

AMERICAN DENTAL EDUCATION ASSOCIATION



ADEA Survey of Allied Dental Program Directors, 2016 Summary and Results

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Introduction

The American Dental Education Association (ADEA) serves its members, in part, by collecting and sharing information to help make them aware of and better understand trends in dental education. That includes this survey, which we originally launched in 2009–2010, and have administered biennially since then.

As with prior versions, the 2016 ADEA Survey of Allied Dental Program Directors has been revised to better reflect the changing dynamics of allied dental education, as well as the feedback we've received from program directors. Among other information, the survey collected data on:

- Faculty demographics
- Faculty contract and salary information
- Lost and vacant faculty positions

Origin of the Survey of Allied Dental Program Directors

ADEA launched the survey—then called the “Survey of Allied Dental Faculty”—in 2009–10, with the goal of providing national demographic data to the allied dental education community, such as age, salaries and position vacancies.

Methodology

This year, we reached out to the program directors of the 590 accredited allied dental programs in the United States, both ADEA members and non-members, representing programs in dental hygiene, dental assisting, and dental laboratory technology. Our overall response rate was 62.4%. The response rate was similar across all major subgroups (see Table 1).

As in 2014, we collected data mostly at the aggregate level, rather than at the individual faculty member level. This is easier for program directors to provide, making the survey more user friendly. However this differs from our collections in 2009–2010 and 2011–2012, both of which collected detailed data on faculty at the individual level—and consequently suffered from much lower response rates.

The tables in this report show data for all three program types, while also showing aggregate data for all programs. The notation “(N=)” signifies the number of programs that responded to a given question. The “Count” columns provide break-outs of program numbers by subgroups or classifications.

Unless otherwise specified, all tables refer to the 2015–16 academic year. In this summary, references to the [2014 survey](#) are provided whenever methodologically appropriate.

Table 1: Response Rates to the 2016 Survey of Allied Dental Program Directors

	Sample	Respondents	%
Overall	590	368	62.4%
Members	253	173	68.4%
Non-Members	337	195	57.9%
Dental Assisting	257	155	60.3%
Dental Hygiene	317	203	64.0%
Dental Laboratory Technology	16	10	62.5%

Key Findings

Program Information

Tables 1–7 present information on institutional setting and type, how institutions define full- vs. part-time status, and student and faculty numbers and ratios.

Key findings:

- The majority of allied dental education programs reported being located in community college/technical college institutional settings (79.3%), and identified as being located in public institutions (88.9%) (*Tables 1 and 2*). This is similar to 2014 (*2014: Tables 1 and 2*).
- Respondents reported 13,779 students in allied dental education programs, the majority of which (70.4%) are in dental hygiene programs (*Table 5*). Similarly, respondents indicated that 70.2% of allied students were enrolled in dental hygiene programs in 2014 (*2014: Table 20*).
- Respondents reported 3,667 faculty associated with allied dental education programs, the majority of which (79.8%) are in dental hygiene programs (*Table 6*). Similarly, respondents indicated that 71.7% of allied faculty were affiliated with dental hygiene programs in 2014 (*2014: Table 20*).
- The average ratio of students to full-time faculty across allied dental programs is 9:1, while the ratio of students to both full- and part-time faculty is 4:1 (*Table 7*), similar to 2014 (*2014: Table 20*).

Faculty Demographics

Tables 8–16 present information on faculty demographics.

Key findings:

- The majority of all positions are part-time (59.8%) and held by women (85.5%) (*Table 8*), which is comparable to 2014 (*2014: Table 21*).
- The majority of faculty are white (84.5%), followed by Hispanic or Latino (5.2%) and Black or African-American (4.7%) (*Table 11*), comparable to 2014 (*2014: Table 6*).
- The highest degree earned by 38.8% of faculty is a bachelor's degree. This is followed by the percentage with a master's degree (31.5%), and a D.D.S./D.M.D. (15.8%). For 9% of faculty, an associate degree is the highest degree they've achieved; for 3.6% of faculty, a non-D.D.S./D.M.D. doctorate or equivalent is (*Table 13*). This is all comparable to 2014 (*2014: Table 7*).

Program Directors

Tables 17–21 present information on the characteristics of program directors' positions.

Key findings:

- On average, program directors reported devoting 39.2% of their time to administration, followed closely by teaching, at 37.5% (*Table 17*).

- Slightly less than half of program directors (46.2%) reported having 12-month contracts, and more than two thirds (68.9%) reported 36-40 weekly contracted hours (*Tables 19 and 20*).
- 43.4% of program directors reported receiving additional financial compensation for their administrative duties, and 45.9% reported receiving compensation for teaching additional courses (*Table 21*), which is similar to 2014 (*2014: Table 4*).

Faculty Positions

Tables 22–27 present information on the number of faculty by position type, as well as teaching time by adjunct faculty.

Key findings:

- Although 59.2% of dental assisting programs use ranking systems (e.g., Associate and Assistant Professorships), 70.2% of dental hygiene programs and 70.0% of dental laboratory technology programs do not (*Table 22*).
- Among schools that use ranking systems, full Professors compose 16.2% of all faculty. Associate and Assistant Professors compose 17.1% and 2.1%, respectively. Other positions—adjuncts, instructors, and teaching or research associates—make up the remaining 64.5% of positions (*Table 23*).
- The average number of hours typically taught by a single adjunct varies across adjunct types. For clinic adjuncts, the mean is 8.6 hours, while the mean is 5.6 and 5.3 hours, respectively, for lab adjuncts and other adjuncts. (*Table 26*).

Tenure

Tables 28–33 present information on tenure—its prevalence among allied programs, faculty counts by tenure status, and the factors that influence tenure decisions.

Key findings:

- Slightly less than half of all programs—44.7%—offer tenure, while 28.1% offer continuing contracts, and 21.3% offer neither (*Table 28*). This is similar to 2014 (*2014: Table 25*).
- The most commonly cited incentives for tenure include job security (94.2%), paid sabbaticals (51.2%), higher pay (44.2%), and a greater voice in the program and its future (37.7%) (*Table 31*).
- The factors most often considered when awarding tenure include service to school or community (39.1%), teaching (38.5%), research (24.4%), and professional reputation (23.7%) (*Table 32*).

Contracts & Appointments

Tables 34–38 present information on contracts for all faculty, including exclusivity and duration, with break-outs for position type.

Key findings:

- The primary appointment for the majority of full-time faculty was teaching (54.5%), followed by program director (27.1%) and clinic coordinator/director (18.4%) (*Table 38*).
- Among full-time faculty, 32.8% have 12-month contracts, while 28.5% have 9-month contracts, and 21.7% have 10-month contracts (*Table 36*).
- Most programs (61.5%) reported only offering exclusive contracts to faculty. Nonexclusive contracts are available in 27.7% of programs, and these most often result in other appointments within the department or institution (*Tables 34 and 35*).

Faculty Changes

Tables 39–47 present information on how many faculty members were new to programs and how many have left, as well as data on lost and vacant positions, and projections of how many retirements will lead to lost or vacant positions. These tables also include the ratio of total faculty to the total number of lost and vacant positions.

Key 2016 findings:

- The total number of new faculty was 516, with the majority (70.2%) in part-time positions. The total number of faculty who left was 304, with the majority (66.9%) also in part-time positions. This difference shows that programs seem to be growing (*Table 39*).
- The total number of vacant positions was 214, with the majority (56.1%) in part-time positions. The total number of lost positions was 53, with the majority (52.8%) also in part-time positions (*Table 40*).
- There were 14 total faculty members for every vacant position and 57 total faculty members for every lost position (*Table 41*).
- There were 43 estimated retirements for the 2016–17 academic year that will lead to vacant and lost positions, and 415 estimated retirements within the next five academic years that will lead to vacant and lost positions (*Tables 46 and 47*).

Key 2014 findings:

- The total number of new faculty was 823, with the majority (72.3%) in part-time positions. The total number of faculty who left was 430, with the majority (68.4%) also in part-time positions (*2014: Tables 9 and 10*).
- The total number of vacant positions was 223, with the majority (59.6%) in part-time positions. And the total number of lost positions was 41, with the majority (68.3%) also in part-time positions (*2014: Tables 11 and 12*).
- There were 19 total faculty members for every vacant position and 105 total faculty members for every lost position in 2014 (*2014: Table 13*).
- Respondents to the 2014 survey reported there were 95 estimated retirements for the 2014–15 academic year that would lead to vacant and lost positions, and 403 estimated retirements within the next five academic years that would lead to vacant and lost positions (*2014: Tables 14 and 15*).

Salary & Income

Tables 48–53 present information on average salary by primary appointment, program type, school type, region, and contract length. Tables on faculty practice and other duties are also featured.

Key 2016 findings:

- The most common average salary range by primary appointment was \$70,000–\$79,999 for program directors (21.9%), \$50,000–\$59,999 for clinic coordinators/directors (31.6%), and \$50,000–\$59,999 for teaching (30.1%) (*Tables 48, 49, and 50*).
- A comparison of average salaries for program directors by program type revealed that the most common ranges were (*Table 48*):
 - \$50,000–\$59,999 and \$60,000–\$69,999 for dental assisting programs (each 24.8%).
 - \$70,000–\$79,999 for dental hygiene programs (26.2%).
 - \$70,000–\$79,999 for dental laboratory technology programs (44.4%).
- A comparison of average salaries for program directors by region showed that the most common ranges were (*Table 48*):
 - \$70,000–\$79,999 for the Midwest (28.6%).
 - \$80,000–\$89,999 for the Northeast (30.0%).
 - \$60,000–\$69,999 for the South (25.0%).
 - \$100,000 or More for the West (23.2%).
- A comparison of average salaries for clinic coordinators/directors by program type indicated that the most common ranges were (*Table 49*):
 - \$30,000–\$39,999, \$40,000–\$49,999, \$50,000–\$59,999 and \$60,000–\$69,999 for dental assisting programs (each 19.0%).
 - \$50,000–\$59,999 for dental hygiene programs (36.7%).
 - \$60,000–\$69,999 for dental laboratory technology programs (100%).
- A comparison of average salaries for clinic coordinators/directors by region revealed that the most common ranges were (*Table 49*):
 - \$50,000–\$59,999 for the Midwest (29.6%).
 - \$60,000–\$69,999 for the Northeast (27.8%).
 - \$50,000–\$59,999 for the South (44.4%).
 - \$60,000–\$69,999 for the West (34.3%).
- A comparison of average teaching salaries by program type showed that the most common ranges were (*Table 50*):
 - \$50,000–\$59,999 for dental assisting programs (30.8%).
 - \$50,000–\$59,999 for dental hygiene programs (29.5%).
 - \$50,000–\$59,999 and \$70,000–\$79,999 for dental laboratory technology programs (each 33.3%).
- A comparison of average teaching salaries by region indicated that the most common ranges were (*Table 50*):
 - \$50,000–\$59,999 for the Midwest (23.6%).
 - \$40,000–\$49,999 for the Northeast (28.6%).

- \$50,000–\$59,999 for the South (39.6%).
- \$50,000–\$59,999 for the West (27.7%).
- A total of 46.8% of programs indicated that all faculty are eligible for other income (e.g., teaching overload) within the program, and 28.1% of programs indicated that some faculty are eligible. A comparable percentage (74.6%) indicated that some or all faculty are eligible for other income outside the program, but within the institution. 18.7% of programs have faculty practice, most located within the institution (*Tables 51, 52, and 53*).

Key 2014 findings:

- In 2014, by comparison, the most common ranges were \$60,000–\$69,999 for “administration” positions (which may include both clinic coordinators/directors and program directors, at 20.1%), and \$50,000–\$59,999 for teaching (31.2%) (*2014: Table 30*).
- A comparison of average salaries for administration positions by program type revealed that the most common ranges were (*2014: Table 30*):
 - \$50,000–\$59,999 for dental assisting programs (22.1%).
 - \$70,000–\$79,999 for dental hygiene programs (21.6%).
 - \$60,000–\$69,999 and \$70,000–\$79,999 for dental laboratory technology programs (each 33.3%).
- A comparison of average salaries for administration positions by region showed that the most common ranges were (*2014: Table 32*):
 - \$60,000–\$69,999 for the Midwest (23.1%).
 - \$80,000–\$89,999 for the Northeast (27.3%).
 - \$80,000–\$89,999 for the South (23.1%).
 - \$70,000–\$79,999 for the West (20.8%).
- A comparison of average teaching salaries by program type showed that the most common ranges were (*2014: Table 30*):
 - \$40,000–\$49,999 for dental assisting programs (31.5%).
 - \$50,000–\$59,999 for dental hygiene programs (35.4%).
 - \$40,000–\$49,999, \$50,000–\$59,999, \$60,000–\$69,999 and \$90,000–\$99,999 for dental laboratory technology programs (each 25.0%).
- A comparison of average teaching salaries by region indicated that the most common ranges were (*2014: Table 32*):
 - \$50,000–\$59,999 for the Midwest (26.7%).
 - \$50,000–\$59,999 for the Northeast (32.0%).
 - \$50,000–\$59,999 for the South (38.2%).
 - \$50,000–\$59,999 for the West (24.4%).
- In 2014, 17.9% of programs reported having faculty practice—again, mostly within the institution (*2014: Table 33*).

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Table 1: Respondent Programs by Institutional Setting

	Dental Assisting (N=155)		Dental Hygiene (N=203)		Dental Lab. Tech. (N=10)		Total (N=368)	
	Count	%	Count	%	Count	%	Count	%
Community College / Technical College	144	92.9%	141	69.5%	7	70.0%	292	79.3%
University/College With Affiliated Dental School	3	1.9%	21	10.3%	1	10.0%	25	6.8%
University/College Without Affiliated Dental School	8	5.2%	41	20.2%	2	20.0%	51	13.9%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 2: Respondent Programs by Institutional Type

	Dental Assisting (N=155)		Dental Hygiene (N=203)		Dental Lab. Tech. (N=10)		Total (N=368)	
	Count	%	Count	%	Count	%	Count	%
Public	143	92.3%	174	85.7%	10	100.0%	327	88.9%
Private	4	2.6%	11	5.4%	0	0.0%	15	4.1%
Private State-Related	1	0.6%	3	1.5%	0	0.0%	4	1.1%
For-Profit	7	4.5%	15	7.4%	0	0.0%	22	6.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 3: Distinguishing Full- from Part-Time Employees: Methods

	Dental Assisting (N=154)		Dental Hygiene (N=201)		Dental Lab. Tech. (N=10)		Total (N=365)	
	Count	%	Count	%	Count	%	Count	%
By Hours Worked	83	53.9%	115	57.2%	4	40.0%	202	55.3%
By Contact Hours	51	33.1%	67	33.3%	4	40.0%	122	33.4%
By Credits	28	18.2%	41	20.4%	2	20.0%	71	19.5%
By Status	28	18.2%	59	29.4%	3	30.0%	90	24.7%
Other	8	5.2%	29	14.4%	1	10.0%	38	10.4%
Don't Know	9	5.8%	0	0.0%	0	0.0%	9	2.5%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Total counts may exceed the total number of responses - and total percentages exceed 100% - because respondents were allowed to select more than one answer choice.

