

Michigan Department of Community Health

Survey of Dentists

Survey Findings 2010

INTRODUCTION

In fall 2010, the Michigan Department of Community Health (MDCH) conducted the fifth annual survey of licensed dentists to gather information about their employment characteristics, education, work environment, practice capacity, volunteer hours, and knowledge of the Michigan Automated Prescription System and Public Act 161.

The MDCH contracted with Public Sector Consultants Inc. (PSC) for development, implementation, and analysis of the survey of dentists. The survey was designed in collaboration with the MDCH and the Michigan Dental Association. Survey questions and response frequencies are provided in the Appendix, along with comparison figures for the 2009, 2008, 2007, and 2006 surveys, where applicable.

As of January 2010, a total of 7,519 dentists were licensed in Michigan. All dentists are required to renew their license every three years from the first year of licensure, thus dividing the universe of dentists into three cohorts of roughly equal size. The sample for this survey was drawn from the Michigan licensure files maintained by the MDCH. In 2010, about 2,561 dentists were eligible for renewal and received a copy of the survey with their license renewal form. The survey was also available to dentists completing their license renewal online.

Of the 2,363 dentists who renewed their license, 1,051 responded to the survey either online or by return mail, for a response rate of 44 percent and a margin of error of ± 2.8 percent with 95 percent confidence.¹ The 1,051 returned surveys (paper and Web surveys) include fully and partially completed surveys (i.e., those with information missing for one or more variables); for this reason sample size for individual questions will differ and the margin of error may change slightly depending upon the amount of missing data for that particular item.

While the results of the 2010 survey of dentists are generally consistent with those of the 2006, 2007, 2008, and 2009 surveys, differences in the data that fall outside the margin of error are noted. Survey findings are presented below.

EMPLOYMENT CHARACTERISTICS

- About 86 percent of respondents are “active” dentists in Michigan—that is, they are working as a dentist in Michigan (see Exhibit 1). *Unless otherwise noted, data presented in this report are for active, licensed dentists working in Michigan.*
 - Among active Michigan dentists, 97 percent provide patient care services and 3 percent spend no time in patient care.
- About 10 percent of dentists licensed in Michigan are working as a dentist, but not in Michigan.
- Only 4 percent of licensed dentists are not working as a dentist.

¹ For example, if the answer to a survey question is 60 percent “Yes,” the margin of error and confidence level mean that if this question were asked 100 times, in 95 occurrences the answer of the entire universe of possible respondents would be between 57.2 percent and 62.8 percent (i.e., the ± 2.8 percent margin of error).

EXHIBIT 1
Employment Characteristics of Dentists, 2010

	Percentage of all dentists	Percentage of active dentists in Michigan
Providing patient care services in Michigan	84%	97%
Working as a dentist in Michigan, but no time in patient care	2	3
Working as a dentist but not in Michigan	10	NA
Not working as a dentist	4	NA

SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

NOTE: NA = Not applicable.

PRACTICE CHARACTERISTICS

On average, active dentists in Michigan who provide patient care spend 31 hours per week practicing dentistry. A large majority of active Michigan dentists (87 percent) spend most of their professional time practicing general dentistry (see Exhibit 2). This is higher than in 2006, when 78 percent of active dentists reported spending most of their time practicing general dentistry. Small minorities spend most of their professional time in other dental specialties, with the largest proportion of these (4 percent) in orthodontics.

EXHIBIT 2
Primary Dental Specialties, 2010

	Percentage of active dentists in Michigan
General dentistry	87%
Orthodontics	4
Oral and maxillofacial surgery	2
Endodontics	2
Pediatric dentistry	2
Periodontics	2
Prosthodontics	1
Dental public health	1

SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

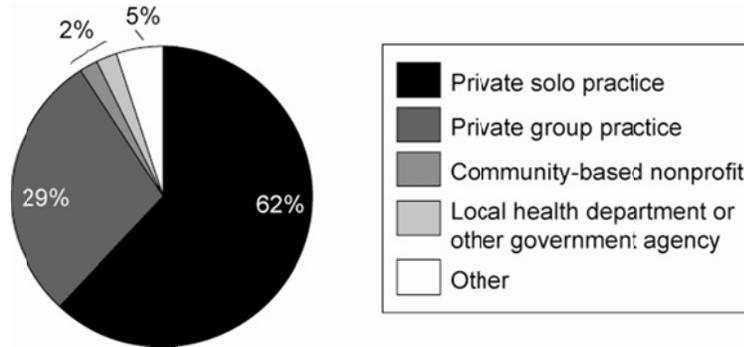
NOTE: Percentages may not equal 100 percent due to rounding.

