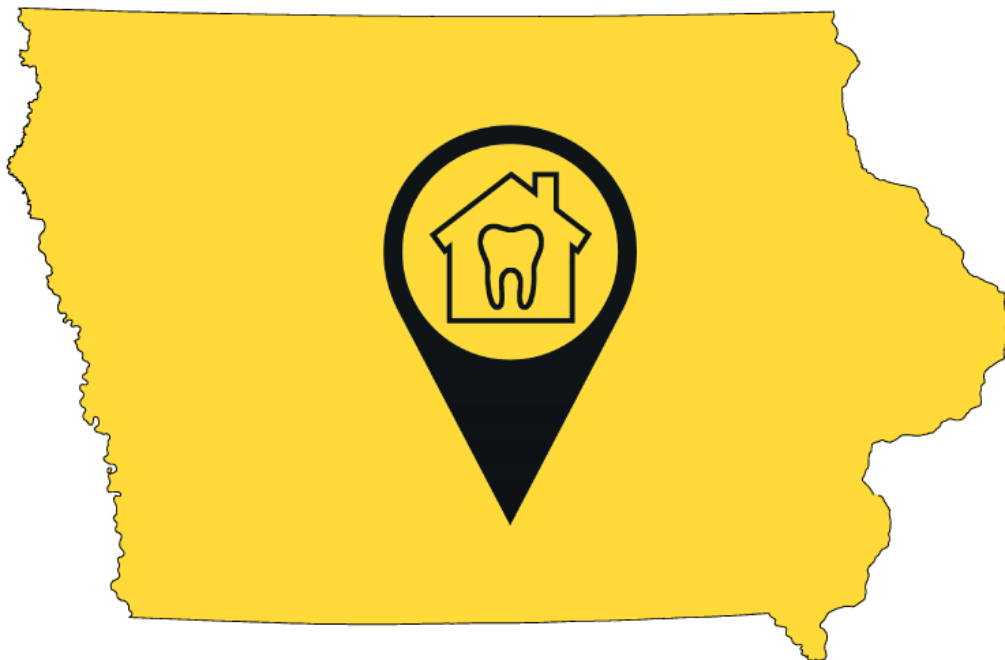


Chapter 4: Annual Inflow and Outflow of Iowa Dentists



**Iowa Dentist Workforce Atlas, 1997-2016:
20 Years of the Iowa Dentist Tracking System**



Dentist Workforce Inflow and Outflow

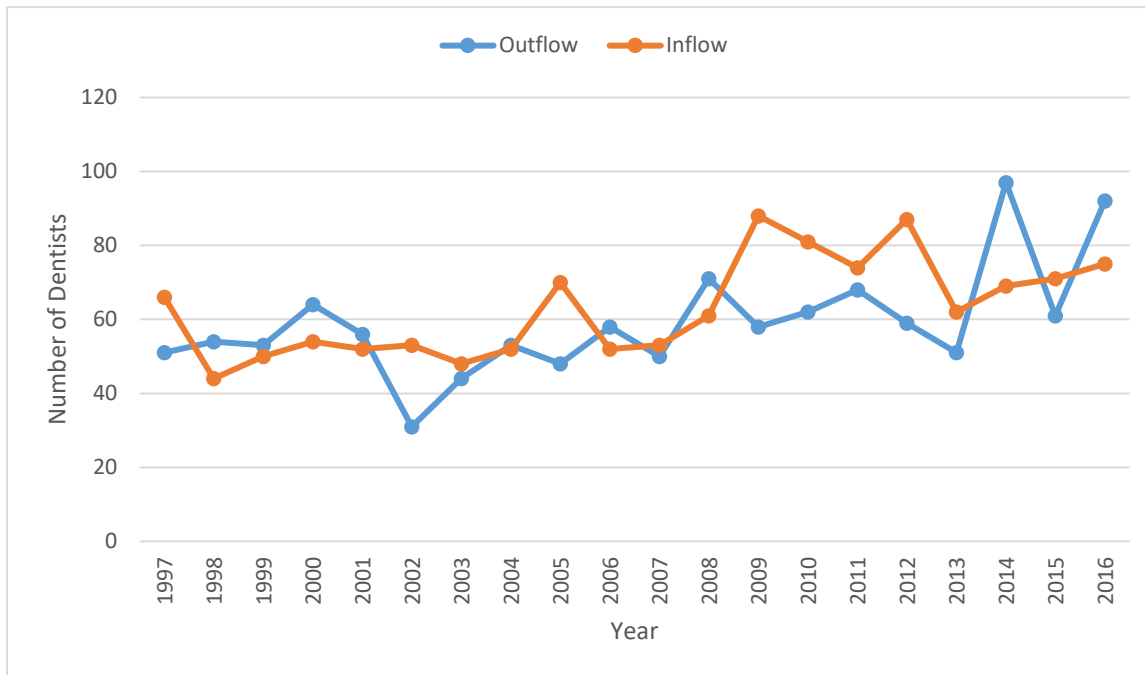