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Text-Entry Themes for Distinguishing Full- from Part-Time Employees: Other Methods

Text Entry	Count
Via Time Worked/Allowed (e.g. Contract Length)	15
By Appointment, Contract, or Budgetary/HR Process	14
Eligibility for Status (e.g. Continuing Contract) or Benefits	11
By Job Security (e.g. At-Will, As Needed Employment)	8
By Responsibilities (e.g. Didactic, Clinic, Lab)	4
By Exclusivity	1

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 4: Distinguishing Full- from Part-Time Employees: Minimum Full-Time Requirements

	Dental Assisting			Dental Hygiene			Dental Lab. Tech.			Total		
	Pro-grams	Mean	Median	Pro-grams	Mean	Median	Pro-grams	Mean	Median	Pro-grams	Mean	Median
Hours Worked Per Week	81	34.5	35.0	114	34.7	35.0	3	35.7	37.0	198	34.6	35.0
Contact/Classroom Hours Per Week	47	23.5	22.0	64	19.6	18.0	3	15.0	15.0	114	21.1	20.0
Credits Per Semester	23	16.4	15.0	38	13.6	15.0	2	24.0	24.0	63	15.0	15.0

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Text-Entry Themes for Status Used to Distinguish Full- from Part-Time Employees

Text Entry	Count
By Appointment, Contract, or Budgetary/HR Process	35
By Job Security (e.g. At-Will, As Needed Employment)	19
Eligibility for Status (e.g. Continuing Contract) or Benefits	17
By Credentials or Degrees Obtained	6
By Responsibilities (e.g. Didactic, Clinic, Lab)	6
By Provisions in Collective Bargaining Agreement	5

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 5: Total Students

	Dental Assisting (N=153)		Dental Hygiene (N=198)		Dental Lab. Tech. (N=10)		Total (N=361)	
	Count	%	Count	%	Count	%	Count	%
Total Students	3,737	100.0%	9,696	100.0%	346	100.0%	13,779	100.0%
Full-Time	3,449	92.3%	9,236	95.3%	298	86.1%	12,983	94.2%
Part-Time	288	7.7%	460	4.7%	48	13.9%	796	5.8%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 6: Total Faculty

	Dental Assisting (N=153)		Dental Hygiene (N=196)		Dental Lab. Tech. (N=10)		Total (N=359)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	682	100.0%	2,927	100.0%	58	100.0%	3,667	100.0%
Full-Time	326	47.8%	1,031	35.2%	27	46.6%	1,384	37.7%
Part-Time	356	52.2%	1,896	64.8%	31	53.4%	2,283	62.3%

Notes:

1. Percentages may not total 100% because of rounding.

2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 7: Ratio of Total Enrolled Students to Total Faculty

	Dental Assisting (N=153)	Dental Hygiene (N=196)	Dental Lab. Tech. (N=10)	Total (N=359)
	Ratio	Ratio	Ratio	Ratio
Total Enrolled Students to Total Full-Time Faculty	11 students/1 faculty member	9 students/1 faculty member	13 students/1 faculty member	9 students/1 faculty member
Total Enrolled Students to Total Faculty	5 students/1 faculty member	3 students/1 faculty member	6 students/1 faculty member	4 students/1 faculty member

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Ratios computed using programs that responded to both relevant questions.

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Table 8: Total Faculty by Status and Gender

	Dental Assisting (N=153)		Dental Hygiene (N=199)		Dental Lab Tech (N=10)		Total (N=362)	
	Count	%	Count	%	Count	%	Count	%
All Positions	791	100.0%	3,287	100.0%	81	100.0%	4,159	100.0%
Women	690	87.2%	2,844	86.5%	23	28.4%	3,557	85.5%
Men	101	12.8%	443	13.5%	58	71.6%	602	14.5%
Full-Time	361	45.6%	1,156	35.2%	43	53.1%	1,560	37.5%
Women	350	97.0%	1,063	92.0%	13	30.2%	1,426	91.4%
Men	11	3.0%	93	8.0%	30	69.8%	134	8.6%
Part-Time	380	48.0%	2,074	63.1%	33	40.7%	2,487	59.8%
Women	313	82.4%	1,739	83.8%	10	30.3%	2,062	82.9%
Men	67	17.6%	335	16.2%	23	69.7%	425	17.1%
Volunteer	33	4.2%	18	0.5%	3	3.7%	54	1.3%
Women	12	36.4%	7	38.9%	0	0.0%	19	35.2%
Men	21	63.6%	11	61.1%	3	100.0%	35	64.8%
Student Intern	17	2.1%	39	1.2%	2	2.5%	58	1.4%
Women	15	88.2%	35	89.7%	0	0.0%	50	86.2%
Men	2	11.8%	4	10.3%	2	100.0%	8	13.8%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 9: Total Faculty by Age Range

	Dental Assisting (N=126)		Dental Hygiene (N=179)		Dental Lab. Tech. (N=10)		Total (N=315)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	678	100.0%	2,665	100.0%	58	100.0%	3,401	100.0%
29 and Under	50	7.4%	170	6.4%	5	8.6%	225	6.6%
30–39	149	22.0%	517	19.4%	6	10.3%	672	19.7%
40–49	167	24.6%	644	24.2%	9	15.5%	820	24.1%
50–59	194	28.6%	765	28.7%	25	43.1%	984	28.9%
60–69	103	15.2%	498	18.7%	8	13.8%	609	17.9%
70 and Over	15	2.2%	71	2.7%	5	8.6%	91	2.7%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 10: Total Faculty by Age Range and Full- Or Part-Time Status

	Dental Assisting (N=126)		Dental Hygiene (N=179)		Dental Lab. Tech. (N=10)		Total (N=315)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	678	100.0%	2,665	100.0%	58	100.0%	3,401	100.0%
Full-Time	313	46.2%	945	35.4%	25	43.1%	1,283	37.7%
Part-Time	365	53.8%	1,720	64.6%	33	56.9%	2,118	62.3%
29 and Under	50	7.4%	170	6.4%	5	8.6%	225	6.6%
Full-Time	11	22.0%	26	15.3%	0	0.0%	37	16.4%
Part-Time	39	78.0%	144	84.7%	5	100.0%	188	83.6%
30–39	149	22.0%	517	19.4%	6	10.3%	672	19.7%
Full-Time	51	34.2%	131	25.4%	1	16.7%	183	27.3%
Part-Time	98	65.8%	386	74.6%	5	83.3%	489	72.7%
40–49	167	24.6%	644	24.2%	9	15.5%	820	24.1%
Full-Time	83	49.7%	233	36.2%	6	66.7%	322	39.3%
Part-Time	84	50.3%	411	63.8%	3	33.3%	498	60.7%
50–59	194	28.6%	765	28.7%	25	43.1%	984	28.9%
Full-Time	110	56.7%	329	43.0%	13	52.0%	452	45.9%
Part-Time	84	43.3%	436	57.0%	12	48.0%	532	54.1%
60–69	103	15.2%	498	18.7%	8	13.8%	609	17.9%
Full-Time	54	52.4%	212	42.5%	5	62.5%	271	44.4%
Part-Time	49	47.6%	287	57.5%	3	37.5%	339	55.6%
70 and Over	15	2.2%	71	2.7%	5	8.6%	91	2.7%
Full-Time	4	26.7%	14	19.7%	0	0.0%	18	19.8%
Part-Time	11	73.3%	57	80.3%	5	100.0%	73	80.2%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 11: Total Faculty by Race/Ethnicity

	Dental Assisting (N=145)		Dental Hygiene (N=188)		Dental Lab. Tech. (N=10)		Total (N=343)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	677	100.0%	2,808	100.0%	57	100.0%	3,542	100.0%
American Indian or Alaska Native	3	0.4%	14	0.5%	1	1.8%	18	0.5%
Asian	22	3.2%	96	3.4%	2	3.5%	120	3.4%
Black or African American	46	6.8%	121	4.3%	1	1.8%	168	4.7%
Hispanic or Latino	49	7.2%	131	4.7%	5	8.8%	185	5.2%
Native Hawaiian or Pacific Islander	2	0.3%	10	0.4%	0	0.0%	12	0.3%
White	543	80.2%	2,402	85.5%	47	82.5%	2,992	84.5%
Two or More Races	12	1.8%	34	1.2%	1	1.8%	47	1.3%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 12: Total Faculty by Race/Ethnicity and Full- Or Part-Time Status

	Dental Assisting (N=145)		Dental Hygiene (N=188)		Dental Lab. Tech. (N=10)		Total (N=343)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	677	100.0%	2,808	100.0%	57	100.0%	3,542	100.0%
Full-Time	301	44.5%	948	33.7%	25	43.9%	1,274	36.0%
Part-Time	376	55.5%	1,860	66.3%	32	56.1%	2,268	64.0%
American Indian or Alaska Native	3	0.4%	14	0.5%	1	1.8%	18	0.5%
Full-Time	1	33.3%	3	21.4%	1	100.0%	5	27.8%
Part-Time	2	66.7%	11	78.6%	0	0.0%	13	72.2%
Asian	22	3.2%	96	3.4%	2	3.5%	120	3.4%
Full-Time	7	31.8%	14	14.6%	0	0.0%	21	17.5%
Part-Time	15	68.2%	82	85.4%	2	100.0%	99	82.5%
Black or African American	46	6.8%	121	4.3%	1	1.8%	168	4.7%
Full-Time	23	50.0%	41	33.9%	1	100.0%	65	38.7%
Part-Time	23	50.0%	80	66.1%	0	0.0%	103	61.3%
Hispanic or Latino	49	7.2%	131	4.7%	5	8.8%	185	5.2%
Full-Time	22	44.9%	43	32.8%	1	20.0%	66	35.7%
Part-Time	27	55.1%	88	67.2%	4	80.0%	119	64.3%
Native Hawaiian or Pacific Islander	2	0.3%	10	0.4%	0	0.0%	12	0.3%
Full-Time	0	0.0%	3	30.0%	0	N/A	3	25.0%
Part-Time	2	100.0%	7	70.0%	0	N/A	9	75.0%
White	543	80.2%	2,402	85.5%	47	82.5%	2,992	84.5%
Full-Time	243	44.8%	830	34.5%	21	44.7%	1,094	36.6%
Part-Time	300	55.2%	1,572	65.5%	26	55.3%	1,898	63.4%
Two or More Races	12	1.8%	34	1.2%	1	1.8%	47	1.3%
Full-Time	5	0.9%	14	0.6%	1	2.1%	20	0.7%
Part-Time	7	1.3%	20	0.8%	0	0.0%	27	0.9%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 13: Total Faculty by Highest Degree Earned

	Dental Assisting (N=127)		Dental Hygiene (N=187)		Dental Lab. Tech. (N=10)		Total (N=324)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	690	100.0%	2,945	100.0%	58	100.0%	3,693	100.0%
D.D.S./D.M.D.	90	13.0%	492	16.7%	3	5.2%	585	15.8%
Doctorate or Equivalent	23	3.3%	109	3.7%	0	0.0%	132	3.6%
Master's Degree	162	23.5%	986	33.5%	14	24.1%	1,162	31.5%
Bachelor's Degree	283	41.0%	1,121	38.1%	28	48.3%	1,432	38.8%
Associate Degree (A.A./A.A.S./A.S.)	86	12.5%	233	7.9%	13	22.4%	332	9.0%
Other	46	6.7%	4	0.1%	0	0.0%	50	1.4%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Text-Entry Themes for Other Highest Degrees Earned

Text Entry	Count
Certification (e.g. CDA, EFDA)	16
Diploma (e.g. Dental Assisting)	9
Bachelor's Degree in Progress	2
Other	3

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 14: Total Faculty by Highest Degree Earned and Full- Or Part-Time Status

	Dental Assisting (N=127)		Dental Hygiene (N=187)		Dental Lab. Tech. (N=10)		Total (N=324)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	690	100.0%	2,945	100.0%	58	100.0%	3,693	100.0%
Full-Time	309	44.8%	952	32.3%	25	43.1%	1,286	34.8%
Part-Time	381	55.2%	1,993	67.7%	33	56.9%	2,407	65.2%
D.D.S./D.M.D.	90	13.0%	492	16.7%	3	5.2%	585	15.8%
Full-Time	22	24.4%	74	15.0%	1	33.3%	97	16.6%
Part-Time	68	75.6%	418	85.0%	2	66.7%	488	83.4%
Doctorate or Equivalent	23	3.3%	109	3.7%	0	0.0%	132	3.6%
Full-Time	11	47.8%	70	64.2%	0	N/A	81	61.4%
Part-Time	12	52.2%	39	35.8%	0	N/A	51	38.6%
Master's Degree	162	23.5%	986	33.5%	14	24.1%	1,162	31.5%
Full-Time	109	67.3%	639	64.8%	12	85.7%	760	65.4%
Part-Time	53	32.7%	347	35.2%	2	14.3%	402	34.6%
Bachelor's Degree	283	41.0%	1,121	38.1%	28	48.3%	1,432	38.8%
Full-Time	138	48.8%	165	14.7%	10	35.7%	313	21.9%
Part-Time	145	51.2%	956	85.3%	18	64.3%	1,119	78.1%
Associate Degree (A.A./A.A.S./A.S.)	86	12.5%	233	7.9%	13	22.4%	332	9.0%
Full-Time	24	27.9%	4	1.7%	2	15.4%	30	9.0%
Part-Time	62	72.1%	229	98.3%	11	84.6%	302	91.0%
Other	46	6.7%	4	0.1%	0	0.0%	50	1.4%
Full-Time	5	10.9%	0	0.0%	0	N/A	5	10.0%
Part-Time	41	89.1%	4	100.0%	0	N/A	45	90.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Text-Entry Themes for Other Highest Degrees Earned

