



**DENTIST**

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# 2022

Salary Report

The number "2022" is rendered in a large, teal, sans-serif font. The zero is replaced by a circular graphic divided into five colored segments (teal, yellow, green, teal, green) with a white dollar sign (\$) in the center. Below "2022" is the text "Salary Report" in a teal, sans-serif font.



# DentalPost 2022 Dentist Salary Survey Report

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# Report Summary & Highlights

## 2022 DentalPost Dentist Salary Survey Report

From late July through early September 2021, DentalPost conducted the largest and most comprehensive dental professional salary survey of its kind, generating participation from more than 13,000 dental professionals nationwide.

From compensation to work environments to the job turnover rate, here are some of the latest takeaways from responding dentists.

### Key Highlights & Takeaways

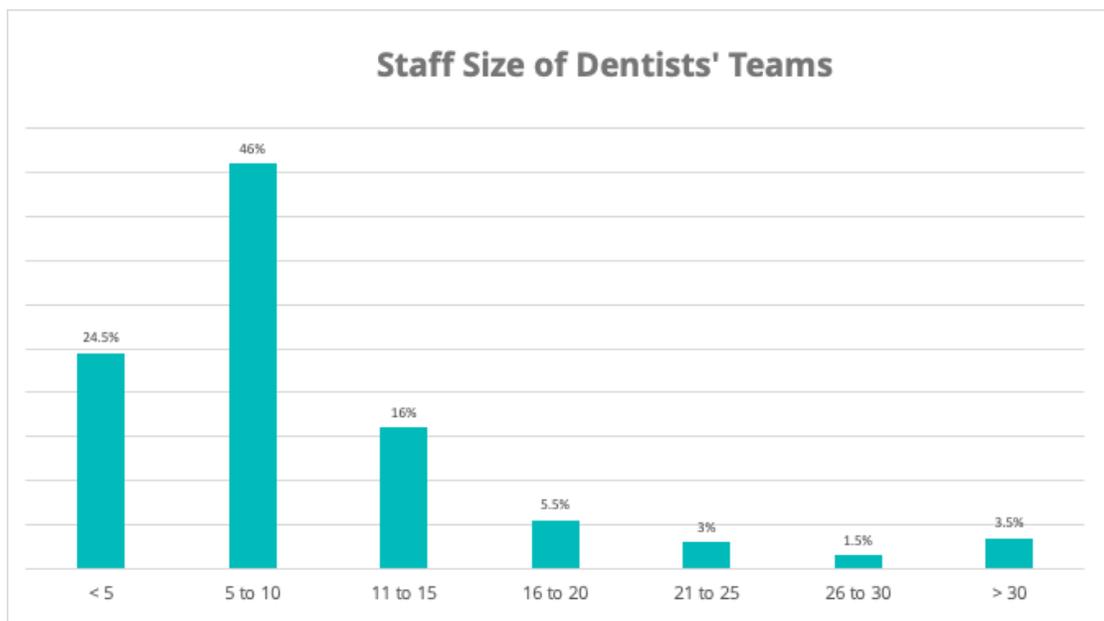
- There is a significant variance between income earned by general dentists who do implant procedures and those who do not.
  - In corporate dental practices, dentists doing implants make on average \$129,000 more than those who do not.
  - In private practices, dentists doing implants make on average \$105,000 more than dentists who do not.
- Dentists, who said they are satisfied with their annual income, reported a total income from clinical practice of over \$300,000.
  - Of the 29% who indicated dissatisfaction with their income, average incomes fell below \$200,000.
- Owners/partners in dental practices make about \$100,000 more than associate/employee dentists in private and corporate practices.
- Only 14% work fewer than 30 hours a week.
- Nearly 18% reported they work more than 40 hours a week.
- 29% planned to look for a new job within the next year.
- 11% planned to retire within two years.

# Practice Size & Average Hours

- Nearly 30% of the responding dentists work in dental practices with more than 10 team members.
- Only 13.5% of responding dentists work with more than 15 team members.
- Most dentists work between 30 and 40 hours a week.
- Just under 22% work fewer than 30 hours a week and nearly 18% work more than 40 hours a week.

## How many team members do responding dentists work with?

- Nearly half of responding dentists work in locations with 5 to 10 team members.
- 85% of dentists with larger teams of more than 15 team members work in private practice situations.



# Practice Size & Average Hours

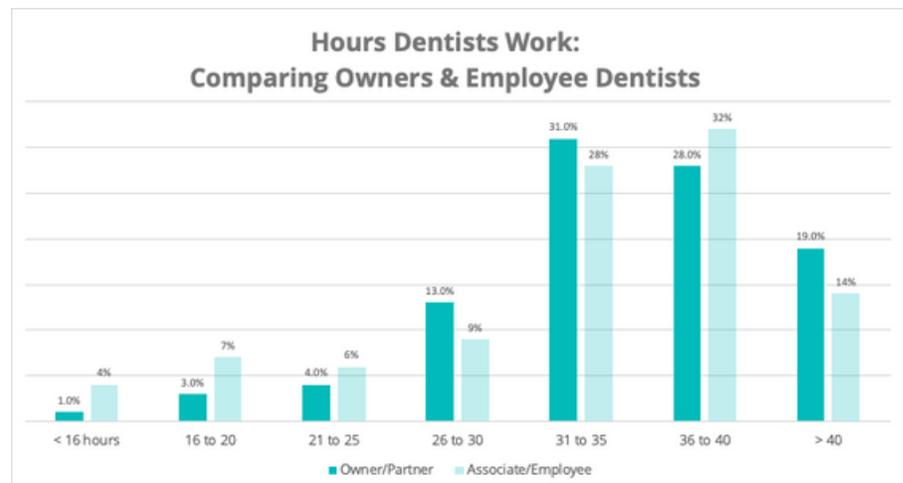
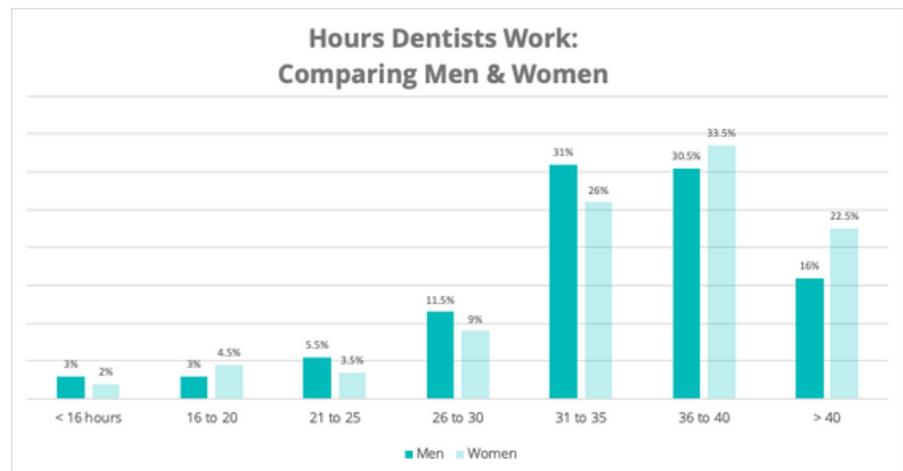
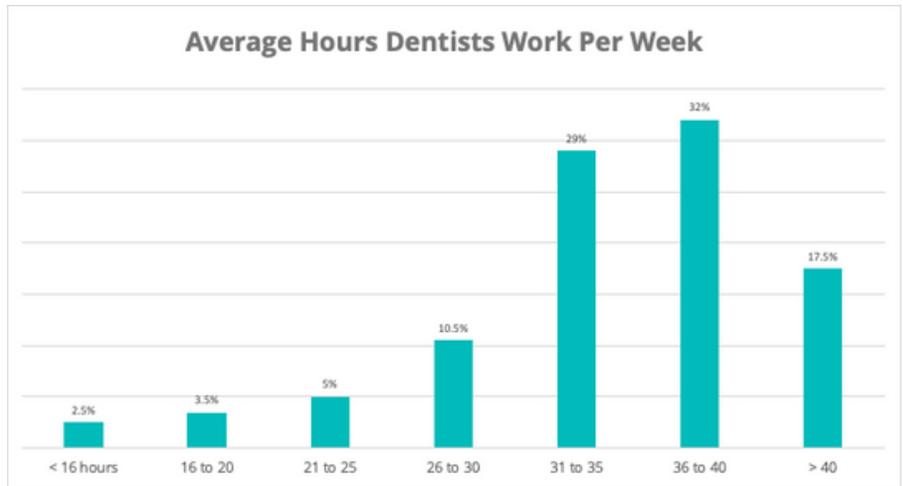
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## Hours Dentists Work Per Week:

On average, 78.5% of dentists work more than 30 hours a week, and nearly 18% work more than 40 hours a week. A greater percentage of female dentists (56%) work more than 35 hours a week than male dentists (46.5%). Our survey respondents were 75% practice owners and partners, so the hours of these practice stakeholders are well represented within these percentages.

