



**New Mexico**  
DENTAL ASSOCIATION



# A ROAD MAP TO ORAL HEALTH

PRESENTATION TO THE LEGISLATIVE HEALTH  
& HUMAN SERVICES COMMITTEE  
NOVEMBER 21, 2024



**POWER 2030**



# POWER 2030

POWER 2030 IS THE NEW MEXICO DENTAL ASSOCIATIONS ROAD MAP TO ORAL HEALTH. ENVISIONED IN 2021, POWER 2030 PROVIDES BOLD IDEAS TO DIRECT ORAL HEALTH ACTIVITIES FOR THE COMING DECADE. IT CREATES A FOUNDATION FOR A RAPIDLY CHANGING PROFESSION, BUILDING UPON CURRENT TRENDS WHILE ANTICIPATING CHANGES THAT WILL ARISE. IT FEATURES 5 CATEGORIES: PREVENTION, OPPORTUNITY, WORKFORCE, EDUCATION AND RESOURCES.



 **POWER 2030**



**New Mexico**  
DENTAL ASSOCIATION



## Prevention

- Objective 1: Development of programs to assist families to comply with school pre-entry requirements and improve dental practice pediatric and case management capacity.
- Objective 2: Implementation of a statewide incentive program for optimal community water fluoridation.
- Objective 3: Development and sanctioning for a collaboration of educators and health professionals to acquire, adapt or create an oral health curriculum for New Mexico students in grades K-5.

## Opportunity

- Objective 1: Expansion of teledentistry as a rural resource
- Objective 2: Pioneer innovative practice models and oral health innovations to serve a more diverse population
- Objective 3: Improve the business environment for dental practices in New Mexico to attract quality practitioners and improve distribution

## Workforce

- Objective 1: Focus on a skills-oriented rather than a certification-oriented career ladder for dental auxiliaries
- Objective 2: Encourage creation of specialized staff for management of unique patient populations (pedo, geriatric, special needs) by general dentists
- Objective 3: Recruit and develop a higher quality dental auxiliary workforce

## Education

- Objective 1: Recruit and nurture a more diverse group of pre-dental and dental students with an emphasis to serve underserved communities
- Objective 2: Expand the UNM residency program with a new emphasis on dental research
- Objective 3: Evolve the emphasis of current staff training programs toward skills rather than degrees

## Resources

- Objective 1: Reform dental benefits plans toward health maintenance rather than resource management
- Objective 2: Develop a viable and appropriately funded senior care program
- Objective 3: Overhaul dental Medicaid with a completely new model oriented to restoring and maintaining overall health



