

POLICY DEVELOPMENT

Delaware Institute for Dental Education and Research (DIDER)

Louis Rafetto, DMD, PA
DIDER Chair



ChooseHealth
DELAWARE

DIDER Report to DHCC

September 5, 2024

Louis Rafetto, DMD, MEd
Chairperson

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Historical Background

The General Assembly created the Delaware Institute of Dental Education and Research (DIDER) in 1981.

2001 Administration and operation transferred from the Office of Management and Budget to the Delaware Health Care Commission (DHCC) with total members on the board expanded to ten (10) public/private representatives statewide (now 11 members with addition of a member from FQHC in 2023).

2005 Established affiliation agreement with Temple Univ. Kornberg School of Dentistry, ensuring a minimum of 6 eligible residents of Delaware would be guaranteed first-year admissions.

Over time, funding decreased to support 4 seats reserved annually for Delaware residents entering their first year of the Doctor of Medicine in Dentistry (DMD) program.

At the outset of this program, funding was also in place to help offset tuition expenses but has since been eliminated.

An “outside” review of DIDER was 2019 conducted by Star-Med, LLC.

Since 2012, Temple Univ. has met or exceeded its commitment to admit at least 5 Delaware residents to the Kornberg School of Dentistry each year.

From 2014 - 2018, the rate of acceptances for Delaware applicants ranged from 31.8% to 47.6%, compared to an acceptance rate for non-Delaware applicants ranging from 9.6% to 11.4%. The average acceptance rate for Delaware applicants was 42.6%, while the average acceptance rate for applicants not from Delaware was 10.5%.

From 2000 to 2018, 54% of those who completed dental school and a post-graduate year were licensed and practicing dentistry in Delaware.

Conclusion- DIDER has met its goal to obtain dental school admission for Delaware residents and to achieve a strong rate of return to practice in Delaware and should continue to be strongly supported.

DIDER and DIMER Graduates Obtaining a License in Delaware

REPORT TO THE DELAWARE HEALTH CARE COMMISSION 2019 Health Care Workforce Study

By review of the Delaware professional licensing database, 33.9% of TJUSKMC DIMER students available to practice and 31.1% of such PCOM DIMER students were found to have had a license to practice medicine in the state.

By review of the state's professional licensing database, over 54% of those who completed dental school and a post-graduate year are licensed and practicing dentistry in Delaware.

Challenges

- Lack of state support
 - Diminishing financial support for existing programs over the past decade
- Prior to 2023, limited access to student loan repayment programs:
 - Federal limited to FQHCs / Prison system
 - State program was only available to medical providers
 - Changed in 2023
 - Loan awarded earlier this year to a dentist in Kent County

Funding has remained flat for the past decade.

Despite this, DIDER continues to look for ways to fulfill its mission.

$\$200,000 = 4 \text{ students} \times 4 \text{ years} \times \$12,500/\text{student}/\text{yr}$

Class Description	Budget Reference Description	Budget	Expense
DIDER Operations	Fiscal Year 2010	23,819.00	23,819.00
DIDER Operations	Fiscal Year 2011	443,000.00	443,000.00
DIDER Operations	Fiscal Year 2012	408,475.00	408,475.00
DIDER Operations	Fiscal Year 2013	212,653.05	212,653.05
DIDER Operations	Fiscal Year 2014	310,500.00	310,500.00
DIDER Operations	Fiscal Year 2015	470,500.00	470,500.00
DIDER Operations	Fiscal Year 2016	202,000.00	202,000.00
DIDER Operations	Fiscal Year 2018	200,000.00	200,000.00
DIDER Operations	Fiscal Year 2019	175,000.00	175,000.00
DIDER Operations	Fiscal Year 2020	200,000.00	200,000.00
DIDER Operations	Fiscal Year 2021	200,000.00	200,000.00
DIDER Operations	Fiscal Year 2022	200,000.00	200,000.00
DIDER Operations	Fiscal Year 2023	200,000.00	200,000.00
DIDER Operations	Fiscal Year 2024	200,000.00	200,000.00
DIDER Operations	Fiscal Year 2025	200,000.00	0.00

Class Entering Temple in Sept 2024



Applicants for the entering class 3574

Applicants from Delaware 27 (up from 17 the year before)

- More than 50% from University of DE / None from DSU

Total enrolled from Delaware in entering class 7 (They commit to accept 4 / yr.)

GPA and DAT for entering class

3.43 Science GPA

21.4 Academic Average / 21.2 Total Science

Historically, the “low-end”
DE students fall below the
threshold for acceptance

GPA and DAT for Delaware students entering class

3.44 Science GPA / 21.4 Academic Ave, 20.4 Total Science

HURE*

Have been a few applicants over the past several years from D.S.U. with favorable g.p.a. but non-competitive D.A.T. scores

- Response – DIDER developed an application and protocol for URM students to have access to a Dental Aptitude preparation course
 - DSDS agreed to establish a committee to vet applications and monitor process including outcomes
- Disposition – Lack of funding to date

* Native American, Black / African American, Hispanic, Native Hawaiian, Pacific Islander, Native Alaskan

Trend of Middle Eastern candidates to self report as Black / African American in their applications

CCHS Dental / OMS Clinics Residency Programs



2023-24 GPR Class

8 residents from 5 schools

Temple, Penn, Marquette, Maryland, Pitt

- 3-Delaware Residents (2- New Castle, 1-Sussex)
 - 2 DIDER students
- 1-California,
- 2-Maryland,
- 1-New Jersey,
- 1- Pennsylvania

All 8 took Delaware Board Exam and passed on their first attempt

2023-24 GPR Class

All 8 made a decision to stay in Delaware following graduation.

