitigation strategies.

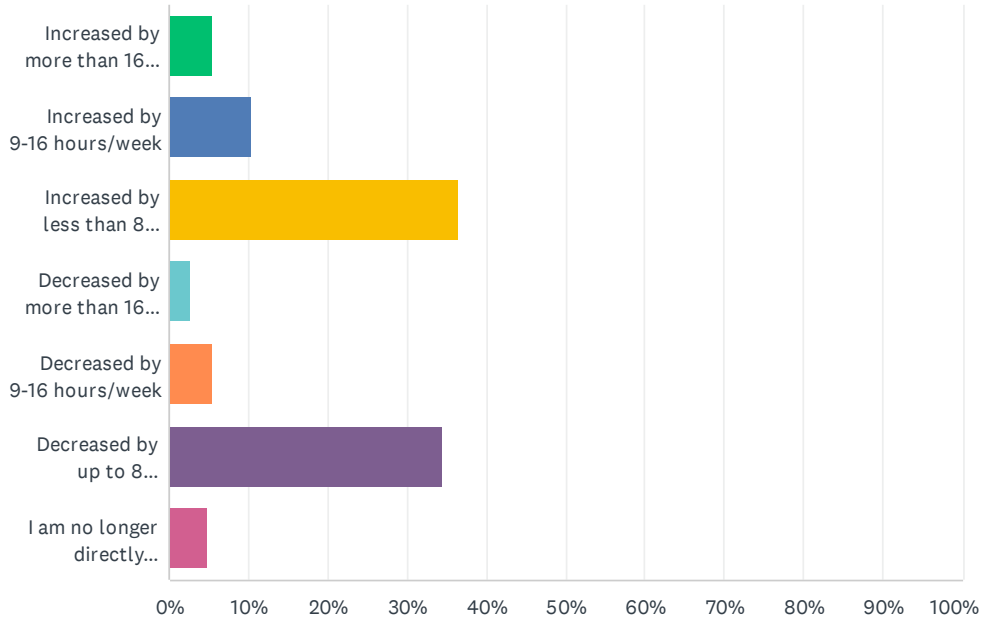
Answered: 153 Skipped: 228



ANSWER CHOICES	RESPONSES	
True	90.85%	139
False	9.15%	14
TOTAL		153

Q7 The time I devote to patient care changed, as follows:

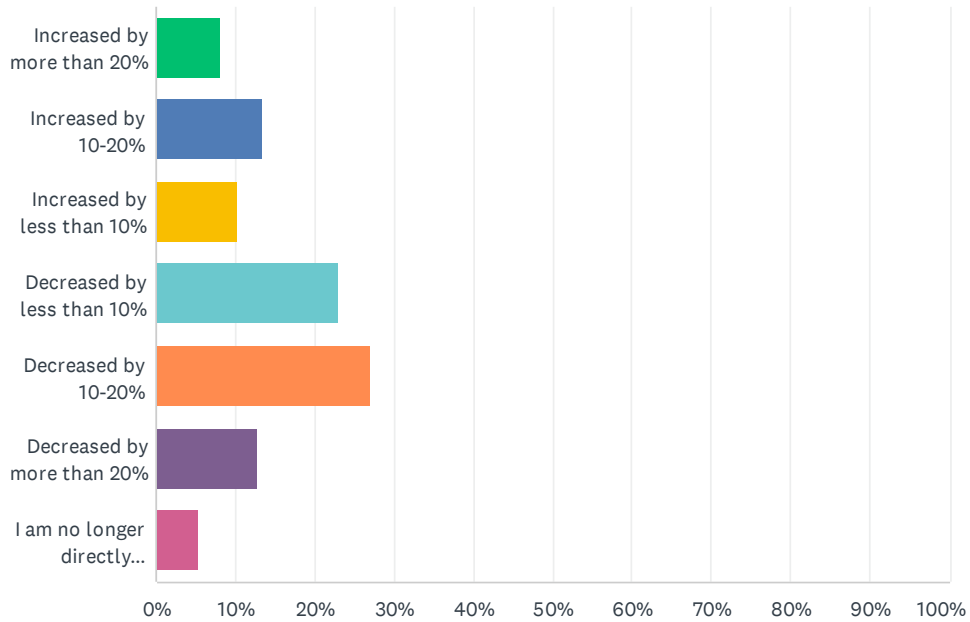
Answered: 145 Skipped: 236



ANSWER CHOICES	RESPONSES	
Increased by more than 16 hours/week	5.52%	8
Increased by 9-16 hours/week	10.34%	15
Increased by less than 8 hours/week	36.55%	53
Decreased by more than 16 hours/week	2.76%	4
Decreased by 9-16 hours/week	5.52%	8
Decreased by up to 8 hours/week	34.48%	50
I am no longer directly providing care to patients	4.83%	7
TOTAL		145

Q8 The number of patients I see per week changed, as follows:

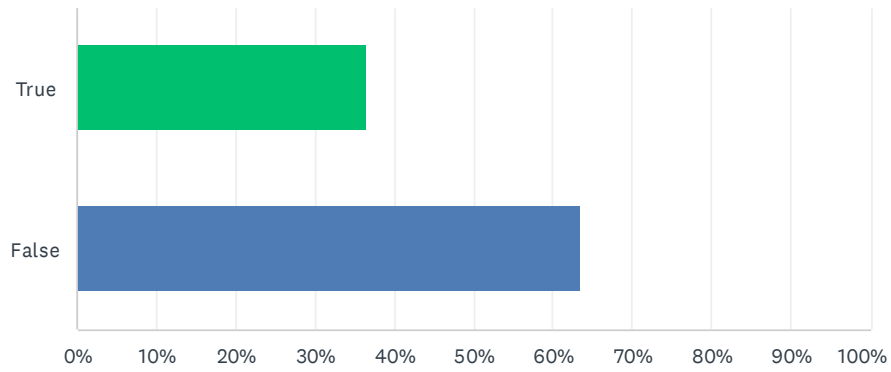
Answered: 148 Skipped: 233



ANSWER CHOICES	RESPONSES	
Increased by more than 20%	8.11%	12
Increased by 10-20%	13.51%	20
Increased by less than 10%	10.14%	15
Decreased by less than 10%	22.97%	34
Decreased by 10-20%	27.03%	40
Decreased by more than 20%	12.84%	19
I am no longer directly providing care to patients	5.41%	8
TOTAL		148

Q9 I am considering reducing the time I devote to patient care in the next 3 years.