## Highlights

- 41% of male dentists, who are an owner or partner, work >35 hours per week.
- 69% of female dentists, who are an owner or partner, work >35 hours per week.
- 39% of all dentists would like to work fewer hours each week.



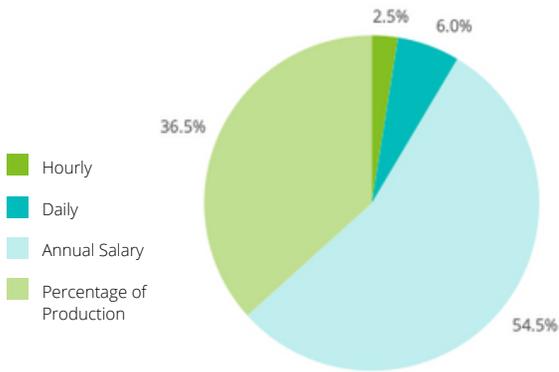
# Income

## Basis of Dentists' Primary Clinical Income

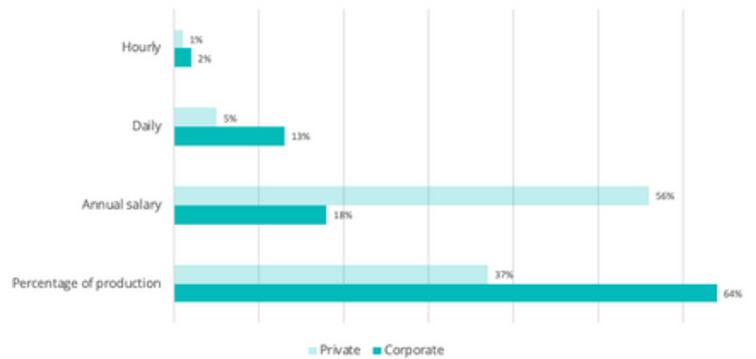
More than half of the responding dentists in private practices receive an annual salary. In corporate practices 64% of responding dentists are paid based on a percentage of production.

Because many dentists have multiple sources of income, DentalPost asked respondents to indicate the basis of their primary income. Their primary clinical income is based on production for 64% of responding dentists in corporate practices, and based on an annual salary for 56% of responding dentists in private practices. Fewer than 9% of all dentists are paid hourly or daily, and one third of the hourly or daily paid dentists work in public and community health clinics.

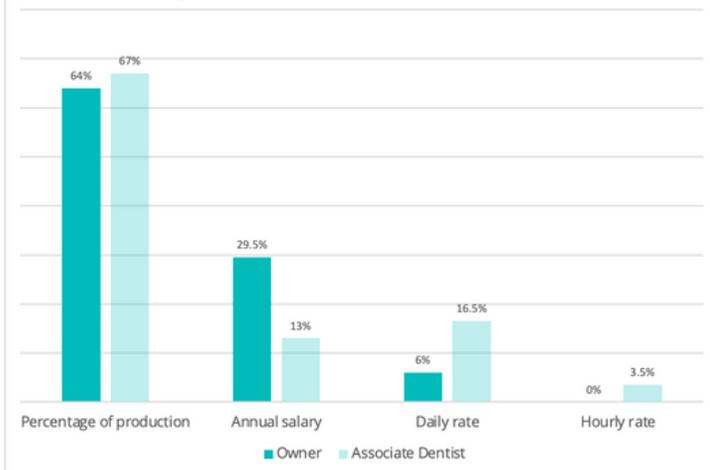
**How Dentists Are Paid**



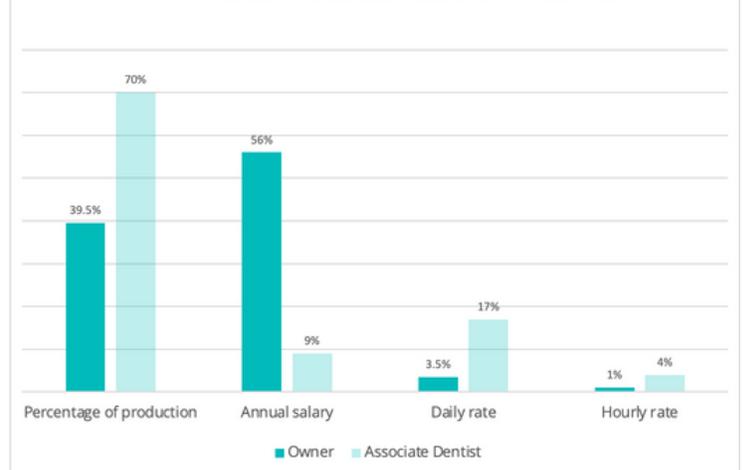
**How Dentists Are Paid: Comparing Private & Corporate Dental Practices**



**Corporate Practice Basis of Income**



**Private Practice Basis of Income**



# Income

## Dentists' Average Median Income by State

DentalPost asked the survey audience to enter the total income they anticipated making in 2021 from clinical practice. The following statistics reflect the total 2021 income reported by dentists who work more than 30 hours a week.

In the highest paying six locations, the average dentist income was \$349,800 to \$409,333. These are Washington D.C., Puerto Rico, Wisconsin, Hawaii, Iowa, and Massachusetts.

The average total income for all dentists responding to our 2021 survey is \$258,500. Half of all responding dentists earn \$200,000 or more. Following is a breakdown of income by state:

### \$350,000 +

	MEAN (AVERAGE)	MEDIAN*
Washington D.C.	\$409,333	\$400,000
Puerto Rico	\$400,000	Not Available
Wisconsin	\$398,437	\$425,000
Hawaii	\$368,666	\$276,000
Iowa	\$357,875	\$275,000

### \$301,000 - 350,000

	MEAN (AVERAGE)	MEDIAN*
Massachusetts	\$349,800	\$250,000
New Mexico	\$338,333	\$350,000
Connecticut	\$336,666	\$275,000
Tennessee	\$333,555	\$250,000
Missouri	\$318,863	\$250,000
Arizona	\$307,733	\$200,000
Florida	\$306,343	\$180,000
New Hampshire	\$305,000	\$200,000
North Carolina	\$304,200	\$250,000
Maryland	\$302,476	\$280,000

### \$251,000 - 300,000

	MEAN (AVERAGE)	MEDIAN*
South Dakota	\$285,000	Not Available
Rhode Island	\$283,333	\$150,000
Georgia	\$280,666	\$230,000
West Virginia	\$258,750	\$250,000
Texas	\$254,121	\$200,000
Indiana	\$252,759	\$220,000
New York	\$252,540	\$225,000

### \$201,000 - 250,000

	MEAN (AVERAGE)	MEDIAN*
Washington	\$250,600	\$150,000
Illinois	\$250,473	\$190,000
Vermont	\$246,666	\$200,000
Minnesota	\$246,281	\$200,000
Michigan	\$241,388	\$240,000
Ohio	\$240,266	\$225,000
Nevada	\$234,666	\$204,000
Virginia	\$232,214	\$200,000
California	\$232,040	\$180,000
Kansas	\$230,000	\$150,000
New Jersey	\$229,680	\$190,000
Idaho	\$229,333	\$153,000
South Carolina	\$228,555	\$175,000
Alabama	\$24,156	\$210,000
Mississippi	\$221,444	\$150,000
Alaska	\$219,000	\$200,000
Utah	\$216,555	\$204,000
Nebraska	\$215,200	\$160,000
Kentucky	\$213,225	\$200,000
Pennsylvania	\$206,087	\$190,000

### \$100,000 - 200,000

	MEAN (AVERAGE)	MEDIAN*
Colorado	\$184,625	\$175,000
Louisiana	\$182,900	\$165,000
Maine	\$170,000	Not Available
Oregon	\$152,000	\$150,000
Arkansas	\$106,000	\$105,000

**\*50% of respondents in the state earn this income or more.**

# Income

## Reported by Years of Experience, Position & Type of Practice

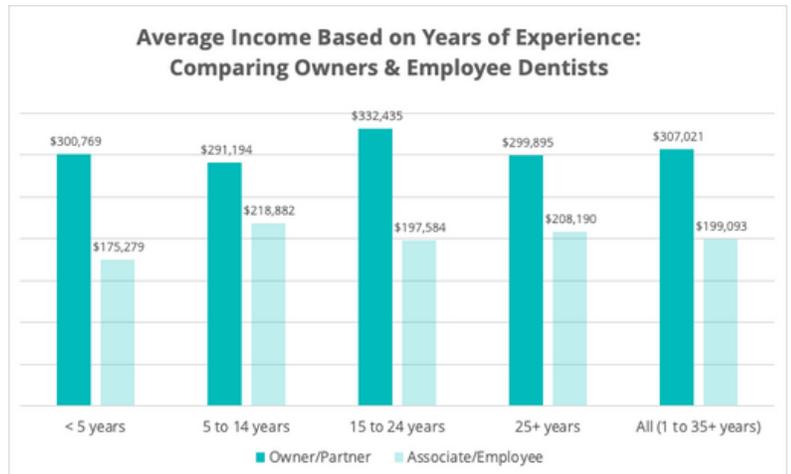
In DentalPost’s 2021 Salary Survey, responding dentists provided details about their years of experience, position (owner/partner or associate/employee dentist), and the type of clinical practice they work in.

