

“Building Partnerships & Future Initiatives”

Partnership Models from the American Dental Education Association and the UF College of Dentistry

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Florida Alliance Initiative Conference

June 18-19, 2007

Outline of remarks

- The oral health problem
- Lack of diversity in the dental workforce
- ADEA's Commitment to **Diversity**
- ADEA Solutions thru partnerships
- UF College of Dentistry- Access and Diversity Initiatives

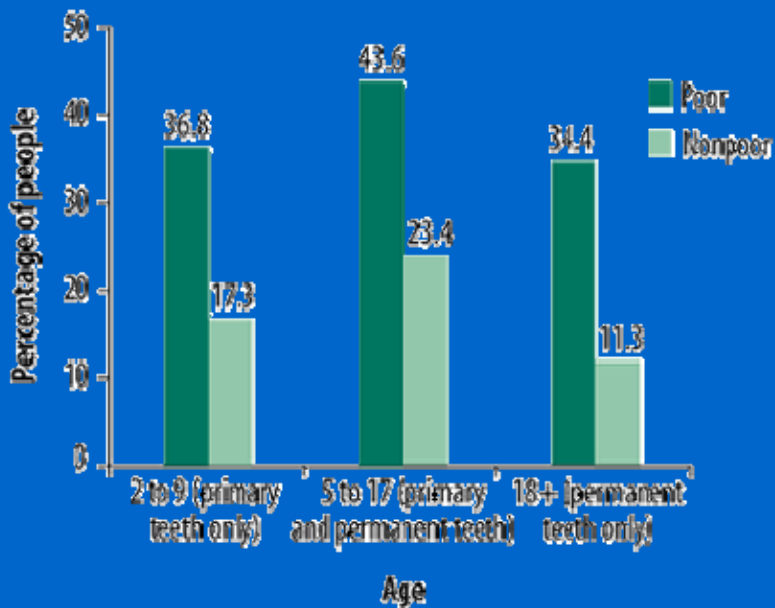
Untreated Dental Caries



Oral Health in America:
A Report of the Surgeon General

FIGURE 4.2

A higher percentage of poor people than nonpoor have at least one untreated decayed tooth



Source: NHIS 1986.

- Families living below the poverty level experience more dental decay.
- Caries seen in these individuals is more likely to be untreated than caries in those living above the poverty level.
- Dental caries is increasing in the young, minority groups and poor!
- Dental caries also varies by age and race/ethnicity.
- About 80 million Americans lack oral health insurance and therefore access to oral health care.