Text Entry	Count
Certification (e.g. CDA, EFDA)	16
Diploma (e.g. Dental Assisting)	9
Bachelor's Degree in Progress	2
Other (e.g. EdS)	3

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 15: Total Faculty by Certificate(s) or License(s) Earned

	Dental Assisting (N=147)		Dental Hygiene (N=189)		Dental Lab. Tech. (N=10)		Total (N=346)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	1,146	100.0%	2,829	100.0%	55	100.0%	4,030	100.0%
Registered Dental Assistant (RDA)	233	20.3%	82	2.9%	0	0.0%	315	7.8%
Registered Dental Hygienist (RDH)	215	18.8%	2,363	83.5%	1	1.8%	2,579	64.0%
Certified Dental Assistant (CDA)	513	44.8%	206	7.3%	2	3.6%	721	17.9%
Certified Dental Technician (CDT)	3	0.3%	4	0.1%	47	85.5%	54	1.3%
Certified Expanded Functions Dental Assistant (EFDA)	152	13.3%	67	2.4%	0	0.0%	219	5.4%
Other	30	2.6%	107	3.8%	5	9.1%	142	3.5%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Text Entry Themes for Other Certificate(s) or License(s) Earned

Text Entry	Count
Degree (e.g. D.D.S./D.M.D.)	30
Other DH Certificates (e.g. RDHAP, RDHEF)	14
Other DA Certificates (e.g. RDAEF, CPFDA)	6
Other DLT Certificates (e.g. Master CDT, RG)	4
Other Medical (e.g. EMT, BSRN)	4
Pharmacy/Anesthesiology	2
Other Administrative (e.g. CPMA, Computer)	2

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 16: Total Faculty by Certificate(s) or License(s) Earned and Full- Or Part-Time Status

	Dental Assisting (N=147)		Dental Hygiene (N=189)		Dental Lab. Tech. (N=10)		Total (N=346)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	1,146	100.0%	2,829	100.0%	55	100.0%	4,030	100.0%
Full-Time	551	48.1%	1,050	37.1%	27	49.1%	1,628	40.4%
Part-Time	595	51.9%	1,779	62.9%	28	50.9%	2,402	59.6%
Registered Dental Assistant (RDA)	233	20.3%	82	2.9%	0	0.0%	315	7.8%
Full-Time	87	37.3%	38	46.3%	0	N/A	125	39.7%
Part-Time	146	62.7%	44	53.7%	0	N/A	190	60.3%
Registered Dental Hygienist (RDH)	215	18.8%	2,363	83.5%	1	1.8%	2,579	64.0%
Full-Time	93	43.3%	852	36.1%	0	0.0%	945	36.6%
Part-Time	122	56.7%	1,511	63.9%	1	100.0%	1,634	63.4%
Certified Dental Assistant (CDA)	513	44.8%	206	7.3%	2	3.6%	721	17.9%
Full-Time	266	51.9%	96	46.6%	2	100.0%	364	50.5%
Part-Time	247	48.1%	110	53.4%	0	0.0%	357	49.5%
Certified Dental Technician (CDT)	3	0.3%	4	0.1%	47	85.5%	54	1.3%
Full-Time	2	66.7%	1	25.0%	22	46.8%	25	46.3%
Part-Time	1	33.3%	3	75.0%	25	53.2%	29	53.7%
Certified Expanded Functions Dental Assistant (EFDA)	152	13.3%	67	2.4%	0	0.0%	219	5.4%
Full-Time	88	57.9%	36	53.7%	0	N/A	124	56.6%
Part-Time	64	42.1%	31	46.3%	0	N/A	95	43.4%
Other	30	2.6%	107	3.8%	5	9.1%	142	3.5%
Full-Time	15	50.0%	27	25.2%	3	60.0%	45	31.7%
Part-Time	15	50.0%	80	74.8%	2	40.0%	97	68.3%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Text Entry Themes for Other Certificate(s) or License(s) Earned

Text Entry	Count
Degree (e.g. D.D.S./D.M.D.)	30
Other DH Certificates (e.g. RDHAP, RDHEF)	14
Other DA Certificates (e.g. RDAEF, CPFDA)	6
Other DLT Certificates (e.g. Master CDT, RG)	4
Other Medical (e.g. EMT, BSRN)	4
Pharmacy/Anesthesiology	2
Other Administrative (e.g. CPMA, Computer)	2

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 17: Percentage of Program Directors' Time Devoted to Certain Areas: Mean & Median

	Dental Assisting (N=155)		Dental Hygiene (N=203)		Dental Lab. Tech. (N=10)		Total (N=368)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Administration	29.3%	25.0%	47.4%	48.0%	27.8%	20.0%	39.2%	35.0%
Teaching	47.5%	50.0%	29.0%	30.0%	54.9%	62.5%	37.5%	35.0%
Research	2.1%	0.0%	2.4%	0.0%	1.0%	0.0%	2.2%	0.0%
Admissions	6.8%	5.0%	8.0%	7.3%	6.6%	5.0%	7.4%	6.0%
Counseling/Advising	10.7%	10.0%	9.6%	10.0%	6.3%	5.0%	10.0%	10.0%
Other	3.6%	0.0%	4.2%	0.0%	4.6%	0.0%	4.0%	0.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 18: Percentage of Program Directors' Time Devoted to Certain Areas: Minimum and Maximum

	Dental Assisting (N=155)		Dental Hygiene (N=203)		Dental Lab. Tech. (N=10)		Total (N=368)	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Administration	0.0%	100.0%	10.0%	98.0%	10.0%	55.0%	0.0%	100.0%
Teaching	0.0%	96.0%	0.0%	85.0%	10.0%	75.0%	0.0%	96.0%
Research	0.0%	25.0%	0.0%	30.0%	0.0%	5.0%	0.0%	30.0%
Admissions	0.0%	25.0%	0.0%	80.0%	0.0%	15.0%	0.0%	80.0%
Counseling/Advising	0.0%	40.0%	0.0%	30.0%	1.0%	12.0%	0.0%	40.0%
Other	0.0%	30.0%	0.0%	90.0%	0.0%	20.0%	0.0%	90.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Text-Entry Themes for Other Areas to Which Program Directors Devote Their Time

Text Entry	Count
Committee Work	43
Clinic Coordination/Oversight	35
Curriculum/Accreditation Prep	26
Community Service/Engagement	10
Student Services/Campus Duties	4
Other/Misc	12

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 19: Program Directors' Length of Contracts

	Dental Assisting (N=155)		Dental Hygiene (N=203)		Dental Lab. Tech. (N=10)		Total (N=368)	
	Count	%	Count	%	Count	%	Count	%
9 Months	38	24.5%	42	20.7%	2	20.0%	82	22.3%
10 Months	32	20.6%	31	15.3%	2	20.0%	65	17.7%
11 Months	13	8.4%	18	8.9%	0	0.0%	31	8.4%
12 Months	64	41.3%	101	49.8%	5	50.0%	170	46.2%
Other	8	5.2%	11	5.4%	1	10.0%	20	5.4%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 20: Program Directors' Weekly Contracted Hours

	Dental Assisting (N=152)		Dental Hygiene (N=198)		Dental Lab. Tech. (N=10)		Total (N=360)	
	Count	%	Count	%	Count	%	Count	%
20 or Less	0	0.0%	4	2.0%	1	10.0%	5	1.4%
21 – 30	16	10.5%	9	4.5%	1	10.0%	26	7.2%
31 – 35	20	13.2%	19	9.6%	0	0.0%	39	10.8%
36 – 40	108	71.1%	133	67.2%	7	70.0%	248	68.9%
41 – 50	8	5.3%	28	14.1%	1	10.0%	37	10.3%
50 or More	0	0.0%	5	2.5%	0	0.0%	5	1.4%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 21: Additional Financial Compensation Received by Program Directors

	Dental Assisting (N=155)		Dental Hygiene (N=203)		Dental Lab. Tech. (N=10)		Total (N=368)	
	Yes	No	Yes	No	Yes	No	Yes	No
Compensation Received for Administrative Duties	42.6%	57.4%	44.3%	55.7%	40.0%	60.0%	43.4%	56.6%
Compensation Received for Teaching Additional Courses	45.8%	54.2%	45.8%	54.2%	50.0%	50.0%	45.9%	54.1%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 22: Institutions that Use Ranking Systems (e.g., Professor, Associate Professor)

	Dental Assisting (N=152)		Dental Hygiene (N=198)		Dental Lab. Tech. (N=10)		Total (N=360)	
	Count	%	Count	%	Count	%	Count	%
Yes	90	59.2%	59	29.8%	3	30.0%	152	42.2%
No	62	40.8%	139	70.2%	7	70.0%	208	57.8%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 23: Total Number of Faculty by Position

	Dental Assisting (N=55)		Dental Hygiene (N=126)		Dental Lab. Tech. (N=7)		Total (N=188)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	312	100.0%	2,191	100.0%	45	100.0%	2,548	100.0%
Professor	65	18.3%	338	15.4%	11	24.4%	414	16.2%
Associate Professor	57	18.3%	367	16.8%	12	26.7%	436	17.1%
Assistant Professor	14	4.5%	39	1.8%	0	0.0%	53	2.1%
Instructor	8	2.6%	28	1.3%	0	0.0%	36	1.4%
Adjunct	41	13.1%	454	20.7%	8	17.8%	503	19.7%
Teaching/Research Associate	127	40.7%	965	44.0%	14	31.1%	1,106	43.4%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 24: Total Number of Faculty by Position and Full- or Part-Time Status

	Dental Assisting (N=55)		Dental Hygiene (N=126)		Dental Lab. Tech. (N=7)		Total (N=188)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	312	100.0%	2,191	100.0%	45	100.0%	2,548	100.0%
Full-Time	213	68.3%	1,466	66.9%	36	80.0%	1,715	67.3%
Part-Time	99	31.7%	725	33.1%	9	20.0%	833	32.7%
Professor	65	20.8%	338	15.4%	11	24.4%	414	16.2%
Full-Time	38	58.5%	172	50.9%	7	63.6%	217	52.4%
Part-Time	27	41.5%	166	49.1%	4	36.4%	197	47.6%
Associate Professor	57	18.3%	367	16.8%	12	26.7%	436	17.1%
Full-Time	24	42.1%	213	58.0%	9	75.0%	246	56.4%
Part-Time	33	57.9%	154	42.0%	3	25.0%	190	43.6%
Assistant Professor	14	4.5%	39	1.8%	0	0.0%	53	2.1%
Full-Time	13	92.9%	33	84.6%	0	N/A	46	86.8%
Part-Time	1	7.1%	6	15.4%	0	N/A	7	13.2%
Instructor	8	2.6%	28	1.3%	0	0.0%	36	1.4%
Full-Time	6	75.0%	14	50.0%	0	N/A	20	55.6%
Part-Time	2	25.0%	14	50.0%	0	N/A	16	44.4%
Adjunct	41	13.1%	454	20.7%	8	17.8%	503	19.7%
Full-Time	12	29.3%	78	17.2%	6	75.0%	96	19.1%
Part-Time	29	70.7%	376	82.8%	2	25.0%	407	80.9%
Teaching/Research Associate	127	40.7%	965	44.0%	14	31.1%	1,106	43.4%
Full-Time	120	94.5%	956	99.1%	14	100.0%	1,090	98.6%
Part-Time	7	5.5%	9	0.9%	0	0.0%	16	1.4%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 25: Minimum Hours Typically Taught Per Week By A Single Adjunct in Your Program

	Dental Assisting (N=51)		Dental Hygiene (N=127)		Dental Lab. Tech. (N=5)		Total (N=183)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Clinic Adjunct	2.7	1.0	5.4	4.0	0.0	0.0	4.5	4.0
Lab Adjunct	4.3	3.0	2.9	3.0	4.0	4.0	3.4	3.0
Other Adjunct	0.4	0.0	5.1	0.0	0.7	0.0	3.6	0.0

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 26: Average Hours Typically Taught Per Week By A Single Adjunct in Your Program

	Dental Assisting (N=50)		Dental Hygiene (N=122)		Dental Lab. Tech. (N=5)		Total (N=177)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Clinic Adjunct	4.8	4.0	10.5	9.0	0.0	0.0	8.6	8.0
Lab Adjunct	6.7	6.0	5.0	4.0	7.6	8.0	5.6	4.0
Other Adjunct	2.3	0.0	6.8	0.0	0.7	0.0	5.3	0.0

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 27: Maximum Hours Typically Taught Per Week By A Single Adjunct in Your Program

	Dental Assisting (N=52)		Dental Hygiene (N=124)		Dental Lab. Tech. (N=5)		Total (N=181)	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Clinic Adjunct	8.2	6.0	17.0	16.0	0.0	0.0	14.0	13.5
Lab Adjunct	10.6	9.0	9.4	6.0	12.0	10.0	9.9	8.0
Other Adjunct	4.1	0.0	8.5	0.0	0.7	0.0	7.0	0.0

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Text-Entry Themes for Other Adjunct Types

Text Entry	Count
Teaching/Lecture	20
Dentist	2
Other (Preclinical, Advising, etc)	4

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 28: Total Programs With Tenure and Continuing-Contract Systems

	Dental Assisting (N=154)		Dental Hygiene (N=203)		Dental Lab. Tech. (N=10)		Total (N=367)	
	Count	%	Count	%	Count	%	Count	%
Tenure	53	34.4%	108	53.2%	3	30.0%	164	44.7%
Continuing Contract	50	32.5%	47	23.2%	6	60.0%	103	28.1%
Neither	35	22.7%	43	21.2%	0	0.0%	78	21.3%
Don't Know	16	10.4%	5	2.5%	1	10.0%	22	6.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Text-Entry Themes for What Typically Happens When Faculty Fail to Achieve Tenure

Text Entry	Count
Dismissed/Not Renewed	70
Granted a 1-Year Terminal Contract	18
Probation/Professional Development	13
Remain in Same or Other Position	13
Has Never Happened	13
Allowed to Try Again	11
Unsure	10

