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DENTAL EDUCATION

DIVERSITY IN DENTAL EDUCATION:

Moving from Anecdote to Analytics

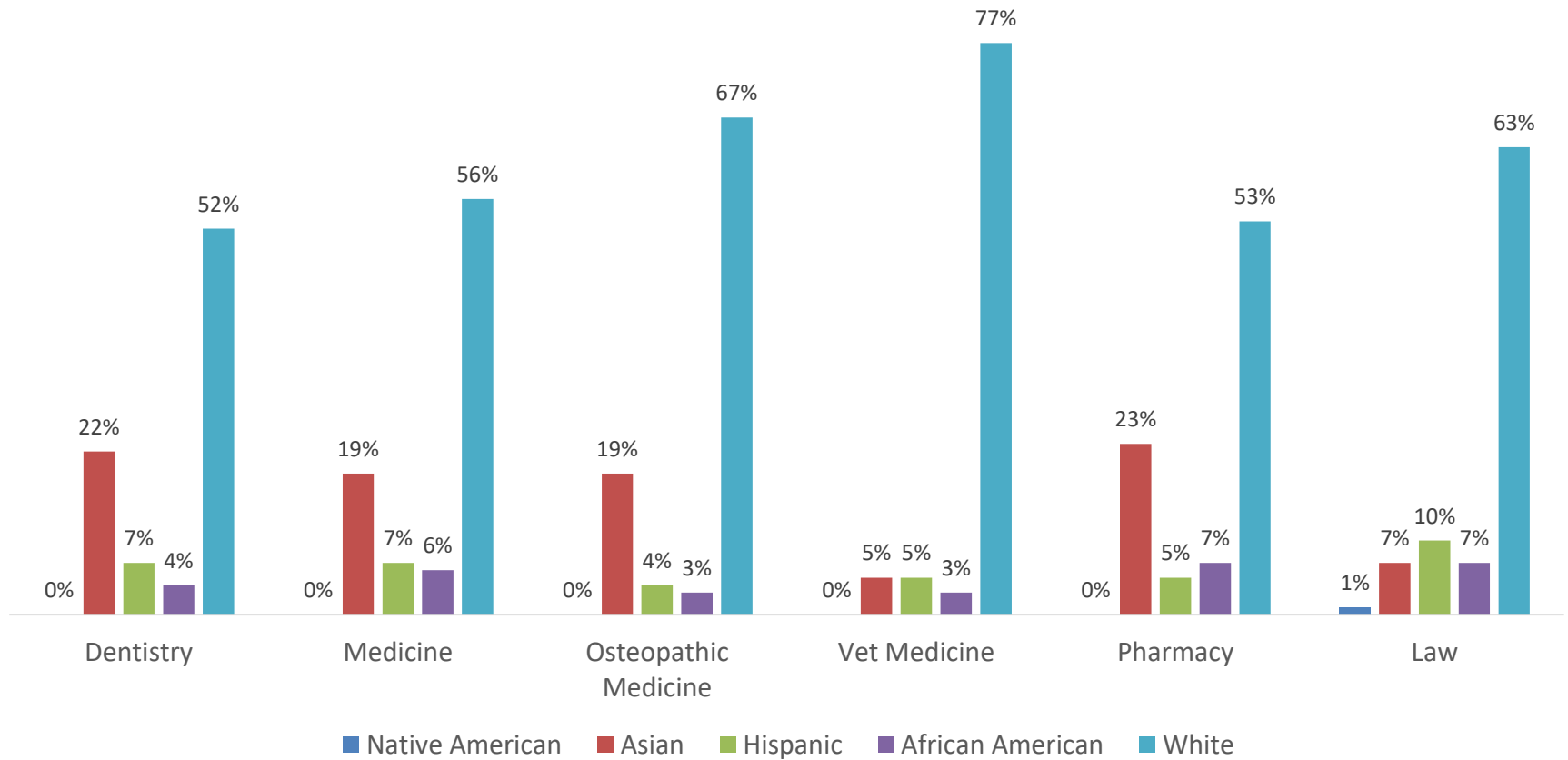
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"If I had an hour to solve a problem I'd spend 55 minutes thinking about the problem and 5 minutes thinking about the solution"