2023 NEW MEXICO PRACTICING DENTISTS

1,008

DENTISTS PER 100K

US AVERAGE 60.4

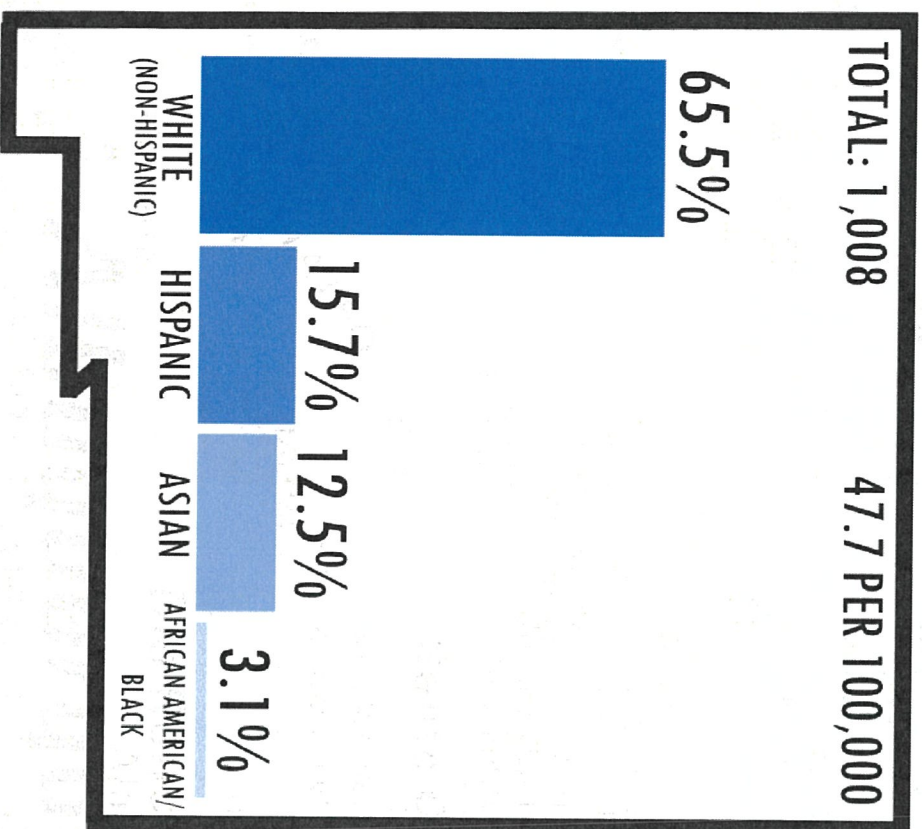
NEW MEXICO 47.7



# NEW MEXICO DENTISTS 2023

TOTAL: 1,008

47.7 PER 100,000



87.3% 12.7%

69.4% 30.2%



# ETHNICITY AND GENDER

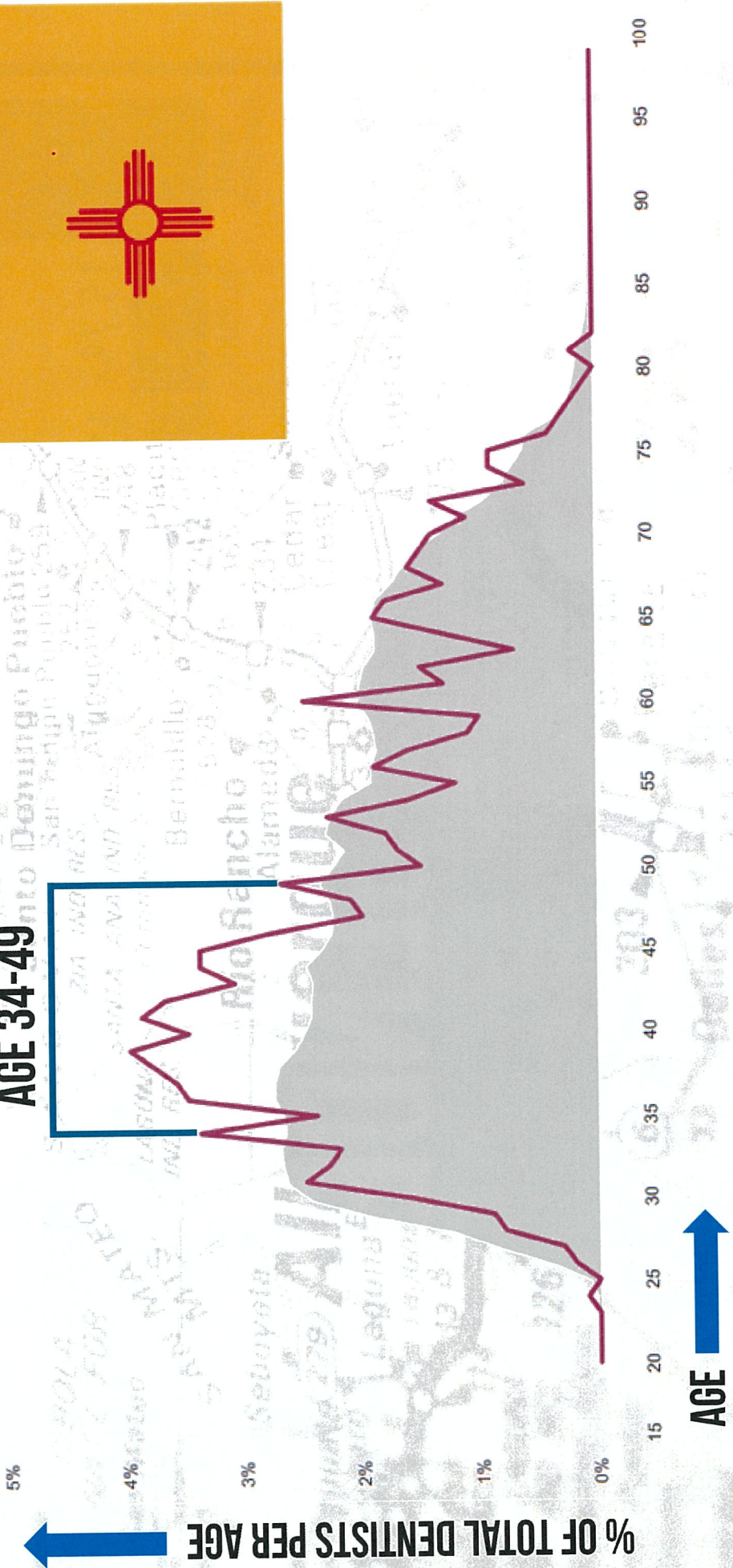


# AGE OF THE WORKFORCE

■ NEW MEXICO

■ NATIONAL AVERAGES

AGE 34-49





# PRACTICE SETTINGS

 DENTAL STUDENT DEBT IS AVERAGING ABOUT \$300K, BUT FOR MANY STUDENTS IT IS MUCH MORE.

 95% OF NM DENTAL STUDENTS RECEIVING WICHE SUPPORT WILL RETURN TO NEW MEXICO.

 THE SCHOOLS RECEIVING WICHE FUNDING FOR NM STUDENTS RECEIVE AROUND \$30K PER STUDENT PER YEAR – THIS OFFSETS A PORTION OF STATE SCHOOL SUBSIDIES OR IS APPLIED TO REDUCE TUITION AT PRIVATE SCHOOLS.

 ALMOST NO ONE “HANGS OUT A SHINGLE” ANYMORE. GRADUATES GO TO WHERE THE BEST JOBS ARE (IT IS NOT NEW MEXICO).



# PRACTICE SETTINGS

## LARGE GROUP PRACTICES OFFER:

- SIGNING BONUS
- IMMEDIATE INCOME (IMPORTANT FOR EXCESSIVE DEBT SERVICE)
- VACATION AND BENEFITS
- OFTEN LOWER RESPONSIBILITY

