

DENTIST REPORT

2023

Dental Salary Survey





2023 Salary Survey | Dentist Report

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Dentist Report Summary & Highlights

Between July to September 2022, DentalPost conducted the largest and most comprehensive dental professional salary survey of its kind, generating participation from nearly 15,000 dental professionals nationwide, including 1,216 dentists.

From compensation to work environments to the job turnover rate, this report captures some of the latest trends and takeaways from responding dentists.

Please note: all percentages have been rounded to the nearest 0.25%. All income dollar amounts have been rounded to the nearest \$5.

Key Highlights & Takeaways

- The average primary **income of practice owners and partners is down 2.25%** year-over-year.
- The average primary **income of associate/employee dentists is up 1%** year-over-year.
- **Job satisfaction is up:** although only one in five responding dentists received a pay increase in the last year, 71.75% are “satisfied” or “very satisfied” with their income. This is an increase of 17% year-over-year and the highest satisfaction rating in the past four years.
- **23% of associate/employee dentists changed employers in the last 12 months**, citing "a more positive work environment" and location among the top reasons. The search for a more positive work environment was the leading reason dentists changed jobs at 31%. Of the associate dentists who sought new opportunities, 74% said they achieved their goals by accepting a new offer.
- **More dentists want to work fewer hours.** On average, 81.25% of dentists work more than 30 hours a week, and 18.75% work more than 40 hours a week. A growing number of dentists want to work fewer hours (44%) compared with 39% one year ago.

Income

Specialists

94 specialists responded to our survey, reporting primary incomes ranging from \$100,000 to \$2,500,000

- 50% of specialists who responded reported incomes between \$240,000 and \$650,000
- 91% of these respondents are owners or partners in private practice, and 58% reported primary income based on an annual salary and 32% reported primary income based on a percent of collections
- The average annual primary income of the owners and partners in private practice is \$753,815. Twelve respondents in the fourth income quartile have an average income of \$1,373,645, which is high enough to skew the average income of all specialist respondents above the top \$650,000 of the third income quartile.

Income

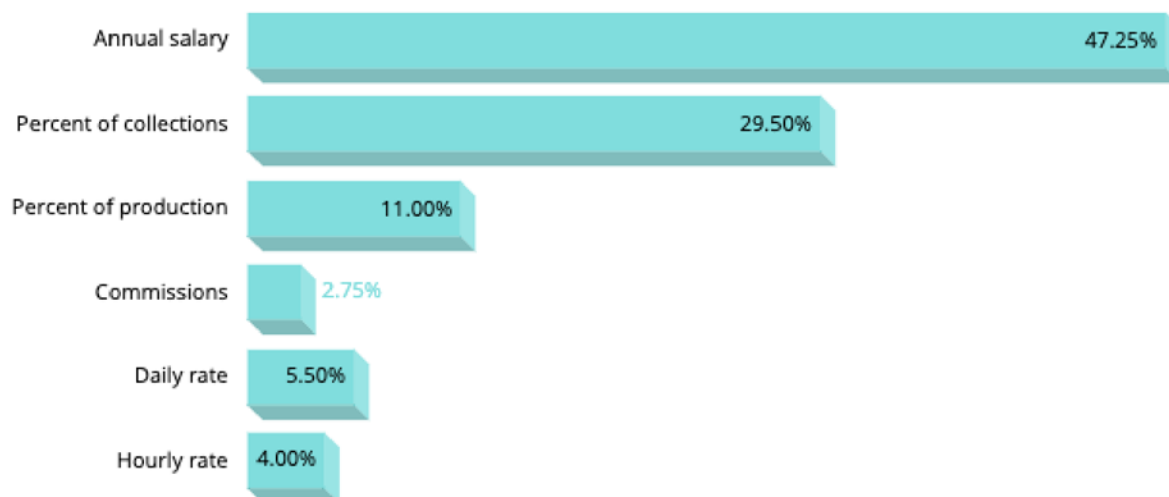
General Dentistry

More than half of the responding "general dentists" in private practices earn an annual salary. In corporate practices 44.75% of owners/partners are paid based on a percentage of collections.

Nearly 40% of associate/employee dentists in private practices receive a percent of collections. In corporate practices, 30.25% of associate/employee dentists receive a percent of collections and 30.25% receive a daily rate.

Fewer than 10% of all general dentists are paid hourly or daily.

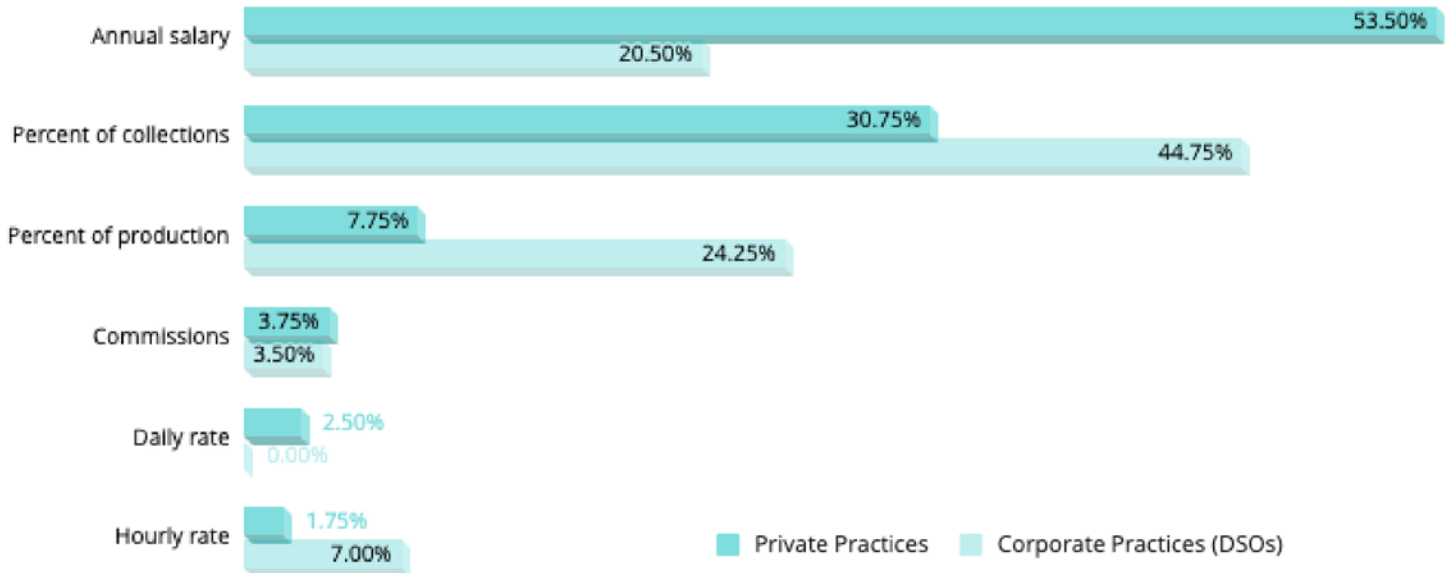
How all dentists are paid



Income

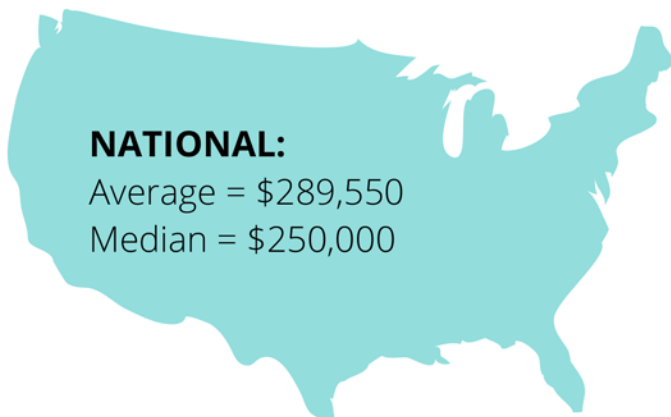
General Dentistry: Owners / Partners

How owners and partners are paid (private vs. corporate)



Income of owners / partners (averaging private and corporate practice wages)

The following averages and medians reflect the total 2022 income reported by only the general dentists who work 32 or more hours a week:



REGIONAL AVERAGES:

Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)
 Average = \$316,340
 Median = \$280,000

South (AL, AR, DC, DE, FL, GA, KY, LS, MD, MS, NC, OK, SC, TN, TX, VA, WV)
 Average = \$289,600
 Median = \$250,000

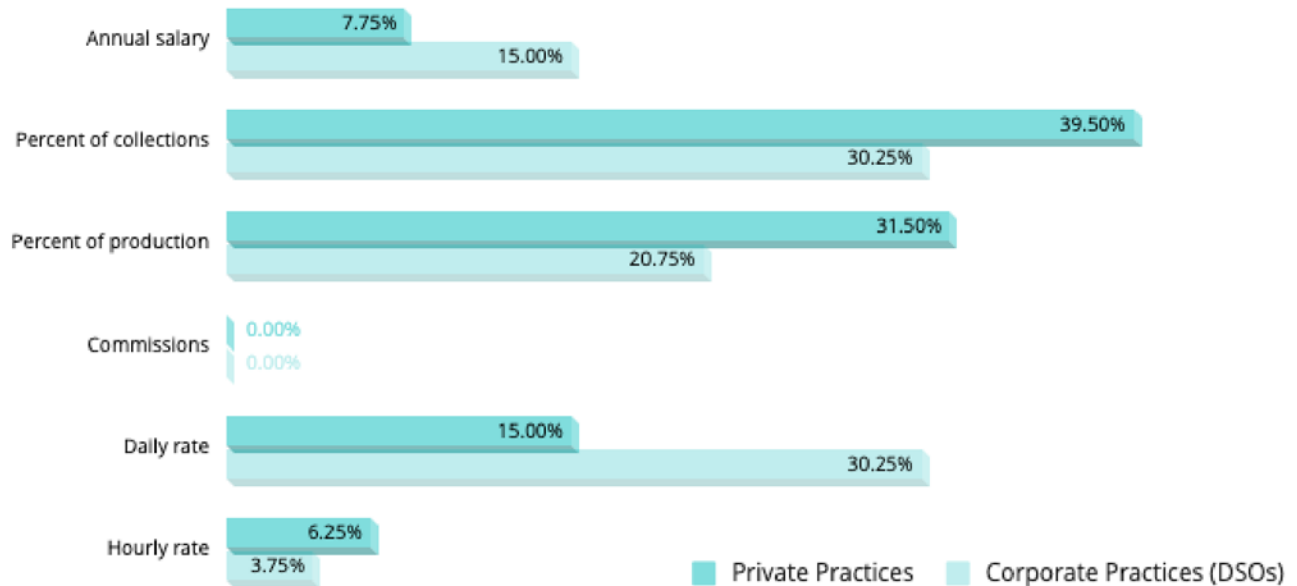
Midwest (IA, IL, IN, KS, MI, MO, NE, ND, OH, SD, WI)
 Average = \$287,000
 Median = \$250,000