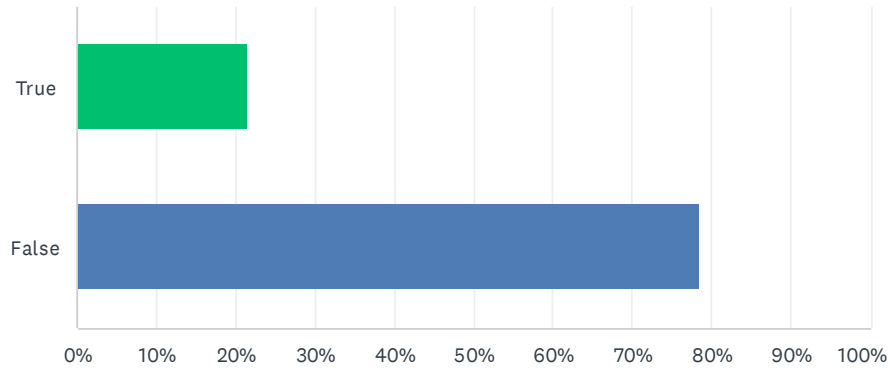
Answered: 346 Skipped: 35



ANSWER CHOICES		RESPONSES	
True		36.42%	126
False		63.58%	220
TOTAL			346

Q10 I am considering retiring from patient care in the next 3 years.

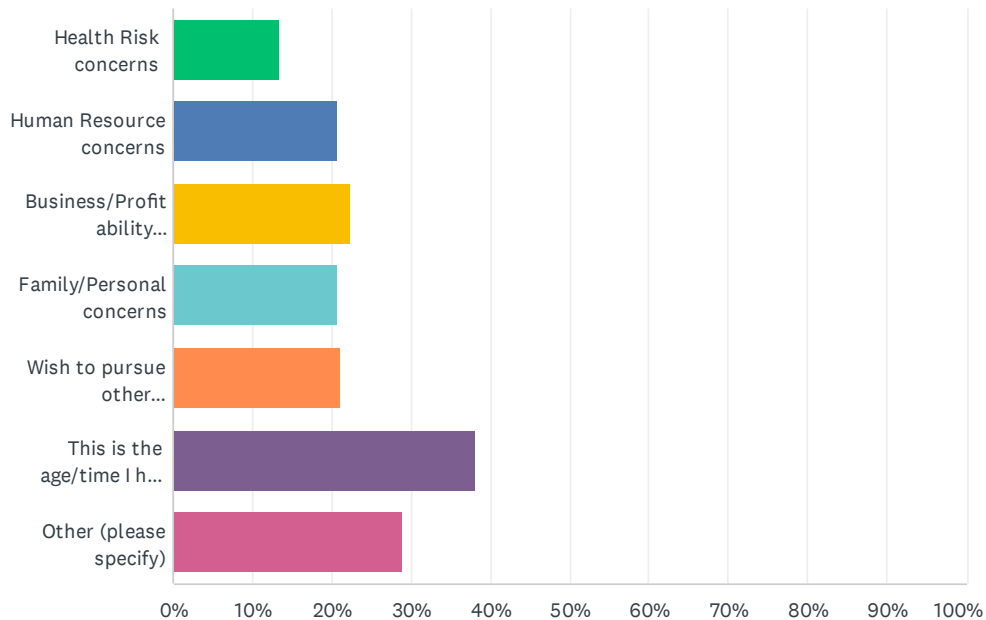
Answered: 345 Skipped: 36



ANSWER CHOICES	RESPONSES	
True	21.45%	74
False	78.55%	271
TOTAL		345

Q11 If it is true that you are considering reducing the time devoted to patient care and/or are considering retiring from patient care, please state the reason(s). Check all that apply.

Answered: 165 Skipped: 216



ANSWER CHOICES	RESPONSES
Health Risk concerns	13.33% 22
Human Resource concerns	20.61% 34
Business/Profitability concerns	22.42% 37
Family/Personal concerns	20.61% 34
Wish to pursue other interests/careers	21.21% 35
This is the age/time I had planned to retire	38.18% 63
Other (please specify)	29.09% 48
Total Respondents: 165	

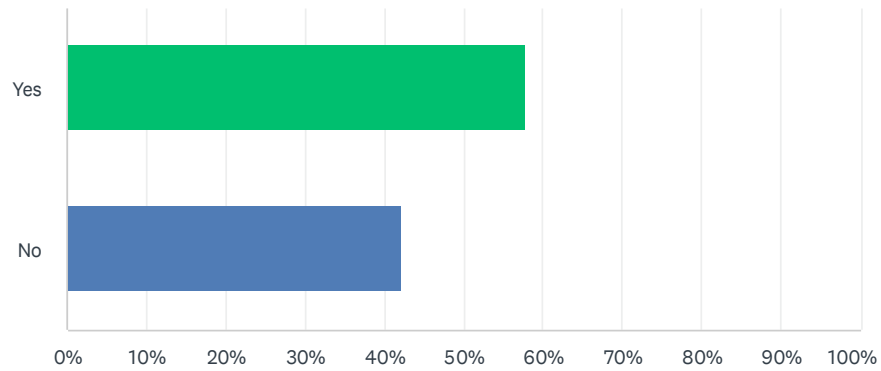
#	OTHER (PLEASE SPECIFY)	DATE
1	I have on-going health issues related to cancer	4/16/2022 6:22 PM
2	burnt	4/14/2022 4:57 PM
3	Burnout	4/14/2022 2:17 PM
4	N/A	4/14/2022 12:23 PM
5	just getting old	4/14/2022 5:53 AM
6	Not planning in reducing patient care	4/13/2022 7:03 PM
7	Dont plan on retirement	4/13/2022 6:16 PM
8	Lack of benefits in the industry, low pay	4/13/2022 5:49 PM