-Albert Einstein

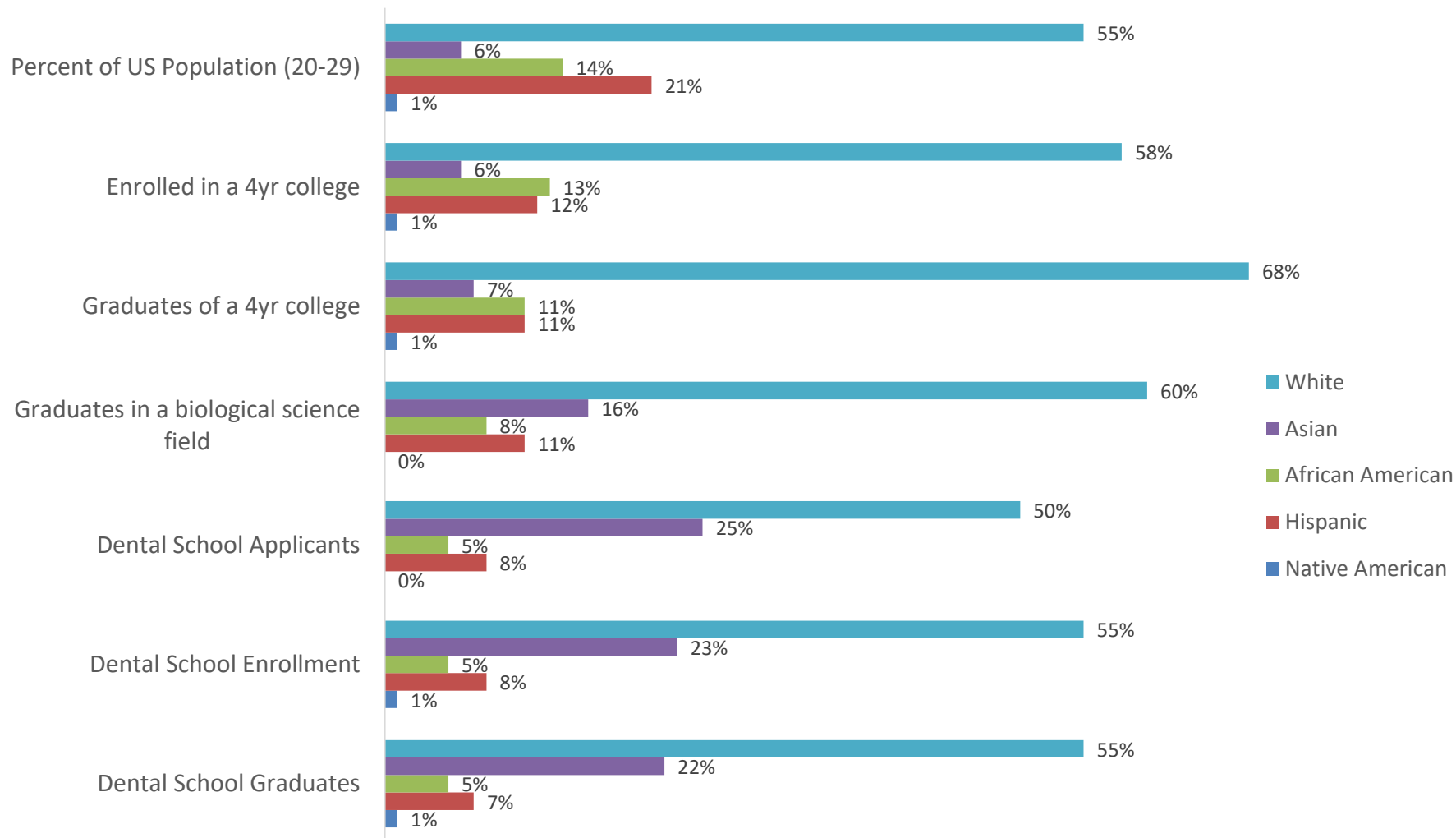
Graduates of Professional Programs by Race and Ethnicity, 2014-15

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Racial/Ethnic Pipeline to Dental Faculty, 2015



If African American's were representative in Dental Education

| | 2014-15 AA Enrollees | National (14%) | 4yr College enrollees | 4yr college graduates | Biology graduates |
|----------------------------------|----------------------|----------------|-----------------------|-----------------------|-------------------|
| | 304 | 832 | 773 | 654 | 475 |
| Difference from 2014-15 | — | 528 | 469 | 350 | 171 |
| Average needed per dental school | — | 8 | 7 | 5 | 3 |

Distribution of African American Students

| | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|---|---------|---------|---------|---------|
| # Schools with at least 2% of African American enrollment | 18 | 20 | 19 | 21 |
| % these schools are of all dental schools | 30% | 32% | 29% | 32% |
| % of African American students enrolled by these schools | 71% | 74% | 70% | 73% |

Distribution of Hispanic Students

| | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|---|---------|---------|---------|---------|
| # Schools with at least 2% of Hispanic enrollment | 19 | 18 | 21 | 18 |
| % these schools are of all dental schools | 31% | 29% | 32% | 28% |
| % of Hispanic students enrolled by these schools | 72% | 68% | 71% | 64% |