The setting for the primary practice of almost two out of three dentists (62 percent) is a private solo practice (see Exhibit 3). About 29 percent of active dentists practice primarily in a private group setting. In 2006, 55 percent of active dentists reported practicing in a private solo practice while 35 percent practiced in a private group practice.

Two percent of active dentists practice primarily in a community-based nonprofit and another 2 percent have a primary practice site in a local health department or other government agency. About 5 percent have a primary practice site in another setting.

EXHIBIT 3

Primary Practice Settings of Active Dentists in Michigan, 2010

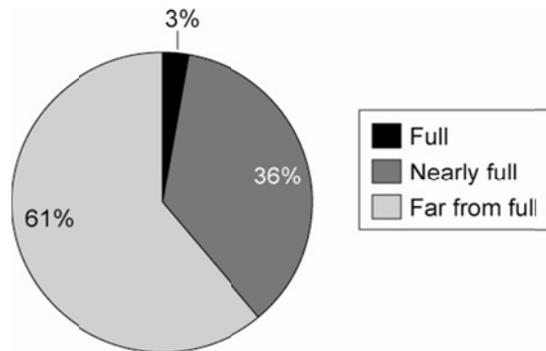


SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

Only 3 percent of dentists who provide patient care say that their practice is full and they cannot accept any new or additional patients (see Exhibit 4). One-third (36 percent) say their practice is nearly full and they can accept a few new patients. Almost 61 percent say their practice is far from full and they can accept many new patients.

EXHIBIT 4

Practice Capacity of Dentists Providing Patient Care in Michigan, 2010



SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

PATIENT CHARACTERISTICS

Young Children

About 82 percent of dentists who provide patient care accept children aged three or younger for routine dental care. Nearly one-fourth (24 percent) accept children as young as age one, compared to 15 percent of dentists *within the same license renewal cohort* in 2007. Data for the license renewal cohort surveyed in 2006 and 2009 also showed an increase in the percentage of dentists who reported accepting children as young as age one into their practice (15 percent in 2006 compared to 20 percent in 2009). The increases in both of these cohorts may indicate a trend toward greater acceptance of very young children for routine dental care.

In 2010, 19 percent of dentists report accepting children beginning at age two, and 39 percent accept children starting at age three.

Patients with Special Needs

Among dentists who provide patient care, in a typical month:

- About 69 percent provide care for children with developmental disabilities. Sixty-three percent say between 1 and 5 percent of their patients are children with developmental disabilities; 2 percent say these children make up more than 10 percent of their patients (see Exhibit 5).
- About 73 percent provide care for adults with developmental disabilities. Sixty-eight percent say between 1 and 5 percent of their patients are adults with developmental disabilities; about 2 percent report that these adults make up more than 10 percent of their patients.
- Approximately 53 percent provide care for nursing home residents. Forty-seven percent say between 1 and 5 percent of their patients are nursing home residents; 2 percent say nursing home residents make up more than 10 percent of their patients.

EXHIBIT 5
Patient Characteristics of Dentists Providing Patient Care, 2010

Percentage of patients in a typical month	0%	1–5%	6–10%	11–20%	More than 20%
Patients with special needs					
Children with developmental disabilities	31%	63%	4%	1%	1%
Adults with developmental disabilities	27	68	4	1	1
Nursing home residents	47	47	5	1	1
Children					
Children insured by Medicaid or MICHild	43	34	8	5	10
Children paying on a sliding fee scale	83	11	3	2	1
Uninsured children	11	34	25	18	13
Adults					
Adults covered by Medicaid	84	9	3	1	4
Adults paying on a sliding fee scale	81	11	3	3	2
Uninsured adults	7	15	21	30	28

SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

NOTE: Percentages may not equal 100 percent due to rounding.

Medicaid, Publicly Funded, and Uninsured Patients

Slightly more than one in ten dentists who provide patient care services (12 percent) are accepting new Medicaid patients; 46 percent are accepting new Healthy Kids Dental patients; and one-fourth are accepting new patients from other publicly funded programs. Of dentists who responded to the survey in 2009, 38 percent indicated they were accepting new Healthy Kids Dental patients, and 17 percent were accepting new patients from other publicly funded programs.