9	Burn out	4/13/2022 5:44 PM
10	no additional time given to accommodate additional disease mitigation. expected to see more patients.	4/13/2022 11:23 AM
11	Stay home with kids	4/12/2022 7:16 PM
12	Arthritis is getting worse and developing in my hands	4/12/2022 5:47 PM
13	More ergonomic concern and the damage my body is taking with this profession.	4/12/2022 5:12 PM
14	Getting my Older and ready to slow down a bit	4/12/2022 1:31 PM
15	I am hoping to drop to part time.	4/12/2022 11:58 AM
16	Burn out; stress. If I could find something financially comparable, I would leave patient care.	4/12/2022 11:42 AM
17	Hygiene practice before Covid is no longer. Today's hygiene practice is EXHAUSTING! Ppl put off care and coming in with myriad dental issues. Cleanings require 2appts more often than not. I miss the " routine" 6 mo. recall...	4/12/2022 11:33 AM
18	Not retiring	4/12/2022 11:02 AM
19	Wage	4/12/2022 11:00 AM
20	wage	4/12/2022 10:58 AM
21	The administrators are extremely difficult to work with; I have to work around them to deliver patient care, and cannot treat patients properly because of lack of administrative support.	4/12/2022 10:47 AM
22	I work hard and would like to work less	4/11/2022 4:09 PM
23	just getting too old to continue with 8 hour days	4/11/2022 11:21 AM
24	Na	4/8/2022 2:09 PM
25	Will probably retire 4-5 years when able to get SS	4/8/2022 12:37 PM
26	Appointment times have been shortened, delivery of care is inadequate without the appropriate amount of time. It's become a stressful environment. The RDH's are so busy, there is no time to even get a drink most days. The burnout is real.	4/8/2022 12:24 PM
27	Health	4/8/2022 8:32 AM
28	Physical and mental strain through the pandemic continues and may be at an unhealthy level to continue long term.	4/8/2022 7:38 AM
29	not planning to retire	4/7/2022 10:26 PM
30	Too difficult to hire staff. Competition among dentists have driven wages so high its difficult to run a stable business.	4/7/2022 6:26 PM
31	Retired 2009 / Diagnosed with Parkinson's Disease in 2018	4/7/2022 6:24 PM
32	want to do some traveling	4/7/2022 3:56 PM
33	Insurance reimbursements ruining dentistry	4/7/2022 2:07 PM
34	Not	4/7/2022 1:33 PM
35	Delta Dental Fees	4/7/2022 11:15 AM
36	not reducing or retiring	4/7/2022 9:50 AM
37	I would like to get back to teaching. I was adjunct faculty prior to the pandemic but was let go and have not been rehired.	4/6/2022 1:20 PM
38	I am not reducing time devoted to pt care. I have increased because I do more of it in the hospital.	4/5/2022 11:02 PM
39	NA	4/3/2022 9:25 AM
40	Your other question on hours and safety precautions was not good. I did not change hours but with COVID, did wear an N-95 mask and a face shield, which differed. You mixed up two questions with no answer for the one for precautions. You may not get the data you want.	4/1/2022 2:47 PM
41	Having to make up for loss of dentist and hygienist	3/31/2022 11:12 AM
42	I'm having to work extra hours because we are short staffed for the last 2 years and it's getting	3/31/2022 11:04 AM

	old and need to go back down to regular hours	
43	My sons are joining my practice. I've practiced for 42 years.	3/31/2022 10:36 AM
44	Would like to slow down or bring some in part time	3/31/2022 7:28 AM
45	Disability	3/31/2022 6:44 AM
46	Hire associates and work on the business more vs in the business	3/30/2022 10:13 PM
47	May continue to work into my 70s 1/2 days per week	3/30/2022 8:28 PM
48	Retired 2020	3/30/2022 7:22 PM

Q12 Since the onset of COVID-19, have any staff left your practice due to safety concerns or other issues associated with COVID-19 (such as change of career, childcare or school decisions)?

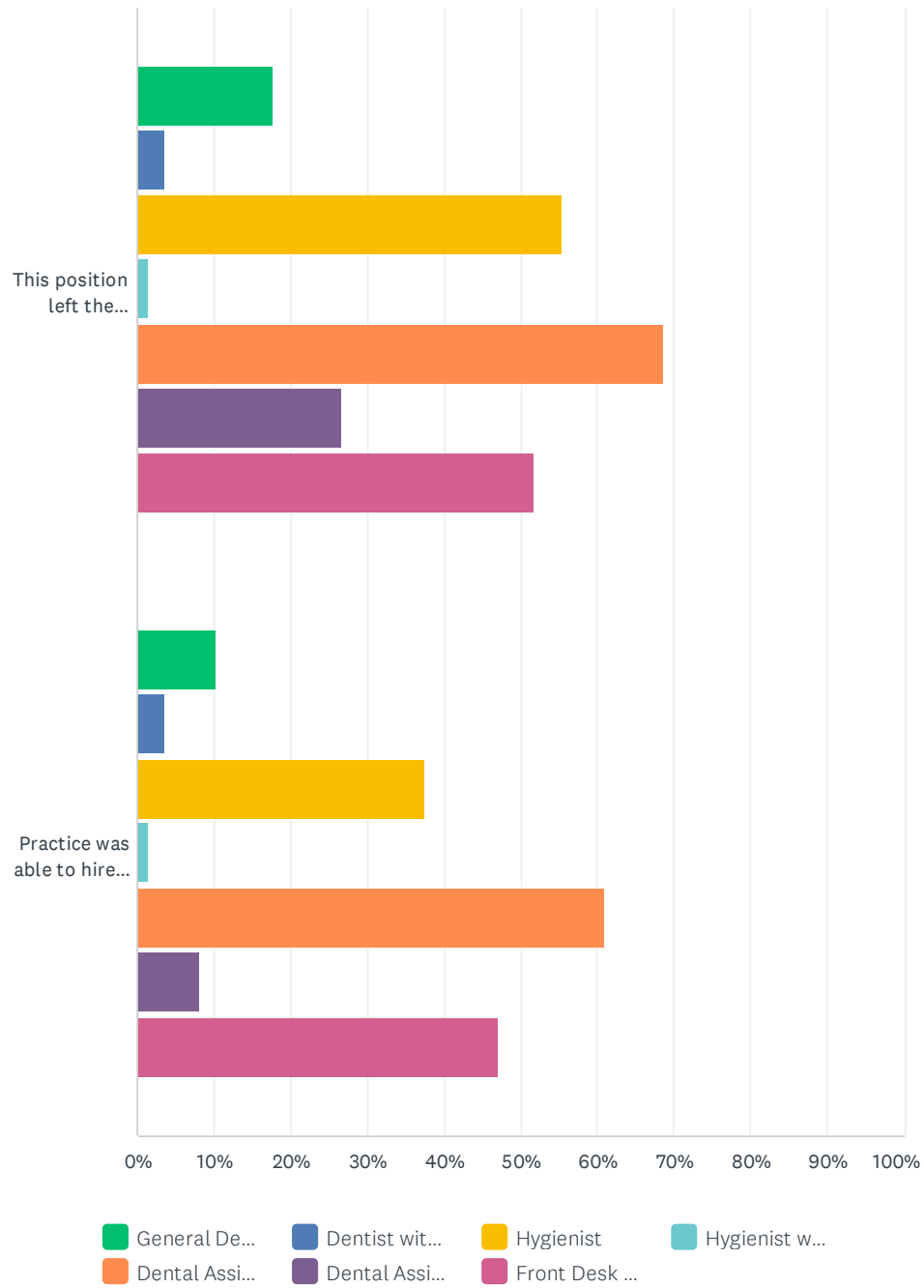
Answered: 345 Skipped: 36



ANSWER CHOICES	RESPONSES
Yes	57.68% 199
No	42.32% 146
TOTAL	345

Q13 Answer the following about your practice's staff retention and recruitment since the onset of COVID-19. Check all that apply.