## BUT ...

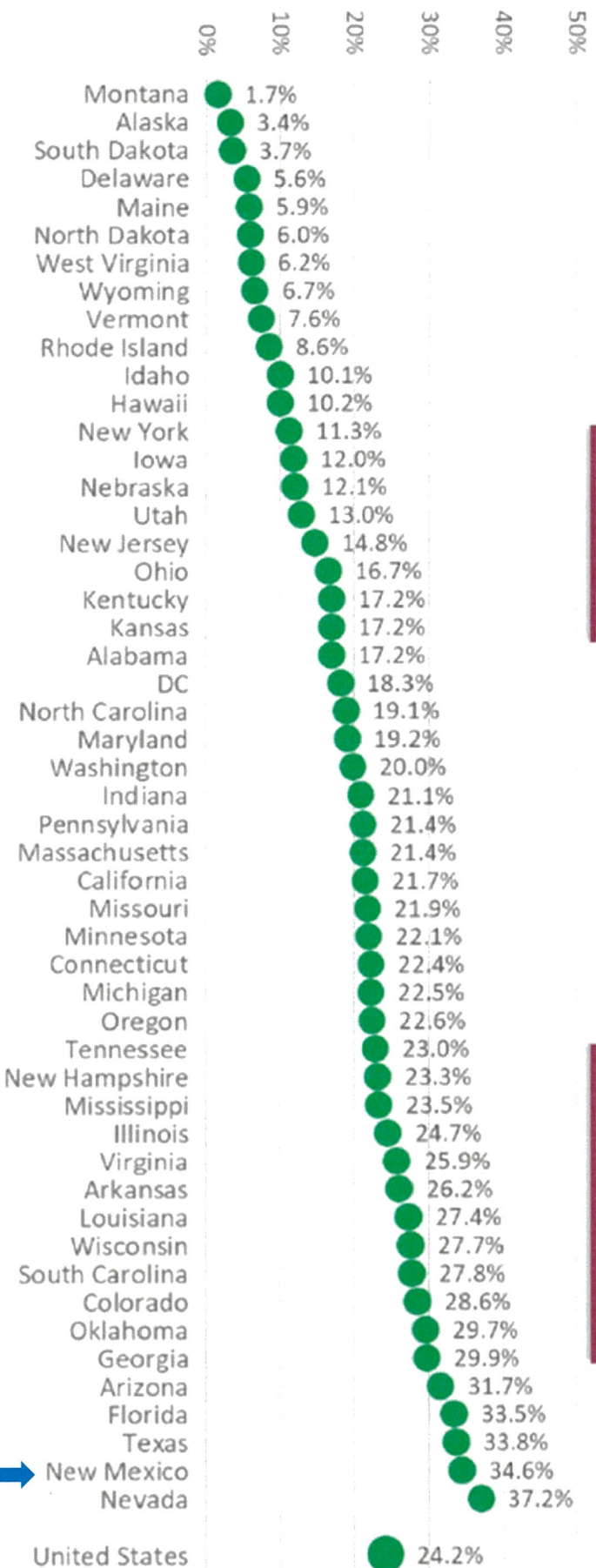
- LESS LIKELY TO BE IN RURAL COMMUNITIES
- OFTEN HIGHER TURNOVER



# DENTAL PRACTICES

**NEW MEXICO IS 2<sup>ND</sup> IN THE NATION IN % OF NEW DENTISTS\* WHO ARE IN PRACTICES WITH AT LEAST 10 LOCATIONS (34.6%)**

Percent of New Dentists Who Are in Practices with at Least 10 Locations



\*NEW DENTISTS = LESS THAN 10 YRS PRACTICING



# AFFILIATED WITH DSO'S

YEARS IN PRACTICE 

**DENTISTS**    **ALL**    **0-5**    **6-10**    **11-25**    **25+**

 **NEW MEXICO**    **20%**

**39%**

**26%**

**16%**

**8%**

**3<sup>RD</sup> IN THE NATION**    **6<sup>TH</sup> IN THE NATION**



**NATION**

**14%**

**29%**

**20%**

**12%**

**8%**



# DENTISTS TOTALS/PER 100K: 2017-2023

PER 100K	<b>53.9</b>						
TOTAL	<b>1130</b>	<b>52.3</b>	<b>51.4</b>	<b>50.9</b>	<b>48.4</b>	<b>48.1</b>	<b>47.7</b>
		<b>1097</b>	<b>1080</b>	<b>1079</b>	<b>1025</b>	<b>1017</b>	<b>1008</b>

	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
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\*FROM 2014-17 NEW MEXICO GAINED 134 DENTISTS, OVER THE NEXT 6 YEARS WE LOST 122