Distribution of Native American Students

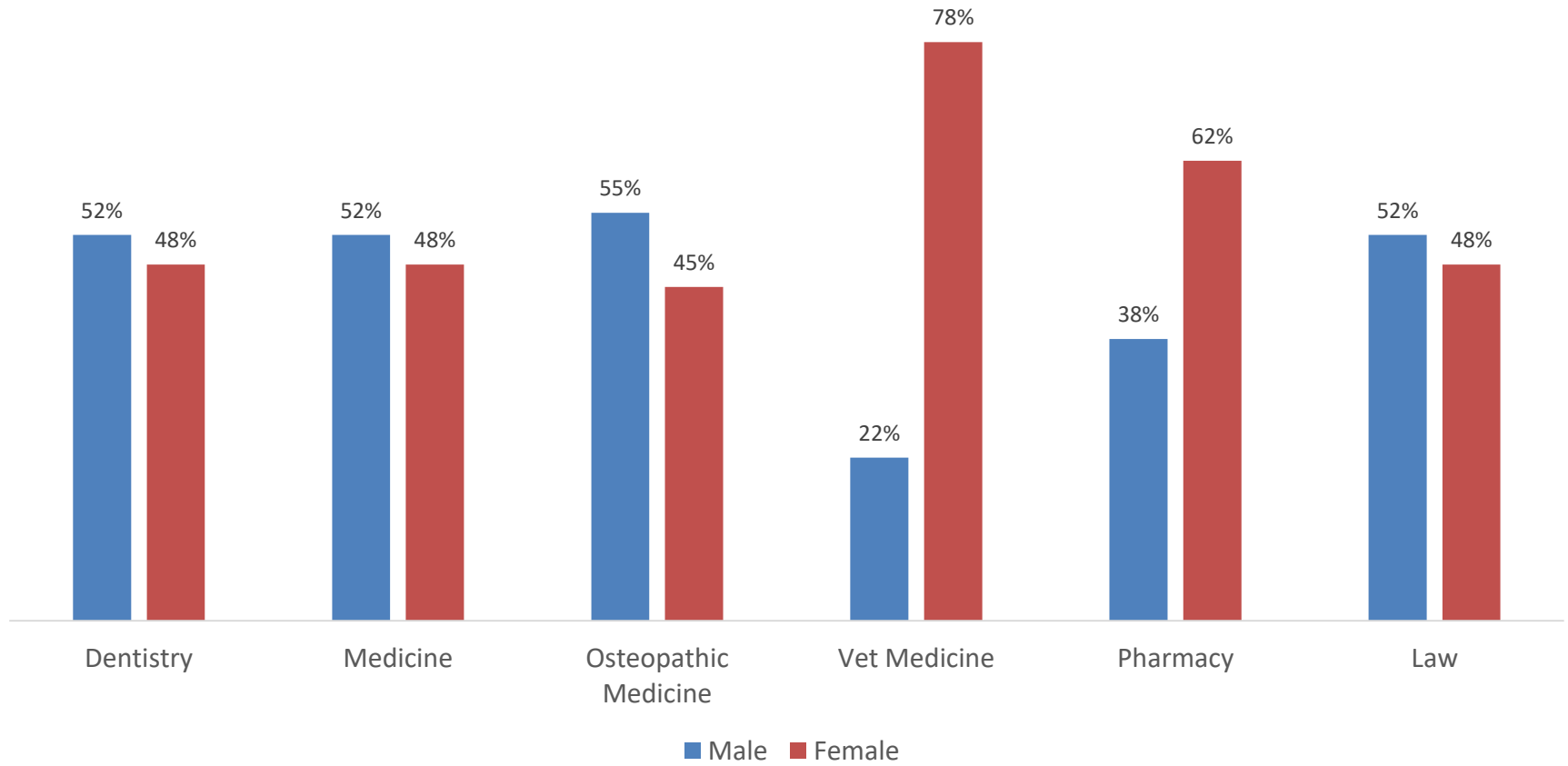
| | 2011-12 | 2012-13 | 2013-14 | 2014-15 |
|--|---------|---------|---------|---------|
| # Schools with at least 2% of Native American enrollment | 25 | 28 | 12 | 13 |
| % these schools are of all dental schools | 41% | 45% | 18% | 20% |
| % of Native American students enrolled by these schools | 100% | 100% | 79% | 76% |

Top 20 schools in size of enrollment in 2015

| | African American | Hispanic | Native American |
|---|------------------|----------|-----------------|
| Number of students represented by 2% | 18 | 28 | 2 |
| Number of top 30 schools with 2% or more in 2014-15 | 12 | 15 | 13 |
| Total number of schools with 2% or more in 2014-15 | 21 | 18 | 13 |

Graduates of Professional Programs by Gender, 2014-15

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Distribution of Graduates by Professional Program, Race, and Gender 2015

| | White | | Asian | | African American | | Hispanic | |
|----------------------|------------|------------|------------|------------|------------------|------------|------------|------------|
| | Male | Female | Male | Female | Male | Female | Male | Female |
| Dentistry | 58% | 42% | 46% | 54% | 40% | 60% | 44% | 56% |
| Medicine | 55% | 45% | 50% | 50% | 35% | 65% | 49% | 51% |
| Osteopathic Medicine | 56% | 44% | 52% | 48% | 43% | 57% | 56% | 44% |
| Vet Medicine | 23% | 77% | 17% | 83% | 18% | 82% | 26% | 74% |
| Pharmacy | 39% | 61% | 36% | 64% | 39% | 61% | 36% | 64% |
| Law | 56% | 44% | 42% | 58% | 38% | 62% | 44% | 56% |

Key takeaways from data

- Dental school diversity not great, but not unique.
- Pipeline: continue recruitment fight in small pond or grow pond?
- URM distribution skewed?
- Gender equity overall, different story by race.