Dentists working in corporate practices, who had 5 to 14 years of experience, reported higher annual incomes than dentists in private practices with the same number of years of experience, but with additional years of experience, the pattern changes, and those in private practice earn more.

Owners/partners in dental practices average \$100,000 more a year than associate/employee dentists. This occurs across all years of experience.

The average incomes shown in these charts are for dentists who work 30+ hours a week.

- Dentists seem to hit their peak income in corporate practices by 15 years of experience, whereas dentists in private practice hit their peak income at 25+ years.
- Dentists in private practice make about \$50,000 more than dentists in corporate practice.
- Owners/partners in dental practices make about \$100,000 more than associate/employee dentists in private and corporate practices.



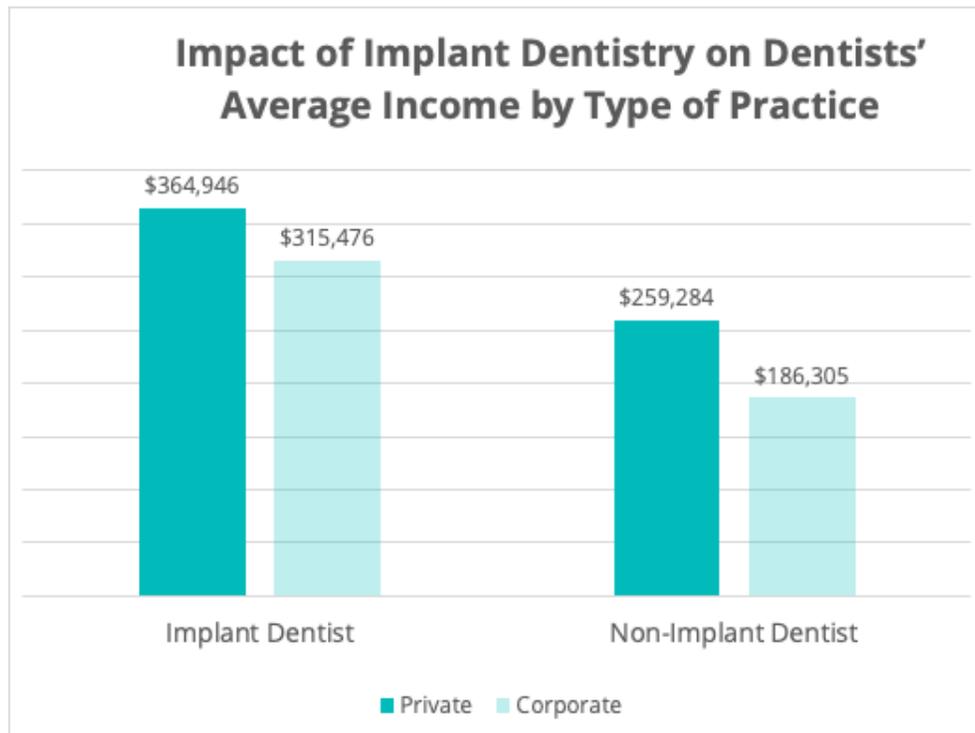
\*Other: Military, Public Health, Prison, Hospital, University

# Income

## Dental Implant vs. Non Dental Implant Procedures

DentalPost asked responding dentists if they perform dental implant procedures. The general dentists in private practice who do implants make on average \$105,000 more per year than general dentists in private practice who do not.

The variance in income is significantly greater in corporate practices where general dentists, who do implant, make on average \$129,000 more per year than general dentists who do not. This is correlated with the significantly greater percentage of dentists in corporate practices being paid based on a percentage of production (64% in corporate practices versus 44% in private practices).



# Bonuses

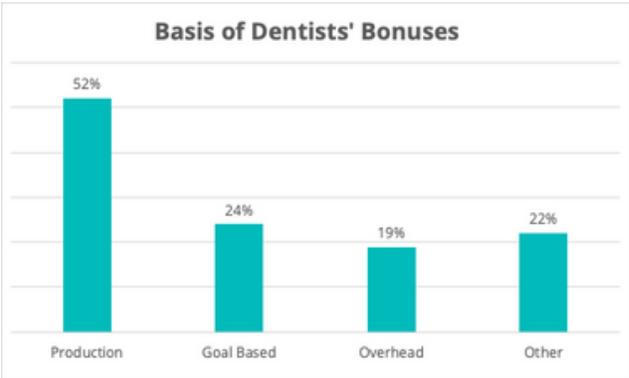
## Commission-based & Private vs. Corporate

DentalPost asked dentists if they earn a bonus that is not part of a commission-based program. One in four dentists said they do.

In both private and corporate dental practices, 25% of responding dentists receive a bonus. Just over half of responding dentists receive a bonus that is not part of a commission-based program. There is a variance between private and corporate practices in what the bonuses are based on and how frequently they are paid. There also is a variance in the size of bonuses depending on the basis for those bonuses.

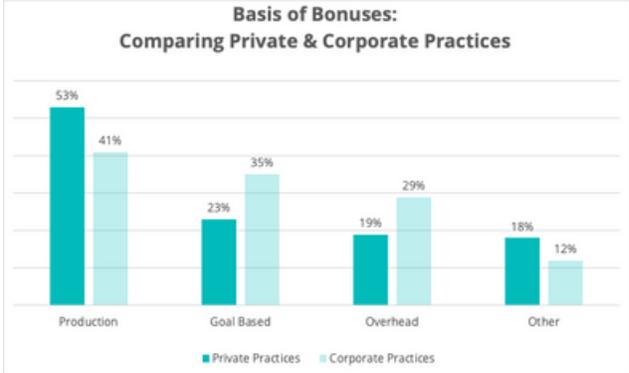
### Basis of Dentists' Bonuses

The dentists who receive bonuses reported they are primarily based on production. Some dentists reported multiple bases for the bonuses they receive.



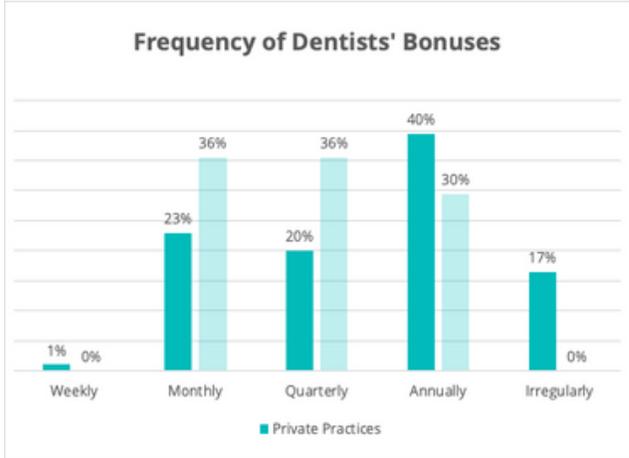
### Private vs. Corporate Practice

In private practices, the basis of bonuses is distinctively different than in corporate practices.



### Frequency of Dentists' Bonuses

In private practices, a greater percentage of bonuses are paid out irregularly or once a year compared to corporate practices.