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 29: Total Number of Full-Time Faculty by Position and Tenure Status

	Dental Assisting (N=29)		Dental Hygiene (N=81)		Dental Lab. Tech. (N=2)		Total (N=112)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	88	100.0%	486	100.0%	9	100.0%	583	100.0%
Tenure	54	61.4%	241	49.5%	7	77.8%	302	51.8%
Tenure-Track	13	14.8%	113	23.3%	2	22.2%	128	22.0%
Non-Tenure	21	23.9%	132	27.2%	0	0.0%	153	26.3%
Professor	29	33.0%	136	27.9%	2	22.2%	167	28.6%
Tenure	24	82.8%	113	83.0%	2	100.0%	139	83.2%
Tenure-Track	3	10.3%	10	7.4%	0	0.0%	13	7.8%
Non-Tenure	2	6.9%	13	9.6%	0	0.0%	15	9.0%
Associate Professor	15	17.0%	105	21.6%	1	11.1%	121	20.8%
Tenure	11	73.3%	72	68.6%	1	100.0%	84	69.4%
Tenure-Track	1	6.7%	19	18.1%	0	0.0%	20	16.5%
Non-Tenure	3	20.0%	14	13.3%	0	0.0%	17	14.0%
Assistant Professor	17	19.3%	127	26.2%	4	44.4%	148	25.4%
Tenure	8	47.1%	39	30.7%	4	100.0%	51	34.5%
Tenure-Track	5	29.4%	56	44.1%	0	0.0%	61	41.2%
Non-Tenure	4	23.5%	32	25.2%	0	0.0%	36	24.3%
Instructor	15	17.0%	83	17.1%	2	22.2%	100	17.2%
Tenure	3	20.0%	15	18.1%	0	0.0%	18	18.0%
Tenure-Track	4	26.7%	28	33.7%	2	100.0%	34	34.0%
Non-Tenure	8	53.3%	40	48.2%	0	0.0%	48	48.0%
Adjunct	12	13.6%	31	6.4%	0	0.0%	43	7.4%
Tenure	8	66.7%	2	6.5%	0	N/A	10	23.3%
Tenure-Track	0	0.0%	0	0.0%	0	N/A	0	0.0%
Non-Tenure	4	33.3%	29	93.5%	0	N/A	33	76.7%
Teaching/Research Associate	0	0.0%	4	0.8%	0	0.0%	4	0.7%
Tenure	0	N/A	0	0.0%	0	N/A	0	0.0%
Tenure-Track	0	N/A	0	0.0%	0	N/A	0	0.0%
Non-Tenure	0	N/A	4	100.0%	0	N/A	4	100.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 30: Total Number of Part-Time Faculty by Position and Tenure Status

	Dental Assisting (N=29)		Dental Hygiene (N=73)		Dental Lab. Tech. (N=2)		Total (N=104)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	104	100.0%	959	100.0%	14	100.0%	1,077	100.0%
Tenure	1	1.0%	64	6.7%	0	0.0%	65	6.0%
Tenure-Track	1	1.0%	9	0.9%	0	0.0%	10	0.9%
Non-Tenure	102	98.1%	886	92.4%	14	100.0%	1,002	93.0%
Professor	0	0.0%	38	4.0%	0	0.0%	38	3.5%
Tenure	0	N/A	8	21.1%	0	N/A	8	21.1%
Tenure-Track	0	N/A	0	0.0%	0	N/A	0	0.0%
Non-Tenure	0	N/A	30	78.9%	0	N/A	30	78.9%
Associate Professor	1	1.0%	16	1.7%	0	0.0%	17	1.6%
Tenure	0	0.0%	2	12.5%	0	N/A	2	11.8%
Tenure-Track	0	0.0%	0	0.0%	0	N/A	0	0.0%
Non-Tenure	1	100.0%	14	87.5%	0	N/A	15	88.2%
Assistant Professor	8	7.7%	58	6.0%	0	0.0%	66	6.1%
Tenure	0	0.0%	1	1.7%	0	N/A	1	1.5%
Tenure-Track	1	12.5%	1	1.7%	0	N/A	2	3.0%
Non-Tenure	7	87.5%	56	96.6%	0	N/A	63	95.5%
Instructor	21	20.2%	181	18.9%	0	0.0%	202	18.8%
Tenure	0	0.0%	6	3.3%	0	N/A	6	3.0%
Tenure-Track	0	0.0%	8	4.4%	0	N/A	8	4.0%
Non-Tenure	21	100.0%	167	92.3%	0	N/A	188	93.1%
Adjunct	71	68.3%	653	68.1%	14	100.0%	738	68.5%
Tenure	1	1.4%	47	7.2%	0	0.0%	48	6.5%
Tenure-Track	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Tenure	70	98.6%	606	92.8%	14	100.0%	690	93.5%
Teaching/Research Associate	3	2.9%	13	1.4%	0	0.0%	16	1.5%
Tenure	0	0.0%	0	0.0%	0	N/A	0	0.0%
Tenure-Track	0	0.0%	0	0.0%	0	N/A	0	0.0%
Non-Tenure	3	100.0%	13	100.0%	0	N/A	16	100.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 31: Incentives For Tenure

	Dental Assisting (N=47)		Dental Hygiene (N=104)		Dental Lab. Tech. (N=3)		Total (N=154)	
	Count	%	Count	%	Count	%	Count	%
Job Security	43	91.5%	99	95.2%	3	100.0%	145	94.2%
Paid Sabbaticals	23	48.9%	54	51.9%	2	66.7%	79	51.3%
Higher Pay	15	31.9%	54	51.9%	0	0.0%	69	44.8%
Greater Voice in Program & Future	18	38.3%	39	37.5%	1	33.3%	58	37.7%
Professional Development	14	29.8%	38	36.5%	0	0.0%	52	33.8%
More Control Over Schedule	12	25.5%	27	26.0%	1	33.3%	40	26.0%
Paid Assignment Eligibility	9	19.1%	22	21.2%	1	33.3%	32	20.8%
Better Benefits	10	21.3%	19	18.3%	0	0.0%	29	18.8%
More Control Over Responsibilities	11	23.4%	18	17.3%	0	0.0%	29	18.8%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Total counts may exceed the total number of responses - and total percentages exceed 100% - because respondents were allowed to select more than one answer choice.

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Table 32: Factors Heavily Considered When Awarding Tenure

	Dental Assisting (N=48)		Dental Hygiene (N=105)		Dental Lab. Tech. (N=3)		Total (N=156)	
	Count	%	Count	%	Count	%	Count	%
Research	8	16.7%	29	27.6%	1	33.3%	38	24.4%
Publication	6	12.5%	28	26.7%	1	33.3%	35	22.4%
Other	47	97.9%	98	93.3%	3	100.0%	148	94.9%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Total counts may exceed the total number of responses - and total percentages exceed 100% - because respondents were allowed to select more than one answer choice.

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Text-Entry Themes for Other Factors Heavily Considered When Awarding Tenure

Text Entry	Count
Service To School/Community	61
Teaching	60
Professional Development/Reputation	37
Student Evaluations	33
Performance Evaluations	33
Length in Program	23
Committee Work	20
Faculty Evaluations	19
Grants	4
Leadership	4
Student Success	4
Creativity	4
Degrees	2

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 33: With Whom Vacant Tenured Positions Are Filled

	Dental Assisting (N=48)		Dental Hygiene (N=107)		Dental Lab. Tech. (N=3)		Total (N=158)	
	Count	%	Count	%	Count	%	Count	%
Tenured Faculty From Another Institution	6	12.5%	29	27.1%	0	0.0%	35	22.2%
Tenure-Track Faculty From Within Program	11	22.9%	35	32.7%	0	0.0%	46	29.1%
Tenure-Track From Another Program Within Institution	5	10.4%	10	9.3%	0	0.0%	15	9.5%
Formerly-Retired Faculty	2	4.2%	4	3.7%	0	0.0%	6	3.8%
Other	39	81.3%	80	74.8%	3	100.0%	122	77.2%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Total counts may exceed the total number of responses - and total percentages exceed 100% - because respondents were allowed to select more than one answer choice.

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Text-Entry Themes for With Whom Vacant Tenured Positions Are Filled

Text Entry	Count
Tenure-Track Faculty	9
The Position/New Hire May or May Not Be Tenure-Track	8
Adjunct Faculty	6
Temporary, Contract, or Long-Term Substitution Faculty	5
Responsibilities Are Distributed Among Existing Faculty	4
Internal Candidates Have Priority	4
External Candidates	4

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

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Table 34: Total Programs With Exclusive or Nonexclusive Appointments for Faculty

	Dental Assisting (N=153)		Dental Hygiene (N=201)		Dental Lab. Tech. (N=10)		Total (N=364)	
	Count	%	Count	%	Count	%	Count	%
Exclusive	95	62.1%	124	61.7%	5	50.0%	224	61.5%
Both Exclusive and Nonexclusive	23	15.0%	27	13.4%	0	0.0%	50	13.7%
Nonexclusive	19	12.4%	28	13.9%	4	40.0%	51	14.0%
Don't Know	16	10.5%	22	10.9%	1	10.0%	39	10.7%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 35: Appointment Types for Programs That Have Nonexclusive Contracts

	Dental Assisting (N=42)		Dental Hygiene (N=51)		Dental Lab. Tech. (N=3)		Total (N=96)	
	Count	%	Count	%	Count	%	Count	%
Appointments Within Discipline/Department	25	59.5%	30	58.8%	3	100.0%	58	60.4%
Appointments Within Institution	20	47.6%	29	56.9%	1	33.3%	50	52.1%
Appointments With Another Institution	7	16.7%	17	33.3%	1	33.3%	25	26.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

1. Total counts may exceed the total number of responses - and total percentages exceed 100% - because respondents were allowed to select more than one answer choice.

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Table 36: Full-Time Faculty by Contract Length

	Dental Assisting (N=153)		Dental Hygiene (N=196)		Dental Lab. Tech. (N=10)		Total (N=359)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	449	100.0%	1,371	100.0%	29	100.0%	1,849	100.0%
9 Months	122	27.2%	394	28.7%	11	37.9%	527	28.5%
10 Months	109	24.3%	289	21.1%	3	10.3%	401	21.7%
11 Months	18	4.0%	22	1.6%	1	3.4%	41	2.2%
12 Months	130	29.0%	462	33.7%	14	48.3%	606	32.8%
Supplemental Summer Contracts	70	15.6%	204	14.9%	No Data	No Data	274	14.8%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 37: Average Length of Supplemental Summer Contracts

	Dental Assisting (N=49)		Dental Hygiene (N=74)		Dental Lab. Tech. (N=0)		Total (N=123)	
	Count	%	Count	%	Count	%	Count	%
1 - 3 Weeks	3	6.1%	9	12.2%	0	0.0%	12	9.8%
4 - 7 Weeks	14	28.6%	27	36.5%	0	0.0%	41	33.3%
8 - 10 Weeks	25	51.0%	28	37.8%	0	0.0%	53	43.1%
11 Weeks or More	7	14.3%	10	13.5%	0	0.0%	17	13.8%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 38: Full-Time Faculty by Contract Length and Appointment Type

	Dental Assisting (N=153)		Dental Hygiene (N=196)		Dental Lab. Tech. (N=10)		Total (N=359)	
	Count	%	Count	%	Count	%	Count	%
Total Faculty	449	100.0%	1,371	100.0%	29	100.0%	1,849	100.0%
Program Director	183	40.8%	308	22.5%	10	34.5%	501	27.1%
Clinic Coordinator/Director	60	13.4%	280	20.4%	1	3.4%	341	18.4%
Teaching	206	45.9%	783	57.1%	18	62.1%	1,007	54.5%
9 Months	122	27.2%	394	28.7%	11	37.9%	527	28.5%
Program Director	44	36.1%	43	10.9%	2	18.2%	89	16.9%
Clinic Coordinator/Director	17	13.9%	84	21.3%	1	9.1%	102	19.4%
Teaching	61	50.0%	267	67.8%	8	72.7%	336	63.8%
10 Months	109	24.3%	289	21.1%	3	10.3%	401	21.7%
Program Director	41	37.6%	67	23.2%	1	33.3%	109	27.2%
Clinic Coordinator/Director	15	13.8%	37	12.8%	0	0.0%	52	13.0%
Teaching	53	48.6%	185	64.0%	2	66.7%	240	59.9%
11 Months	18	4.0%	22	1.6%	1	3.4%	41	2.2%
Program Director	4	22.2%	12	54.5%	0	0.0%	16	39.0%
Clinic Coordinator/Director	1	5.6%	1	4.5%	0	0.0%	2	4.9%
Teaching	13	72.2%	9	40.9%	1	100.0%	23	56.1%
12 Months	130	29.0%	462	33.7%	14	48.3%	606	32.8%
Program Director	58	44.6%	149	32.3%	7	50.0%	214	35.3%
Clinic Coordinator/Director	18	13.8%	119	25.8%	0	0.0%	137	22.6%
Teaching	54	41.5%	194	42.0%	7	50.0%	255	42.1%
Supplemental Summer Contracts	70	15.6%	204	14.9%	No Data	No Data	274	14.8%
Program Director	36	51.4%	37	18.1%	No Data	No Data	73	26.6%
Clinic Coordinator/Director	9	12.9%	39	19.1%	No Data	No Data	48	17.5%
Teaching	25	35.7%	128	62.7%	No Data	No Data	153	55.8%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Faculty counts may vary across tables, because the questions presented to and answered by respondents varied.