West (AK, AZ, CA, CO, ID, MT, NM, NV, OR, UT, WA, WY)
 Average = \$265,250
 Median = \$225,000

Income

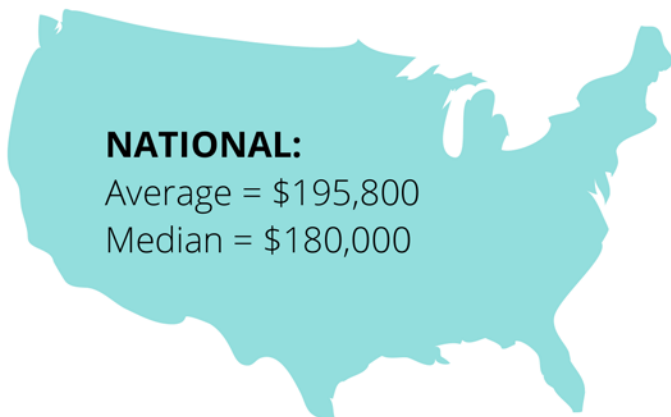
General Dentistry: Associates / Employee Dentists

How associate / employee dentists are paid (private vs. corporate)



Income of associate / employee dentists in private or corporate practice

The following averages and medians reflect the total 2022 income reported by only the general dentists who work 32 or more hours a week



REGIONAL AVERAGES:

Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)

Average = \$218,800

Median = \$200,000

South (AL, AR, DC, DE, FL, GA, KY, LS, MD, MS, NC, OK, SC, TN, TX, VA, WV)

Average = \$174,200

Median = \$175,000

Midwest (IA, IL, IN, KS, MI, MO, NE, ND, OH, SD, WI)

Average = \$196,140

Median = \$180,000

West (AK, AZ, CA, CO, ID, MT, NM, NV, OR, UT, WA, WY)

Average = \$194,090

Median = \$184,000

Income

Year-Over-Year Comparison

General dentists who are owners/partners earned an average of **\$6,620 less** in 2022 than in 2021. This represents a **2.25% decrease**.

General dentists who are associate/employee dentists earned an average of **\$1,920 more** in 2022 than in 2021. This represents a **1% increase** in their income.

Comparison of general dentist income by type of practice & position

Average Income: Full-Time Employee Dentists					
	2022	2021		2022	2021
Private Practice	\$195,730	\$193,790	1% increase	n=88	n=74
Corporate Practice	\$206,320	\$203,600	1.25% increase	n=48	n=47
All Types of Practice	\$195,800	\$193,880	1% increase	n=227	n=143

In the table above, the **average income of full-time employee dentists** is compared by private, corporate, and all types of practice. "All Types of Practice" includes private and corporate practices and other clinical environments such as hospitals, prisons, military clinics, and public health clinics.

In the table below, the **average income of practice owners and partners** is compared by private, corporate, and all types of practice. It just so happens that all respondents in the "All Types of Practice" category are either private or corporate owners and partners.

Average Income: Full-Time Owner/Partners					
	2022	2021		2022	2021
Private Practice	\$288,800	\$295,450	2.25% decrease	n=586	n=533
Corporate Practice	\$332,460	\$335,820	1% decrease	n=20	n=11
All Types of Practice	\$289,550	\$296,170	2.25% decrease	n=606	n=644

The number of responses (n=) varies in each compared type, and the corporate averages are based on a small number of responses.

Note that in both private and corporate practices, the average income of owners and partners decreased by 2.25% in the last year. The average income of employee dentists increased by 1% in private and by 1.25% in corporate practices.

Income

Year-Over-Year Comparison

Comparison of general dentist income by years of experience

Less than 15 years of experience: The second and third quartiles of incomes reported by dentists with less than 15 years' experience ranged from \$190,000 to \$400,000. The median income for this experience group is \$260,000.

16 to 29 years of experience: The second and third quartiles of incomes reported by dentists with 16 to 29 years' experience ranged from \$180,000 to \$400,000. The median income for this experience group is \$259,890.

30 or more years of experience: The second and third quartiles of incomes reported by dentists with 30 or more years' experience ranged from \$165,000 to \$350,000. The median income for this experience group is \$243,020.

Additional income insights: comparison of implant providers to non-implant providers

Practice owners/partners who provide implant procedures reported an average \$144,355 more total income than owner/partners who do not.

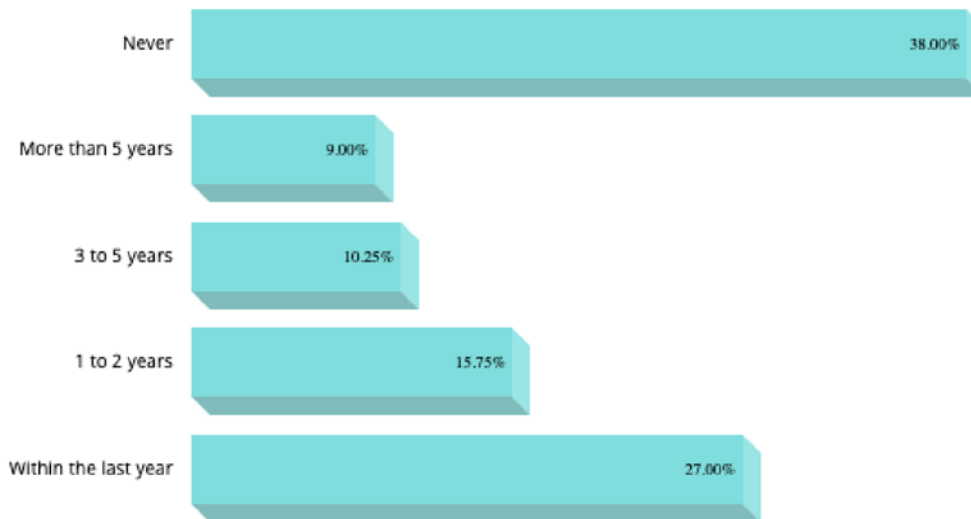
Associate/employee dentists who provide implant procedures reported an average \$77,460 more total income than employee dentists who do not.

Income

Pay Increases

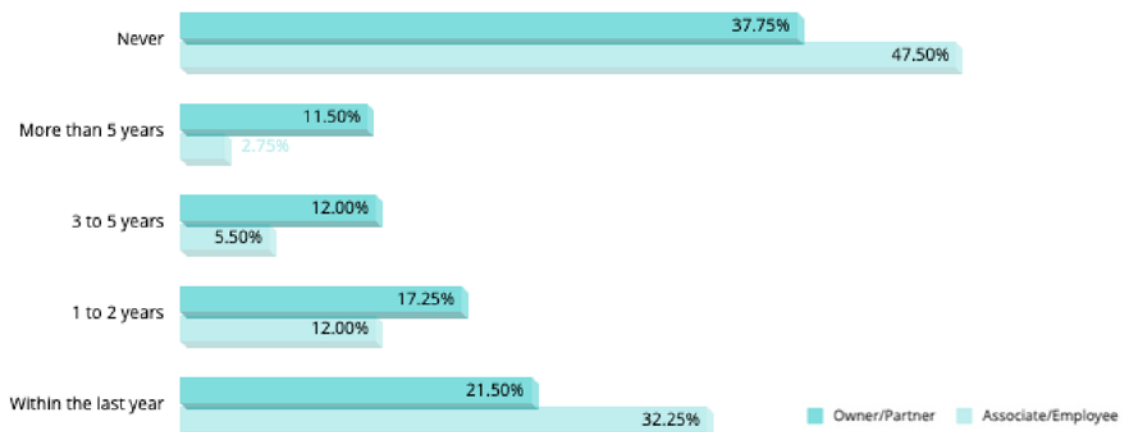
When dentists last received a pay raise

43% of responding dentists received a pay increase within the last two years.



When dentists last received a pay raise: comparing owners/partners to associate/employee dentists

Comparing owner/partner dentists to associate/employee dentists, a greater percentage of employee dentists received pay increases in the last year than practice owners/partners.

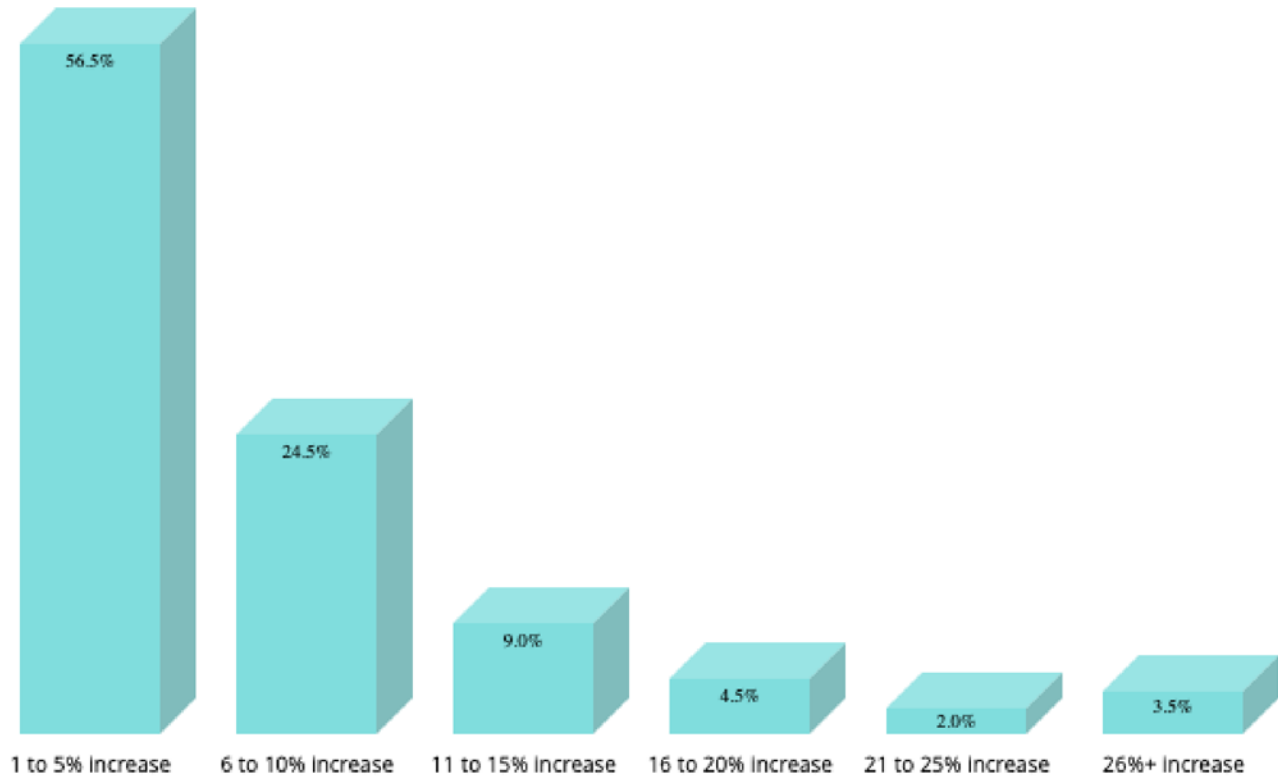


Income

Pay Increases

Size of pay raises

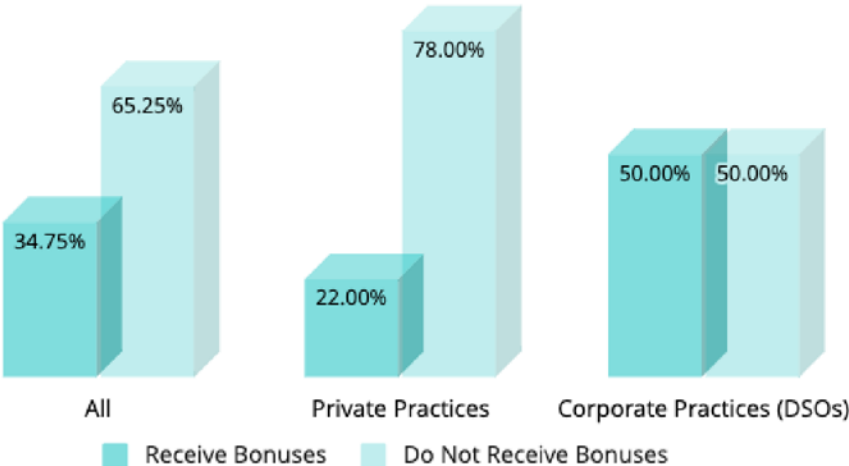
27% of responding dentists answered a question asking about the size of their pay increase in the previous 12 months. Of the 27%, more than half saw their salaries increase between 1 to 5%.