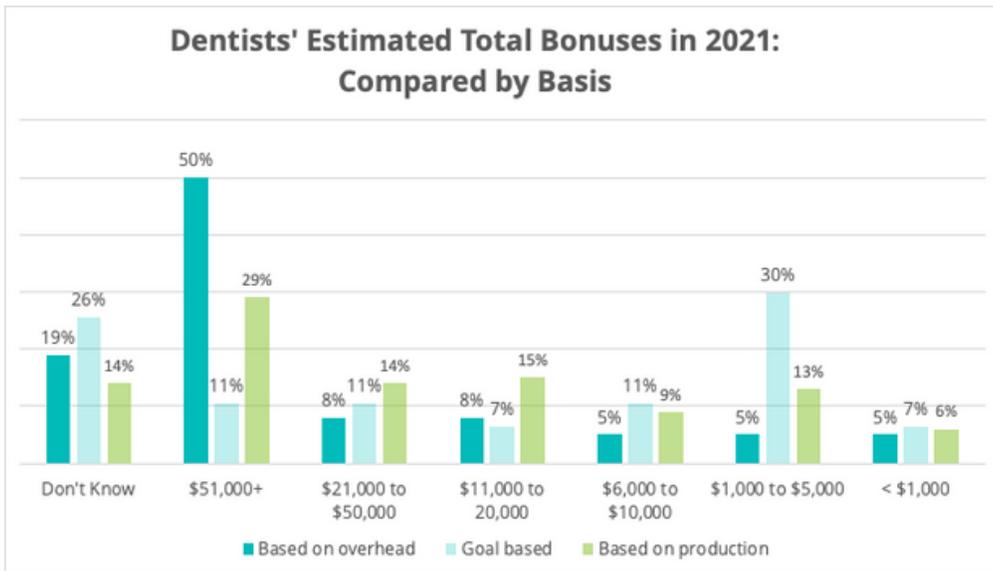
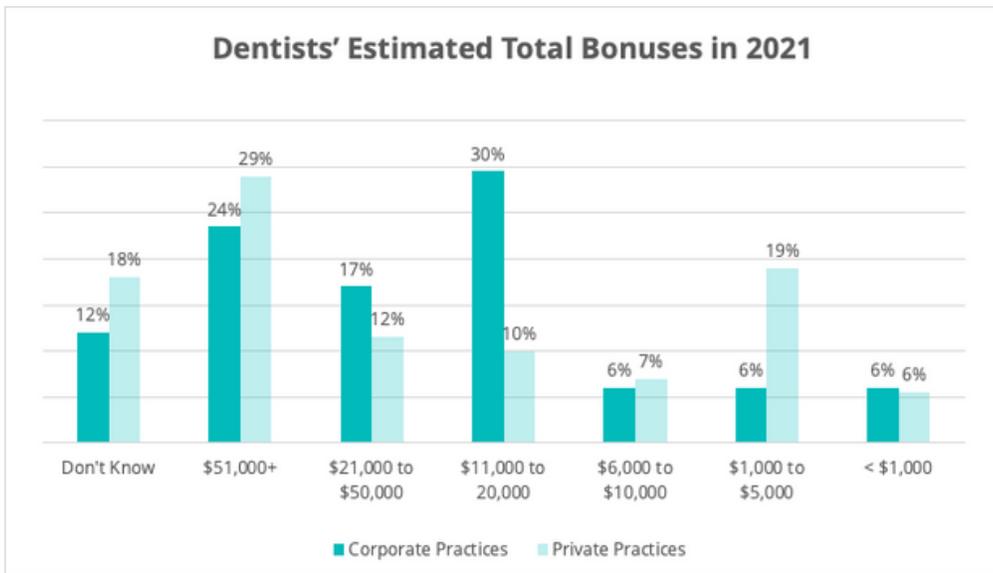


# Bonuses

## Commission-based & Private vs. Corporate (Continued...)

### Size of Dentists' Bonuses

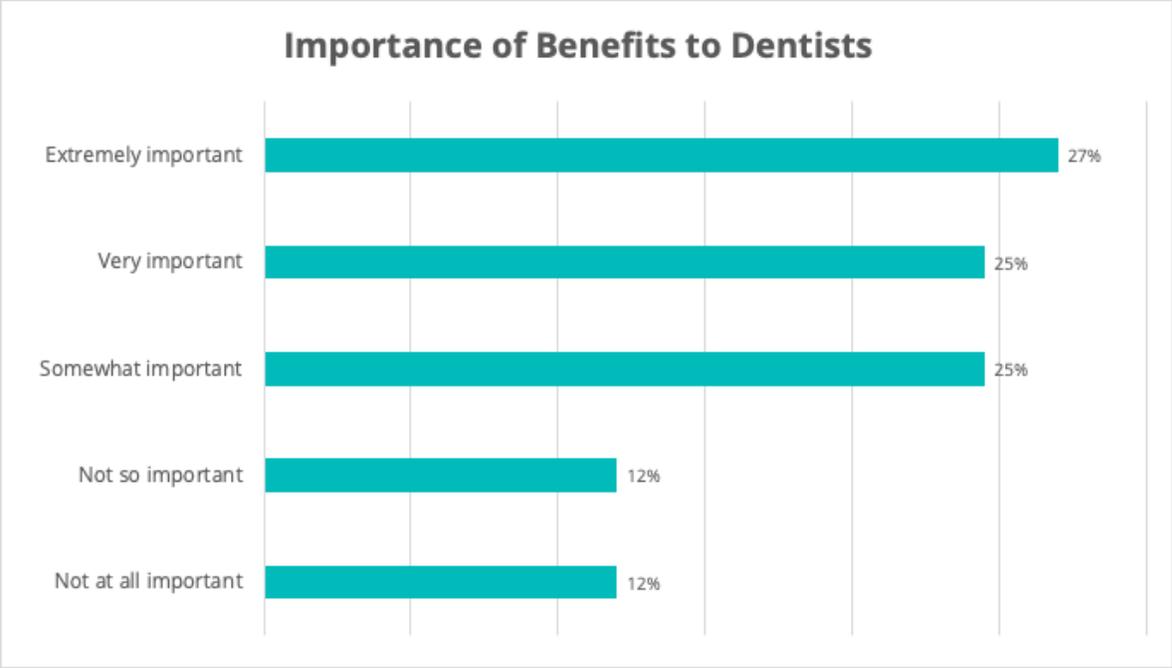
The top chart illustrates a large variance in dentists' expectations for their bonus size due to the multiple ways in which dentists are compensated. The bottom chart illustrates that those whose bonus is based on overhead reported significantly larger bonuses.



# Benefits

## Private Practice vs. Corporate

77% of responding dentists indicated benefits are an important part of their total compensation.



### Top 5 Benefits in Private Dental Practices from Highest to Lowest Percentage

1. Retirement benefits
2. Health benefits
3. CE course reimbursement
4. Paid attendance to dental conferences
5. Paid vacation days and holidays