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Table 39: Faculty Changes By Full- Or Part-Time Status, Academic Year 2015-2016

	Dental Assisting			Dental Hygiene			Dental Lab. Tech.			Total		
	Count	%	Programs	Count	%	Programs	Count	%	Programs	Count	%	Programs
New Faculty	126	100.0%	135	389	100.0%	181	1	100.0%	9	516	100.0%	325
Full-time	38	30.2%		115	29.6%		1	100.0%		154	29.8%	
Part-time	88	69.8%		274	70.4%		0	0.0%		362	70.2%	
Faculty Who Left	72	100.0%	136	229	100.0%	185	3	100.0%	10	304	100.0%	331
Full-time	20	27.8%		80	34.8%		1	33.3%		101	33.1%	
Part-time	52	72.2%		149	65.2%		2	66.7%		203	66.9%	

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 40: Vacant and Lost Positions By Full- Or Part-Time Status, Academic Year 2015-2016

	Dental Assisting			Dental Hygiene			Dental Lab. Tech.			Total		
	Count	%	Programs	Count	%	Programs	Count	%	Programs	Count	%	Programs
Vacant Positions	56	100.0%	141	153	100.0%	170	5	100.0%	10	214	100.0%	321
Full-time	21	37.5%		69	44.9%		4	80.0%		94	43.9%	
Part-time	35	62.5%		84	55.1%		1	20.0%		120	56.1%	
Lost Positions	23	100.0%	142	29	100.0%	183	1	100.0%	10	53	100.0%	335
Full-time	9	39.1%		15	50.9%		1	100.0%		25	47.2%	
Part-time	14	60.9%		14	49.1%		0	0.0%		28	52.8%	

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 41: Ratio of Total Faculty to Total Vacant and Lost Positions

	Dental Assisting		Dental Hygiene		Dental Lab. Tech.		Total	
	Programs	Ratio	Programs	Ratio	Programs	Ratio	Programs	Ratio
Vacant Positions	128	10 faculty/1 vacant position	160	16 faculty/1 vacant position	10	12 faculty/1 vacant position	298	14 faculty/1 vacant position
Lost Positions	133	25 faculty/1 lost position	162	83 faculty/1 lost position	10	58 faculty/1 vacant position	305	57 faculty/1 lost position

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Ratios computed using programs that responded to both relevant questions.

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Table 42: New Faculty for Programs With Tenure, By Tenure Status, Academic Year 2015–2016

	Dental Assisting (N=46)		Dental Hygiene (N=95)		Dental Lab. Tech. (N=3)		Total (N=144)	
	Count	%	Count	%	Count	%	Count	%
All Positions	39	100.0%	183	100.0%	1	100.0%	223	100.0%
Full-Time	7	17.9%	60	32.8%	1	100.0%	68	30.5%
Part-Time	32	82.1%	123	67.2%	0	0.0%	155	69.5%
All Tenured Positions	1	2.6%	5	2.7%	0	0.0%	6	2.7%
Full-Time	1	100.0%	5	100.0%	0	N/A	6	100.0%
Part-Time	0	0.0%	0	0.0%	0	N/A	0	0.0%
All Tenure-Track Positions	6	15.4%	29	15.8%	1	100.0%	36	16.1%
Full-Time	4	66.7%	29	100.0%	1	100.0%	34	94.4%
Part-Time	2	33.3%	0	0.0%	0	0.0%	2	5.6%
All Non-Tenure/Tenure-Track Positions	9	23.1%	89	48.6%	0	0.0%	98	43.9%
Full-Time	2	22.2%	40	44.9%	0	N/A	42	42.9%
Part-Time	7	77.8%	49	55.1%	0	N/A	56	57.1%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 43: Faculty Who Left Programs With Tenure, By Tenure Status, Academic Year 2015–2016

	Dental Assisting (N=46)		Dental Hygiene (N=99)		Dental Lab. Tech. (N=3)		Total (N=148)	
	Count	%	Count	%	Count	%	Count	%
All Positions	23	100.0%	106	100.0%	1	100.0%	130	100.0%
Full-Time	6	26.1%	41	38.7%	0	0.0%	47	36.2%
Part-Time	17	73.9%	65	61.3%	1	100.0%	83	63.8%
All Tenured Positions	5	21.7%	24	22.2%	0	0.0%	29	21.9%
Full-Time	4	80.0%	23	95.7%	0	N/A	27	93.0%
Part-Time	1	20.0%	1	4.3%	0	N/A	2	7.0%
All Tenure-Track Positions	1	4.3%	11	10.4%	0	0.0%	12	9.2%
Full-Time	1	100.0%	11	100.0%	0	N/A	12	100.0%
Part-Time	0	0.0%	0	0.0%	0	N/A	0	0.0%
All Non-Tenure/Tenure-Track Positions	6	26.1%	54	50.5%	1	100.0%	61	46.5%
Full-Time	2	33.3%	27	49.5%	0	0.0%	29	47.1%
Part-Time	4	66.7%	27	50.5%	1	100.0%	32	52.9%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 44: Vacant Positions for Programs With Tenure, By Tenure Status, Academic Year 2015–2016

	Dental Assisting (N=45)		Dental Hygiene (N=98)		Dental Lab. Tech. (N=3)		Total (N=146)	
	Count	%	Count	%	Count	%	Count	%
All Positions	11	100.0%	79	100.0%	3	100.0%	93	100.0%
Full-Time	5	45.5%	38	48.1%	2	66.7%	45	48.4%
Part-Time	6	54.5%	41	51.9%	1	33.3%	48	51.6%
All Tenured Positions	2	18.2%	9	11.4%	0	0.0%	11	11.8%
Full-Time	2	100.0%	9	100.0%	0	N/A	11	100.0%
Part-Time	0	0.0%	0	0.0%	0	N/A	0	0.0%
All Tenure-Track Positions	2	18.2%	23	29.1%	2	66.7%	27	29.0%
Full-Time	2	100.0%	23	100.0%	2	100.0%	27	100.0%
Part-Time	0	0.0%	0	0.0%	0	0.0%	0	0.0%
All Non-Tenure/Tenure-Track Positions	4	36.4%	36	45.6%	1	33.3%	41	44.1%
Full-Time	0	0.0%	12	33.3%	0	0.0%	12	29.3%
Part-Time	4	100.0%	24	66.7%	1	100.0%	29	70.7%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 45: Lost Positions for Programs With Tenure, By Tenure Status, Academic Year 2015–2016

	Dental Assisting (N=46)		Dental Hygiene (N=97)		Dental Lab. Tech. (N=3)		Total (N=146)	
	Count	%	Count	%	Count	%	Count	%
All Positions	4	100.0%	15	100.0%	0	N/A	19	100.0%
Full-Time	1	25.0%	10	66.7%	0	N/A	11	57.9%
Part-Time	3	75.0%	5	33.3%	0	N/A	8	42.1%
All Tenured Positions	0	0.0%	4	26.7%	0	N/A	4	21.1%
Full-Time	0	N/A	4	100.0%	0	N/A	4	100.0%
Part-Time	0	N/A	0	0.0%	0	N/A	0	0.0%
All Tenure-Track Positions	0	0.0%	3	20.0%	0	N/A	3	15.8%
Full-Time	0	N/A	3	100.0%	0	N/A	3	100.0%
Part-Time	0	N/A	0	0.0%	0	N/A	0	0.0%
All Non-Tenure/Tenure-Track Positions	0	0.0%	6	40.0%	0	N/A	6	31.6%
Full-Time	0	N/A	4	66.7%	0	N/A	4	66.7%
Part-Time	0	N/A	2	33.3%	0	N/A	2	33.3%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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Table 46: Estimated Retirements for Academic Year 2016–2017, With Estimated Lost and Vacant Positions

	Dental Assisting (N=154)		Dental Hygiene (N=197)		Dental Lab. Tech. (N=10)		Total (N=361)	
	Count	%	Count	%	Count	%	Count	%
<i>Estimated Retirements</i>	8	100.0%	35	100.0%	0	N/A	43	100.0%
<i>Resulting in a Lost Position</i>	1	12.5%	10	28.6%	0	N/A	11	25.6%
Full-Time	1	100.0%	6	60.0%	0	N/A	7	63.6%
Part-Time	0	0.0%	4	40.0%	0	N/A	4	36.4%
<i>Resulting in a Vacant Position</i>	5	62.5%	17	48.6%	0	N/A	22	51.2%
Full-Time	3	60.0%	13	76.5%	0	N/A	16	72.7%
Part-Time	2	40.0%	4	23.5%	0	N/A	6	27.3%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Some programs did not report the number of Lost and Vacant positions; as such, the sum of these positions may not equal the total number of Estimated Retirements.

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Table 47: Estimated Retirements for the Next Five Academic Years, With Estimated Lost and Vacant Positions

	Dental Assisting (N=153)		Dental Hygiene (N=197)		Dental Lab. Tech. (N=10)		Total (N=360)	
	Count	%	Count	%	Count	%	Count	%
<i>Estimated Retirements</i>	119	100.0%	285	100.0%	11	100.0%	415	100.0%
<i>Resulting in a Lost Position</i>	16	13.4%	42	14.7%	0	0.0%	58	14.0%
Full-Time	14	87.5%	31	73.8%	0	N/A	45	77.6%
Part-Time	2	12.5%	11	26.2%	0	N/A	13	22.4%
<i>Resulting in a Vacant Position</i>	63	52.9%	106	37.2%	7	63.6%	176	42.4%
Full-Time	42	66.7%	73	68.9%	4	57.1%	119	67.6%
Part-Time	21	33.3%	33	31.1%	3	42.9%	57	32.4%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. Some programs did not report the number of Lost and Vacant positions; as such, the sum of these positions may not equal the total number of Estimated Retirements.

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Table 48: Average Salary Range for Full-Time Program Directors By Program Type, School Type, and Region

	Program Type							
	Total (N=304)		Dental Assisting (N=132)		Dental Hygiene (N=162)		Dental Lab. Tech. (N=9)	
	Count	%	Count	%	Count	%	Count	%
All Program Directors	306	100.0%	133	100.0%	164	100.0%	9	100.0%
\$100,000 Or More	34	11.1%	6	4.5%	26	15.9%	2	22.2%
\$90,000 - \$99,999	33	10.8%	11	8.3%	21	12.8%	1	11.1%
\$80,000 - \$89,999	45	14.7%	12	9.0%	32	19.5%	1	11.1%
\$70,000 - \$79,999	67	21.9%	20	15.0%	43	26.2%	4	44.4%
\$60,000 - \$69,999	58	19.0%	33	24.8%	24	14.6%	1	11.1%
\$50,000 - \$59,999	50	16.3%	33	24.8%	17	10.4%	0	0.0%
\$40,000 - \$49,999	18	5.9%	18	13.5%	0	0.0%	0	0.0%
\$30,000 - \$39,999	1	0.3%	0	0.0%	1	0.6%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%
9 Month Contracts	80	26.1%	41	30.8%	37	22.6%	2	22.2%
\$100,000 Or More	4	5.0%	2	4.9%	1	2.7%	1	50.0%
\$90,000 - \$99,999	4	5.0%	2	4.9%	2	5.4%	0	0.0%
\$80,000 - \$89,999	7	8.8%	3	7.3%	3	8.1%	1	50.0%
\$70,000 - \$79,999	20	25.0%	9	22.0%	11	29.7%	0	0.0%
\$60,000 - \$69,999	21	26.3%	10	24.4%	11	29.7%	0	0.0%
\$50,000 - \$59,999	18	22.5%	10	24.4%	8	21.6%	0	0.0%
\$40,000 - \$49,999	5	6.3%	5	12.2%	0	0.0%	0	0.0%
\$30,000 - \$39,999	1	1.3%	0	0.0%	1	2.7%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 48: Average Salary Range for Full-Time Program Directors By Program Type, School Type, and Region

	School Type							
	Total (N=304)		Public (N=275)		Private/State-Rel. (N=15)		For-Profit (N=13)	
	Count	%	Count	%	Count	%	Count	%
All Program Directors	306	100.0%	278	100.0%	15	100.0%	13	100.0%
\$100,000 Or More	34	11.1%	29	10.4%	3	20.0%	2	15.4%
\$90,000 - \$99,999	33	10.8%	28	10.1%	2	13.3%	3	23.1%
\$80,000 - \$89,999	45	14.7%	41	14.7%	2	13.3%	2	15.4%
\$70,000 - \$79,999	67	21.9%	63	22.7%	4	26.7%	0	0.0%
\$60,000 - \$69,999	58	19.0%	56	20.1%	0	0.0%	2	15.4%
\$50,000 - \$59,999	50	16.3%	44	15.8%	3	20.0%	3	23.1%
\$40,000 - \$49,999	18	5.9%	16	5.8%	1	6.7%	1	7.7%
\$30,000 - \$39,999	1	0.3%	1	0.4%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%
9 Month Contracts	80	26.1%	77	27.7%	1	6.7%	2	15.4%
\$100,000 Or More	4	5.0%	3	3.9%	0	0.0%	1	50.0%
\$90,000 - \$99,999	4	5.0%	4	5.2%	0	0.0%	0	0.0%
\$80,000 - \$89,999	7	8.8%	7	9.1%	0	0.0%	0	0.0%
\$70,000 - \$79,999	20	25.0%	19	24.7%	1	100.0%	0	0.0%
\$60,000 - \$69,999	21	26.3%	21	27.3%	0	0.0%	0	0.0%
\$50,000 - \$59,999	18	22.5%	17	22.1%	0	0.0%	1	50.0%
\$40,000 - \$49,999	5	6.3%	5	6.5%	0	0.0%	0	0.0%
\$30,000 - \$39,999	1	1.3%	1	1.3%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 48: Average Salary Range for Full-Time Program Directors By Program Type, School Type, and Region

	Region									
	Total (N=304)		Midwest (N=77)		Northeast (N=39)		South (N=120)		West (N=67)	
	Count	%	Count	%	Count	%	Count	%	Count	%
All Program Directors	306	100.0%	77	100.0%	40	100.0%	120	100.0%	69	100.0%
\$100,000 Or More	34	11.1%	7	9.1%	6	15.0%	5	4.2%	16	23.2%
\$90,000 - \$99,999	33	10.8%	9	11.7%	5	12.5%	12	10.0%	7	10.1%
\$80,000 - \$89,999	45	14.7%	9	11.7%	12	30.0%	13	10.8%	11	15.9%
\$70,000 - \$79,999	67	21.9%	22	28.6%	7	17.5%	23	19.2%	15	21.7%
\$60,000 - \$69,999	58	19.0%	12	15.6%	4	10.0%	30	25.0%	12	17.4%
\$50,000 - \$59,999	50	16.3%	14	18.2%	4	10.0%	27	22.5%	5	7.2%
\$40,000 - \$49,999	18	5.9%	3	3.9%	2	5.0%	10	8.3%	3	4.3%
\$30,000 - \$39,999	1	0.3%	1	1.3%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
9 Month Contracts	80	26.1%	34	44.2%	8	20.0%	24	20.0%	14	20.3%
\$100,000 Or More	4	5.0%	1	2.9%	1	12.5%	1	4.2%	1	7.1%
\$90,000 - \$99,999	4	5.0%	3	8.8%	1	12.5%	0	0.0%	0	0.0%
\$80,000 - \$89,999	7	8.8%	4	11.8%	2	25.0%	0	0.0%	1	7.1%
\$70,000 - \$79,999	20	25.0%	14	41.2%	1	12.5%	3	12.5%	2	14.3%
\$60,000 - \$69,999	21	26.3%	5	14.7%	2	25.0%	7	29.2%	7	50.0%
\$50,000 - \$59,999	18	22.5%	5	14.7%	0	0.0%	10	41.7%	3	21.4%
\$40,000 - \$49,999	5	6.3%	1	2.9%	1	12.5%	3	12.5%	0	0.0%
\$30,000 - \$39,999	1	1.3%	1	2.9%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 48: Average Salary Range for Full-Time Program Directors By Program Type, School Type, and Region