Bonuses

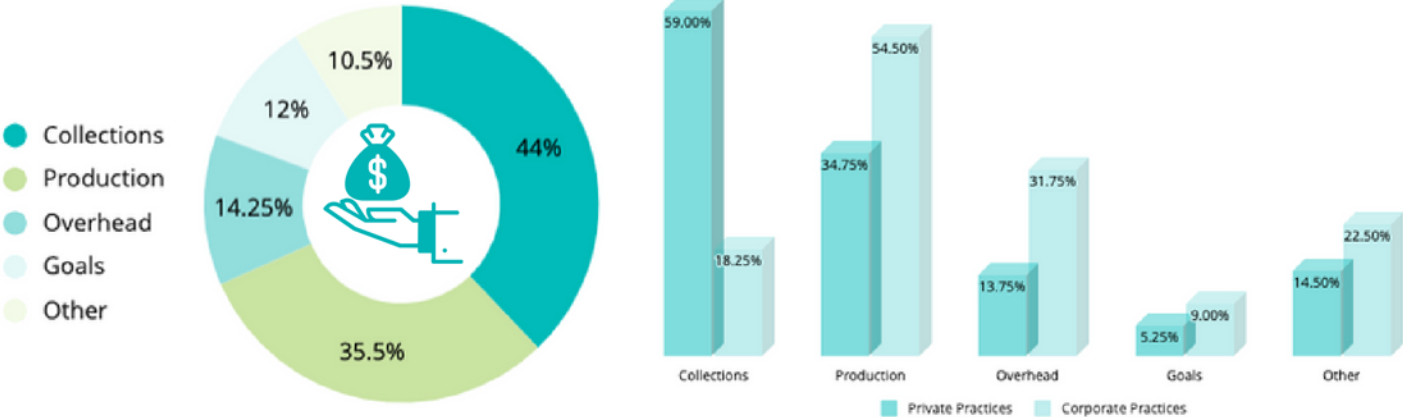
Basis of Dentists' Bonuses

DentalPost asked dentists if they earn a bonus that is not part of a commission-based program. Nearly 35% of responding dentists said they do receive non-commission-based bonuses.



Dentists receiving non-commission-based bonuses reported their bonuses are primarily based on production. Some dentists reported multiple bases for the bonuses they receive.

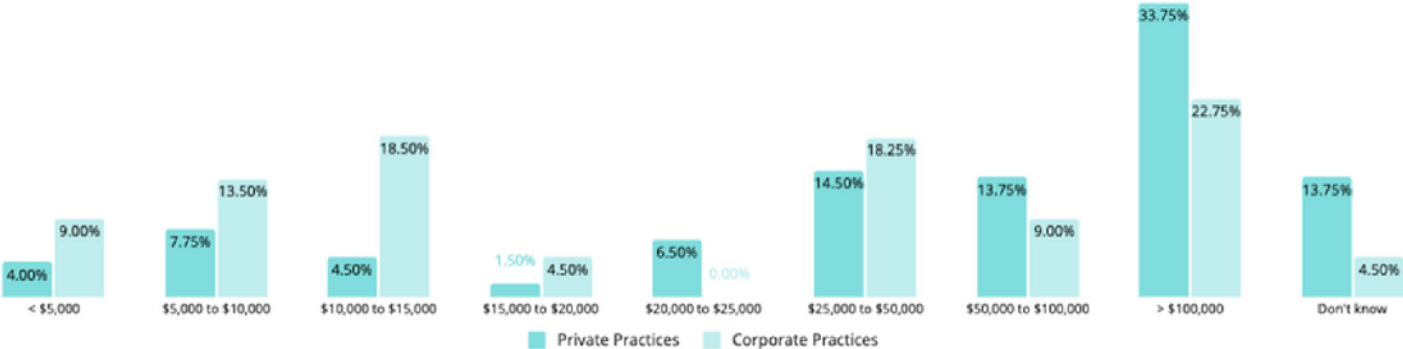
The basis of bonuses is distinctively different in private vs. corporate practices. In private practices 59% of bonuses are based on collections, whereas in corporate practices 54.5% of bonuses are based on production.



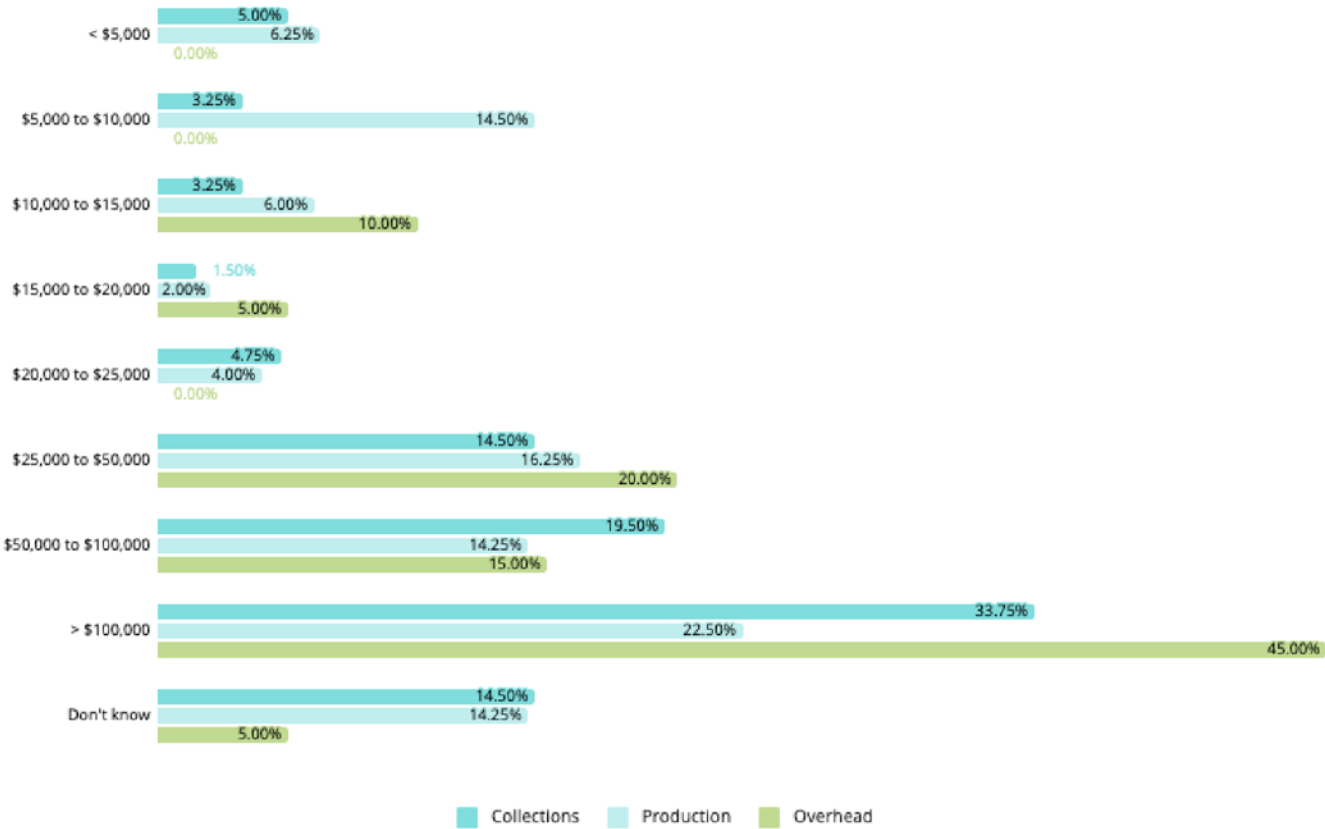
Bonuses

Size of Dentists' Bonuses

There is a large variance in dentists' expectations for their bonus size given the multiple ways they are compensated and whether they are in a private or corporate practice.



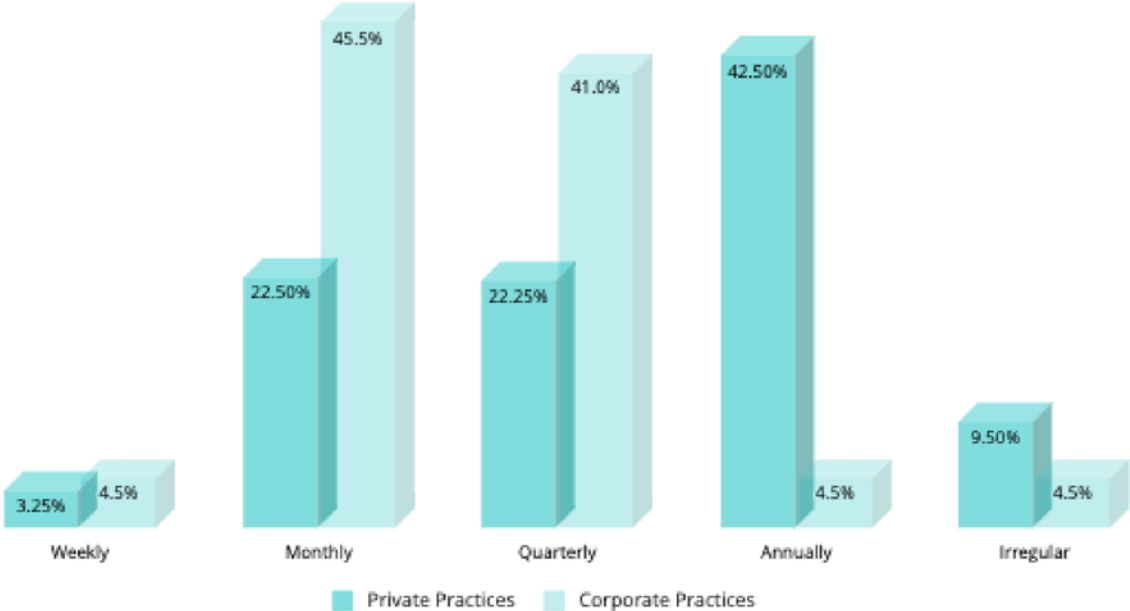
Those whose bonus is based on overhead reported significantly larger bonuses.