Figure 21. Iowa dentist workforce inflow and outflow, 1997-2016

In some years, more dentists entered the state for the first time than exited through retirement, relocation to another state, or leaving practice via a different route. Such was the case for 2009 through 2013. More recently, outflow has generally exceeded inflow, primarily due to the natural retirement age for the large wave of dentists who graduated in the 1970s.

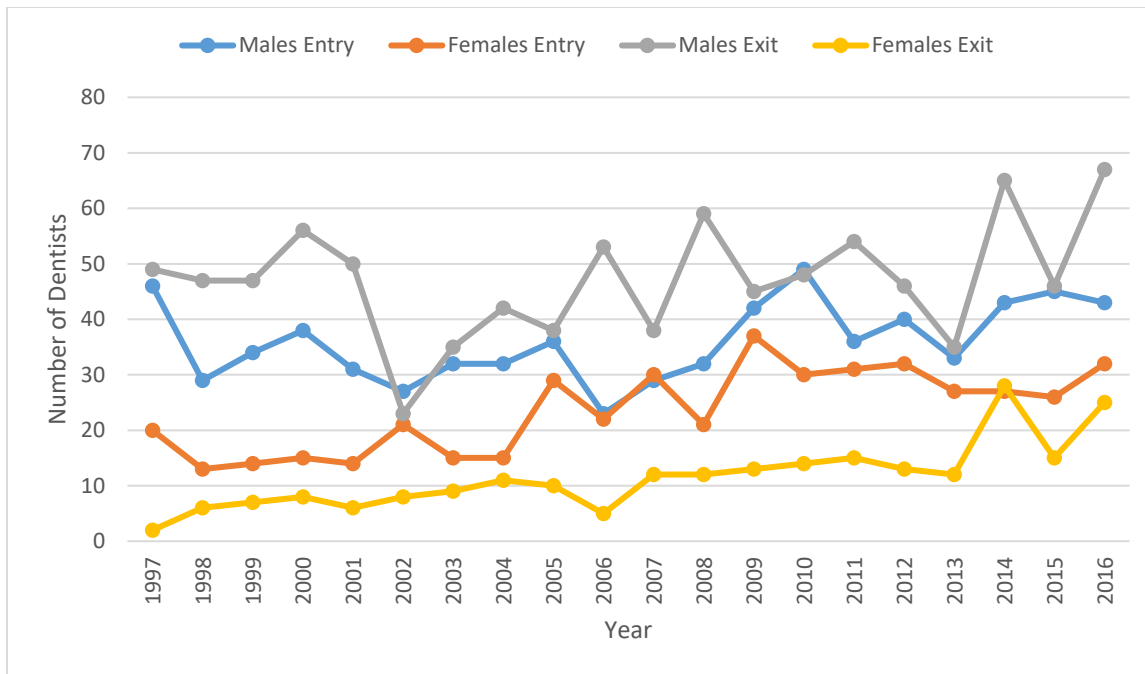
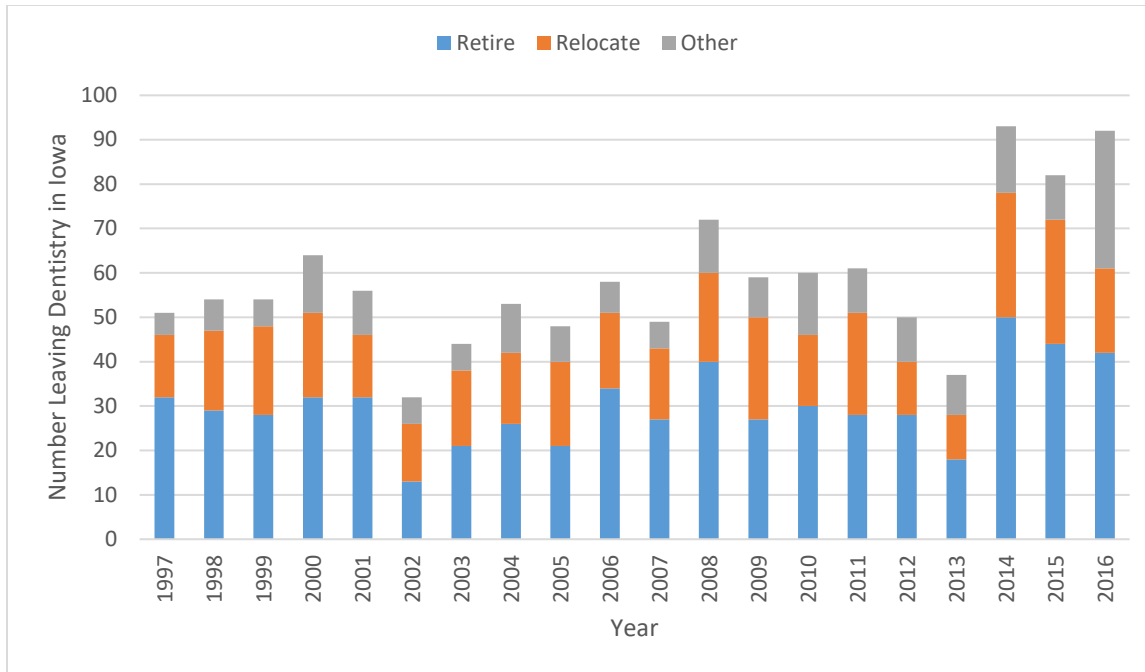


