

DOCUMENT RESUME

ED 136 860

JC 770 199

AUTHOR Armstrong, David F.
 TITLE The Dental Hygienist: A Study of the Employment Patterns of Registered Dental Hygienists in Southern Maryland.
 INSTITUTION Montgomery Coll., Rockville, Md. Office of Institutional Research.
 PUB DATE 77
 NOTE 34p.

EDRS PRICE MF-\$0.83 HC-\$2.06 Plus Postage.
 DESCRIPTORS Community Colleges; *Dental Hygienists; Employment Level; Employment Opportunities; *Employment Patterns; Institutional Research; *Junior Colleges; *Labor Market; *Occupational Surveys; Questionnaires
 IDENTIFIERS Maryland

ABSTRACT

This document reports the results of a survey of all registered dental hygienists reported by the State of Maryland as residents of southern Maryland (n=397), 82% of whom responded. The purpose of the survey was to examine the employment patterns of dental hygienists in the Montgomery College service area in order to determine if hygienists who sought employment were able to find suitable positions. Results of the survey indicated: (1) the median age of respondents was 26-35 years; (2) most had been out of school 10 years or less; (3) 78% were employed, 98% in the Montgomery County area; (4) 3% reported being unable to find employment despite seeking it; (5) 71% of those employed worked part-time, the majority by preference; (6) 95% of those who had graduated since 1971 were employed and only 2% of those who graduated since 1971 were unable to find employment; (7) those unemployed were relatively selective as to the type and location of the position which they were seeking; and (8) 20% expressed opposition to establishment of a dental hygienist program at Montgomery College as they felt the job market was glutted. However, the survey data supported the opposite contention that dental hygienists in Montgomery County were able to find satisfactory employment. The survey instrument is appended. (JDS)

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THE DENTAL HYGIENIST II

A Study of the Employment
Patterns of Registered
Dental Hygienists in
Southern Maryland

Office of Institutional Research and Analysis
Montgomery College
Montgomery County, Maryland



JC 770 199

PARTIAL LIST OF
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Career Patterns 1972-1973: A Descriptive Analysis of Career Programs at Montgomery Community College, Joan F. Faber, September 1973, pp. 45.
ERIC Number ED 082-748 (also 1970 and 1971)

Citizen Advisory Committees, An Evaluation of the Effectiveness of Citizen Advisory Committees in the Improvement of Career Curriculums at Montgomery College, Robert L. Gell and Suzanne C. Harkness, 1974, pp. 41.

The Dental Hygienist, A Study of the Need for a Program of Dental Hygiene Education in Montgomery County, Robert L. Gell, Robert F. Jones and Ann R. Munson, 1975, pp. 37.

The Dental Hygienist, A Study of the Employment Patterns of Registered Dental Hygienists in Southern Maryland, David F. Armstrong, 1977, pp. 19.

The Employers III, A Survey of Employers Who Have Hired Career Program Graduates of Montgomery Community College, Robert L. Gell and Robert F. Jones, 1976, pp. 37. (also 1974 and 1975) ERIC Number ED 128-050

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A Four Year Follow-Up of Non-Returning Students at Montgomery College, Robert L. Gell, David F. Bleil and Robert F. Jones, 1975, pp. 55.
ERIC Number ED 115-358

Grades, Scores, Predictions, A Study of the Efficiency of High School Grades and College Test Scores in Predicting Academic Achievement, Robert L. Gell and David F. Bleil, June 1971, pp. 43. ERIC Number ED 052-782

(Continued inside back cover)

THE DENTAL HYGIENIST

A Study of the Employment Patterns
of Registered Dental Hygienists
in Southern Maryland

by

David F. Armstrong, Research Analyst

on behalf of the

Dental Hygiene Advisory Committee

Carol Levy and

Darwin R. Drewyer, Jr., Co-Chairpersons

and in cooperation with the

Maryland Dental Hygienists' Association

Ms. Linda Rubinstein, President

Office of Institutional Research and Analysis

MONTGOMERY COMMUNITY COLLEGE

Montgomery County, Maryland

1977

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EMPLOYMENT PATTERNS OF DENTAL HYGIENIST

INTRODUCTION

One of the most important steps in developing a new career program in the community college is establishing the fact that a need exists. If students are to be encouraged to enroll in a program they must be assured that their new skills will be marketable when they graduate. The purpose of this survey was to examine the employment patterns of dental hygienists living in the southern Maryland area in order to determine if hygienists who seek employment are able to find suitable positions. This study is the companion to a survey of area dentists conducted one year ago which explored the availability of hygienist positions.

The proposed program of education for dental hygienists is being designed to prepare the student: (1) to perform clinical services which contribute to the maintenance of good oral health, (2) to educate the patient in oral hygiene, and (3) to provide the dentist with aid which will allow him more time for the treatment of patients. The activities of the dental hygienist are carried on under the supervision of the dentist and may be in private dental offices, schools, armed forces, research laboratories, and other institutions. The curriculum is being planned not only to provide technical training, but to educate students for the responsibilities of citizenship and service to the community. In addition to the basic scientific course of study, the curriculum is being designed to include selected general education courses.

The dental hygienist's education will include theory and clinical experience which qualifies the graduate to perform specialized clinical services, including dental prophylaxis and dental radiographic survey,

and which develops proficiency in dental office procedures and basic dental laboratory techniques. Upon graduation, the student will receive an Associate in Arts degree, will be eligible to sit for the National Board Examination, and take State Board Examinations for licensure as a dental hygienist in any state or territory of the United States.

This report contains the results of a survey of all state registered dental hygienists with addresses in southern Maryland (Montgomery, Prince George's, Charles, Calvert and St. Mary's Counties) in order to assess their pattern of employment. It represents the second part of a project, conducted by the Office of Institutional Research and Analysis, designed to assess the need in Montgomery County for a degree-granting program in dental hygiene education at Montgomery Community College. The first part of this project was a survey of area dentists, and the results of that survey are contained in an earlier report published in 1975.¹

The present survey was designed and conducted in cooperation with the Maryland Dental Hygienists' Association, Ms. Linda Rubinstein, President, the Office of the State Board of Dental Examiners, and the Dental Hygiene Advisory Committee of Montgomery College. Questionnaires were keypunched and the responses tabulated by Data Systems. David F. Armstrong, Research Analyst, Office of Institutional Research and Analysis, analyzed the data and compiled the report.