Bonuses

Frequency of Dentists' Bonuses

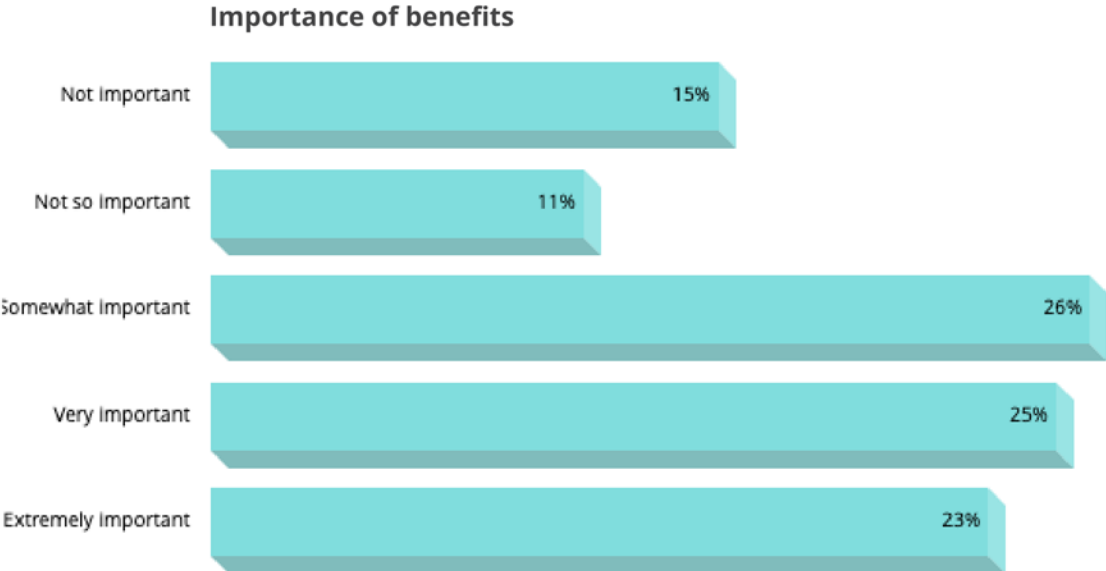
In private practices, a greater percentage of bonuses are paid out irregularly or once a year compared to in corporate practices.



Benefits

Private Practice vs. Corporate

74% 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 plan
2. Health benefits
3. CE tuition reimbursement
4. Uniform provided
5. Paid professional conferences

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

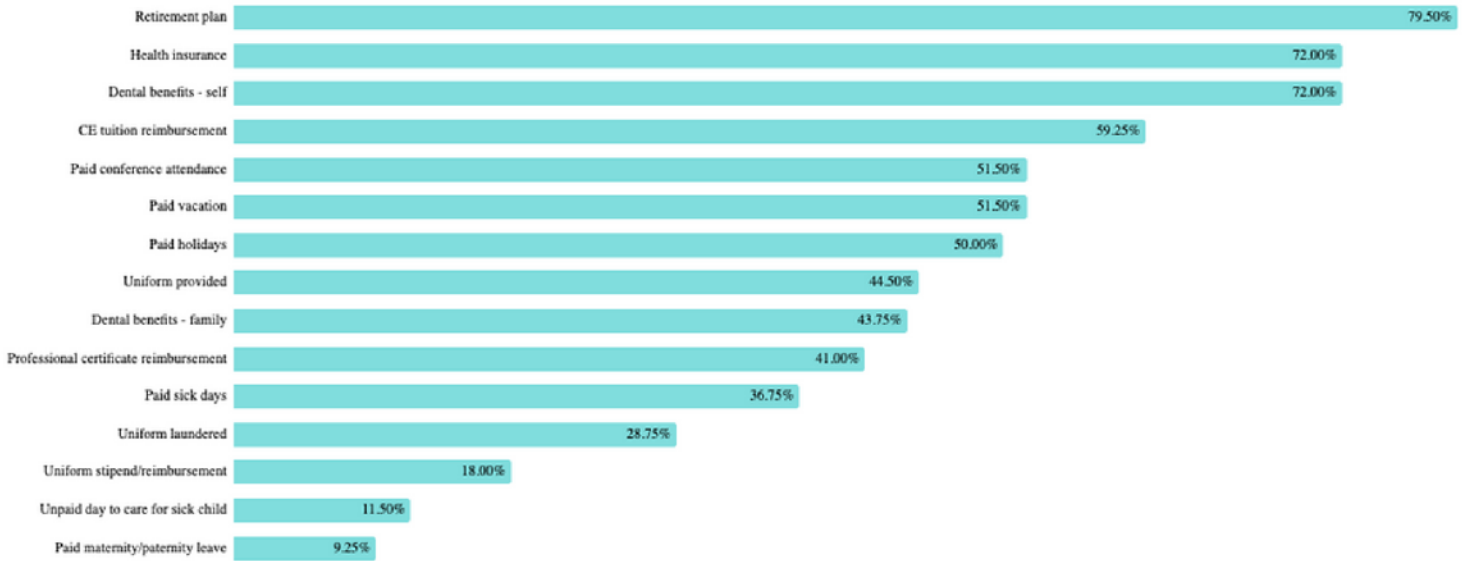
1. Health insurance
2. Retirement plan
3. Paid holidays
4. CE tuition reimbursement
5. Dental benefits for self

Benefits

Private Practice vs. Corporate

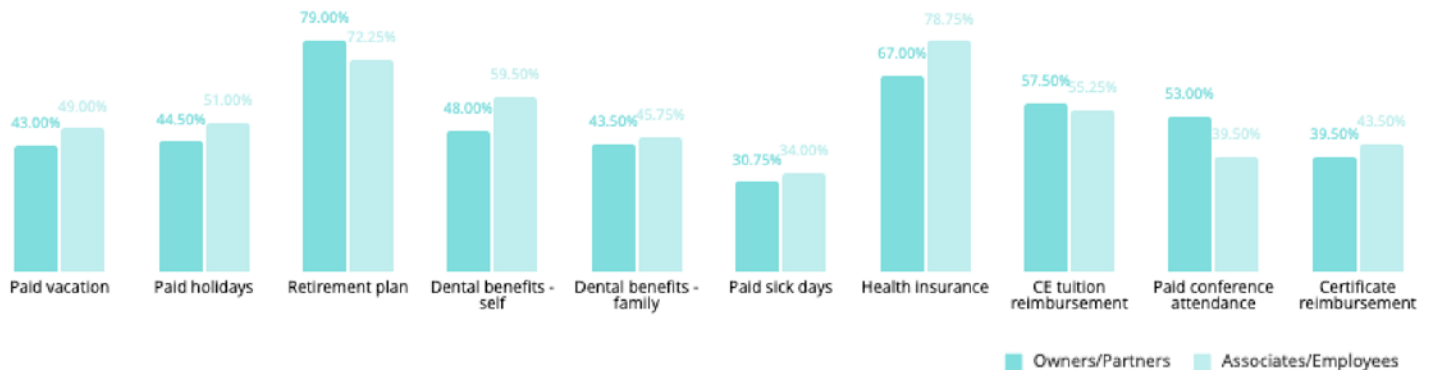
Benefits full-time dentists receive (private vs. corporate)

In both private and corporate practices, retirement and health insurance benefits are the two highest occurring benefits.



Comparing the top 10 benefits of owners/partners vs associate/employee dentists

The following chart compares the benefits received by employee dentists and owners/partners in private and corporate practices.

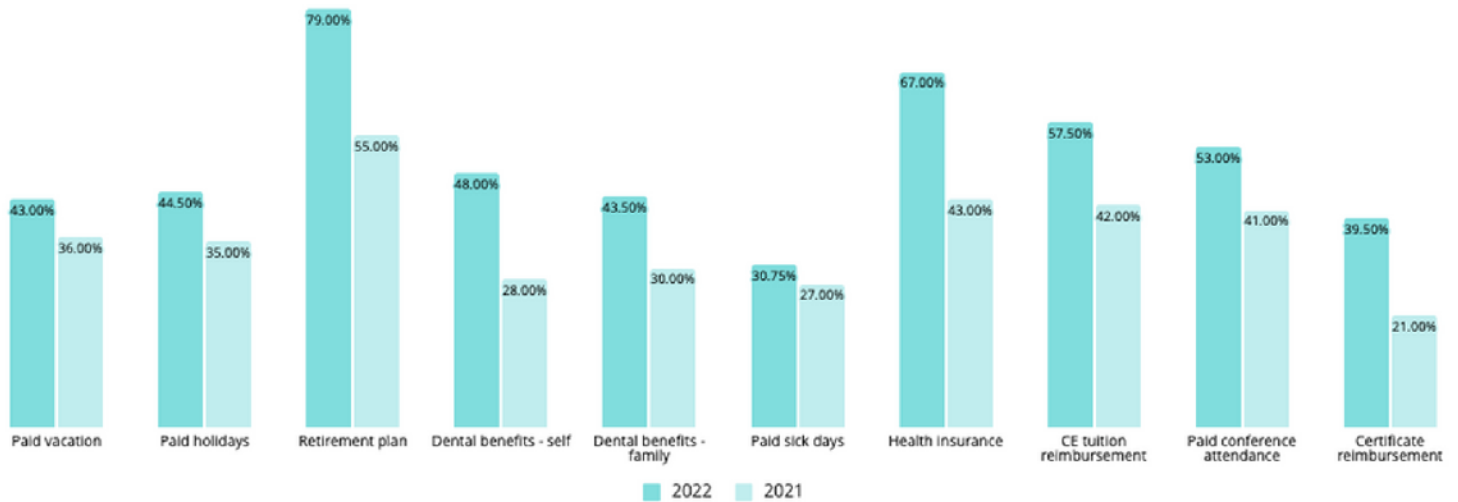


Benefits

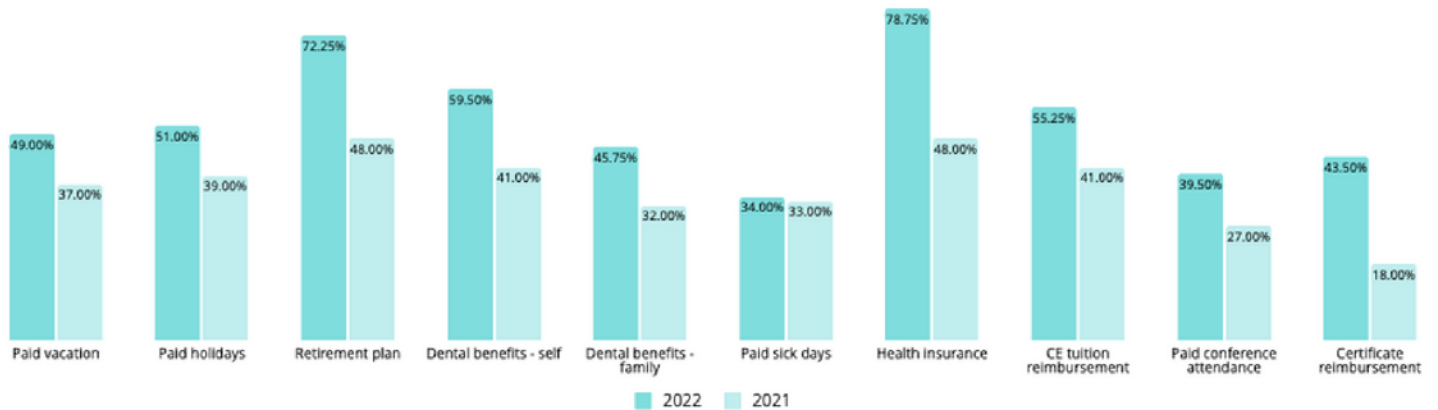
Year-Over-Year Comparison

There have been significant increases in retirement and health benefits for both owners/partners and associate/employee dentists.