### Top 5 Benefits in Corporate Dental Practices from Highest to Lowest Percentage

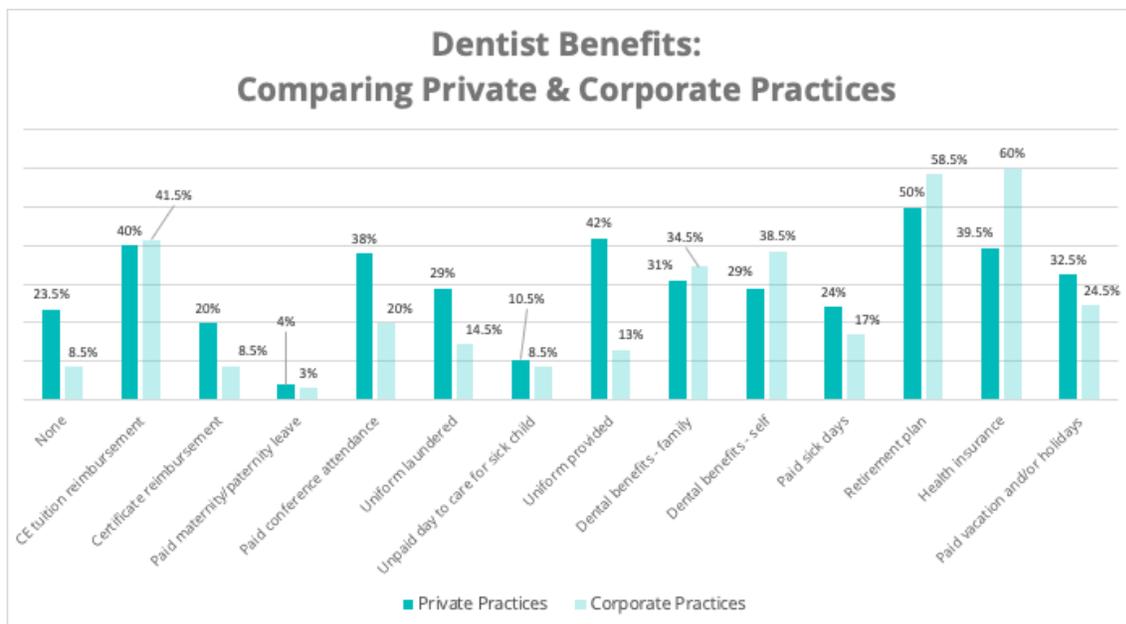
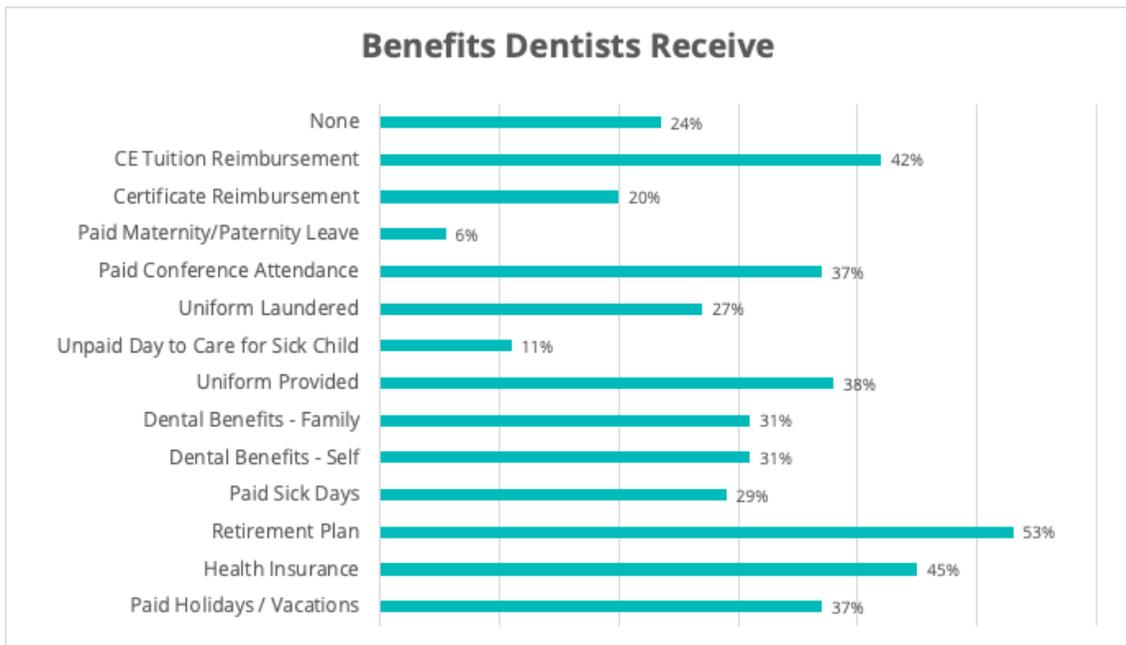
1. Retirement benefits
2. Health benefits
3. Low cost dentistry for one's self and one's family
4. Paid vacation days and holidays
5. Paid attendance to dental conferences.

# Benefits

## Private Practice vs. Corporate (Continued...)

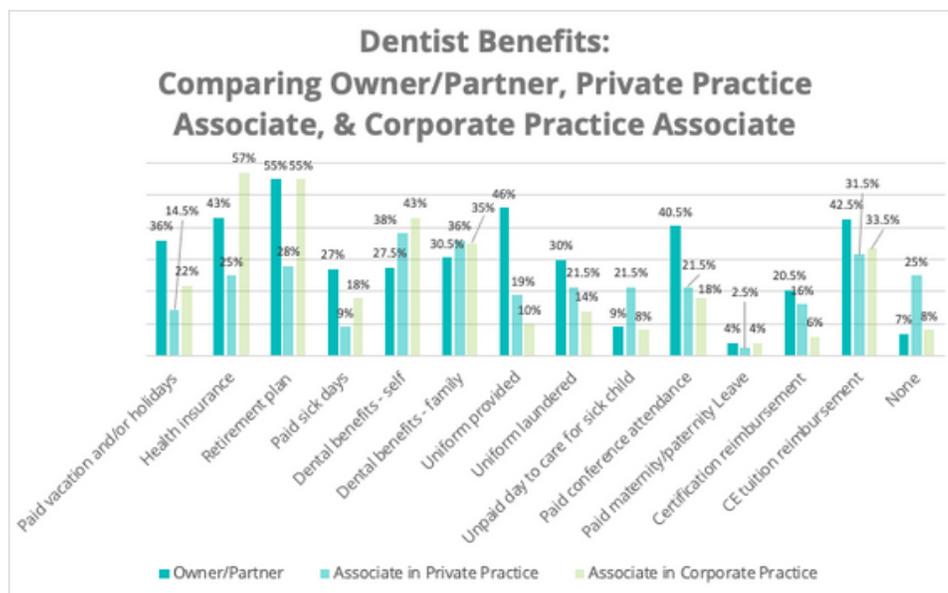
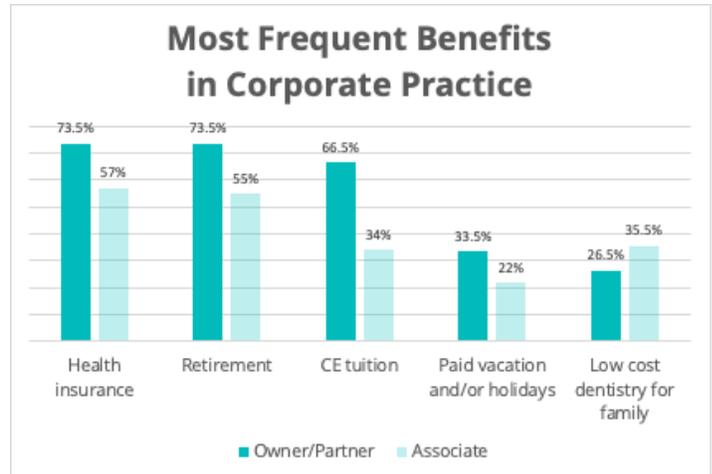
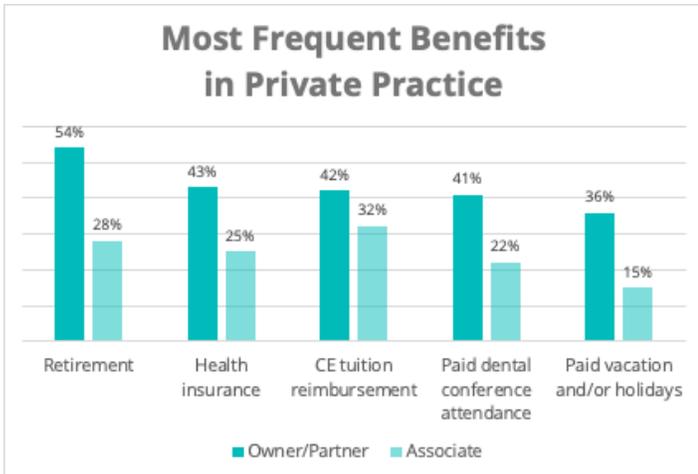
### Benefits Dentists Receive

60% of dentists in corporate practices receive retirement and nearly 60% receive health insurance benefits. These are the two highest occurring benefits in private practices as well.



# Benefits

## Private Practice vs. Corporate



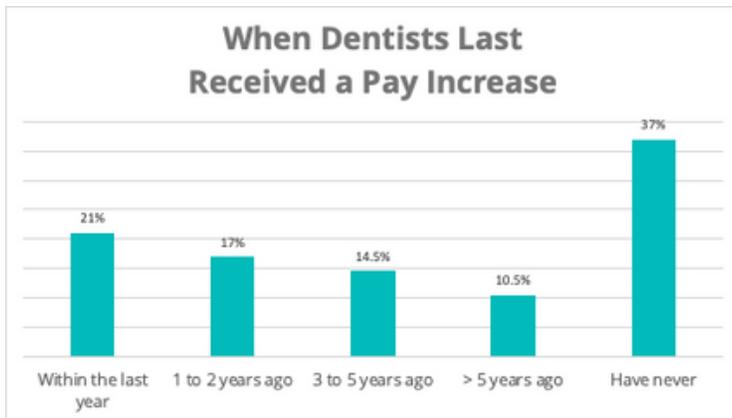
When the benefits are compared by position in the practice—owner/partner, employee dentist in a private practice, and employee dentist in a corporate practice, the results indicate a significantly greater percentage of employee dentists in corporate practices receive retirement and health benefits than associate dentists in private practice.

Associate/employee dentists in corporate practices are twice as likely to receive retirement and health benefits.