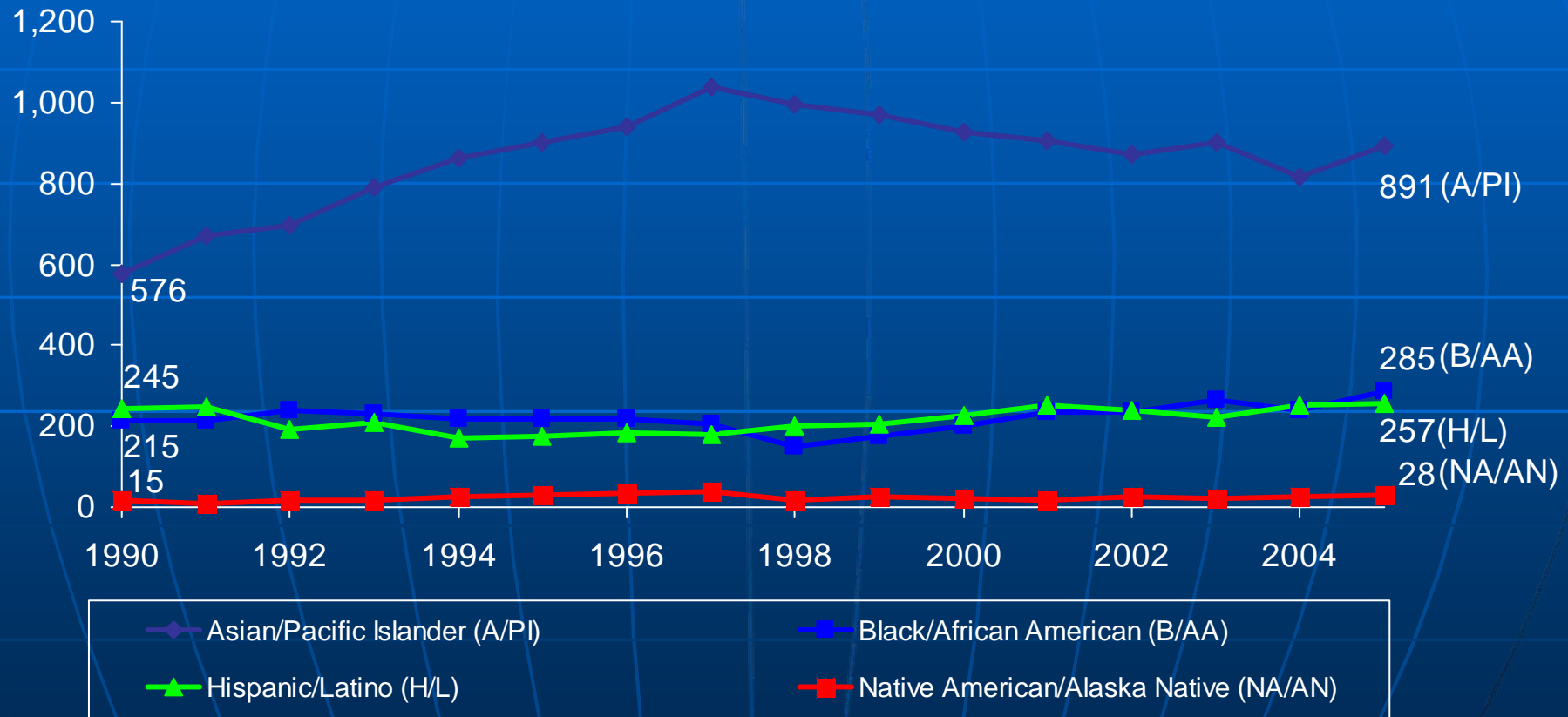
Professionally Active Dentists by Gender and Race/Ethnicity

Male	84%
Female	16%
Native American	0.1%
Asian/Pacific Islander	7%
Black/African American	3.5%
Hispanic/Latino	3.5%
White/Caucasian	86%

- **We know from IOM and Sullivan Commission reports that a diverse workforce could help improve access!**
- **Based on current level of diversity in oral health workforce AND current dental school enrollment trends and growth of the population by race/ethnicity, the future dental workforce will remain significantly unrepresentative of the population to be served.**
- **This does not bode well for improving access to oral health care for minorities and the poor.**



First-Time, First-Year Minority Enrollees in U.S. Dental Schools 1990 - 2005



Source: American Dental Education Association

AMERICAN DENTAL EDUCATION ASSOCIATION

WWW.ADEA.ORG

- **Mission** is to lead individuals and institutions of the dental education community to address contemporary issues influencing education, research, and the delivery of oral health care for the improvement of the health of the public.
- ADEA is the leading national organization for dental education. Our **264 institutional members** include all U.S. and Canadian dental schools, and a large majority of advanced dental education programs, hospital dental education programs, allied dental education programs, & dentally related corporations. Over **14,000 faculty, staff and students** from academic dental institutions are also members.

“THE RELENTLESS PURSUIT OF STRATEGIC PARTNERSHIPS”

**Has been the ADEA mantra for the
past decade!**

**Dr. Richard Valachovic
Executive Director**

American Dental Education Association

ADEA Center for Equity and Diversity (CED)

- CED established in 1998
- Received numerous grants over past decade totaling over \$22 million.
- Established strong collaborations with numerous outside associations and organizations
- Provided extensive support to programs, conferences, and research to increase diversity in dental education

Constellation of CED Partners

External

Internal

Women's Affairs Advisory Committee (WAAC)

Minority Affairs Advisory Committee (MAAC)

National Dental Association (NDA)
 • Faculty Forum
 • Faculty Awards

Networks
 • Women's Health Information (WHIN)
 • Women Liaison Officers (WLO)

American Council on Education (ACE)
 • Network/Forum

American Dental Association (ADA)
 • Ad Hoc Committee on Diversity
 • ADCFP (ADAF/AADR)