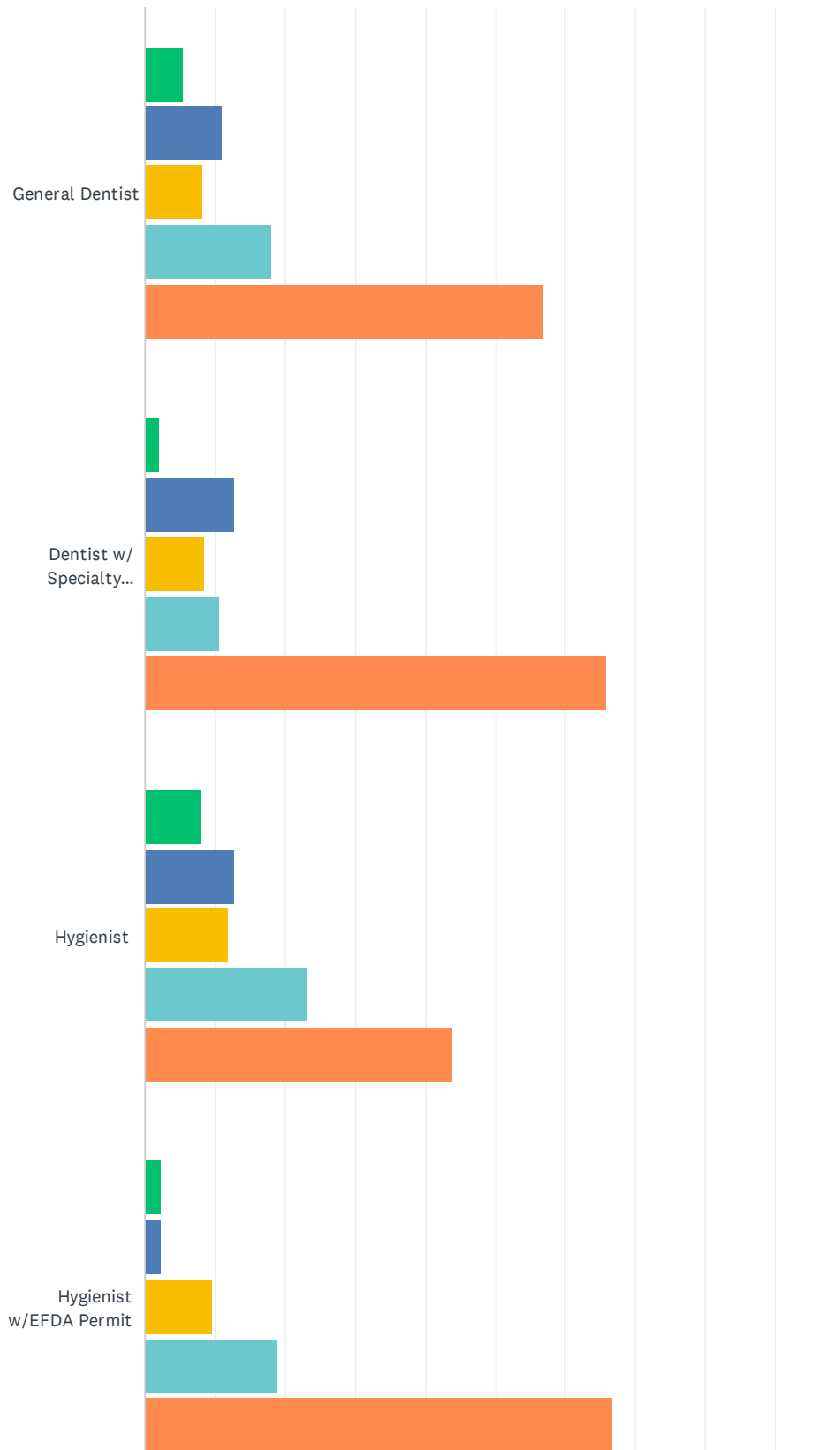
Answered: 192 Skipped: 189

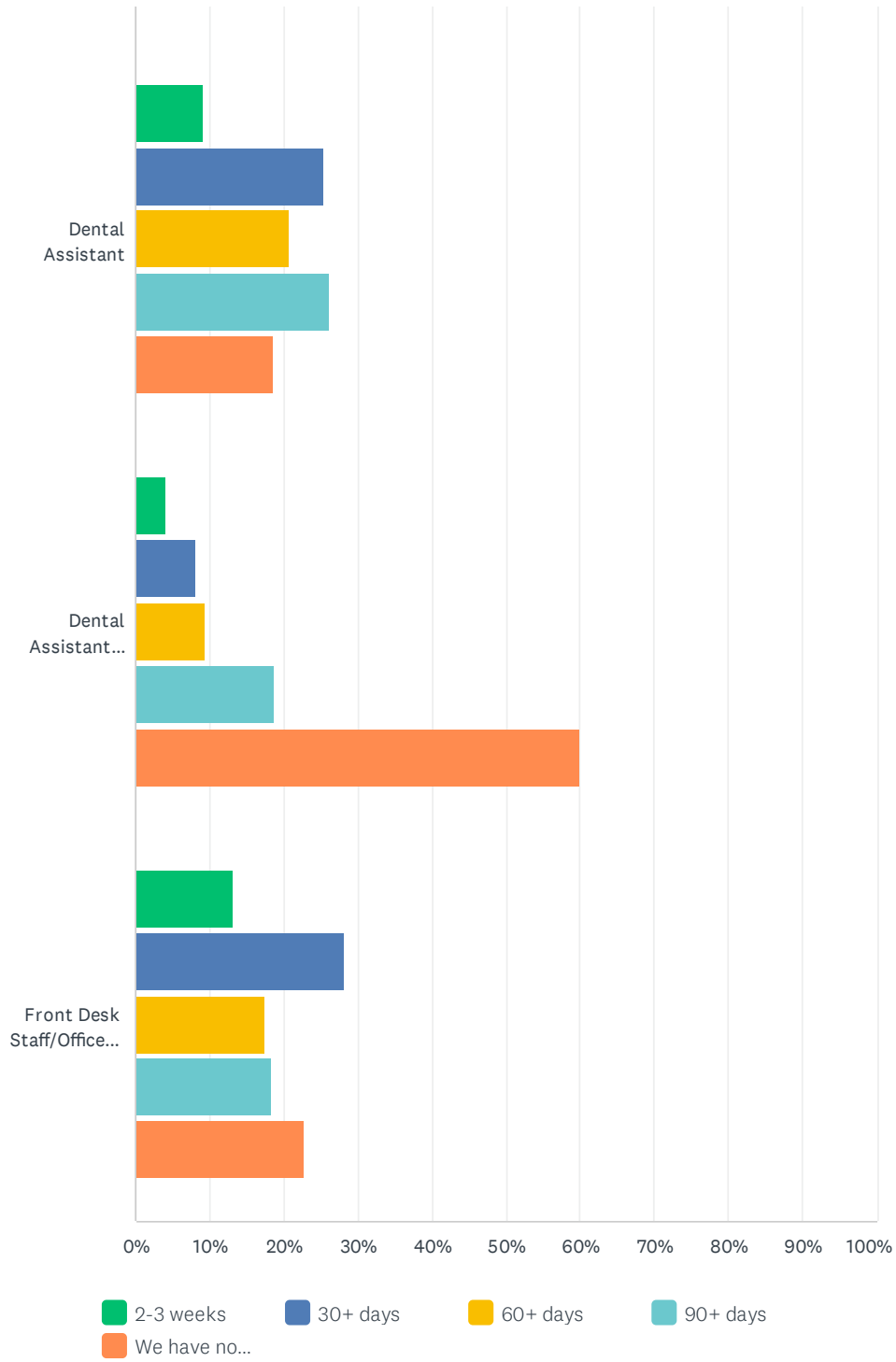


	GENERAL DENTIST	DENTIST WITH SPECIALTY CERTIFICATE	HYGIENIST	HYGIENIST W/EFDA PERMIT	DENTAL ASSISTANT	DENTAL ASSISTANT W/EFDA PERMIT	FRONT DESK STAFF/OFFICE ADMINISTRATOR	TOTAL RESPONDEN
This position left the practice	17.80% 34	3.66% 7	55.50% 106	1.57% 3	68.59% 131	26.70% 51	51.83% 99	
Practice was able to hire back this vacated position	10.29% 14	3.68% 5	37.50% 51	1.47% 2	61.03% 83	8.09% 11	47.06% 64	

Q14 On average, how long did it take to hire back for vacated positions? Check all that apply.

Answered: 187 Skipped: 194

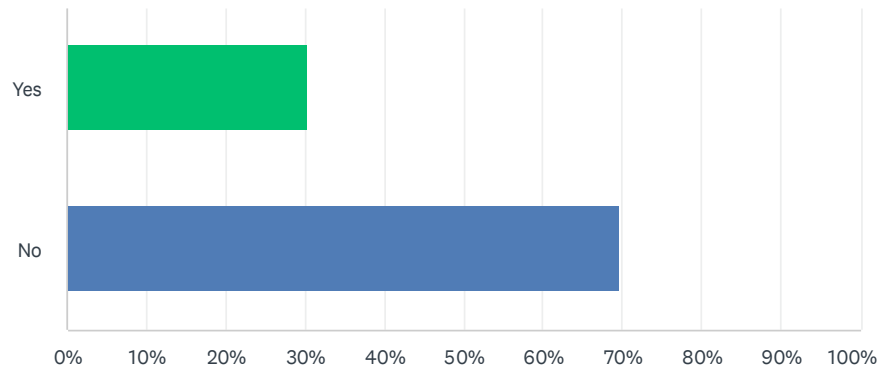




	2-3 WEEKS	30+ DAYS	60+ DAYS	90+ DAYS	WE HAVE NOT REHIRED FOR THIS POSITION	TOTAL
General Dentist	5.56% 4	11.11% 8	8.33% 6	18.06% 13	56.94% 41	72
Dentist w/ Specialty Certificate	2.13% 1	12.77% 6	8.51% 4	10.64% 5	65.96% 31	47
Hygienist	8.00% 10	12.80% 16	12.00% 15	23.20% 29	44.00% 55	125
Hygienist w/EFDA Permit	2.38% 1	2.38% 1	9.52% 4	19.05% 8	66.67% 28	42