Owner/partner benefits year-over-year



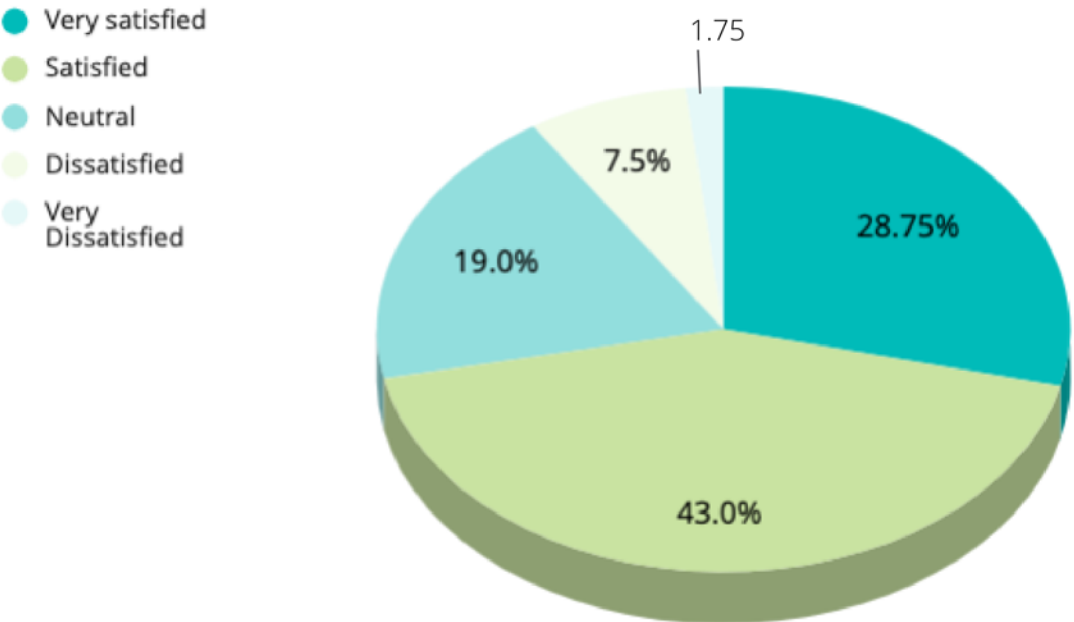
Associate/employee dentist benefits year-over-year



Satisfaction with Total Compensation

Nearly 72% of responding dentists are "satisfied" or "very satisfied" with their total compensation.

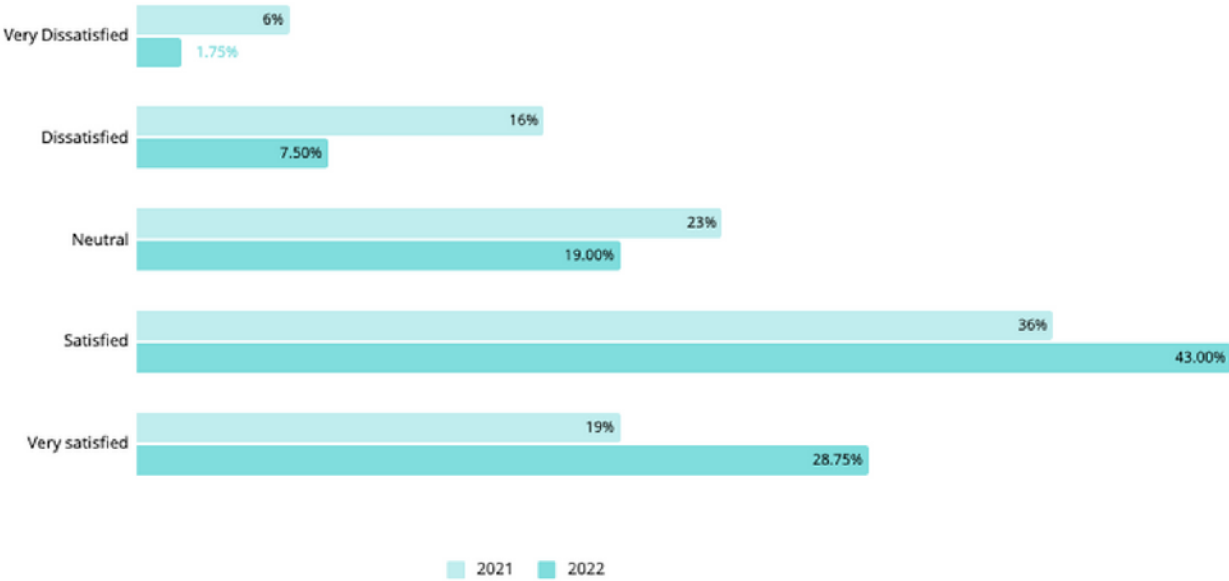
- Of the 71.75% who indicated satisfaction with their compensation, the average income is \$392,340. Half of the "satisfied" respondents earn \$350,000 or more.
- Of the 9.25% who indicated dissatisfaction with their compensation, the average income is \$174,300. Half of the dissatisfied respondents make \$150,000 or less.



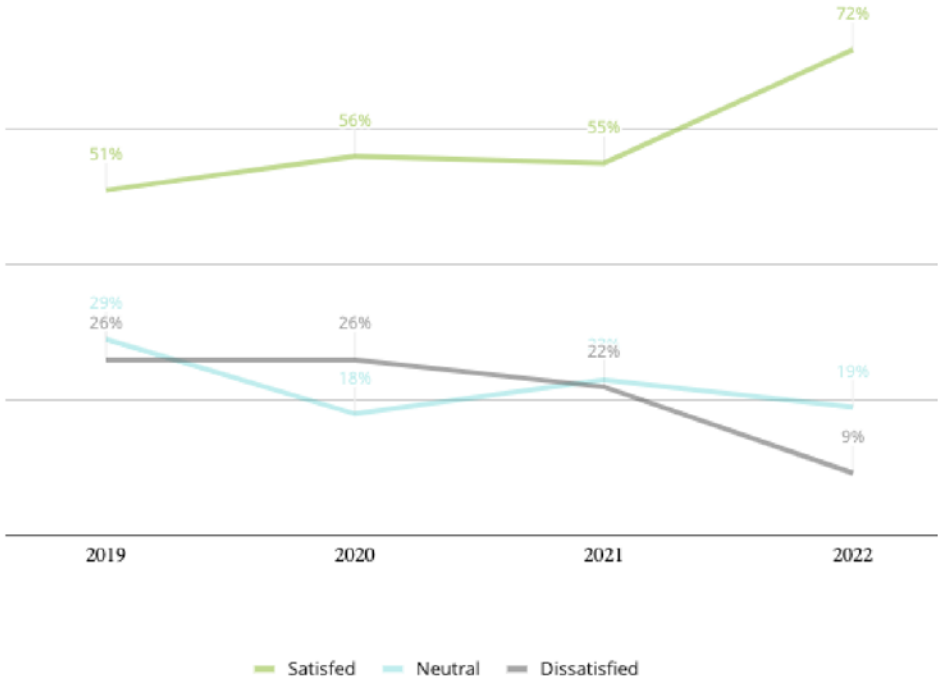
Satisfaction with Total Compensation

Year-over-year comparison

In the last year, income satisfaction rose nearly 17% and dissatisfaction dropped nearly 13%.



Dentists' income satisfaction has been trending upwards since 2020.

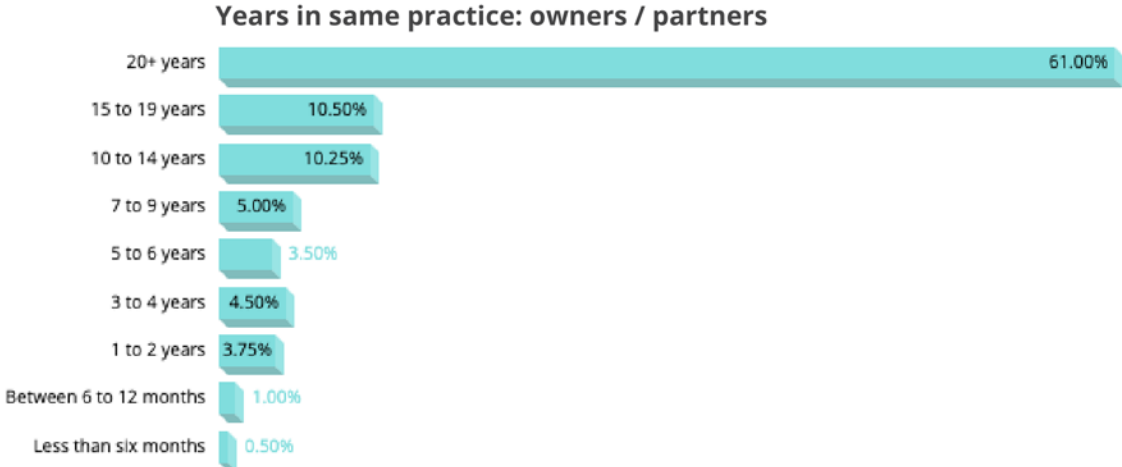


Job Turnover

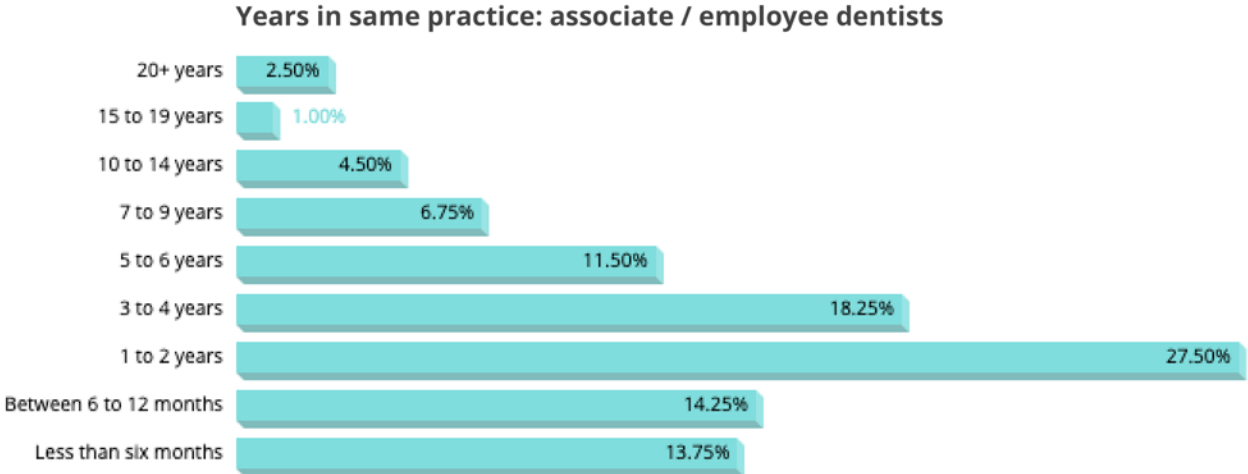
- 5.5% of responding associate dentists said they returned to work in the last 12 months after stepping out or retiring
- 23% of responding associate dentists changed employers in the last 12 months
- 34.25% of responding dentists plan to retire within six years

Dentist stability in current employment:

Just over 18% of practice owners/partners have been in the same practice less than ten years. 61% of responding owners/partners have been in their practice for 20 or more years.