# WORKFORCE

 **WE ARE NOT COMPETING EFFECTIVELY WITH SURROUNDING STATES**

 **THE MARKET IS NOT IMPROVING**

 **WHY?**

- **MEDICAID**
- **GRT**
- **LITIGIOUSNESS**
- **LACK OF GROWTH (POOR ECONOMY)**





# NEW MEXICO DENTISTS ARE LEAVING

**MIGRATION LOSS OF ALL DENTISTS WITHIN THE U.S. FROM 2019-2022**

- 49. Louisiana -3.1%
- 50. New Mexico -3.5%
- 51. Massachusetts -3.8%

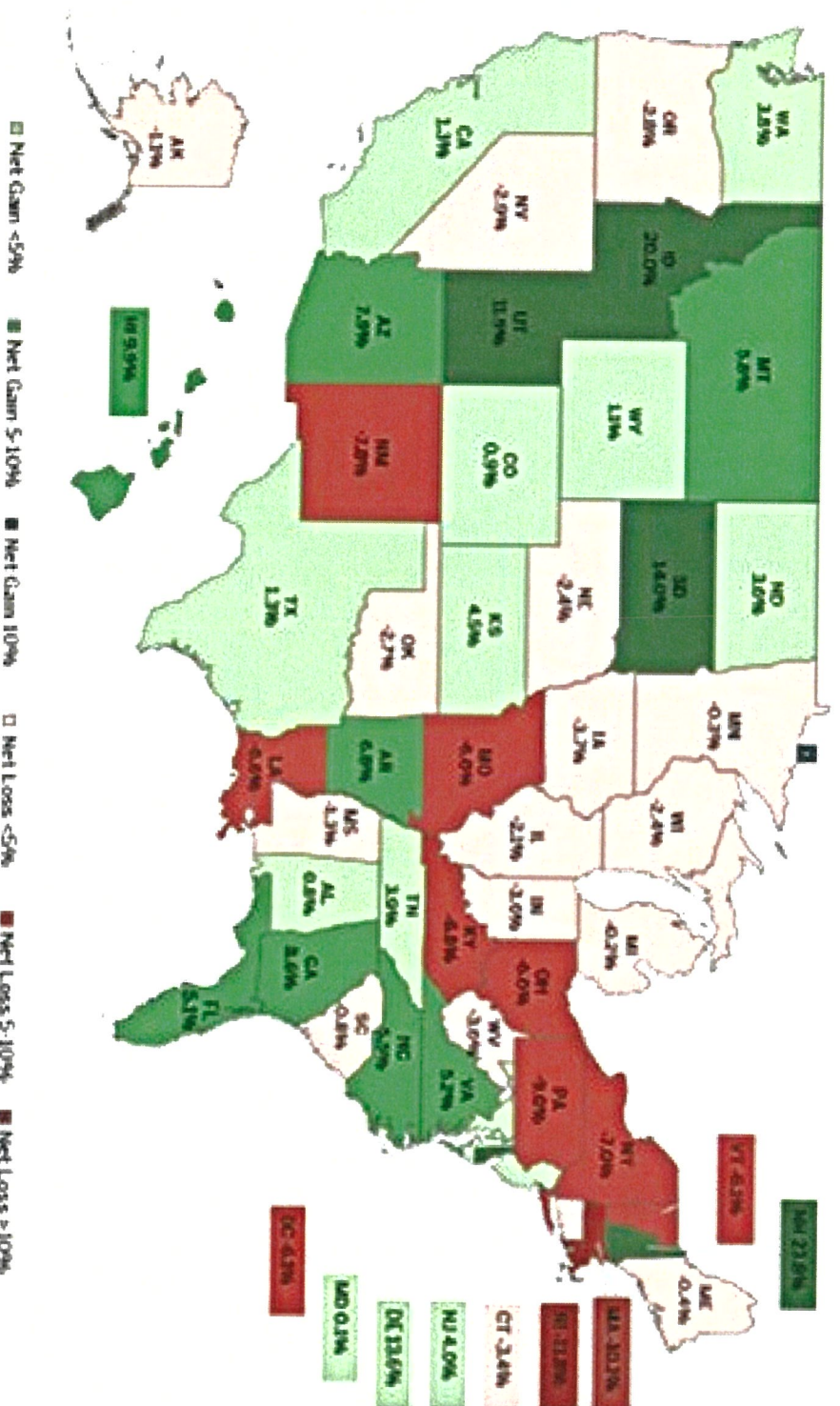
**SECOND TO LAST IN THE NATION**

**MIGRATION LOSS OF NEW DENTISTS WITHIN THE U.S. FROM 2019-2022**

- 5. Utah +11.9%
- 8. Arizona +7.9%
- 19. Texas +1.3%
- 22. Colorado +0.9%
- 48. New Mexico -7.8%

**FOURTH LAST IN THE NATION**

\*10 YEARS OF PRACTICE OR LESS





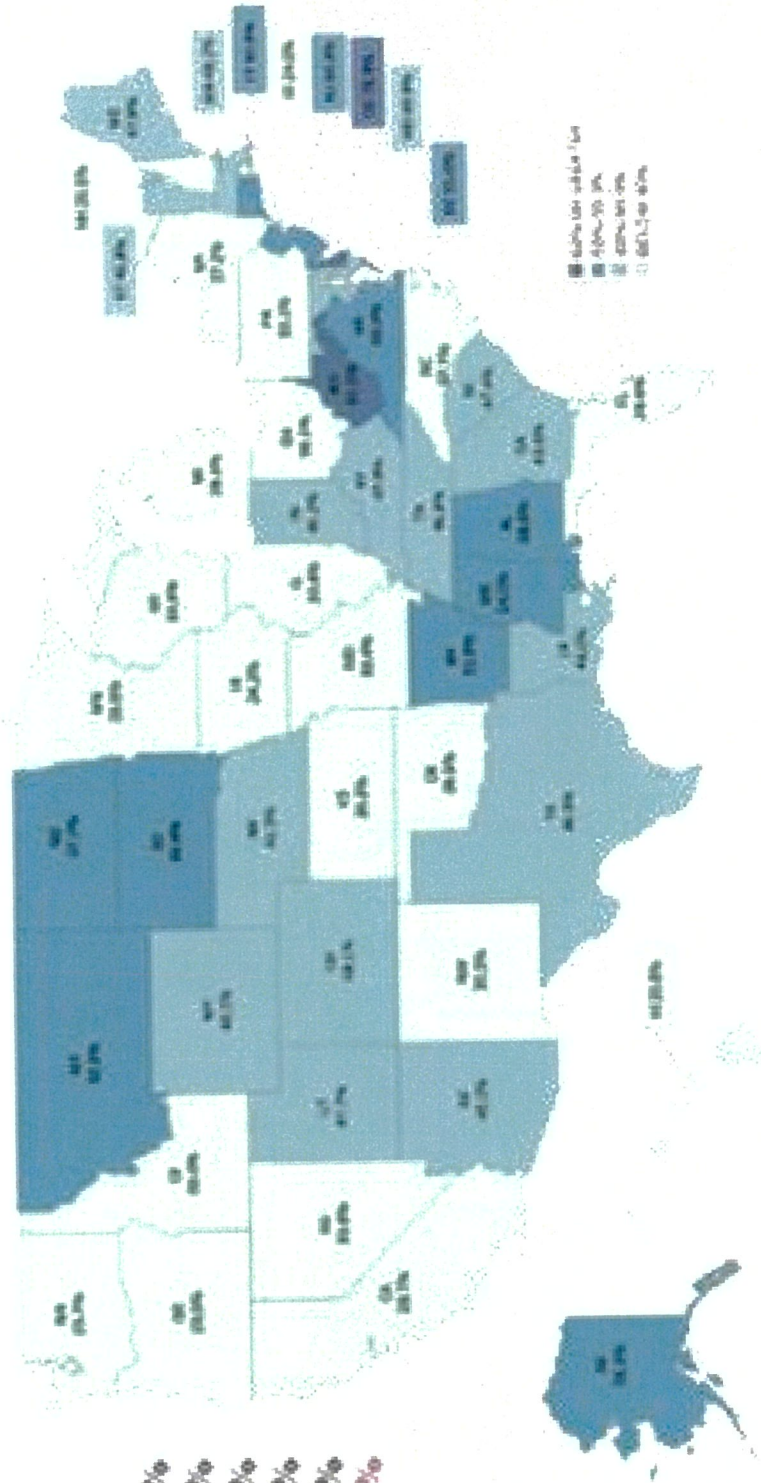
# WHY ARE NEW MEXICO DENTISTS LEAVING? MEDICAID