# Pay Increases & Income Satisfaction

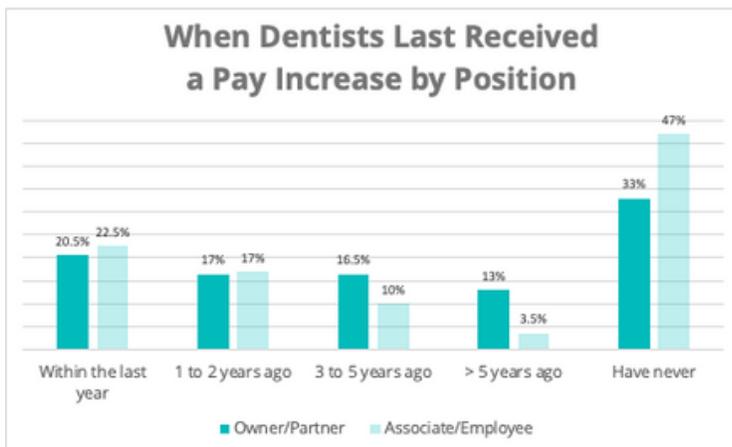
1 in 5 responding dentists received a pay increase within the last year.

- Over half of the respondents are "satisfied" or "very satisfied" with their income.
- The average income of the nearly 22% who indicated dissatisfaction with their income is below \$200,000.



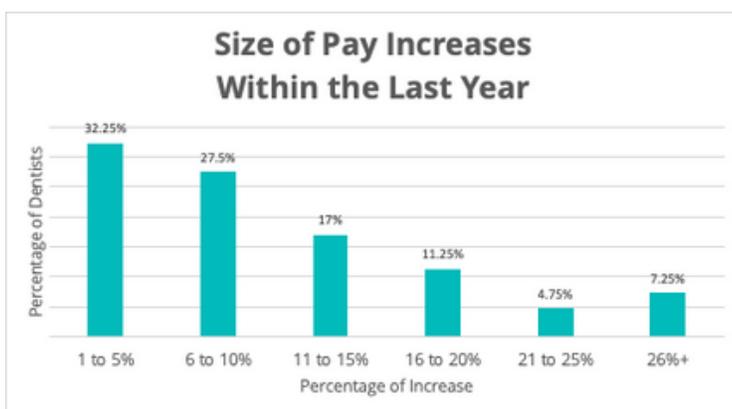
## Percentage of responding dentists who received a pay raise in the last two years:

38% of responding dentists received a pay raise in the last two years.



## Pay increases by position:

Comparing owner/partner dentists to associate/employee dentists, a greater percentage of owners and partners received increases than employee dentists.



## How significant were dentists' pay increases in the last year?

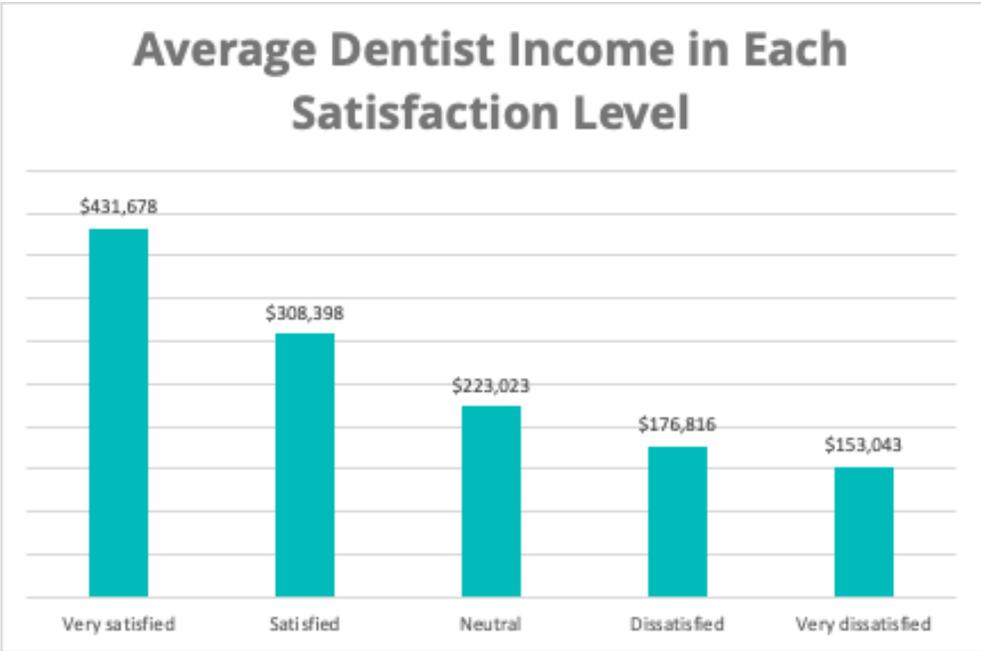
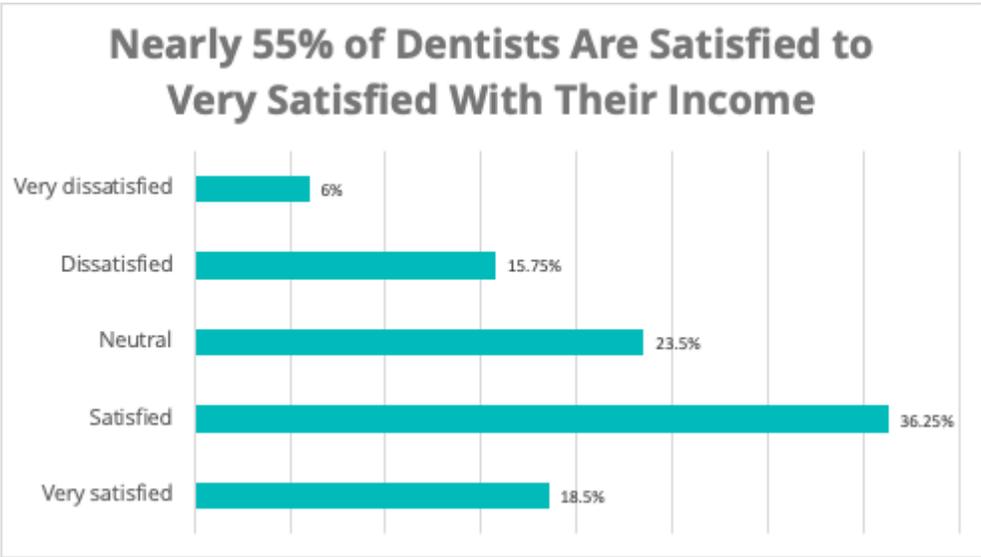
Of the 20% of dentists reporting an increase in pay over the last year, the size of the increase varied considerably. One third of the increases were in the range of 1% to 5%.

# Pay Increases & Income Satisfaction

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## How satisfied are dentists with their income?

DentalPost asked dentists to indicate their level of satisfaction with their total compensation in 2021:

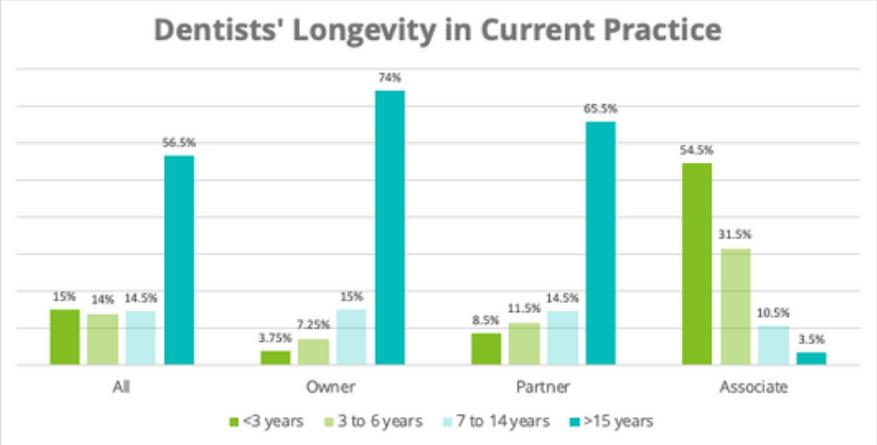


# Job Turnover & Retirement

- 11% of all dentists planned to retire in the next 2 years.
- Within the next 12 months, 29% of associate/employee dentists intended to apply for a new job.