Children

In a typical month:

- More than half of dentists who provide patient care services (57 percent) provide care to children covered by Medicaid or MICHild (see Exhibit 5), compared to 52 percent in 2009.
 - Of these, 60 percent report that between 1 and 5 percent of their patients are children covered by Medicaid or MICHild; a fourth (26 percent) say that these children make up more than 10 percent of their patients.
- About one-sixth (17 percent) of dentists providing patient care services provide care to children paying on a sliding fee scale.
 - Of these, 64 percent say that between 1 and 5 percent of their patients are children paying on a sliding fee scale; about a one-fifth (19 percent) say that these children make up more than 10 percent of their patients.
- Nearly 9 out of 10 dentists who provide patient care (89 percent) provide care to uninsured children.
 - Thirty-eight percent of these say that between 1 and 5 percent of their patients are uninsured children; another third (35 percent) report that these children make up more than 10 percent of their patients.

Adults

In a typical month:

- Approximately 16 percent of dentists who provide patient care provide care to adults covered by Medicaid (see Exhibit 5).
 - Of these, 53 percent say that between 1 and 5 percent of their patients are adults covered by Medicaid; 31 percent indicate that these adults make up more than 10 percent of their patients.
- About one-fifth of dentists (20 percent) providing patient care provide care to adults paying on a sliding fee scale.
 - Of these, more than half (58 percent) say that between 1 and 5 percent of their patients are adult patients who are paying on a sliding fee scale. About one-fourth (26 percent) indicate that these adults make up more than 10 percent of their patients.
- A majority of dentists who provide patient care (93 percent) provide care to uninsured adults.
 - Of these, about 16 percent say that between 1 and 5 percent of their patients are uninsured adults. More than half (61 percent) say that these adults make up more than 10 percent of their patients.

PROFESSIONAL ACTIVITIES

One-fourth of active dentists report being involved in private practice administration (see Exhibit 6). Twelve percent are involved in teaching. Another 3 percent are involved in research; 3 percent in administration in a dental school, hospital, health plan, or nursing home; and 2 percent in emergency room care. While these figures are similar to those found in previous years, the percentage of active dentists who report teaching or participating in research is lower than the percentage who reported doing so in 2006. In 2006, 19 percent were involved in teaching and 9 percent participated in research.

EXHIBIT 6
Professional Activities of Active Dentists, 2010

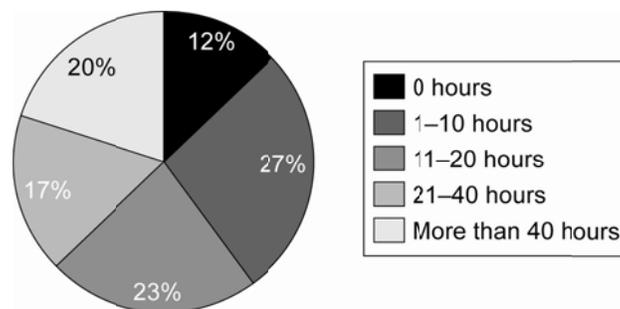
	Percentage of active dentists in Michigan
Administration in private practice	25%
Teaching	12
Research	3
Administration in dental school, hospital, health plan, or nursing home	3
Emergency room care	2

SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

In 2009, a new question was added to the survey to assess the extent to which dentists provide dental care for which they receive no payment or reimbursement, either inside their own practice or through volunteer activities in which they see patients outside their practice. In 2010, 12 percent of active dentists report that they do not provide any direct patient care for which they receive no payment or reimbursement in a year (see Exhibit 7). Approximately 87 percent of active dentists report providing dental care for which they receive no payment:

- Twenty-seven percent provide from 1 to 10 hours of unreimbursed or unpaid care in a year
- Twenty-three percent provide between 11 and 20 hours of this type of care
- Seventeen percent provide between 21 and 40 hours of volunteer care
- One-fifth provide more than 40 hours of direct patient care for which they receive no payment or reimbursement in a year

EXHIBIT 7
Hours of Care Provided by Active Dentists for Which They Receive No Payment or Reimbursement, 2010