- 7 Secured positions in dental practices:
 - 1 Pike Creek,
 - 1 Middletown,
 - 1 Smyrna,
 - 3 Dover/Milton,
 - 1 Bethany Beach)
- One remains as an intern in the Oral & Maxillofacial Surgery program.

GPR Residency remains a powerful tool to recruit dentists to Delaware.

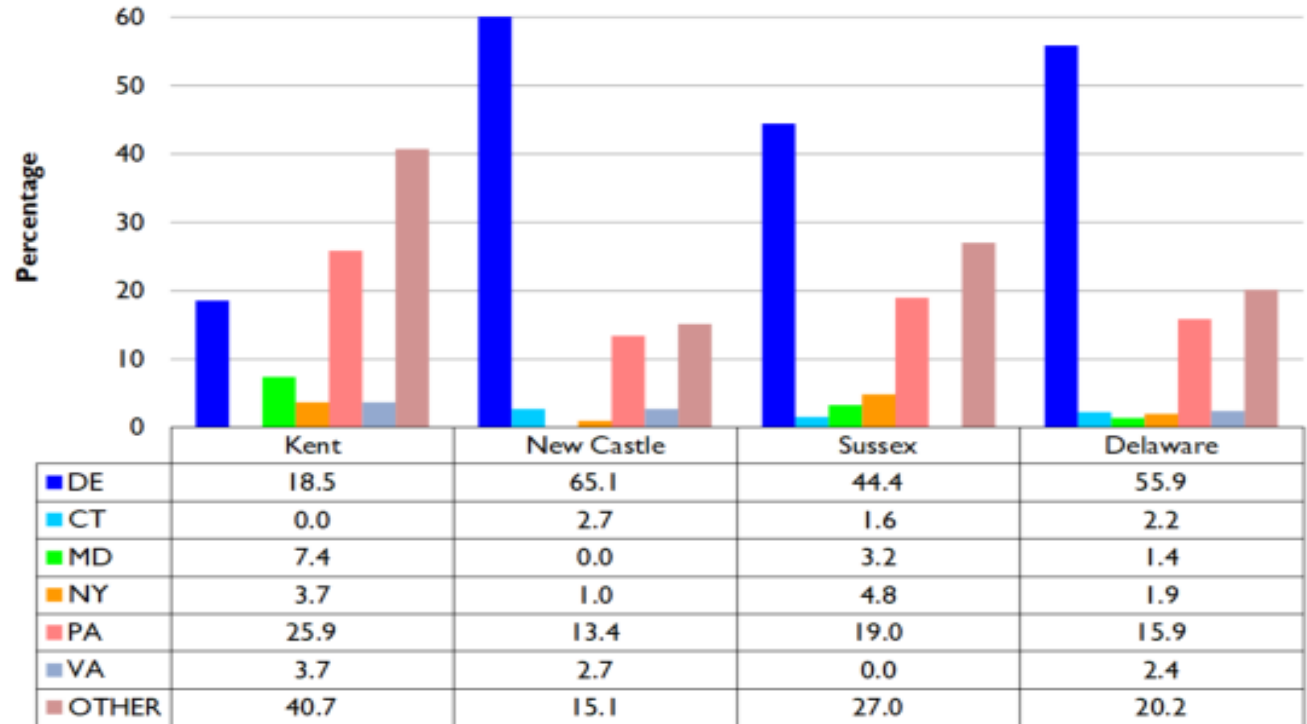
2024-25 GPR Resident Class

8 residents from 3 schools

- 1-Pitt,
- 6-Temple,
- 1-South Carolina
- 5 -Delaware
 - 4-New Castle,
 - 1-Sussex),
- 2 -Pennsylvania,
- 1-South Carolina
- 4 DIDER students

All 8 were top choices, demonstrating the reputation of the program

Figure 2.10
State of Dental Residency Program Attendance of Dentists by County, Delaware, 2022



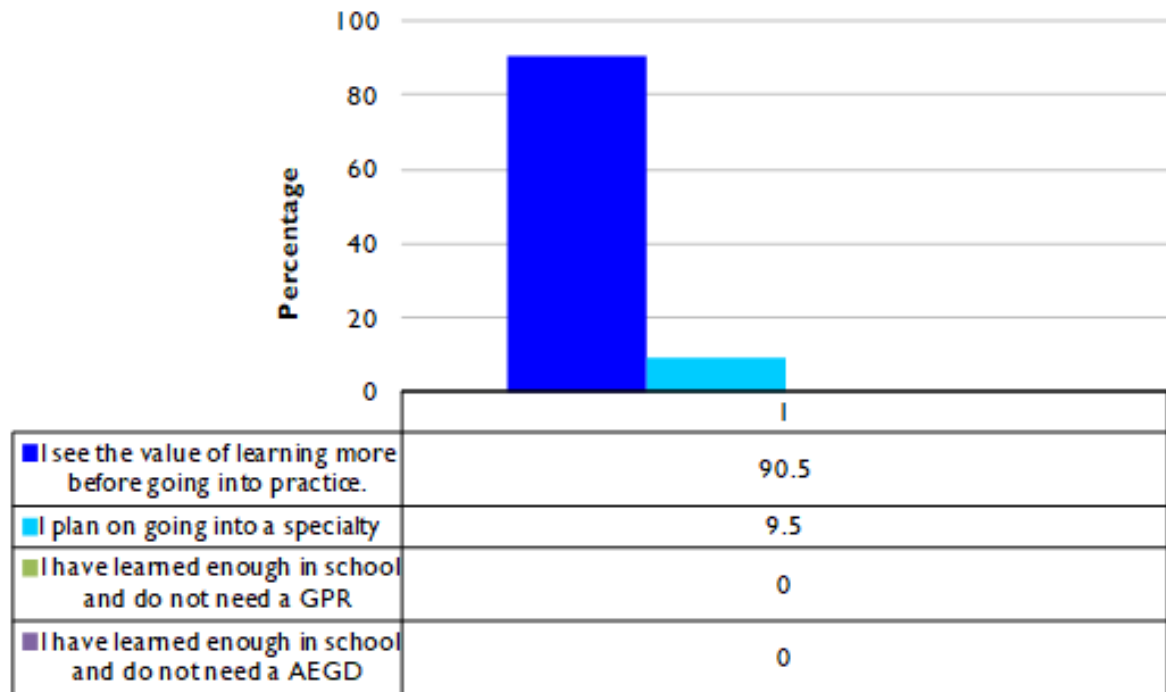
Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