Dental Assistant	9.23% 12	25.38% 33	20.77% 27	26.15% 34	18.46% 24	130
Dental Assistant w/EFDA Permit	4.00% 3	8.00% 6	9.33% 7	18.67% 14	60.00% 45	75
Front Desk Staff/Office Administrator	13.16% 15	28.07% 32	17.54% 20	18.42% 21	22.81% 26	114

Q15 Even if your practice retained all existing staff during the pandemic, did changes brought by COVID-19 cause you to hire additional staff to run your practice?

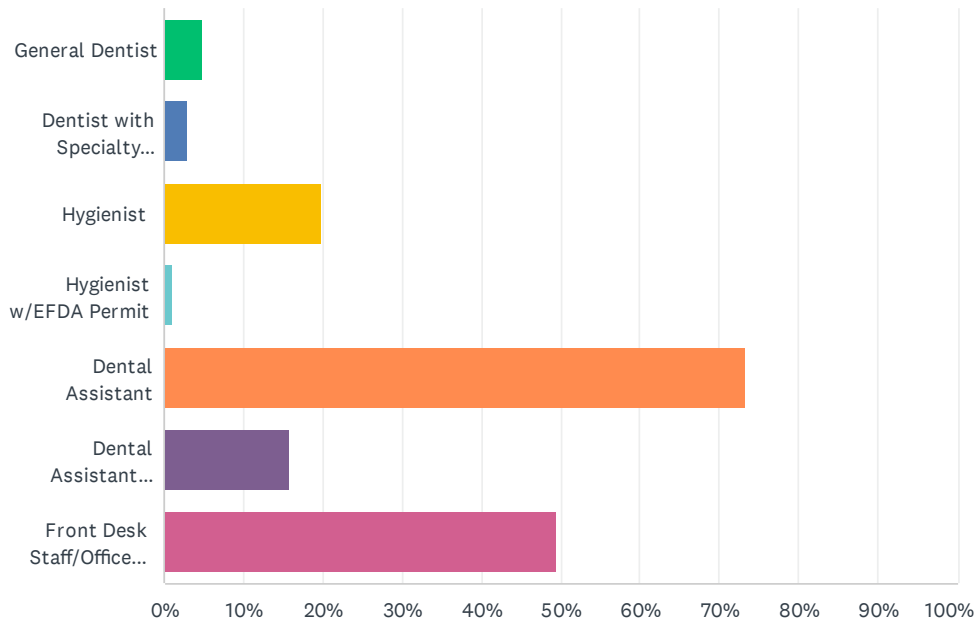
Answered: 334 Skipped: 47



ANSWER CHOICES	RESPONSES	
Yes	30.24%	101
No	69.76%	233
TOTAL		334

Q16 For what positions did you hire extra staff due to COVID-19? Check all that apply.

Answered: 101 Skipped: 280



ANSWER CHOICES	RESPONSES
General Dentist	4.95% 5
Dentist with Specialty Certificate	2.97% 3
Hygienist	19.80% 20
Hygienist w/EFDA Permit	0.99% 1
Dental Assistant	73.27% 74
Dental Assistant w/EFDA Permit	15.84% 16
Front Desk Staff/Office Administrator	49.50% 50
Total Respondents: 101	

Q18 Please provide any additional comments about topics covered this survey, workforce issues specific to your practice or workforce issues in general.