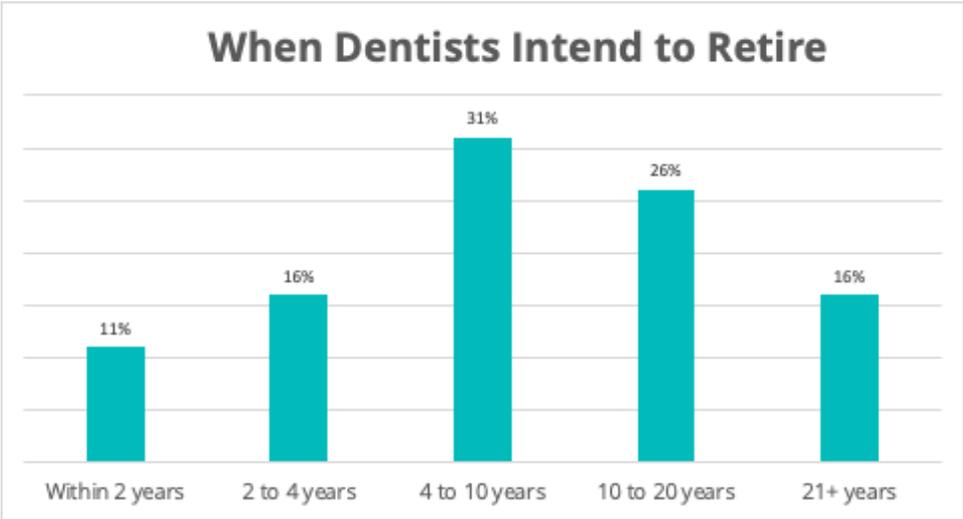
## Dentist stability in current employment:

Fewer than 4% of associate/employee dentists have been with their current employer for more than 15 years. Less than 11% have been with their current employer for 7 to 14 years. Employee dentists transition in great numbers to their own practice or a new employer between 3 to 6 years in practice.



## When do responding dentists plan to retire?

- 27% of dentists plan to retire in the next four years, and another 31% within 10 years.
- 20% of those who plan to retire in the next four years are currently under age 65.
- 25% of all dentists age 65+ plan to work another 5 to 10 years.



# Job Turnover & Retirement

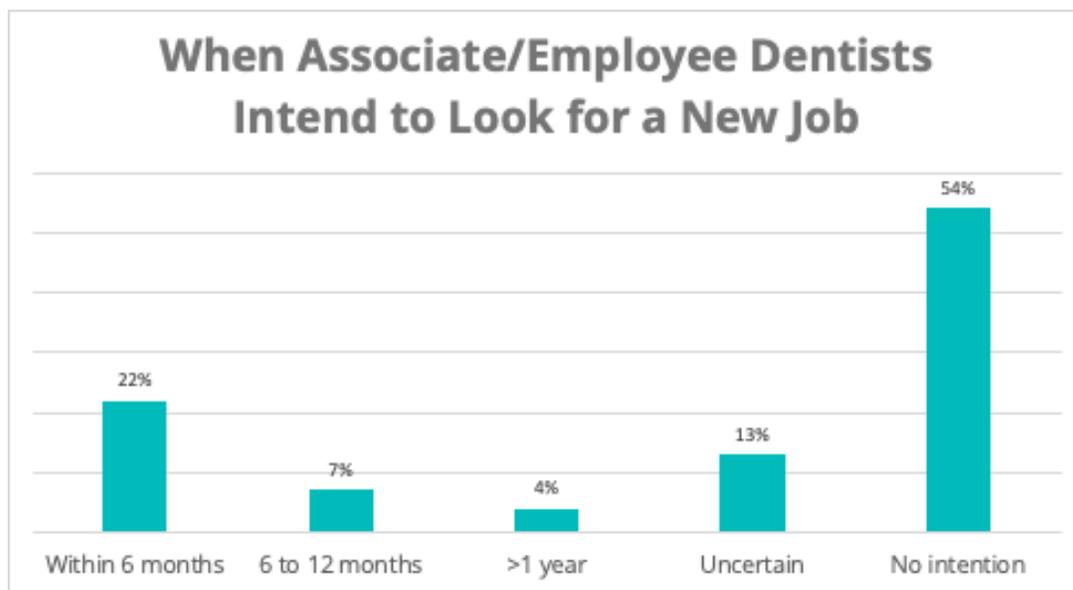
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## How many employee dentists applied for a new job in the last year?

86% of respondents said they did *not* apply for a new job in the preceding 12 months. This number roughly matches the percentage who reported they worked in only one office in the last year.

## How many employee dentists intend to look for a new job?

- 22% intend to look for a new job within 6 months
- 7% intend to look for a new job in 6 to 12 months
- 4% intended to look for a new job in more than a year
- 13% were uncertain
- 54% did not intend to look for a new job



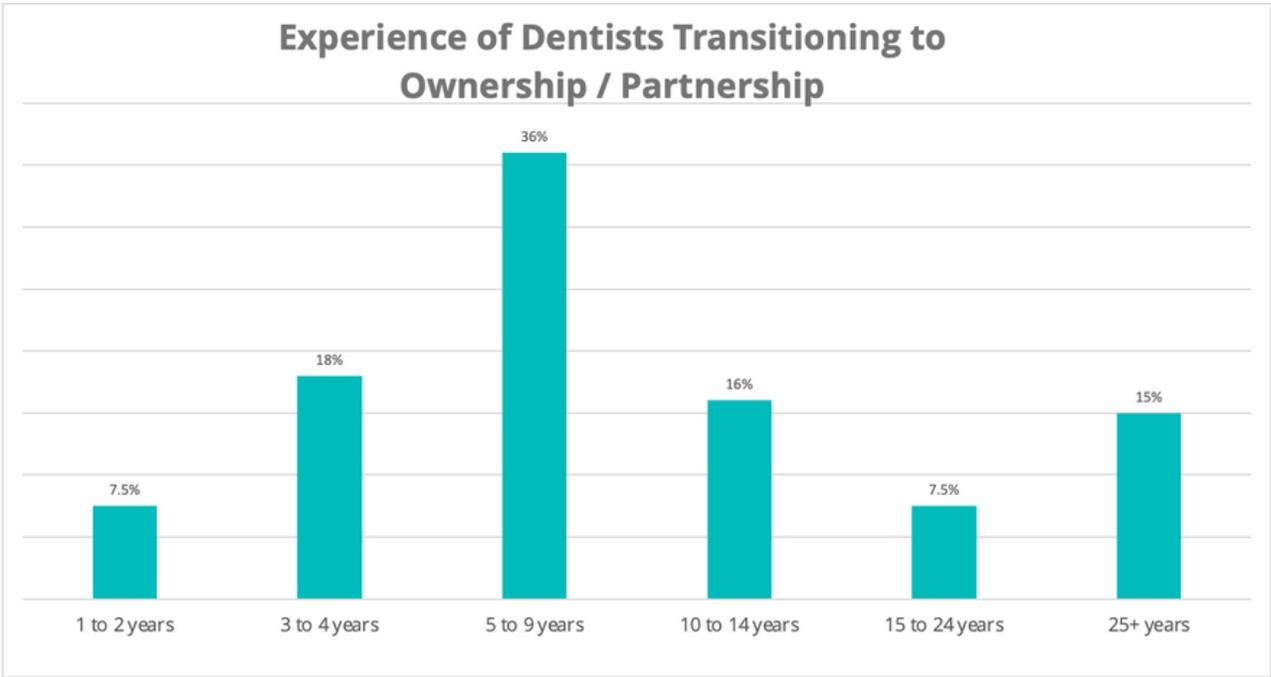
*60.5% of those who plan to look for a new job in the next year are between the ages of 25 and 44.*

# Ownership & Partnership:

## Associate Dentists Transition to Owner/Partner Status

Transitioning from associate dentist/employee dentist status to becoming an owner or partner in a dental practice occurs at all ages and years of experience in dental practice.

- Nearly 26% who reported they are currently transitioning had less than 5 years of experience.
- 54% of those who reported they are currently transitioning had 3 to 9 years of experience.



# Survey Audience Demographics

## Who Responded to DentalPost's 2021 Dentist Salary Survey?

In surveying dentists, DentalPost distinguished between owners or partners of dental practices and dentists who are associates or employee dentists. We also distinguished by age, whether they are general dentists or specialists, and the type of organization they work in (private practice, corporate practice, public health, community clinic, hospital, dental school, military clinic, prison clinic, and more).