¹The Dental Hygienist, A Study of the Need for a Program of Dental Hygiene Education in Montgomery County, Robert L. Gell, et al, Montgomery College, 1975, pp. 35.

THE POPULATION

The Maryland State Registry of Dental Hygienists was searched for those having southern Maryland addresses. This process produced a total population of 397. A questionnaire (Appendix) was mailed to each hygienist in November of 1976, along with a stamped, self-addressed envelope. Subjects who had not returned the questionnaire at the end of three weeks were sent another copy. Thirty-eight questionnaires were returned by the Postal Service as undeliverable with no current address available, reducing the population to 359. Of this reduced population, 296 or 82 percent had returned completed questionnaires as of January 5, 1977. The return rate being that high, it is assumed that non-respondent bias would be minimal and that this sample is representative of the population which was to have been canvassed.

A majority of the respondents (60%) reside in Montgomery County and virtually all are living in the Washington metropolitan area. (Table I). The respondents' median age is in the range of 26-35 years, and most have worked in Maryland for three years or less. A majority of the hygienists have been out of school for ten years or less and hold certificates. Note that most of the respondents were educated outside of the Washington metropolitan area and that the majority who were educated in the area were educated at Howard University. (Table II).

TABLE I

DEMOGRAPHIC CHARACTERISTICS OF DENTAL HYGIENISTS

RESIDENCE	NUMBER	PERCENT
Montgomery County	177	60%
Prince George's County	83	28%
Southern Maryland counties	8	3%
Other Maryland counties	5	2%
District of Columbia	21	7%
Northern Virginia	1	-
No response	1	-
TOTAL	296	100%

AGE	NUMBER	PERCENT
20-25	88	30%
26-35	138	47%
36-45	46	15%
46-55	11	4%
56 or older	12	4%
No response	1	-
TOTAL	296	100%

TOTAL YEARS WORKED IN MARYLAND	NUMBER	PERCENT
1 or less	68	24%
2	50	18%
3	39	14%
4	21	7%
5	21	7%
6	16	6%
7-10	42	15%
11-15	19	6%
16-20	6	2%
21 or older	2	1%
No response	12	-
TOTAL	296	100%

TABLE II
EDUCATIONAL CHARACTERISTICS OF DENTAL HYGIENISTS

YEAR OF GRADUATION	NUMBER	PERCENT
1971 - 76	117	39%
1961 - 70	124	42%
1951 - 60	40	14%
1941 - 50	8	3%
1940 or before	7	2%
TOTAL	296	100%

DEGREE/CERTIFICATE	NUMBER	PERCENT
Bachelor of Science	37	13%
Certificate	253	87%
No response	6	-
TOTAL	296	100%

STATE WHERE EDUCATED	NUMBER	PERCENT
Maryland	50	17%
District of Columbia	69	24%
Pennsylvania	60	20%
Virginia	6	2%
West Virginia	18	6%
New Jersey	10	3%
Other	81	28%
No response	2	-
TOTAL	296	100%

SCHOOL	NUMBER	PERCENT
University of Maryland	15	5%
Howard University	64	22%
Community College of Baltimore	11	4%
Allegany Community College	23	8%
Other	175	61%
No response	8	-
TOTAL	296	100%

THE FINDINGS

Employment

Two hundred twenty-eight (77%) of the respondents are currently employed as dental hygienists, and almost all of these are employed in private clinics (Table III). A majority (71%) work less than five days per week; however, only 13 percent of the employed hygienists are interested in increasing the number of hours they are working per week. Note that 65 (29%) of those who are employed hold more than one job. The places where the hygienists are employed are distributed throughout the metropolitan area (Table III), and examination of the salary ranges indicates that the hygienists are well paid, the modal and median salary range being \$61-\$75 per day. However, employee benefits for the hygienists are not abundant (Table IV) which may be due to their frequent part-time status. The benefit most frequently received is "paid vacation" (46%), while 93 (41%) of the employed hygienists receive no benefits at all. Three of the hygienists did not respond to the question concerning employment status.

Unemployed Hygienists

Descriptive statistics for the unemployed hygienists are displayed in Table V. With respect to residence and type of degree received, there is very little difference between the unemployed hygienists and those who are employed. For instance, 63 percent of the unemployed hygienists reside in Montgomery County, whereas 60 percent of the total sample reside there. (Table I). Similarly, 87 percent of the total sample hold certificates (Table II), and 87 percent of those who are not employed hold the same academic award. Comparing the educational characteristics,

TABLE III
JOB CHARACTERISTICS OF EMPLOYED HYGIENISTS

TYPE OF POSITION	NUMBER	PERCENT
Private Practice	215	94%
Federal Clinic	1	1%
State Clinic	3	1%
Local Government Clinic	1	1%
College or University	3	1%
Other	5	2%
TOTAL	228	100%
NUMBER OF WORK DAYS PER WEEK	NUMBER	PERCENT
One	22	10%
Two	27	12%
Three	39	17%
Four	73	32%
Five	62	28%
Six	3	1%
No response	2	-
TOTAL	228	100%
WORK PREFERENCE	NUMBER	PERCENT
More hours per week	29	13%
Fewer hours per week	14	6%
Present number of hours satisfactory	182	81%
No response	3	-
TOTAL	223	100%
NUMBER OF JOBS	NUMBER	PERCENT
One	163	71%
Two	56	25%
Three or more	9	4%
TOTAL	228	100%
LOCATION OF EMPLOYMENT	NUMBER	PERCENT
Montgomery County	106	50%
Prince George's County	47	22%
Southern Maryland Counties	4	2%
Other Maryland counties	5	2%
District of Columbia	48	22%
Northern Virginia	4	2%
No response	14	-
TOTAL	228	100%
CURRENT DAILY SALARY	NUMBER	PERCENT
\$40 or less	6	3%
\$41 - 45	6	3%
\$46 - 50	9	4%
\$51 - 55	17	8%
\$56 - 60	47	21%
\$61 - 75	87	40%
\$76 - 80	16	7%
\$81 - 85	8	4%
\$86 - 90	5	2%
\$91 or more	17	8%
No response	10	-
TOTAL	228	100%