Fewer than 4% of associate/employee dentists have been with their current employer for more than 15 years. Less than 12% have been with their current employer for 7 to 14 years.

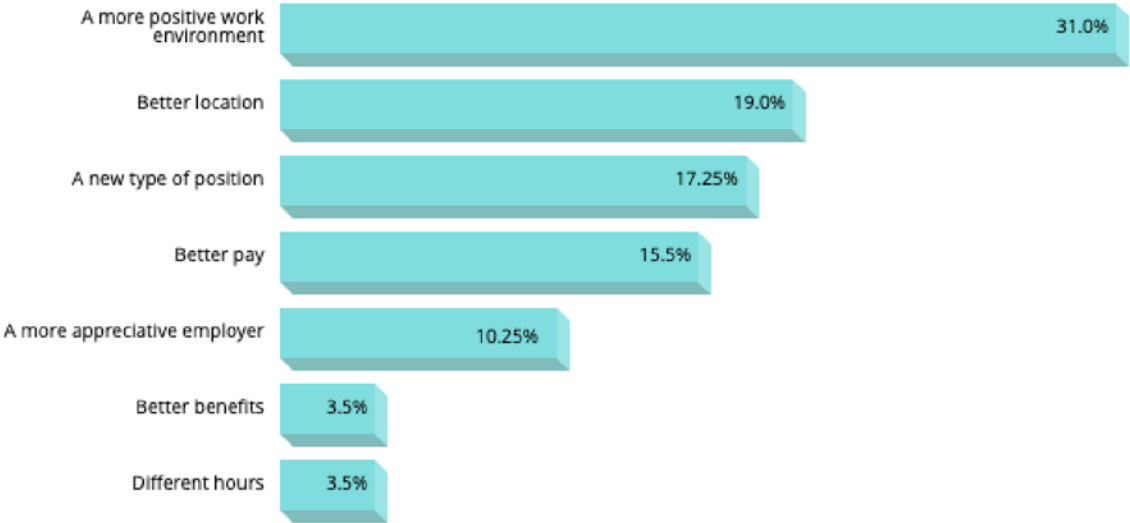


Job Turnover

Top motivations for changing employment

Associate/employee dentists who changed employment in the previous 12 months reported four top motivations. From highest to lowest percentage, they are:

- 1. A more positive work environment
- 2. A better location
- 3. A new type of position
- 4. Better compensation



Did employee dentists who changed jobs achieve their goals?

74% reported yes, they achieved their desired outcomes by changing employers.

Plans to look for new employment

At the time respondents took the survey, 24.5% of associate/employee dentists reported they intended to apply to new jobs within the next 12 months.

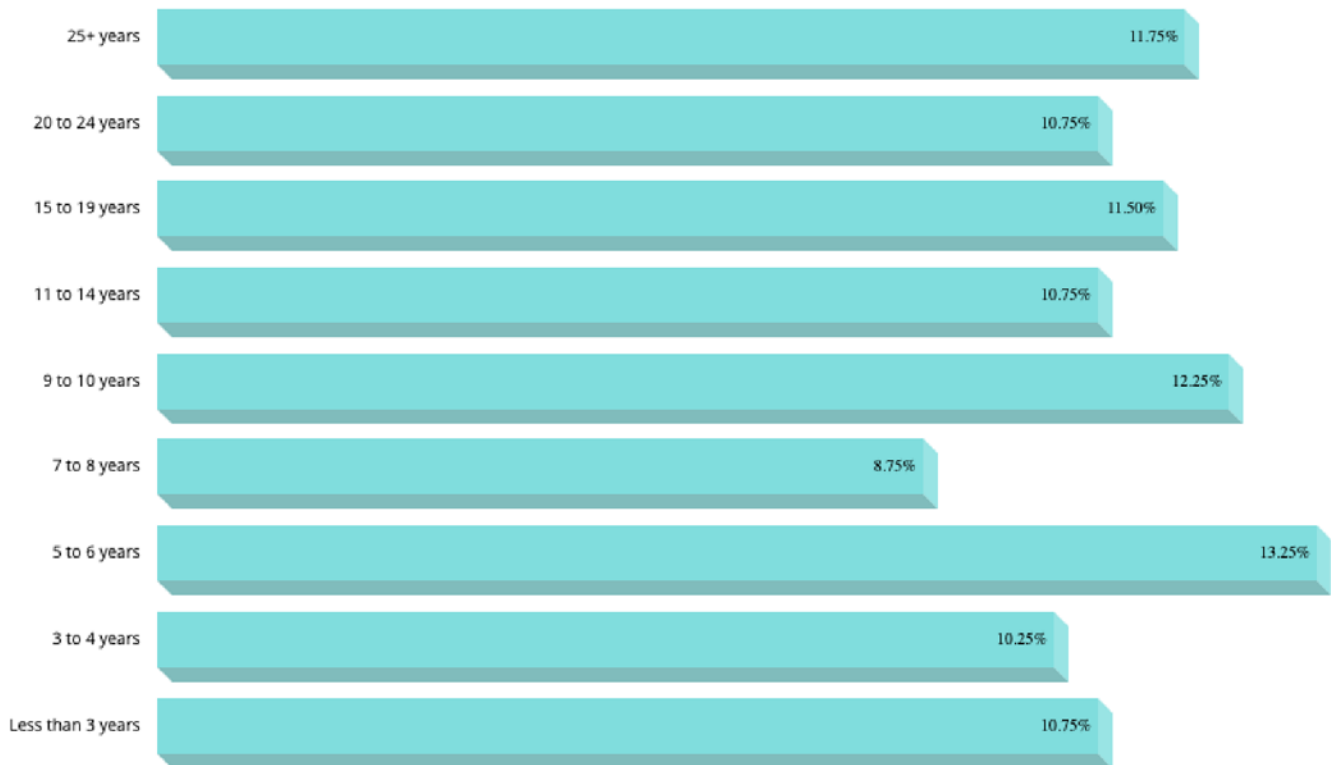
For comparison, 42.25% of associate/employee dentists applied for one or more new jobs in the previous 12 months. But a year ago, 30% reported they planned to do this. There were 8% more employee dentists applying for jobs in 2022 than planned to do so, which suggests the possibility that 30% or more employee dentists may apply for new jobs in 2023.

Retirement Forecast

When do responding dentists plan to retire?

Just over one third (34.25%) of responding dentists plan to retire within six years

- Among those planning to retire within six years, 83% are 58 or more years of age, and 14% are 37 to 57 years of age
- 55.25% of responding dentists plan to retire within ten years

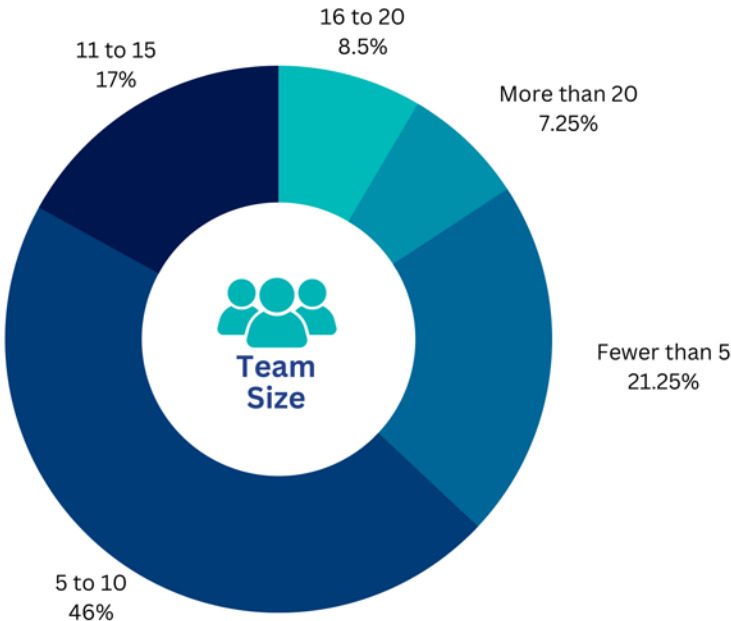


Note: dentists responding to the survey over-represent the 55+ age group by 13% when compared with ADA HPI data

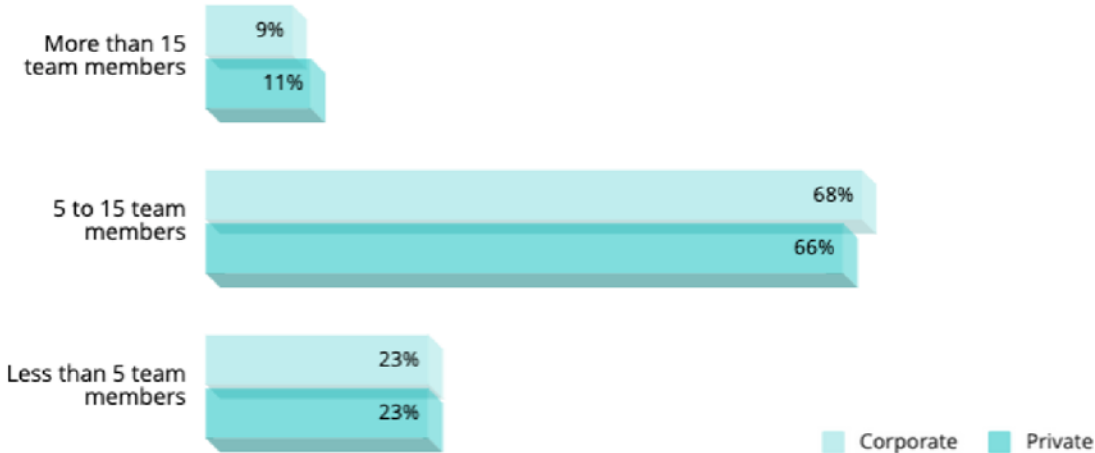
Practice Size

How big are their teams?