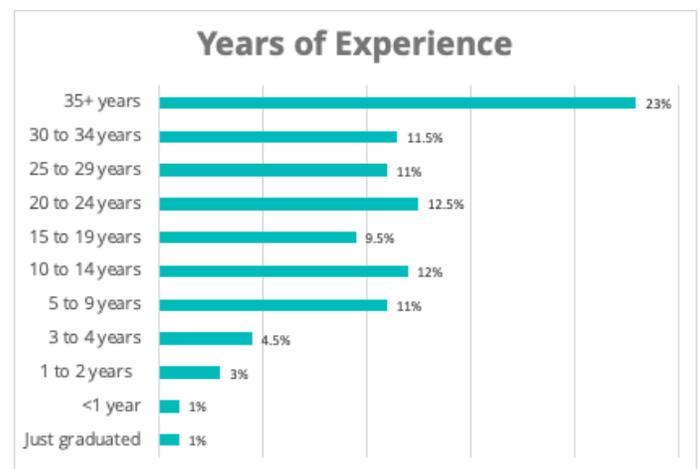
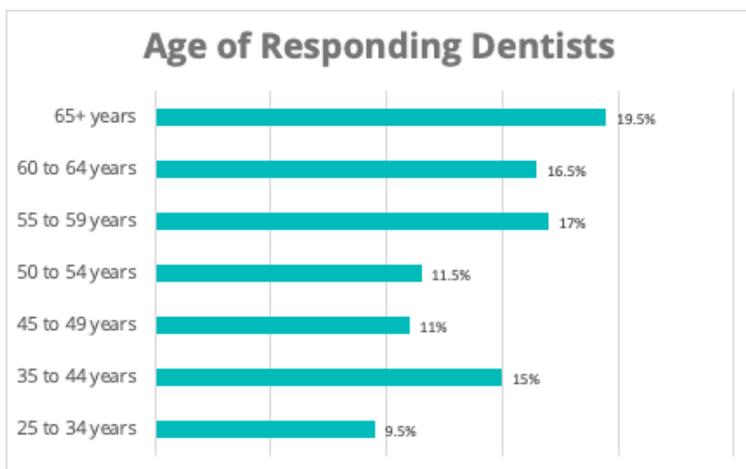
The survey revealed a broad range of incomes with a significant variance between income earned by general dentists who do implant procedures and those who do not. Dentists who said they are satisfied with their annual income reported a total income from clinical practice of over \$300,000.

When compared with ADA Health Policy Institute (ADA HPI) numbers, our respondents proportionally overrepresented the age groups 55-64 and 65+ by 16% and underrepresented the age groups <35 and 35-44 by 17%.

Our respondents roughly matched the percentages of female and male dentists in the U.S. as reported by the ADA HPI. They also roughly matched the percentages of dentists employed in private and corporate practices, and the racial/ethnic percentages reported by ADA HPI -- with the exception of Asians and Pacific Islanders.

## Age & Experience

By age and experience, responding dentists fell into the following groups:

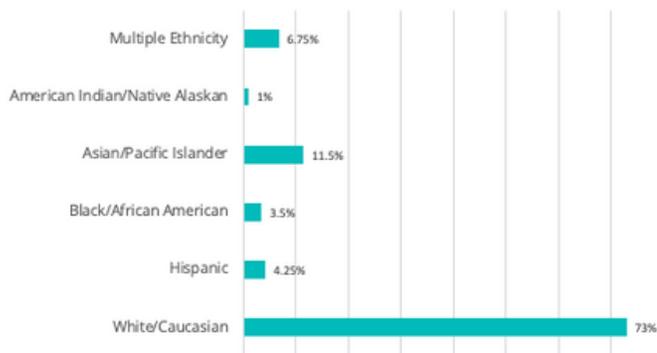


# Survey Audience Demographics

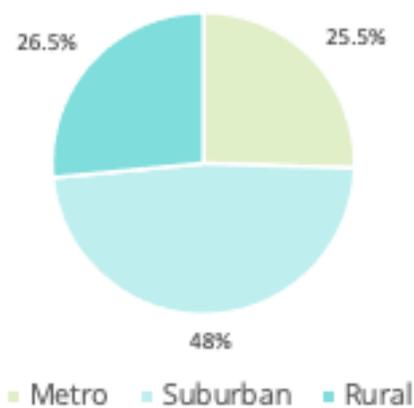
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## Race / Ethnicity

Comparing survey results from the responding dentists to ADA HPI statistics for race and ethnicity, our respondents roughly match the percentages reported by the ADA HPI except for Asian/Pacific Islanders.

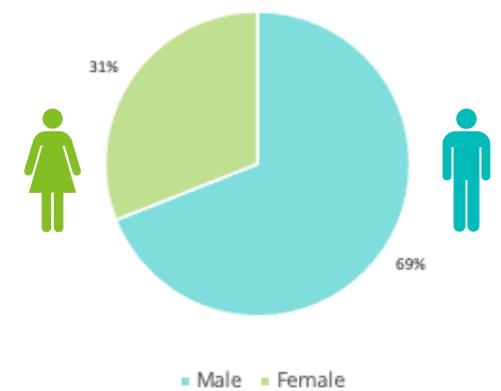


## Size of Community Responding Dentists Live In:



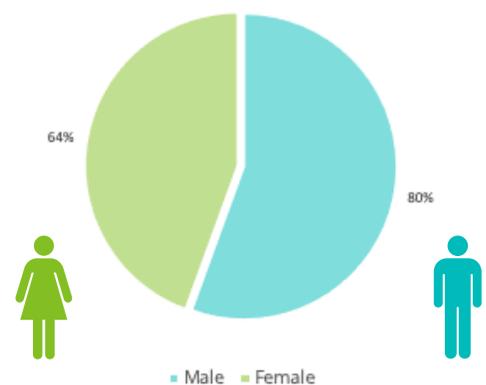
## Gender

Our respondents roughly match the percentages of female and male dentists in the U.S. reported by the ADA Health Policy Institute (ADA HPI).



	DentalPost 2021	ADA HPI
Female	31%	34.5%
Male	69%	65.5%

64% of the responding women dentists own or partner in a practice. 80% of responding male respondents own or partner in a practice.

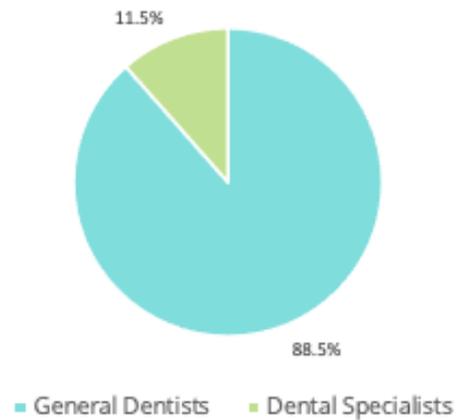


# Survey Audience Demographics

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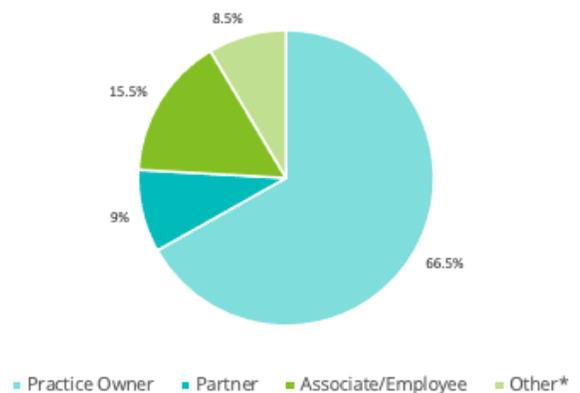
## General Dentist vs. Specialist

88.5% of dentists who responded are in general practice. Dentists working in specialties are proportionally underrepresented by one half in our survey, compared with ADA HPI % of dentists who are specialists.



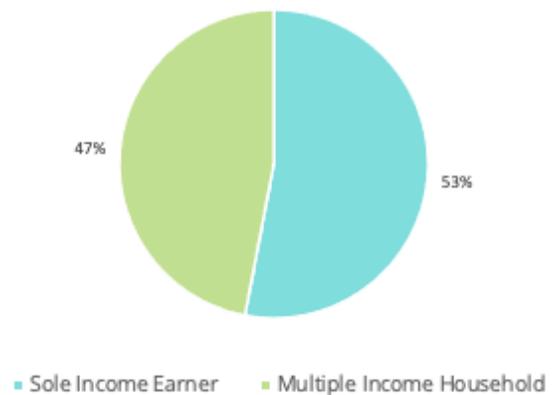
## Practice Owner or Partner vs. Employee Dentist:

\*In the "other" category are dentists who identified themselves as a dental resident, hospital dentist, dental educator, dental consultant, public health dentist, community clinic dentist, military clinic dentist, or school system employee.



## Sole Income Earner

53% of responding dentists reported they are the sole income earner in their household. This is up 9% from last year's survey.





## THE NATION'S #1 DENTAL JOB BOARD & COMMUNITY

As the largest dental job search board in the industry, connecting 900,000 dental employees with 70,000 dental practice employers, DentalPost is uniquely positioned to keep dental professionals informed of the latest data and survey results surrounding compensation, working environments, and career choices.

Founded in 2005 by registered dental hygienist Tonya Lanthier, DentalPost leads the dental industry in metric-based hiring and career matching using personality tests, work culture preferences, skill matching, and career goal assessments.

Learn more about DentalPost and view the comprehensive 2022 Salary Survey Report at [dentalpost.net](https://dentalpost.net).

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