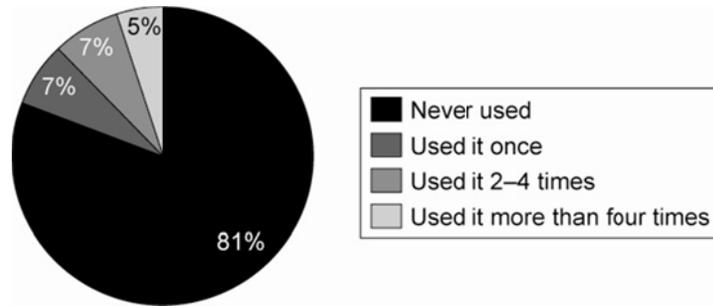


SOURCE: Michigan Department of Community Health Survey of Dentists 2010.
NOTE: Percentages may not equal 100 percent due to rounding.

DISPENSING OF CONTROLLED SUBSTANCES

The Michigan Automated Prescription System (MAPS) is available to dentists to track when and where controlled substances have been dispensed to their patients. About 58 percent of active dentists indicate that they are aware of MAPS. Only 19 percent say they have ever used MAPS; about 5 percent have used it more than four times (see Exhibit 8).

EXHIBIT 8
Use of the Michigan Automated Prescription System
among Dentists Providing Patient Care, 2010

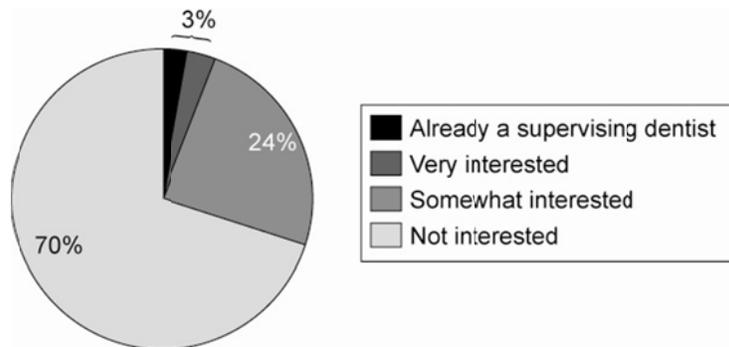


SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

PUBLIC ACT 161

Public Act 161 is a law passed in 2005 that authorizes a collaborative practice in which registered dental hygienists provide preventive oral health care to underserved populations with the supervision of a dentist. About 57 percent of active dentists responding to the survey in 2010 indicate that they are aware of PA 161. Seventy percent of active dentists responding to the survey in 2010 say they are not interested in supervising a dental hygienist through a collaborative practice authorized by PA 161 (see Exhibit 9). More than a quarter, however, are either somewhat (24 percent) or very (3 percent) interested, and 3 percent are already a supervising dentist in a PA 161-authorized collaborative practice.

EXHIBIT 9
Interest Among Active Dentists in Supervising a Dental Hygienist
Through a PA 161 Collaborative Practice, 2010



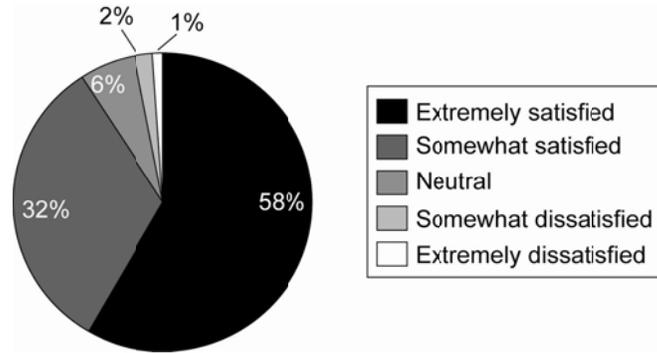
SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

PROFESSIONAL SATISFACTION

When asked to rate their overall professional satisfaction as a dentist, 90 percent of active dentists say they are extremely satisfied (58 percent) or somewhat satisfied (32 percent). (See Exhibit 10.)

EXHIBIT 10

Professional Satisfaction of Active Dentists in Michigan, 2010



SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

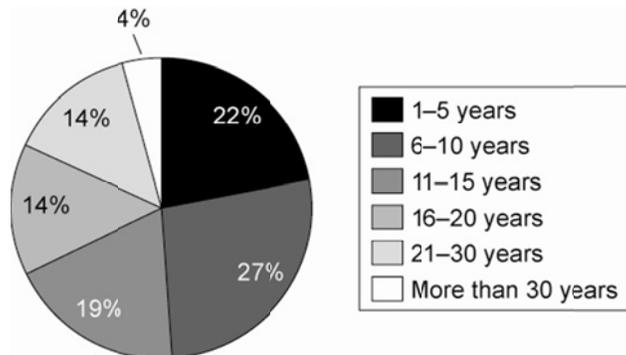
NOTE: Percentages may not equal 100 percent due to rounding.