TABLE IV
HYGIENISTS RECEIVING EMPLOYEE BENEFITS

BENEFITS	NUMBER	PERCENT
Paid vacation	105	46%
Paid sick leave	67	29%
Health Insurance	36	16%
Profit Sharing	23	10%
Bonus	62	27%
Continuing Education	48	21%
Uniforms	24	11%
Malpractice Insurance	26	11%
No benefits	93	41%

TABLE V
CHARACTERISTICS OF UNEMPLOYED HYGIENISTS

RESIDENCE	NUMBER	PERCENT
Montgomery County	41	63%
Prince George's County	15	23%
Southern Maryland counties	2	3%
Other Maryland counties	2	3%
District of Columbia	5	8%
TOTAL	65	100%

YEAR OF GRADUATION	NUMBER	PERCENT
1971 - 76	6	9%
1961 - 70	43	66%
1951 - 60	13	20%
1940 or before	3	5%
TOTAL	65	100%

DEGREE	NUMBER	PERCENT
B. S.	8	13%
Certificate	56	87%
No response	1	-
TOTAL	65	100%

SCHOOL	NUMBER	PERCENT
University of Maryland	0	-
Howard University	16	25%
Community College of Baltimore	0	-
Allegany Community College	1	2%
Other	46	73%
No response	2	-
TOTAL	65	100%

however, the reader will notice that the most recent graduates are considerably more likely to be employed than their older colleagues. Also, the graduates of Maryland institutions have an excellent record of employability.

Respondents who are not employed as hygienists were asked to state why they are not so employed. A majority (65%) responded to this question by naming "personal reasons" (Table VI), while ten (15%) stated that they have been unable to find positions. These ten respondents, representing 3 percent of the total sample, are of considerable interest since they represent the proportion of the work force in dental hygiene which remains unemployed despite having sought employment. Characteristics of this portion of the sample will be considered in detail below.

Dental Hygienists Who Have Been Unable to Find Positions

Of the ten unemployed hygienists who report an inability to find positions, seven live in Montgomery County and three live in Prince George's County, and all ten are holders of certificates. Eight of ten have been out of school for more than six years and are older than 26 years. (Table VII). Two graduated from Howard, one from Allegany Community College, and seven from schools not in the metropolitan area. All but one of these hygienists have been previously employed, usually for more than one year in Maryland.

These ten hygienists were also asked to comment on their attempts to find jobs. All ten answered that they are seeking work in private clinics and that they expect to find work within one year. As shown in Table VIII, half have been out of work for one year or less, and all are seeking work only in the metropolitan area. Only one individual is

TABLE VI
REASONS FOR NOT WORKING AS DENTAL HYGIENISTS

REASONS GIVEN	NUMBER	PERCENT
Found more rewarding career	8	12%
Personal reasons	42	65%
Health	3	5%
Do not like dental hygiene work	7	11%
Inadequate salary	1	2%
Cannot find a position	10	15%
Found other employment	4	6%
Other	6	9%

TABLE VII

CHARACTERISTICS OF UNEMPLOYED HYGIENISTS
WHO HAVE BEEN UNABLE TO FIND POSITIONS

YEAR OF GRADUATION	NUMBER	PERCENT
1971-76	2	20%
1961-70	6	60%
1951-60	1	10%
1940 or before	1	10%
TOTAL	10	100%

AGE	NUMBER	PERCENT
20-25	2	20%
26-35	5	50%
36-45	2	20%
46-55	0	-
56 or older	1	10%
TOTAL	10	100%

SCHOOL	NUMBER	PERCENT
University of Maryland	0	-
Howard University	2	20%
Community College of Baltimore	0	-
Allegany Community College	1	10%
Other	7	70%
TOTAL	10	100%

TOTAL YEARS WORKED IN MARYLAND	NUMBER	PERCENT
1	1	10%
2	4	40%
3	1	10%
4	1	10%
5	1	10%
6	0	-
7-10	1	10%
No response	1	10%
TOTAL	10	100%

LONGEST PERIOD IN ANY ONE POSITION YEARS	NUMBER	PERCENT
1 or less	2	20%
2	1	10%
3	3	30%
4	2	20%
5	1	10%
6	0	-
7-10	1	10%
TOTAL	10	100%

TABLE VIII

EMPLOYMENT SEARCH BY UNEMPLOYED HYGIENISTS

HOW LONG SINCE LAST EMPLOYED?	NUMBER	PERCENT
YEARS		
1 or less	5	50%
2	2	20%
3	2	20%
6	1	10%
TOTAL	10	100%
LOOKING FOR EMPLOYMENT?	NUMBER	PERCENT
Western Shore/Annapolis	2	20%
Montgomery County	8	80%
Prince George's County	4	40%
Southern Maryland	1	10%
District of Columbia	2	20%
DAYS OF WORK/WEEK DESIRED	NUMBER	PERCENT
1	2	20%
2	3	30%
3	3	30%
4	1	10%
5	1	10%
TOTAL	10	100%
LENGTH OF TIME LOOKING MONTHS	NUMBER	PERCENT
1 or less	2	20%
1-3	5	50%
4-6	1	10%
7-12	2	20%
TOTAL	10	100%

seeking a full-time position, and only two have been seeking work for as long as seven months.