	Total (N=304)		Program Type					
			Dental Assisting (N=132)		Dental Hygiene (N=162)		Dental Lab. Tech. (N=9)	
			Count	%	Count	%	Count	%
10 Month Contracts	55	18.0%	30	22.6%	25	15.2%	0	0.0%
\$100,000 Or More	6	10.9%	2	6.7%	4	16.0%	0	0.0%
\$90,000 - \$99,999	4	7.3%	3	10.0%	1	4.0%	0	0.0%
\$80,000 - \$89,999	8	14.5%	2	6.7%	6	24.0%	0	0.0%
\$70,000 - \$79,999	15	27.3%	6	20.0%	9	36.0%	0	0.0%
\$60,000 - \$69,999	8	14.5%	7	23.3%	1	4.0%	0	0.0%
\$50,000 - \$59,999	11	20.0%	7	23.3%	4	16.0%	0	0.0%
\$40,000 - \$49,999	3	5.5%	3	10.0%	0	0.0%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11 Month Contracts	17	5.6%	5	3.8%	12	7.3%	0	0.0%
\$100,000 Or More	2	11.8%	0	0.0%	2	16.7%	0	0.0%
\$90,000 - \$99,999	3	17.6%	0	0.0%	3	25.0%	0	0.0%
\$80,000 - \$89,999	3	17.6%	2	40.0%	1	8.3%	0	0.0%
\$70,000 - \$79,999	5	29.4%	1	20.0%	4	33.3%	0	0.0%
\$60,000 - \$69,999	1	5.9%	0	0.0%	1	8.3%	0	0.0%
\$50,000 - \$59,999	2	11.8%	1	20.0%	1	8.3%	0	0.0%
\$40,000 - \$49,999	1	5.9%	1	20.0%	0	0.0%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 48: Average Salary Range for Full-Time Program Directors By Program Type, School Type, and Region

	School Type							
	Total (N=304)		Public (N=275)		Private/State-Rel. (N=15)		For-Profit (N=13)	
	Count	%	Count	%	Count	%	Count	%
10 Month Contracts	55	18.0%	55	19.8%	0	0.0%	0	0.0%
\$100,000 Or More	6	10.9%	6	10.9%	0	0.0%	0	0.0%
\$90,000 - \$99,999	4	7.3%	4	7.3%	0	0.0%	0	0.0%
\$80,000 - \$89,999	8	14.5%	8	14.5%	0	0.0%	0	0.0%
\$70,000 - \$79,999	15	27.3%	15	27.3%	0	0.0%	0	0.0%
\$60,000 - \$69,999	8	14.5%	8	14.5%	0	0.0%	0	0.0%
\$50,000 - \$59,999	11	20.0%	11	20.0%	0	0.0%	0	0.0%
\$40,000 - \$49,999	3	5.5%	3	5.5%	0	0.0%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11 Month Contracts	17	5.6%	16	5.8%	1	6.7%	0	0.0%
\$100,000 Or More	2	11.8%	2	12.5%	0	0.0%	0	0.0%
\$90,000 - \$99,999	3	17.6%	3	18.8%	0	0.0%	0	0.0%
\$80,000 - \$89,999	3	17.6%	3	18.8%	0	0.0%	0	0.0%
\$70,000 - \$79,999	5	29.4%	4	25.0%	1	100.0%	0	0.0%
\$60,000 - \$69,999	1	5.9%	1	6.3%	0	0.0%	0	0.0%
\$50,000 - \$59,999	2	11.8%	2	12.5%	0	0.0%	0	0.0%
\$40,000 - \$49,999	1	5.9%	1	6.3%	0	0.0%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 48: Average Salary Range for Full-Time Program Directors By Program Type, School Type, and Region

	Region									
	Total (N=304)		Midwest (N=77)		Northeast (N=39)		South (N=120)		West (N=67)	
	Count	%	Count	%	Count	%	Count	%	Count	%
10 Month Contracts	55	18.0%	6	7.8%	13	32.5%	17	14.2%	19	27.5%
\$100,000 Or More	6	10.9%	0	0.0%	1	7.7%	0	0.0%	5	26.3%
\$90,000 - \$99,999	4	7.3%	1	16.7%	0	0.0%	0	0.0%	3	15.8%
\$80,000 - \$89,999	8	14.5%	0	0.0%	5	38.5%	1	5.9%	2	10.5%
\$70,000 - \$79,999	15	27.3%	2	33.3%	3	23.1%	4	23.5%	6	31.6%
\$60,000 - \$69,999	8	14.5%	1	16.7%	1	7.7%	3	17.6%	3	15.8%
\$50,000 - \$59,999	11	20.0%	2	33.3%	3	23.1%	6	35.3%	0	0.0%
\$40,000 - \$49,999	3	5.5%	0	0.0%	0	0.0%	3	17.6%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11 Month Contracts	17	5.6%	4	5.2%	1	2.5%	6	5.0%	6	8.7%
\$100,000 Or More	2	11.8%	0	0.0%	0	0.0%	0	0.0%	2	33.3%
\$90,000 - \$99,999	3	17.6%	0	0.0%	1	100.0%	1	16.7%	1	16.7%
\$80,000 - \$89,999	3	17.6%	1	25.0%	0	0.0%	2	33.3%	0	0.0%
\$70,000 - \$79,999	5	29.4%	2	50.0%	0	0.0%	2	33.3%	1	16.7%
\$60,000 - \$69,999	1	5.9%	0	0.0%	0	0.0%	0	0.0%	1	16.7%
\$50,000 - \$59,999	2	11.8%	0	0.0%	0	0.0%	1	16.7%	1	16.7%
\$40,000 - \$49,999	1	5.9%	1	25.0%	0	0.0%	0	0.0%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 48: Average Salary Range for Full-Time Program Directors By Program Type, School Type, and Region

	Total (N=304)		Program Type					
			Dental Assisting (N=132)		Dental Hygiene (N=162)		Dental Lab. Tech. (N=9)	
			Count	%	Count	%	Count	%
12 Month Contracts	154	50.3%	57	42.9%	90	54.9%	7	77.8%
\$100,000 Or More	22	14.3%	2	3.5%	19	21.1%	1	14.3%
\$90,000 - \$99,999	22	14.3%	6	10.5%	15	16.7%	1	14.3%
\$80,000 - \$89,999	27	17.5%	5	8.8%	22	24.4%	0	0.0%
\$70,000 - \$79,999	27	17.5%	4	7.0%	19	21.1%	4	57.1%
\$60,000 - \$69,999	28	18.2%	16	28.1%	11	12.2%	1	14.3%
\$50,000 - \$59,999	19	12.3%	15	26.3%	4	4.4%	0	0.0%
\$40,000 - \$49,999	9	5.8%	9	15.8%	0	0.0%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. The number of positions may exceed the number of respondent programs.
3. Regions are those designated by the U.S. Census

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Table 48: Average Salary Range for Full-Time Program Directors By Program Type, School Type, and Region

	Total (N=304)		School Type					
			Public (N=275)		Private/State-Rel. (N=15)		For-Profit (N=13)	
			Count	%	Count	%	Count	%
12 Month Contracts	154	50.3%	130	46.8%	13	86.7%	11	84.6%
\$100,000 Or More	22	14.3%	18	13.8%	3	23.1%	1	9.1%
\$90,000 - \$99,999	22	14.3%	17	13.1%	2	15.4%	3	27.3%
\$80,000 - \$89,999	27	17.5%	23	17.7%	2	15.4%	2	18.2%
\$70,000 - \$79,999	27	17.5%	25	19.2%	2	15.4%	0	0.0%
\$60,000 - \$69,999	28	18.2%	26	20.0%	0	0.0%	2	18.2%
\$50,000 - \$59,999	19	12.3%	14	10.8%	3	23.1%	2	18.2%
\$40,000 - \$49,999	9	5.8%	7	5.4%	1	7.7%	1	9.1%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. The number of positions may exceed the number of respondent programs.
3. Regions are those designated by the U.S. Census

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Table 48: Average Salary Range for Full-Time Program Directors By Program Type, School Type, and Region

	Region									
	Total (N=304)		Midwest (N=77)		Northeast (N=39)		South (N=120)		West (N=67)	
	Count	%	Count	%	Count	%	Count	%	Count	%
12 Month Contracts	154	50.3%	33	42.9%	18	45.0%	73	60.8%	30	43.5%
\$100,000 Or More	22	14.3%	6	18.2%	4	22.2%	4	5.5%	8	26.7%
\$90,000 - \$99,999	22	14.3%	5	15.2%	3	16.7%	11	15.1%	3	10.0%
\$80,000 - \$89,999	27	17.5%	4	12.1%	5	27.8%	10	13.7%	8	26.7%
\$70,000 - \$79,999	27	17.5%	4	12.1%	3	16.7%	14	19.2%	6	20.0%
\$60,000 - \$69,999	28	18.2%	6	18.2%	1	5.6%	20	27.4%	1	3.3%
\$50,000 - \$59,999	19	12.3%	7	21.2%	1	5.6%	10	13.7%	1	3.3%
\$40,000 - \$49,999	9	5.8%	1	3.0%	1	5.6%	4	5.5%	3	10.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. The number of positions may exceed the number of respondent programs.
3. Regions are those designated by the U.S. Census

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Table 49: Average Salary Range for Full-Time Clinic Coordinators & Directors By Program Type, School Type, and Region

	Program Type											
	Total (N=146)		Dental Assisting (N=41)		Dental Hygiene (N=104)		Dental Lab. Tech. (N=1)					
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
All Clinic Directors	152	100.0%	42	100.0%	109	100.0%	1	100.0%				
\$100,000 Or More	8	5.3%	2	4.8%	6	5.5%	0	0.0%				
\$90,000 - \$99,999	3	2.0%	1	2.4%	2	1.8%	0	0.0%				
\$80,000 - \$89,999	9	5.9%	1	2.4%	8	7.3%	0	0.0%				
\$70,000 - \$79,999	17	11.2%	4	9.5%	13	11.9%	0	0.0%				
\$60,000 - \$69,999	31	20.4%	8	19.0%	22	20.2%	1	100.0%				
\$50,000 - \$59,999	48	31.6%	8	19.0%	40	36.7%	0	0.0%				
\$40,000 - \$49,999	23	15.1%	8	19.0%	15	13.8%	0	0.0%				
\$30,000 - \$39,999	10	6.6%	8	19.0%	2	1.8%	0	0.0%				
\$29,999 Or Less	3	2.0%	2	4.8%	1	0.9%	0	0.0%				
9 Month Contracts	56	36.8%	18	42.9%	37	33.9%	1	100.0%				
\$100,000 Or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%				
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%				
\$80,000 - \$89,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%				
\$70,000 - \$79,999	5	8.9%	2	11.1%	3	8.1%	0	0.0%				
\$60,000 - \$69,999	12	21.4%	4	22.2%	7	18.9%	1	100.0%				
\$50,000 - \$59,999	19	33.9%	3	16.7%	16	43.2%	0	0.0%				
\$40,000 - \$49,999	13	23.2%	4	22.2%	9	24.3%	0	0.0%				
\$30,000 - \$39,999	6	10.7%	4	22.2%	2	5.4%	0	0.0%				
\$29,999 Or Less	1	1.8%	1	5.6%	0	0.0%	0	0.0%				

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Table 49: Average Salary Range for Full-Time Clinic Coordinators & Directors By Program Type, School Type, and Region

	School Type							
	Total (N=146)		Public (N=129)		Private/State-Rel. (N=7)		For-Profit (N=10)	
	Count	%	Count	%	Count	%	Count	%
All Clinic Directors	152	100.0%	135	100.0%	7	100.0%	10	100.0%
\$100,000 Or More	8	5.3%	8	5.9%	0	0.0%	0	0.0%
\$90,000 - \$99,999	3	2.0%	2	1.5%	1	14.3%	0	0.0%
\$80,000 - \$89,999	9	5.9%	6	4.4%	1	14.3%	2	20.0%
\$70,000 - \$79,999	17	11.2%	14	10.4%	0	0.0%	3	30.0%
\$60,000 - \$69,999	31	20.4%	28	20.7%	2	28.6%	1	10.0%
\$50,000 - \$59,999	48	31.6%	45	33.3%	2	28.6%	1	10.0%
\$40,000 - \$49,999	23	15.1%	22	16.3%	1	14.3%	0	0.0%
\$30,000 - \$39,999	10	6.6%	8	5.9%	0	0.0%	2	20.0%
\$29,999 Or Less	3	2.0%	2	1.5%	0	0.0%	1	10.0%
9 Month Contracts	56	36.8%	52	38.5%	2	28.6%	2	20.0%
\$100,000 Or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$70,000 - \$79,999	5	8.9%	4	7.7%	0	0.0%	1	50.0%
\$60,000 - \$69,999	12	21.4%	10	19.2%	1	50.0%	1	50.0%
\$50,000 - \$59,999	19	33.9%	18	34.6%	1	50.0%	0	0.0%
\$40,000 - \$49,999	13	23.2%	13	25.0%	0	0.0%	0	0.0%
\$30,000 - \$39,999	6	10.7%	6	11.5%	0	0.0%	0	0.0%
\$29,999 Or Less	1	1.8%	1	1.9%	0	0.0%	0	0.0%

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Table 49: Average Salary Range for Full-Time Clinic Coordinators & Directors By Program Type, School Type, and Region