PLANS TO CONTINUE PRACTICE

Nearly half (49 percent) of active dentists plan to practice dentistry for one to ten more years (see Exhibit 11).

EXHIBIT 11

Plans of Active Dentists in Michigan to Continue Practicing, 2010



SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

- Approximately 14 percent of active dentists plan to either retire (7 percent) or reduce patient care hours (7 percent) in the next three years (see Exhibit 12).
- Nearly nine out of 10 (88 percent) active dentists plan to either maintain their practice as is (69 percent) or increase patient care hours (19 percent) in the next three years. In 2007, *which represents the same license renewal cohort*, 14 percent of active dentists said they planned to increase patient care hours.
- Four percent of active dentists plan to move their practice in the next three years to another Michigan location (3 percent) or out of state (1 percent).

EXHIBIT 12

Practice Plans of Dentists for the Next Three Years, 2010

	Percentage of active dentists in Michigan
Maintain practice as is	69%
Increase patient care hours	19
Reduce patient care hours	7
Move practice to another Michigan location	3
Move practice out of state	1
Retire	7

SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

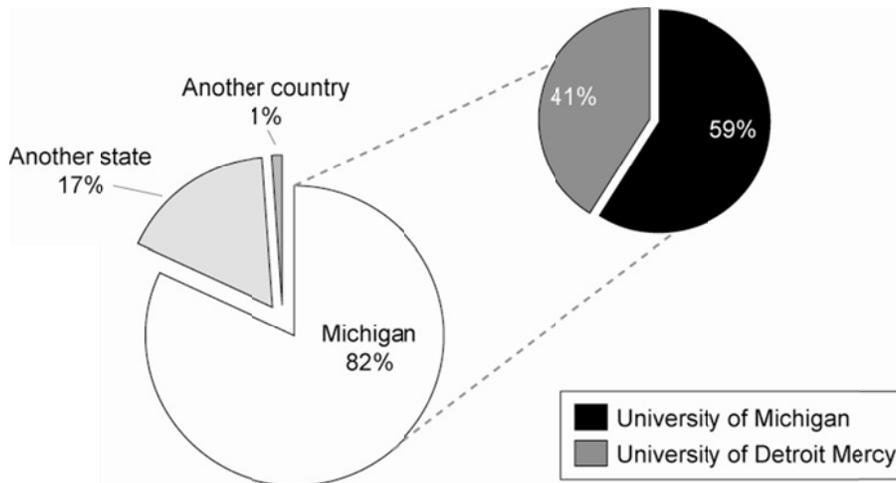
NOTE: Percentages equal more than 100 percent because dentists were asked to mark all that apply.

EDUCATION

Four out of five active dentists in Michigan (82 percent) attended dental school in Michigan; 17 percent attended dental school in another state; and 1 percent in another country (see Exhibit 13). Of those who received their dental degree in Michigan, 59 percent attended the University of Michigan and 41 percent attended University of Detroit Mercy.

EXHIBIT 13

Education Background of Active Dentists in Michigan, 2010



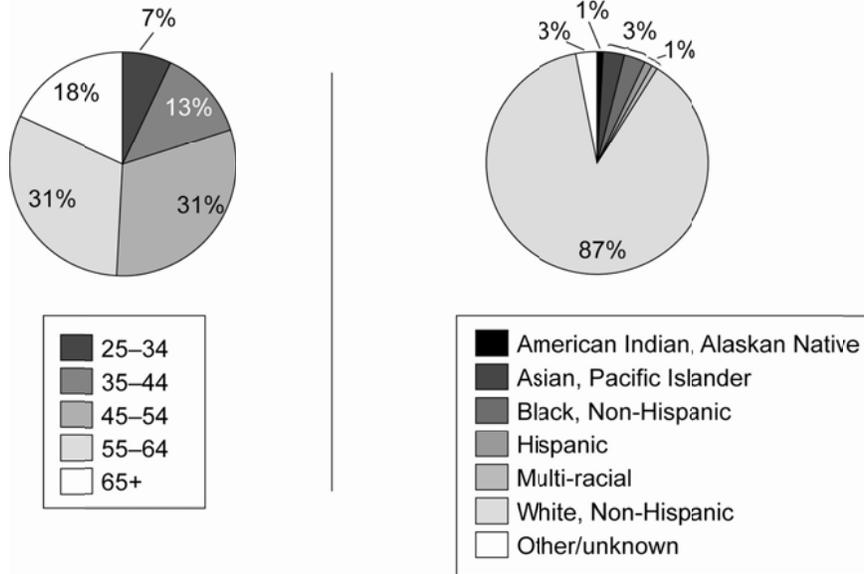
SOURCE: Michigan Department of Community Health Survey of Dentists 2010.