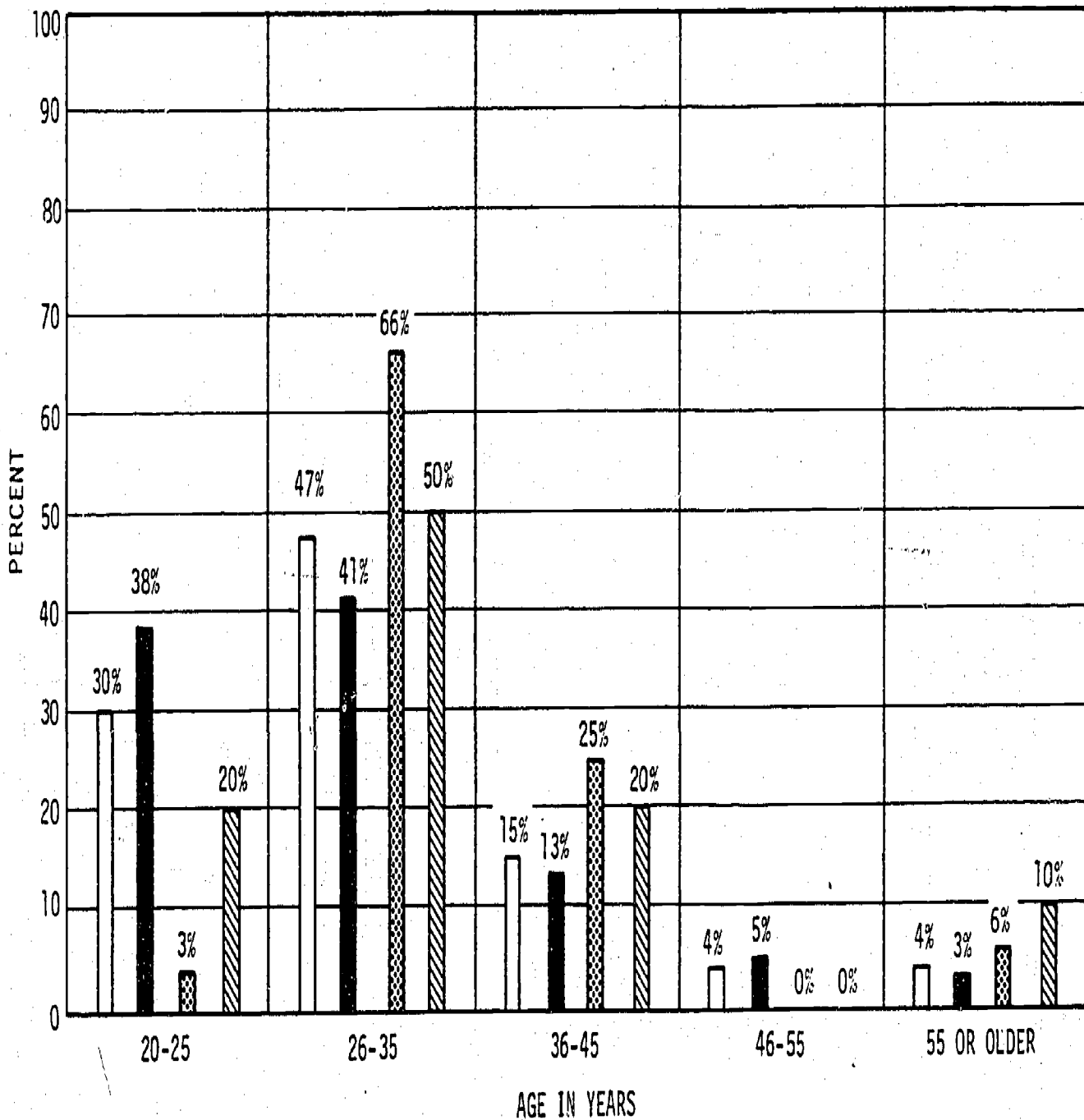
Figures I and II summarize the information concerning employment among the hygienists with respect to age and school where training was received. Figure I illustrates the age structures among employed and unemployed hygienists, making the point graphically that hygienists in the 26-35 year old age range tend to leave the work force while those in the under 25 year old group are the most likely to be employed. The reader's attention is also drawn to the fact that the Maryland public dental hygiene programs have an excellent record of placing their graduates--21 percent of the employed graduates attended either the University of Maryland, Community College of Baltimore, or Allegany Community College, while only 2 percent of the unemployed attended them. (Figure II).

Hygienists Who Are Graduates of Montgomery County High Schools

The 86 hygienists who graduated from Montgomery County high schools are of particular interest in this study since they represent a group with reasonably strong ties to the County and the metropolitan area in general -- for instance, 88 percent of these individuals still live in Montgomery County and the other 12 percent live in Prince George's County. Information concerning the educational characteristics of the county high school graduates is displayed in Table IX. A comparison of characteristics reveals that these hygienists have graduated from college more recently and are more likely to have attended a local college than the total sample of respondents, although 50 percent did leave the Washington metropolitan area of Maryland to receive dental hygiene training.

FIGURE I

**Comparison of Employed Hygienists, Unemployed Hygienists
and Hygienists Unable to Find Positions by Age.**



PERCENTAGE OF OVERALL SAMPLE (N=296)

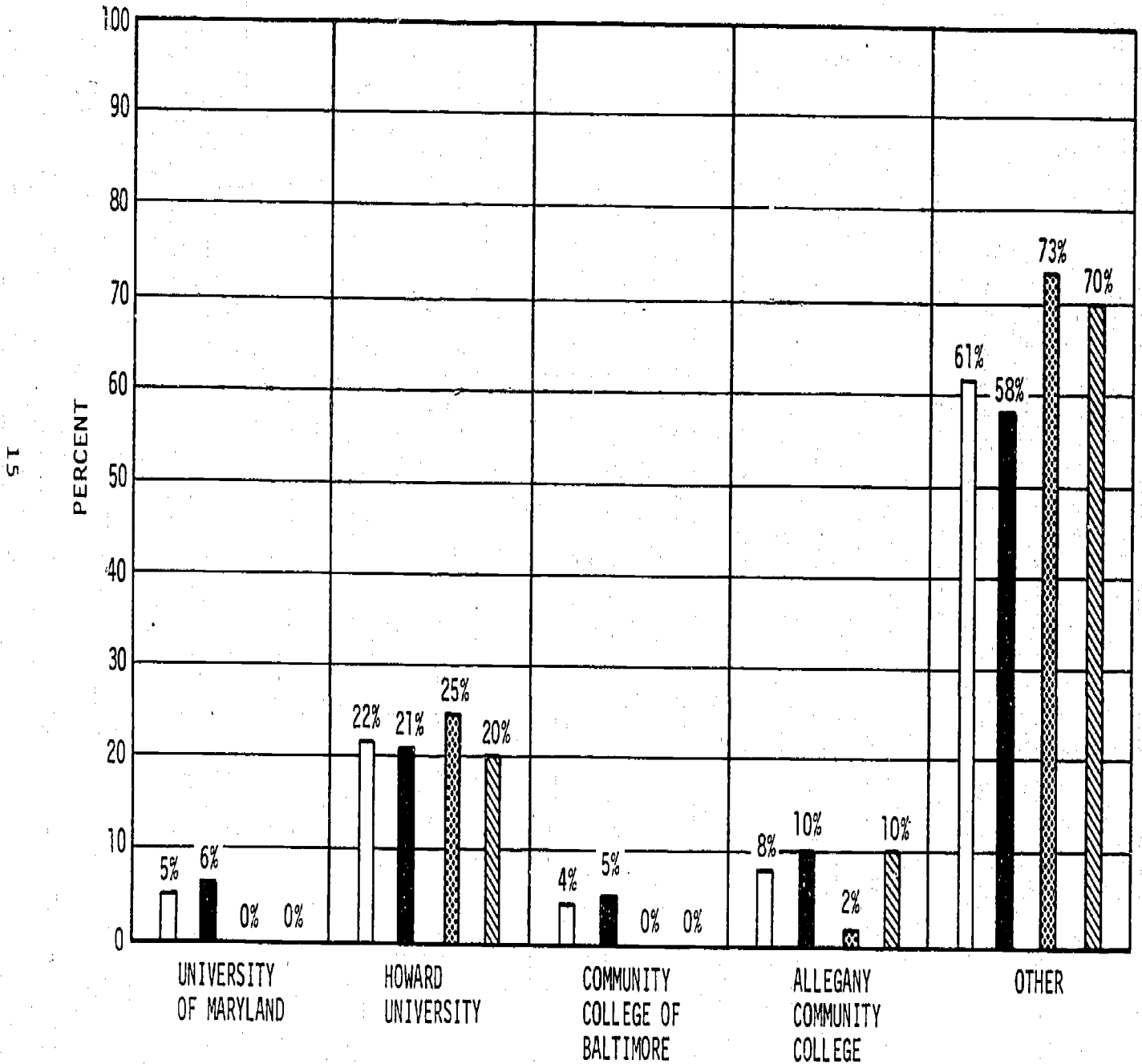
 PERCENTAGE THOSE NOT EMPLOYED (N=65)

