DENTISTRY
TEXAS A&M UNIVERSITY

2019 ACCOUNTABILITY REPORT: HIGHLIGHTS

DEMOGRAPHICS

2018 DEMOGRAPHICS	EMPLOYEES (2018)		STUDENTS (2018)		
	FACULTY	STAFF	Dental Hygiene	Predoctoral	Graduate
Men	63.4%	18.14%	2 %	49.4%	60.7%
Women	36.6%	81.86%	98%	50.6%	39.3%
White	65%	42.08%	56%	41%	55%
Black/African American	7%	18.92%	5%	12%	2.5%
Hispanic/Latino	6%	24.71%	28%	24%	7.6%
Asian	20%	11.97%	8%	22%	13%
American Indian/Alaska Native	0	0.39%	2%	0.71%	0.9%
International	N/R	N/R	0	0	19%
Other	1.2%	1.16%	1%	0.11%	2%
TOTALS	252	259	61	421	122

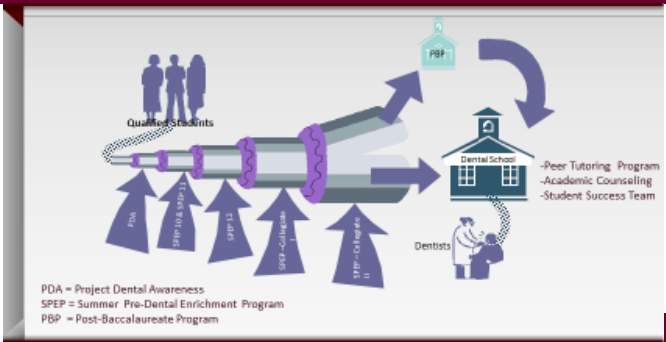
*Other includes multiracial or those preferring not to self-identify; N/R = not reported

FACULTY RECRUITMENT/RETENTION

HRSA Center of Excellence (COE) Grant Initiatives:

- Grow your Own Initiative: Comprehensive Dental Faculty Development Program pays tuition for URM students enrolled in the TAMHSC Education for Health Professions Masters' Program.
- COE Faculty Mentoring Program specifically focuses on URM faculty. Three completed the program in 2017; eight are currently enrolled.

STUDENT RECRUITMENT/RETENTION



Received a $3.5 million **Center of Excellence** grant to advance student and faculty diversity, funded by the U.S. Department of Health and Human Services

COE grant:

- Fosters interest in dental careers among URM children and youth;
- Prepares college and post baccalaureate students for dental school admission.

The total enrollment rate for URM students at COD for 2017 – 2018 is 37%.

ACTIVITIES THAT SUPPORT STUDENT RETENTION

Peer Tutoring Program - Students who make less than a "C" on didactic exams or laboratory practical exams are encouraged to study with a tutor in one-on-one or small group sessions.
Advanced Academic Support and Tutoring Program - designated funds to pay graduate students and faculty to tutor and provide academic support beyond peer tutoring
Student Success Team - A group of faculty and staff meet to discuss and plan intervention for students experiencing academic, personal, financial, or health challenges

CLIMATE

Regular monitoring of the climate of the College is accomplished through a number of assessments as described below:

- *Student Satisfaction and Graduation Surveys (*administered to graduating dental/hygiene students)
- *Patient Satisfaction Survey* (administered annually)
- *Campus Climate Survey* – first ever; was administered to faculty, staff, and students. Findings were considered in the development of the COD Diversity and Inclusion Plan.

Strategies implemented to promote a more inclusive climate:

i. Mandatory cultural competence training for all employees:
   - Biannual online via TrainTraq (95% participation)
   - Face-to-face beginning in spring 2018, renewable every 5 years (90% participation)

ii. Continued cultural competence training for students in the curriculum:

iii. Implementation of Department Score Cards to analyze diversity among employees: 95% of the offices/departments submitted a report.

iv. Visual Diversity Campaign demonstrate the college's commitment to diversity/inclusion:

v. Diversity and Inclusion Advisory Council with internal and external stakeholders

vi. Increased diversity/inclusion speakers and activities:

USE OF DIVERSITY AWARD FUNDING

DATE	SPEAKERS/TRAINING/EVENTS	PRESENTER/FACILITATOR
2/24/2017	Diversity & Inclusion at TAMU	Dr. Christine Stanley
6/21/2017	The Intersection of Race, Violence, & medicine: Leadership in Times of Crisis	Dr. Brian Williams
6/23/2017	Diversity Planning Retreat	IDEA Committee
1/5/2018	Unconscious Bias Workshop for COD leaders	Kim D'Abreu
02/272018	SNDA's Black History Month Celebration (Student-led Activity)	Dr. Lavern Holyfield
3/15/2018	Campus Reception to kickoff diversity and inclusion activities	IDEA Committee
8/30/2018	Addressing Institutionalized Racism	Dr. Robert Jensen
10/9/2018	National Hispanic Heritage Month (Student-led Activity)	Dr. Elba Garcia
10/25/2018	From Research to Clinical Care: Y Does X Make a Difference	Dr. Marjorie Jenkins
10/29/2018	Campus wide diversity visual promotional campaign (Phase I)	IDEA Committee
11/27/2018	TAMU Strategies for Diversity & Inclusion	Dr. Robin Means Coleman

Date(s)	Sponsored Travel to the Diversity Workshops
04/8-10/2018	Sex and Gender Health Education Summit: *Advancing Curricula through a Multidisciplinary Lens* (Salt Lake City, Utah).
04/23-25/2018	6th Annual Cultural Inclusion Institute: *Promoting Health & Well-Being through Social Justice & Cultural Inclusivity* (San Antonio, TX)
06/11-13/2018	2018 Texas Diversity and Leadership Conference (Richardson, TX)
06/4-6/2018	ADEA Faculty Diversity Toolkit Working Meeting (Washington, DC).
12/6/2018	The Academic Network's Recruitment Workshop (Irving, TX)