Figure 22. Inflow and outflow for all Iowa dentists, by sex, 1997-2016

There appear to be different patterns for the inflow and outflow of dentists according to sex. Male dentists had a greater likelihood of exiting the tracking system than entering. That is, for all years except one (2002) the outflow of male dentists exceeded the inflow. The opposite is true about female dentists. With the exception of 2014, there have been more female dentists entering the tracking system than leaving it.



“Other” includes death, health reasons, advanced training, inactivity, license lost, and military service

Figure 23. Reasons for dentist outflow, Iowa, 1997-2016

For every year during this time period the number of retirees exceeded either those who relocated to another state or left practice because of other reasons. Following an ebb in the outflow in 2012 and 2013, there has been a substantial increase in the outflow from 2014 through 2016. Speculation suggests that this upswing in dentists exiting the system is due, in part, to a larger than average group of dentists who were at or beyond “normal” retirement age and took advantage of a good economy to exit the system subsequent to a major recession several years prior. Interestingly, 2016 saw an unusually large number of dentists (17) who became “inactive”.

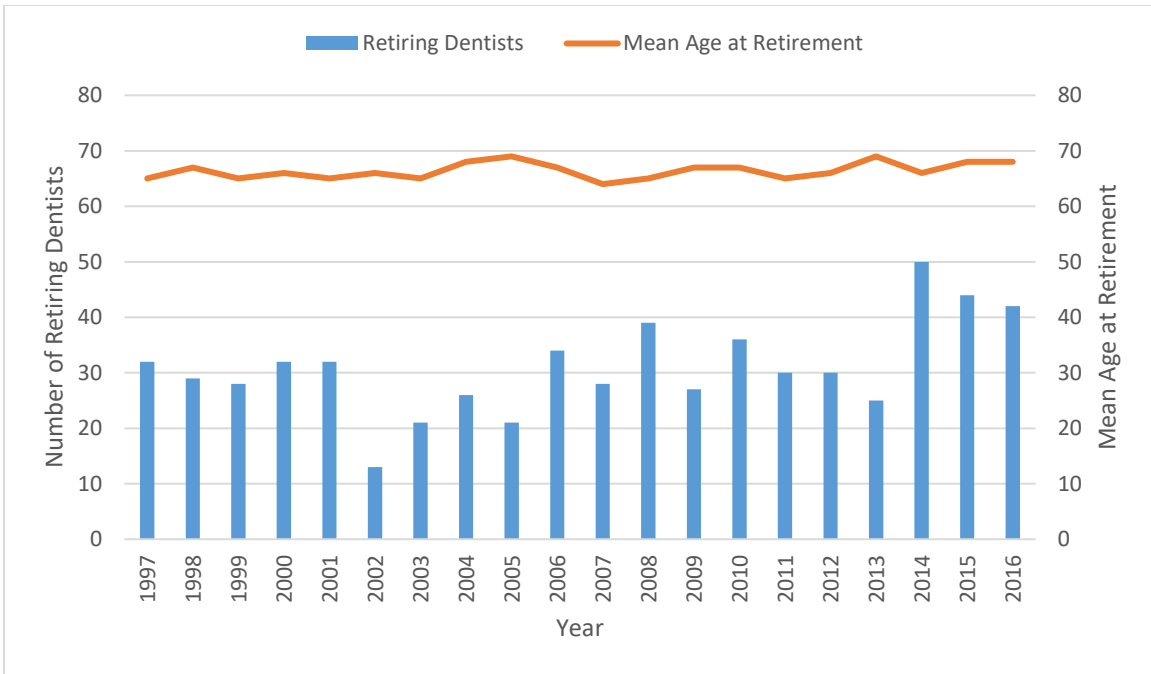


Figure 24. Number of retiring Iowa dentists and mean age at retirement, 1997-2016

The number of retirees varied throughout the 20 years. The lowest number was 13 in 2002, which immediately followed the dot-com economic bubble. The greatest number of retirees in one year was 51 in 2014, including several University of Iowa faculty who received an early retirement incentive package.

Historically, dentists generally retire from the profession during their 60s. The range during this time period was from a low of 64 years in 2007 to a high of 69 years in 2005.