PERCENTAGE OF THOSE EMPLOYED (N=228)

 PERCENTAGE OF THOSE UNABLE TO FIND POSITIONS (N=10)

FIGURE II

Comparison of Employed Hygienists, Unemployed Hygienists and Hygienists Unable to Find Positions by School.



SCHOOL WHERE DENTAL HYGIENE EDUCATION WAS RECEIVED.

- PERCENTAGE OF OVERALL SAMPLE (N=296)
- PERCENTAGE OF THOSE EMPLOYED (N=228)
- PERCENTAGE OF THOSE NOT EMPLOYED (N=65)
- PERCENTAGE OF THOSE UNABLE TO FIND POSITIONS (N=10)

TABLE IX

EDUCATIONAL CHARACTERISTICS OF DENTAL HYGIENISTS
WHO ARE MONTGOMERY COUNTY HIGH SCHOOL GRADUATES

YEAR OF GRADUATION FROM COLLEGE	NUMBER	PERCENT
1971-76	49	57%
1961-70	34	39%
1951-60	3	4%
TOTAL	86	100%

COLLEGE	NUMBER	PERCENT
University of Maryland	11	13%
Howard University	11	13%
Community College of Baltimore	5	6%
Allegany Community College	13	16%
Other	43	52%
No response	3	-
TOTAL	86	100%

Examination of the employment patterns of the Montgomery County high school graduates indicates that 72 (84%) are employed as compared with a 78 percent employment rate for the overall sample, and that all but one are employed in private clinics. Five (7%) of those employed express a desire to work more hours. Of those not employed, one individual gives inability to find a position as a reason for unemployment. The employment picture for dental hygienists who are graduates of Montgomery County high schools is, then, very bright.

Opinions of the Hygienists

In the final section of the questionnaire, the hygienists were asked to comment on the need for continuing education and to provide general comments concerning the proposed dental hygiene program at Montgomery College. To the question, "Do you need a refresher course in clinical or didactic dental hygiene?", 60 (20%) responded "yes," 164 (55%) responded "no," and 72 (25%) had no opinion. To the question, "Do you favor required continuing education credits for license renewal?", 152 (51%) responded "yes," 99 (33%) responded "no," and 45 (16%) had no opinion. In the open-ended comments section, many hygienists expressed a desire for a nearby school offering continuing education courses. Concerning the need for a dental hygienist program at Montgomery College, 65 of the respondents expressed an opinion. Of these respondents, 59 (91%) are opposed to, and 6 (9%) are in favor of the establishment of such a program. Those opposed to the program generally feel that the job market for dental hygienists is glutted and cannot bear additional graduates.

SUMMARY AND CONCLUSIONS

This document reports the data from a survey of all registered dental hygienists reported by the State of Maryland as residents of southern Maryland, 82 percent of whom responded to the survey. These respondents have a median age range of 26-35 years, and most have been out of school for 10 years or less. Seventy-eight percent of the respondents are currently employed as dental hygienists, 98 percent in the Montgomery County area. Three percent of the respondents report that they are unable to find employment despite seeking it. The employment rates are very high among graduates of Maryland dental hygiene programs and among graduates of Montgomery County high schools.

The picture of the Montgomery County dental hygienist which emerges from this survey is of a generally well paid individual who works part-time by preference. For instance, 71 percent of those who are employed work part-time, but only 13 percent of the employed hygienists wish to work more hours per week. Dental hygiene in the Montgomery County area is an occupation which appears to have room for recent graduates, as it is found that 95 percent of those who have graduated since 1971 are currently employed, and only two (2%) of those in recent classes state that they are unable to find positions. The employment rate among hygienists who wish to work is high as well. Apparently, many hygienists in the age range 26-35 years voluntarily leave the work force, perhaps to return later. Only 4 percent* of those who wish to work as dental hygienists are not so employed, and these individuals are relatively selective

*228 employed + 10 unemployed and unable to find positions = 238,
 $\frac{10}{238} \times 100 = 4$ percent.

as to the type and location of employment which they are seeking, e.g., part-time employment in private clinics and strictly within the immediate vicinity of Montgomery County. Further, the employment prospects of graduates of the three existing Maryland dental hygienist programs are high, this survey having identified only one such graduate who is currently not employed as a dental hygienist.

A number (59 = 20%) of respondents expressed opposition to the establishment of a dental hygienist program at Montgomery College on the grounds that the job market in the Montgomery County area is glutted and that there are numerous hygienists seeking work in the area who are unable to find positions. The survey data do not support such a view; in fact, they support the opposite contention that the dental hygienists in the Montgomery County area are able to find satisfactory employment.