Association of American Medical Colleges (AAMC)
 • SMDEP
 • HPD Coalition

Society of American Indian Dentists (SAID)

Minority Affairs Section (MAS)

W. K. Kellogg
 • Access to Dental Careers (ADC)
 • Minority Faculty Development

Corporate
 • Procter & Gamble
 • Colgate
 • Pfizer
 • RWJF Pipeline
 • California Endowment

College Board Enrollment Management

Executive Leadership in Academic Medicine (ELAM) and (SELAM)

Venture Scholars Program (VSP)

(IPA) Institute for Policy and Advocacy

Office of Professional Development (OPD)
 • Regional Predental Advisors Workshop
 • Diversity and Access to Dental Careers Conference (DADC)
 • Annual Session
 • Meetings
 • Int'l Women's Leadership Conference

Division of Member Services (DMS)
 • OMSUSDS
 • Marketing/Publications

Center for Educational Policy and Research (CEPR)
 • Trend Data/Analysis
 • Fellowship/Grants

Center for Public Policy and Advocacy (CPPA)
 • Advocacy
 • NDA Advocacy (CBC)

ADEA Awards Seven \$250,000 Grants to U.S. Dental Schools to Increase Faculty Diversity (2004)

- The American Dental Education Association has awarded seven grants in the amount of \$250,000 each over six years **to increase the number of underrepresented minorities (URMs) in academic dentistry.** The grants will help develop careers of URM/Low Income (LI) junior faculty.
- The ADEA Minority Dental Faculty Development Program (MDFD) is funded by the **W.K. Kellogg Foundation.**

ADEA Receives \$1 Million Grant to Increase Number of Minority Students and Faculty (2001)

- The American Dental Education Association has received a \$1 million grant from the **W.K. Kellogg Foundation to help increase the number of minority students and faculty members in U.S. dental schools.**
- The grant also will help to improve the dental school environment to increase student retention, and to support collaborative work between philanthropic and professional organizations.

ADEA Diversity and Access to Dental Careers Conference (DADC)

- Biannual Meeting Focusing on Diversity since 1994, formerly called ADEA Minority Recruitment and Retention Conference.
- Major Conference Themes have included:
 - Academic Partnerships
 - Technical Assistance Workshop for federal HCOP Funding
 - Role of Institutional Leaders in Engineering Change
 - Managing Human Diversity
 - Strategies for the Retention of Minority Faculty
 - Testing in Higher Education
 - Leadership for Sustained Diversity Initiatives
 - Re-engineering Admissions Concepts
 - Effective Cultural Change: A Business Case Scenario
 - Administration of Minority Affairs
 - Effective Leadership, Effective Outcomes
 - Program Strategies for a Diverse Dental Faculty
 - Diversity and Coping with Change in the Business World
 - Deans' Panel: Leadership in Diversity from the Top
 - Diversity in Politics
- If you are interested in 2008 meeting, contact ADEA thru website, www.adea.org

Health Professions Advisors Workshops

- Held every year in conjunction with our ADEA Annual Meeting
- Invitations to local/regional colleges and high schools, advisors and students
- Information about dental careers, preparatory course work, admission processes, financial aid, etc.

PIPELINE, PROFESSION AND PRACTICE

Community Based Dental Education

www.dentalpipeline.org

- Funded by the **Robert Wood Johnson Foundation** with \$23 million and \$6.3 million from the **California Endowment**.
- The Dental Pipeline is a collaborative of 15 U.S. dental schools that work to reduce oral health disparities. They do this through the **recruitment and retention of underrepresented minority and lower-income students and the integration of community-based student rotations into curricula.**

PIPELINE PROGRAM ELEMENTS

- **Community-based Student Rotations**- Senior dental students spend an average of **60 days** in patient-centered community facilities & acquire clinical experience and cultural competency by treating large numbers of underserved patients, plus providing **immediate increases in access** to oral health care and **unique learning experiences**.
- **Curriculum Development**- Especially preparation for off-site practical experience including more behavioral sciences, ie, cultural competency.
- **Underrepresented Minority & Low-income Student Recruitment**- Sample strategies might include **a) expanding** existing student enrichment and recruitment programs for college and high school students; **b) testing** new methods of enlarging the pool of qualified underrepresented minority and low-income student applicants; **c) building** upon successful student retention and faculty development programs; **d) providing** scholarships and other financial aid to qualified students

EARLY RESULTS OF PIPELINE PROJECT

During the life of the current program, participating dental schools have experienced **an increased number of URM applicants**, with a 30% increase in African American applicants and 22% increase in Hispanic applicants. As of fall 2006, **overall enrollment by URM in participating schools grew by 50%**. Meharry Medical College and Howard University, both historically black health professions schools, report **increases of more than a third in enrollment** of Hispanic students.