	Region									
	Total (N=146)		Midwest (N=27)		Northeast (N=16)		South (N=68)		West (N=35)	
	Count	%	Count	%	Count	%	Count	%	Count	%
All Clinic Directors	152	100.0%	27	100.0%	18	100.0%	72	100.0%	35	100.0%
\$100,000 Or More	8	5.3%	0	0.0%	2	11.1%	3	4.2%	3	8.6%
\$90,000 - \$99,999	3	2.0%	1	3.7%	1	5.6%	1	1.4%	0	0.0%
\$80,000 - \$89,999	9	5.9%	3	11.1%	1	5.6%	2	2.8%	3	8.6%
\$70,000 - \$79,999	17	11.2%	3	11.1%	3	16.7%	6	8.3%	5	14.3%
\$60,000 - \$69,999	31	20.4%	5	18.5%	5	27.8%	9	12.5%	12	34.3%
\$50,000 - \$59,999	48	31.6%	8	29.6%	1	5.6%	32	44.4%	7	20.0%
\$40,000 - \$49,999	23	15.1%	4	14.8%	1	5.6%	13	18.1%	5	14.3%
\$30,000 - \$39,999	10	6.6%	2	7.4%	2	11.1%	6	8.3%	0	0.0%
\$29,999 Or Less	3	2.0%	1	3.7%	2	11.1%	0	0.0%	0	0.0%
9 Month Contracts	56	36.8%	13	48.1%	5	27.8%	23	31.9%	15	42.9%
\$100,000 Or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$70,000 - \$79,999	5	8.9%	2	15.4%	0	0.0%	1	4.3%	2	13.3%
\$60,000 - \$69,999	12	21.4%	2	15.4%	3	60.0%	1	4.3%	6	40.0%
\$50,000 - \$59,999	19	33.9%	3	23.1%	1	20.0%	12	52.2%	3	20.0%
\$40,000 - \$49,999	13	23.2%	3	23.1%	0	0.0%	6	26.1%	4	26.7%
\$30,000 - \$39,999	6	10.7%	2	15.4%	1	20.0%	3	13.0%	0	0.0%
\$29,999 Or Less	1	1.8%	1	7.7%	0	0.0%	0	0.0%	0	0.0%

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Table 49: Average Salary Range for Full-Time Clinic Coordinators & Directors By Program Type, School Type, and Region

	Program Type							
	Total (N=146)		Dental Assisting (N=41)		Dental Hygiene (N=104)		Dental Lab. Tech. (N=1)	
	Count	%	Count	%	Count	%	Count	%
10 Month Contracts	32	21.1%	7	16.7%	25	22.9%	0	0.0%
\$100,000 Or More	2	6.3%	0	0.0%	2	8.0%	0	0.0%
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	2	6.3%	0	0.0%	2	8.0%	0	0.0%
\$70,000 - \$79,999	4	12.5%	0	0.0%	4	16.0%	0	0.0%
\$60,000 - \$69,999	6	18.8%	1	14.3%	5	20.0%	0	0.0%
\$50,000 - \$59,999	10	31.3%	1	14.3%	9	36.0%	0	0.0%
\$40,000 - \$49,999	6	18.8%	3	42.9%	3	12.0%	0	0.0%
\$30,000 - \$39,999	2	6.3%	2	28.6%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11 Month Contracts	2	1.3%	1	2.4%	1	0.9%	0	0.0%
\$100,000 Or More	1	50.0%	0	0.0%	1	100.0%	0	0.0%
\$90,000 - \$99,999	1	50.0%	1	100.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$70,000 - \$79,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$60,000 - \$69,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$50,000 - \$59,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$40,000 - \$49,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 49: Average Salary Range for Full-Time Clinic Coordinators & Directors By Program Type, School Type, and Region

	School Type							
	Total (N=146)		Public (N=129)		Private/State-Rel. (N=7)		For-Profit (N=10)	
	Count	%	Count	%	Count	%	Count	%
10 Month Contracts	32	21.1%	32	23.7%	0	0.0%	0	0.0%
\$100,000 Or More	2	6.3%	2	6.3%	0	0.0%	0	0.0%
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	2	6.3%	2	6.3%	0	0.0%	0	0.0%
\$70,000 - \$79,999	4	12.5%	4	12.5%	0	0.0%	0	0.0%
\$60,000 - \$69,999	6	18.8%	6	18.8%	0	0.0%	0	0.0%
\$50,000 - \$59,999	10	31.3%	10	31.3%	0	0.0%	0	0.0%
\$40,000 - \$49,999	6	18.8%	6	18.8%	0	0.0%	0	0.0%
\$30,000 - \$39,999	2	6.3%	2	6.3%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11 Month Contracts	2	1.3%	2	1.5%	0	0.0%	0	0.0%
\$100,000 Or More	1	50.0%	1	50.0%	0	0.0%	0	0.0%
\$90,000 - \$99,999	1	50.0%	1	50.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$70,000 - \$79,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$60,000 - \$69,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$50,000 - \$59,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$40,000 - \$49,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 49: Average Salary Range for Full-Time Clinic Coordinators & Directors By Program Type, School Type, and Region

	Region									
	Total (N=146)		Midwest (N=27)		Northeast (N=16)		South (N=68)		West (N=35)	
	Count	%	Count	%	Count	%	Count	%	Count	%
10 Month Contracts	32	21.1%	5	18.5%	6	33.3%	15	20.8%	6	17.1%
\$100,000 Or More	2	6.3%	0	0.0%	0	0.0%	0	0.0%	2	33.3%
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	2	6.3%	0	0.0%	1	16.7%	0	0.0%	1	16.7%
\$70,000 - \$79,999	4	12.5%	0	0.0%	2	33.3%	1	6.7%	1	16.7%
\$60,000 - \$69,999	6	18.8%	2	40.0%	2	33.3%	2	13.3%	0	0.0%
\$50,000 - \$59,999	10	31.3%	2	40.0%	0	0.0%	6	40.0%	2	33.3%
\$40,000 - \$49,999	6	18.8%	1	20.0%	0	0.0%	5	33.3%	0	0.0%
\$30,000 - \$39,999	2	6.3%	0	0.0%	1	16.7%	1	6.7%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
11 Month Contracts	2	1.3%	1	3.7%	0	0.0%	0	0.0%	1	2.9%
\$100,000 Or More	1	50.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
\$90,000 - \$99,999	1	50.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$70,000 - \$79,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$60,000 - \$69,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$50,000 - \$59,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$40,000 - \$49,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 49: Average Salary Range for Full-Time Clinic Coordinators & Directors By Program Type, School Type, and Region

	Total (N=146)		Program Type					
			Dental Assisting (N=41)		Dental Hygiene (N=104)		Dental Lab. Tech. (N=1)	
			Count	%	Count	%	Count	%
12 Month Contracts	62	40.8%	16	38.1%	46	42.2%	0	0.0%
\$100,000 Or More	5	8.1%	2	12.5%	3	6.5%	0	0.0%
\$90,000 - \$99,999	2	3.2%	0	0.0%	2	4.3%	0	0.0%
\$80,000 - \$89,999	7	11.3%	1	6.3%	6	13.0%	0	0.0%
\$70,000 - \$79,999	8	12.9%	2	12.5%	6	13.0%	0	0.0%
\$60,000 - \$69,999	13	21.0%	3	18.8%	10	21.7%	0	0.0%
\$50,000 - \$59,999	19	30.6%	4	25.0%	15	32.6%	0	0.0%
\$40,000 - \$49,999	4	6.5%	1	6.3%	3	6.5%	0	0.0%
\$30,000 - \$39,999	2	3.2%	2	12.5%	0	0.0%	0	0.0%
\$29,999 Or Less	2	3.2%	1	6.3%	1	2.2%	0	0.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. The number of positions may exceed the number of respondent programs.
3. Regions are those designated by the U.S. Census

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Table 49: Average Salary Range for Full-Time Clinic Coordinators & Directors By Program Type, School Type, and Region

	School Type							
	Total (N=146)		Public (N=129)		Private/State-Rel. (N=7)		For-Profit (N=10)	
	Count	%	Count	%	Count	%	Count	%
12 Month Contracts	62	40.8%	49	36.3%	5	71.4%	8	80.0%
\$100,000 Or More	5	8.1%	5	10.2%	0	0.0%	0	0.0%
\$90,000 - \$99,999	2	3.2%	1	2.0%	1	20.0%	0	0.0%
\$80,000 - \$89,999	7	11.3%	4	8.2%	1	20.0%	2	25.0%
\$70,000 - \$79,999	8	12.9%	6	12.2%	0	0.0%	2	25.0%
\$60,000 - \$69,999	13	21.0%	12	24.5%	1	20.0%	0	0.0%
\$50,000 - \$59,999	19	30.6%	17	34.7%	1	20.0%	1	12.5%
\$40,000 - \$49,999	4	6.5%	3	6.1%	1	20.0%	0	0.0%
\$30,000 - \$39,999	2	3.2%	0	0.0%	0	0.0%	2	25.0%
\$29,999 Or Less	2	3.2%	1	2.0%	0	0.0%	1	12.5%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. The number of positions may exceed the number of respondent programs.
3. Regions are those designated by the U.S. Census

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Table 49: Average Salary Range for Full-Time Clinic Coordinators & Directors By Program Type, School Type, and Region

	Region									
	Total (N=146)		Midwest (N=27)		Northeast (N=16)		South (N=68)		West (N=35)	
	Count	%	Count	%	Count	%	Count	%	Count	%
12 Month Contracts	62	40.8%	8	29.6%	7	38.9%	34	47.2%	13	37.1%
\$100,000 Or More	5	8.1%	0	0.0%	2	28.6%	3	8.8%	0	0.0%
\$90,000 - \$99,999	2	3.2%	0	0.0%	1	14.3%	1	2.9%	0	0.0%
\$80,000 - \$89,999	7	11.3%	3	37.5%	0	0.0%	2	5.9%	2	15.4%
\$70,000 - \$79,999	8	12.9%	1	12.5%	1	14.3%	4	11.8%	2	15.4%
\$60,000 - \$69,999	13	21.0%	1	12.5%	0	0.0%	6	17.6%	6	46.2%
\$50,000 - \$59,999	19	30.6%	3	37.5%	0	0.0%	14	41.2%	2	15.4%
\$40,000 - \$49,999	4	6.5%	0	0.0%	1	14.3%	2	5.9%	1	7.7%
\$30,000 - \$39,999	2	3.2%	0	0.0%	0	0.0%	2	5.9%	0	0.0%
\$29,999 Or Less	2	3.2%	0	0.0%	2	28.6%	0	0.0%	0	0.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. The number of positions may exceed the number of respondent programs.
3. Regions are those designated by the U.S. Census

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Table 50: Average Salary Range for Full-Time Teaching Faculty By Program Type, School Type, and Region

	Program Type							
	Total (N=212)		Dental Assisting (N=73)		Dental Hygiene (N=131)		Dental Lab. Tech. (N=8)	
	Count	%	Count	%	Count	%	Count	%
All Teaching Faculty	226	100.0%	78	100.0%	139	100.0%	9	100.0%
\$100,000 Or More	3	1.3%	0	0.0%	3	2.2%	0	0.0%
\$90,000 - \$99,999	3	1.3%	2	2.6%	1	0.7%	0	0.0%
\$80,000 - \$89,999	18	8.0%	4	5.1%	12	8.6%	2	22.2%
\$70,000 - \$79,999	24	10.6%	7	9.0%	14	10.1%	3	33.3%
\$60,000 - \$69,999	41	18.1%	13	16.7%	28	20.1%	0	0.0%
\$50,000 - \$59,999	68	30.1%	24	30.8%	41	29.5%	3	33.3%
\$40,000 - \$49,999	54	23.9%	22	28.2%	31	22.3%	1	11.1%
\$30,000 - \$39,999	12	5.3%	4	5.1%	8	5.8%	0	0.0%
\$29,999 Or Less	3	1.3%	2	2.6%	1	0.7%	0	0.0%
9 Month Contracts	93	41.2%	29	37.2%	61	43.9%	3	33.3%
\$100,000 Or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	5	5.4%	1	3.4%	3	4.9%	1	33.3%
\$70,000 - \$79,999	10	10.8%	4	13.8%	6	9.8%	0	0.0%
\$60,000 - \$69,999	16	17.2%	5	17.2%	11	18.0%	0	0.0%
\$50,000 - \$59,999	29	31.2%	9	31.0%	18	29.5%	2	66.7%
\$40,000 - \$49,999	29	31.2%	10	34.5%	19	31.1%	0	0.0%
\$30,000 - \$39,999	4	4.3%	0	0.0%	4	6.6%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 50: Average Salary Range for Full-Time Teaching Faculty By Program Type, School Type, and Region

	School Type							
	Total (N=212)		Public (N=191)		Private/State-Rel. (N=11)		For-Profit (N=10)	
	Count	%	Count	%	Count	%	Count	%
All Teaching Faculty	226	100.0%	204	100.0%	12	100.0%	10	100.0%
\$100,000 Or More	3	1.3%	3	1.5%	0	0.0%	0	0.0%
\$90,000 - \$99,999	3	1.3%	3	1.5%	0	0.0%	0	0.0%
\$80,000 - \$89,999	18	8.0%	15	7.4%	2	16.7%	1	10.0%
\$70,000 - \$79,999	24	10.6%	19	9.3%	1	8.3%	4	40.0%
\$60,000 - \$69,999	41	18.1%	39	19.1%	2	16.7%	0	0.0%
\$50,000 - \$59,999	68	30.1%	62	30.4%	5	41.7%	1	10.0%
\$40,000 - \$49,999	54	23.9%	51	25.0%	1	8.3%	2	20.0%
\$30,000 - \$39,999	12	5.3%	10	4.9%	1	8.3%	1	10.0%
\$29,999 Or Less	3	1.3%	2	1.0%	0	0.0%	1	10.0%
9 Month Contracts	93	41.2%	87	42.6%	4	33.3%	2	20.0%
\$100,000 Or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	5	5.4%	5	5.7%	0	0.0%	0	0.0%
\$70,000 - \$79,999	10	10.8%	9	10.3%	0	0.0%	1	50.0%
\$60,000 - \$69,999	16	17.2%	14	16.1%	2	50.0%	0	0.0%
\$50,000 - \$59,999	29	31.2%	27	31.0%	2	50.0%	0	0.0%
\$40,000 - \$49,999	29	31.2%	28	32.2%	0	0.0%	1	50.0%
\$30,000 - \$39,999	4	4.3%	4	4.6%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 50: Average Salary Range for Full-Time Teaching Faculty By Program Type, School Type, and Region