GENDER, AGE, RACE, AND ETHNICITY

Most active dentists in Michigan (80 percent) are male; 20 percent are female. Only 20 percent of active dentists responding to the survey are aged 44 or younger, while almost half (49 percent) of active dentists are aged 55 or older. A preponderance of active dentists (87 percent) are white, 3 percent are Asian or Pacific Islander, 3 percent are African American, 1 percent are Hispanic, 1 percent are multiracial, and 1 percent are American Indian/Alaskan Native (see Exhibit 16).

EXHIBIT 14

Age and Race/Ethnicity of Active Dentists in Michigan, 2010



SOURCE: Michigan Department of Community Health Survey of Dentists 2010.
NOTE: Percentages may not equal 100 percent due to rounding.

Appendix

Survey Instrument and Response Frequencies[†] (N=1,051)

1. In what year were you born?

	2006	2007	2008	2009	2010
18–24	0.4%	0%	0%	0%	0.0%
25–34	13.4	6.9	9.7	8.6	7.3
35–44	17.0	17.2	15.7	12.6	12.7
45–54	32.6	29.2	30.1	29.7	31.1
55–64	23.6	32.2	29.1	33.5	31.2
65+	13.0	14.5	14.1	15.5	17.7

2. What is your current employment status? (Mark **one**)

	Percentage of all dentists					Percentage of active dentists in Michigan only				
	2006	2007	2008	2009	2010	2006	2007	2008	2009	2010
a. Providing patient care services in Michigan	79.0%	81.9%	81.9%	83.4%	84.0%	96.6%	97.4%	97.8%	97.3%	97.4%
b. Working as a dentist in Michigan, but no time in patient care	2.8	2.2	1.9	2.4	2.3	3.3	2.6	2.2	2.7	2.6
c. Working as a dentist but not in Michigan	14.1	12.2	12.6	10.1	10.2	NA	NA	NA	NA	NA
d. Not working as a dentist	4.1	3.8	3.6	4.1	3.5	NA	NA	NA	NA	NA

3. In which practice specialty do you spend most of your professional time? (Mark **one**)

	2006	2007	2008	2009	2010
a. General dentistry	78.1%	82.5%	83.1%	85.3%	86.8%
b. Endodontics	3.2	2.5	2.0	1.8	1.9
c. Oral & maxillofacial surgery	4.3	2.8	2.2	2.5	1.6
d. Orthodontics	6.1	5.5	5.5	5.8	4.4
e. Pediatric dentistry	2.2	1.6	2.2	1.8	1.8
f. Periodontics	2.3	2.2	1.9	1.4	1.7
g. Prosthodontics	3.0	1.5	2.5	1.1	0.8
h. Dental public health	0.7	1.3	0.6	0.2	1.1

[†] Unless otherwise noted, all frequencies are for the dentists who indicated they are “active,” working as a dentist in Michigan. NA = Not applicable.