- Almost half of responding dentists reported working in practices with 5 to 10 team members. This is consistent for respondents working in both private and corporate practices.
- Nearly 33% work in practices with teams of 10 or more

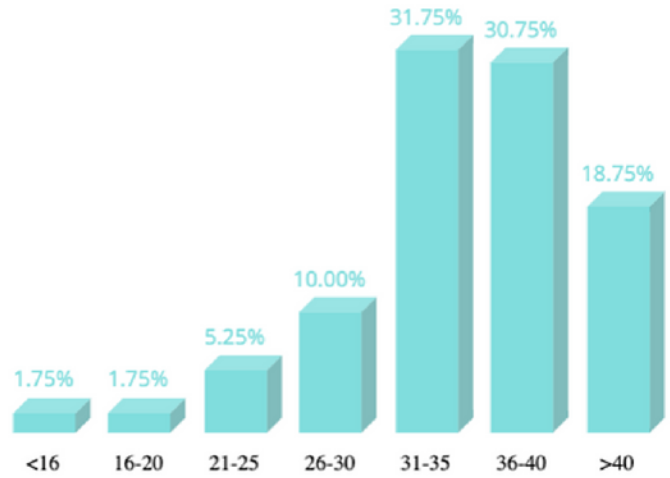


Team size: private vs. corporate practice



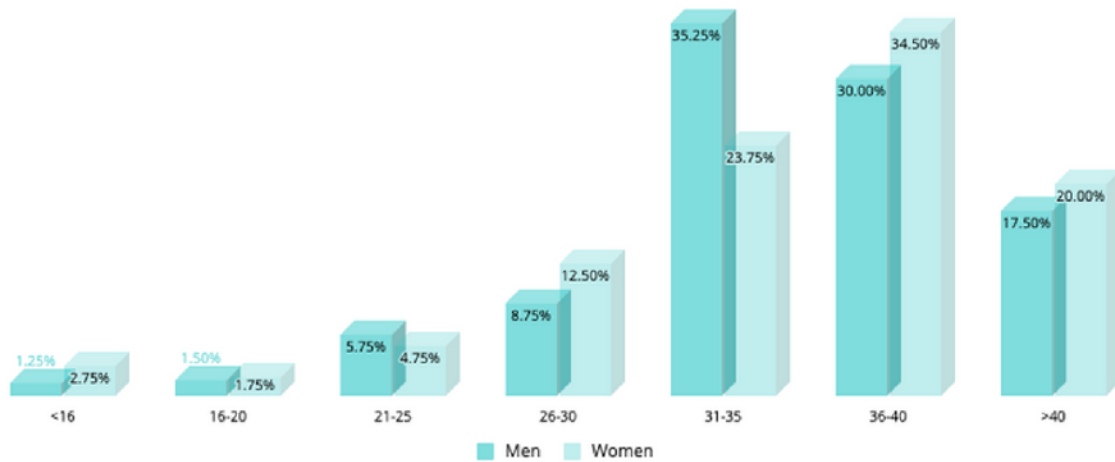
Average Hours

The majority of dentists (81.25%) work 30+ hour weekly schedules, while 18.75% regularly exceed 40- hour work weeks



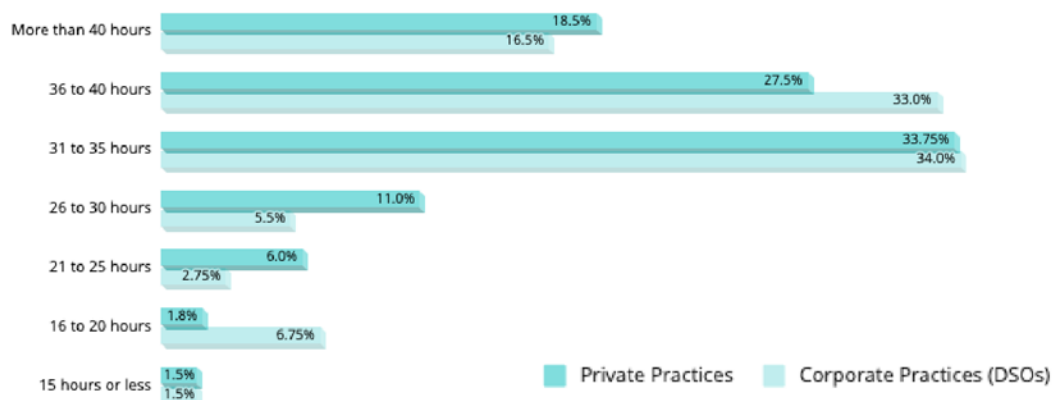
Hours worked: male vs. female dentists

- Although more female dentists work part-time, a larger percentage of female dentists (54.5%) work in excess of 35 hours per week compared with their male counterparts



Comparing private vs. corporate practice

- 49.5% of dentists in corporate practice work more than 35 hours per week vs 46% of dentists in private practices
- Comparing the hours of practice owners and partners, 48.25% of dentists in corporate practice work more than 35 hours per week compared with 47% in private practices

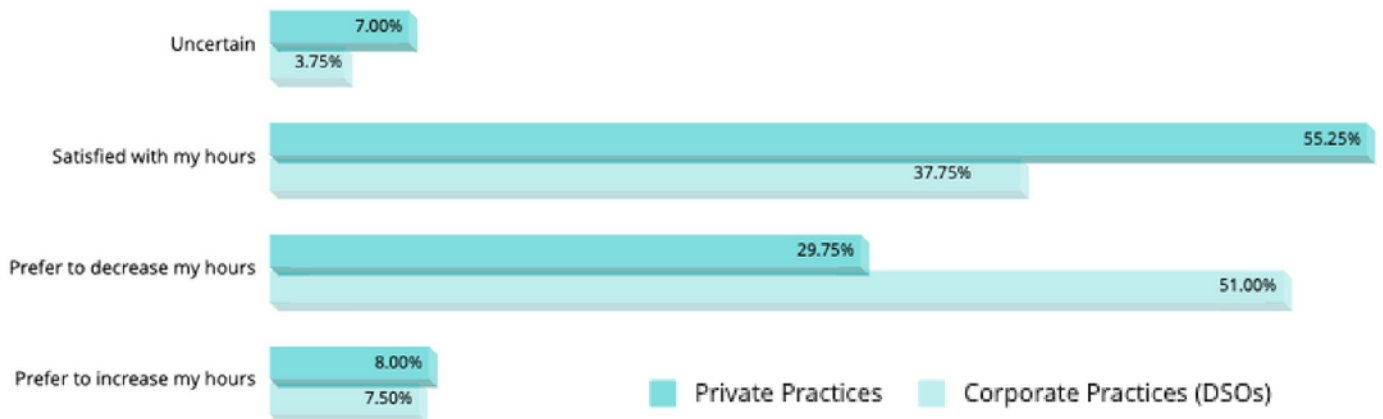


Average Hours

Satisfaction with hours: private vs corporate

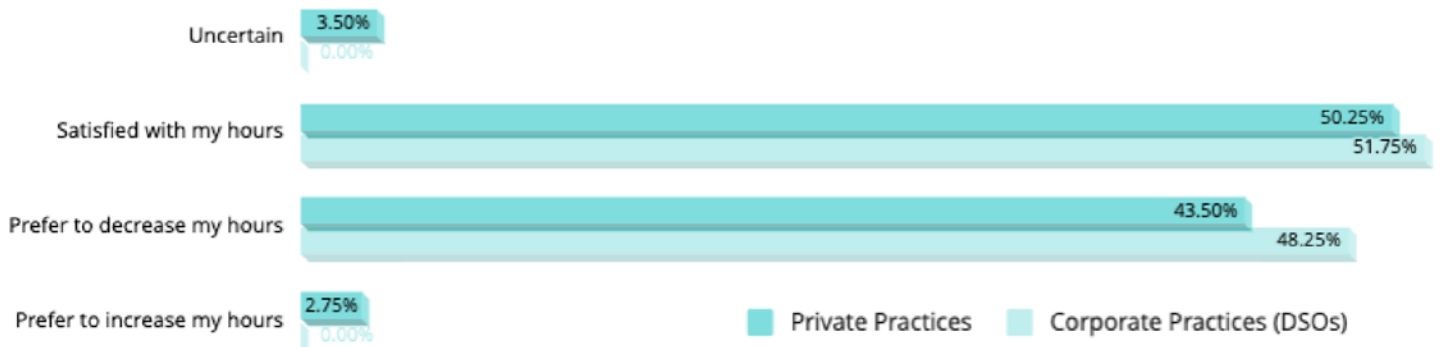
- 51% of associate/employee dentists working in corporate practices say they would like to work fewer hours compared with 29.75% in private practices

Associate/Employee Dentist Satisfaction with Hours (Private vs. Corporate)



- 48.25% of owners/partners in corporate practices would like to work fewer hours per week, compared to 43.5% in private practices

Owner/Partner Satisfaction with Hours (Private vs. Corporate)



Survey Audience Demographics

Who Responded to DentalPost’s Annual 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, Native American Reservation clinic, mobile clinic, schools-based program, or “other”).

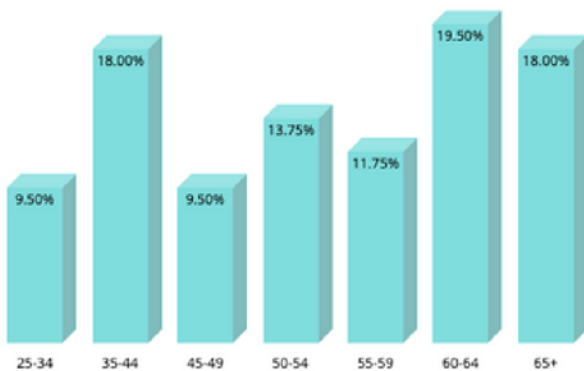
When compared with ADA Health Policy Institute (ADA HPI) numbers, DentalPost salary survey respondents proportionally overrepresent the combined age groups 55-64 and 65+ by 13%, and underrepresent the combined age groups <35 and 35-44 by 15%. The survey underrepresents the percentage of female dentists by 5%, underrepresents corporate (DSO) dentists by 1.5%, and underrepresents specialists by 11%.

Our respondents roughly matched the latest racial/ethnic percentages reported by ADA HPI, with the exception of Asians and Pacific Islanders, which are under-represented by 5%.