56% did residency in DE

44% did residency in other states

100% of surveyed students see the value of post graduation residency

Figure 6.7
Percentage of Dental Students/Residents by Own Perception of General Practice Residency (GPR) and Advanced Education (AEGD), Delaware, 2022



Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

CCHS Financial Support

- Annual cost of \$6.5 Million split between Christiana Care, support from dentists in the community, and to a lesser extent, local foundations
 - Operates at a loss of more than \$3M annually
- Christiana Care pays the salary and benefits of residents and shares the residents through rotations at Westside and Delaware Tech clinics at no cost to those organizations
- The clinic a safety net to the community, offering patient care unavailable in other clinics.



Ashley Banks , D.M.D.

Program: General Practice Dentistry
Year: GPD-1
Hometown: Dagsboro, DE
Undergrad: University of Delaware
Dental school: Temple University The Maurice H. Kornberg School of Dentistry



Mark Tanchanco , D.M.D.

Program: General Practice Dentistry
Year: GPD-1
Hometown: Middletown, DE
Undergrad: Loyola University Maryland
Dental school: Tufts University School of Dental Medicine



Erin Britt , D.D.S.

Program: General Practice Dentistry
Year: GPD-1
Dental school: Virginia Commonwealth University School of Dentistry



Racquel Joseph , D.M.D.

Program: General Practice Dentistry
Year: GPD-1
Dental school: Temple University The Maurice H. Kornberg School of Dentistry



Khushbu Patel , D.M.D.

Program: General Practice Dentistry
Year: GPD-1
Hometown: Fair Lawn, NJ
Undergrad: University of Pittsburgh
Dental school: University of Pittsburgh School of Dental Medicine



Shivang Patel , D.D.S.

Program: General Practice Dentistry
Year: GPD-1
Hometown: Middletown, DE
Undergrad: University of Delaware
Dental school: University of Maryland School of Dentistry



Linda Asiamah , D.D.S.

Program: General Practice Dentistry
Year: GPD-1
Hometown: Houston, TX



Stephanie Smith , D.M.D.

Program: General Practice Dentistry

CCHS Residency as a Recruitment Tool

This is typical of a given class of g.p.r. residents: Diverse, from different dental schools and states of origin



*Oral & Maxillofacial Surgery
Program also draws from
diverse backgrounds and
locations, including:
California
Ohio
Missouri
Pennsylvania
Virginia*



Barry Boyd, MD, DMJ, FACS
Program Director



Marissa Beahm, DMS
OMS - 1



Ahmad Emjay, DMD, MPI
OMS - 4



Jacob Gibbs, DMD
OMS - 3



John Whitebeck, DMS
OMS - 3



Witsung Kim, DMS
OMS - 2



Arjun K. Sarda, DMS
OMS - 2



Brett Rocker, DMD
OMS - 1



Jose De La Guerra, DMS
OMS - 1



Mohamed Alsharea, DMD
OMS - INTERN



Harrison Hesse, DMD
OMS - INTERN

2023 Licensure Examination Results

January 2023 Dental Exam:

- 17 dentists took exam (11 in-State, 6 out of State)
 - 16 passed / 1 failed the exam (94%)

January 2023 Dental Hygiene Exam:

- 2 dental hygienists took exam (both in-State),
 - Both passed the exam (100%)

June 2023 Dental Exam:

- 14 dentists took exam (16 registered / 2 no-shows) - 10 out of State, 4 in-State
 - 2 failed (86%)

May 2023 Dental Hygiene Exam:

- 17 hygienists took exam - 16 in-State, 1 out of State
 - 1 failed the exam (94%)

More Data from 2023

- *The number of dentists licensed in 2023: **29 total***
 - *Reciprocity - **18***
 - *Examination - **11** (28 passed the exam in 2023 / 11 decided to stay in DE)*

Not everyone who passes the exam chooses to obtain a license

- *The number of dental hygienists licensed in 2023: **23 total***
 - *Reciprocity - **3***
 - *Examination - **20***

It is difficult to get dental hygienists in Delaware and nationwide.