## MEDICAID FFS REIMBURSEMENT AS PERCENTAGE OF DENTIST CHARGES

- \* 50% OF OUR HEALTHCARE MARKETPLACE IS MEDICAID
- \* 38<sup>TH</sup> AMONG STATES IN MEDICAID REIMBURSEMENT
- \* LOWEST IN THE REGION

Arizona	45.0%
Utah	47.7%
Colorado	48.1%
Texas	46.3%
Oklahoma	39.5%
<b>New Mexico</b>	<b>36.3%</b>

Medicaid FFS Reimbursement as a Percent of Dental Charges - Child Dental Services, 2022





# MEDICAID

## WHAT'S WRONG WITH MEDICAID?



### FOR PATIENTS:

- LIMITED BENEFIT FOR ADULTS
- RESTRICTIONS DISCOURAGE UTILIZATION AND COMPREHENSIVE CARE
- LIMITED SPECIALTY CARE
- LIMITED OPTIONS
- POOR ACCOMMODATION OF SPECIAL NEEDS



### FOR DENTISTS:

- INADEQUATE REIMBURSEMENT
- RULES DISCOURAGE PROVIDING CARE (NEVER KNOW IF YOU WILL BE PAID)
- CREDENTIALLING DELAYS
- EXCESSIVE "NO-SHOWS"
- PROGRAM UNRESPONSIVE TO MARKET