Answered: 120 Skipped: 261

#	RESPONSES	DATE
1	Nothing to add,,where can we see the results	4/17/2022 1:51 PM
2	We are having a hard time finding hygienists to fill in or to have them pick up an extra day. There seems to be a shortage.	4/16/2022 6:27 PM
3	Our patient time changed at first we were allowing rest time between patients but now we are back to normal schedule	4/16/2022 6:43 AM
4	I don't have any hygienist to work with me. I clean patients' teeth all the time. I really need one. But there is no response to my advertising since pandemic.	4/15/2022 12:47 PM
5	There is a lack of available hygienists in my area.	4/14/2022 6:32 PM
6	I recently had to hire a new receptionist. the applicant pool has shrunk and the amount i have to pay has increased. my current front desk is very happy, but is leaving for another job the will pay her twice as much. my ppo rates really haven't changed and essentially I can't pay people more because I can't charge more. it is frustrating	4/14/2022 5:01 PM
7	Need to hire a hygienist and dental assistant. Thru Indeed, people would schedule an interview then no call no show. Currently trying to hire thru recommendations, but no candidates that fit so far.	4/14/2022 3:38 PM
8	Our company no longer values employees the way they used to. We are losing on average an employee a week due to unhappy workforce environment.	4/14/2022 3:05 PM
9	While I have been fortunate in being able to hire replacement staff, pay rates have increased for all positions around 20%, plus extra incentives and bonuses in addition to the roughly 20% increase in base pay.	4/14/2022 2:43 PM
10	It's really hard to find qualified dental staff right now, especially RDH. Given the location of my practice in a community with an RDH program, it is alarming to me to realize I cannot find an applicant for a position I've had posted for nearly 4 months. My colleagues express the same concern and we are increasingly reliant on temp agencies. I can only imagine what my rural colleagues and those in competitive urban centers with a prior deficiency of skilled RDH are facing! This needs to be addressed. Thank you for compiling this survey.	4/14/2022 2:33 PM
11	There are no dental hygienists available for hire in our area. This makes providing care much more difficult. Please consider an expanded functions course for dental assistants to allow them to do basic scaling and or perio probing on patients.	4/14/2022 12:35 PM
12	I would like to hire another hygienist and another assistant but they are very hard to find, maybe they left dentistry.	4/14/2022 12:29 PM
13	Hard to find Hygienists!	4/14/2022 12:17 PM
14	Wages should be increased to reflect inflation	4/14/2022 10:18 AM
15	N/a	4/13/2022 7:04 PM
16	The lack of benefits in the industry and low pay	4/13/2022 5:53 PM
17	I know many hygienists who are trying to retire. We are in BIG trouble.	4/13/2022 5:45 PM
18	Kids Medicaid office also	4/13/2022 6:43 AM
19	Hourly pay needs go up for state of missouri	4/13/2022 12:39 AM
20	We have lost 2 hygiene positions since covid hit. Those 2 hygiene positions were for mobile hygienists that went into schools and community to provide teledent services. We have tried to hire for 2 different (other) clinical hygiene positions for the last year and a half and we are unable to fill these positions.	4/12/2022 5:17 PM

21	Lack of staff	4/12/2022 1:42 PM
22	more concerns and absences	4/12/2022 1:33 PM
23	More and more dentists are focused on productivity and not patient-centered quality dental care. This toxic environment is causing hygienists and assistants to leave the profession.	4/12/2022 12:02 PM
24	It is very difficult to hire dentists as well as assistants, particularly EFDA or experienced assistants. This causes providers to be under more stress without trained staff and puts more pressure on remaining staff.	4/12/2022 11:44 AM
25	very difficult to keep assistant as they bounce around for more money. All about who's going to pay more..and these are younger generation employees	4/12/2022 11:40 AM
26	Very challenging to get skilled staff and dentists in our areas	4/12/2022 9:17 AM
27	We experience limited applicants for dental assistant positions	4/12/2022 8:38 AM
28	Due to COVID-19, office expenses have increased greatly	4/12/2022 7:21 AM
29	Hygienists have need more time per patient for years!!!! We were allowed 1.5 hours of needed per pt during pandemic and we had better treatment plan acceptance, better patient relationship and loyalty. Patients stated they prefer the longer time and more devoted attention and lack of being rushed out of office.	4/12/2022 7:11 AM
30	We needed to hire more assistants to cover shifts when people were getting tested all the time for headaches, sniffles, fatigue, anything that could possibly be a covid symptom. And if they actually had it we would need coverage for that as well.	4/11/2022 4:13 PM
31	The wages have increased beyond what is supportable by the practice, Delta has cut my reimbursement by 10-15%, cost have gone up. It's very difficult financially.	4/10/2022 10:43 AM
32	need to support increased class size of hygienist and assistants trained in the state of missouri	4/9/2022 11:37 PM
33	We have seen far fewer applicants for open jobs on our team since covid-19 and the pay rate that is requested by candidates is much higher than it was prior to covid-19.	4/8/2022 9:27 PM
34	Hygienists and front desk staff and 1 specialist were medically compromised and unable to be exposed while Covid hit. They ended up retiring.	4/8/2022 8:08 PM
35	I want to retire as a dental hygienist, but offices keep calling me to temp because they can't find a hygienist to hire.	4/8/2022 5:05 PM
36	NA	4/8/2022 2:09 PM
37	work ethic is terrible in todays world	4/8/2022 1:23 PM
38	WE HAVE HAD TWO ASSISSTANTS CHANGE CAREERS, ONE RETIRED, AND TWO LEAVE FOR BETTER PAY.	4/8/2022 12:44 PM
39	Everyone has expectations for salary that are too high, and dental insurance companies are paying us less!!	4/8/2022 9:12 AM
40	I had to replace an assistant and a hygienist due to non-pandemic reasons. The pool of available personnel is less, and I had to give significant raises due to competition from other dental offices struggling to find staff	4/8/2022 7:56 AM
41	Reimbursement issues with insurance, supply chain issues, increased cost of PPE and other supplies have made it difficult to offer wages competitive with other sectors to keep staff and be profitable.	4/8/2022 7:43 AM
42	Staff management issues caused by shortages have caused great upheaval in the ability to deliver dental care. We have had to eliminate early evening pt treatment hours and put off perio care and prophys for months. It is not possible to see emergencies on the same day. Patients are suffering due to a lack of ability to timely care for them.	4/8/2022 5:52 AM
43	i do feel hiring additional staff would be harder now than before covid and i believe they will demand more money than they would have pre covid. every small business has help wanted signs out and at higher pay rates yet still cant fill their open positions	4/7/2022 10:30 PM
44	2 hygienists left my practice because they cannot find reliable, quality childcare for their children. I have been without a full time hygienist since June of 2021. Hygienists that are available are asking premium payment (\$40+ /hr) and this is not sustainable in a PPO/insurance based practice. All of my operating costs have increased significantly since COVID and my in network insurance companies are actually decreasing my allowed fee	4/7/2022 9:32 PM