2021-22 Dental Licenses Issued (64 Dentists / 73 Hygienists)

Dentists

2021

28 dental licenses issued

- 8 from DE based residency
- 14 from out-of-state residencies
- 6 via reciprocity pathway

2022

36 dental licenses issued

- 10 from DE based residency
- 18 from out-of-state residencies
- 8 via reciprocity pathway

Hygienists

2021

- ▶ 41 Hygiene licenses issued
 - ▶ 22 by examination pathway
 - ▶ 19 by reciprocity pathway

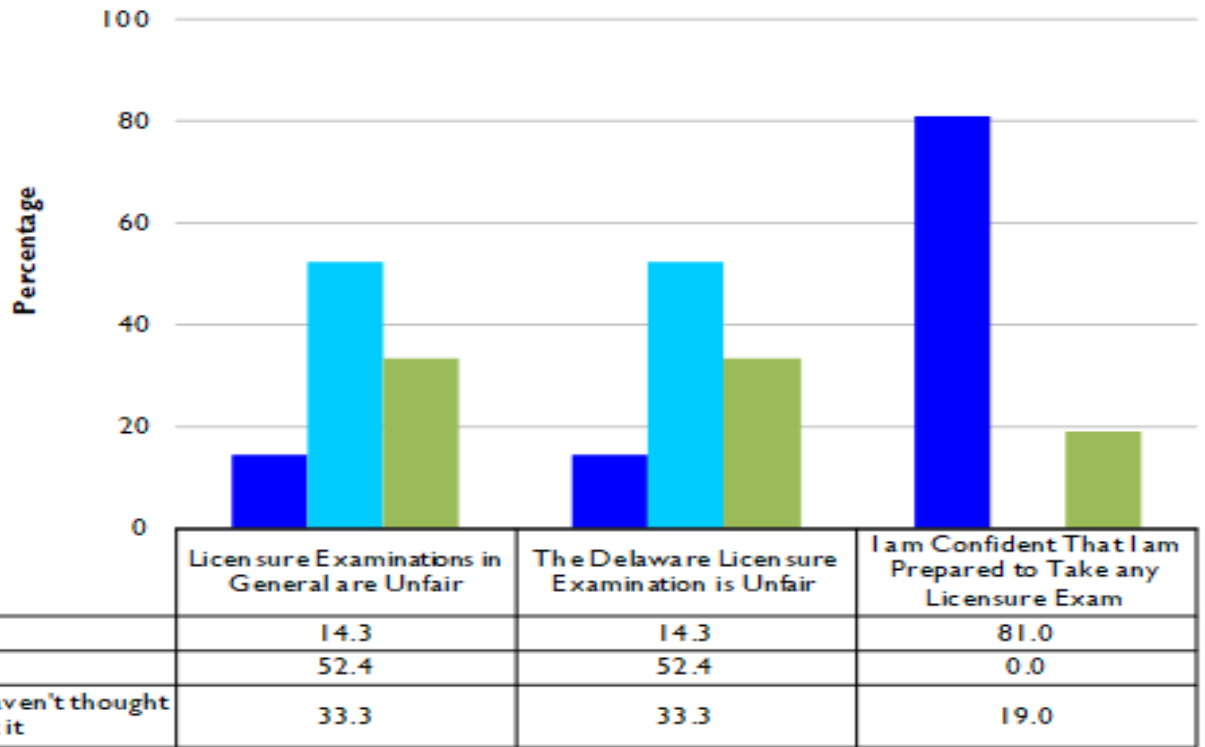
2022

- ▶ 32 Hygiene licenses issued
 - ▶ 21 by examination pathway
 - ▶ 11 by reciprocity pathway

No Qualified Applicant to Take the Dental Exam Has Ever Been Turned Away From Taking the Exam

Figure 6.8
Percentage of Dental Students/Residents by Agreement or Disagreement With Statements Relating to dental Licensure Examinations, Delaware, 2022

About 1 in 7 thought the DE exam is unfair, the same number that thought any exam is unfair



Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

Examples of Student Outreach Efforts

Undergraduate

- ✓ Participate in UD's HPEC evaluation process
- ✓ Meet with pre-professional students from UD and DSU. Ex: First State Clinical Connections in March hosted by UD and the Delaware Health Sciences Alliance where we shared information about dentistry, opportunities in DE and loan repayment programs.
- ✓ ZOOM calls with leaders of UD and DSU pre-dental organizations to organize future connections

Dental School

- ✓ Meet with enrolled students at Temple generally twice a year to present and answer questions about dentistry in DE.
- ✓ DHCC / DIDER program manager shares information about the 2 loan repayment program.
- ✓ Offer opportunity for students to establish a mentor relationship with DIDER members