4. Are you involved in any of the following professional activities? (Mark **all** that apply)

	2006	2007	2008	2009	2010
a. Research	9.4%	4.0%	4.3%	4.3%	3.1%
b. Teaching	19.1	11.6	11.9	10.9	11.7
c. Administration in private practice	28.7	23.5	23.5	26.3	25.2
d. Administration in dental school, hospital, health plan, or nursing home	4.8	3.5	1.9	3.3	2.5
e. Emergency room care	3.2	2.5	2.6	2.4	2.1

5. What is the youngest age at which you will accept a patient for routine dental care?

Age of patient	Percentage of dentists who provide patient care				
	2006	2007	2008	2009	2010
1	15.4%	15.1%	17.7%	19.7%	23.6%
2	17.4	20.6	20.7	21.5	19.1
3	41.0	41.5	41.6	37.8	39.2
4	8.1	6.4	5.6	7.7	5.9
5	3.6	5.7	3.1	3.3	4.0
6	4.0	2.9	3.5	2.5	2.6
7	2.8	3.0	1.9	2.1	1.2
8	1.2	0.5	1.2	1.0	1.2
9	0.4	0.1	0.1	0.4	0.0
10	1.6	1.1	1.0	0.7	1.1
11	0.2	0.0	0.0	0.0	0.0
12	1.0	0.8	1.5	1.2	0.1
13	0.4	0.1	0.1	0.1	0.2
14	0.8	0.5	0.5	0.2	0.1
15	0.0	0.1	0.1	0.1	0.1
16	0.6	0.1	0.5	0.4	0.5
17	0.0	0.1	0.1	0.0	0.1
18	1.6	1.3	0.7	1.1	1.1

6. What is the setting of your primary practice?

	2006	2007	2008	2009	2010
a. Private solo practice	55.4%	63.2%	61.5%	65.5%	61.9%
b. Private group practice	34.8	27.1	30.1	27.5	28.9
c. Community-based nonprofit	0.7	2.1	1.7	1.6	2.4
d. Local health department or other government agency	1.7	2.6	2.2	1.3	2.2
e. Other	7.4	5.0	4.2	4.1	4.6

7. What is the ZIP Code of your primary practice? _____

8. What best describes your patient care practice capacity?*

Practice capacity	Percentage of dentists who provide patient care	
	2009	2010
a. My practice is full: I cannot accept any new/additional patients	3.2%	3.0%
b. My practice is nearly full; I can accept a few new patients	38.9	36.3
c. My practice is far from full; I can accept many new patients	57.9	60.7

*This question was asked for the first time in 2009.

9. In a typical month, what percentage of your patients are...*

Patient characteristics	Percentage of dentists who provide patient care									
	0%		1-5%		6-10%		11-20%		More than 20%	
	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010
a. Children insured by Medicaid or MICHild	48.4%	42.8%	34.2%	34.2%	7.6%	7.9%	4.3%	5.4%	5.6%	9.6%
b. Adults covered by Medicaid	83.8	83.8	10.0	8.5	2.1	2.6	1.2	1.0	2.9	4.1
c. Children paying on a sliding fee scale	83.7	83.1	12.2	10.8	2.2	2.9	1.2	2.0	0.7	1.2
d. Adults paying on a sliding fee scale	82.3	80.6	11.3	11.3	3.9	3.2	1.4	2.6	1.1	2.4
e. Uninsured children	12.0	10.9	32.1	33.8	25.8	24.5	16.8	17.6	13.3	13.3
f. Uninsured adults	7.0	6.8	13.3	15.2	26.4	20.9	27.1	29.5	26.2	27.7
g. Nursing home residents	48.5	46.8	45.5	46.8	4.4	4.6	1.1	0.6	0.5	1.1
h. Children with developmental disabilities	28.6	31.0	66.0	63.4	3.9	3.7	1.1	1.2	0.5	0.6
i. Adults with developmental disabilities	25.8	26.8	69.5	68.0	3.7	3.6	<0.3	1.0	0.7	0.6

*This question was asked for the first time in 2009.

10. Are you currently... (Mark **all** that apply)*

	Percentage of dentists who provide patient care	
	2009	2010
a. Accepting new Medicaid (non-Healthy Kids) patients?	9.8%	12.3%
b. Accepting new Healthy Kids patients?	37.7	45.6
c. Accepting new patients from other publicly funded programs?	17.1	24.5

* This question was changed in 2009. Frequencies from previous years cannot be compared to responses to the current survey.

11. On average, how many hours per week do you practice dentistry?

	2006	2007	2008	2009	2010
Mean in hours	31.03	32.32	31.69	31.75	31.37

12. About how many hours of direct patient care for which you receive no payment/reimbursement do you deliver in a year? This would include caring for patients inside your own practice and volunteer activities in which you see patients outside your own practice.*

	2009	2010
a. 0 hours	11.0%	12.0%
b. 1–10 hours	27.4	27.3
c. 11–20 hours	22.1	23.4
d. 21–40 hours	19.8	17.3
e. More than 40 hours	19.7	20.0

*This question was asked for the first time in 2009.