	schedules! Can we please address that as well! How can the allowed fee schedule be almost identical to the allowed fee schedule from the 1980's?	
45	Been trying to hire hygienists for over a year and can't	4/7/2022 8:16 PM
46	Having been retired for 13 years, this survey does not apply to me. So the original email asking for me to fill it out cannot be done. Sorry, thanks for including me. Ralph	4/7/2022 6:33 PM
47	The reduction in dental healthcare workers is directly affecting access to care. My office and many others are not able to see the same number of patients because of limitation with staffing. This is delaying patient treatment and outcomes.	4/7/2022 6:29 PM
48	shortage of Dentist in this area have been trying to get a new dentist in our 63552 location for 3 years	4/7/2022 4:24 PM
49	Finding quality staff is very difficult to near impossible	4/7/2022 4:05 PM
50	Hygienist shortage is big time...	4/7/2022 1:48 PM
51	Having a very difficult time hiring a hygienist, and an assistant. Cost of labor and materials have increased and payment from dental insurance companies have decreased.	4/7/2022 1:39 PM
52	It has been difficult to hire goos staff during this period. We have interviewed for more that 6 months before filling positions	4/7/2022 1:36 PM
53	We've been unable to find qualified support staff for the last two years.	4/7/2022 11:48 AM
54	Delta Dental fee reductions are going to cause me to retire.	4/7/2022 11:15 AM
55	Both hygienist and assistant positions have been difficult to fill with *qualified* applicants	4/7/2022 10:12 AM
56	Difficult to hire a much needed dental assistant due to labor shortage.	4/7/2022 9:51 AM
57	There are many dentists in our area not finding anyone to buy their practices so they are shutting their doors and walking away. We are already not accepting new patients in one of our three locations. We are getting to a crisis point in NE where we won't be able to treat people and may see more emergencies ending up in the ER.	4/7/2022 9:16 AM
58	We haven't been able to fill our dental assistant position for well over 90 days and we still do not have a good candidate to consider.	4/7/2022 8:43 AM
59	Need to lower cost to save money. 401k programs should not be so expensive for small business, or allow more to be saved in IRA's	4/7/2022 8:39 AM
60	I have	4/7/2022 8:30 AM
61	I am having great difficulty to find staff to hire	4/7/2022 8:26 AM
62	lack of employees is what concerns me	4/7/2022 8:22 AM
63	There is an extreme shortage of dental hygienists right now that is on the verge of crippling rural and semi rural dental practices.	4/7/2022 8:14 AM
64	Untrained workers have started asking for 1.5-2 times higher wages than previously. Trained workers are closed to 1.5 times higher.	4/7/2022 8:11 AM
65	We went from a staff of 7 including me to now 3 including me. I can't find front desk, assistant or hygienist. Zero applicants for hygienist or assistant. Front desk I have had a ridiculous amount of no shows for interviews. We need more spots in schools for assistants and hygienist!!!! There is a mass shortage which decreases our ability to see patients in a timely manner and keep them healthy.	4/7/2022 7:45 AM
66	The "Basics" exam for dental assistants is a barrier to finding and developing good EFDA.	4/7/2022 7:34 AM
67	There are no hygienist in my area to hire	4/7/2022 7:25 AM
68	The decrease in number of patients seen and in the hours worked per week are due to the inability to hire a full staff for the office.	4/7/2022 7:24 AM
69	I haven't hired the hygienist position because I haven't been able to find one. Additionally my practice profitability is down due to Delta dental in particular reducing compensation. For example many times they pay 50% of what I charge and sometimes even less and in a dental practice overhead is in the 70% range so it really doesn't pay to stay in practice at this point.	4/7/2022 7:23 AM
70	Very very difficult to hire qualified assistants. Also their needs have changed wanting reduced hours hire pay and more benefits.	4/7/2022 7:19 AM
71	The vaccine mandate also caused us to lose several staff.	4/7/2022 7:02 AM

72	We have had six months of almost constant staff resignation and hiring to replace each loss	4/7/2022 6:55 AM
73	While we have not had any specific COVID turnover we have still had turnover. With this turnover, in the pandemic affected world, it is much harder to find qualified applicants willing to accept the wages we are able to pay at this time.	4/6/2022 1:22 PM
74	With the increased cost of supplies and workforce and the denial/low reimbursement rates of insurance, the sustainability of dentistry is not realistic in its current form. Especially for new graduates with the mountain of debt they carry. Every provider being fee for service isn't a realistic answer either.	4/6/2022 9:35 AM
75	I have no one to replace me, one by one rural practitioners are retiring and closing their doors. So bad in my area I can no longer take new patients. The state doesn't give a damn because the votes are in StL, KC and Springfield. It's a slow moving crisis that is being ignored.	4/4/2022 2:47 PM
76	Insurance headaches create more stress than anything-more and more of some staff members' time is now wasted "dealing with" insurance. We do have a significant expense with PPE now, that we did not have before. The cost of all of the equipment has gone up, in addition to additional layers protection we have chosen on behalf of our staff, selves and patients.	4/3/2022 7:04 PM
77	Rural area dentist have been struggling to find dental assistants. This survey was pointless for my practice	4/3/2022 9:48 AM
78	Extra equipment purchased for air filtration and protection. Reimbursement fees remain the SAME!	4/3/2022 9:27 AM
79	The biggest limitation to my workforce is limitations and restrictive language pertaining to reaching those without access.	4/2/2022 2:34 PM
80	I temp so I see a lot of different practice settings. Sterilization in some offices is extremely questionable. PPE is questionable. I once temped in an office for an extended period of time that I had to provide my own level 3 masks because I wanted to change them out in between patients. This is late 2021/early 2022, no PPE shortage at this point. That is the dental practice owner being cheap, and putting their employees and themselves at risk for disease.	4/2/2022 7:24 AM
81	No e	4/1/2022 7:29 PM
82	Increased cost to practice - in a large clinic setting. More PPE, N95 testing and purchase of masks.	4/1/2022 4:01 PM
83	More time is really needed to do all the precautionary things we need to do.	4/1/2022 2:48 PM
84	I travel to multiple long term care facilities across the bi-state area as well as Jeff City area, Cape, and I 44 corridor	4/1/2022 1:50 PM
85	The dental practice lost its dental assistant during the year 2020. I have not been able to replace the assistant position. I now operate with only a front desk employee who now works the front and the back when possible. That puts us at reduced capacity. Not able to find a qualified assistant.	4/1/2022 10:18 AM
86	it is very difficult to find qualified dental assistants.	4/1/2022 10:16 AM
87	DMO corp refused to hire another front office and asst even though workload increased, all staff stressed out, almost everyone has quit.	3/31/2022 9:15 PM
88	Finding hygiene providers is extremely difficult. Temporary employment agencies are non-existent or have left the state due to the inability to find temp employees.	3/31/2022 3:53 PM
89	WE HAVE BEEN SHORT HANDED A HYGEINST FOR 2 YEARS. WE CAN NOT FILL THIS POSITION. TOO MANY OFFICES SHORT HANDED AND NOT ENOUGH CANDIDATES.	3/31/2022 2:39 PM
90	Lost 3 hygienist for various reasons-scare, virtual learning, better pay. Lost dentist to go to a corporate practice.	3/31/2022 11:15 AM
91	Hygienist have either left the field, or have gone to where they can get \$50+ an hour which is hard to compete with the PPO reimbursement rates	3/31/2022 11:10 AM
92	We had 1 hygienist leave because of being scared of COVID, 1 hygienist left because kids were virtual learning and she stayed at home with kids for that, 1 hygienist left because she's getting \$55 hr at another office	3/31/2022 11:00 AM
93	It is difficult to find good help and I pay my existing staff really well to keep them	3/31/2022 10:55 AM
94	We are having trouble finding dentists and support staff.	3/31/2022 10:05 AM