# MEDICAID

## **MEDICAID'S DANGEROUS TRENDS**

**SMALL PRACTICES ARE NO LONGER TAKING**

**MEDICAID**

**SOME LARGER PRACTICES WITH MEDICAID-ORIENTED BUSINESS PLANS DO BUT ARE LIKELY TO QUIT SOON**

**SUBSIDIZED PUBLIC CLINICS WILL CONTINUE BUT MAY LOSE CAPACITY**

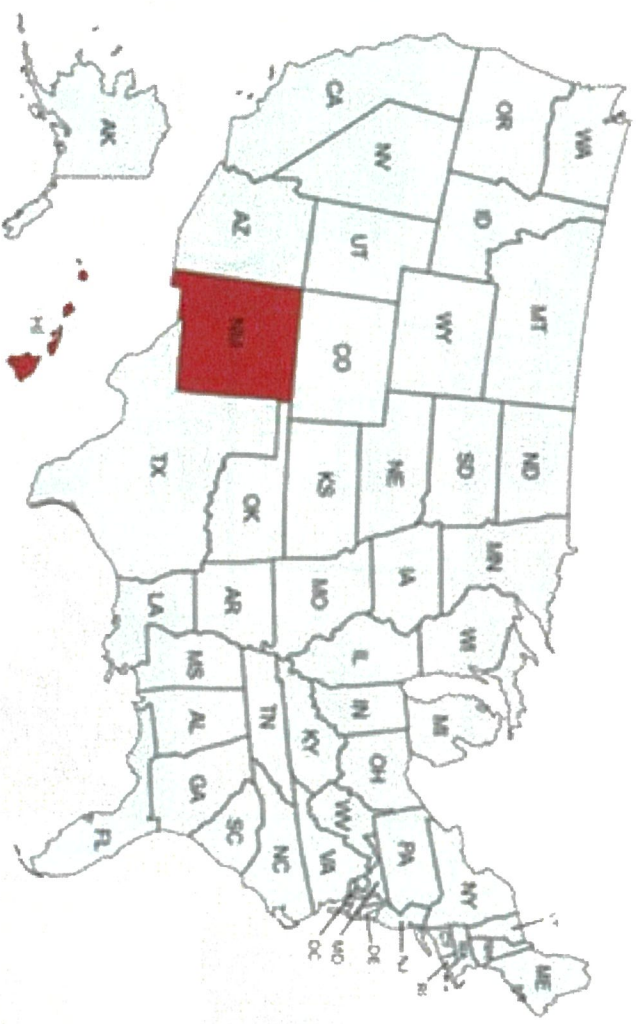


## WHY ARE NEW MEXICO DENTISTS LEAVING? GRT

# NEW MEXICO IS ONE OF ONLY 2 STATES CHARGING GROSS RECEIPTS TAX ON DENTAL SERVICES...

WHAT DOES THAT MEAN FOR THE PATIENT?

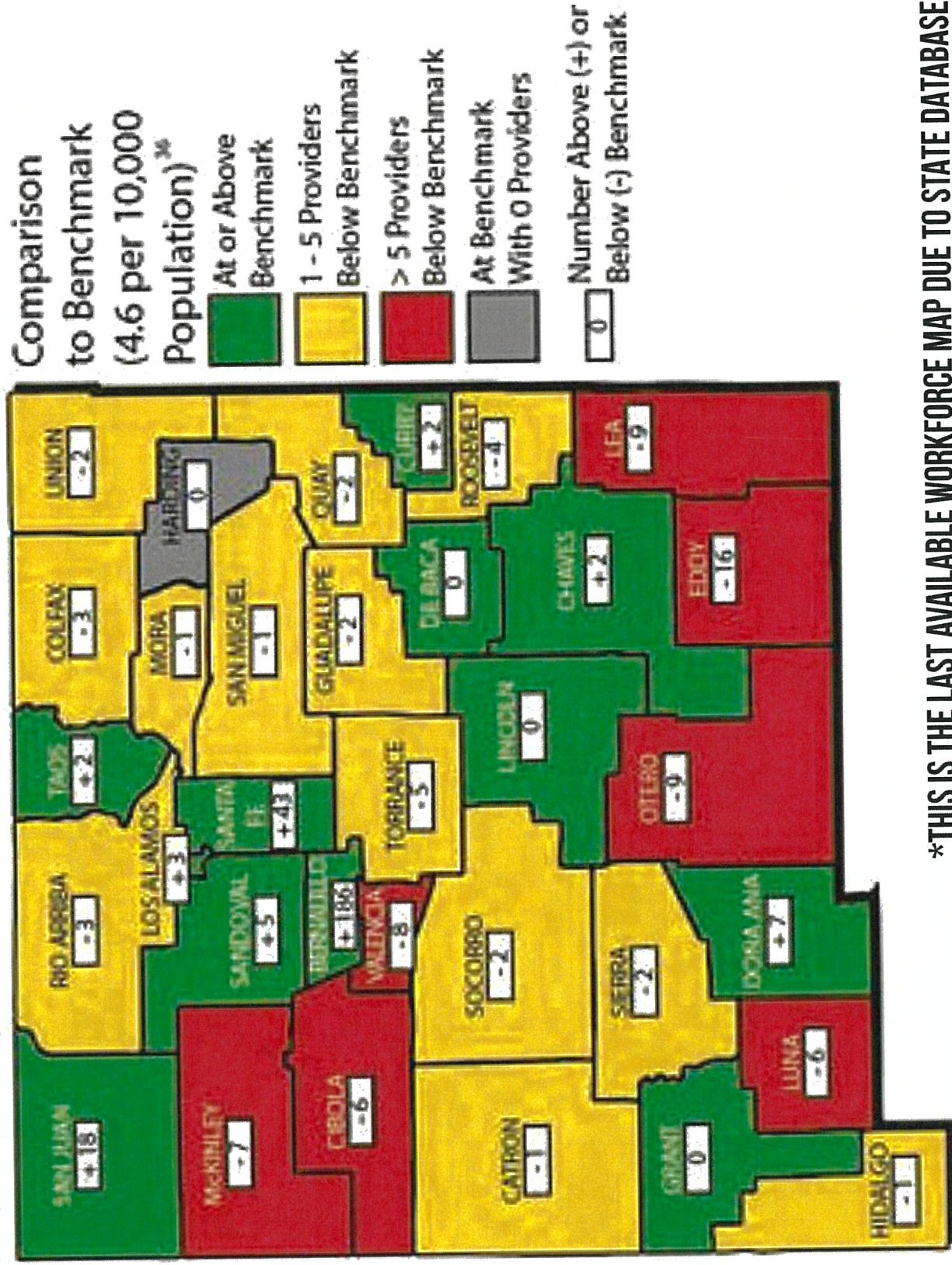
- YOU PAY MORE AND GET LESS!
- THE COST OF THIS TAX GETS PASSED ON TO THE CONSUMER.
- A DOLLAR SPENT ON ORAL HEALTHCARE IN NEW MEXICO BUYS LESS CARE THAN IN SURROUNDING STATES.





