

## **SCHOOL OF DENTISTRY DIVERSITY PLAN**

**Diversity Goal 1: Recruitment, academic achievement, persistence and graduation of a diverse student body.**

**Current Status: Recruitment of a diverse student body is the primary goal at IUSD. Once enrolled in IUSD, URM students' academic achievement and graduation rates are no different that than of majority students. The pool of URM students interested in dentistry is alarming small (ADEA statistics); therefore, creative means are needed to attract students to IUSD.**

### **1.1 School/Department Goal or Implementation Strategy for Diversity Goal 1 - Recruitment**

#### **Performance Indicators for this Goal/Strategy**

##### **Tasks**

- 1.1A Identify & rank at least 10 HBCUs that we can develop relationships with in order to recruit their students
- 1.1B Partner with Crispus Attucks Medical Magnet School
- 1.1C Develop a pre dental program to enhance dental knowledge and skills in a target population

##### **Persons Responsible ADD YOUR NAME HERE**

- 1.1A Traci Adams-Wilson, Mike Davis
- 1.1B Traci Adams-Wilson, Mike Davis
- 1.1C Traci Adams-Wilson, Margot Van Dis, Bill Babler, Lehman Adams

##### **Timeline for Completion (within plan period)**

- 1.1A 3-6 months
- 1.1B Ongoing with no end date
- 1.1C 6-12 months

#### **Report of Accomplishments**

### **1.2 School/Department Goal or Implementation Strategy for Diversity Goal 1 - Scholarships and Financial Aid**

#### **Performance Indicators for this Goal/Strategy**

##### **Tasks**

- 1.2A Determine how other dental schools have secured financial support for URM students
- 1.2B Identify means to fund Item 1.1C as well as travel funds for admissions interviews at IUSD.
- 1.2C

##### **Persons Responsible**

- 1.2A Traci Adams-Wilson
- 1.2B
- 1.2C

##### **Timeline for Completion (within plan period)**

- 1.2A 3 -6 months
- 1.2B
- 1.2C

# Report of Accomplishments

Revised 4/16/07

**Diversity Goal 2: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration while creating a campus-wide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.**

**Current Status: There is a national crisis in numbers of dental faculty, which will grow worse with the retirement of the "baby boomer" generation. Fewer graduates are entering faculty position, partly due to their overwhelming debt load. This problem spills over into the recruitment and retention of URM faculty members, and IUSD is no exception.**

## **2.1 School/Department Goal or Implementation Strategy for Diversity Goal 2 – Enhancing the Work Environment**

### **Performance Indicators for this Goal/Strategy**

#### **Tasks**

- 2.1A Develop a regular, mandatory program in cultural competency and sensitivity for students, faculty and staff.
- 2.1B
- 2.1C

#### **Persons Responsible**

- 2.1A (leader/team members)
- 2.1B
- 2.1C

#### **Timeline for Completion (within plan period)**

- 2.1A
- 2.1B
- 2.1C

### **Report of Accomplishments**

## **2.2 School/Department Goal or Implementation Strategy for Diversity Goal 2**

### **Performance Indicators for this Goal/Strategy**

#### **Tasks**

- 2.2A
- 2.2B
- 2.2C

#### **Persons Responsible**

- 2.2A (leader/team members)
- 2.2B
- 2.2C

#### **Timeline for Completion (within plan period)**

- 2.2A
- 2.2B
- 2.2C

# Report of Accomplishments

Revised 4/16/07

**Diversity Goal 3: Make diversity a strategic priority touching all aspects of the campus mission.**

**Current Status:**

**3.1 School/Department Goal or Implementation Strategy for Diversity Goal 3**

**Performance Indicators for this Goal/Strategy**

**Tasks**

- 3.1A
- 3.1B
- 3.1C

**Persons Responsible**

- 3.1A (leader/team members)
- 3.1B
- 3.1C

**Timeline for Completion (within plan period)**

- 3.1A
- 3.1B
- 3.1C

**Report of Accomplishments**

**3.2 School/Department Goal or Implementation Strategy for Diversity Goal 3**

**Performance Indicators for this Goal/Strategy**

**Tasks**

- 3.2A
- 3.2B
- 3.2C

**Persons Responsible**

- 3.2A (leader/team members)
- 3.2B
- 3.2C

**Timeline for Completion (within plan period)**

- 3.2A
- 3.2B
- 3.2C

**Report of Accomplishments**

**Diversity Goal 4: Regularly assess, evaluate, improve and communicate diversity efforts of IUPUI.**

**Current Status: IUSD will review our current practices in this area. Before changes can be made we need to determine what has been done in the past and what is currently being implemented. It may be necessary to develop new assessment tools in order to obtain more accurate data.**

**4.1 School/Department Goal or Implementation Strategy for Diversity Goal 4**

**Performance Indicators for this Goal/Strategy**

**Tasks**

- 4.1A Develop an assessment tool to determine URM patient, student, faculty, and staff perception at IUSD
- 4.1B Determine what the statewide impression of IUSD and its diversity efforts is.
- 4.1C Create and implement an annual “Celebrate Diversity Week” at IUSD
- 4.1D Expand bilingual resources/training for students and faculty in the delivery of patient services

**Persons Responsible**

- 4.1A Traci Adams-Wilson, Yvonne Baynham
- 4.1B Traci Adams-Wilson, Yvonne Baynham
- 4.1C Bill Babler, Traci Adams-Wilson,
- 4.1D TBD

**Timeline for Completion (within plan period)**

- 4.1A 12 months
- 4.1B 12 months
- 4.1C 12 months
- 4.1D TBD

**Report of Accomplishments**

**4.2 School/Department Goal or Implementation Strategy for Diversity Goal 4**

**Performance Indicators for this Goal/Strategy**

**Tasks**

- 4.2A
- 4.2B
- 4.2C

**Persons Responsible**

- 4.2A (leader/team members)
- 4.2B
- 4.2C

**Timeline for Completion (within plan period)**

- 4.2A
- 4.2B

**Report of Accomplishments**