Summer Medical and Dental Education Program

www.smdep.org

SMDEP is a national program funded by
The Robert Wood Johnson Foundation

with direction & technical assistance provided by

Association of American Medical Colleges

and

American Dental Education Association.

SUMMER MEDICAL AND DENTAL EDUCATION PROGRAM

- **SMDEP** is a free (full tuition, housing, and meals) six-week summer medical and dental school preparatory program that offers eligible students intensive and personalized medical and dental school preparation.

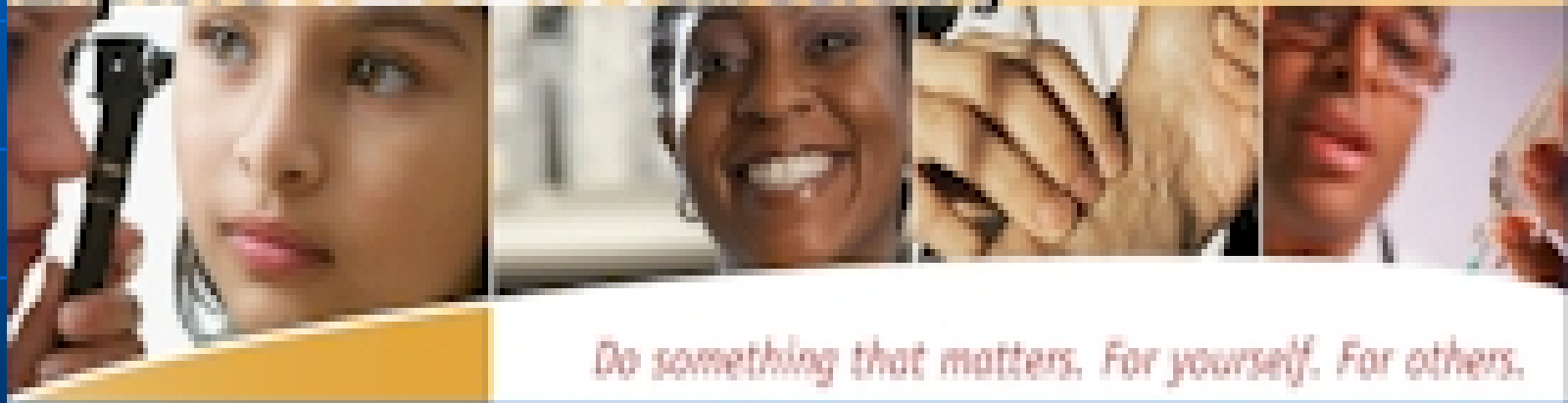
Program offerings include:

- Academic enrichment in the basic sciences (organic chemistry, physics, biology, pre-calculus/calculus) and key elective courses (writing, oral presentations, current topics in health)
- Learning-skills seminars, including study skills and methods of individual and group learning
- Limited clinical exposure through small-group clinical rotations and full-group clinician seminars
- Career development, including the exploration of the medical and dental professions and an individualized education plan to identify other appropriate summer experiences
- A financial-planning workshop

SMDEP PROGRAM SITES

- Case Western Reserve University Schools of Medicine and Dental Medicine (OH)
- Columbia University College of Physicians and Surgeons and College of Dental Medicine (NY)
- David Geffen School of Medicine at UCLA and UCLA School of Dentistry (CA)
- Duke University School of Medicine (NC)
- Howard University Colleges of Arts & Sciences, Dentistry and Medicine (DC)
- The University of Texas Dental Branch and Medical School at Houston (TX)
- UMDNJ-New Jersey Medical and New Jersey Dental Schools (NJ)
- University of Louisville Schools of Medicine and Dentistry (KY)
- University of Nebraska Medical Center, Colleges of Medicine and Dentistry (NE)
- University of Virginia School of Medicine (VA)
- University of Washington Schools of Medicine and Dentistry (WA)
- Yale University School of Medicine (CT)

Explore **HEALTH** Careers.org



Do something that matters. For yourself. For others.