# WORKFORCE DISTRIBUTION (\*2021)

Dentists Compared to Benchmark, 2021



\*THIS IS THE LAST AVAILABLE WORKFORCE MAP DUE TO STATE DATABASE HACK



# GROWING OUR OWN



TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER™  
EL PASO

Woody L. Hunt School of Dental Medicine

- CLASS SIZE OF 60 WITH UP TO 6 NM STUDENTS
- EARLY CLINICAL EXPERIENCE WITH INNOVATIVE CURRICULUM
- SPANISH LANGUAGE REQUIREMENT
- BORDER COUNTIES GET IN-STATE TUITION
- CONTRACT STUDENTS FROM OTHER COUNTIES ALSO RECEIVE IN-STATE TUITION
- EMPHASIS ON NM RECRUITMENT
- SOME NM FACULTY
- TEXAS PUBLIC UNIVERSITY



TOURO COLLEGE  
OF DENTAL MEDICINE

- LOCATED IN SUBURBAN NEW YORK CITY
- OPENING ABQ CLINIC MAY 2025
- CLASS SIZE OF 200 STUDENTS,
- FIRST 2 YEARS IN NEW YORK
- HALF OF EACH CLASS COMPLETES 3<sup>RD</sup> AND 4<sup>TH</sup> YEAR IN ABQ
- INTERNATIONAL DENTIST PROGRAM
- CURRENTLY RECRUITING NM FACULTY
- PRIVATE SCHOOL



# PATHWAYS FOR STUDENTS

 THE ONLY RELIABLE WAY TO GET PEOPLE TO LOCATE IN RURAL AREAS IS TO RECRUIT FROM THOSE LOCATIONS.

 IT WILL BE DIFFICULT TO IMPROVE OUR SITUATION WITHOUT A “REAL” NEW MEXICO DENTAL SCHOOL.

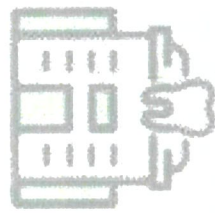
 BA/DDS STILL MAKES THE MOST SENSE TO DIVERSIFY AND DEVELOP OUR NM DENTAL WORKFORCE.

 PRACTICE INCENTIVES:

- CURRENTLY OUT OF TOUCH WITH DEBT LEVELS
- COMMUNITY PARTNERSHIPS
- NEED TO BE AVAILABLE FOR PRACTICE EXPANSION
- CANNOT HAVE “PUNITIVE” REQUIREMENTS



# ECONOMIC IMPACT



## \$2.6 billion

ANNUAL ECONOMIC IMPACT GENERATED  
BY DENTAL OFFICES

## \$2.6 million

AVERAGE ANNUAL ECONOMIC IMPACT  
PER DENTIST PER YEAR



DENTAL OFFICES SUPPORT

## 13.9 thousand

IN NEW MEXICO  
jobs EACH YEAR

## 1 = 1.4

EVERY JOB IN A DENTAL OFFICE GENERATES  
1.4 ADDITIONAL JOBS IN OTHER SECTORS  
OF THE ECONOMY