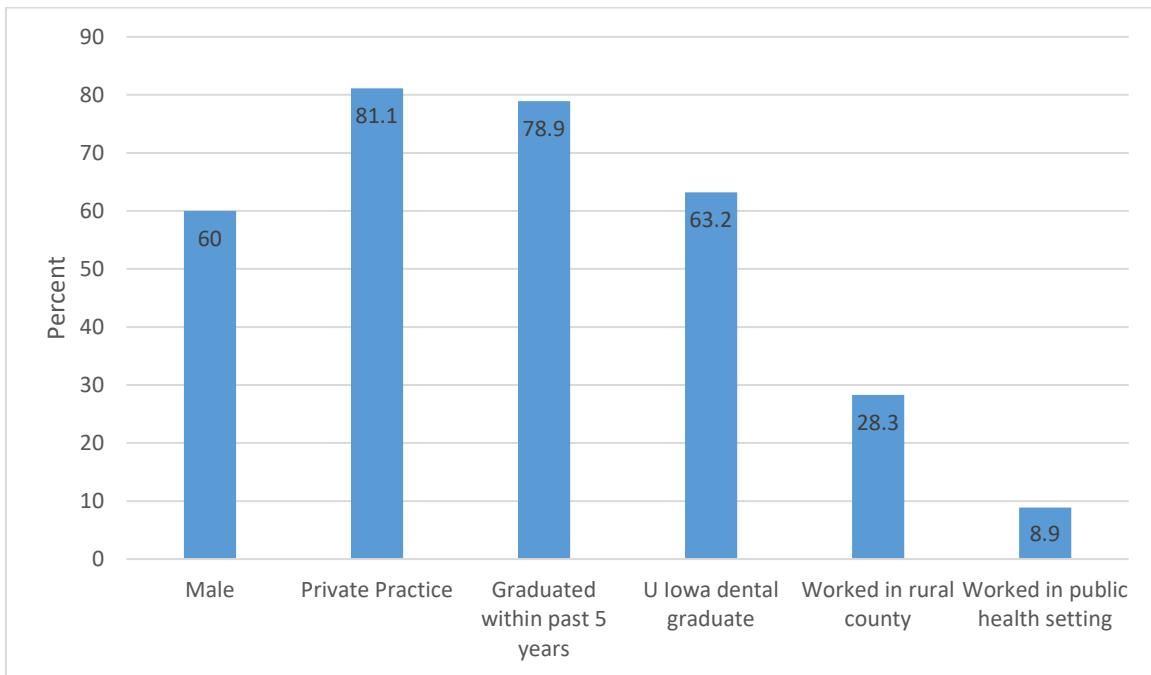


Figure 25. Characteristics of dentists entering (inflow) Iowa workforce, 1997-2016 (N=1,192)

Males made up 60% of the active new dentists in the state during this time period. This is a considerable drop from 1997, when new active dentists were overwhelmingly male.

The overall rate of private practitioners in the state was approximately 10 percentage points higher than the rate of private practice among new active dentists entering the workforce. Nearly 9% of new active dentists worked in a public health setting during their initial year.

Not surprisingly, nearly 80% of new active dentists graduated within the previous 5 years.

Sixty-three percent of new active dentists are University of Iowa College of Dentistry graduates. This rate is lower than the overall rate for all active practitioners. One possible reason for this lower rate may be that graduates from other dental schools who initially practice in Iowa may leave the state within a relatively short time. This finding requires further analysis.

Nearly three-quarters of new active dentists are working in urban counties. If these new dentists remain in urban settings for the duration of their practicing years, it will not bode well for dentist availability in rural areas of the state.