95	I have lost one FT Hygienist for medical reasons not listed in this survey. This position is unfilled now into 9 months time with no prospects.	3/31/2022 9:47 AM
96	cost of staffing has increased considerably	3/31/2022 9:44 AM
97	I am finding it extremely difficult to retain my staff. I have given several raises and still have staff wanting to leave. I am having a very difficult time trying to find a hygienist to hire	3/31/2022 9:01 AM
98	Have had staff leave for reasons completely unrelated to COVID, and the availability of new staff for hire in this area has been very limited.	3/31/2022 8:31 AM
99	Very hard to find an assistant that would like to work. Also hard to hire a temp Hygienist when mine broke her finger.	3/31/2022 7:30 AM
100	It has become much more difficult to hire hygienists that wish to work full time. Same for expanded function dental assistants. Nearly half of the dental assistants going through the OTC program in Springfield end up going directly or soon into its hygiene program instead of working as an assistant. It would help our local supply of assistants if that were not the case. Please consider exploring the expanded function hygiene assistant similar to what Kansas has had since 1997. Thank you	3/31/2022 7:30 AM
101	I had an assistant move out of state, and it was difficult to find anyone to even interview for her replacement. None were truly qualified. I had to hire an untrained person and train them myself.	3/31/2022 7:17 AM
102	Need strategies for attracting and training new dental assistants to the profession and providing mentorship for their continual professional development.	3/31/2022 6:47 AM
103	I feel the workforce problems I am Experiencing have nothing to do with CoVID safety precautions,etc; it has to do with NO ONE even applying for jobs!!!! No candidates out there, especially hygiene— where did all the hygenists disappear to?? The other issue is the ridiculous amount of money that suddenly has to be paid to staff (I have given raises recently just so I can keep my amazing staff around); while we aren't getting reimbursed any more than before as dentists (raising fees doesn't do much when insurance companies aren't paying more to the dentist—and it only hurts self pay patients.....).especially when Delta Dental of Missouri has decreased my fees this year by almost 10%— very frustrating especially when the ADA just recently put out an article in the daily huddle explaining that insurance companies were supposed to be increasing fees/helping dentists right now—It is extremely frustrating and confusing right now!!! Feel free to contact me if you want..... I love this profession, but am totally upset and baffled of recent days..... Dr.Beth Finnane	3/30/2022 11:44 PM
104	Create EFDA certification for adult prophy to help with access to care. Including cavitron use and sub gingival scaling <3mm pockets. Perio patients still RDH only but there is a huge shortage of hygienists and economics of their wages not matching insurance reimbursements for cleanings Hygiene schools not producing enough graduates, lots did not return post Covid, supply is way too low. EFDAs can place class 2 fillings, pack cord and cement permanent crowns but can't run a cavitron?	3/30/2022 10:20 PM
105	Very difficult to find trained and experienced dental assistants since COVID 19. Needed to add a dental assistant due to practice growth and it took nearly 4 months to find one.	3/30/2022 10:02 PM
106	we are a very busy rural group practice one family since 1949. three generations.	3/30/2022 9:33 PM
107	It's hard to compete with large corporate and government clinics.	3/30/2022 9:17 PM
108	Need to open more assistant, hygiene, and lab tech programs to teach and train people for a career in dentistry. Many new dental schools have opened in past 10 years and obviously as more dentists graduate we need more educated staff to run a practice	3/30/2022 8:58 PM
109	Nonw	3/30/2022 8:34 PM
110	I lost 2 hygienist in the beginning of COVID due to health problems. I have hired temporary hygienist that were asking over \$45 and just recently lost another hygienist that will be making \$65/hr with \$3000 sign on bonus to a Heartland office in the same town. She also gets medical and dental insurance with bonuses. How can we as private practices compete with that!! Pretty soon private dental offices will be like dinosaurs, extinct!! I am training a dental assistant in my office. We don't have enough schools that train auxiliaries. It is a very sad situation for this profession. Also insurance companies are eating us alive. Organized dentistry is just watching! They have no plans. I have never felt this way about dentistry in the 35 years I practiced !!!	3/30/2022 8:28 PM
111	Several staff left the dental field as they can now work at home and spend more time with their families. We need more dental assistants.	3/30/2022 8:18 PM
112	Dental hygienist position-no applicants after 6 months of advertising Tevmporary agencies also short handed. Severe shortage of qualified dental assistants also. Wages for all help have	3/30/2022 8:18 PM

	skyrocketed	
113	There is a shortage of staff- Hygiene, dental asst, front desk. I have had at least 4 other dental offices still looking for staff 3-6 months and not able to find any. Also, they are told that the temp services have a waiting list of 25+ dentists needing hygienists	3/30/2022 8:12 PM
114	Qualified staff are difficult to find in rural areas. There needs to be more distance learning opportunities for people in rural areas to acquire skills to work in a dental office.	3/30/2022 8:07 PM
115	There is a shortage of Expanded functions assistants.	3/30/2022 7:24 PM
116	I work the same hours only much more busy. I lost a hygienist and cannot find another one at this point.	3/30/2022 6:56 PM
117	Get very few applicants, even fewer with qualifications, and those expect nearly a 50-75% in hourly rate due demand.	3/30/2022 6:53 PM
118	The people available are much less trained in dentistry than prior to the pandemic. I suspect the dental assisting colleges have closed temporarily or permanently for now	3/30/2022 6:51 PM
119	Now CB is the time to rethink: Hygienist: it takes the skill of a junior in a public high school to learn to clean teeth. Dentist: we are rarely appreciated . Our education is primarily vocational: fix teeth Education: despite the bellowing from organized dental education, we train tooth fixers. How disappointing... for the expense incurred.... Not worth the cost Dentistry will succumb to the demands and dictates of some corporation cheap will equal good Congratulations MDA.....Yet..... you are only what we, as members, provide.	3/30/2022 6:36 PM
120	We've been trying to hire a hygienist on and off for about a year and have not been able to find any candidates	3/30/2022 6:23 PM