It would be useful at this point to mention the results of the survey of area dentists conducted one year ago. For a full discussion of these results, the reader is referred to the report of this study prepared by the Montgomery College Office of Institutional Research and Analysis, but in summary it indicated a considerable interest on the part of the dentists in hiring additional hygienists should they become available. It was observed above that there is a relatively high job turnover among hygienists with many of them leaving the work force. These pieces of information, coupled with those presented in this study, suggest the existence of an active job market for dental hygienists in the Montgomery County area.

A P P E N D I X

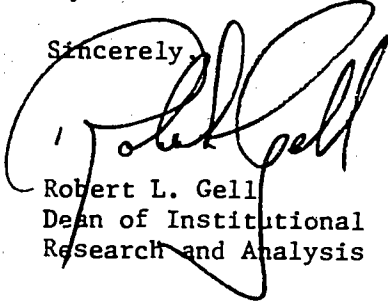
November 1976

Dear Dental Hygienist:

As the planning of a new Dental Hygiene curriculum by Montgomery College continues, supporting data are required. A previous survey was made of the dentists in the area. The enclosed questionnaire is being sent to the registered Dental Hygienists in that same area. Your responses will be analyzed and forwarded to the Advisory Committee that is assisting the College in this curriculum development effort.

Your cooperation in this effort is greatly appreciated. A prompt return of the completed questionnaire is requested.

Sincerely,



Robert L. Gell
Dean of Institutional
Research and Analysis

RLG:aml

Enclosure

MONTGOMERY COLLEGE MARYLAND DENTAL HYGIENISTS' ASSOCIATION SURVEY

Please place an X in the appropriate blank.

(2-4) **I GENERAL INFORMATION**

- (5-6) A. In what area do you live?
- | | | |
|---|--|--|
| <input type="checkbox"/> 01 Western Shore/Annapolis | <input type="checkbox"/> 05 Prince George's County | <input type="checkbox"/> 09 Western Maryland |
| <input type="checkbox"/> 02 Eastern Shore | <input type="checkbox"/> 06 Howard County | <input type="checkbox"/> 10 Frederick/Carroll County |
| <input type="checkbox"/> 03 Greater Baltimore | <input type="checkbox"/> 07 Southern Md. Counties | <input type="checkbox"/> 11 Washington, D.C. |
| <input type="checkbox"/> 04 Montgomery County | <input type="checkbox"/> 08 Harford/Cecil County | <input type="checkbox"/> 12 Northern Virginia |
- (7) B. In what year did you graduate as a hygienist?
- | | |
|------------------------------------|--|
| <input type="checkbox"/> 1 1971-76 | <input type="checkbox"/> 4 1941-50 |
| <input type="checkbox"/> 2 1961-70 | <input type="checkbox"/> 5 1940 or prior |
| <input type="checkbox"/> 3 1951-60 | |
- (8) C. What degree?
- | | |
|---------------------------------|--|
| <input type="checkbox"/> 1 B.S. | <input type="checkbox"/> 2 Certificate in D.H. or Associate Degree |
|---------------------------------|--|
- (9) D. Do you have any additional degrees?
- | | |
|---|--|
| <input type="checkbox"/> 1 No | <input type="checkbox"/> 4 Ph.D. |
| <input type="checkbox"/> 2 B.S. or B.A. | <input type="checkbox"/> 5 Other _____ |
| <input type="checkbox"/> 3 M.S. or M.A. | |
- (10) E. In what year did you receive this additional degree?
- | | |
|------------------------------------|--|
| <input type="checkbox"/> 1 1971-76 | <input type="checkbox"/> 4 1950-59 |
| <input type="checkbox"/> 2 1966-70 | <input type="checkbox"/> 5 prior to 1949 |
| <input type="checkbox"/> 3 1960-65 | |
- (11) F. How old are you?
- | | |
|----------------------------------|------------------------------------|
| <input type="checkbox"/> 1 20-25 | <input type="checkbox"/> 4 46-55 |
| <input type="checkbox"/> 2 26-35 | <input type="checkbox"/> 5 over 55 |
| <input type="checkbox"/> 3 36-45 | |
- (12) G. Did you graduate from high school in Montgomery County, Maryland?
- | | |
|--------------------------------|-------------------------------|
| <input type="checkbox"/> 1 Yes | <input type="checkbox"/> 2 No |
|--------------------------------|-------------------------------|
- (13) H. In what state did you receive your Dental Hygiene education?
- | | | |
|---|--|--|
| <input type="checkbox"/> 1 Pennsylvania | <input type="checkbox"/> 4 Virginia | <input type="checkbox"/> 7 Other State |
| <input type="checkbox"/> 2 Washington, D.C. | <input type="checkbox"/> 5 West Virginia | |
| <input type="checkbox"/> 3 Maryland | <input type="checkbox"/> 6 New Jersey | |
- (14) I. Name of school _____
- (15) J. How far was this school from your home at the time?
- | | | |
|---|--|---|
| <input type="checkbox"/> 1 less than 20 miles | <input type="checkbox"/> 3 31-60 miles | <input type="checkbox"/> 5 81-100 miles |
| <input type="checkbox"/> 2 21-40 miles | <input type="checkbox"/> 4 61-80 miles | <input type="checkbox"/> 6 over 100 miles |
- (16) K. How many years have you been licensed to practice dental hygiene in Maryland?
- | | | |
|---|---------------------------------------|--|
| <input type="checkbox"/> 1 1 year or less | <input type="checkbox"/> 5 5 years | <input type="checkbox"/> 8 11-15 years |
| <input type="checkbox"/> 2 2 years | <input type="checkbox"/> 6 6 years | <input type="checkbox"/> 9 16-20 years |
| <input type="checkbox"/> 3 3 years | <input type="checkbox"/> 7 7-10 years | <input type="checkbox"/> 0 over 20 years |
| <input type="checkbox"/> 4 4 years | | |
- (17) L. How many total years have you worked as a hygienist?
- | | | |
|---|---------------------------------------|--|
| <input type="checkbox"/> 1 1 year or less | <input type="checkbox"/> 5 5 years | <input type="checkbox"/> 8 11-15 years |
| <input type="checkbox"/> 2 2 years | <input type="checkbox"/> 6 6 years | <input type="checkbox"/> 9 16-20 years |
| <input type="checkbox"/> 3 3 years | <input type="checkbox"/> 7 7-10 years | <input type="checkbox"/> 0 over 20 years |
| <input type="checkbox"/> 4 4 years | | |

(18)