13. Are you aware of the Michigan Automated Prescription System (MAPS), which is available to dentists to track when and where controlled substances have been dispensed to their patients?*

	2009	2010
a. Yes	60.3%	57.5%
b. No	39.7	42.5

*This question was asked for the first time in 2009.

14. How would you describe your use of MAPS?*

	2009	2010
a. I have never used it	83.1%	81.0%
b. I have used it once	6.3	7.3
c. I have used it 2–4 times	7.2	7.2
d. I have used it more than four times	3.4	4.5

*This question was asked for the first time in 2009.

15. Are you aware of Public Act 161, a law passed in 2005 that authorizes a collaborative practice in which registered dental hygienists provide preventive oral health care to underserved populations with the supervision of a dentist?*

	2009	2010
a. Yes	60.5%	56.5%
b. No	39.5	43.5

*This question was asked for the first time in 2009.

16. How interested are you in supervising a dental hygienist through a collaborative practice authorized by PA 161?*

	2009	2010
a. I am already a supervising dentist	2.0%	2.9%
b. I am very interested	4.0	3.0
c. I am somewhat interested	21.5	23.9
d. I am not interested	72.5	70.2

*This question was asked for the first time in 2009.

17. A. Where did you attend dental school?

	2006	2007	2008	2009	2010
a. Michigan	82.2%	79.9%	81.0%	80.4%	82.3%
b. Another state	15.2	18.4	17.5	18.6	17.0
c. Another country	2.6	1.7	1.3	1.0	0.7

B. If Michigan, please specify the school

	2006	2007	2008	2009	2010
a. University of Michigan	55.0%	58.4%	57.9%	59.2%	58.8%
b. University of Detroit Mercy	45.0	41.6	40.0	40.8	41.2

18. How much longer do you plan to practice dentistry?

	2006	2007	2008	2009	2010
a. 1–5 years	19.0%	22.2%	21.2%	21.7%	21.9%
b. 6–10 years	24.1	24.3	26.9	26.4	27.1
c. 11–15 years	19.6	19.4	18.4	17.9	19.3
d. 16–20 years	15.3	17.5	15.0	17.1	13.5
e. 21–30 years	15.5	12.6	14.0	11.6	13.9
f. More than 30 years	6.5	4.0	4.1	5.4	4.3

19. Overall, how would you rate your professional satisfaction as a dentist?

	2006	2007	2008	2009	2010
a. Extremely satisfied	62.5%	60.1%	59.5%	62.7%	58.4%
b. Somewhat satisfied	29.3	31.6	32.3	30.9	32.2
c. Neutral	5.4	4.8	5.1	5.0	6.2
d. Somewhat dissatisfied	2.4	2.9	2.3	1.2	2.4
e. Extremely dissatisfied	0.4	0.7	0.7	0.2	0.9

20. In the next three years, I plan to... (Mark **all** that apply)

	2006	2007	2008	2009	2010
a. Maintain practice as is	67.4%	71.5%	72.4%	71.6%	68.8%
b. Increase patient care hours	15.7	13.5	10.1	16.8	18.9
c. Reduce patient care hours	6.8	9.3	8.9	5.3	6.6
d. Move practice to another Michigan location	6.6	4.5	3.3	3.1	2.6
e. Move practice out of state	2.3	1.3	2.1	1.7	1.2
f. Retire	7.1	8.2	8.4	8.1	7.3

21. What is your race/ethnicity? (Mark **one**)

	2006	2007	2008	2009	2010
a. American Indian, Alaskan Native	1.3%	0.6%	0.4%	0.5%	0.5%
b. Asian, Pacific Islander	6.1	4.1	5.1	3.3	3.2
c. Black, Non-Hispanic	1.7	5.4	2.9	2.5	3.3
d. Hispanic	1.5	1.3	0.7	1.0	1.4
e. Multi-racial	1.1	1.0	0.7	0.9	1.4
f. White, Non-Hispanic	85.3	85.2	88.2	89.5	87.2
g. Other/unknown	2.9	2.5	1.7	2.3	3.0

22. What is your gender?

	2006	2007	2008	2009	2010
a. Male	80.5%	80.7%	79.8%	82.6%	80.4%
b. Female	19.5	19.3	19.8	17.4	19.6