

Diversity at University at Buffalo School of Dental Medicine



University at Buffalo

School of Dental Medicine

Goals and Objectives

The UB School of Dental Medicine is committed to maintaining appropriate levels of diversity among its students, faculty and staff while integrating inclusive excellence into all areas of operations.

This plan spells out the university's plan to expand diversity and inclusion through a new Center of Inclusive Excellence that will monitor advancements.



UB SDM Diversity

The school recognizes the value that diversity brings to the learning process and to the care we deliver. Additionally, it recognizes that a more diverse workforce is one approach for reducing health disparities in our country.

We recognize that diversity goes well beyond gender, race, and ethnicity, especially when examining the issues associated with access and utilization of healthcare services in this country.



UB SDM Diversity

We recognize that diversity goes well beyond gender identification, race, and ethnicity, especially when examining the issues associated with access and utilization of healthcare services in this country. Among the many factors that we consider when assessing an applicants application are:

**Geographic diversity
(DPSA's especially in WNY)**

**Self-reported disadvantaged
status**

**Demonstrated leadership in
Military/Veterans/ Peace Corps**

First Generation College

Student Recruitment

The UB SDM shares the University Goals of

- ❖ Continually enhancing student diversity
- ❖ Being engaged in ongoing systematic and focused efforts to attract and retain students from diverse backgrounds
- ❖ Systematically evaluates comprehensive strategies to improve the institutional climate for diversity.

Student Recruitment

Student Admissions Committee faculty and staff attend recruitment fairs and workshops designed to encourage applications from and admission of a diverse student body. We have recently started to send current DDS student ambassadors to attend recruitment fairs.

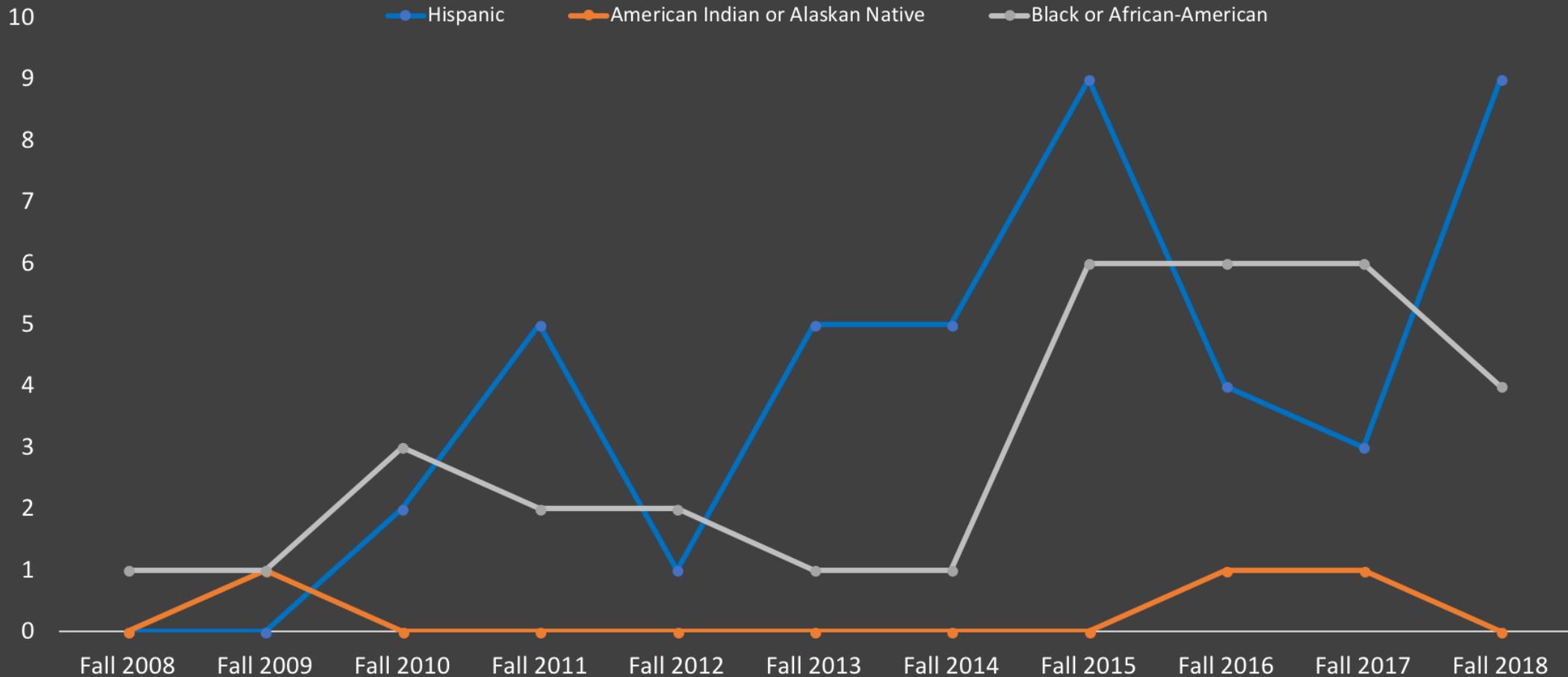
Recent presentation and recruitment fairs our school attended include:

- ❖ *McNair Scholars Summer Research Conference* – Niagara Falls, NY
- ❖ *Charles Drew Minority Pre-Health Society* - Binghamton University
- ❖ *ADEA Pre-Dental Student Virtual Fair*
- ❖ *New York University College of Dentistry*
- ❖ *Pre-Dental Group Presentations*
- ❖ *CCNY outreach (and this year many more in downstate)*
- ❖ **Broad social media recruitment**

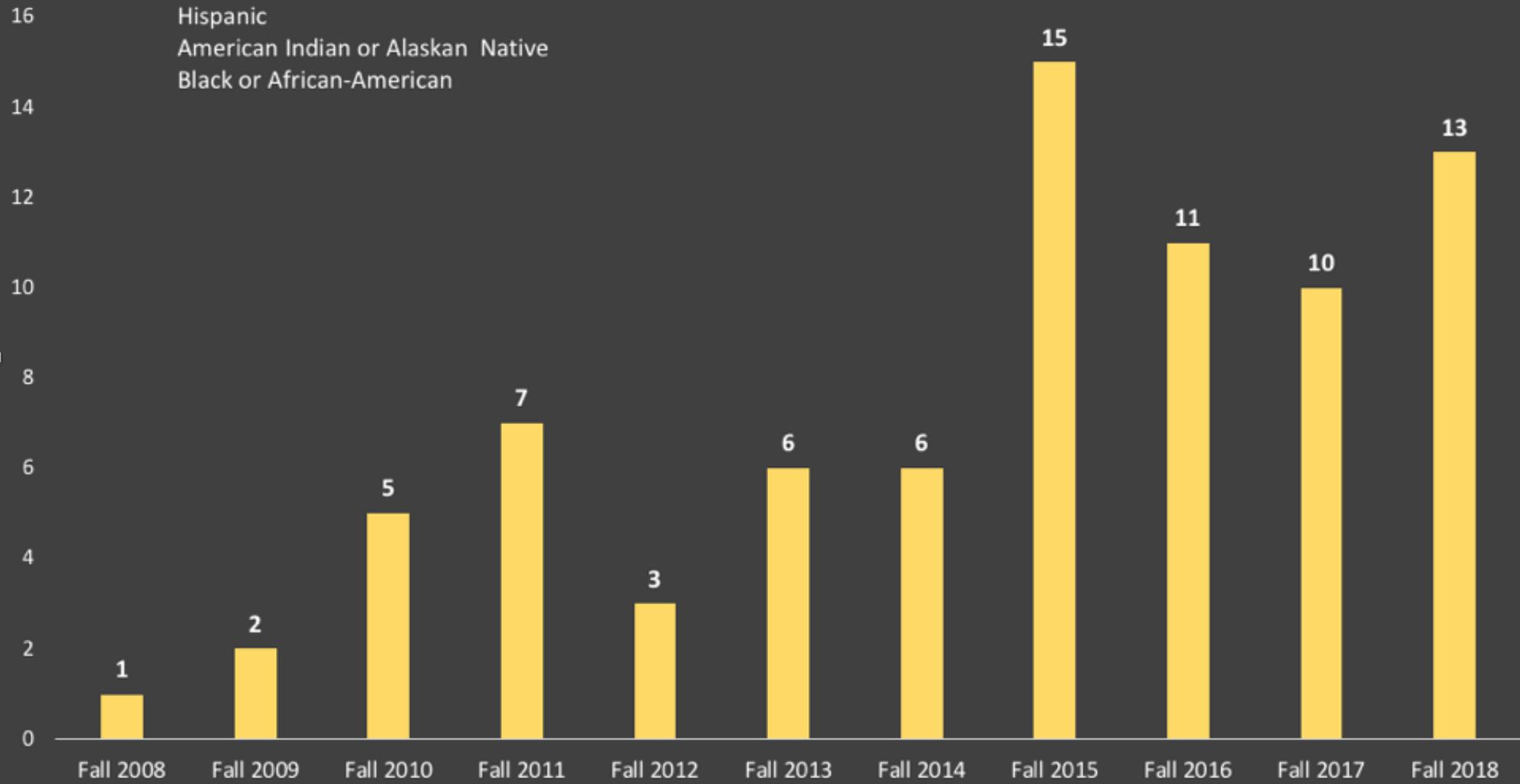
UB SDM Plan to Increase Retention and Graduation Status

- ❖ *During our recent Commission of Dental Accreditation site visit in September 2017, the Office of Student and Academic Affairs documented the actions we take to help increase retention and graduation rates.*
- ❖ Once a student is admitted to our program, we continue the communication plan with a number of touch points and highlighted by our Admitted Student Day. Admitted students are also encouraged to join social media groups to they can begin forming relationships prior to the start of school.
- ❖ HSDA, NSDA, Intercultural Awareness Clubs have all been established and/or thrived in the past three to four years.