	Region									
	Total (N=212)		Midwest (N=51)		Northeast (N=26)		South (N=89)		West (N=46)	
	Count	%	Count	%	Count	%	Count	%	Count	%
All Teaching Faculty	226	100.0%	55	100.0%	28	100.0%	96	100.0%	47	100.0%
\$100,000 Or More	3	1.3%	1	1.8%	0	0.0%	1	1.0%	1	2.1%
\$90,000 - \$99,999	3	1.3%	1	1.8%	0	0.0%	1	1.0%	1	2.1%
\$80,000 - \$89,999	18	8.0%	2	3.6%	5	17.9%	5	5.2%	6	12.8%
\$70,000 - \$79,999	24	10.6%	11	20.0%	4	14.3%	3	3.1%	6	12.8%
\$60,000 - \$69,999	41	18.1%	11	20.0%	7	25.0%	12	12.5%	11	23.4%
\$50,000 - \$59,999	68	30.1%	13	23.6%	4	14.3%	38	39.6%	13	27.7%
\$40,000 - \$49,999	54	23.9%	12	21.8%	8	28.6%	28	29.2%	6	12.8%
\$30,000 - \$39,999	12	5.3%	3	5.5%	0	0.0%	7	7.3%	2	4.3%
\$29,999 Or Less	3	1.3%	1	1.8%	0	0.0%	1	1.0%	1	2.1%
9 Month Contracts	93	41.2%	29	52.7%	10	35.7%	30	31.3%	24	51.1%
\$100,000 Or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	5	5.4%	2	6.9%	2	20.0%	0	0.0%	1	4.2%
\$70,000 - \$79,999	10	10.8%	7	24.1%	0	0.0%	0	0.0%	3	12.5%
\$60,000 - \$69,999	16	17.2%	7	24.1%	2	20.0%	2	6.7%	5	20.8%
\$50,000 - \$59,999	29	31.2%	6	20.7%	2	20.0%	11	36.7%	10	41.7%
\$40,000 - \$49,999	29	31.2%	5	17.2%	4	40.0%	15	50.0%	5	20.8%
\$30,000 - \$39,999	4	4.3%	2	6.9%	0	0.0%	2	6.7%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 50: Average Salary Range for Full-Time Teaching Faculty By Program Type, School Type, and Region

	Program Type							
	Total (N=212)		Dental Assisting (N=73)		Dental Hygiene (N=131)		Dental Lab. Tech. (N=8)	
	Count	%	Count	%	Count	%	Count	%
10 Month Contracts	52	23.0%	16	20.5%	35	25.2%	1	11.1%
\$100,000 Or More	2	3.8%	0	0.0%	2	5.7%	0	0.0%
\$90,000 - \$99,999	1	1.9%	0	0.0%	1	2.9%	0	0.0%
\$80,000 - \$89,999	5	9.6%	1	6.3%	4	11.4%	0	0.0%
\$70,000 - \$79,999	3	5.8%	1	6.3%	2	5.7%	0	0.0%
\$60,000 - \$69,999	14	26.9%	5	31.3%	9	25.7%	0	0.0%
\$50,000 - \$59,999	8	15.4%	2	12.5%	6	17.1%	0	0.0%
\$40,000 - \$49,999	15	28.8%	6	37.5%	8	22.9%	1	100.0%
\$30,000 - \$39,999	3	5.8%	1	6.3%	2	5.7%	0	0.0%
\$29,999 Or Less	1	1.9%	0	0.0%	1	2.9%	0	0.0%
11 Month Contracts	9	4.0%	6	7.7%	2	1.4%	1	11.1%
\$100,000 Or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$70,000 - \$79,999	1	11.1%	0	0.0%	0	0.0%	1	100.0%
\$60,000 - \$69,999	1	11.1%	1	16.7%	0	0.0%	0	0.0%
\$50,000 - \$59,999	5	55.6%	3	50.0%	2	100.0%	0	0.0%
\$40,000 - \$49,999	2	22.2%	2	33.3%	0	0.0%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 50: Average Salary Range for Full-Time Teaching Faculty By Program Type, School Type, and Region

	School Type							
	Total (N=212)		Public (N=191)		Private/State-Rel. (N=11)		For-Profit (N=10)	
	Count	%	Count	%	Count	%	Count	%
10 Month Contracts	52	23.0%	50	24.5%	1	8.3%	1	10.0%
\$100,000 Or More	2	3.8%	2	4.0%	0	0.0%	0	0.0%
\$90,000 - \$99,999	1	1.9%	1	2.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	5	9.6%	5	10.0%	0	0.0%	0	0.0%
\$70,000 - \$79,999	3	5.8%	3	6.0%	0	0.0%	0	0.0%
\$60,000 - \$69,999	14	26.9%	14	28.0%	0	0.0%	0	0.0%
\$50,000 - \$59,999	8	15.4%	7	14.0%	1	100.0%	0	0.0%
\$40,000 - \$49,999	15	28.8%	15	30.0%	0	0.0%	0	0.0%
\$30,000 - \$39,999	3	5.8%	3	6.0%	0	0.0%	0	0.0%
\$29,999 Or Less	1	1.9%	0	0.0%	0	0.0%	1	100.0%
11 Month Contracts	9	4.0%	9	4.4%	0	0.0%	0	0.0%
\$100,000 Or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$70,000 - \$79,999	1	11.1%	1	11.1%	0	0.0%	0	0.0%
\$60,000 - \$69,999	1	11.1%	1	11.1%	0	0.0%	0	0.0%
\$50,000 - \$59,999	5	55.6%	5	55.6%	0	0.0%	0	0.0%
\$40,000 - \$49,999	2	22.2%	2	22.2%	0	0.0%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 50: Average Salary Range for Full-Time Teaching Faculty By Program Type, School Type, and Region

	Region									
	Total (N=212)		Midwest (N=51)		Northeast (N=26)		South (N=89)		West (N=46)	
	Count	%	Count	%	Count	%	Count	%	Count	%
10 Month Contracts	52	23.0%	10	18.2%	11	39.3%	19	19.8%	12	25.5%
\$100,000 Or More	2	3.8%	0	0.0%	0	0.0%	1	5.3%	1	8.3%
\$90,000 - \$99,999	1	1.9%	0	0.0%	0	0.0%	0	0.0%	1	8.3%
\$80,000 - \$89,999	5	9.6%	0	0.0%	1	9.1%	1	5.3%	3	25.0%
\$70,000 - \$79,999	3	5.8%	0	0.0%	1	9.1%	1	5.3%	1	8.3%
\$60,000 - \$69,999	14	26.9%	3	30.0%	5	45.5%	3	15.8%	3	25.0%
\$50,000 - \$59,999	8	15.4%	1	10.0%	1	9.1%	5	26.3%	1	8.3%
\$40,000 - \$49,999	15	28.8%	6	60.0%	3	27.3%	6	31.6%	0	0.0%
\$30,000 - \$39,999	3	5.8%	0	0.0%	0	0.0%	2	10.5%	1	8.3%
\$29,999 Or Less	1	1.9%	0	0.0%	0	0.0%	0	0.0%	1	8.3%
11 Month Contracts	9	4.0%	2	3.6%	0	0.0%	7	7.3%	0	0.0%
\$100,000 Or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$90,000 - \$99,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$80,000 - \$89,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$70,000 - \$79,999	1	11.1%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
\$60,000 - \$69,999	1	11.1%	0	0.0%	0	0.0%	1	14.3%	0	0.0%
\$50,000 - \$59,999	5	55.6%	1	50.0%	0	0.0%	4	57.1%	0	0.0%
\$40,000 - \$49,999	2	22.2%	0	0.0%	0	0.0%	2	28.6%	0	0.0%
\$30,000 - \$39,999	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
\$29,999 Or Less	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Table 50: Average Salary Range for Full-Time Teaching Faculty By Program Type, School Type, and Region

	Total (N=212)		Program Type					
			Dental Assisting (N=73)		Dental Hygiene (N=131)		Dental Lab. Tech. (N=8)	
			Count	%	Count	%	Count	%
12 Month Contracts	72	31.9%	27	34.6%	41	29.5%	4	44.4%
\$100,000 Or More	1	1.4%	0	0.0%	1	2.4%	0	0.0%
\$90,000 - \$99,999	2	2.8%	2	7.4%	0	0.0%	0	0.0%
\$80,000 - \$89,999	8	11.1%	2	7.4%	5	12.2%	1	25.0%
\$70,000 - \$79,999	10	13.9%	2	7.4%	6	14.6%	2	50.0%
\$60,000 - \$69,999	10	13.9%	2	7.4%	8	19.5%	0	0.0%
\$50,000 - \$59,999	26	36.1%	10	37.0%	15	36.6%	1	25.0%
\$40,000 - \$49,999	8	11.1%	4	14.8%	4	9.8%	0	0.0%
\$30,000 - \$39,999	5	6.9%	3	11.1%	2	4.9%	0	0.0%
\$29,999 Or Less	2	2.8%	2	7.4%	0	0.0%	0	0.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. The number of positions may exceed the number of respondent programs.
3. Regions are those designated by the U.S. Census

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Table 50: Average Salary Range for Full-Time Teaching Faculty By Program Type, School Type, and Region

	School Type							
	Total (N=212)		Public (N=191)		Private/State-Rel. (N=11)		For-Profit (N=10)	
	Count	%	Count	%	Count	%	Count	%
12 Month Contracts	72	31.9%	58	28.4%	7	58.3%	7	70.0%
\$100,000 Or More	1	1.4%	1	1.7%	0	0.0%	0	0.0%
\$90,000 - \$99,999	2	2.8%	2	3.4%	0	0.0%	0	0.0%
\$80,000 - \$89,999	8	11.1%	5	8.6%	2	28.6%	1	14.3%
\$70,000 - \$79,999	10	13.9%	6	10.3%	1	14.3%	3	42.9%
\$60,000 - \$69,999	10	13.9%	10	17.2%	0	0.0%	0	0.0%
\$50,000 - \$59,999	26	36.1%	23	39.7%	2	28.6%	1	14.3%
\$40,000 - \$49,999	8	11.1%	6	10.3%	1	14.3%	1	14.3%
\$30,000 - \$39,999	5	6.9%	3	5.2%	1	14.3%	1	14.3%
\$29,999 Or Less	2	2.8%	2	3.4%	0	0.0%	0	0.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. The number of positions may exceed the number of respondent programs.
3. Regions are those designated by the U.S. Census

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Table 50: Average Salary Range for Full-Time Teaching Faculty By Program Type, School Type, and Region

	Region									
	Total (N=212)		Midwest (N=51)		Northeast (N=26)		South (N=89)		West (N=46)	
	Count	%	Count	%	Count	%	Count	%	Count	%
12 Month Contracts	72	31.9%	14	25.5%	7	25.0%	40	41.7%	11	23.4%
\$100,000 Or More	1	1.4%	1	7.1%	0	0.0%	0	0.0%	0	0.0%
\$90,000 - \$99,999	2	2.8%	1	7.1%	0	0.0%	1	2.5%	0	0.0%
\$80,000 - \$89,999	8	11.1%	0	0.0%	2	28.6%	4	10.0%	2	18.2%
\$70,000 - \$79,999	10	13.9%	3	21.4%	3	42.9%	2	5.0%	2	18.2%
\$60,000 - \$69,999	10	13.9%	1	7.1%	0	0.0%	6	15.0%	3	27.3%
\$50,000 - \$59,999	26	36.1%	5	35.7%	1	14.3%	18	45.0%	2	18.2%
\$40,000 - \$49,999	8	11.1%	1	7.1%	1	14.3%	5	12.5%	1	9.1%
\$30,000 - \$39,999	5	6.9%	1	7.1%	0	0.0%	3	7.5%	1	9.1%
\$29,999 Or Less	2	2.8%	1	7.1%	0	0.0%	1	2.5%	0	0.0%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.
2. The number of positions may exceed the number of respondent programs.
3. Regions are those designated by the U.S. Census

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Table 51: Programs With Faculty Practices, By Program Type and Faculty Practice Location

	Dental Assisting (N=155)		Dental Hygiene (N=203)		Dental Lab. Tech. (N=10)		Total (N=368)	
	Count	%	Count	%	Count	%	Count	%
Faculty Practice Inside the Institution	21	13.5%	29	14.3%	2	20.0%	52	14.1%
Faculty Practice Outside the Institution	7	4.5%	9	4.4%	1	10.0%	17	4.6%
Not Applicable	127	81.9%	160	78.8%	8	80.0%	295	80.2%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Total counts may exceed the total number of responses - and total percentages exceed 100% - because respondents were allowed to select more than one answer choice.

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Table 52: Eligibility for Other Income (e.g., Teaching Overload) Within the Program

	Dental Assisting (N=153)		Dental Hygiene (N=196)		Dental Lab. Tech. (N=10)		Total (N=359)	
	Count	%	Count	%	Count	%	Count	%
All Faculty Are Eligible	67	43.8%	98	50.0%	3	30.0%	168	46.8%
Some Faculty Are Eligible	37	24.2%	60	30.6%	4	40.0%	101	28.1%
No Faculty Are Eligible	49	32.0%	38	19.4%	3	30.0%	90	25.1%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

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Table 53: Eligibility for Other Income (e.g., Teaching Overload) Outside the Program, But Within the Institution

	Dental Assisting (N=153)		Dental Hygiene (N=196)		Dental Lab. Tech. (N=9)		Total (N=358)	
	Count	%	Count	%	Count	%	Count	%
All Faculty Are Eligible	65	42.5%	67	34.2%	4	44.4%	136	38.0%
Some Faculty Are Eligible	49	32.0%	79	40.3%	3	33.3%	131	36.6%
No Faculty Are Eligible	39	25.5%	50	25.5%	2	22.2%	91	25.4%

Source: American Dental Education Association, Survey of Allied Dental Program Directors, 2016

Notes:

1. Percentages may not total 100% because of rounding.

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