M. How many total years have you worked as a hygienist in Maryland?

- | | | |
|---|---------------------------------------|--|
| <input type="checkbox"/> 1 1 year or less | <input type="checkbox"/> 5 5 years | <input type="checkbox"/> 8 11-15 years |
| <input type="checkbox"/> 2 2 years | <input type="checkbox"/> 6 6 years | <input type="checkbox"/> 9 16-20 years |
| <input type="checkbox"/> 3 3 years | <input type="checkbox"/> 7 7-10 years | <input type="checkbox"/> 0 over 20 years |
| <input type="checkbox"/> 4 4 years | | |

(19)

II CURRENT EMPLOYMENT

A. Are you currently employed as a hygienist?

- | | |
|--------------------------------|-------------------------------|
| <input type="checkbox"/> 1 Yes | <input type="checkbox"/> 2 No |
|--------------------------------|-------------------------------|

(20)

B. If yes, what type of employment?

- | | | |
|---|--|--|
| <input type="checkbox"/> 1 Private practice | <input type="checkbox"/> 4 Local Government clinic | <input type="checkbox"/> 7 College or University |
| <input type="checkbox"/> 2 Federal clinic | <input type="checkbox"/> 5 Public school | <input type="checkbox"/> 8 Volunteer |
| <input type="checkbox"/> 3 State clinic | <input type="checkbox"/> 6 Hospital | <input type="checkbox"/> 9 Other _____ |

(21)

C. How many days per week do you now work as a hygienist?

- | | | |
|-----------------------------------|-----------------------------------|-----------------------------------|
| <input type="checkbox"/> 1 1 day | <input type="checkbox"/> 3 3 days | <input type="checkbox"/> 5 5 days |
| <input type="checkbox"/> 2 2 days | <input type="checkbox"/> 4 4 days | <input type="checkbox"/> 6 6 days |

(22)

D. Would you prefer to work?

- | | | |
|---------------------------------------|--|--|
| <input type="checkbox"/> 1 More hours | <input type="checkbox"/> 2 Fewer hours | <input type="checkbox"/> 3 Present number satisfactory |
|---------------------------------------|--|--|

(23)

E. How many hygienist's jobs do you currently hold?

- | | | |
|----------------------------------|-----------------------------------|---|
| <input type="checkbox"/> 1 1 job | <input type="checkbox"/> 2 2 jobs | <input type="checkbox"/> 3 3 or more jobs |
|----------------------------------|-----------------------------------|---|

(24-25)

F. In what area are you currently employed?

- | | | |
|---|--|--|
| <input type="checkbox"/> 01 Western Shore/Annapolis | <input type="checkbox"/> 05 Prince George's County | <input type="checkbox"/> 09 Western Maryland |
| <input type="checkbox"/> 02 Eastern Shore | <input type="checkbox"/> 06 Howard County | <input type="checkbox"/> 10 Frederick/Carroll County |
| <input type="checkbox"/> 03 Greater Baltimore | <input type="checkbox"/> 07 Southern Md. Counties | <input type="checkbox"/> 11 Washington, D.C. |
| <input type="checkbox"/> 04 Montgomery County | <input type="checkbox"/> 08 Harford/Cecil County | <input type="checkbox"/> 12 Northern Virginia |

(26)

G. What is your present salary (before deductions) per eight-hour day?

- | | | |
|---|------------------------------------|--------------------------------------|
| <input type="checkbox"/> 1 \$40 or less | <input type="checkbox"/> 5 \$56-60 | <input type="checkbox"/> 8 \$81-85 |
| <input type="checkbox"/> 2 \$41-45 | <input type="checkbox"/> 6 \$61-75 | <input type="checkbox"/> 9 \$86-90 |
| <input type="checkbox"/> 3 \$46-50 | <input type="checkbox"/> 7 \$76-80 | <input type="checkbox"/> 0 \$91-plus |
| <input type="checkbox"/> 4 \$51-55 | | |

(27)

H. Do you receive any of the following benefits as a hygienist? (Check all that apply)

- | | | |
|---|--|---|
| <input type="checkbox"/> A Paid vacation | (31) <input type="checkbox"/> E Bonus | (34) <input type="checkbox"/> H Malpractice insurance |
| <input type="checkbox"/> B Paid sick leave | (32) <input type="checkbox"/> F Continuing education courses | (35) <input type="checkbox"/> I Other _____ |
| <input type="checkbox"/> C Health insurance | (33) <input type="checkbox"/> G Uniforms | (36) <input type="checkbox"/> J None of the above |
| <input type="checkbox"/> D Profit sharing | | |

(28)

(29)

(30)

III EMPLOYMENT ANALYSIS

A. What is the longest you have been employed in any one hygienist position?

(37)

- | | | |
|---|---------------------------------------|--|
| <input type="checkbox"/> 1 1 year or less | <input type="checkbox"/> 5 5 years | <input type="checkbox"/> 8 11-15 years |
| <input type="checkbox"/> 2 2 years | <input type="checkbox"/> 6 6 years | <input type="checkbox"/> 9 16-20 years |
| <input type="checkbox"/> 3 3 years | <input type="checkbox"/> 7 7-10 years | <input type="checkbox"/> 0 over 20 years |
| <input type="checkbox"/> 4 4 years | | |

ANSWER ONLY IF YOU ARE NOT CURRENTLY EMPLOYED AS A HYGIENIST

B. Why are you not currently employed as a hygienist? (Check all that apply)

(38)

- | | |
|--|--|
| <input type="checkbox"/> A Have found more rewarding career | (42) <input type="checkbox"/> E Salary inadequate |
| <input type="checkbox"/> B Family responsibilities, personal reasons | (43) <input type="checkbox"/> F Cannot find a position |
| <input type="checkbox"/> C Health status | (44) <input type="checkbox"/> G Found other employment |
| <input type="checkbox"/> D Do not like dental hygiene work | (45) <input type="checkbox"/> H Other _____ |

(39)

(40)

(41)