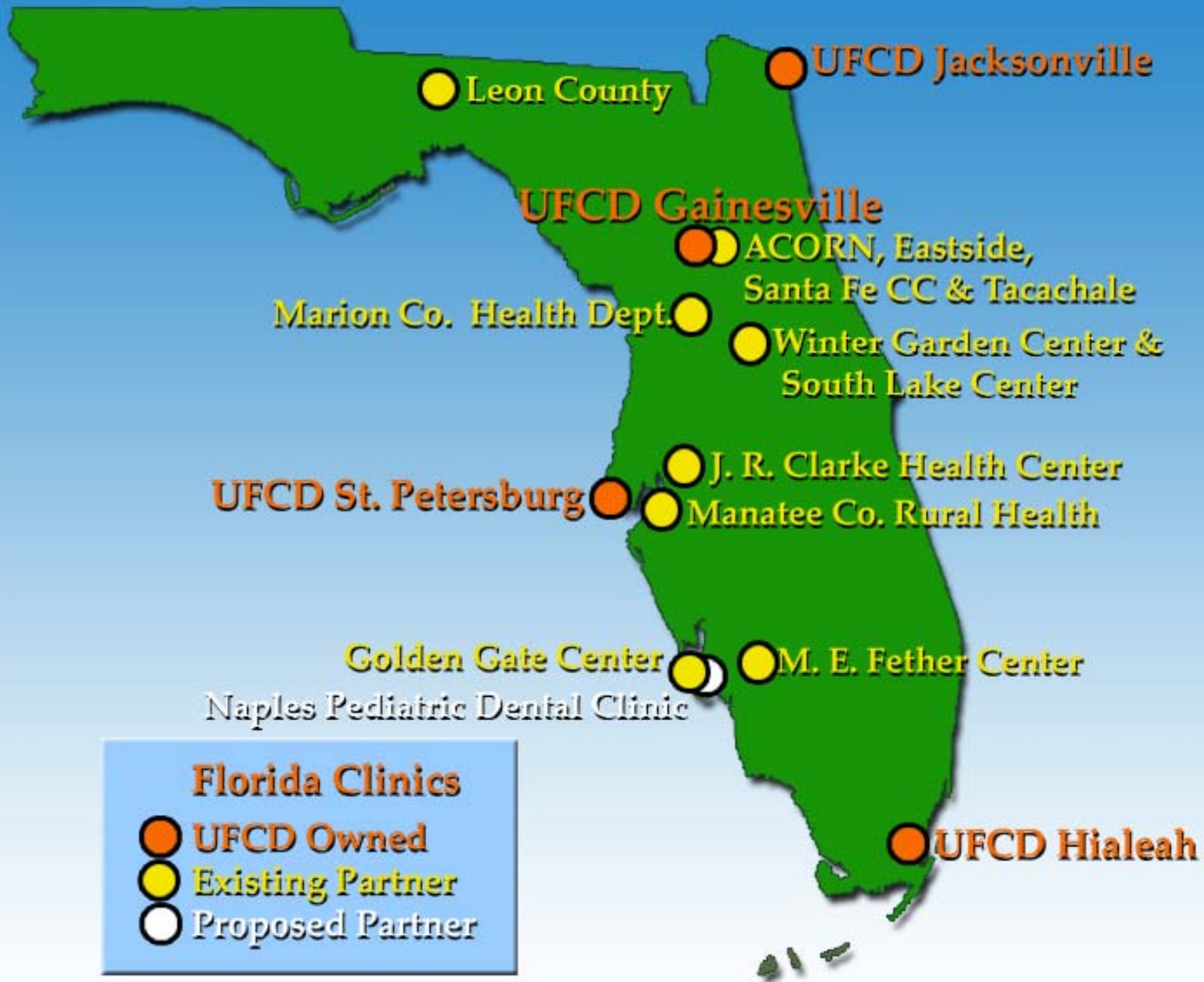
Explorehealthcareers.org

A free, multi-disciplinary, interactive health careers website designed to address workforce shortages in the health professions.