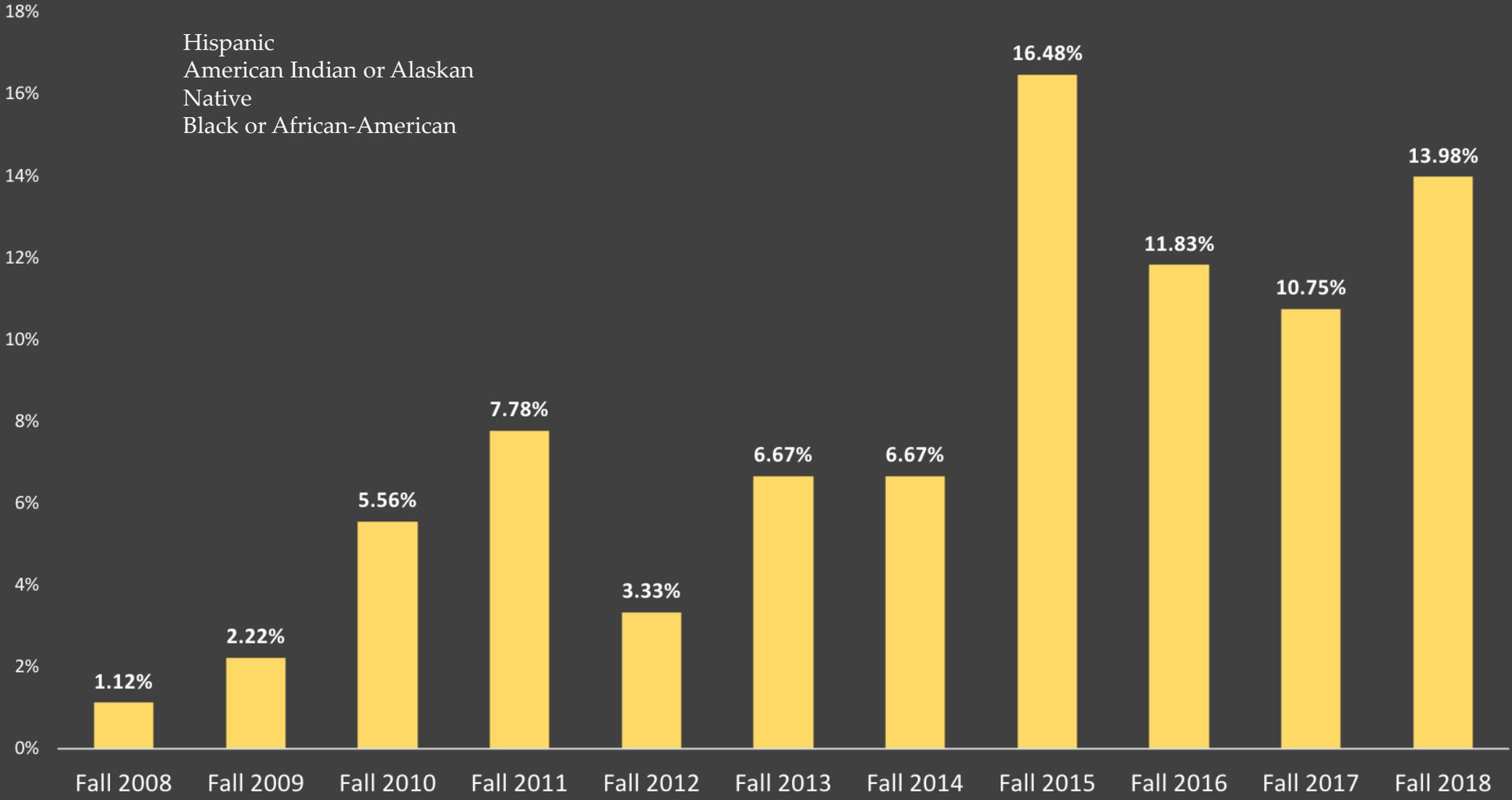
2008-2018 URM Comparisons



2008-2018 Cumulative URM



2008-2018 Percentage URM In Class



Admission Results

- ❖ We believe as a result of these institutional strategies the profile of our last two dental school classes has dramatically increased in the percentages of URMs, rural and disadvantaged students.
- ❖ Additionally the membership of our Student Hispanic Dental Association Chapter has increased 500-fold and a new chapter of the Student National Dental Association was established in Spring 2017.

Faculty and Staff Diversity

- ❖ The school is committed to appropriate levels of diversity in gender and ethnicity among our faculty, comparable with national demographic percentages of dental faculty as reported in the most recent survey of dental schools from the American Dental Education Association.
- ❖ Asian faculty are represented at comparable levels between UB and the ADEA national sample (12% vs. 13%).
- ❖ For Black or African American faculty, the national percentage is 4%, while at UB it is 2%.
- ❖ The percentage of Hispanic/Latino faculty is also nationally than at UB (7% vs. 3%).



Future for UB SDM Diversity

The University at Buffalo School of Dental Medicine values diversity and will continue to maintain appropriate levels of diversity among its students, faculty and staff while integrating inclusive excellence into all areas of operations.



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