- (46) C. How long has it been since you were last employed as a hygienist?
- | | | |
|---|---------------------------------------|--|
| <input type="checkbox"/> 1 1 year or less | <input type="checkbox"/> 5 5 years | <input type="checkbox"/> 8 11-15 years |
| <input type="checkbox"/> 2 2 years | <input type="checkbox"/> 6 6 years | <input type="checkbox"/> 9 16-20 years |
| <input type="checkbox"/> 3 3 years | <input type="checkbox"/> 7 7-10 years | <input type="checkbox"/> 0 over 20 years |
| <input type="checkbox"/> 4 4 years | | |
- (47) D. Do you anticipate returning to dental hygiene practice?
- | | |
|--|---|
| <input type="checkbox"/> 1 Yes, within 1 year | <input type="checkbox"/> 4 Do not know |
| <input type="checkbox"/> 2 Yes, within 2-5 years | <input type="checkbox"/> 5 No plans to return |
| <input type="checkbox"/> 3 Yes, over 5 years | |
- (48) E. Are you presently looking for employment as a hygienist?
- | | |
|--------------------------------|-------------------------------|
| <input type="checkbox"/> 1 Yes | <input type="checkbox"/> 2 No |
|--------------------------------|-------------------------------|
- F. If yes, where are you primarily seeking employment? (Check as many as apply)
- | | |
|---|--|
| (49) <input type="checkbox"/> A Western Shore/Annapolis | (55) <input type="checkbox"/> G Southern Maryland Counties |
| (50) <input type="checkbox"/> B Eastern Shore | (56) <input type="checkbox"/> H Harford/Cecil County |
| (51) <input type="checkbox"/> C Greater Baltimore | (57) <input type="checkbox"/> I Western Maryland |
| (52) <input type="checkbox"/> D Montgomery County | (58) <input type="checkbox"/> J Frederick/Carroll County |
| (53) <input type="checkbox"/> E Prince George's County | (59) <input type="checkbox"/> K Washington, D.C. |
| (54) <input type="checkbox"/> F Howard County | (60) <input type="checkbox"/> L Northern Virginia |
- G. How many days per week do you wish to work as a hygienist?
- | | | |
|-----------------------------------|-----------------------------------|-----------------------------------|
| <input type="checkbox"/> 1 1 day | <input type="checkbox"/> 3 3 days | <input type="checkbox"/> 5 5 days |
| <input type="checkbox"/> 2 2 days | <input type="checkbox"/> 4 4 days | <input type="checkbox"/> 6 6 days |
- (62) H. How long have you been looking for employment as a hygienist?
- | | |
|--|---|
| <input type="checkbox"/> 1 Less than 1 month | <input type="checkbox"/> 4 7-12 months |
| <input type="checkbox"/> 2 1-3 months | <input type="checkbox"/> 5 Over 12 months |
| <input type="checkbox"/> 3 4-6 months | |
- (63) I. What type of position are you primarily seeking? (Check only one)
- | | | |
|---|--|--|
| <input type="checkbox"/> 1 Private practice | <input type="checkbox"/> 4 Local Government clinic | <input type="checkbox"/> 7 College or University |
| <input type="checkbox"/> 2 Federal clinic | <input type="checkbox"/> 5 Public school | <input type="checkbox"/> 8 Volunteer |
| <input type="checkbox"/> 3 State clinic | <input type="checkbox"/> 6 Hospital | <input type="checkbox"/> 9 Other _____ |

IV OPINIONS

- (64) A. Do you need a refresher course in clinical or didactic dental hygiene?
- | | | |
|--------------------------------|-------------------------------|---------------------------------------|
| <input type="checkbox"/> 1 Yes | <input type="checkbox"/> 2 No | <input type="checkbox"/> 3 No opinion |
|--------------------------------|-------------------------------|---------------------------------------|
- (65) B. Do you favor required Continuing Education credits for license renewal?
- | | | |
|--------------------------------|-------------------------------|---------------------------------------|
| <input type="checkbox"/> 1 Yes | <input type="checkbox"/> 2 No | <input type="checkbox"/> 3 No opinion |
|--------------------------------|-------------------------------|---------------------------------------|

COMMENTS:

Thank you for your assistance.

Please return your completed questionnaire in the enclosed self-addressed stamped envelope to Montgomery College, Office of Institutional Research and Analysis

(Continued from inside front cover)

The Graduates 1975: A Follow-Up Study of the Students Who Graduated from Montgomery College in 1975, Robert L. Gell, David F. Armstrong and Robert F. Jones, 1976, pp. 38. (also 1970 and 1974)

The Legal Assistant: A Study of the Need for a Program of Legal Assistant Education in Montgomery County, (Conducted by The Department of Office Education, Takoma Park Campus, Catherine Scott, Chairperson, and The Montgomery County Legal Secretaries Association, Patricia A. Costello, President); analysis by David F. Armstrong, 1976, pp. 21.

Medical Office Assistant Need Survey, (A study to determine the interest and need for developing a Medical Office Assistant Program at Montgomery Community College.) Catherine Scott and Ann Munson, January 1972, pp. 16.

The Montgomery College Student, A Profile of the Students Enrolled at Montgomery College During the Fall Semester of 1975, Robert L. Gell, Sheila R. Dalmat, Robert F. Jones and Ann R. Munson, March 1976, pp. 50. ERIC Number ED 125-678

Non-Returning Special Students, A Follow-Up Study, Robert L. Gell, Suzanne C. Harkness and David F. Bleil, 1974, pp. 34.

A Profile of the Continuing Education Student at Montgomery College, Howard S. Geer, May 1976, pp. 10. ERIC Number ED 125-717

Program Evaluation Report, Medical Assistant Program, Takoma Park Campus, Third Year 1975-1976, Christine M. Licata, June 1976, pp. 31. (also 1974 and 1975)

Prospective Graduate Survey, David F. Bleil, June 1970, pp. 30.

Released Time for Faculty: Practices and Procedures in Selected Community Colleges, Ann Munson, March 1973, pp. 52. ERIC Number ED 086-302

Report on Reports, A Study of the Cost of Completing Reports for External Agencies, Fiscal Year 1975-1976, Robert L. Gell and Ann R. Munson, April 1976, pp. 25.

A Study of the Audio-Tutorial Method of Teaching History on the Rockville Campus of Montgomery Community College, David F. Bleil, October 1971, pp. 23.

Tentative Ten-Year Enrollment Projections, Fiscal Years 1977-1986, A Supplement to the FY 1978 Capital and Operating Budgets of Montgomery Community College), Robert L. Gell and David F. Armstrong, October 1976, pp. 45.

Where Have All the Freshmen Gone? A Follow-Up Study of Students Who Left Montgomery Community College Prior to Graduation, Robert L. Gell and David F. Bleil, 1973, pp. 89. ERIC Number ED 091-025

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