DENTISTRY
TEXAS A&M UNIVERSITY

College of Dentistry

2019 Diversity plan accountability report

Introduction

In fulfilment of its mission to "shape the future of dentistry by developing exemplary clinicians, educators, and scientists," the College of Dentistry is committed to an inclusive academic environment, strategies to enhance inclusion, diversity, equity and access. COD continues to improve oral health by caring for the needs of a diverse community; seeking innovations in science, education, and health care delivery; and serving as leaders in health professions education.

The relevance of cultural competence in oral healthcare emphasized:

- In the curriculum, predoctoral have coursework in all four years. Dental hygiene and post graduate students have at least 1 or 2 sessions covering cultural competence.
- Similarly, all full time employees are engaged in online and face-to-face cultural competence training with regularly schedule updates.



Above: Window clings on the first floor of the main campus.

Student Recruitment & Retention

Student Recruitment Strategies :

- COD's Office of Student Development sponsors a comprehensive pipeline program to attract students from underrepresented groups:
  - *Summer Predental Enrichment Program* focuses on students from 10th grade through Post Baccalaureate (college graduates).
  - *Project Dental Awareness* targets students from pre-K through 12th grade. These Pipeline programs are a part of the HRSA-funded Center of Excellence Program (COE).
  - In its 7th year of funding, COD serves as a model for other institutions.
- Demographic highlights:
  - In 2018, 33% of entering students reported URM backgrounds.
  - Currently, for the first time ever, women outnumber men in all D1, D2, D3, and D4.

Student Retention Strategies : The Office of Student Development supports student retention through various strategies:

1) Peer tutoring by/for students;

2) Advanced academic support and tutoring, by graduate students and faculty;

3) The Student Success Team assists students facing academic, personal, financial, or health challenges;

4) Academic counseling for students experiencing academic difficulty; and

5) The "Big Sibs" program, which establishes mentoring relationships between 2nd year students and entering students.

Faculty & Staff Recruitment

Faculty Recruitment Strategies:

- Faculty recruitment strategies are aligned with policies and practices set in place by the University.
- Start up research funds are offered without regard to cultural background.
- In progress, the *Faculty Recruitment Guide, tailored to meet COD needs* to attract URM faculty and groups offers proposed strategies, such as:
  - Description of campus initiatives that are in place to foster an inclusion;
  - Visits with current URM faculty; and
  - List of cultural highlights and services within the North Texas community.
- COD has a faculty pipeline: Tuition and support is provided for URM dental students who enroll in EDHP, COM's graduate program for health professions education.

Staff Recruitment Strategies **:**

- COD posts positions at various external sites, including Indeed, Texas Workforce Commission, Dallas Community Colleges, and local Chambers of Commerce.
- An HR recruitment brochure has also been developed.

Faculty & Staff Retention

Faculty Retention Strategies:

- COD offers two formal mentoring programs.
  - The Center of Excellence mentoring program supports URM faculty. There are currently 8 participants.
  - The new faculty mentoring program is open to all full-time faculty.
  - Both programs address leadership development and teaching skills.
- COD provides C.E. free, onsite programs to ensure that clinical faculty meet continuing education (C.E.) requirements as stipulated by the Texas State Board of Dental Examiners.

Staff Retention Strategies:

The Office of Human Resources:

- Regularly assesses the DFW educational salary market to ensure competitiveness;
- Looks into career-pathing programs for positions with high turnover; and
- Offers staff development programs

Inclusion | Diversity
IDEA
Equity | Access

Together, making IDEA a Reality

Campus Climate

COD has a rich history of student affinity groups mostly based on culture or religion and are affiliated with national entities which sponsor activities to enhance campus climate. The Committee on Inclusion, Diversity, Equity and Access (IDEA) supports and/or sponsors these and similar activities.

In October 2019, the IDEA Committee sponsored Diversity Week. Open to all faculty, staff, and students, the week featured:

- Facts & Snacks – Ted Talk prompts for discussing cultural issues;
- Expert speakers on implicit bias, tokenism, race, gender, and sexuality;
- Presentation of the 1st Annual Diversity & Inclusion Awards; and
- Formation of Employee Resource Groups, that focus on personal connections among employees and overall well-being of the college



Above: Pictorial highlights from Diversity Week, September 28 – October 2, 2019

Equity

Students:

- Several students receive funds based on need.
- The Robert Wood Johnson Foundation funds awards for URM students.
- The Friends of Baylor Scholarships (pending) will be awarded to 1st year students who complete the Post Baccalaureate program.

Faculty: A total of nine faculty (7 females) succeeded in promotion and/or tenure in 2018-2019.

All Employees: A review of salaries is planned in Spring 2020. Increases will be included analysis in budget request.

Reflection

The diversity score card process allows for:

1. Monitoring of the rate of growth in the number of female and URM employees;
2. Self-reporting about departmental interviewing and hiring practices; and
3. Limited information about student success.