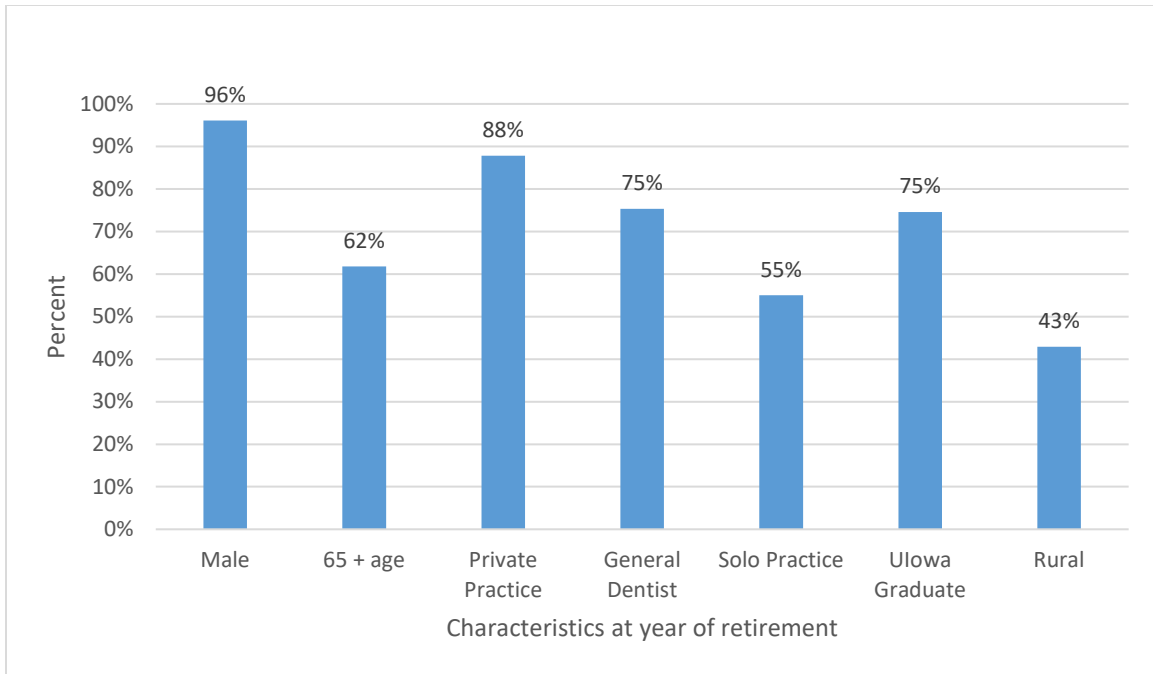
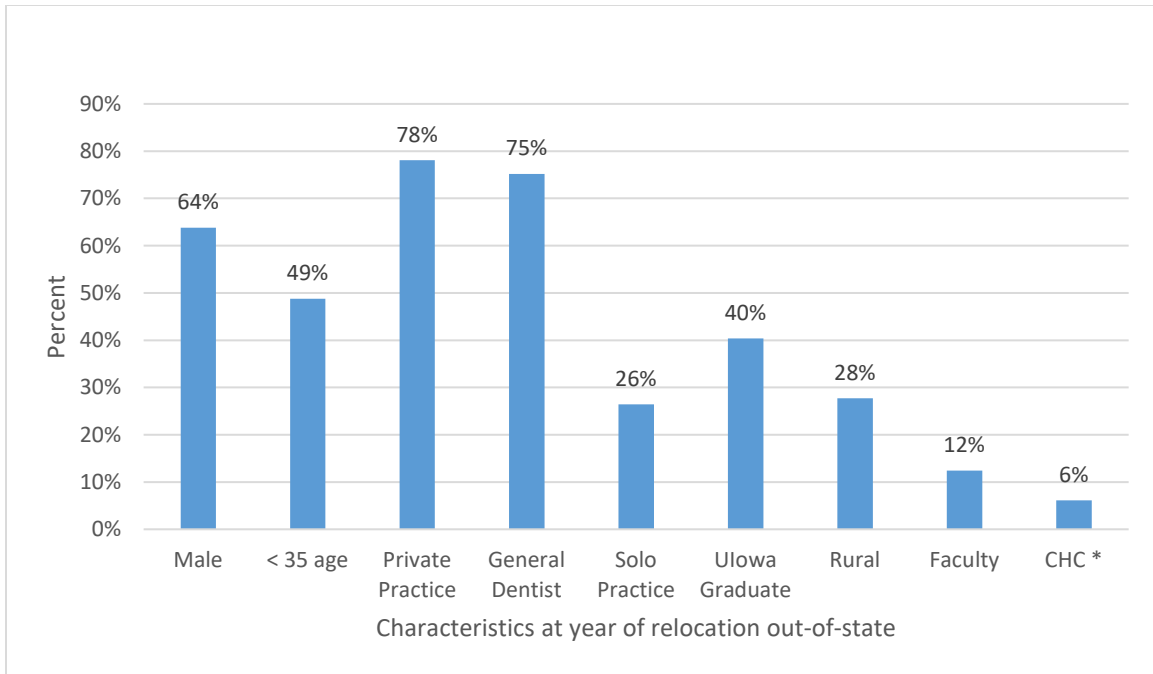


Figure 26. Characteristics of Iowa dentist retirees, 1997-2016 (N=615)

Since dental graduates from the 1960s through the 1980s were almost exclusively males, it is not surprising that 96% of retirees during this 20-year period were also males. The percentages for all the other categories are also fairly reflective of the working population.



* CHC: Community Health Center

Figure 27. Characteristics of Iowa dentists who relocated to another state, 1997-2016 (N=379)

The decision to relocate to another state is based on several variables, including personal, family, and professional issues. We provide these percentages, without interpretation, so that others might consider which, if any, of these characteristics are worthy of further analyses for studying dentist retention.