Outreach To Potential High / College Students

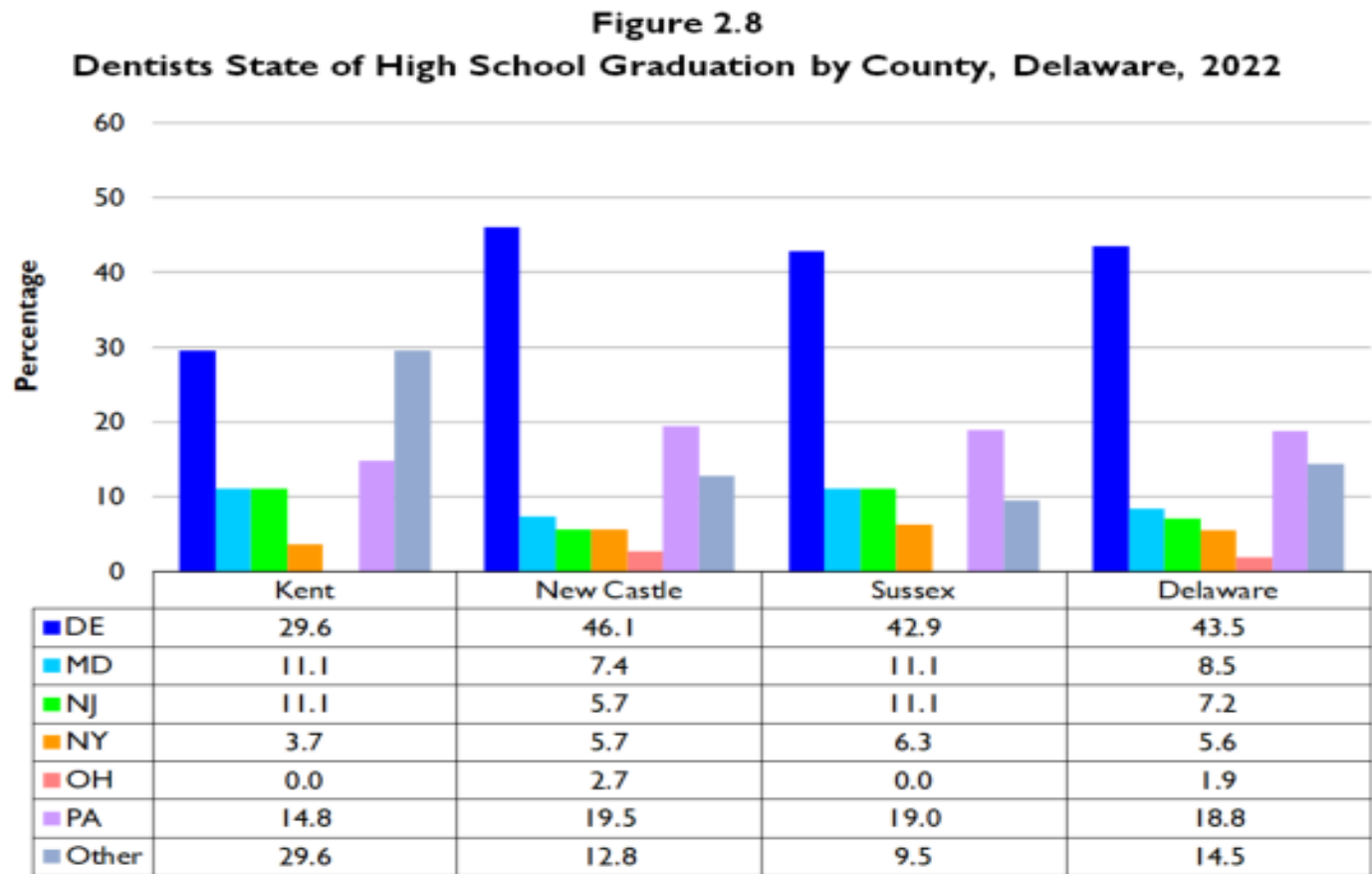
Sub-committee updated a standardized power point presentation on dentistry as a career as well as organize “points of contact” to identify opportunities (coordinated with DSDS)

- Previous effort were piecemeal

Challenge -

- Difficulty identifying opportunities to reach students in high school

43.5% of dentists came from Delaware
56.5% from other states



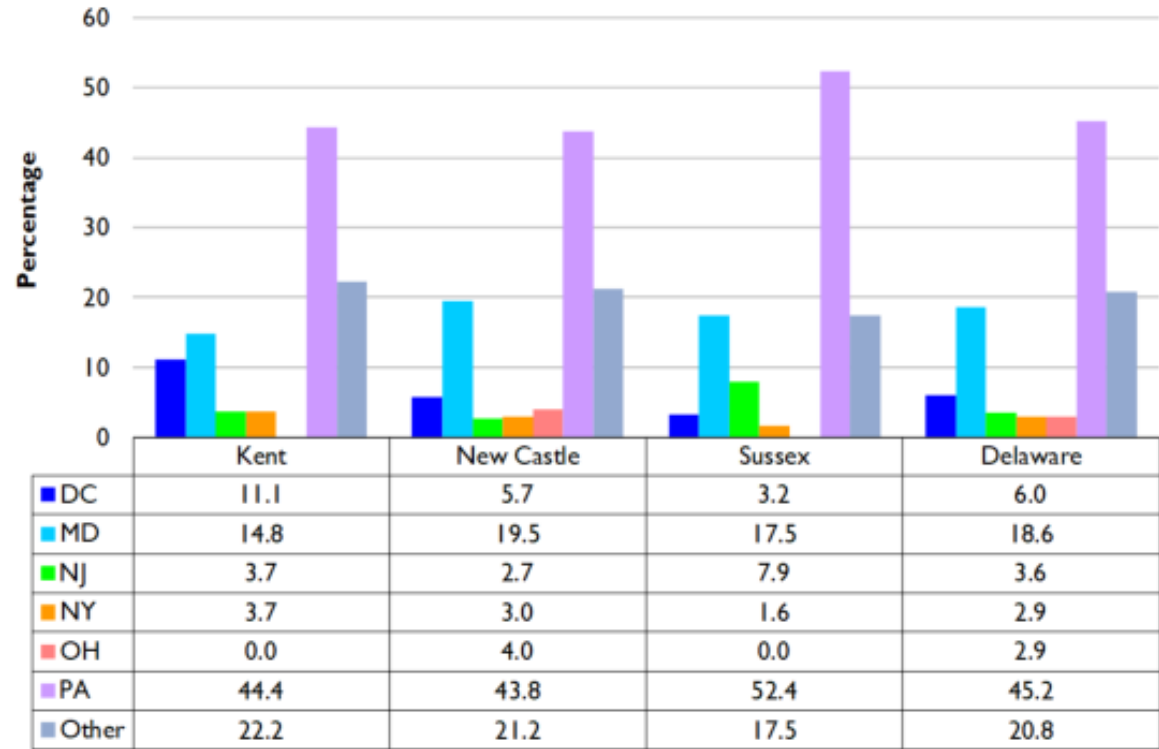
Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