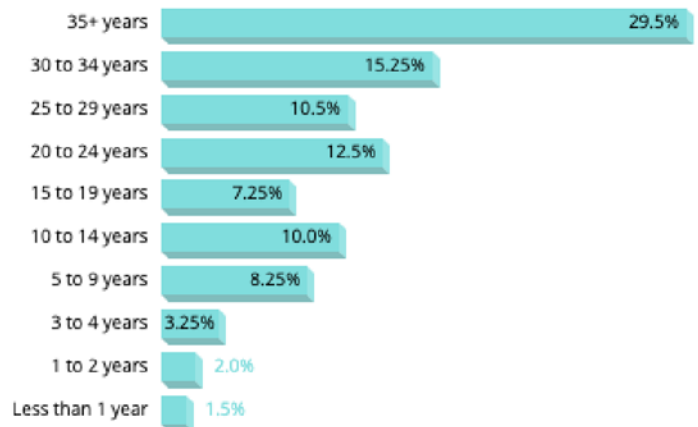
Age & Experience

By age and experience, respondent breakdown follows:

Age of Responding Dentists



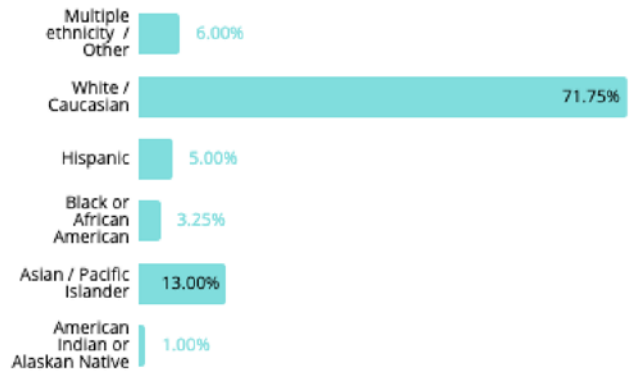
Years of Experience



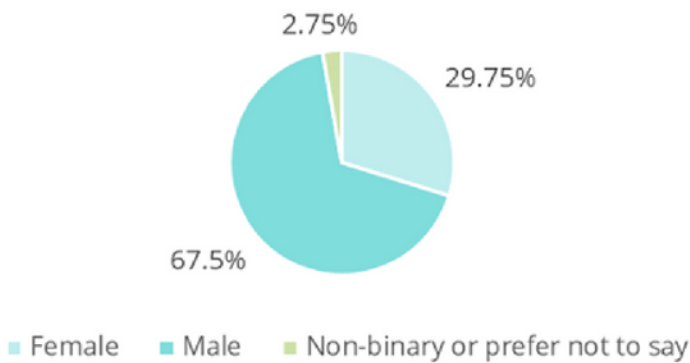
Survey Audience Demographics

Race / Ethnicity

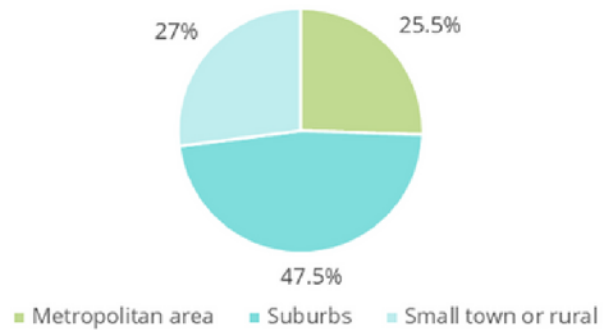
Comparing survey results from the responding dentists to ADA HPI statistics for race and ethnicity, our respondents roughly match the percentages reported by the ADA HPI except for Asian/Pacific Islanders. Our survey respondents under-represent Asian/Pacific Islanders by 5%.



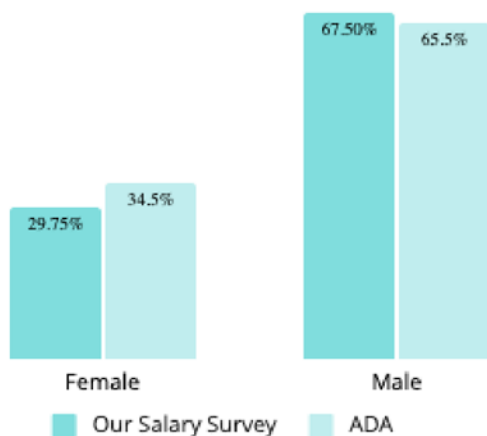
Gender



Size of community responding dentists live in:

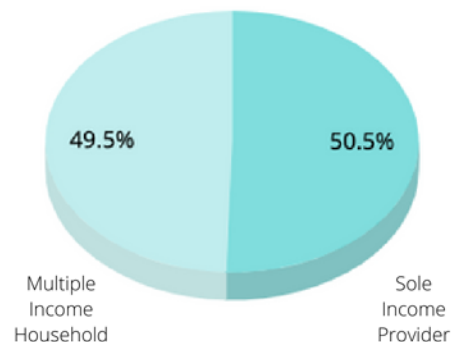


Gender of our survey respondents compared to ADA data



Sole income provider

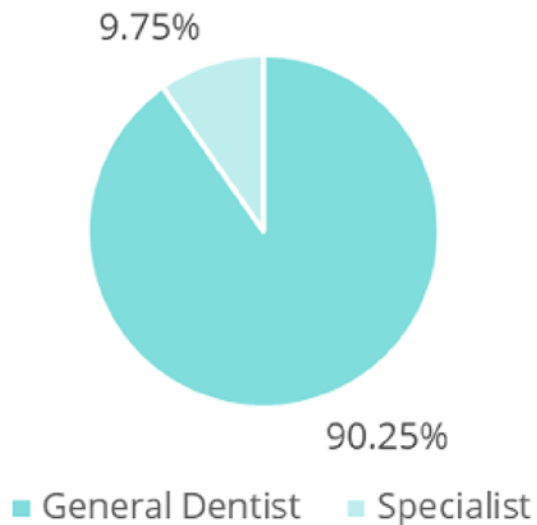
50.5% of responding dentists reported they are the sole income earner in their household. This is down 2.5% year-over-year.



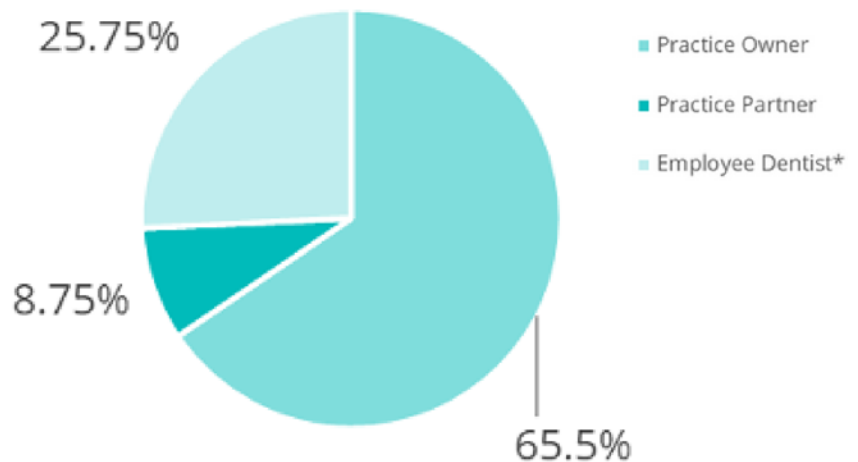
Survey Audience Demographics

General dentist vs. specialist

- More than 90% of dentists who responded are in general practice
- Compared with ADA HPI data, dentists working in specialties are proportionally underrepresented in the dental salary survey



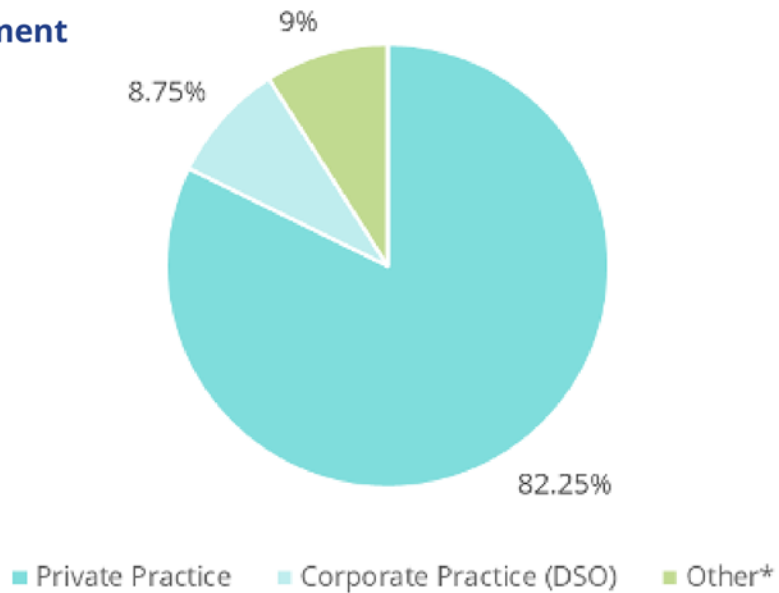
Practice owner or partner vs. employee dentist:



**Employee dentists identified themselves as an associate or employee of a private or corporate dental practice, a dental resident, a hospital dentist, a dental educator, a dental consultant, a public health dentist, a community clinic dentist, military or prison clinic dentist, or school system employee.*

Survey Audience Demographics

Type of practice environment

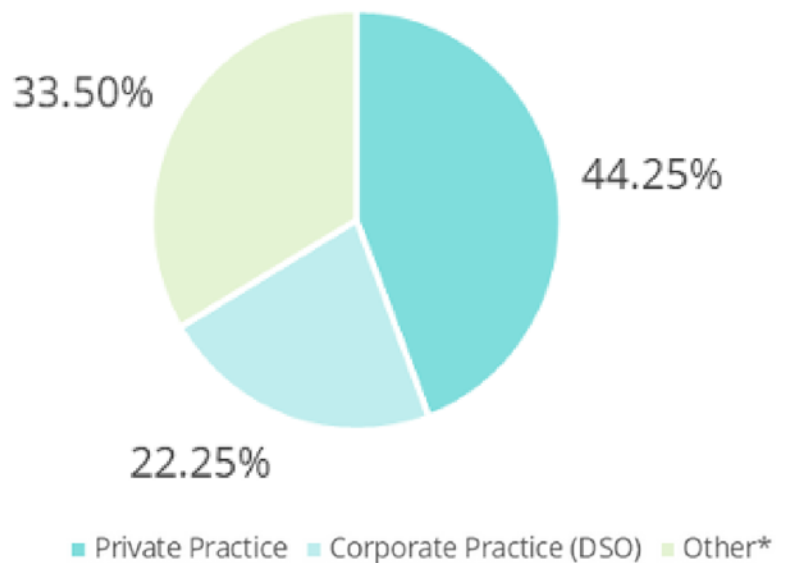


**In the "other" category are hospitals, universities, public health and community clinics, military and prison clinics, and more*

Type of practice environment: owners & partners



Type of practice environment: associate / employee dentists



**In the "other" category are hospitals, universities, public health and community clinics, military and prison clinics, and more*



THE NATION'S #1 DENTAL JOB BOARD & COMMUNITY

As the industry's largest dental-specific job board and community, connecting nearly 1 million dental professionals with dental practices nationwide, DentalPost is uniquely positioned to keep dental professionals informed of the latest data and survey results surrounding compensation, working environments, and career choices.

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