- *This Website is a non-profit, collaborative initiative involving **national foundations, professional associations, health career advisors, educational institutions, and college students.***
- *Mission is to help solve two urgent problems in American health care: the under-representation of minorities in the workforce, and the lack of health professionals in medically underserved communities. We hope to address these problems by helping more of today's students become the health professionals of tomorrow.*
- ***ExploreHealthCareers.org** gives students a free, reliable, and comprehensive source of accurate, up-to-date information about the health professions. This includes information on and links to health-related education/training programs, financial aid resources, specialized learning opportunities, and current issues in health care.*
- *By helping as many students as possible find a health career that suits them, we hope to help build a stronger health workforce. The health professionals of tomorrow will be highly skilled, motivated, and as diverse as the patients they serve.*
- *They'll also be committed to making our country's health care system first-rate, and equally accessible to everyone in this nation. And we mean everyone.*

UNIVERSITY OF FLORIDA COLLEGE OF DENTISTRY

- 1. UF STATEWIDE NETWORK FOR
COMMUNITY ORAL HEALTH
A MODEL FOR PARTNERSHIPS
FROM VISION TO REALITY**
- 2. OVERALL DIVERSITY EFFORTS**



UFCD Diversity Outreach Efforts

- College funds a senior staff position as **Coordinator for Student and Multicultural Affairs**
- College of Dentistry faculty participate as mentors to Hispanic and African-American first-year undergraduate students in the **Minority Mentor Program**, <http://www.registrar.ufl.edu/catalogarchive/03-04-catalog/student-information/mentor.html>.
- Faculty serve as advisors to undergraduate pre-dental organizations on campus including the **pre dental ASDA chapter**, <http://grove.ufl.edu/~asdauf/index.php?current=pictures> and the **Pre-dental Society**, <http://grove.ufl.edu/~pds/advisor.html>
- College participates in recruitment activities on the UF campus, including the Institute of Hispanic-Latino Cultures, http://www.dso.ufl.edu/multicultural/lacasita/General/Contact_Staff.php, and the Institute of Black Culture, <http://www.dso.ufl.edu/multicultural/ibc/> and the College of Agricultural and Life Sciences' annual Gator Encounter, <http://www.cals.ufl.edu/gatorencounter/2007/>.

UFCD Diversity Outreach Efforts

(continued)

- College initiated in 2002 and self-funds the **Summer Learning Program** for URM and financially disadvantaged college students.
- College annually hosts high school students from Bethune-Cookman College's summer health institute, UF College of Education's high school summer careers program and pre medical AMSA High School Health Careers Conference, introducing them to careers in dentistry.
- Coordinator for Student and Multicultural Affairs arranges visits to other colleges and universities across the state, particularly those with large populations of URM students. Florida International University, Florida Atlantic University and Florida A&M University were among the schools visited in 2006. Student Dental Ambassadors play a major role in these activities, also representing our student body at most of these recruiting events.
- In 2007, for the second time, the college will host Florida International University pre dental student organization for a mini Pre dental Forum visit to the college.

UF College of Dentistry

Summer Learning Program

<http://www.dental.ufl.edu/Admissions/outreach.asp>

- College students from educationally or economically disadvantaged backgrounds or ethnic minority students who are interested in dentistry. 10-12 students per year
- Comprehensive academic program gives pre dental students a chance to produce hands-on projects in dental simulation laboratory, shadow dental students, explore dentistry and its specialties, receive one-on-one advising from an admissions officer, develop interview skills, draft a personal statement and network with dental faculty and students.
- Currently, **twelve** Summer Learning Program alumni are **enrolled or accepted** for enrollment in DMD programs both at UF and other dental schools nationally.

Potential Partnerships and Collaborations in Florida to Help Improve Diversity in the Health Care Workforce

- Minority Oriented High Schools
- Community Colleges and Universities
- Health Professional Organizations, both majority and minority
- Children's and other Advocacy Groups
- Community Health Centers and County Health Departments
- UFCOD Community Based sites and local highschools and colleges