About half went to dental school in Pennsylvania

Makes recruitment efforts more challenging

Figure 2.9

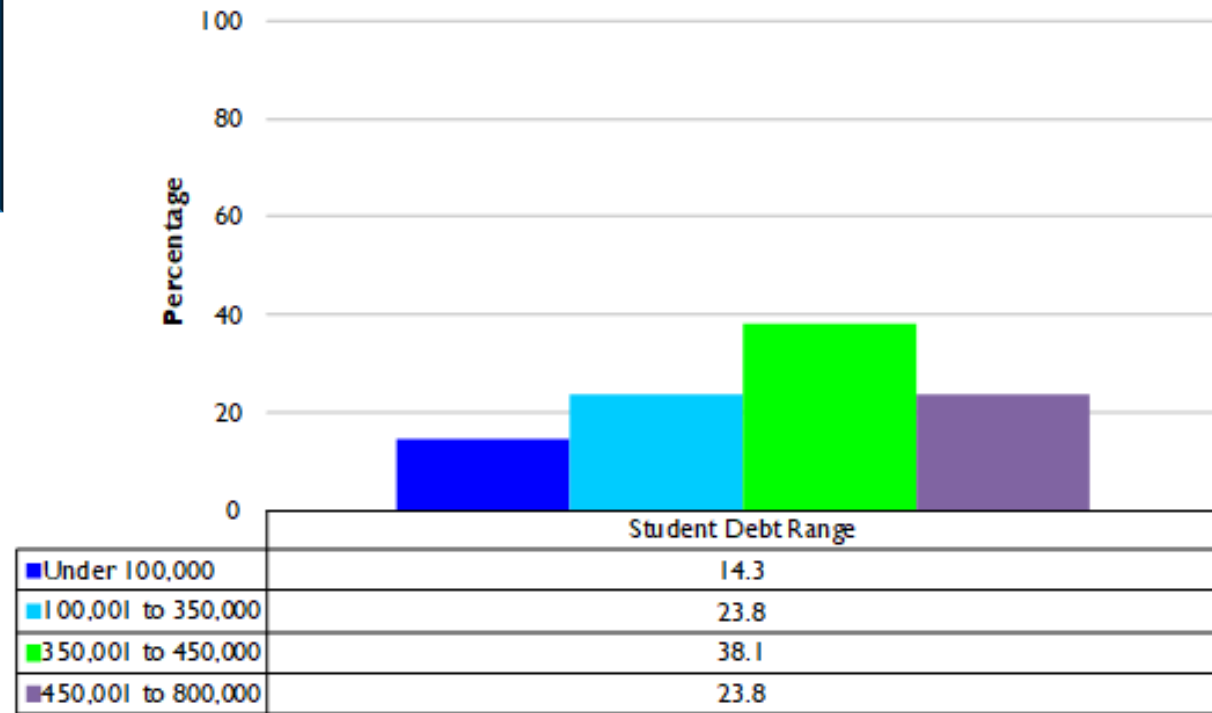
State of Dental School Attendance of Dentists by County, Delaware, 2022



Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

62% have estimated student debt of between \$350,000.00 and \$800,000.00

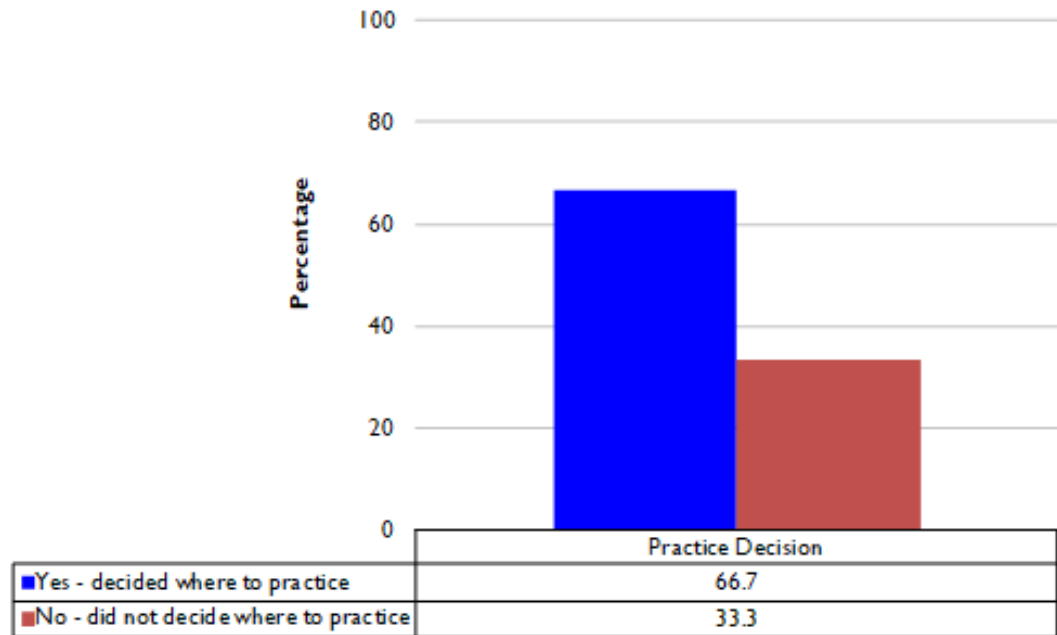
Figure 6.1
Estimated Student Debt (Undergrad + Dental school) of Dental Students/Residents, Delaware, 2022



Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

About 1/3 of current DIDER students were undecided at the time of the survey

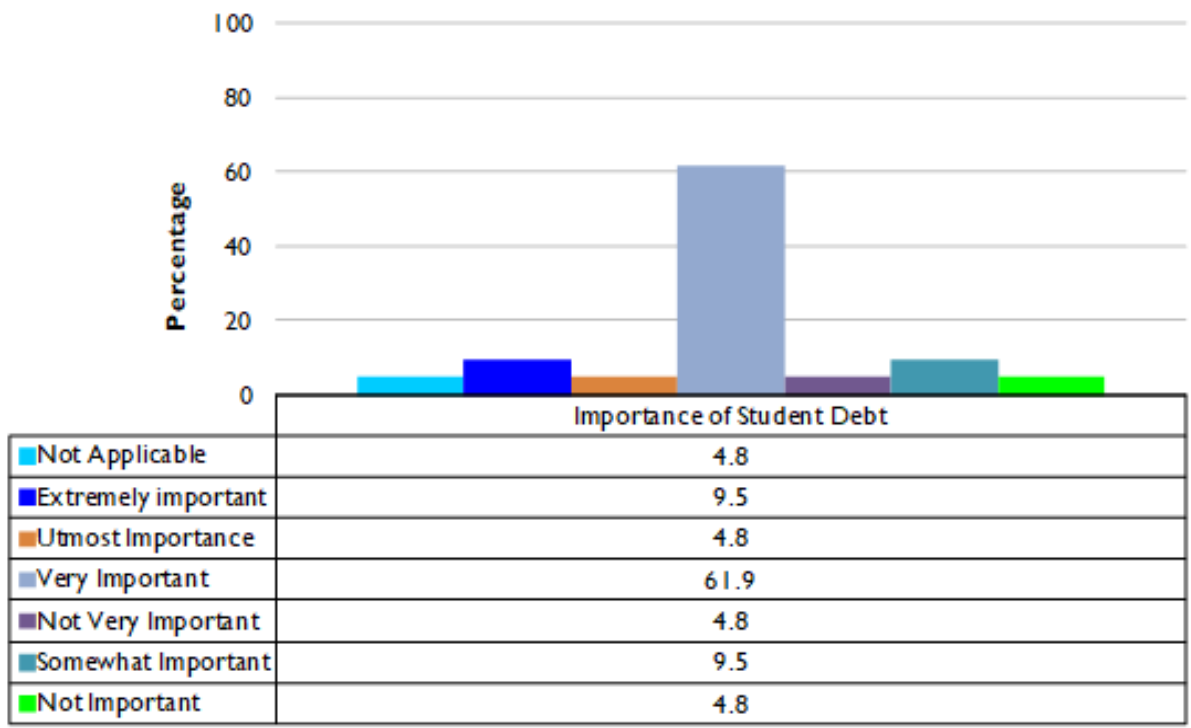
Figure 6.2
Percentage of Dental Students/Residents by Decision on where they will Practice, Delaware, 2022



Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

More than 75% of students consider student debt to be very important, utmost important or extremely important in deciding where to practice

Figure 6.5
Percentage of Dental Students/Residents by Importance (Self Identified) of Student Debt in Deciding Where They Will Practice, Delaware, 2022

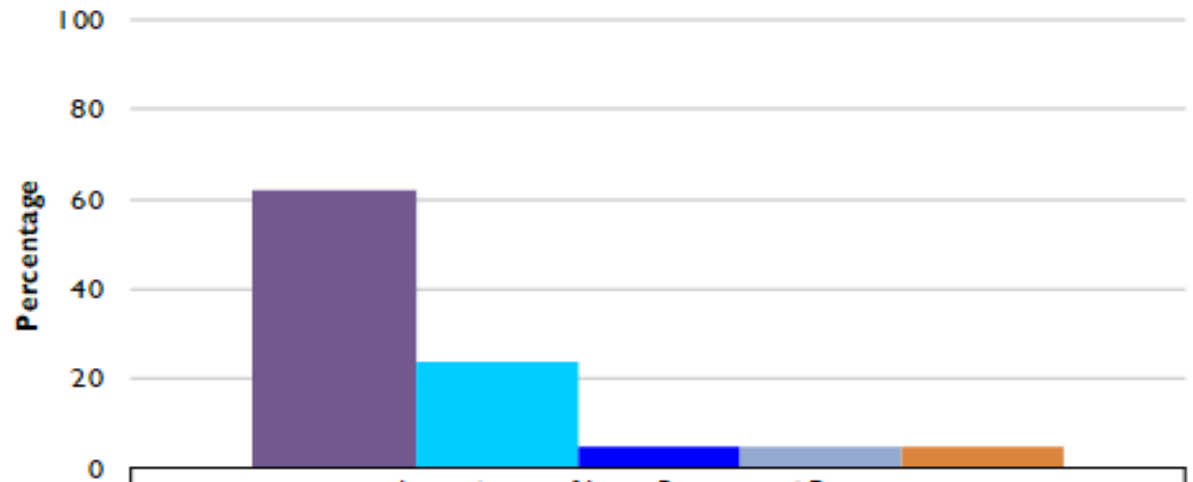


Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

Figure 6.6

Percentage of Dental Students/Residents by Importance (Select Options) of The Loan Repayment Program in Deciding Where They Will Practice, Delaware, 2022

>85% Consider Loan Repayment as Important or Very Important when Deciding Where They Will Practice



Importance of Loan Repayment Program	
Very Important	61.9
Important	23.8
Neutral	4.8
Not so Important	4.8
Not Important at all	4.8

Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

Table 6.1
Percentage of Dental Students/Residents by Ranked Factors of Importance
(Ranking) in Deciding Where They Will Practice, Delaware, 2022

	Most Important	Important	Somewhat Important	Neutral	Somewhat Unimportant	Unimportant	Least Important
Money/debt burden	61.9	14.3	19.0	0.0	4.8	0.0	0.0
Being Close to Family	28.6	47.6	9.5	9.5	4.8	0.0	0.0
Ease to Obtain Initial License	9.5	9.5	9.5	28.6	14.3	9.5	19.0
Type/Care Profile	9.5	52.4	19.0	9.5	4.8	0.0	4.8
Community/Perceived Quality of Life	19.0	42.9	38.1	0.0	0.0	0.0	0.0
School System	9.5	14.3	28.6	14.3	4.8	19.0	9.5

Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

Ease of obtaining a license was the least important concern when considering where to practice

Task Force on Access to Dental Care

- DIDER actively participated on Senator McBride's task force:

Underserved populations

Recruitment and Retention

Provider Types and scope of practice

Dental insurance networks

Licensure

- Conversations were productive and respectful
- Legislative actions to date include:
 - Improved coverage for adult Medicaid patients
 - Addition of a FQHC member to DIDER

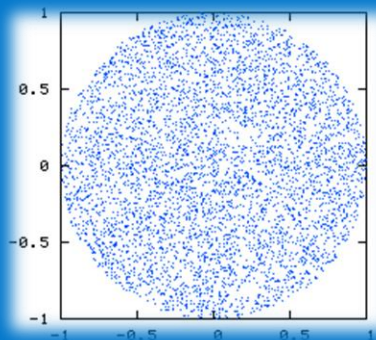
Conclusions

- DIDER is performing its duties well given current financial restraints.
- We have an excellent partner in Temple University School of Dentistry.
- The CCHS residency provides important training AND community service in addition to be a strong attractor of dentists to Delaware.
- DIDER can improve its serve with increased financial (and other) support from the state and other agencies.

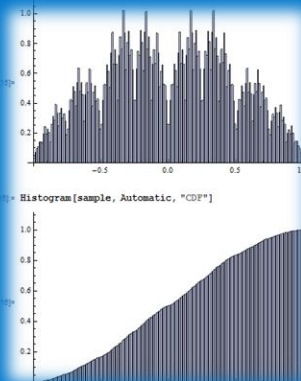
Discussion

- Consider expansion of mission to include:
 - ✓ Support training for dentists to manage patients with disabilities ?
 - ✓ Support training opportunities for hygiene and dental assistants ?
 - ✓ Expansion of current GPR program or linked satellite program.
- Enhance recruitment efforts at the college (and high school?) levels.
- Enhance recruitment of dentists, hygienists and assistants.
 - ✓ Consider outreach to foreign graduates of programs that award US dental degrees.
 - ✓ Loan repayment and GPR have proven to be the most effective modalities
- Tuition Assistance – Most students graduate from dental school with debt loads approaching \$500,000.00. Existing funding only provides an advantage in gaining admission to Temple Dental School. Tuition assistance would not only expand the opportunity for Delaware residents to attend dental school, it would provide a closer link to recipients.

The distribution of dentists is not random ...



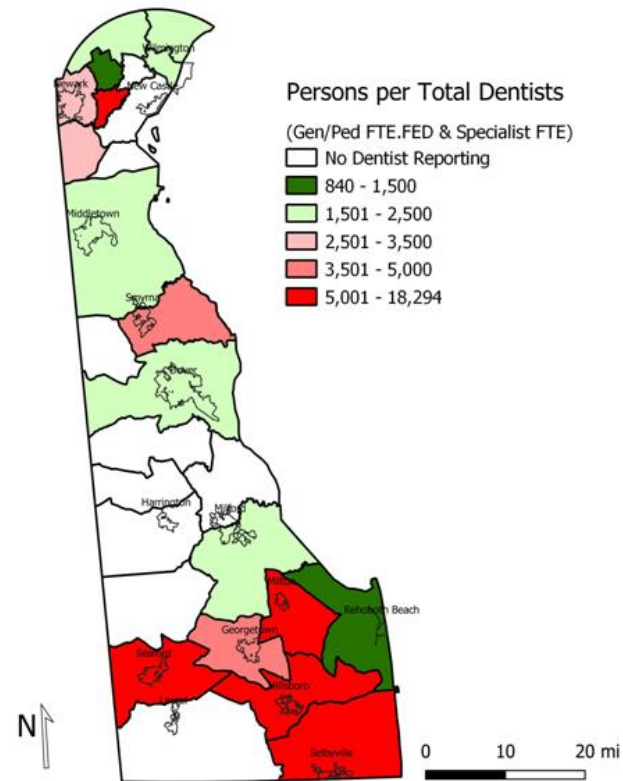
THEREFORE



Recruitment efforts should be targeted, using resources in light of what makes dentists practice where they do

Figure 4.2

Persons per Total Dentists (General/Pediatric FED.FTE & Specialist FTE) in Delaware 2022 by Census County Division



Source: Delaware Department of Health and Social Services, Division of Public Health, Delaware Dentist Survey 2022

THANK YOU
AND
GO BLUE HENS

